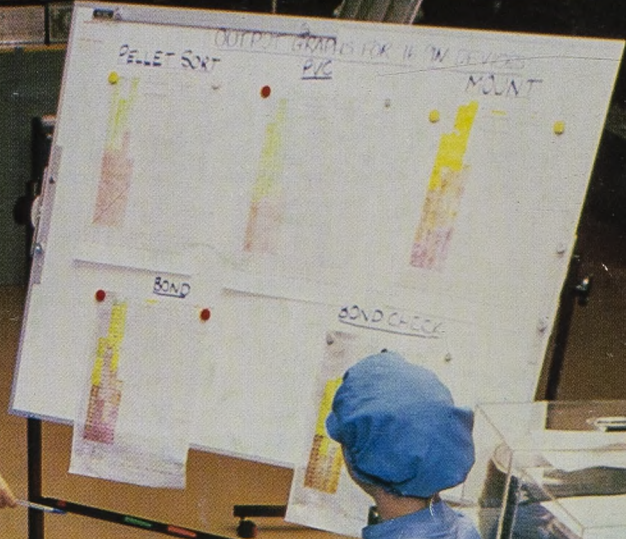


Employment Gazette

March
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Employment Gazette

March 1990

Volume 98 No 3 pages 115-166

Department of Employment

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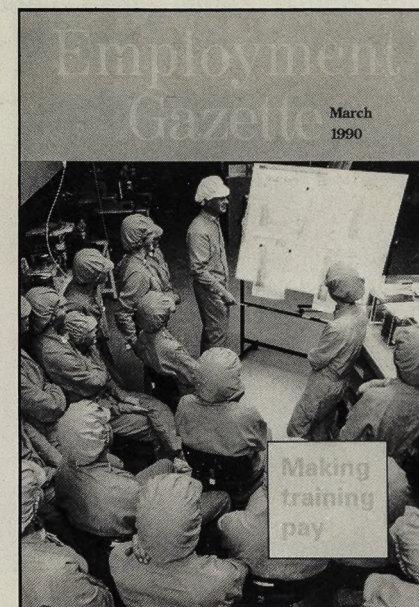
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Three major aspects of training are examined in articles on pp 121, 138 and 143. Photo: Telegraph Colour Library.



Details of the ethnic origins of the British labour force are given in a feature on p 125, which also identifies similarities and differences between the ethnic groups.



An analysis of the evidence from medical surveillance of workers exposed to lead is presented in a special feature on p 150.

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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 jobcentres, employment offices, 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, ID6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

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

General information

Your guide to our employment, training and enterprise programmes

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

Employment legislation

Written statement of main terms and conditions of employment

PL700

Redundancy consultation and notification

PL833 (3rd rev)

Employee's rights on insolvency of employer

PL718 (4th rev)

Employment rights for the expectant mother

PL710 (2nd rev)

Suspension on medical grounds under health and safety regulations

PL705 (2nd rev)

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

PL703

Union membership and non-membership rights

PL871

Itemized pay statement

PL704 (1st rev)

Guarantee payments

PL724 (3rd rev)

Employment rights on the transfer of an undertaking

PL699 (2nd rev)

Rules governing continuous employment and a week's pay

PL711

Time off for public duties

PL702

Unfairly dismissed?

PL712 (5th rev)

Rights of notice and reasons for dismissal

PL707 (2nd rev)

Union secret ballots

PL701 (2nd rev)

Redundancy payments

PL808

Limits on payments

PL827

Unjustifiable discipline by a trade union

PL865

Trade union executive elections

PL866

Trade union funds and accounting records

PL867

Trade union political funds

PL868

The Employment Act 1988

A guide to its industrial relations and trade union law provisions

PL854

A guide to the Employment Act 1989

PL888

A guide to the Trade Union Act 1984

PL752

Industrial action and the law

A guide for employees and trade union members

PL869

Industrial action and the law

A guide for employers, their customers and suppliers

PL870

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 giving basic details for employers and employees

Health and safety

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

Alcohol in the workplace

A guide for employers

PL859

Drug misuse and the workplace

A guide for employers

PL880

Wages legislation

The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986

PL810

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

PL815

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1989)

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

ITL19(1983)

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

PL720

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay

A guide to the Equal Pay Act 1970

PL743

Equal pay for women—what you should know about it

Information for working women

Overseas workers

Employment of overseas workers in the UK

Employers' guide to the work permit scheme

OW5(1987)

Employment of overseas workers in the UK

Training and work experience scheme

OW21(1987)

Miscellaneous

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

PL748

The Employment Agencies Act 1973

General guidance on the Act, and regulations for use of employment agency and employment business services

PL594 (4th rev)

The United Kingdom in Europe—People And Progress

Fact pack on British government concerns about the 'Social Charter'

Career development loans

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

News Brief

Skills Training Agency buyout



Skillcentre in Birmingham.

The first successful management buyout in the Civil Service has been announced by Employment Secretary, Michael Howard, with the sale of the Skills Training Agency (STA).

The Agency provides training through a network of 60 Skillcentres throughout Britain. In March of last year, the then Employment Secretary Sir Norman Folwer, announced his intention to offer the STA for sale. This followed a feasibility study by Deloitte, Haskins and Sells.

Terms of sale have now been agreed with two bidders. Their offers together cover 47 Skillcentres, the STA head office, Mobile Training Service, sales teams and colleges. The major bidder is Astra Training Services Limited, a company formed by a management buyout team in the STA head office. METEL Ltd of Merseyside also made a successful bid for the Liverpool Skillcentre.

Viable training

Mr Howard said that the sale would enable "the creation of a viable private sector network of training provision with good coverage of major centres of population in England, Scotland and Wales. Over three quarters of the Skillcentres will be sold on the basis that they will continue to provide training."

Astra plans include investment of over £11 million in the first three years, and opportunities for staff to participate more fully in the business through an employee share ownership scheme.

The existing five regional offices, and 13

Skillcentres, are not included in the sale package and did not feature in Astra's bid. "I propose", said Mr Howard, "to close down the training businesses in these parts of the agency, and wherever possible the staff will be redeployed to other posts. Alternative arrangements will be made to allow trainees to complete training in progress."

The sites of those offices and centres which are not included in the package will be offered for sale and Mr Howard indicated that he expected the net proceeds from these sales to exceed the payments from the Government to the training business purchasers.

Properties sold to Astra are also subject to a clawback arrangement on a sliding scale over ten years, to ensure the Government shares in gains realised on development or sale.

Stuart Bishell, head of the Astra buyout group, indicated that he expected the new training organisation to be "leaner, fitter and more flexible", adding that it was unlikely they would desert their strong base in craft training, but would seek to move into other sectors such as supervisory and junior management skills courses.

A number of steps are required before the sale is completed. As Mr Howard said: "My officials will now consult staff and their trade union representatives on the implications of my statement for staff, including the measures I have taken to give effect to Ministerial undertakings about pension and other arrangements for staff transfer into the private sector."

Shop window on Britain

The first British Travel Centre established overseas by the British Tourist Authority has been officially opened by the Tourism Minister, Lord Strathclyde, in Brussels.

The travel centre is modelled on the highly successful British Travel Centre in London's Regent Street, and if successful could be extended by the BTA to other countries. The centre is a joint commercial venture between the BTA and British Rail, Thomas Cook, Air Europe, the British



Lord Strathclyde opening the Brussels shop.

Reservation Centre, P and O European Ferries and Rail Freight. It will provide potential travellers to Britain with extensive information and the opportunity to book holidays, transport and accommodation under one roof.

A British 'shop' has been included, selling guidebooks, videos and posters on Britain, English wine and food specialities, and National Trust products.

Safety change

The Health and Safety Executive has produced a short guide to three newly adopted European Community directives which cover the workplace, the use of work equipment and the use of personal protective equipment. The directives will come into force at the end of 1992.

The Health and Safety Commission is now considering what proposals should be drawn up to implement the directives.

Some changes to British law will be necessary, mainly to amplify existing law rather than set totally new requirements. The HSE expects to publish consultative documents around the end of 1990.

The HSE's guide to the new directives is available free from its public enquiry points in London (01-221 0870), Bootle (051-951 4381) and Sheffield (0742 755792).

The Enterprise Training awards

"Yes, I wish I'd done it sooner, but it's just the way things happen." Brian Watson showed a degree of fatalism, but also delight as £5,000 winner of the 1989 Laing's Enterprise Awards.

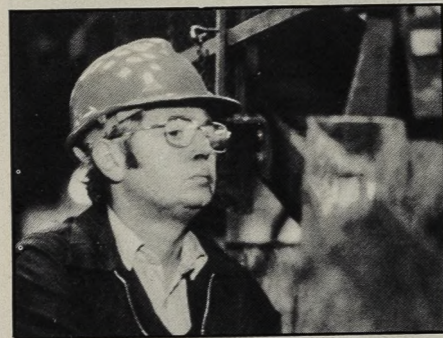
His career seemed finished when he was made redundant after 28 years with the same firm.

He knew his trade well—installing and servicing conveyor belt systems—but "the hardest thing was the business side. I knew nothing at all about it". This was where Enterprise Training came in, giving him a basic grounding in business skills and offering counselling, advice and useful contacts.

Brian has just completed his first busy year of trading ("after a few anxious weeks waiting for the phone to ring"). "I was confident I could make a living out of it, but I've made a lot more than I expected"—roughly twice his previous earnings in fact.

Attitudes towards self-employment have changed dramatically over the last ten years, as Employment Secretary Michael Howard explained at the award ceremony. "I'm not talking about the dynamic entrepreneur who builds a business empire

out of nothing and becomes a household name. People like that are always likely to succeed and need little encouragement from anyone else. I have much more in mind, ordinary men and women who are determined to make a better life for themselves and just want to be their own boss."



Brian Watson, winner of the Laing Award.

The regional finalists included such people as Steven Hastie, profoundly deaf, who manufactures and sells pine furniture from his family's farm in Wales; Marzin Albarq, bringing Mediterranean cuisine to

the take-away eaters of Darlington; and Richard Rees, a single parent who returned from a career as a merchant seaman, to set up as a manufacturing agent to the catering trade.

They also included Pat Preshaw, a mother of three who had not worked for 23 years. Pat, who is also disabled following a road accident, lives in the Shetland Islands. She followed the ET Enterprise course through an open-learning package, and is now running a business, selling her own home-made cakes and confectionery.

The Enterprise Training Scheme forms part of Employment Training (ET).

ET has now been running for 17 months. To date, over 543,000 people have started on the programme, and there are 211,000 people currently undertaking Employment Training.

Of those who commence Employment Training it is found that 36 per cent have been unemployed for two years or more; 11 per cent are people with a long-term health problem or disability; and 31 per cent of all entrants are women, many of them returners to the labour market.

The prizes for the Laing's Award are provided by John Laing PLC.

'Opportunities' programme launched

A nationwide "Opportunities" initiative by the Trusthouse Forte Group of Companies has been officially launched by Employment Secretary Michael Howard.

The schools liaison programme is one of the largest coordinated campaigns of its kind undertaken by a British company. It aims to promote employment in the hotel and catering industry in the competitive jobs market of the 1990s.

As Britain's largest hotel and catering group, Trusthouse Forte recognises that the continued growth of the industry can be maintained only if young people are made aware of the wide range of job opportunities at all levels available in the industry. The industry generally employs almost twice the number of 16-19 year olds compared with other industry sectors, making the demographic issue particularly acute.

Task force

Twenty-three senior managers drawn from all parts of the group have been appointed as Regional Co-ordinators. They will head special task forces who will put over the message in the next two years to pupils in over 7,000 secondary schools and supply information to parents and career advisers.

The co-ordinators intend to set up work placement programmes as well as



Employment Secretary Michael Howard with trainees at the 'Opportunities launch'.

operating through the emerging Compacts and Training Enterprise Councils.

Welcoming the initiative, Mr Howard said: "The tourism industry led by companies like Trusthouse Forte has contributed much to the economic growth of the country and if it is to continue developing in the 1990s it is important that

young people are attracted to it and informed of the excellent opportunities it offers."

Full details of Trusthouse Forte's "Opportunities for Young People" are available from the Group Projects Manager, Opportunities Office, 166 High Holborn, London WC1V 6TT.

Low level fines protest

In a letter to the Magistrates' Association, Employment Secretary Michael Howard has drawn attention to the generally low level of fines imposed on employers who contravene health and safety legislation.

Mr Howard pointed out that fines of a few hundred pounds, against large building contractors for serious breaches of health and safety legislation were unlikely to have the required deterrent effect, adding that while he recognised that it was up to the magistrates concerned to determine the appropriate level of fine, and that this would vary from case to case, a number of judgments appeared not to reflect the gravity of the offence committed. Certain cases suggested that the fines imposed tended to be lower where no accident had occurred, even where the potential dangers of a hazard were well documented.

Mr Howard stressed that, unlike many other enforcing agencies, the Health and Safety Executive usually only prosecuted as a last resort, pointing out that The Health and Safety at Work Act 1974 gave Inspectors the additional tool of enforcement notices, which allow them to stop dangerous working practices immediately, ensuring high standards and compliance with the law without redress to the Court. "Such notices often have a greater and more prompt effect on an offender's business, pocket and attitude than Court action," he said.

Serious need

"When, therefore, HSE decide to bring a case before the Court I would stress that they do so only where they consider the offence to be particularly serious or where other action has already been tried and has had no effect on the offender. They are not, therefore, routine cases but cases of considerable gravity."

In his letter, Mr Howard recognised that while it was open to the HSE to take a higher proportion of these cases to the Crown Court, on balance he considered it was both inevitable and right that the majority of cases should continue to be heard in the Magistrates Court.

Commenting on the Employment Secretary's letter, Dr John Cullen, chairman of the HSE said: "The Health and Safety Commission has made no secret of its dissatisfaction with the low level of fines under the Health and Safety at Work etc. Act. I am delighted that the Employment Secretary, Michael Howard has written to the Magistrates Association to voice his concern. I hope that this will focus their attention on this serious matter."



The Employment Service fraud squad in action on the look out for dole cheats.

Fraud squad bites at bent bosses

Fraud investigators from the Employment Service saved taxpayers an estimated £53 million last year. The campaign to cut down on the number of people claiming benefit unlawfully has led to 390,000 investigations, and 74,400 people withdrawing their claim to benefit.

More emphasis is now being placed upon collusive employers—those employers, mostly of casual labour, who actively encourage their workers to claim benefit fraudulently in order to pay wages at a lower rate. So far, nine employers have been prosecuted, with several others awaiting court hearings.

Conspiracy

One such case in the fenlands of Lincolnshire was a company supplying labour to vegetable packing and processing firms. As a result of the investigation, two directors of the company were charged with conspiracy. They each received suspended sentences of 15 months and were ordered to pay costs of £2,500.

Disappearance

Sometimes investigations have produced spectacular results, as in that of a London

catering firm. An enquiry led to the company issuing a memo asking all staff to prove their identities. The following Monday some 110 staff failed to report to work—a total staff loss of 90 per cent!

The firm subsequently placed the vacancies at local jobcentres and introduced new training procedures and controls. It reports that its newly recruited staff are of much better quality.

Holiday work

During the summer, fraud investigators visited holiday camp and amusement arcade workers in London, and vegetable pickers in the Cotswolds, yielding a total harvest of nearly £2 million in saved benefits.

As Employment Secretary Michael Howard, commenting on the year's work, explained, "The vast majority of benefit claimants are genuinely unemployed. These figures continue to show, however, that a significant number of people are drawing unemployment benefit when they are in fact working . . . With 600,000 unfilled job vacancies across the county, the opportunities are there for those who want genuine employment."

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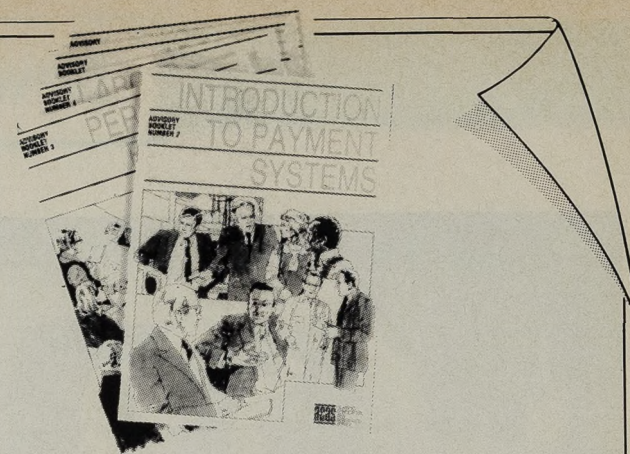
Employing People — a handbook for
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- 42 Quality at work
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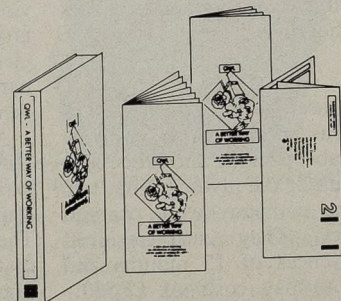
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Special Feature



Precision measuring: training and assessing the trainer is as important as training the trainee.

Photo: North News and Pictures

Workplace training and assessment

New qualifications are being developed many of which require assessment at the workplace. This article describes the basis of these National Vocational Qualifications; demonstrates the need for competent assessors and announces new Trainer/Assessor Awards.

The development of National Vocational Qualifications based on industry-defined standards has introduced many occupational sectors to assessment in the workplace by the first line supervisor. Traditional vocational qualifications assessed trainees away from the workplace—normally at college—on knowledge alone, or sometimes knowledge and skills. However, employers often commented that an employee who performed well on a college course could not necessarily apply those skills and knowledge in a real working environment.

In contrast National Vocational Qualifications are based

on occupational standards developed by industry itself. The standards are a precise description of what employees are expected to be able to do. The new-style National Vocational Qualifications incorporate not only the knowledge and skills necessary to do the job but assess a candidate's application of those skills in the real workplace. Candidates are no longer assessed merely for knowledge nor only for the demonstration of skills in a simulation but for achievement of industry standards in the job itself.

Critical within this process is the role of the trainers/assessors at the workplace since it is they who can

Glaxo Operations UK Ltd

In 1989 Glaxo Operations UK Ltd started using a competence-based training programme, in open learning format, as a tool for training staff in its Materials Handling Department at Barnard Castle. The training led to a company certificate, with RSA Certification available to those staff wishing to take up this option.

Following a pilot period it was found that trainees needed the support of other people in the department to get maximum benefit from the programme. Also the company needed a reliable system for recognising the progress and competence of staff. So trainer and assessor standards were introduced.

Management saw the potential of using the open learning resource for YTS and ET trainees, in addition to new recruits and existing staff, so it contacted Sunderland Accredited Training and Development Centre and arranged for Glaxo supervisors to be trained as workplace trainers and assessors.

Colin Cruickshank, senior supervisor, was trained further and achieved the Direct Trainer/Assessor Award. This ensured that his department could

realistically monitor the effectiveness of the training programme. It also meant that Glaxo now had a resource for further trainer training should the need for more trainer/assessors arise.

The Materials Handling Department is now self-sufficient in training its staff, enjoys the benefits of an adaptable training programme and is creating a workforce which is flexible across the whole range of materials handling processes. Furthermore, the workforce is aware of the strategic operation of the plant and people are competent at doing their jobs.

The department's open learning programme has since been 'exported' to other plants in Europe, and the Middle and Far East. The 'business centre' structure of Glaxo means that these plants could feasibly compete with Barnard Castle for 'in-house' contracts. However, Barnard Castle still retains an advantage in the quality of its trainer assessors, who are there to ensure the effectiveness of training for each employee.

Postscript: Colin Cruickshank has subsequently been promoted to stores and materials-handling manager.

see day-by-day whether the candidate is consistently achieving the required standards and doing so under normal working pressures.

The shift of assessment from an off-the-job setting to the workplace raises the issue of the competence of workplace supervisors to carry out such assessment. It can be said that supervisors are being asked to do no more than they do already in an informal, often unrecorded, way. The supervisor plays a key role in helping to judge when or whether any new trainee is sufficiently competent. National Vocational Qualifications require that this competence is formally recorded. Now a supervisor is being asked to assess a trainee not only against the standards of their own employer but against nationally recognised standards.

The use of standards against which to assess performance has wide benefits for firms: at the initial stage the standards represent a description of what constitutes occupational competence and can thus be used to identify the training needs of the individual. From this point the standards guide the content of the necessary training and are then used to assess trainees occupational competence. They can also be used as a basis for staff appraisal.

In order to help workplace supervisors, the Training Agency has assisted in the development of a series of Trainer/Assessor Awards to be offered by City and Guilds of London Institute and SCOTVEC. To reduce costs to a minimum and to maximise training and assessing at the workplace, these new awards are suitable for 'cascading' within a firm or organisation (see figure 1).

The Awards

The 'Direct Trainer and Assessor Award' (City and Guilds 9293/ SCOTVEC) is offered to people whose job it is to train and assess workplace supervisors in order that organisations have competent trainers and assessors (figure 1).

To gain this award (and thus start the 'cascade' process) the individual must demonstrate competence in two major areas (units):

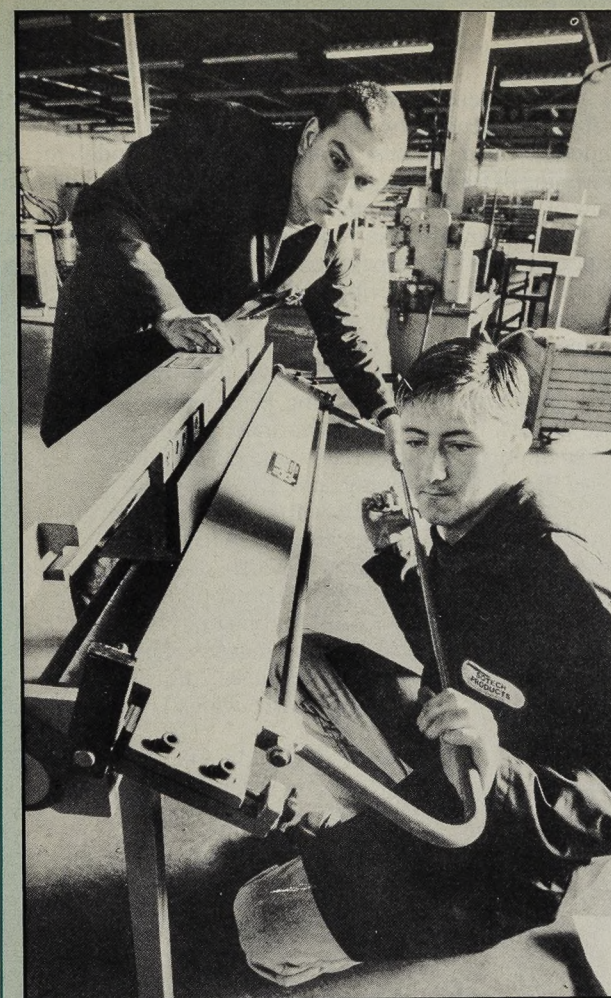
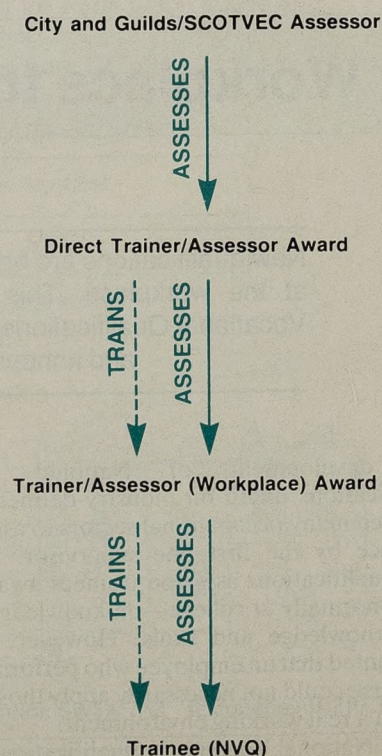
- plan and carry out directed training (including the elements of: induction; delivering training based

upon individual needs; monitoring the safety of the working environment; planning and delivering the underpinning knowledge and skill);

- assess and record trainee achievement (including: selecting appropriate evidence; assessing against specified performance criteria; maintaining assessment records; providing feedback to the individual on their performance).

Figure 1 'Cascade' mechanism

City and Guilds/SCOTVEC Trainer/Assessor Awards (929 series)



Ian Parkin (top) trains Anthony Worrall in the correct way to bend metal sheeting.

Industrial process operator training

Cross-sector standards for machining, assembly and process operating in manufacturing industries have been implemented in companies throughout the country. More than 4,000 people are undergoing training to these standards in mechanical and fabrication engineering, brewing, pharmaceuticals, printing, textiles, electrical and electronic assembly, confectionery and home furnishings.

The need for competent trainer/assessors at the workplace has been central to this initiative. This need has been met through the Accredited Training Centres, which have supported trainer/assessor training both directly and through an onward cascade to the workplace.

Networks have been developing of workplace trainers and assessors people who are competent to support the progress of learners towards standards based vocational qualifications.

Ian Parkin, of Sotech Engineering Ltd, is one such newly qualified trainer/assessor. He was trained by Ken Weir (Peterlee Development and Training Agency) and is now in a position to provide structured support to employees and new entrants to the firm.

Confident in his ability to offer quality support to learners, he has ambitions to progress to direct trainer/assessor status—so that Sotech Engineering Ltd can eventually become self-sufficient in the development of its staff.

Case studies supplied by management consultants, Sanderson Candlish Ltd, Central Buildings, West Sunnyside, Sunderland SR1 1BA.

South Tyneside Borough Council

In June 1988 John Morris, senior assistant manager of South Tyneside Borough Council's Youth Enterprise Programme (STYEP) attended a seminar on the standards for trainers and assessors at the workplace. During the autumn of 1988 and spring of 1989 John and his colleague Sandy Johnson trained and achieved the Direct Trainer/Assessor Award from their local Accredited Training and Development Centre.

STYEP was then commissioned by the Centre to cascade the Trainer/Assessor (Workplace) Award to placement providers in order to evaluate the benefits to learners and also to the departments in which they were being trained.

This strategy was supported both by the assistant director of education and the training officer for the local authority. The latter was enthusiastic about providing training for all the local authority's departments and so—after consideration by the Further Education Sub-committee, the Education Committee and finally the full council—the decision was taken to offer Trainer/Assessor (Workplace) Awards to the council's own staff.

Initially ten staff from the Culture and Leisure, and the Youth and Community Departments were recruited and trained; since then, the programme has spread to other departments.



Trainers and assessors from South Tyneside MBC receive their awards from Mrs Sari Conway.

The director of social services, Colin Smart, says:

"Staff have spoken highly of the course content and of the personal satisfaction gained from taking part.

"The department also benefits by staff having this qualification because it assists us in placing trainees in our establishments, which in turn can lead to successful recruitment and permanent positions."

Having satisfied City and Guilds/SCOTVEC assessors, the direct Trainer/Assessor is now deemed competent to train and assess supervisors in the workplace. These supervisors may wish to gain the new Trainer/Assessor (Workplace) Award—(City and Guilds 9294/SCOTVEC) (see figure 1) in order that they might train and assess trainees for National Vocational Qualifications (NVQs).

Two major units form the Trainer/Assessor (Workplace) Award:

- plan and carry out occupational training (including: workplace induction; the planning and delivery of workplace learning; monitoring the safety of the working environment; planning and carrying out training concerned with relevant knowledge and skill);
- assess and record trainee achievement (as listed above).

The direct trainer/assessor prepares and assesses the workplace supervisor against both of these units of competence.

It should be noted that the new Training/Assessing Awards outlined above could be used across all occupational sectors.

The wider view

In West Germany employers are not permitted to take on trainees unless the supervisor is both technically qualified and experienced (to 'Meister' level) and is also qualified as a vocational trainer. In small companies this is

often the owner; in larger organisations this may be the training officer or foreman/woman. There are 600,000 workplace supervisors in West Germany who are qualified in this way.

The Trainer/Assessor (Workplace) Award is currently being commended by the Training Agency to nearly 150 industry Lead Bodies as an appropriate model for the assessing of trainees against industry standards which form, now or in future, National Vocational Qualifications.

There is an obvious requirement upon the workplace supervisors to be competent in their own occupational area (for example engineering, catering, retailing) as part of their ability to deliver training and assessment to workplace trainees. This use of the new awards in an occupational context is the joint responsibility of the industry Lead Body and the Examining/Validating Body (such as RSA, City and Guilds, BTEC) which award the NVQs.

An important part of the total picture is that an industry Lead Body for Training and Development is currently defining standards which will be available in mid-1990. From these standards will be derived the National Vocational Qualifications Award structure for those involved in Training and Development.

Many large companies are finding that the standards-led approach underpinned by Training/Assessing Awards can motivate staff and assist appraisal. Furthermore it is producing a competent workforce which is flexible across product changes.

Above all, when National Vocational Qualifications are embedded, these firms will be ready for the training and assessing of candidates in the workplace. ■

Special Feature



Among women, those of West Indian origin had the highest economic activity rate.

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Ethnic origins and the labour market

This article presents the latest information from the Labour Force Survey on the position of different ethnic groups in the labour market in Great Britain¹. It identifies similarities and differences between ethnic minority groups, and compares them with the White population.

- The Labour Force Survey shows that (averaged over the years 1986-88) some 4.8 per cent of the population of working age in Great Britain, or about 1.60 million people, were from ethnic minority groups, and that each of the main such groups had a distinctive pattern of involvement in the labour market.
- Among young people aged 16-24, economic activity rates were much lower in the ethnic minority groups (57

per cent overall) than in the White population.

- Among women of working age, economic activity rates were highest for those of West Indian or Guyanese origin (73 per cent) and the White population (69 per cent) and lowest for those of Pakistani or Bangladeshi origin (20 per cent): for women of Indian origin, the economic activity rate was 57 per cent.

- Self-employment was reported more frequently among employed members of the ethnic minority groups (16 per cent, averaged over the years 1986-88) than in the corresponding White population (12 per cent): self-

¹ This article updates the material reported in "Ethnic origins and the labour market", *Employment Gazette*, December 1988. Summary details about the Labour Force Survey and a description of the definition of ethnic origins used appear at the end of this article, together with a contact address for further information.

employment was markedly higher among men of Indian, Pakistani or Bangladeshi origin.

- Between 1987 and 1988 unemployment rates continued the trend of recent years by falling both for the ethnic minority population and for the White group (in each case by about a fifth).
- In 1988, as in 1987, the rate of unemployment for the ethnic minority population was about 60 per cent above that for the White group: this was a lower level in relative terms than in the three years before (from 1984 to 1986), when the rate had been nearly twice as high as that for the White population.

Most of the estimates presented in this article are based on the average of Labour Force Survey results for 1986, 1987 and 1988, since three-year averages produce more reliable estimates for ethnic groups than do data for a single year¹. Further, in line with current practice, estimates are not shown where they are based on small samples², and results relating to unemployment (and to economic activity) use the internationally recognised ILO definition³.

Ethnic groups in the population

Around 4.8 per cent of the population of working age (that is, aged 16-64 for males and 16-59 for females), some 1.60 million people, identified themselves as members of ethnic minority groups, according to Labour Force Survey figures averaged over the three years 1986-88. Of these, 514,000 were of Indian origin, 347,000 were of West Indian or Guyanese origin, and 287,000 were of Pakistani or Bangladeshi origin, while the remainder were mainly of Chinese, African, Arab or Mixed origin.

The age structure of the various groups is such that the overall proportion of ethnic minority groups in the population of working age is likely to increase in coming years. Figure 1 shows that there was a much greater concentration of ethnic minority groups in the younger age bands than among older people, with 8.0 per cent of young people under 16 being from minority groups, compared with 4.8 per cent of the working age population and only 0.9 per cent of those over retirement age.

Differences between the age structures of the various ethnic groups, and patterns of migration and family size, are discussed in more detail in OPCS Labour Force Survey reports⁴.

Participation in the labour force

Overall, economic activity rates were highest for men, for people in the prime age range (25-44), and for people of White or West Indian ethnic origin. However, the variation in activity rates by sex and by age combine to give distinctive patterns for the main ethnic groups, as shown in table 1 and figure 2.

For men, much lower activity rates were found among the ethnic minority groups in the 16-24 age band (62 per cent, against 85 per cent for the White population of the same age). This is considered further below and in table 2. In the prime age range (25-44), economic activity rates

¹ The technical reasons for this are explained in *Employment Gazette*, March 1988, p 174.
² Corresponding to less than 10,000 people in a cell.
³ Details are given at the end of this article.
⁴ The latest report produced by the Office of Population Censuses and Surveys (published by HMSO) relates to the 1987 survey, with most of the results for ethnic groups being based on data for 1985-87. In addition, two OPCS articles, based largely on 1985-87 Labour Force Survey data, appear in *Population Trends* 54 and 57 (HMSO, winter 1988 and autumn 1989).

Figure 1 Ethnic minority groups as a proportion of each age group of the population

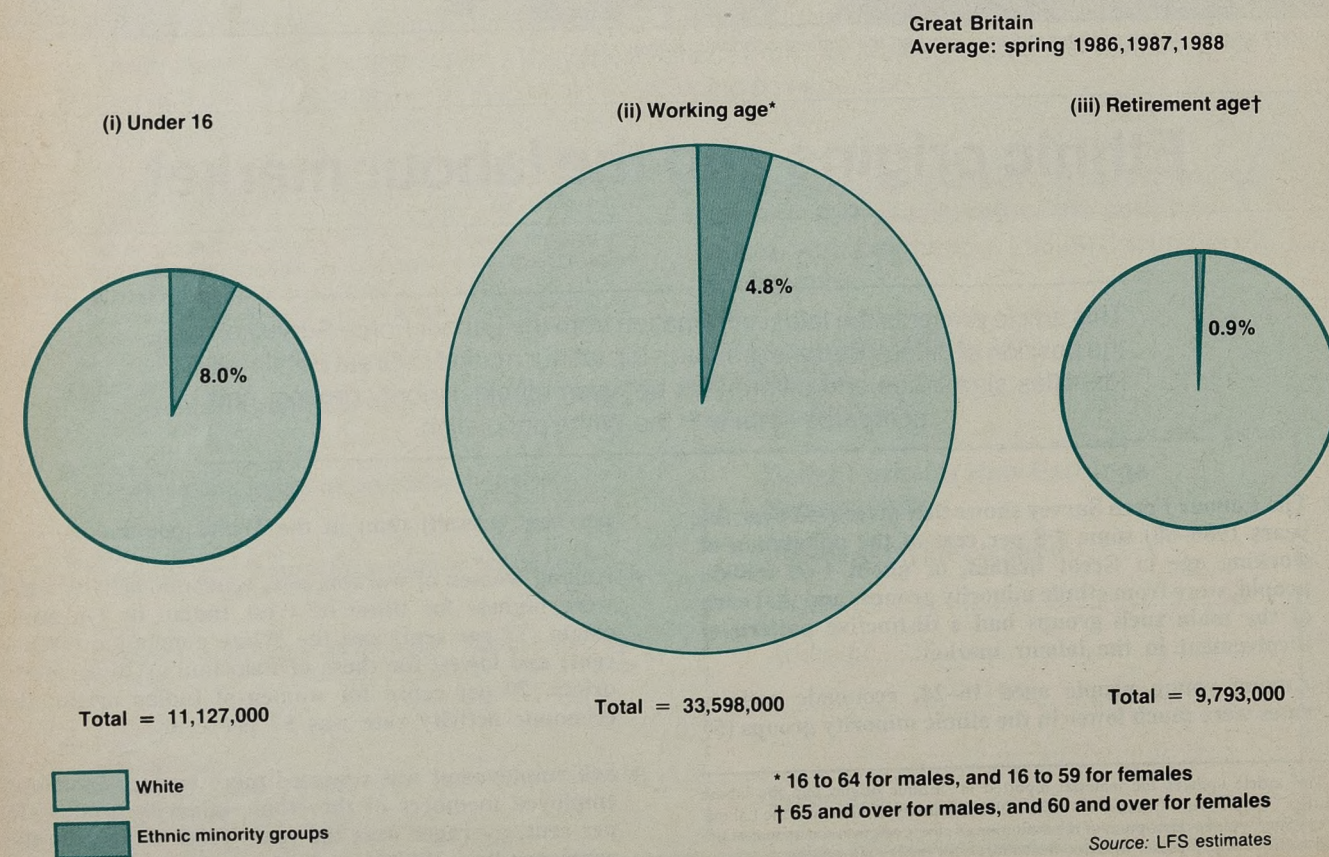


Table 1 Economic activity rates by ethnic origin, age and sex; average: spring 1986 to 1988
Persons of working age (16 to 59/64)

	All of working age			16 to 24			25 to 44			45 to 59/64		
	All	Males	Females	All	Males	Females	All	Males	Females	All	Males	Females
All origins†	79	88	69	78	83	72	83	96	69	73	80	65
White	79	88	69	79	85	73	83	96	70	74	80	65
Ethnic minority groups of whom: West Indian/Guyanese	67	79	54	57	62	52	71	89	55	70	80	55
Indian	79	85	73	74	79	69	82	92	74	81	85	77
Pakistani/Bangladeshi	70	83	57	57	59	54	79	96	62	66	79	48
All other origins‡	49	76	20	41	58	25	53	89	18	52	72	*
	65	73	56	54	54	54	68	80	56	74	83	61

* Less than 10,000 in cell; estimate not shown.
 † Includes those who did not state origin.
 ‡ Includes those of Mixed origin.

Source: LFS estimates

among men were generally high, particularly for the White group and those of Indian origin (96 per cent).

For women, activity rates among the White population tended to decline in the older age bands, whereas among the ethnic minority groups (taken together) they remained steady across the whole age range. Women of Pakistani/Bangladeshi origin had much the lowest economic activity rates, just 20 per cent overall, while women of West Indian origin had the highest, 73 per cent overall and 77 per cent for the oldest age group. Among women of Indian origin, economic activity rates were highest in the 25-44 age range (62 per cent).

Table 2 examines the economic status of young people aged between 16 and 24 in different ethnic groups. These young people were more likely to be economically active if they were from the White population, 79 per cent of whom were in the labour force compared with 57 per cent of others.

Activity rates for those of West Indian origin were a little below those of the White population, at 74 per cent, but for other groups they were considerably lower: 57 per cent for Indians, 41 per cent for Pakistani/Bangladeshis, and 54 per cent for those of Mixed or other origins.

These differences are explained partly by the different proportions of young people aged 16-24 staying in full-time education, and partly by the different proportions of young women whose domestic and family activities meant they were not available for work. Among both young men and young women, the proportion in this age band who were students was much higher for the ethnic minority groups

(27 per cent overall) than for the White population (11 per cent) with, in particular, around two-fifths of young men of Indian, Pakistani/Bangladeshi or Mixed or other origin continuing in education and around a quarter of young women of Indian or Mixed or other origin doing likewise.

Lower activity rates among young women in the ethnic minority groups (other than those of West Indian origin) are also explained by greater proportions being unavailable for employment for domestic and family reasons: in particular, half the Pakistani/Bangladeshi women in the age group were in this category.

Types of employment

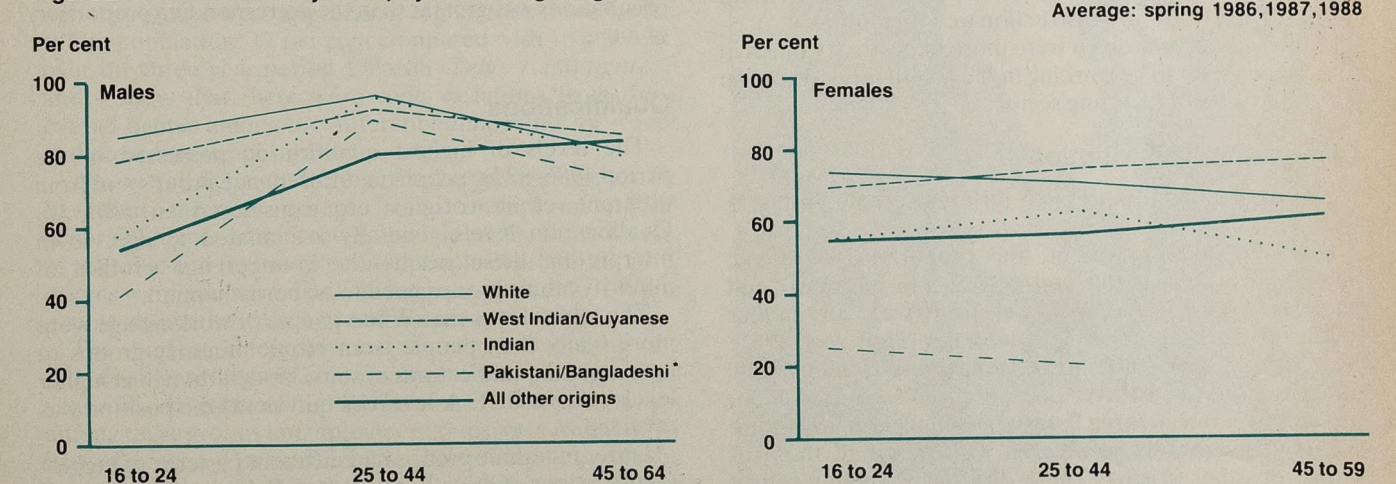
Table 3 shows how the employment status of those of working age in employment varied with ethnic origin.

Overall, 82 per cent of men in employment were employees, 15 per cent were self-employed and 2 per cent were on Government schemes. The proportion self-employed was markedly greater for men of Indian and Pakistani/Bangladeshi origin (27 per cent and 23 per cent respectively).

Among women, 7 per cent of those in employment were self-employed, including 12 per cent of those of Indian origin.

Among women employees, the proportions working full-time or part-time varied with ethnic origin, with full-time work being found more frequently among the ethnic minority groups and part-time work being relatively more prevalent among the White population.

Figure 2 Economic activity rates† by ethnic origin, age and sex



† Activity rates are based on the ILO definition of unemployment.
 * Activity rate for females of Pakistani/Bangladeshi origin aged 45-59 not shown (estimate based on small sample: see table 1)

Source: LFS estimates (see also table 1)

Table 2 Economic status of 16 to 24 year olds by sex and ethnic origin; average: spring 1986 to 1988
Persons aged 16 to 24

	Great Britain Per cent of 16-24 age group						
	All origins†	White	Ethnic minority groups	of whom:			
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins‡
All							
All (thousands= 100 per cent)	7,860	7,320	466	113	132	86	135
Economically active	78	79	57	74	57	41	54
In employment	66	67	43	53	44	28	43
of which: Employees§	58	59	37	46	38	21	38
Self-employed	3	3	3	*	*	*	*
On Government schemes	5	5	4	*	*	*	*
Unemployed	12	12	14	21	12	13	12
Economically inactive	22	21	43	26	43	59	46
of which: Students	12	11	27	14	30	26	35
Looking after home/family	7	6	11	*	10	26	*
Males							
All (thousands= 100 per cent)	3,994	3,733	223	55	61	40	67
Economically active	83	85	62	79	59	58	54
In employment	70	71	46	54	47	40	43
of which: Employees§	59	60	38	45	38	31	38
Self-employed	5	5	*	*	*	*	*
On Government schemes	6	6	*	*	*	*	*
Unemployed	14	13	16	25	*	*	*
Economically inactive	17	15	38	21	41	42	46
of which: Students	13	12	34	*	38	38	42
Looking after home/family	*	*	*	*	*	*	*
Females							
All (thousands= 100 per cent)	3,866	3,587	243	59	71	45	68
Economically active	72	73	52	69	54	25	54
In employment	61	63	40	51	42	*	43
of which: Employees§	57	58	35	47	37	*	39
Self-employed	1	1	*	*	*	*	*
On Government schemes	4	4	*	*	*	*	*
Unemployed	10	10	13	17	*	*	*
Economically inactive	28	27	48	31	46	75	46
of which: Students	11	10	20	*	22	*	28
Looking after home/family	13	13	21	*	18	50	*

* Less than 10,000 in cell: estimates not shown.
† Includes those who did not state origin.
‡ Includes those of Mixed origin.
§ Excluding those on Government schemes.

Source: LFS estimates

Industry distribution

Table 4 identifies the industries in which men and women of different ethnic origins were employed.

Twenty-nine per cent of men from ethnic minority groups in employment were in distribution, hotels, catering and repairs, compared with 16 per cent of the White population. Men from ethnic minority groups were also relatively strongly represented in health services, but there were relatively few in construction or agriculture.

Ethnic minority women were more likely than women in the White group to be working in the health services, and in parts of the manufacturing sector.

Occupational distribution

The occupational pattern of different ethnic groups is shown in table 5.

For men in employment, the proportions of ethnic minority workers in the non-manual (46 per cent) and manual (54 per cent) occupational groups were very similar to the proportions for White workers. However, there were considerable variations among the different ethnic minority groups: just over one in four West Indian men, and just over one in three Pakistani/Bangladeshi men were non-manual workers, compared with over half those of Indian or other origins. These differences mainly reflect the different proportions in managerial and professional occupations. A converse pattern applies for manual occupations, where the highest proportion in craft and

similar occupations was 29 per cent for the West Indian group.

Among women in employment, a slightly higher proportion of the White population than of other ethnic groups were in non-manual rather than manual occupations, while Indian women were more likely than others to be in skilled manual work. In all the ethnic groups, the proportion of women in non-manual occupations was greater than the corresponding proportion of men.

Qualifications

The levels of highest qualification possessed in the period 1986-88 by people in different age groups and from different ethnic origins are considered in table 6. Qualification levels generally are related to age, so in interpreting these results the younger age profiles of minority ethnic groups need to be borne in mind.

The table shows that White people of working age were more likely than people from ethnic minority groups to have formal qualifications of some kind, although at higher levels (above GCE A-level or equivalent) the position was reversed.

Different ethnic groups had different patterns of highest qualifications. Overall, people of Pakistani/Bangladeshi origin were the least likely to possess qualifications, with 59 per cent of men and 75 per cent of women having no formal qualifications, while men of West Indian origin also tended

Table 3 Economic status of people in employment by sex and origin; average: spring 1986 to 1988
Persons of working age (16 to 59/64)

Great Britain
Per cent

	Great Britain Per cent						
	All origins†	White	Ethnic minority groups	of whom:			
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins‡
All							
Economically active (thousands)	26,435	25,161	1,068	274	360	142	292
In employment (thousands= 100 per cent)	23,736	22,664	889	222	310	104	252
of which: Employees§	86	86	82	90	77	74	83
Full-time	68	68	69	76	66	65	67
Part-time	18	19	13	14	11	*	16
Self-employed	12	12	16	6	21	22	15
On Government schemes	2	2	3	*	*	*	*
Males							
Economically active (thousands)	15,427	14,667	642	143	213	115	171
In employment (thousands= 100 per cent)	13,814	13,177	531	112	187	84	148
of which: Employees§	82	83	77	86	71	75	80
Full-time	80	80	73	83	68	69	75
Part-time	3	3	4	*	*	*	*
Self-employed	15	15	20	9	27	23	19
On Government schemes	2	2	3	*	*	*	*
Females							
Economically active (thousands)	11,008	10,494	426	130	147	27	121
In employment (thousands= 100 per cent)	9,923	9,487	358	110	124	20	104
of which: Employees§	91	92	88	94	86	70	88
Full-time	52	51	62	69	63	48	55
Part-time	40	40	26	25	23	*	32
Self-employed	7	7	9	*	12	*	9
On Government schemes	2	2	3	*	*	*	*

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

† Includes those who did not state origin.

‡ Includes those of Mixed origin.

§ Excluding those on Government schemes. The full-time/part-time classification is based on respondents' self-assessment.

Source: LFS estimates.

to be less well qualified. For both these groups, younger people were better qualified than their older counterparts.

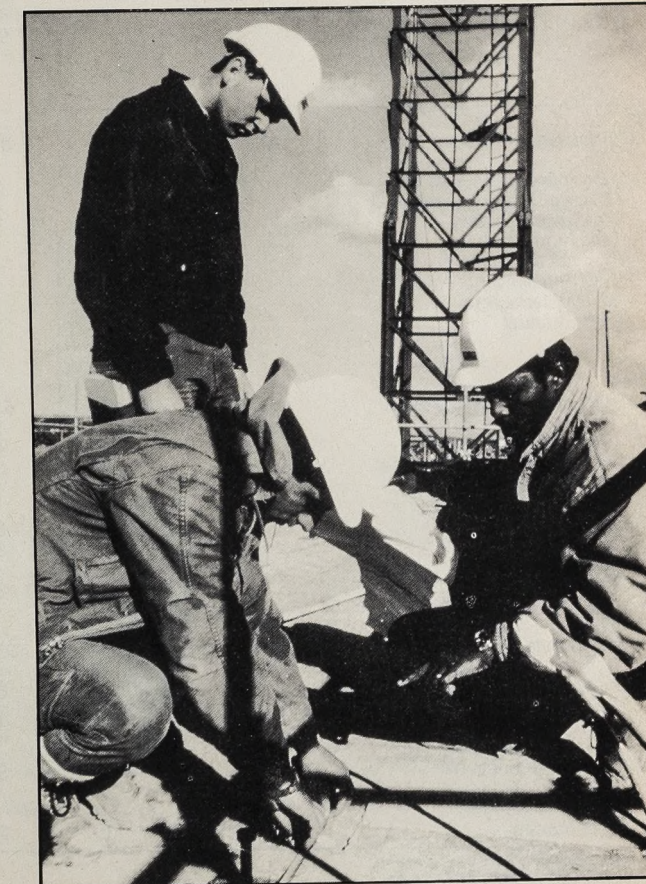
The composition of the broad qualifications bands used in this analysis is described in a footnote to table 6. A more detailed analysis of the highest qualifications held by people from different ethnic origins (at spring 1987 but not subdivided by age group) was given in *Employment Gazette*, October 1988, p 554 (table 4).

Unemployment

Overall, unemployment rates (based, as noted earlier, on the ILO definition of unemployment) for ethnic minority groups were appreciably higher than those for the White population: 17 per cent compared with 10 per cent, over the three-year period 1986-88. Table 7 and figures 3 and 4 show that there were wide variations from these overall figures among the different ethnic minority groups and according to age and sex.

The overall figures reflect in part the younger age profile of ethnic minority groups, since unemployment was generally higher among those aged up to 24. Nonetheless, as the table and figures illustrate, people of ethnic minority origins were also more likely to be unemployed than White people within the same age and sex group.

The highest unemployment rates were among the Pakistani/Bangladeshi communities, and among 16-24 year olds in each of the main ethnic minority groups: among these groups unemployment rates were frequently 1 in 4 or higher. For women, the differences between the unemployment rates in the ethnic minority groups were smaller than for men, although the picture in table 7 is incomplete owing to the limited information available for some of the categories.



Men from the minority groups were relatively few in construction.

Table 4 Employment† by industry and ethnic origin; average: spring 1986 to 1988
Persons in employment aged 16 and over

SIC 1980‡	Great Britain											
	All				Males				Females			
	White		Ethnic minority groups		White		Ethnic minority groups		White		Ethnic minority groups	
	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent
All industries§	22,861	100	873	100	13,127	100	522	100	9,734	100	351	100
0 Agriculture, forestry, fishing	521	2	*	*	408	3	*	*	113	1	*	*
1 Energy and water supply	569	2	*	*	490	4	*	*	79	1	*	*
2 Extraction of minerals, metal manufacture, etc	752	3	18	2	582	4	14	3	170	2	*	*
3 Metal goods, engineering and vehicles	2,417	11	96	11	1,918	15	71	14	499	5	25	7
4 Other manufacturing	2,226	10	116	13	1,369	10	73	14	857	9	43	12
45 Footwear and clothing	312	1	30	3	85	1	12	2	227	2	18	5
5 Construction	1,692	7	34	4	1,535	12	32	6	157	2	*	*
6 Distribution, hotels and catering, repairs	4,621	20	237	27	2,105	16	149	29	2,516	26	88	25
64/65 Retail distribution	2,589	11	131	15	1,052	8	77	15	1,537	16	54	15
66 Hotels and catering	982	4	73	8	288	2	47	9	693	7	25	7
7 Transport and communication	1,402	6	67	8	1,114	8	55	10	287	3	12	3
8 Banking and finance, etc	2,289	10	84	10	1,202	9	45	9	1,088	11	38	11
83 Business services	1,224	5	42	5	667	5	25	5	557	6	16	5
9 Other services	6,324	28	207	24	2,372	18	74	14	3,952	41	133	38
91 Public administration, national defence, etc	1,395	6	37	4	845	6	17	3	550	6	20	6
93 Education	1,619	7	32	4	508	4	11	2	1,111	11	21	6
95 Medical/health/veterinary services	1,219	5	77	9	254	2	24	5	965	10	53	15

* Less than 10,000 in cell: estimate not shown.
† Excluding those on Government schemes.
‡ Results are shown for all SIC 1980 divisions, and for classes accounting for at least 30,000 persons from ethnic minority groups.
§ The totals include those who did not specify industry.

Source: LFS estimates.

Table 5 Employment† by broad occupation, ethnic origin and sex; average: spring 1986 to 1988
Persons in employment† aged 16 and over

	Great Britain						
	All origins‡	White	Ethnic minority groups	of whom:			
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins§
All							
<i>All (thousands= 100 per cent)</i>	23,919	22,861	873	217	307	100	249
All non-manual occupations	55	55	54	45	58	41	61
Managerial and professional	31	31	31	22	34	28	37
Clerical and related	16	16	15	18	16	*	16
Other non-manual	8	8	7	6	7	*	8
All manual occupations	45	45	46	55	42	59	39
Craft and similar	16	16	15	16	16	16	11
General labourers	1	1	1	*	*	*	*
Other manual	28	28	31	37	25	41	28
Males							
<i>All (thousands= 100 per cent)</i>	13,754	13,127	522	108	185	82	147
All non-manual occupations	47	47	46	28	54	36	56
Managerial and professional	35	35	33	15	42	27	40
Clerical and related	5	5	6	*	7	*	7
Other non-manual	6	6	7	*	6	*	8
All manual occupations	53	53	54	72	46	64	44
Craft and similar	25	25	20	29	19	17	15
General labourers	1	1	*	*	*	*	*
Other manual	27	27	33	40	26	45	28
Females							
<i>All (thousands= 100 per cent)</i>	10,165	9,734	351	108	122	18	103
All non-manual occupations	66	66	64	62	62	65	68
Managerial and professional	26	26	28	29	23	*	32
Clerical and related	30	30	29	28	30	*	29
Other non-manual	10	10	7	*	9	*	*
All manual occupations	34	34	36	38	38	*	32
Crafts and similar	4	4	7	*	12	*	*
General labourers	0	0	*	*	*	*	*
Other manual	30	30	28	34	24	*	27

* Less than 10,000 in cell: estimate not shown.
† Excluding those on Government schemes.
‡ Includes those who did not state origin.
§ Includes those of Mixed origin.

Source: LFS estimates.

Table 8 shows unemployment rates (based on the ILO definition of unemployment) for the main ethnic groups for single years, from 1984 to 1988. During this period unemployment rates for the White population declined by about 3 percentage points to 8.5 per cent while the overall rate for the ethnic minority groups is estimated to have reduced by about 8 percentage points to 13.5 per cent, most of the reduction occurring since 1986. Between 1987 and 1988, unemployment rates fell by about a fifth both for the ethnic minority groups overall and for the White population: for the former groups the fall was greatest among women but for the White population the reduction was more marked for men. During the two years from 1986 to 1988, unemployment rates for the ethnic minority groups overall fell by around a third.

In the years 1984, 1985 and 1986, the unemployment rate for the ethnic minority groups was nearly twice that for the White population, but in 1987 and 1988 it was lower in relative terms at a level of around 60 per cent above that for the White group.

Rates for individual minority ethnic groups are subject to considerable year-to-year fluctuations. Nevertheless, the broad picture shown in the table is of unemployment rates for these groups (both for men and for women) which were in most cases lower in 1988 than in the preceding years, and for Indian men, unemployment in 1988 was lower than in 1986 and earlier years. In 1988, unemployment remained higher in the Pakistani/Bangladeshi communities and

among West Indian men than elsewhere, in spite of the falls of recent years.

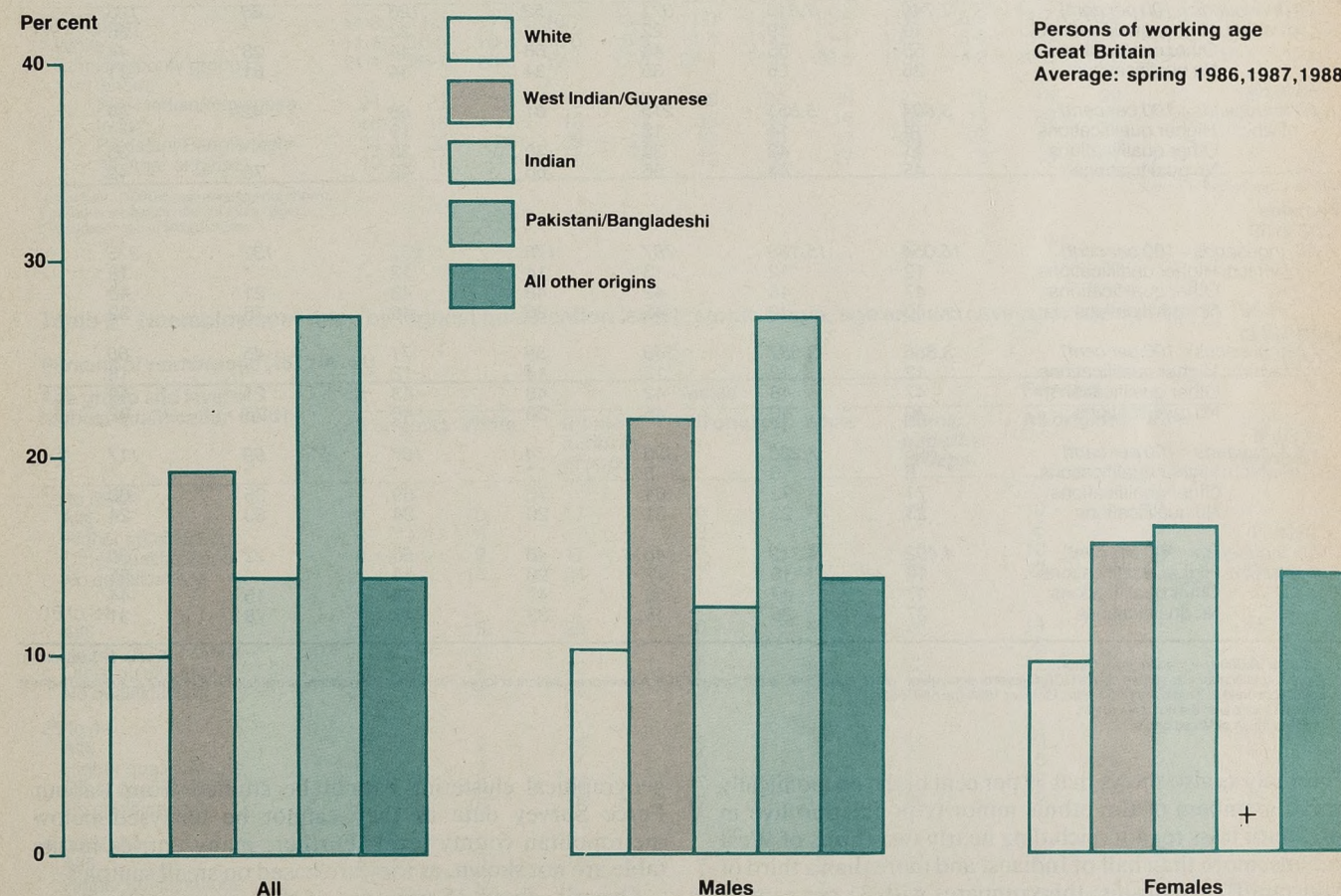
Table 9 presents unemployment rates by highest qualification level, and shows that these rates are generally higher among the ethnic minority groups than among White people with the same broad level of qualifications. The pattern also persists if age is taken into account, but the available data are insufficient to support further analyses by highest qualification of unemployment rates for particular ethnic minority groups by age (beyond those in table 7).

The main methods by which unemployed people looked for work are explored in table 10. For all ethnic groups, visiting a jobcentre or employment office was the most frequently reported main method of search. In general, ethnic minority groups relied less than the White population on looking through newspaper advertising, but reported more frequent use of personal contacts to seek a job.

Ethnic minority groups in the regions

The regional concentration of economically active members of ethnic minority groups of working age is illustrated in table 11 and figure 5: estimates are given both for standard regions and for metropolitan county areas. The analysis shows that 71 per cent of these members (and 81 per cent of West Indians) live in the metropolitan counties compared with 30 per cent of the White group.

Figure 3 Unemployment rates* by ethnic origin and sex



* Based on ILO definition of unemployment

+ Less than 10,000 in cell: estimate not shown

Source: LFS estimates (see also table 7)

Table 6 Highest qualification level† by ethnic origin, sex and age; average: spring 1986 to 1988
Persons of working age (16 to 59/64)

Great Britain
Per cent

Sex, age group and level of highest qualification held†	All origins‡	White	Ethnic minority groups	of whom:			
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins§
All							
16 to 59/64							
All (thousands= 100 per cent)	33,598	31,736	1,598	347	514	287	450
of which: Higher qualifications	13	13	14	10	15	6	21
Other qualifications	51	51	44	49	46	27	50
No qualifications	36	36	42	41	40	67	28
16 to 24							
All (thousands= 100 per cent)	7,860	7,320	466	113	132	86	135
of which: Higher qualifications	6	6	5	71	72	44	71
Other qualifications	70	70	66	26	21	55	23
No qualifications	24	24	29	26	21	55	23
25 to 44							
All (thousands= 100 per cent)	15,442	14,553	767	126	265	137	239
of which: Higher qualifications	18	18	20	15	18	8	30
Other qualifications	51	51	40	51	41	22	44
No qualifications	32	31	40	34	41	70	26
45 to 59/64							
All (thousands= 100 per cent)	10,296	9,863	364	108	117	65	75
of which: Higher qualifications	13	13	14	11	16	11	20
Other qualifications	35	36	25	22	26	17	32
No qualifications	52	52	62	67	58	76	48
Males							
16 to 64							
All (thousands= 100 per cent)	17,544	16,598	810	169	257	151	234
of which: Higher qualifications	14	14	15	7	18	7	24
Other qualifications	54	54	47	50	49	33	51
No qualifications	32	32	38	45	34	59	25
16 to 24							
All (thousands= 100 per cent)	3,994	3,733	223	55	61	40	67
of which: Higher qualifications	6	6	5	66	76	54	73
Other qualifications	69	69	69	31	17	45	22
No qualifications	25	25	27	31	17	45	22
25 to 44							
All (thousands= 100 per cent)	7,746	7,315	371	52	128	68	123
of which: Higher qualifications	19	19	22	22	22	28	44
Other qualifications	55	55	43	56	44	61	21
No qualifications	26	26	35	34	34	61	21
45 to 64							
All (thousands= 100 per cent)	5,804	5,551	216	61	68	42	44
of which: Higher qualifications	14	14	13	19	19	11	21
Other qualifications	41	42	30	30	33	33	35
No qualifications	45	44	56	66	48	70	42
Females							
16 to 59							
All (thousands= 100 per cent)	16,054	15,138	787	178	257	137	215
of which: Higher qualifications	12	12	13	14	12	13	18
Other qualifications	47	48	42	48	43	21	49
No qualifications	40	40	45	38	46	75	32
16 to 24							
All (thousands= 100 per cent)	3,866	3,587	243	59	71	45	68
of which: Higher qualifications	12	12	13	14	12	12	18
Other qualifications	47	48	42	48	43	21	49
No qualifications	40	40	45	38	46	75	32
25 to 44							
All (thousands= 100 per cent)	7,696	7,238	396	74	137	69	117
of which: Higher qualifications	6	6	5	7	7	6	9
Other qualifications	71	72	64	76	69	35	68
No qualifications	23	22	31	20	24	63	24
45 to 59							
All (thousands= 100 per cent)	4,492	4,312	148	46	50	22	30
of which: Higher qualifications	16	16	17	20	14	14	25
Other qualifications	47	47	38	47	38	16	44
No qualifications	37	36	45	33	47	78	31

Source: LFS estimates.

* Less than 10,000 in cell: estimate not shown.
† Higher qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower. For further information, see article on economic activity and highest qualifications held in *Employment Gazette*, October 1988 (pp 549-563).
‡ Includes those who did not state origin.
§ Includes those of Mixed origin.

The analysis also shows that 59 per cent of the economically active members of the ethnic minority population live in the South East region, including nearly two-thirds of West Indians, more than half of Indians, and more than a third of Pakistani/Bangladeshi; this compares with 31 per cent of the corresponding White population.

The table and figure indicate that there was a high degree of clustering of particular ethnic groups into particular parts of the country, although the full extent of

geographical clustering cannot be studied from Labour Force Survey data as they cannot be analysed below metropolitan county level. Further, many entries in the table are not shown, as they are based on small samples.

Overall, about 15 per cent of the economically active population of working age in Greater London and 10 per cent in the West Midlands metropolitan county area are from ethnic minority groups, compared with proportions of 1 per cent or less in Scotland, Wales, the North, the South

Table 7 Unemployment rates by sex, age and ethnic origin; average: spring 1986 to 1988
Persons aged 16 and over

Great Britain
Per cent

	All origins†	White	Ethnic minority groups	of whom:			
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins‡
All							
All aged 16 and over§	10	10	17	19	14	27	14
16 to 59/64	10	10	17	19	14	27	14
16 to 24	15	15	25	28	22	31	22
25 to 44	9	9	14	16	11	23	11
45 to 59/64	8	8	15	13	13	31	*
Males							
All aged 16 and over§	10	10	17	22	12	27	14
16 to 64	10	10	17	22	12	27	13
16 to 24	16	16	26	31	*	*	*
25 to 44	9	9	14	*	9	24	11
45 to 64	9	9	17	*	*	*	*
Females							
All aged 16 and over§	10	9	16	15	16	*	14
16 to 59	10	10	16	16	16	*	14
16 to 24	14	14	24	25	*	*	*
25 to 44	10	10	13	*	14	*	*
45 to 59	6	6	*	*	*	*	*

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

† Includes those who did not state origin.

‡ Includes those of Mixed origin.

§ Includes those over retirement age.

Source: LFS estimates.

Table 8 Trends in unemployment rates by ethnic origin; spring 1984 to spring 1988
Persons of working age (16 to 59/64)

Great Britain
Per cent

	All	Males					Females								
		1984	1985	1986	1987	1988	1984	1985	1986	1987	1988				
All origins†	11.8	11.2	11.2	10.7	8.7	11.9	11.5	11.5	11.0	8.9	11.7	10.9	10.8	10.3	8.5
White	11.4	10.9	10.8	10.5	8.5	11.4	11.0	11.1	10.7	8.6	11.3	10.6	10.4	10.1	8.4
Ethnic minority groups	21.4	20.7	20.0	17.1	13.5	22.1	21.6	20.5	17.4	14.2	20.2	19.2	19.4	16.5	12.5
of whom:															
West Indian/Guyanese	24	22	23	18	15	30	24	26	21	18	18	20	19	16	11
Indian	16	18	17	13	12	13	19	16	10	11	20	17	19	17	13
Pakistani/Bangladeshi	34	30	28	29	24	33	28	27	30	24	*	*	*	*	*
All other origins‡	19	18	17	15	10	19	18	17	15	9	19	17	17	15	10

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

† Includes those who did not state origin.

‡ Includes those of Mixed origin.

Source: LFS time series estimates

Table 9 Unemployment rates by highest qualification level†, ethnic origin, age and sex; average: spring 1986 to 1988
Persons of working age (16 to 59/64)

Great Britain
Per cent

Age group and level of highest qualification held†	All origins‡	Males			Females		
		White	Ethnic minority groups	White	Ethnic minority groups	Ethnic minority groups	
16 to 59/64							
All§	10	10	17	10	10	17	10
Higher qualifications	4	4	7	3	3	7	5
Other qualifications	9	9	17	9	8	16	10
No qualifications	15	15	21	17	17	23	12
16 to 24							
All§	15	15	25	16	16	26	14
Higher qualifications	7	7	*	8	8	*	6
Other qualifications	12	12	22	13	12	22	12
No qualifications	29	29	36	29	29	37	29
25 to 44							
All§	9	9	14	9	9	14	10
Higher qualifications	4	4	*	3	3	*	5
Other qualifications	8	8	14	7	7	13	10
No qualifications	15	15	18	17	17	20	12
45 to 59/64							
All§	8	8	15	9	9	17	6
Higher qualifications	3	3	*	4	3	*	3
Other qualifications	7	7	*	8	8	*	5
No qualifications	10	9	19	12	12	22	7

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

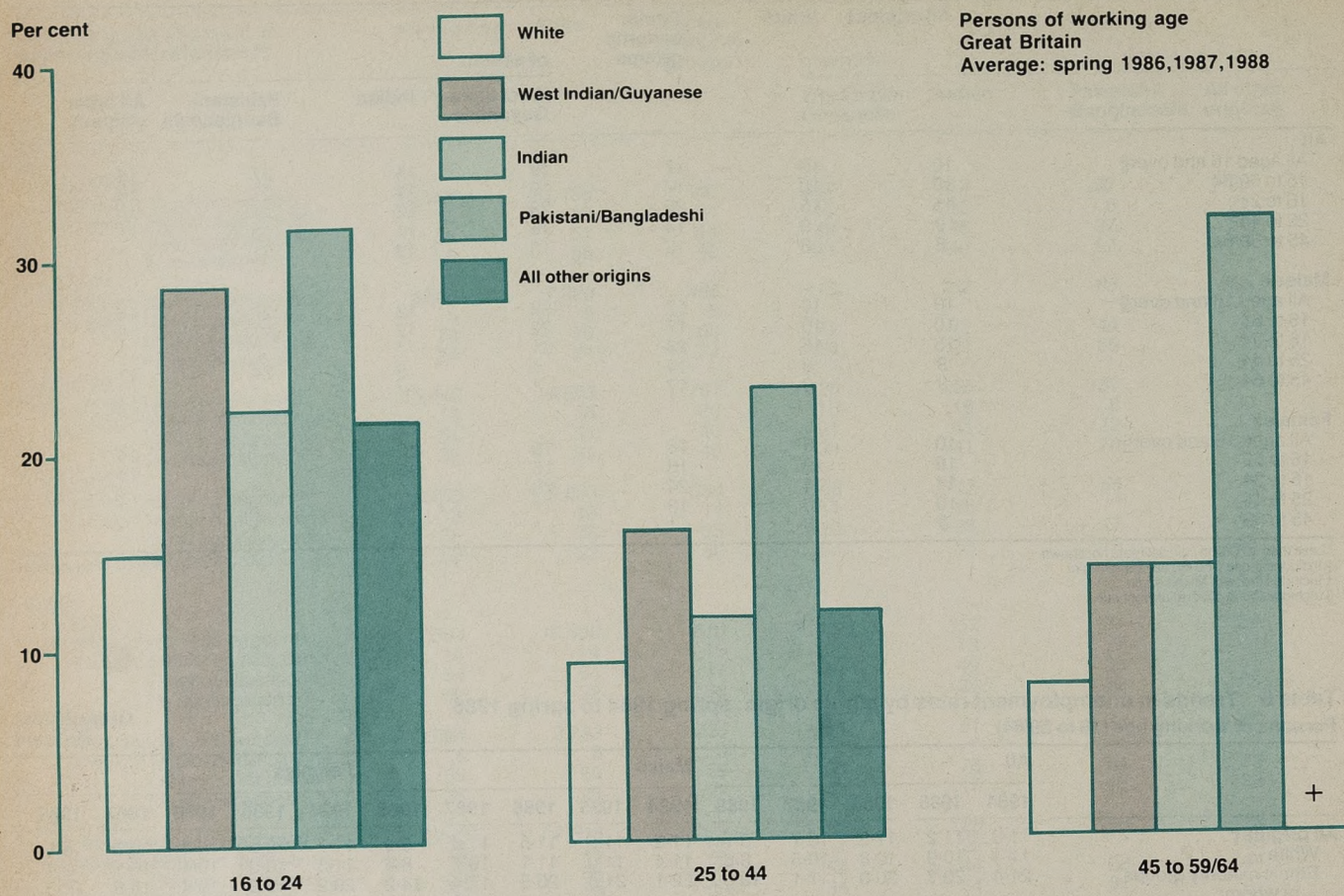
† For definitions of highest qualification levels, see footnote to table 6.

‡ Includes those who did not state origin.

§ Includes those whose highest qualification level was not stated.

Source: LFS estimates

Figure 4 Unemployment rates* by ethnic origin and age



*Based on ILO definition of unemployment
+ Less than 10,000 in cell: estimate not shown

Source: LFS estimates (see also table 7)

Table 10 Main method of seeking work among the unemployed, by ethnic origin; average: spring 1986 to 1988

Unemployed persons of working age (16 to 59/64)	All							Great Britain	
	All origins†	White	Ethnic minority groups	of whom:				Males All origins†	Females All origins†
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins‡		
All (thousands=100 per cent)	2,699	2,497	179	51	50	38	40	1,613	1,085
Visiting jobcentre, employment office, etc.	39	39	39	41	38	41	34	44	31
Name on private agency books	1	1	*	*	*	*	*	1	2
Answering advertisements in newspapers/journals§	10	10	9	*	*	*	*	9	12
Studying situations vacant columns in newspapers	28	28	22	26	22	*	26	22	37
Direct approach to firms/employers	8	8	10	*	*	*	*	9	6
Personal contacts	10	10	15	*	*	*	*	12	8
Awaiting job application results	1	1	*	*	*	*	*	1	1
Other (including advertising in newspapers)	2	2	*	*	*	*	*	2	2

* Less than 10,000 in cell: estimate not shown.
† Includes those who did not state origin.
‡ Includes those of Mixed origin.
§ Includes notices outside factories or in shop windows.

Source: LFS estimates

West and those parts of Yorkshire and Humberside lying outside the metropolitan county areas.

For Great Britain as a whole, the proportion was 4 per cent.

Ethnic minority group unemployment rates also vary according to region, as shown in table 12. Unemployment rates for the minority group population of working age in

the years 1986-88 were generally higher than for the White population, and also reflected the overall regional pattern of unemployment. Data for particular minority ethnic groups and for metropolitan county areas (outside Greater London) are not included in the table, as many of the entries concerned are based on small samples and would not be shown.

Figure 5 Percentage of economically active* persons of working age (16 to 59/64) who are from ethnic minority groups: average 1986 to 1988



*Based on ILO definition of unemployment

Note: The information presented in this map was previously shown (for 1985-87) in Employment Gazette, December 1988, p 644. However, the present tinting is more distinctive.

Source: LFS estimates (see also table 11)

Table 11 Economically active† persons of working age (16 to 59/64) by ethnic origin, for regions and metropolitan county areas; average: spring 1986 to 1988 Thousands

Region of residence	All origins†	White	Ethnic minority groups	of whom:			
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins‡
ALL	26,435	25,161	1,068	274	360	142	292
Great Britain	26,435	25,161	1,068	274	360	142	292
England	22,827	21,614	1,039	271	355	133	280
North	1,434	1,412	13	.	.	.	.
Tyne and Wear	518	507	.	.	.	.	.
Rest of North	916	905	.	.	.	.	.
Yorkshire and Humberside	2,312	2,229	70	14	19	22	16
South Yorkshire	596	579	12	.	.	.	.
West Yorkshire	976	919	53	10	15	20	.
Rest of Yorkshire and Humberside	740	731	.	.	.	.	.
East Midlands	1,920	1,839	65	.	39	.	11
East Anglia	968	946	16	.	.	.	.
South East	8,523	7,822	627	180	205	53	190
Greater London	3,289	2,754	502	158	163	36	144
Rest of South East	5,234	5,069	126	22	42	16	46
South West	2,153	2,113	26	.	.	.	11
West Midlands	2,506	2,352	140	44	58	23	14
West Midlands metropolitan county area	1,226	1,100	119	40	51	19	10
Rest of West Midlands	1,280	1,253	21	.	.	.	.
North West	3,009	2,899	83	12	23	21	26
Greater Manchester	1,236	1,175	51	10	16	14	11
Merseyside	650	634	12	.	.	.	.
Rest of North West	1,123	1,090	20	.	.	.	.
Wales	1,233	1,206	13	.	.	.	.
Scotland	2,376	2,341	16	.	.	.	.
MALES	15,427	14,667	642	143	213	115	171
Great Britain	15,427	14,667	642	143	213	115	171
England	13,308	12,586	624	142	210	107	165
North	837	823	.	.	.	.	.
Tyne and Wear	302	295	.	.	.	.	.
Rest of North	535	529	.	.	.	.	.
Yorkshire and Humberside	1,347	1,292	47	.	12	19	10
South Yorkshire	350	339	.	.	.	.	.
West Yorkshire	564	526	36	.	10	17	.
Rest of Yorkshire and Humberside	433	427	.	.	.	.	.
East Midlands	1,125	1,078	39	.	23	.	.
East Anglia	564	552	.	.	.	.	.
South East	4,961	4,553	365	94	118	41	112
Greater London	1,910	1,600	288	82	93	28	85
Rest of South East	3,051	2,953	76	11	25	13	27
South West	1,248	1,226	15	.	.	.	.
West Midlands	1,485	1,389	87	23	37	19	.
West Midlands metropolitan county area	737	659	74	21	32	16	.
Rest of West Midlands	748	731	13	.	.	.	.
North West	1,741	1,673	53	.	13	17	15
Greater Manchester	714	677	32	.	.	11	.
Merseyside	376	367	.	.	.	.	.
Rest of North West	650	629	13	.	.	.	.
Wales	726	711	.	.	.	.	.
Scotland	1,393	1,370	11	.	.	.	.
FEMALES	11,008	10,494	426	130	147	27	121
Great Britain	11,008	10,494	426	130	147	27	121
England	9,518	9,027	416	129	145	26	115
North	597	589	.	.	.	.	.
Tyne and Wear	216	213	.	.	.	.	.
Rest of North	381	377	.	.	.	.	.
Yorkshire and Humberside	966	936	23	.	.	.	.
South Yorkshire	246	240	.	.	.	.	.
West Yorkshire	412	393	17	.	.	.	.
Rest of Yorkshire and Humberside	307	303	.	.	.	.	.
East Midlands	794	762	25	.	16	.	.
East Anglia	404	395	.	.	.	.	.
South East	3,562	3,269	262	86	87	11	77
Greater London	1,379	1,153	213	75	70	.	53
Rest of South East	2,182	2,116	49	11	17	.	18
South West	905	887	11	.	.	.	.
West Midlands	1,022	963	53	21	21	.	.
West Midlands metropolitan county area	490	441	45	19	18	.	.
Rest of West Midlands	532	522	.	.	.	.	11
North West	1,269	1,226	30	.	10	.	.
Greater Manchester	522	498	18	.	.	.	.
Merseyside	274	267	.	.	.	.	.
Rest of North West	473	461	.	.	.	.	.
Wales	507	496	.	.	.	.	.
Scotland	983	971	.	.	.	.	.

* Less than 10,000 in cell; estimate not shown.
† Includes those who did not state origin.
‡ Includes those of Mixed origin.

Source: LFS estimates.



Rates for individual minority ethnic groups are subject to considerable year-to-year fluctuations.

The Labour Force Survey and definition of ethnic origins used

This article is based mainly on results from the 1986, 1987 and 1988 Labour Force Surveys. Each of these was a sample survey carried out in the spring of the year concerned, based on interviews with members of about 60,000 households throughout Great Britain. Methodological details of the surveys are given in OPCS reports for each year up to 1987, and in an article in the April 1989 issue of *Employment Gazette*. Previous results have been published in articles in *Employment Gazette*, as well as in the OPCS reports.

People interviewed in the Labour Force Survey were asked to classify their own ethnic origin and that of others in their household by means of the question: "To which of these groups (listed on a card) do you consider... belongs?" The card contained the following list of ethnic groups: White, West Indian or Guyanese, Indian, Pakistani, Bangladeshi, Chinese, African, Arab, Mixed Origin, Other. The last two groups were asked for further specification.

In this article, those of Pakistani and Bangladeshi origin are grouped together, and those in the Chinese, African, Arab, Mixed Origin and Other groups are also combined together. The numbers in these groups are too small for their labour market characteristics to be reliably analysed separately. In 1988, there were (after grossing up) an estimated 250,000 people aged 16 or over (327,000 in 1987) whose ethnic group was not reported; most of these are likely to be from the White population.

The internationally recognised definition of unemployment used in this article (the ILO definition) is that laid down by the International Labour Organisation

and also used by the OECD. On this measure, the unemployed comprise people without a paid job who are available to start work in the next fortnight and have either looked for work at some time in the last four weeks or are waiting to start a job already obtained.

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions: in figures 1 and 5, however, the proportions illustrated are based on totals which include those not stating ethnic origin.

Further information about the analyses presented in this article is available on request from: Statistical Services Division C3, Department of Employment, Caxton House, Tothill Street, London, SW1H 9NF (tel 01-273 5588). ■

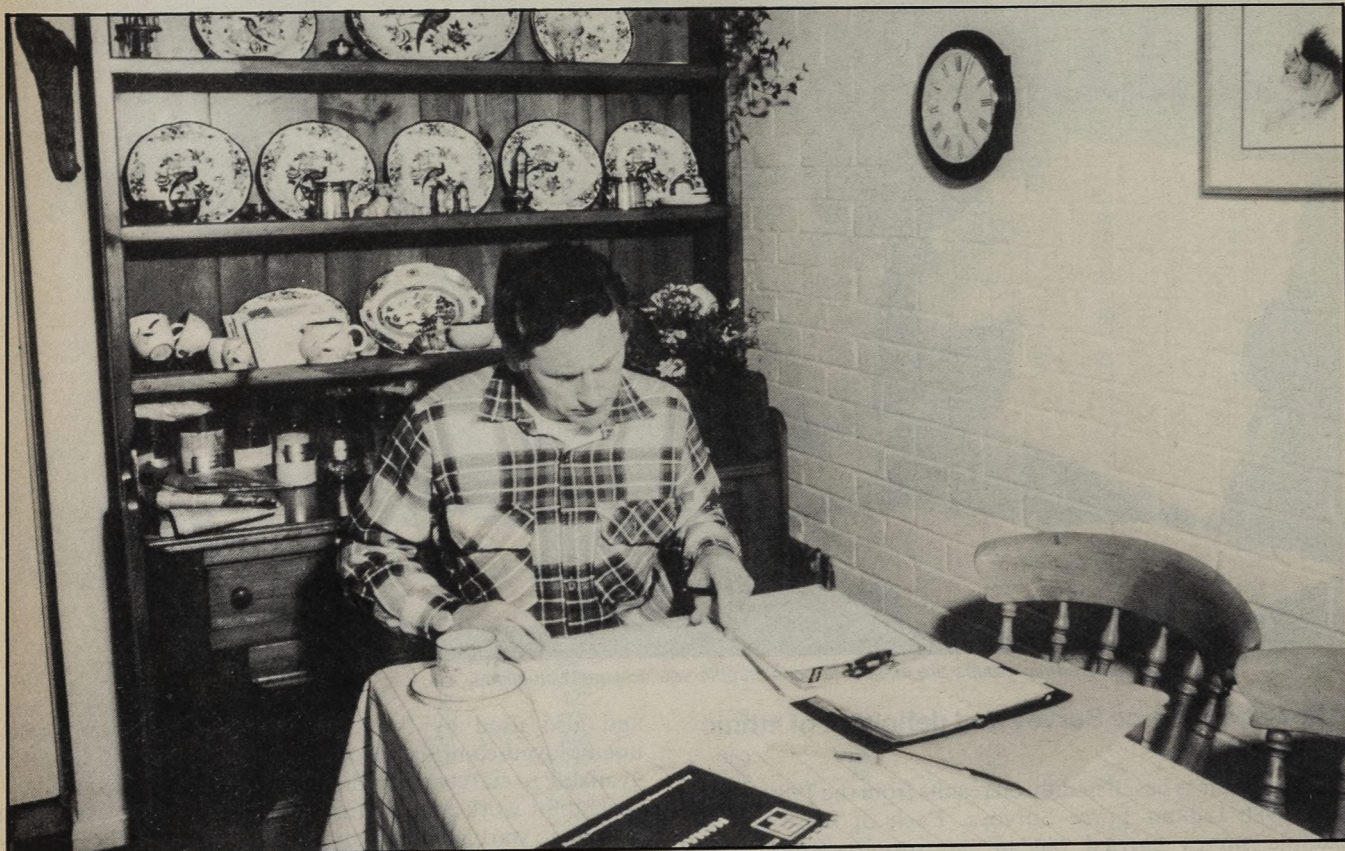
Table 12 Unemployment rates by ethnic origin and region; average: spring 1986 to 1988

Region of residence	Persons of working age (16 to 59/64)			Per cent
	All origins†	White	Ethnic minority groups	
Great Britain	10	10	17	
England	10	9	17	
North	14	14	.	
Yorkshire and Humberside	12	11	22	
East Midlands	10	9	19	
East Anglia	8	8	.	
South East	7	7	13	
Greater London	9	8	15	
Rest of South East	6	6	9	
South West	8	8	.	
West Midlands	11	11	26	
North West	13	13	23	
Wales	13	13	.	
Scotland	14	14	.	

* Less than 10,000 in cell; estimate not shown.
† Includes those who did not state origin.

Source: LFS estimates.

Special Feature



Employees can learn in their own time without disrupting the organisation at work or reducing productivity.

Photo: Road Transport Industry Training Board

Open Learning Training for success in the 1990s

Traditional training methods have their place but frequently fail to meet company standards. This article shows how more and more companies are turning to Open Learning, thereby improving morale and productivity.

Now, probably more than ever before, the business climate is dominated by the need for change: businesses need to meet the new standards and challenges offered by the Single European Market in 1992; new equipment and new methods need to be introduced to keep pace with the rapid changes in technology. Moreover, during the next ten years, around one million fewer 16-19 year olds will enter the labour market. Competition for employees will consequently increase. Mature entrants will fill a lot of the gaps—but will have to be trained accordingly—and firms will have to recognise the greater need for every existing member of the workforce to be

trained and re-trained as their jobs change, for the benefit both of the individual and of the company.

One of the basic keys to success has to be training. Most businesses, whatever their size, need effective training if they are to compete, succeed and grow. More than that, the approach to training must be flexible. In an increasingly competitive business environment, with increasingly rapid technological development, there will be a greater need for frequent re-training of staff to improve business performance, and to ensure that each employee is kept up to date.

Traditional methods have their place but frequently they

fail to meet company needs. The drawbacks are all too familiar: the trainers themselves may be out of touch and lack credibility with the workforce; budgets may be so constrained that only a few people can go on courses; course content may be deemed irrelevant to the job itself; course timings may be inconvenient for both the company and the workforce; it can be difficult and costly to release staff for extended periods from their normal duties; and conventional training can be dreaded by participants, particularly those who disliked, or underachieved, at school.

More and more companies are turning to Open Learning as the training method which will set them on the road to positive results. 'Open Learning', 'distance learning', 'flexible learning systems'—are all terms used to describe a similar approach.

Though Open Learning will normally involve some form of tutorial support (whether by an external tutor, trainer, line manager or colleague) and is increasingly geared to accreditation, it breaks away from the traditional classroom/teacher situation. It can involve a wide range of different approaches and materials, which can be specifically tailored to suit the needs of the company and the individual. It may comprise a simple workbook or a demanding text, and it could involve computer based training. Each could be supplemented with a video or audio tape, or a package could be made up of a combination of media. But the key characteristic of Open Learning is *choice*. The user is given the power to choose:

- Where they learn.
- When they learn.
- How they learn.
- What they learn.

The benefits of such a system of learning are manifold. Employees can learn in their own time without disrupting the organisation at work or reducing productivity. They can work at their own pace, which increases the likelihood of effective training, and sections can be repeated until the learner is sure of the facts. They can work in private, without the ignominy of classroom failure or embarrassment.

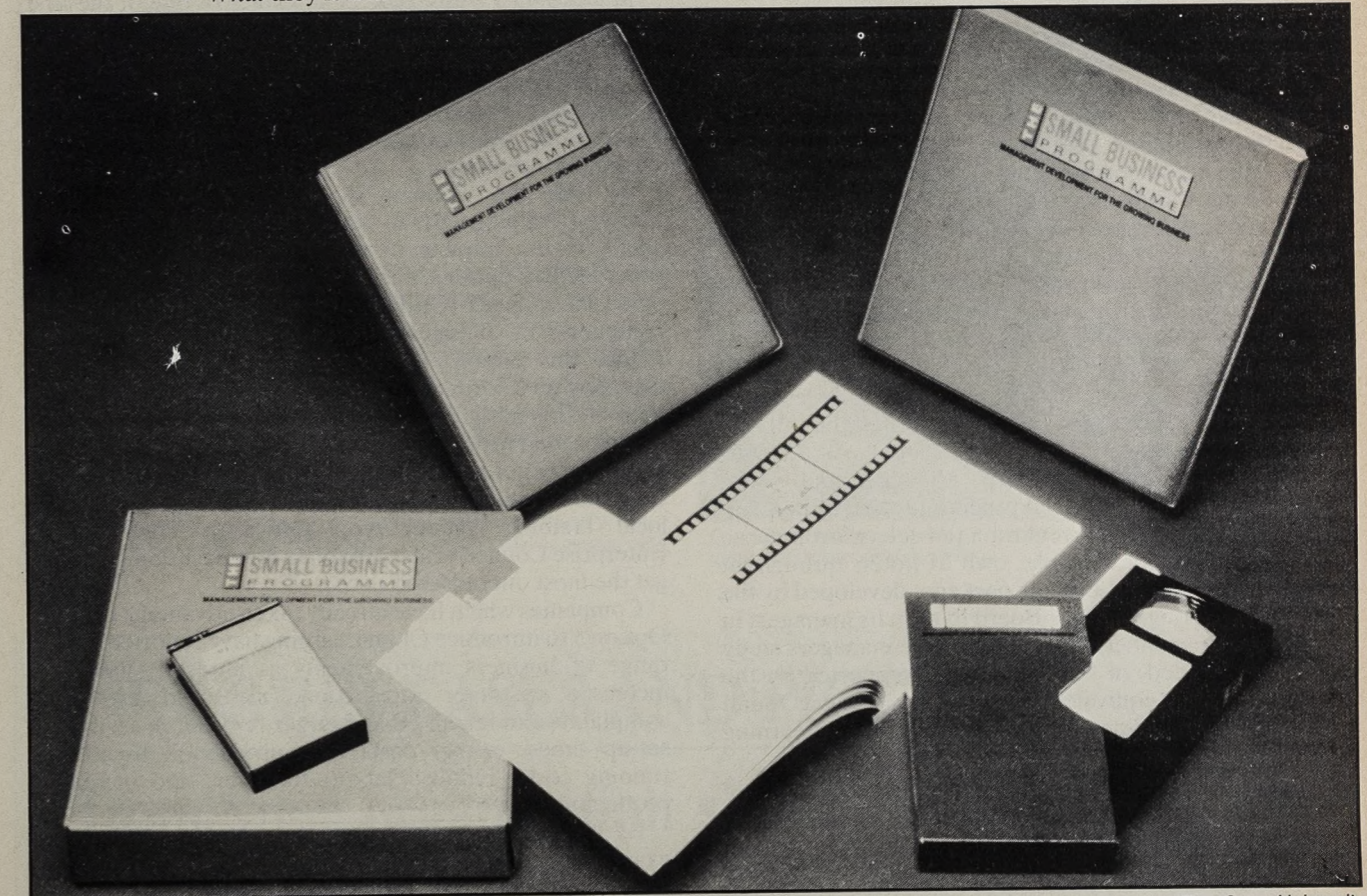
Because everyone can achieve with Open Learning, self-esteem and morale are improved and the advantages spill over to the company in the form of increased commitment and productivity as well as improved inter-relationships.

Training managers are often surprised by the change wrought in employees by Open Learning. Alan Saunders, Works Manager at detergent manufacturers Warwick International, was astounded:

"The sense of achievement and pride on the faces of people was quite astonishing. Some members of staff discovered hidden abilities which have greatly improved their performance. I've seen changes in people in a short space of time which I wouldn't previously have thought possible."

Peter Badger, Training Manager of power transmission engineers J H Fenner, had similar experiences:

"Open Learning has revitalised people's interest in learning. It's made a lot of people want to learn, and it's allowed us to tap that resource. People are now more able, more aware, more competent and more highly motivated. I feel that it's made us a more competitive, sharper-edged company, better able to sustain ourselves in an aggressive world."



A module from the Small Business Programme, a multi-media open learning programme from Cranfield School of Management, The Open University and the BBC, backed by the Training Agency.

Photo: Phipps PR



Andrew Haldane, Staffordshire Open Learning Unit, North Staffordshire Polytechnic.

Photo: Hilary Brand

Costs

All businesses have a keen interest in the costs of their training. For small companies with tight budgets, the high costs involved in sending staff away on traditional training courses have often been a major obstacle. Even large companies would be foolish not to consider carefully whether the return on training justifies the outlay. Now more and more firms are finding that Open Learning can provide high quality training for their staff at significantly lower cost than traditional tutor-led courses.

The results of a recent survey by Coopers and Lybrand showed that although most companies surveyed had introduced Open Learning for reasons other than cost (such as greater flexibility and specially designed materials), training costs were often significantly less than the traditional alternatives, particularly when the full cost of the alternatives were taken into account. As a result, training could be both more effective and more comprehensive, treated as a continuous process rather than as an expensive 'one off' event for a few select fortunates.

Thistle Hotels, for example, own 31 hotels throughout the UK. It used Open Learning packages developed by the Hotel and Catering Training Board to train its managers in catering and personnel management. The managers study at their own speed, in their own time, supported by the HCTB tutor. The equivalent residential course was found to cost up to ten times as much as the Open Learning approach.

Flexibility

The flexibility of Open Learning means it can be used alone or in combination with traditional training methods—whatever, in fact, suit the needs of the company and the individual.

Mathiesons Family Bakers, a winner of one of the first National Training Awards, has used a combination of Open Learning and on-the-job training to train its sales staff (including part-timers) and thereby improve customer service. It attributes increased sales directly to the efforts of the training. Yet the costs amount to only two-thirds of the traditional methods.

In 1989 the Training Agency introduced Business Growth Training (BGT) to help any business, large or small, to use training to make the most of its staff. It provided five options, each tailored to meet a different set of business needs. Option 5 has been developed to help companies of all sizes adopt new training approaches. Under this option the Training Agency will advise a company on a particular scheme. It will also offer financial help if the design or the particular training approach qualifies, and will pay that company to tell other businesses about the benefits of its new scheme. (To find out whether financial assistance is available, firms should contact their local Training Agency Area Office or Training and Enterprise Council who will explain how each company can get the most out of BGT¹.)

Companies which have already taken advantage of BGT Option 5 to introduce Open Learning have reported a wide range of business improvements as a result, including increased customer satisfaction (measured by fewer complaints and increased and larger re-orders); savings in set-up times, energy costs, lost production times and training costs; reduced labour turnover; and increased productivity.

By taking part in BGT Option 5, the Royal Mail, for example, was able to adopt a new approach to training

¹For further information on Open Learning and BGT Option 5, contact Graham Lord on 0742 597370.

which incorporated Open Learning. It wanted to encourage supervisors to take responsibility for their own learning and development, so linking their personal progress and success to that of the organisation and its business objectives. Promising results are already showing in terms of greater unit efficiency and profitability.

Another organisation using BGT Option 5 to introduce Open Learning is Triplex Lloyd, a major group of companies in the manufacturing sector. It found that its new training programme resulted in a clear improvement in the morale of the group's staff, engendering a more positive attitude towards training and self-development across the workforce as a whole.

Nissan Motor Manufacturing (UK) Limited felt that traditional training methods were too costly and inefficient in use of time and manpower, so it decided to make a large-scale investment in setting up an Open Learning resource centre to complement its other training methods and meet the expanding needs of the company. It has since seen savings in its training costs and anticipates increased staff flexibility and better output and profitability.

Variety and standards

Open Learning materials vary enormously in style and presentation, but all providers are encouraged by the Training Agency to comply with the high standards suggested in its manual 'Ensuring Quality in Open Learning—A Handbook for Action.' The Quality Handbook represents the accumulated experience of experts in industry and learning who have successfully operated quality Open Learning systems.

There is great diversity of courses, with more and more of them leading to recognised qualifications. 'The Open Learning Directory¹' provides the definitive guide to Open Learning materials, support services and delivery organisations in the United Kingdom. Against strong competition, Pergamon Press Plc (Open Learning Division) recently won the contract to publish the new directory, and plans, with the Training Agency, to introduce a number of changes to make the directory even more responsive to the needs of its users.

The future

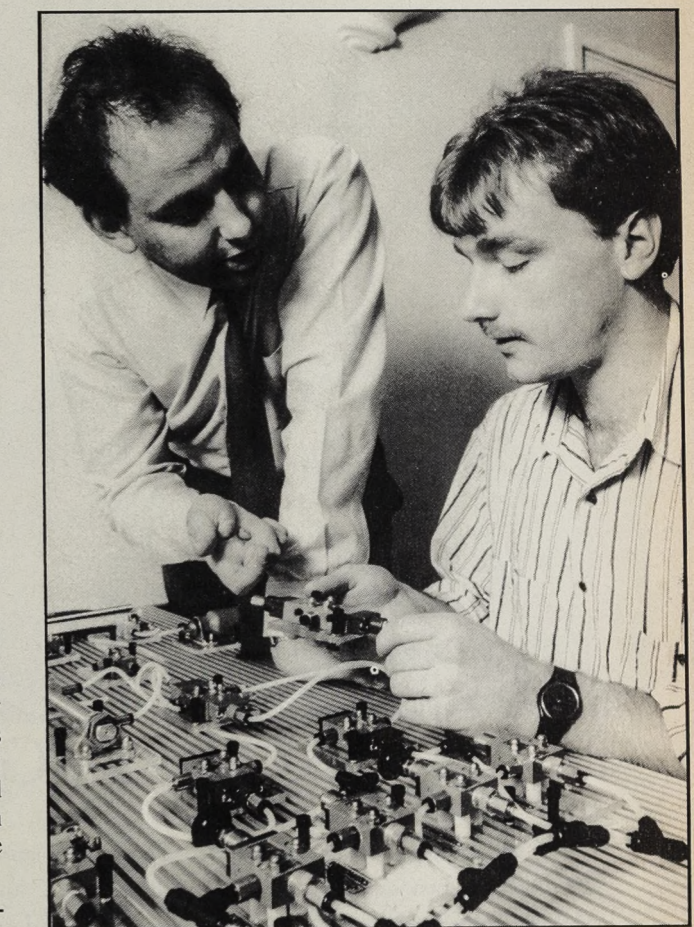
Open Learning, as developed in the early '80s, dealt with meeting employment-led needs, concentrating on delivery through text-based workbooks. During the last two years the needs of learners and their employers have changed: More and more learners now want their efforts recognised through qualifications and for many employers the term 'Open Learning' fails to capture the full variety of the options which they may want to consider.

¹The Open Learning Directory can be obtained from COIC Sales, Room W1101, Moorfoot, Sheffield S1 4PO (Fax 0742 752035). It costs £24 including postage and packing.

Looking ahead into the 1990s training is clearly going to be near the top of the business agenda, as international competition becomes keener. A more active market is likely to increase the importance of flexible learning as a way of providing users with easier access to more cost-effective learning opportunities.

The emphasis, firstly, is likely to be on Open Learning products which allow learners to acquire occupational competencies, particularly at lower skills levels. Thus we are likely to see more use of illustrations in workbooks and of simple interactive video.

But secondly, we may no longer be talking about 'Open Learning' but about total flexible learning systems which mix and match a wider range of techniques and technologies. Satellite broadcasting, computer based training, artificial intelligence and interactive audio will all be increasingly important parts of the scene. The 1990s promise to be a challenging and exciting decade. ■



Companies taking advantage of BGT Option 5 have reported a wide range of business improvements.

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor Employment Gazette Department of Employment
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They think they know how to run business better than the Government.



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For this country to succeed in the nineties, it needs a more skilled and adaptable workforce.

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And the people who will make that happen don't sit in Government; they sit on TECs.

THE TECs SO FAR

South East Milton Keynes, Hertfordshire, Essex, Hampshire, Isle of Wight, Thames Valley, Heart of England (Oxfordshire), Kent. London Aztec (Kingston/Merton). South West Avon, Devon/Cornwall, Dorset, Somerset, Gloucester. West Midlands Birmingham, Walsall, Staffordshire, Dudley, Wolverhampton, Coventry/Warwickshire, Sandwell. Northern Teesside, Tyneside, Wearside, County Durham, Northumberland. East Midlands and Eastern Central & South Cambridgeshire, North Nottinghamshire, Norfolk/Waveney, Suffolk, Greater Peterborough, Northamptonshire. Yorkshire and Humberside Sheffield, Calderdale/Kirklees, North Yorkshire, Rotherham, Leeds, Barnsley/Doncaster, Wakefield. North West Manchester, Cumbria, East Lancashire, Rochdale, Oldham, South and East Cheshire, Wigan, Stockport/High Peak, Bolton/Bury, St Helens. Wales Mid Glamorgan, South Glamorgan, North East Wales, West Wales, North West Wales, Gwent. As at 26/2/90.

Pictured above: Members of the Calderdale/Kirklees TEC.



Labour Market Data

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Publication dates of main economic indicators 1990

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
March 15, Thursday	March 23, Friday	May 2, Wednesday
April 12, Thursday	April 12, Thursday	June 6, Wednesday
May 17, Thursday	May 11, Friday	July 4, 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

Trends in labour statistics

Summary

The workforce in employment in the United Kingdom is estimated to have increased by 164,000 in the third quarter of 1989, contributing to an overall increase of 466,000 in the year to September 1989. This continues the upward trend of the past six years but represents a much lower increase than that of 688,000 in the year to September 1988.

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 6,000 in December 1989. With the exception of August, the numbers have fallen each month since January 1989. Over the year to December 1989 employment in manufacturing fell by 49,000 compared with rises of 42,000 in the previous 12 months and 26,000 in the 12 months to December 1987.

Unemployment in the UK (seasonally adjusted) fell by 23,200 between December and January to reach 1,611,400, the lowest level for over nine years. The unemployment rate fell to 5.7 per cent of the workforce. Unemployment has now fallen by 1.522 million over 42 consecutive months since the peak in July 1986. The number of long-term unemployed (claimants unemployed for a year or more) fell by more than 30,000 between October 1989 and January 1990 to 578,000.

The underlying rate of increase in average earnings in Great Britain for the whole economy in the year to November 1989 was 9.1 per cent (provisional estimate). This is the same as the corresponding rate of increase for each of the previous two months.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending December 1989 was just over 3.1 per cent higher than the same three months of 1988. Unit wage costs in manufacturing in the three months to December 1989 were over 5.1 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 7.7 per cent for January, unchanged since November 1989. The rate excluding mortgage interest payments was unchanged in January from the 6.1 per cent recorded for both November and December 1989.

It is provisionally estimated that

4.1 million working days were lost through stoppages of work due to industrial disputes in 1989. This compares with 3.7 million days lost in 1988 and an annual average over the 1980s of 7.2 million days.

Overseas residents made an estimated 1,150,000 visits to the United Kingdom in November 1989, while United Kingdom residents made about 1,720,000 visits abroad.

Economic background

The latest preliminary output based estimates of *Gross Domestic Product* (GDP) suggest that output of the whole economy in the fourth quarter of 1989 was 1/2 per cent higher than in the third quarter. GDP is also estimated to have risen by 1/2 per cent between the second and third quarters of 1989. The latest estimate indicates total output growth of 2 per cent between the fourth quarters of 1988 and 1989.

Output of the production industries in the fourth quarter of

1989 is provisionally estimated to have increased by 1/2 per cent compared with the previous three months and was 1 1/2 per cent higher than in the corresponding period a year earlier.

Manufacturing output in the fourth quarter of 1989 was little changed compared with the previous quarter but was 3 per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest quarters, there were increases of 2 per cent in the output of textiles and clothing and 1 per cent in the output of the engineering and allied industries. The output of the chemicals industry and of food, drink and tobacco fell by 1 per cent and the output of 'other minerals' fell by 3 per cent. The metals industry and 'other manufacturing' showed little change.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the fourth quarter of 1989, total output was

1 1/2 per cent higher than in the previous quarter but 2 1/2 per cent lower than in the same period a year earlier.

Preliminary estimates suggested that in the fourth quarter of 1989 consumers' expenditure was £68.6 billion (at 1985 prices and seasonally adjusted), 1 per cent above the level of spending in the third quarter of 1989 and 3 1/2 per cent above the same period in 1988.

The provisional January 1990 estimate of the volume of retail sales shows a fall back to the average for September to November 1989, following an increase in December. Over the period November 1989 to January 1990, sales were 1/2 per cent more than in the previous three months (after seasonal adjustment) and 1 1/2 per cent higher than in the same period a year earlier. In 1989 as a whole the level of sales was 2 per cent higher than in 1988.

New credit advanced to consumers in the fourth quarter of 1989 (excluding loans by banks on personal accounts, by insurance

companies and by retailers) was £11.2 billion (seasonally adjusted), slightly higher than in the previous quarter. This was almost entirely due to increased use of credit cards. Total consumer credit outstanding at the end of the fourth quarter of 1989 is estimated to have been £46.9 billion (seasonally adjusted), £0.8 billion more than at the end of the third quarter.

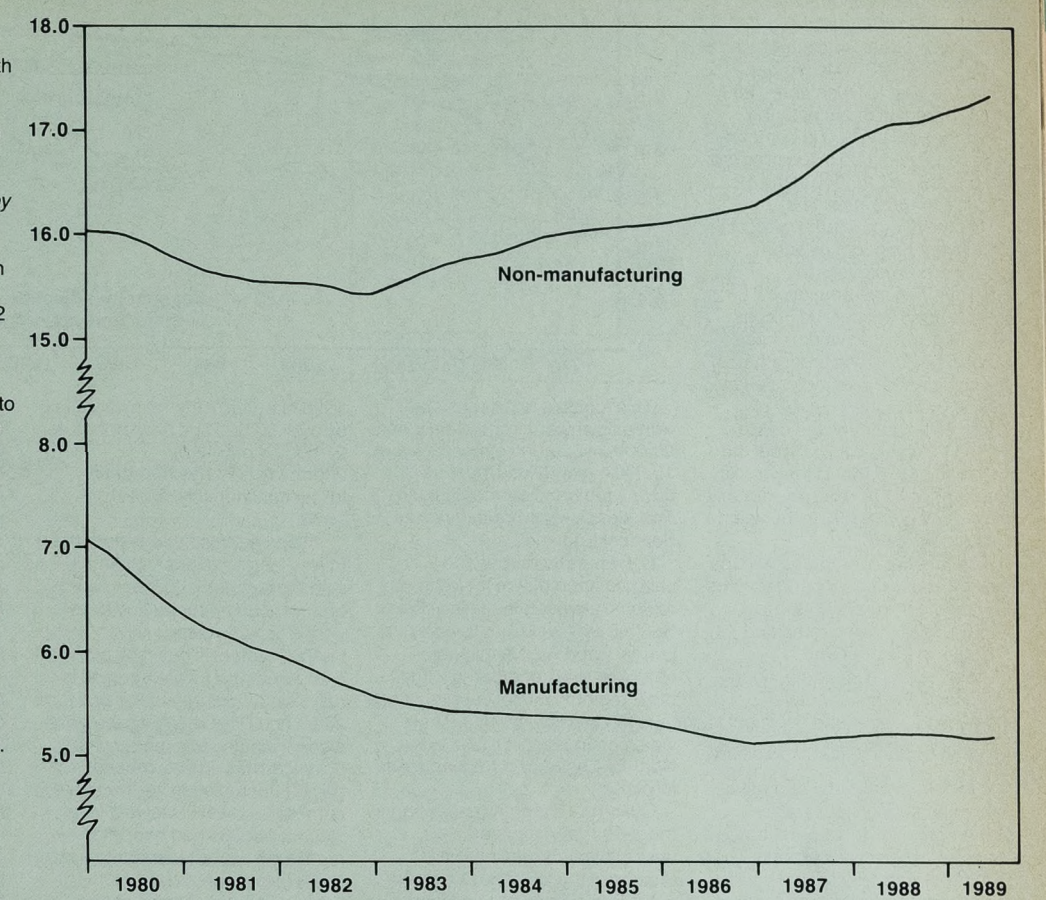
Estimates of fixed investment by the manufacturing industries (including leased assets and seasonally adjusted) for the fourth quarter of 1989 indicate a level of manufacturing investment over 12 per cent lower than in the third quarter but over 2 per cent higher than in the fourth quarter of 1988. However, the estimate of quarter to quarter change may be unreliable because of recent changes in the seasonal pattern.

A provisional fourth quarter of 1989 estimate of stockbuilding by manufacturers, wholesalers and retailers (1985 prices and seasonally adjusted) indicates a fall of £219 million. Manufacturers reduced their stocks by £229 million following an increase of £298 million in the previous quarter. Wholesalers' stocks rose by £19 million following a rise of £63 million in the previous quarter. Retailers' stocks fell by £9 million, similar to that in the previous quarter.

The current account of the balance of payments in the fourth quarter of 1989 is estimated to have been in deficit by £4.2 billion, compared with a £6.5 billion deficit in the previous quarter. It should be noted, however, that trade flows during the period April to August 1989 are likely to have been disturbed following the announcement on April 6 of the intended abolition of the National Dock Labour Scheme. This was followed by periods of strike action, mainly June 8-19 and July 11-August 3. The effect on trade has been complex. Trade flows may

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom

Million Seasonally adjusted



have been disrupted in anticipation of, and during, strike action, and in the recovery from it.

In 1989 as a whole there was a total current account deficit of £20.3 billion, compared with £14.7 billion in 1988.

Visible trade in the fourth quarter of 1989 was in deficit by £4.5 billion, £2.2 billion less than the deficit for the previous quarter. In the fourth quarter the surplus on trade in oil was £0.5 billion while

the deficit on non-oil trade fell by £1.9 billion to £5.1 billion.

The volume of exports in the fourth quarter of 1989 was 3 1/2 per cent higher than in the previous quarter and 14 per cent higher than a year earlier. Import volume in the fourth quarter was 4 per cent lower than in the previous quarter but 3 1/2 per cent higher than in the same quarter a year earlier. In 1989 as a whole, exports were 5 1/2 per cent higher than in 1988, while imports rose by 9 per cent.

Sterling's effective Exchange Rate Index (ERI) for January 1990 rose by 1 1/2 per cent to 87.9 (1985=100). The currency rose by 4 1/2 per cent against the Japanese yen, by 3 1/2 per cent against the US dollar and by 1 1/2 per cent against the deutschemark. ERI was 10 per cent lower than in January 1989; over the period sterling fell by 14 per cent against the deutschemark and by 7 per cent against the US dollar, but rose by 6 per cent against the yen. In 1989 as a whole the ERI was 3 per cent lower than in 1988; sterling fell by 8 per cent against the US dollar, 1 1/2 per cent against the deutschemark, and by 1 per cent against the yen.

The UK base lending rate increased by 1 percentage point to 15 per cent on October 5, 1989. After falling to a trough of 7 1/2 per cent in May 1988 it had risen from that level to reach 14 per cent by

May 24, 1989.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in January 1990 is provisionally estimated to have been minus £5.2 billion (ie: a net repayment), bringing the total for the first ten months of 1989-90 to minus £8.7 billion. In the first ten months of 1988-89 the PSBR was minus £15.7 billion. Net privatisation proceeds were close to zero in January. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £5.1 billion in the first ten months of 1989-90, compared with minus £9.7 billion in the first ten months of 1988-89.

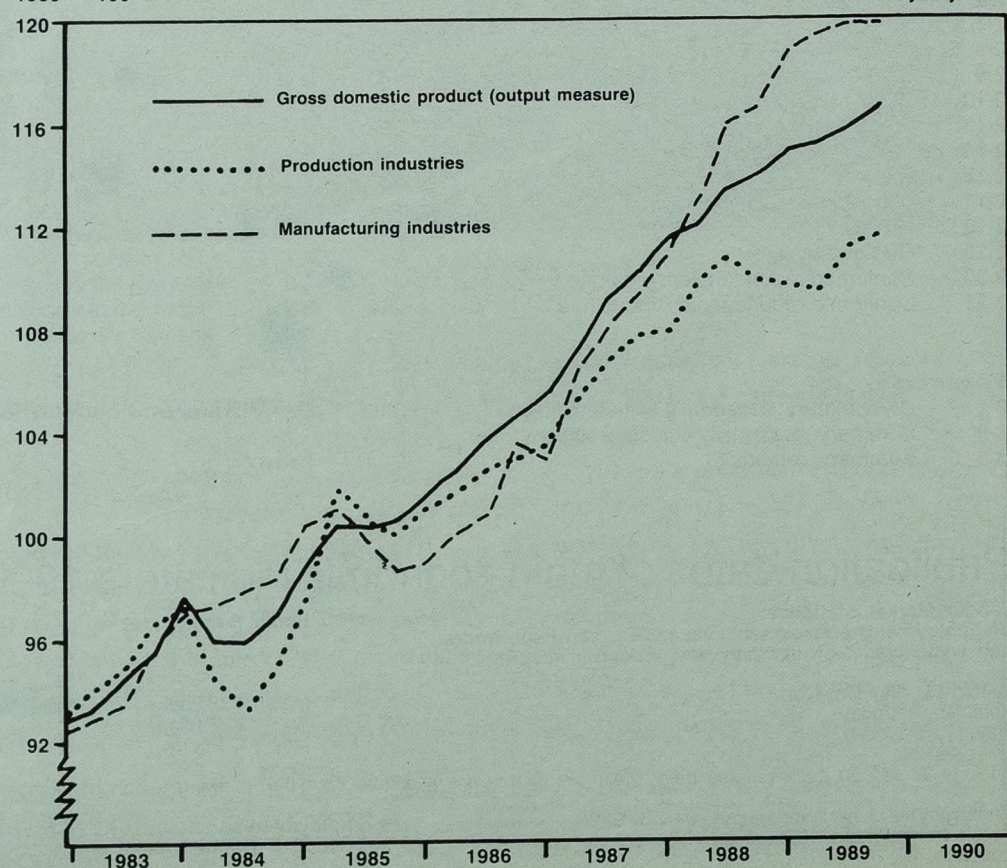
Employment

New figures are available this month for employees in manufacturing and production industries in December 1989 in Great Britain. There are also revisions to the estimates of employees in employment in manufacturing in October and November and to the September 1989 estimates of employees in all industries, affecting the estimate of the workforce in employment for the third quarter. All other elements of the workforce in employment (the self-employed, HM Forces and participants on work-related

OUTPUT INDICES: United Kingdom

Index

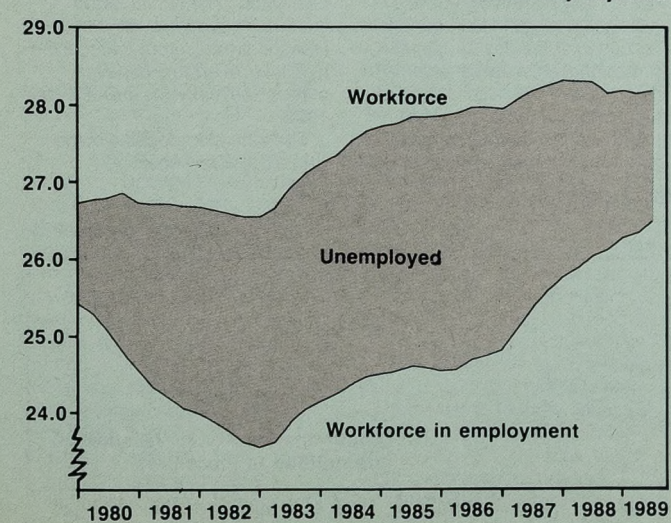
1985 = 100



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom

Million

Seasonally adjusted



government training programmes) remain as reported in February.

New figures this month show that the number of employees employed in manufacturing industry in Great Britain fell by an estimated 6,000 in December. Over the year to December 1989, employment in manufacturing industries fell by 49,000 compared with rises of 42,000 in the previous 12 months and 26,000 in the 12 months to December 1987.

The workforce in employment in the United Kingdom (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) is estimated to have increased by 164,000 in the third quarter of 1989. This continues the upward trend of the past six years but the increase of 466,000 in the year to September 1989 was considerably below that of 688,000 in the year to September 1988.

The number of employees in the energy and water supply industries in December rose by 1,000 to 454,000 after having remained constant in October and November. The December figure represents the first monthly increase for a year and a half but is still 21,000 lower than in December 1988.

Overtime working by operatives in manufacturing industries in Great Britain fell to 12.5 million hours per week in December, compared with 12.9 million hours in November; this was the fourth successive monthly fall. Overtime working in December 1989 was at its lowest level since March 1987, when 12.4 million hours per week were worked.

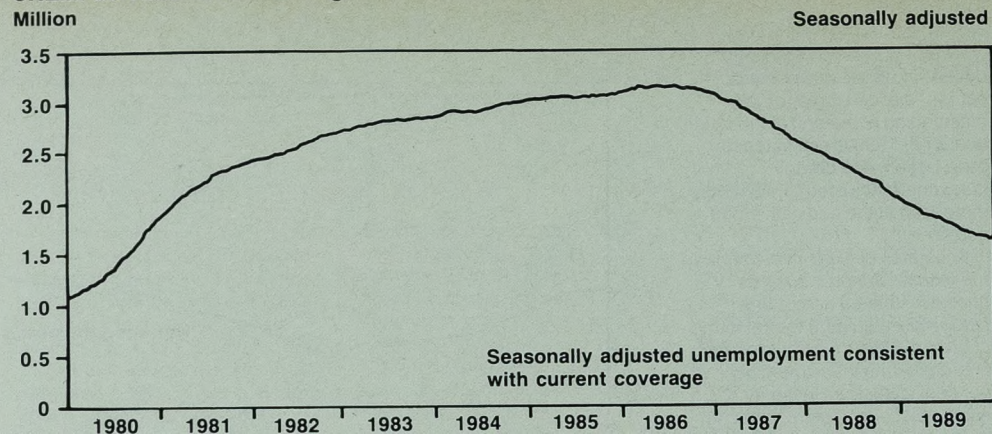
The number of hours lost through short-time working in manufacturing industries in Great Britain rose to 0.39 million hours per week in December. This is the same level as in September 1989, which was the highest since April 1987.

The index of average weekly hours worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) fell to 99.8 in December 1989, compared with 100.1 in November 1989 and 100.4 in December 1988.

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 23,200 between December and January to 1,611,400, 5.7 per cent of the total workforce. The continuous fall since July 1986 has now reached 1,521,800 over 42 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for over nine years.

UNEMPLOYMENT: United Kingdom



This month's fall is consistent with a downward trend of between 20,000 and 25,000 a month, about 15,000 a month less than the downward trend six months ago. This slowdown is primarily in the South of England.

Between December and January unemployment fell in all regions, although the falls in the South East (excluding Greater London) and East Anglia were relatively small compared with other regions and follow slight rises over the last few months. There were continued large falls in the North of England, in Scotland, and in Wales.

Over the 12 months to January the seasonally adjusted unemployment rate fell in all regions of the UK. The largest fall in the rate over this period was in the North (2.4 percentage points). The fall in the UK rate in the year to January was 1.3 percentage points.

Recent changes to the Redundant Mineworkers Payments Scheme have had only a very marginal effect on the latest figures. It is estimated that fewer than 200 mineworkers left the count between December and January, and that just over 15,000 have left the count since August.

The unadjusted total of unemployed claimants in the UK was 1,687,045 in January (6.0 per cent of the workforce), an increase of 48,068 since December 1989.

The number of long-term unemployed (claimants unemployed for a year or more) is continuing to fall at a faster rate than total unemployment, although the rate of fall has eased. In the three months to January

1990 long-term unemployment fell by over 30,000 and now stands at 578,000. Long-term unemployment has now been falling continuously since April 1986.

All age groups have experienced falls in long-term unemployment, with the biggest reductions being among young people. For 18-24 year olds, long-term unemployment is down by a third compared with a year ago and is only about a quarter of its level four years ago. The very long-term are also continuing to experience a significant fall. The number of people unemployed for five years or more is now at its lowest level since July 1985 and has fallen by more than a quarter over the past year. Total unemployment has continued to fall among all age groups.

The stock of vacancies at jobcentres (UK seasonally adjusted) rose by 3,900 between December and January to 199,300. This followed a very sharp fall last month and so should not be viewed as a departure from the generally downward trend in vacancies seen since late 1987. Recorded placings by jobcentres fell to 143,500, a decrease of 8,000 on December.

Average earnings

The underlying rate of increase in average earnings in the year to December 1989 was 9.1 per cent (provisional estimate), the same as the corresponding rate in each of the previous two months. The actual rate of increase, at 7.2 per cent, was 2 percentage points

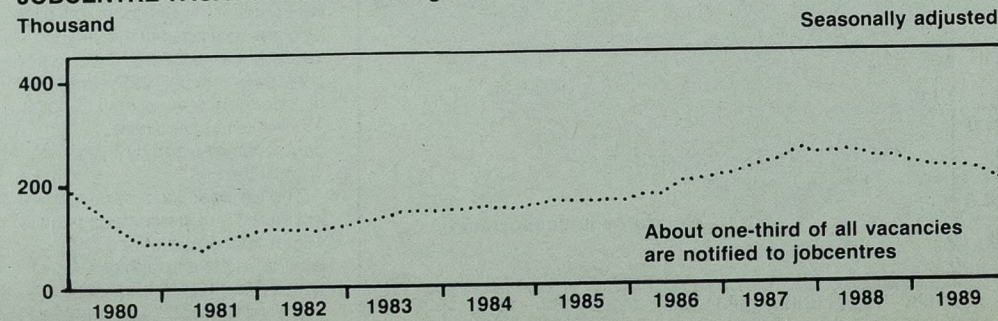
below the underlying rate because the December 1988 index contained exceptionally high backpay, mainly to nurses and midwives but also to some manufacturing industries.

In the production industries, the provisional underlying increase in average earnings in the year to December was 9 per cent, unchanged from the revised November figure. Within this sector, the underlying increase for manufacturing was unchanged from the November figure and stood at 8.4 per cent. The recent lower level of overtime working has been a restraining influence on the increase in average earnings in manufacturing. Additionally, average bonus payments in manufacturing industry in December (a major month for the payment of bonuses) were lower than those of a year earlier. The other component of production is the energy industries, and here earnings continue to grow at over 10 per cent a year.

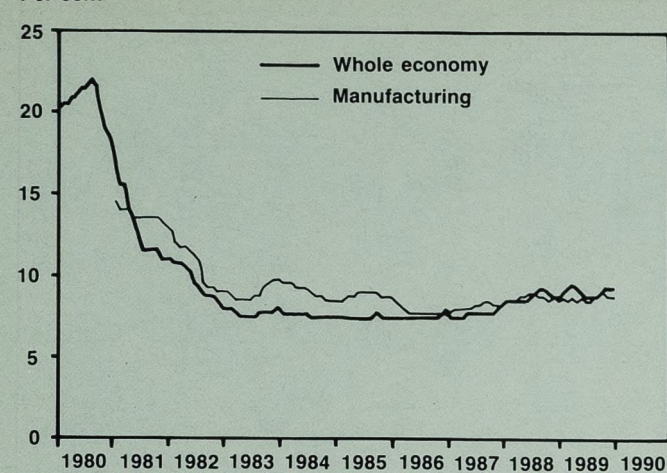
In the service industries the provisional estimate for the underlying increase in average earnings in the year to December was 9.1 per cent, unchanged from the November figure. Major bonus payments in the services sector in December (of which there were a large number) were above those of a year earlier but the increase was less than the increase in earnings as a whole. The actual rate of increase in earnings, at 5.9 per cent (seasonally adjusted), reflects the high level of arrears of pay to nurses and midwives in December 1988.

The other components of the whole economy index,

JOBCENTRE VACANCIES: United Kingdom



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



construction and agriculture, are showing annual trend rates of earnings growth of about 11 per cent and 8.5 per cent respectively. In construction there were a number of very high bonuses paid in November and December 1989.

Productivity and unit wage costs

For the three months ending December 1989, manufacturing output was 3 per cent higher than the level for the corresponding period of 1988. With employment levels falling slightly over the last year, productivity in output per head terms is growing almost 1/2 per cent faster than output at just over 3 1/2 per cent. The reduction in overtime working in manufacturing compared with a year ago has led to output per hour growing at a faster rate than output per head, at 4 1/2 per cent.

Wages and salaries per unit of output in manufacturing in the fourth quarter of 1989 were over 4 1/2 per cent higher than in the same period a year earlier: the actual level of average earnings in manufacturing (seasonally adjusted) grew by 8 1/4 per cent but this was offset by the increase in productivity of 3 1/2 per cent. With manufacturing earnings below its underlying trend rate of growth of 8 3/4 per cent because of high backpay in December 1988, the rate of growth in unit wage costs shows a reduction of over half a percentage point between November and December 1988. However, the current estimated trend rate of unit wage cost growth remains at 5 1/2 to 6 per cent per annum.

Latest productivity figures for the whole economy show that output per head in the third quarter of 1989 was 1/2 per cent higher than in the same quarter of 1988. Output rose just under 2 per cent in the year to the third quarter of

1989, but this was accompanied by a 1 1/4 per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about 1/2 percentage point higher in the third quarter of 1989 but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage cost figures for the whole economy for the third quarter of 1989 show an increase of about 9 1/2 per cent over the third quarter of 1988, the highest rate of increase since the second quarter of 1981. Wages and salaries per head rose by about 9 3/4 per cent in the year to the third quarter of 1989, and this was only marginally offset by the increase in whole economy productivity. The rate of growth of unit wage costs would have been about 1/2 percentage point lower in the third quarter of 1989 but for the recent oil industry interruptions.

Prices

The 12-month rate of increase in the Retail Prices Index was 7.7 per cent for January, unchanged from November and December. Excluding mortgage interest payments, the annual rate remained at 6.1 per cent for January, the same as for the previous three months.

Between December and January, the overall level of prices increased by 0.6 per cent, the same as the rise for January 1989. The rise in the index between December and January reflected further sharp increases in food prices, higher prices for petrol and car maintenance, and a continuing rise in housing costs. While there were the usual January price rises for alcoholic drinks, following discounts over Christmas, there were some seasonal sales reductions, particularly for clothing.

The annual rate of increase in

the Tax and Price Index fell to 6.3 per cent for January, from December's 6.4 per cent.

The 12-month rate of increase in the price index for the output of manufactured products, provisionally estimated at 5.2 per cent for January, has been little changed over the past year. The annual rate of increase in prices for material and fuels purchased by manufacturing industry fell to 3.0 per cent in January, following 4.9 per cent in December and having been around 6 per cent in the three months to November.

Industrial disputes

It is provisionally estimated that 4.1 million working days were lost through stoppages of work in 1989. This is slightly higher than the figure for 1988 (3.7 million) but is well below the provisional annual average for the 1980s of 7.2 million and very much lower than the average of 12.9 million days lost per year during the 1970s.

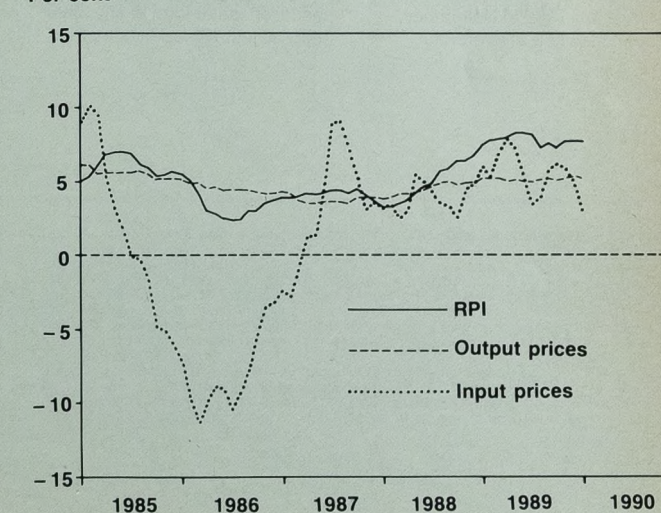
Almost half of the total in 1989 was due to the NALGO dispute, which accounted for 2.0 million working days lost.

The provisional estimate of the number of stoppages in progress in 1989 is 672. Subsequent revisions will raise this total. The final figure should be below the 781 stoppages recorded in 1988, making it the lowest number of stoppages for over 50 years.

The number of working days lost in December 1989 is provisionally estimated at 270,000. This figure includes 122,000 days lost in the engineering industry and 68,000 in medical and health services. The December 1989 figure compares with the December average for the ten years to 1988 of 318,000 and a December 1988 figure of 38,000.

The highly provisional single month figure for the number of stoppages in December 1989 is 35. This is the lowest figure for any December since 1933.

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



Overseas travel and tourism

It is provisionally estimated that there were 1,150,000 visits to the UK by overseas residents in November 1989, which was 7 per cent more than in November 1988. There was a 1 per cent rise in visits from Western Europe, a rise of 11 per cent in visits from North America and a particularly sharp rise of 27 per cent in visits from other parts of the world. Of the total visits to the UK, 710,000 were by residents of Western Europe and 220,000 were by residents of each of North America and other parts of the world.

UK residents made 1,720,000 visits abroad in November 1989, 1 per cent more than in November 1988. The majority of visits, 1,400,000, were to Western Europe while 130,000 were to North America and 190,000 to other parts of the world.

Overseas residents spent an estimated £465 million in the UK in November, while UK residents spent £525 million abroad. This resulted in an estimated deficit of £60 million on the travel account of the balance of payments for November 1989, compared with a deficit of £48 million for the same month last year.

During the first 11 months of 1989 compared with the same period of 1988, overseas visitors to the UK increased in number by 9 per cent to 16,060,000. UK residents going abroad increased in number by 6 per cent to 29,280,000. For the same 11-month period, it is estimated that overseas residents' expenditure in the UK increased by 9 per cent compared with the previous year, to £6,285 million. UK residents spent £8,895 million abroad in the first 11 months of 1989, an increase of 13 per cent compared with a year earlier.

The total number of overseas visitors to the UK during the 12-

Revisions to index of average and total weekly hours

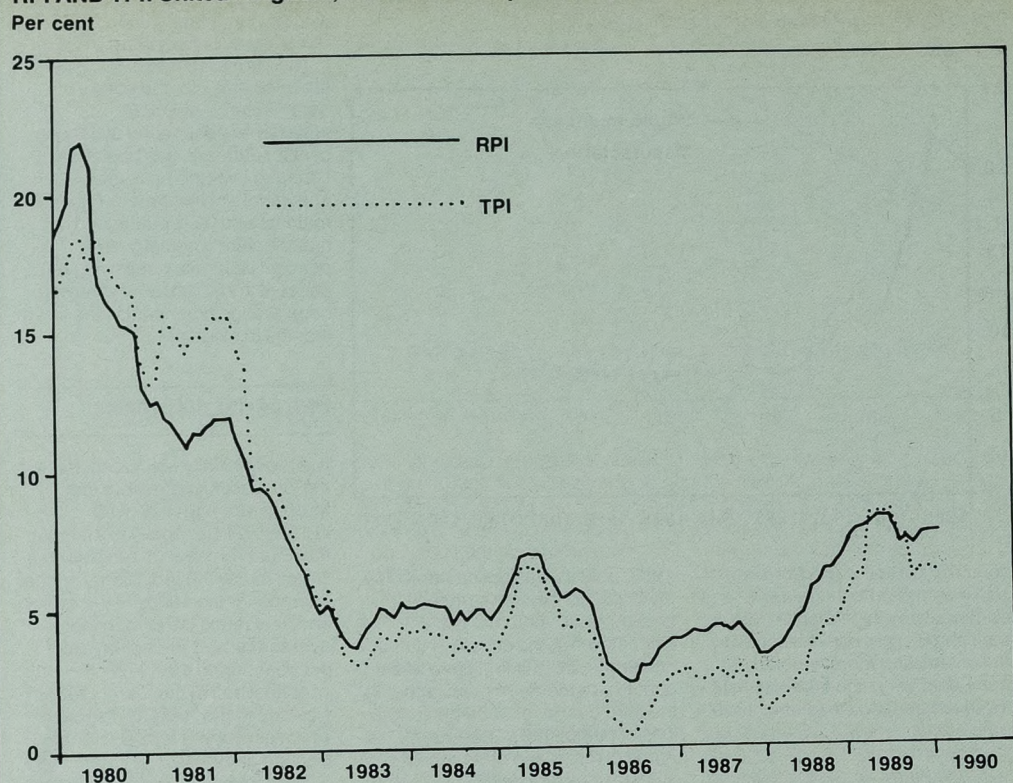
As indicated in *Employment Gazette* February 1990, the method of calculating the average and total hours index for operatives in manufacturing industries in Great Britain has been changed following the discovery of errors in the old method of calculation. This and last month's table 1-12 shows the new series back to 1985. The series is in the process of being reworked on a consistent basis back to January 1982. Revised figures will appear in next month's table 1-12.

Among the corrections made to the methodology were the inclusion of the hours of part-time male operatives. These were previously omitted from the calculations and their inclusion has had only a small effect on the series, since the number of hours involved is small.

The other major methodological change was to the method of estimating the proportion of part-time employees who are operatives. Previously this proportion had been held constant since 1984. This seemed an unrealistic assumption given that the proportion of total employees who are operatives has been falling. The new method uses information about total employees to calculate the number of part-time operatives. In addition to these two changes, a number of smaller, minor amendments have been made resulting from the discovery of errors in the previous calculations.

month period ending in November 1989 was 17,080,000, 9 per cent more than during the 12-month period ending November 1988. Numbers of UK residents going abroad rose by 6 per cent to 30,510,000. Estimates of expenditure in the 12-month period December 1988 to November 1989 indicate that overseas

RPI AND TPI: United Kingdom, increases over previous year



visitors to the UK spent £6,720 million, 9 per cent more than in the period December 1987 to November 1988. In the same period UK residents spent an estimated £9,235 million abroad, 13 per cent more than in 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, Denmark, Spain, Greece, and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other major 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, other than West Germany, Spain and Norway. The unemployment rate has remained stable over the period in France, Japan, Portugal and Australia; in some countries—for example, Denmark, Italy, the United States and Luxembourg—the change in percentage rate has increased. The UK unemployment rate is also lower than the EC average.

Since 1980 the growth in UK manufacturing productivity has been about 5¼ per cent a year, faster than in any other major industrialised country. In the year to the third quarter of 1989, manufacturing productivity in the United Kingdom rose by about 3½ per cent, compared with growth of

9 per cent in Japan, 6 per cent in France, 5 per cent in Canada, and 4 per cent in the United States, West Germany, and Italy in the equivalent period.

The rise of 7.7 per cent in the retail prices index over the 12 months to December was higher than the provisional December average for the European Community (5.4 per cent). Over the same period consumer prices increased in France by 3.6 per cent (provisional) and in West Germany by 3.0 per cent, while outside the EC, consumer prices rose by 4.6 per cent in the United States, 5.1 per cent in Canada and 2.6 per cent in Japan (provisional).

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

BACKGROUND ECONOMIC INDICATORS* 0.1

Seasonally adjusted													UNITED KINGDOM					
GDP average measure ^{2,15}		Output GDP ^{3,4,15}				Income				Real personal disposable income				Gross trading profits of companies ⁷				
				Index of output UK		Index of production OECD countries												
				Production industries ^{1,5,15}		Manufacturing industries ^{1,6}												
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%				
1984	96.2	1.7	96.6	2.8	94.9	..	97.6	..	..	..	97.1	..	27.5	..	
1985	100.0	4.0	100.0	3.5	100.0	5.4	100.0	2.5	100.0	..	100.0	3.0	36.7	33.5				
1986	103.3	3.3	103.1	3.1	102.1	2.1	100.9r	0.9	101.2	..	104.0	4.0	42.6	16.1				
1987	108.0	4.5	108.0	4.8	105.8r	3.6	106.6	5.6	104.4	3.2	107.4	3.3	50.1	17.6				
1988	112.7	4.4	112.9	4.5	109.6	3.6	114.2	7.1	110.5	5.8	113.2	5.4	61.2	22.2				
1989	..	..	115.6P	2.4	110.5	0.8	119.7	4.8	..	..	..	..	..	..
1988 Q4	113.9	3.5	114.1	3.5	109.9r	2.0	116.7r	6.8	112.6	5.1	116.3	5.7	16.8	22.6				
1989 Q1	114.8	3.0	115.0	3.0	109.7	1.7	118.9	7.1	113.6	4.8	117.0	4.7	17.3	19.3				
Q2	115.0	2.7	115.2	2.7	109.5	-0.2	119.5	5.9	114.5	4.6	117.8	5.7	17.0	23.2				
Q3	114.8	1.9	115.8	1.9	111.1	0.3	120.0	3.4	115.2	3.4	119.7	5.6	16.6	4.4				
Q4	..	..	116.5P	2.1	111.7	1.6	120.3	3.1	..	..	119.7	2.9	16.6	-1.2
1989 June	..	..	..	..	109.2r	-0.2	119.6r	5.9	115.1	4.6	..	..	..	..
July	..	..	..	..	110.1	-1.0	119.8	4.8	114.9	4.1	..	..	..	..
Aug	..	..	..	..	111.9	-0.2	120.7	4.3	115.7	4.0	..	..	..	..
Sept	..	..	..	..	111.2	0.3	119.6	3.4	115.0	3.4	..	..	..	..
Oct	..	..	..	..	112.1	1.1	120.7	3.4	115.2	3.3	..	..	..	..
Nov	..	..	..	..	111.9	1.1	120.2	2.9	115.7	2.9	..	..	..	..
Dec	..	..	..	..	111.2	1.6	120.0	3.1	..	..	..	..	..	..
Expenditure													Base lending rates ¹¹		Effective exchange rate ¹²			
Consumer expenditure 1985 prices		Retail sales volume ¹		Fixed investment ⁸		Manufacturing industries 1985 prices ⁹		General government consumption at 1985 prices		Stock changes 1985 prices ¹⁰								
£ billion		%		1985 = 100		%		£ billion		%		£ billion		%				
1984	209.2	1.8	95.5	3.6	42.5	10.6	8.9	18.3	73.9	1.0	1.11	9.5-9.75	100.6	-4.5				
1985	217.0	3.7	100.0	4.7	45.5	7.0	10.3	15.0	73.9	..	0.62	12	100.0	-0.6				
1986	229.0	5.5	105.3	5.3	45.7	0.4	9.7	-5.4	75.3	1.9	0.68	11	91.5	-8.5				
1987	243.0	6.1	111.5	5.9	49.9	9.2	10.1	3.6	76.1	1.1	1.05	11	90.1	-1.5				
1988	259.7	6.9	119.2	6.9	56.8	13.8	11.3	12.4	76.4	0.4	3.59	10.25-10.5	95.5	6.0				
1989	270.9P	4.3	121.7	..	..	..	12.0P	6.2	..	..	..	14	92.6	-3.0
1988 Q4	66.3	5.7	121.0	5.9	14.8	11.3	2.7	..	19.5	11.4	2.26	12.5-12.75	96.7	4.3				
1989 Q1	66.8	4.5	121.3	3.7	15.2	14.3	2.8	3.7	20.0	13.0	2.52	13	97.1	3.9				
Q2	67.7	5.6	122.0	2.8	15.6	9.1	3.2	6.7	20.2	4.7	0.79	13.5-13.75	93.6	-3.1				
Q3	67.8	3.8	121.5r	1.2	15.5	7.9	3.2	6.7	20.2	3.6	..	14	91.7	-3.7				
Q4	68.6P	3.5	122.1	0.9	..	..	2.8P	3.7	..	..	..	15	88.1	-8.9
1989 July	..	..	120.8r	2.2	..	..	..	..	..	..	..	14	92.3	-3.4
Aug	..	..	121.4	1.0	..	..	..	..	..	..	..	14	91.6	-3.9
Sept	..	..	122.1	1.2	..	..	..	..	..	..	..	14	91.3	-3.6
Oct	..	..	121.6	1.2	..	..	..	..	..	..	..	15	89.7	-4.9
Nov	..	..	121.1	1.0	..	..	..	..	..	..	..	15	87.9	-6.3
Dec	..	..	123.4	0.9	..	..	..	..	..	..	..	15	86.5	-8.9
1992 Jan	..	..	121.8	1.4	..	..	..	..	..	..	..	15	87.9	-10.2
Visible trade													Balance of payments		Competitiveness		Prices	
Export volume ¹		Import volume ¹		Visible balance		Current balance		Normal unit labour costs ¹³		Tax and price index ¹⁴		Producer prices index ¹⁴		Materials and fuels		Home sales		
1985 = 100		%		1985 = 100		%		£ billion		£ billion		1985 = 100		%		Jan 1987 = 100		
1984	94.7	8.1	96.9	11.4	-5.2	1.9	99.2	-2.8	91.3	3.9	95.0	..	
1985	100.0	5.6	100.0	3.2	-3.1	3.2	100.0	0.8	96.1	5.3	100.0	100.0	5.3	
1986	104.0	4.0	107.1	7.1	-9.4	3.0	95.1	-4.9	97.9	1.9	92.4	-7.6	104.3	4.3	..	103.3	-1.0	
1987	109.1	4.9	114.6	7.0	-10.9	-3.8	97.2	2.2	100.4	2.6	95.3	3.1	103.2	9.6	..	113.2	9.6	
1988	110.7	1.5	129.5	13.0	-20.8	-14.7	108.7	11.8	103.3	2.9	98.4	3.2	113.2	9.6	..	119.0	5.1	
1989	117.0	5.7	141.3	9.1	-23.0	-20.3P	110.6	7.1	104.0	5.7	119.0	5.1	
1988 Q4	107.8	-1.2	134.7	12.5	-6.5	-5.5	111.8	9.6	105.9	4.5	100.1	3.8	115.2	4.9	
1989 Q1	112.0	4.4	140.1	16.5	-5.9	-4.6	114.3	8.9	107.9	6.0	102.8	6.1	116.8	5.2	
Q2	114.4	-0.4	139.8	9.0	-5.9	-5.0	111.6	1.8	110.4	8.3	104.4	6.7	118.2	5.0	
Q3	118.4	5.0	145.7	8.1	-6.7	-6.5	111.6	7.8	103.1	4.4	119.7R	5.1	
Q4	122.7	13.8	139.7	3.7	-4.5	-4.2P	112.5	6.2	105.8P	5.7	121.2P	5.2	
1989 July	115.8	1.8	148.1	9.4	-2.5	-2.5	111.1	8.6	102.8	3.3	119.2	5.5	
Aug	113.1	2.1	140.3	7.0	-2.2	-2.2	111.4	8.8	102.7	3.3	119.7	5.5	
Sept	126.4	5.0	148.8	8.1	-1.9	-1.8	112.2	8.2	103.8	5.1	120.2	5.5	
Oct	120.3	8.0	142.4	7.4	-1.8	-1.7P	111.7	7.1	104.1	6.0	120.8	5.7	
Nov	121.4	11.1	138.7	6.4	-1.5	-1.4P	112.8	7.0	105.7	7.9	121.2	5.5	
Dec	126.4	13.8	138.1	3.7	-1.2	-1.1P	113.1	6.7	107.6P	7.8	121.5P	5.5	
1990 Jan	113.9	7.1	107.1P	4.4	122.5P	6.2	

P=Provisional
R=Revised
r=Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) For details of this series see *Economic Trends*, July 1984, p 72.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
(9) Including leased assets.
(10) Value of physical increase in stocks and work in progress.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Average of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(14) Annual and quarterly figures are averages of monthly indices.
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimate of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1.1 EMPLOYMENT Workforce†

THOUSAND

Quarter	Employees in employment*			Self-employed (with or without employees)†	HM Forces**	Work related gov. training programmes††	Workforce in employment‡	Workforce‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1987	11,827	9,952	21,778	2,981	319	383	25,372	28,242
Sept	11,827	9,952	21,778	2,981	319	383	25,372	28,242
Dec	11,878	10,156	22,035	2,923	317	366	25,641	28,337
1988	11,896	10,123	22,019	2,954	317	343	25,633	28,225
Mar	11,896	10,123	22,019	2,954	317	343	25,633	28,225
June	11,970	10,257	22,227	2,986	316	343	25,870	28,211
Sept	12,044	10,312	22,356	3,017	315	369	26,056	28,367
Dec	11,979	10,430	22,410	3,048	313	408	26,178	28,225 §
1989	11,938	10,389	22,327	3,079	312	448	26,165	28,126 §
Mar	11,938	10,389	22,327	3,079	312	448	26,165	28,126 §
June	11,956	10,489	22,446	3,110	308	466	26,329	28,072 §
Sept	12,043 R	10,551 R	22,594 R	3,141	308	477	26,520 R	28,223 R §
UNITED KINGDOM								
Adjusted for seasonal variation								
1987	11,774	9,966	21,740	2,891	319	383	25,333	28,169
Sept	11,774	9,966	21,740	2,891	319	383	25,333	28,169
Dec	11,864	10,092	21,956	2,923	317	366	25,562	28,242
1988	11,942	10,183	22,125	2,954	317	343	25,739	28,305
Mar	11,942	10,183	22,125	2,954	317	343	25,739	28,305
June	11,973	10,247	22,220	2,986	316	343	25,864	28,289
Sept	11,994	10,327	22,322	3,017	315	369	26,022	28,279
Dec	11,966	10,366	22,332	3,048	313	408	26,100	28,142
1989	11,980	10,444	22,424	3,079	312	448	26,263	28,182
Mar	11,980	10,444	22,424	3,079	312	448	26,263	28,182
June	11,960	10,480	22,440	3,110	308	466	26,323	28,135
Sept	11,995 R	10,567 R	22,562 R	3,141	308	477	26,487 R	28,183 R

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

† Workforce in employment plus claimant unemployed.

* Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p 560). For all dates individuals with two jobs as employees of different employers are counted twice.

† Estimates of the self-employed up to mid-1988 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1988. The provisional estimates from September 1988 are based on the assumption that the average rate of increase between 1981 and 1988 has continued subsequently. A detailed description of the current estimates is given in the article on p 182 of the April 1989 issue of *Employment Gazette*.

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

EMPLOYMENT Workforce† 1.1

THOUSAND

Quarter	Employees in employment*				Self-employed (with or without employees)	HM Forces**	Work related gov. training programmes††	Workforce in employment‡	Workforce‡
	Male	Female		All					
		Part-time	All						
GREAT BRITAIN									
Unadjusted for seasonal variation									
1987	11,558	879	9,713	4,121	21,271	2,832	319	373	24,795
Sept	11,558	879	9,713	4,121	21,271	2,832	319	373	24,795
Dec	11,610	920	9,915	4,244	21,525	2,863	317	356	25,062
1988	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054
Mar	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054
June	11,699	919	10,015	4,221	21,714	2,926	316	335	25,291
Sept	11,774	889	10,068	4,190	21,842	2,957	315	359	25,473
Dec	11,709	903	10,183	4,301	21,892	2,988	313	398	25,590
1989	11,670	901	10,143	4,283	21,813	3,019	312	438	25,581
Mar	11,670	901	10,143	4,283	21,813	3,019	312	438	25,581
June	11,688	916	10,243	4,323	21,931	3,050	308	456	25,745
Sept	11,775 R	888	10,305 R	4,333 R	22,080 R	3,081	308	465	25,934 R
GREAT BRITAIN									
Adjusted for seasonal variation									
1987	11,506	976	9,726	4,121	21,232	2,832	319	373	24,757
Sept	11,506	976	9,726	4,121	21,232	2,832	319	373	24,757
Dec	11,597	981	9,851	4,244	21,448	2,863	317	356	24,985
1988	11,672	941	9,941	4,177	21,614	2,895	317	334	25,159
Mar	11,672	941	9,941	4,177	21,614	2,895	317	334	25,159
June	11,703	951	10,004	4,221	21,707	2,926	316	335	25,283
Sept	11,724	933	10,083	4,190	21,807	2,957	315	359	25,439
Dec	11,696	941	10,120	4,301	21,816	2,988	313	398	25,514
1989	11,710	919	10,199	4,283	21,909	3,019	312	438	25,678
Mar	11,710	919	10,199	4,283	21,909	3,019	312	438	25,678
June	11,691	916	10,234	4,323	21,925	3,050	308	456	25,739
Sept	11,727 R	888	10,321 R	4,333 R	22,048 R	3,081	308	465	25,902 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.

†† Employees in employment, the self-employed, HM Forces and participants in work related government training programmes. See page 56 of the August 1988 issue of *Employment Gazette*.

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

1.2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments	
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted								
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37					
1982	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	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	20,741	20,729	5,302	5,315	5,909	5,922	6,919	6,935	13,503	13,464	320	289	319	445	343	750	786	
1985	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	13,769	13,731	321	273	309	430	339	756	780	
1986	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	13,954	13,918	310	234	302	392	328	741	755	
1987	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	14,247	14,213	302	203	297	365	320	737	740	
1987	Nov	21,525	21,448	5,120	5,092	5,617	5,589	6,620	6,598	14,597	14,542	307	198	298	364	320	748	749
Dec	21,525	21,448	5,119	5,096	5,616	5,593	6,620	6,598	14,597	14,542	307	198	298	364	321	747	749	
1988	Jan	21,509	21,614	5,089	5,110	5,584	5,605	6,597	6,625	14,620	14,685	292	196	299	362	318	748	745
Feb	21,509	21,614	5,091	5,119	5,582	5,611	6,597	6,625	14,620	14,685	292	196	298	361	320	750	746	
Mar	21,509	21,614	5,095	5,122	5,582	5,609	6,597	6,625	14,620	14,685	292	190	297	361	320	751	744	
Apr			5,092	5,123	5,571	5,604						183	296	360	319	754	743	
May			5,100	5,126	5,580	5,606						183	297	359	319	758	744	
June	21,714	21,707	5,110	5,124	5,589	5,603	6,605	6,620	14,815	14,785	294	182	296	358	320	758	741	
July			5,143	5,134	5,621	5,612						182	296	362	324	762	746	
Aug			5,151	5,134	5,630	5,613						182	297	362	324	768	747	
Sept	21,842	21,807	5,165	5,132	5,644	5,611	6,658	6,622	14,865	14,887	319	182	297	361	323	775	746	
Oct			5,159	5,129	5,635	5,605						181	295	360	323	773	745	
Nov			5,163	5,134	5,639	5,611						181	295	359	323	775	745	
Dec	21,892	21,816	5,162	5,138	5,638	5,613	6,651	6,629	14,945	14,891	296	180	296	357	322	778	746	
1989	Jan	21,813	21,909	5,121	5,142	5,596	5,617	6,596	6,623	14,933	14,990	284	179	295	354	321	776	740
Feb	21,813	21,909	5,110	5,139	5,583	5,612	6,596	6,623	14,933	14,990	284	178	295	352	320	781	738	
Mar	21,813	21,909	5,107	5,134	5,575	5,601	6,596	6,623	14,933	14,990	284	175	293	350	319	783	737	
Apr			5,085	5,118	5,551	5,584						173	293	347	319	781	731	
May			5,080	5,106	5,543	5,570						171	292	346	319	782	728	
June	21,931	21,925	5,087	5,101	5,547	5,561	6,577	6,592	15,074	15,046	280	167	293	344	320	784	729	
July			5,106	5,097	5,563	5,554						165	292	343	322	789	735	
Aug			5,132	5,115	5,588	5,572					</							

1.3 EMPLOYMENT Employees in employment: industry*: production industries

GREAT BRITAIN	Division class or group or AH	Dec 1988			Oct 1989 R			Nov 1989 R			Dec 1989		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,995.8	1,641.8	5,637.7	3,942.2	1,637.4	5,579.6	3,936.8	1,639.5	5,576.3	3,935.0	1,632.4	5,567.4
Manufacturing industries	2-4	3,599.9	1,562.2	5,162.1	3,571.6	1,555.0	5,126.6	3,566.5	1,556.7	5,123.2	3,563.6	1,549.6	5,113.2
Energy and water supply	1	395.9	79.7	475.6	[370.6	82.4	452.9]	[370.3	82.8	453.1]	371.4	82.8	454.2]
Coal extraction and solid fuels	111	110.9	5.4	116.3	86.9	4.5	91.4	86.6	4.4	91.0	4.3	91.2	
Electricity	161	114.5	29.0	143.4	112.7	29.7	142.3	[112.7	29.7	142.3]	[112.7	29.7	142.3]
Gas	162	59.1	22.3	81.4	57.8	22.6	80.5	57.8	22.7	80.5	22.8	80.8	
Other mineral and ore extraction, etc	2	521.3	157.7	679.0	504.0	153.4	657.4	502.7	154.0	656.7	500.3	153.4	653.7
Metal manufacturing and extraction of metal ores and minerals	21-23	145.7	21.1	166.9	133.9	19.5	153.4	133.4	19.4	152.8	131.9	19.6	151.5
Non-metallic mineral products	24	146.8	43.3	190.0	141.3	41.5	182.8	140.3	41.6	182.0	138.9	41.6	180.5
Chemical industry/man made fibres	25/26	228.7	93.3	322.1	228.8	92.4	321.2	229.0	93.0	322.0	229.4	92.2	321.6
Basic industrial chemicals	251	95.6	20.7	116.3	95.0	20.9	115.9	94.8	21.0	115.9	94.5	21.1	115.7
Other chemical products and preparations	255-259/ 260	133.1	72.7	205.8	133.8	71.5	205.3	134.2	72.0	206.2	134.9	71.1	205.9
Metal goods, engineering and vehicles	3	1,842.9	511.8	2,354.7	1,845.8	509.2	2,355.1	1,842.5	508.3	2,350.8	1,843.5	508.6	2,352.1
Metal goods nes	31	261.6	74.5	336.1	261.9	73.4	335.4	261.6	73.3	334.9	261.0	72.8	333.8
Mechanical engineering	32	650.3	127.8	778.1	670.0	130.6	800.7	671.2	129.8	800.9	673.1	131.7	804.8
Industrial plant and steelwork	320	90.6	11.6	102.2	101.7	13.0	114.6	102.9	12.9	115.8	103.3	13.1	116.4
Mining and construction machinery etc	325	64.7	9.5	74.2	65.6	9.7	75.4	66.5	9.8	76.3	66.3	9.9	76.2
Other machinery and mechanical equipment	321-324/ 326-329	495.0	106.7	601.8	502.7	107.9	610.6	501.7	107.1	608.9	503.5	108.7	612.2
Office machinery, data processing equipment	33	58.7	26.4	85.1	56.9	26.4	83.3	57.0	26.4	83.4	57.0	26.7	83.7
Electrical and electronic engineering	34	368.4	190.0	558.4	361.1	186.0	547.1	358.1	186.6	544.7	358.9	185.7	544.5
Wire, cables, batteries and other electrical equipment	341/342/ 343	141.7	60.5	202.2	142.0	59.1	201.2	140.9	60.2	201.1	141.5	59.8	201.4
Telecommunication equipment	344	110.2	51.0	161.2	107.8	50.7	158.5	107.1	50.6	157.7	107.0	50.3	157.4
Other electronic & electrical equipment	345-348	116.5	78.5	195.0	111.3	76.1	187.4	110.0	75.9	185.9	110.3	75.5	185.8
Motor vehicles and parts	35	237.2	31.6	268.8	237.3	31.4	268.7	236.0	30.9	266.8	235.7	30.4	266.1
Other transport equipment	36	199.1	26.7	225.8	193.6	25.7	219.4	194.1	25.7	219.7	193.9	25.5	219.4
Shipbuilding and repairing	361	44.4	4.0	48.4	38.5	3.8	42.3	38.0	3.6	41.6	37.9	3.5	41.4
Aerospace and other transport equipment	362-365	154.6	22.7	177.4	155.1	22.0	177.1	156.1	22.0	178.1	156.0	22.0	178.0
Instrument engineering	37	67.7	34.8	102.5	64.9	35.7	100.6	64.6	35.7	100.3	64.0	35.9	99.9
Other manufacturing industries	4	1,235.8	892.6	2,128.4	1,221.8	892.4	2,114.2	1,221.2	894.4	2,115.7	1,219.8	887.6	2,107.4
Food, drink and tobacco	41/42	325.7	236.5	562.2	320.1	238.8	558.9	321.4	241.0	562.3	320.2	237.0	557.3
Meat and meat products, organic oils and fats	411/412	58.0	42.0	100.0	55.3	39.0	94.3	55.8	39.1	94.9	56.5	39.9	96.4
All other food and drink manufacture	413-423	193.3	167.3	360.6	199.5	173.7	373.2	199.9	175.3	375.1	198.6	171.3	369.9
Alcoholic, soft drink and tobacco manufacture	424-429	68.4	27.3	95.6	65.3	26.1	91.4	65.7	26.6	92.3	65.1	25.9	91.0
Textiles	43	120.3	105.5	225.9	116.6	100.7	217.3	116.9	100.5	217.4	115.7	98.9	214.7
Footwear and clothing	45	82.4	212.8	295.2	78.4	204.5	282.9	78.4	204.9	283.3	79.2	203.1	282.2
Timber and wooden furniture	46	193.0	51.5	244.5	193.7	52.1	245.8	192.3	52.5	244.8	193.0	52.9	246.0
Paper, printing and publishing	47	312.4	172.6	485.0	312.4	179.2	491.6	311.8	179.2	491.0	311.5	179.1	490.6
Pulp, paper, board and derived products	471-472	98.3	42.9	141.2	98.0	43.0	141.0	97.8	42.5	140.3	97.9	42.7	140.6
Printing and publishing	475	214.1	129.8	343.8	214.4	136.2	350.6	214.0	136.7	350.7	213.6	136.3	349.9
Rubber and plastics	48	150.7	68.8	219.5	150.7	69.6	220.3	151.0	69.1	220.1	150.4	68.6	219.0
Other manufacturing	49	39.6	35.5	75.2	39.1	38.5	77.6	38.8	38.6	77.4	39.1	38.7	77.8

* See footnotes to table 1.1.

EMPLOYMENT 1.6 Labour turnover: manufacturing industries: September 1989 and December 1989

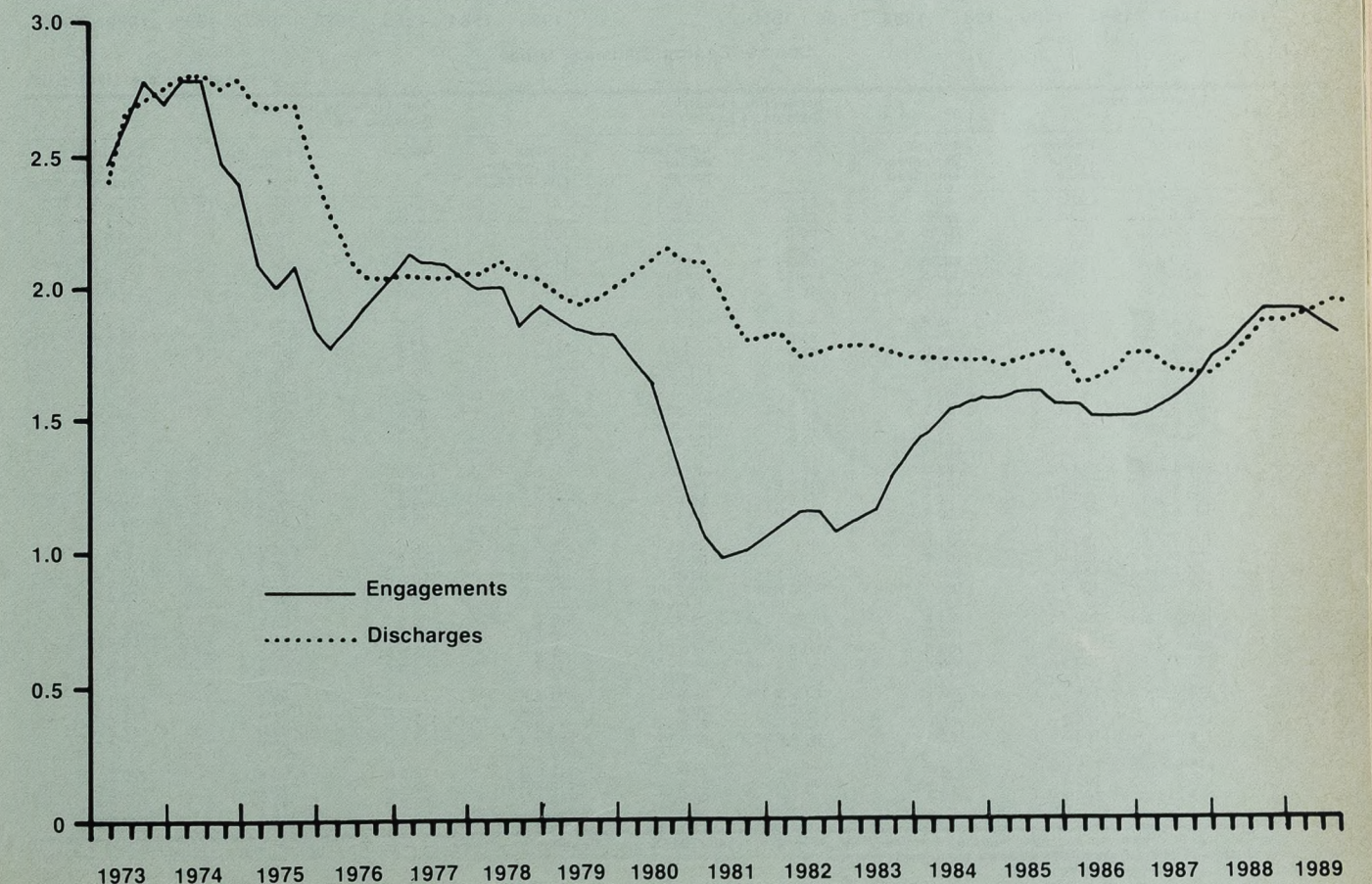
GREAT BRITAIN	Division or class of SIC	September 1989									December 1989							
		Engagement rate			Leaving rate			Engagement rate			Leaving rate							
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All					
SIC 1980																		
Minerals and ores extraction other than fuels	2	1.3	2.2	1.5	1.6	2.8	1.9	1.0	2.1	1.3	1.3	2.8	1.7					
Metal manufacturing	22	1.0	2.2	1.1	1.0	2.4	1.1	0.7	1.8	0.8	0.9	2.0	1.0					
Non-metallic mineral products	24	1.5	2.3	1.7	2.3	2.5	2.4	0.8	1.9	1.1	1.5	2.3	1.6					
Chemical industry	25	1.4	2.5	1.7	1.6	3.0	2.0	1.3	2.4	1.6	1.2	3.3	1.8					
Metal goods, engineering and vehicles	3	2.0	2.3	2.0	1.8	2.5	2.0	1.4	1.8	1.5	1.5	2.4	1.7					
Metal goods nes	31	2.1	2.5	2.2	2.1	2.7	2.3	1.6	2.3	1.8	1.7	3.0	2.0					
Mechanical engineering	32	1.9	2.3	2.0	1.9	2.3	2.0	1.7	2.2	1.8	1.6	1.8	1.6					
Office machinery, data processing equipment	33	1.8	1.6	1.8	2.1	2.5	2.2	0.9	1.6	1.1	1.0	1.3	1.1					
Electrical and electronic engineering	34	2.1	2.4	2.2	1.8	2.6	2.1	1.3	1.7	1.4	1.6	2.8	2.0					
Motor vehicles and parts	35	1.3	1.6	1.3	1.5	1.9	1.6	0.8	1.0	0.8	1.7	4.0	2.0					
Other transport equipment	36	2.4	3.0	2.4	1.4	2.0	1.4	1.0	1.4	1.1	1.0	1.4	1.0					
Instrument engineering	37	2.0	2.2	2.1	2.3	3.2	2.6	0.9	1.3	1.0	1.5	1.8	1.6					
Other manufacturing industries	4	2.2	3.1	2.6	2.7	3.1	2.9	1.5	2.1	1.8	1.9	3.2	2.5					
Food, drink and tobacco	41/42	2.5	4.1	3.1	3.0	3.6	3.2	1.8	2.1	1.9	2.2	4.6	3.2					
Textiles	43	2.1	2.4	2.2	2.5	2.7	2.6	1.5	1.8	1.6	2.3	2.5	2.4					
Leather and leather goods	44	2.1	3.9	2.9	3.6	2.1	2.9	1.7	1.7	1.7	4.1	5.4	4.7					
Footwear and clothing	45	2.4	2.7	2.6	2.8	3.3	3.1	1.9	2.5	2.3	2.0	3.0	2.7					
Timber and wooden furniture	46	2.5	2.3	2.5	2.3	3.0	2.5	1.4	2.1	1.6	1.8	2.2	1.9					
Paper, printing and publishing	47	1.5	2.7	1.9	2.6	2.4	2.5	1.2	2.0	1.5	1.5	2.3	1.8					
Rubber and plastics	48	2.2	3.2	2.5	2.4	2.5	2.4	1.5	1.8	1.6	1.9	3.2	2.3					
Other manufacturing	49	3.5	4.4	4.0	4.4	4.5	4.4	1.6	2.1	1.9	2.8	2.9	2.8					
Total all manufacturing industries		1.9	2.8	2.2	2.1	2.9	2.3	1.4	2.0	1.6	1.6	2.9	2.0					

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 September 16, 1989 and December 16, 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
1988	Aug	1.93	1.88
	Nov	1.93	1.90
1989	Feb	1.88	1.93
	May	1.83	1.95
	Aug	1.83	2.0

* On which the moving average is centred.

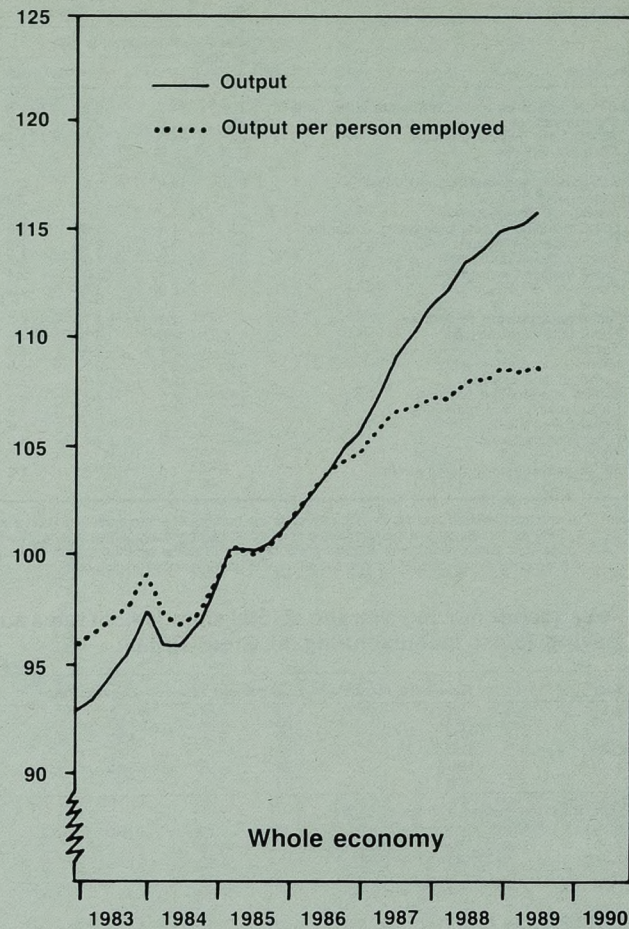
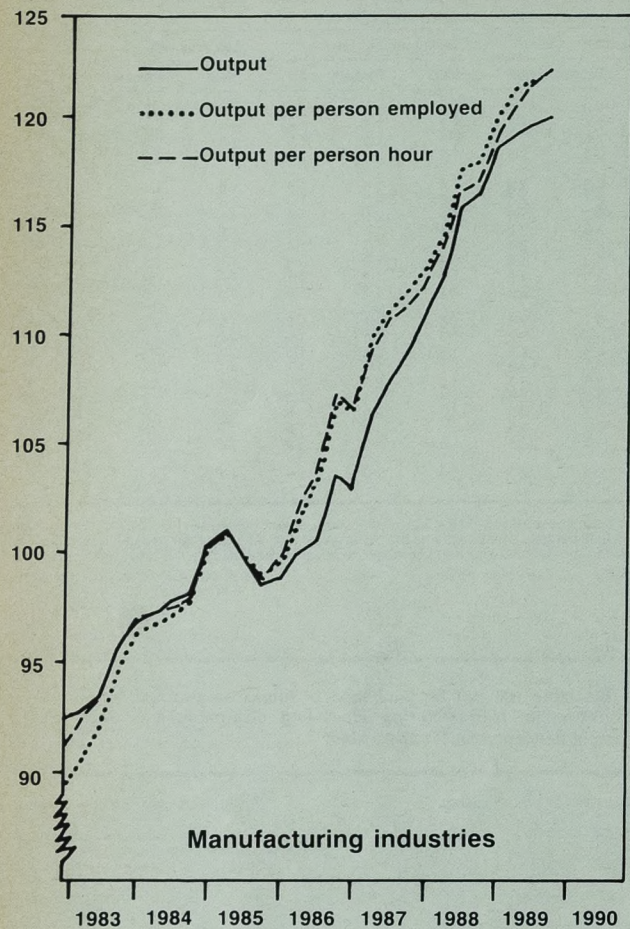


This table will not be published in future as analyses of labour turnover in manufacturing are being discontinued. Please see explanatory note in "Topics" p166.

1.8 EMPLOYMENT Indices of output, employment and productivity

(1985 = 100) Seasonally adjusted

(1985 = 100) Seasonally adjusted



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**
	R	R	R	R	R	R	R	R	R
1983	94.0	97.2	96.7	94.7	102.8	92.1	93.7	102.1	91.8
1984	96.6	98.9	97.6	94.9	100.8	94.1	97.6	100.5	97.1
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.1	100.1	103.0	102.1	97.3	103.0	100.9	97.9	103.1
1987	108.0	101.9	106.0	105.8 R	96.0	110.2 R	106.6	97.0	109.9 R
1988	112.9	104.9	107.6	109.6	97.0	113.0	114.2 R	98.5	115.9
1989				110.5	96.6	114.4	119.7	98.5	121.6
1983 Q1	92.9	96.9	95.9	93.0	104.2	89.2	92.5	103.4	89.5
Q2	93.4	96.9	96.4	94.0	103.1	91.2	93.0	102.3	90.8
Q3	94.4	97.3	97.0	94.9	102.2	92.9	93.6	101.5	92.2
Q4	95.5	97.8	97.7	96.7	101.6	95.2	95.7	100.9	94.8
1984 Q1	97.6	98.3	99.2	97.2	101.1	96.1	97.0	100.6	96.4
Q2	95.9	98.7	97.2	94.3	100.9	93.5	97.3	100.5	96.8
Q3	95.9	99.1	96.8	93.2	100.7	92.6	97.9	100.7	97.2
Q4	96.9	99.5	97.4	94.9	100.6	94.4	98.3	100.4	97.9
1985 Q1	98.8	99.8	99.0	97.7	100.4	97.3	100.3	100.1 R	100.1 R
Q2	100.5	100.0	100.5	101.8 R	100.2	101.6 R	101.3 R	101.1 R	101.1 R
Q3	100.2	100.1	100.1	100.6	99.9	100.6	99.8	99.9	99.8 R
Q4	100.6	100.1	100.5	99.9 R	99.4	100.5	98.6 R	99.7	98.9 R
1986 Q1	101.5	100.0	101.5	101.1	98.6	102.5	98.9	99.1	99.8
Q2	102.6	100.0	102.6	101.8 R	97.6	104.2	101.9	98.2	101.9
Q3	103.7	100.1	103.6	102.6	96.8	106.1 R	100.8 R	97.8 R	103.6 R
Q4	104.7	100.4	104.3	103.0 R	96.2	107.0 R	103.6 R	97.0	106.9 R
1987 Q1	105.6	100.7	104.8	103.6	95.7	108.2	102.9	96.5	106.6
Q2	107.2	101.4	105.8	105.3 R	95.8	109.8 R	106.3 R	96.8	109.9 R
Q3	109.1	102.3	106.6	106.7 R	96.1	110.9 R	108.0 R	97.2	111.2 R
Q4	110.2	103.2	106.8	107.7	96.4	111.7	109.3 R	97.6	112.0
1988 Q1	111.6	104.1	107.2	107.9 R	96.8	111.5 R	111.0	98.2	113.1
Q2	112.2	104.7	107.2	109.7 R	96.9	113.2 R	112.8 R	98.4	114.7 R
Q3	113.6	105.2	108.0	110.8 R	97.0	114.2 R	116.1 R	98.6	117.8 R
Q4	114.1	105.5	108.1	109.9 R	97.1	113.2 R	116.7 R	98.7	118.2 R
1989 Q1	115.0	105.9	108.6	109.7	97.1	113.0 R	118.9 R	98.9	120.3
Q2	115.2	106.2	108.5	109.5 R	96.6	113.3 R	119.5 R	98.4	121.5 R
Q3	115.3	106.6	108.6	111.1 R	96.4	115.2 R	120.0 R	98.4	122.0 R
Q4				111.7	96.3	116.0	120.3	98.2	122.5

* 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.

Indices of output† employment and output per person employed

1985 = 100

Class	R	R	Manufacturing industries																		
			R	R	R	R	R	R	R	R	R										
												R	R	R	R						
Output‡																					
1984	96.6	94.9	97.6	93.6	100.4	96.8	96.8	100.8	95.9	98.4	98.6										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0										
1986	103.1	102.1	100.9	100.3	101.3	101.8	101.1	100.8	100.8	104.5	104.6										
1987	108.0	105.8	106.6	108.5	106.6	109.0	103.9	103.2	103.9	114.9	110.6										
1988	112.9	109.6	114.2	121.9	117.1	113.8	112.5	105.7	102.3	126.3	118.8										
1989		110.5	119.7	125.2	119.5	118.9	121.7	118.9	105.6	98.8	132.2										
1984 Q3	95.9	93.2	97.9	93.6	101.4	97.5	97.4	100.5	96.1	99.6	99.6										
Q4	96.9	94.9	98.3	90.8	99.4	99.0	98.2	99.5	97.1	99.0	98.6										
1985 Q1	98.8	97.7	100.4	93.6	98.8	101.4	101.3	101.3	98.4	99.5	100.6										
Q2	100.5	101.8	101.3	103.6	100.3	101.1	102.6	100.4	100.3	99.1	100.0										
Q3	100.2	100.6	99.8	103.0	99.9	99.1	99.1	99.3	99.3	100.4	98.7										
Q4	100.6	99.9	98.6	99.8	100.6	97.6	97.0	99.0	100.8	100.9	100.7										
1986 Q1	101.5	101.1	98.9	96.3	97.3	99.3	98.1	98.8	99.9	101.2	100.0										
Q2	102.6	101.8	100.1	99.9	101.4	101.4	98.0	100.2	101.8	103.3	104.6										
Q3	103.7	102.6	100.8	99.6	102.7	102.3	98.4	101.2	101.1	105.3	105.8										
Q4	104.7	103.0	103.6	105.2	103.8	104.2	101.9	102.9	101.3	108.4	107.9										
1987 Q1	105.6	103.6	102.9	102.6	100.7	105.9	99.8	102.1	102.2	109.9	109.3										
Q2	107.2	105.3	106.3	108.1	106.4	107.1	103.9	103.0	104.3	114.3	107.5										
Q3	109.1	106.7	108.0	111.3	110.0	111.1	104.8	103.7	105.4	116.8	114.7										
Q4	110.2	107.7	109.3	112.1	109.2	111.8	107.0	104.0	103.9	118.6	114.7										
1988 Q1	111.6	107.9	111.0	117.7	116.7	110.9	108.3	104.3	104.2	122.0	119.7										
Q2	112.2	109.7	112.8	120.8	115.4	112.6	111.0	105.7	100.8	124.3	117.9										
Q3	113.6	110.8	116.1	125.1	116.8	115.3	114.9	107.0	101.9	129.3	117.4										
Q4	114.1	109.9	116.7	124.2	119.5	116.5	115.9	105.6	101.3	129.8	120.3										
1989 Q1	115.0	109.7	118.9	130.1	121.4	118.4	119.2	104.9	100.8	132.3	125.2										
Q2	115.2	109.5	119.5	122.7	122.2	118.2	120.6	106.6	99.0	133.1	124.8										
Q3	115.3	111.1	120.0	124.2	119.1	120.0	122.9	106.1	96.9	131.4	122.2										
Q4		111.7	120.3	123.9	115.3	119.0	124.1	104.9	98.7	132.0											
Employed labour force*																					
1984	98.9	100.8	100.5	105.9	101.7	101.3	100.7	101.2	98.7	98.5	100.6										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0										
1986	100.1	97.3	97.9	89.1	94.0	97.1	97.5	97.5	97.5	100.7	99.4										
1987	101.9	96.0	97.0	82.3	90.2	94.8	96.6	96.6	96.6	99.3	104.2										
1988	104.9	97.0	98.5	78.8	90.3	95.0	97.7	97.4	100.2	106.8	109.2										
1989		96.6	98.5	74.1	88.0	94.9	98.2	97.3	96.7	109.2	112.2										
1984 Q3	99.1	100.7	100.7	105.9	101.6	101.7	100.4	100.9	98.6	98.8	100.9										
Q4	99.5	100.6	100.4	103.9	102.6	101.4	100.3	100.7	98.9	99.5	101.0										
1985 Q1	99.8	100.4	100.3	103.6	102.3	100.5	100.3	100.6	99.0	99.3	100.8										
Q2	100.0	100.2	100.1	101.0	101.1	100.1	100.1	100.4	99.6	99.3	100.3										
Q3	100.1	99.9	99.9	99.0	99.1	99.9	100.0	99.8	100.5	100.4	99.6										
Q4	100.1	99.4	99.7	96.5	97.5	99.5	99.6	99.2	100.9	101.0	99.3										
1986 Q1	100.0	98.6	99.1	92.6	96.6	98.5	98.9	98.5	101.0	100.5	99.0										
Q2	100.0	97.6	98.2	89.9	94.7	97.3	97.7	97.5	100.8	99.9	98.9										
Q3	100.1	96.8	97.3	87.9	92.6	96.6	96.9	96.8	99.4	100.6	99.4										
Q4	100.4	96.2	97.0	86.0	92.0	95.9	96.4	96.8	99.2	101.6	100.4										
1987 Q1	100.7	95.7	96.5	83.7	91.1	95.1	95.8	96.2	98.6	101.9	101.8										
Q2	101.4	95.8	96.8	82.2	90.0	94.6	95.9	96.4	99.1	102.7	103.3										
Q3	102.3	96.1	97.2	82.0	89.6	94.5	96.4	96.6	99.6	103.7	105.0										
Q4	103.2	96.4	97.6	81.5	89.9	94.7	97.0	97.1													

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain	Sweden (5)	Switzerland (2)(5)(6)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1986 Q4	27,624	7,598	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,438	118,548
1987 Q1	27,599	7,644	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,457	119,085
Q2	27,739	7,688	3,420	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,463	119,714
Q3	27,850	7,753	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,466	120,046
Q4	27,925	7,734	3,432	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	3,471	120,552
1988 Q1	27,988	7,807	3,438	..	13,204	..	..	28,918	..	..	23,594	61,402	..	2,145	14,590	4,459	3,498	121,045
Q2	27,973	7,886	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	3,501	121,352
Q3	27,964	7,948	3,423	..	13,304	..	..	29,058	..	..	23,836	61,727	..	2,171	14,696	4,470	3,503	121,881
Q4	27,830	7,985	3,440	..	13,353	..	..	29,078	..	..	23,550	61,919	..	2,136	14,623	4,490	3,507	122,388
1989 Q1	27,870	8,111	3,427	..	13,447	..	..	29,014	..	..	23,588	62,222	..	2,124	14,705	4,503	3,536	123,291
Q2	27,827	8,215	..	..	13,468	..	..	29,118	..	..	23,560	62,610	..	2,125	14,768	4,524	3,578	123,790
Q3	27,875 R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Civilian employment																			
1986 Q4	24,410	6,965	3,281	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,414	110,428
1987 Q1	24,472	7,012	3,283	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,434	111,233
Q2	24,747	7,063	3,289	..	11,815	..	..	25,467	..	..	20,542	58,946	..	2,091	11,357	4,331	3,437	112,200
Q3	25,014	7,123	3,303	..	11,905	..	..	25,488	..	..	20,570	59,189	..	2,099	11,493	4,334	3,441	112,843
Q4	25,245	7,117	3,311	..	12,049	..	21,020	25,505	..	..	20,567	59,505	..	2,097	11,594	4,362	3,449	113,475
1988 Q1	25,422	7,233	3,320	..	12,171	..	..	26,717	..	..	20,694	59,792	..	2,094	11,684	4,384	3,476	114,152
Q2	25,548	7,304	3,297	..	12,224	..	..	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	3,477	114,688
Q3	26,707	7,382	3,300	..	12,261	..	..	26,794	..	..	20,967	60,165	..	2,105	11,811	4,398	3,481	115,202
Q4	25,787	7,444	3,318	..	12,320	..	21,264	26,842	..	..	20,700	60,408	..	2,046	11,895	4,423	3,489	115,843
1989 Q1	25,951	7,585	3,335	..	12,431	..	..	27,011	..	..	20,695	60,822	..	2,017	12,053	4,442	3,521	116,900
Q3	26,015	7,698	..	..	12,445	..	..	27,075	..	..	20,674	61,131	..	2,018	12,208	4,463	3,559	117,290
Q3	26,179 R	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
LATEST ANNUAL FIGURES: 1988 unless stated																			Thousand
Civilian labour force: Male	16,115	4,698	2,040	2,413	7,422	1,485	13,337	17,564	2,490	898	14,885	36,930	3,742	1,175	9,577	2,324	2,066	66,927	
Female	11,858	3,209	1,390	1,713	5,853	1,280	10,250	11,441	1,394	407	8,832	24,730	2,088	973	5,057	2,147	1,230	54,742	
All	27,973	7,910	3,430	4,126	13,275	2,765	23,587	29,005	3,884	1,306	23,717	61,660	5,830	2,148	14,633	4,471	3,297	121,669	
Civilian employment: Male	14,434	4,383	1,973	2,223	6,876	1,413	12,254	16,365	2,362	722	13,645	36,020	3,422	1,139	8,109	2,287	2,054	63,273	
Female	11,114	2,959	1,335	1,437	5,368	1,196	8,890	10,398	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696	
All	25,548	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968	
Civilian employment: proportions by sector																			Per cent
Male: Agriculture	3.3	7.0	7.3	3.5	6.3	..	..	..	22.6	..	9.9	6.9	..	8.3	15.4	5.5	7.7	4.1
Industry	40.5	34.9	48.9	38.0	34.2	..	..	..	33.6	..	37.8	38.6	..	38.3	39.6	43.3	46.9	36.1
Services	36.2	58.1	43.8	58.6	59.5	..	..	..	43.8	..	52.4	54.5	..	53.4	45.0	51.1	45.4	59.7
Female: Agriculture	1.0	4.3	9.4	1.5	2.8	..	..	..	35.4	..	9.9	9.4	..	4.1	12.3	2.0	4.8	1.4
Industry	16.9	13.7	21.1	13.6	13.4	..	..	..	17.2	..	22.7	27.5	..	12.0	16.8	14.5	21.5	15.7
Services	82.0	82.0	69.5	84.9	83.8	..	..	..	47.4	..	67.3	63.2	..	83.8	70.9	83.4	73.8	82.9
All: Agriculture	2.3	5.9	8.2	2.7	4.5	5.7	6.8	..	27.0	15.3	9.9	7.9	..	6.4	14.4	3.8	6.6	2.9	
Industry	30.2	26.4	37.7	28.4	25.6	28.2	30.4	..	28.0	27.8	32.6	34.1	..	27.1	32.5	29.5	37.4	26.9	
Services	67.4	67.7	54.2	68.9	69.8	66.1	62.9	..	45.0	57.0	57.5	58.0	..	67.1	53.1	66.6	56.0	70.2	

Sources: OECD "Labour Force Statistics 1967-1987" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

- Notes: 1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to table 1.1.
- 2 Quarterly figures relate to March, June, September and December.
- 3 Annual figures relate to June.
- 4 Quarterly figures relate to February, May, August and November.

5 Civilian labour force and employment figures include armed forces.

6 Annual figures relate to 1987.

7 Annual figures relate to second quarter.

8 Civilian employment figures include apprentices in professional training.

9 Annual figures relate to April.

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

11 Annual figures relate to January.

Overtime and short-time operatives in manufacturing industries 1.11

GREAT BRITAIN	OVERTIME						SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost		Average per operative on short-time	
													Actual (Thou)	Seasonally adjusted		
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	0.7	416		15.1	
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4	
Week ended																
1987 Nov 14	1,474	39.2	9.6	14.14	13.19	2	97	14	189	13.3	17	0.4	287	292	17.2	
Dec 12	1,452	38.6	9.7	14.08	13.17	2	87	12	108	8.7	15	0.4	195	253	13.4	
1988 Jan 16	1,338	35.9	9.2	12.34	13.37	3	116	17	161	9.7	20	0.5	277	235	14.2	
Feb 13	1,387	37.2	9.3	12.86	13.09	2	85	21	227	11.0	12	0.6	312	257	13.7	
Mar 12	1,398	37.5	9.3	13.02	13.11	2	75	17	179	10.4	19	0.5	254	219	13.3	
Apr 16	1,386	37.3	9.1	12.63	12.96	2	80	18	161	9.1	20	0.5	241	214	12.2	
May 14	1,443	38.7	9.3	13.39	13.26	2	81	16	159	9.8	18	0.5	240	232	13.2	
June 11	1,378	36.9	9.4	12.95	13.04	2	60	16	143	9.2	17	0.5	203	256	11.9	
July 16	1,392	37.3	9.7	13.54	13.57	4	148	12	133	11.1	16	0.4	281	284	17.8	
Aug 13	1,309	35.0	9.6	12.53	13.46	3	111	12	118	10.1	14	0.4	229	264	15.9	
Sept 10	1,385	36.9	9.6	13.28	13.36	2	97	10	86	8.8	12	0.3	183	231	15.1	
Oct 15	1,509	40.3	9.7	14.68	13.92	3	138	13	110	8.8	16	0.4	248	259	15.5	
Nov 12	1,525	40.7	9.8	14.87	13.87	3	126	13	125	9.8	16	0.4	251	230	15.7	
Dec 10	1,515	40.5	9.9	14.98	14.04	2	95	13	119	9.4	15	0.4	214	252	14.2	
1989 Jan 14	1,375	37.0	9.4	12.91	13.87	2	88	19	205	10.7	21	0.6	293	234	13.7	
Feb 11	1,439	38.9	9.4	13.51	13.75	3	133	23	228	10.0	26	0.7	360	288	13.8	
Mar 11	1,391	37.6	9.5	13.26	13.43	3	104	25	258	10.3	28	0.7	362	311	13.1	
Apr 15	1,400	38.1	9.5	13.30	13.64	3	135	24	250	10.3	28	0.7	384	335	14.0	
May 13	1,405	38.3	9.6	13.47	13.35	3	135	23	230	10.2	26	0.7	365	353	14.1	
June 10	1,367	37.1	9.6	13.17	13.31	2	94	15	134	9.2	17	0.5	228	295	13.5	
July 15	1,347	36.5	9.8	13.17	13.18	4	145	14	117	8.7	17	0.5	262	269	15.3	
Aug 19	1,319	35.6	9.8	12.92	13.85	2	79	12	102	8.7	14	0.4	181	216	13.3	
Sept 16	1,395	37.5	9.7	13.54	13.65	3	136	16	158	9.9	19	0.5	294	390	15.2	
Oct 14	1,445	38.9	9.7	13.97	13.16	3	100	18	165	9.0	21	0.6	266	287	12.7	
Nov 11	1,442	38.9	9.7	13.93	12.91	4	148	18	162	8.9	22	0.6	310	295	14.2	
[Dec 16]	1,375	37.2	9.8	13.43	12.47	3	135	21	187	8.9	24	0.7	321	391	13.2	
SIC 1980																
Week ended																
December 16, 1989																
Metal manufacturing	27.9	37.4	10.3	0.29			1.4	0.4	3.2	8.5	0.4	0.6	4.6		11.1	
Non-metallic mineral products	54.9	37.0	10.3	0.57		0.1	2.8	0.5	4.4	8.3	0.6	0.4	7.2		12.0	
Chemical industry	55.7	30.0	10.7	0.59			1.0	0.3	4.5	13.6	0.4	0.2	5.5		15.5	
Basic industrial chemicals (251)	21.7	27.0	11.0	0.24			0.4	0.3	4.4	13.9	0.3	0.4	4.7		14.7	
Metal goods nes	123.1	45.8	9.8	1.21			1.4	0.8	7.8	9.4	0.9	0.3	9.3		10.7	
Hand tools, finished metal goods (316)	62.3	39.8	9.5	0.59			0.5	0.6	6.0	10.0	0.6	0.4	6.5		10.8	
Mechanical engineering	261.6	47.9	9.8	2.57		0.2	7.6	1.9	14.4	7.8	2.0	0.4	22.0		10.8	
Other machinery and mechanical equipment (328)	129.8	45.9	9.5	1.23		0.1	4.0	1.6	11.1	6.9	1.6	0.6	15.1		9.4	
Electrical and electronic engineering	118.8	34.2	9.6	1.14		0.4	16.8	1.6	10.6	6.5	2.0	0.6	27.4		13.4	
Telecommunication equipment (344)	27.5	33.0	8.0	0.22			0.4			3.3			0.4		20.0	
Motor vehicles																
Motor vehicles and engines (351)																
Other transport equipment	55.3	41.3	9.8	0.54		0.1	3.4	0.5	10.2	19.6	0.6	0.5	13.6		22.5	
Aerospace equipment (364)																
Instrument engineering	17.3	25.5	8.0	0.14				0.3	2.8	11.1	0.3	0.4	2.8		11.1	
Food, drink and tobacco (41, 42)	174.0	39.3	1.0	1.81		0.2	9.1	0.5	2.9	6.1	0.7	0.2	12.0		17.2	
Textile industry	57.8	29.9	9.6	0.55		1.1	44.5	5.0	46.0	9.3	6.1	3.1	90.5		14.9	
Footwear and clothing	30.0	12.6	6.1	0.18		0.8	33.0	4.9	34.2	7.0	5.7	2.4	67.3		11.7	
Timber and wooden furniture	78.8	43.8	9.5	0.75		0.1	4.6	0.8	6.8	8.8	0.9	0.5	11.3		12.8	
Paper, printing and publishing	113.8	35.3	10.2	1.16		0.1	2.7	0.2	1.7	7.4	0.3	0.1	4.4		14.8	
Paper and paper products (471, 472)	38.5	36.0	10.9	0.42				0.2	1.7	8.5	0.2	0.2	1.7		8.5	
Printing and publishing (475)	75.3	35.0	10.0	0.75		0.1	2.7		0.1	13.1	0.1		2.8		37.5	
Rubber and plastics	63.7	38.9	10.4	0.66		0.1	5.5	1.6	20.7	12.6	1.8	1.1	26.2		14.7	
Other manufacturing	15.0	23.5	8.2	0.12				0.3	4.6	15.0	0.3	0.5	4.6		15.0	
All manufacturing	1,374.5	37.2	9.8	13.43		3.4	134.8	21.0	186.6	8.9	24.3	0.7	321.4		13.2	

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

1.12 EMPLOYMENT

Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food drink, tobacco	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	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
	R	R	R	R	R	R	R	R	R	R
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.3	96.2	98.7	97.4	100.5	100.4	101.1	100.2	99.6
1988	97.4	101.1	94.9	97.5	97.5	100.9	100.8	101.8	99.7	99.8
Week ended										
1987 Oct 10	96.7					100.8				
Nov 14	96.9					100.7				
Dec 12	97.0	99.2	96.9	98.9	97.8	100.8	101.4	101.3	100.2	99.7
1988 Jan 16	97.4					101.1				
Feb 13	97.2					100.8				
Mar 12	97.4	99.6	95.5	99.0	97.9	100.8	100.9	101.1	99.9	100.0
Apr 16	97.3					100.8				
May 14	97.4					100.1				
June 11	97.0	100.2	94.7	97.7	97.4	100.8	100.4	101.2	99.3	100.0
July 16	97.6					100.6				
Aug 13	97.5					101.4				
Sept 10	97.1	102.1	94.0	97.2	97.3	101.6	100.1	101.2	100.0	99.7
Oct 15	97.6					101.4				
Nov 12	97.7					101.4				
Dec 10	97.7	102.5	95.4	96.0	97.6	100.4	101.6	103.7	99.6	99.5
1989 Jan 14	97.8					101.7				
Feb 11	97.5					100.7				
Mar 11	97.1	99.7	93.4	94.1	99.6	101.1	100.4	102.8	99.2	98.6
Apr 15	97.1					101.2				
May 13	96.7					100.7				
June 10	96.4	97.8	91.7	92.3	99.7	100.8	100.2	102.1	99.2	99.0
July 15	96.2					100.6				
Aug 19	96.1					99.8				
Sept 16	96.5	97.6	93.1	92.1	96.7	100.5	100.2	103.9	99.3	98.5
Oct 14	95.8					100.2				
Nov 11	95.8					100.1				
Dec 16	95.2	96.4	89.6	90.5	96.9	99.8	100.4	101.5	98.9	98.8

R = The series have been revised to correct errors found in the method of calculation. A brief explanation of the changes made appears on page S6. The series was revised last month. Please see Note page S6 for explanation.

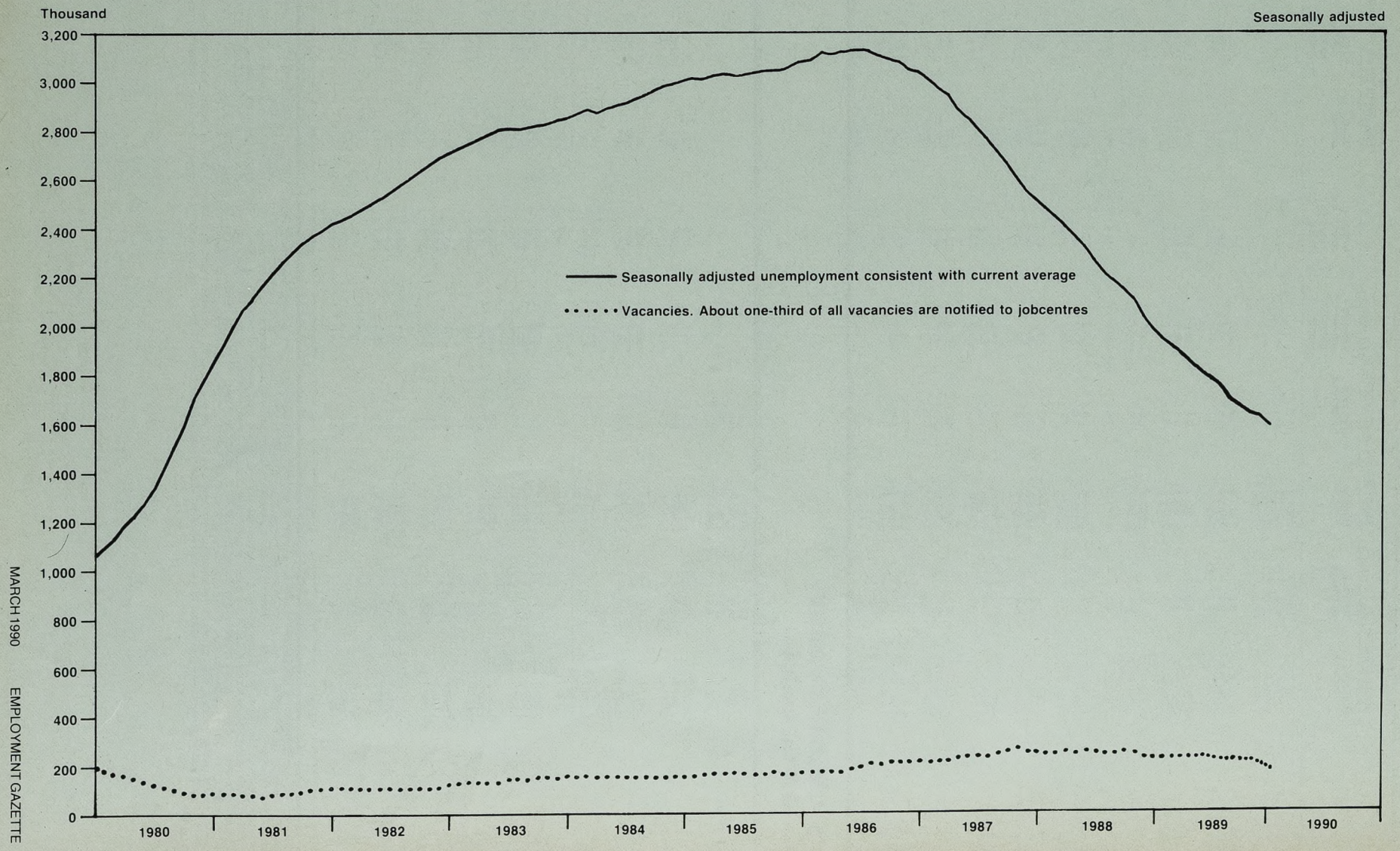
1.13 EMPLOYMENT

Overtime and short-time

Operatives in manufacturing industries in December 1989: regions

Week ended December 16, 1989	OVERTIME				SHORT-TIME										
	Operatives (Thou)	Percent- age of all operatives	Hours of overtime worked		Stood off for whole week			Working part of week			Stood off for whole or part of week				
			Average per operative working over- time (Thou)	Percent- age of all operatives	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost		Operatives (Thou)	Percent- age of all operatives	Hours lost (Thou)	Average per operative on short- time	
									Average per operative working part of the week (Thou)	Percent- age of all operatives					
Analysis by region															
South East	327.5	37.8	9.4	3,070.9	0.2	6.4	5.1	47.0	9.2	5.3	0.6	53.3	10.1		
Greater London *	133.2	42.1	8.8	1,172.3	..	..	3.3	26.4	7.9	3.3	1.1	26.4	7.9
East Anglia	49.7	38.8	10.9	539.7	..	0.4	0.9	6.7	7.3	0.9	0.7	7.1	7.7		
South West	96.5	37.6	9.8	944.0	0.3	11.6	1.4	14.4	10.6	1.7	0.6	26.0	15.7		
West Midlands	209.8	39.7	9.4	1,970.5	..	1.4	2.0	20.2	10.3	2.0	0.4	21.6	10.8		
East Midlands	132.0	36.9	9.9	1,308.8	0.9	34.1	1.5	13.0	8.7	2.3	0.7	47.1	20.1		
Yorkshire and Humberside	147.2	38.9	10.3	1,511.7	0.2	8.8	1.6	14.3	8.9	1.8	0.5	23.1	12.7		
North West	172.0	35.4	10.1	1,733.5	0.3	11.2	3.5	32.0	9.1	3.8	0.8	43.3	11.4		
North	71.8	33.0	9.9	713.2	1.0	40.5	1.3	7.8	6.0	2.3	1.1	48.3	20.9		
Wales	55.6	31.0	9.7	539.8	0.2	6.0	1.5	13.7	8.9	1.7	0.9	19.7	11.7		
Scotland	112.6	37.5	9.7	1,093.9	0.4	14.3	2.1	17.5	8.5	2.4	0.8	31.8	13.1		

* Included in South East.



2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††			UNEMPLOYED BY DURATION					
		UNEMPLOYED		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1986*	Annual averages	3,289.1	11.8	3,107.2	11.2							
1987		2,953.4	10.6	2,822.3	10.1							
1988**		2,370.4	8.4	2,294.5	8.1							
1989		1,798.7	6.4	1,795.5	6.4							
1988	Jan 14	2,722.2	9.6	2,519.4	8.9	-49.2	-48.2	270	2,402	51		
	Feb 11	2,665.5	9.4	2,485.0	8.8	-34.4	-39.8	262	2,356	48		
	Mar 10	2,592.1	9.2	2,453.9	8.7	-31.1	-38.2	235	2,311	46		
	Apr 14	2,536.0	9.0	2,402.9	8.5	-51.0	-38.8	256	2,235	46		
	May 12	2,426.9	8.6	2,363.8	8.4	-39.1	-40.4	207	2,176	44		
	June 9	2,340.8	8.3	2,324.1	8.2	-39.7	-43.3	206	2,093	42		
	July 14	2,326.7	8.2	2,267.3	8.0	-56.8	-45.2	283	2,003	41		
	Aug 11	2,291.2	8.1	2,225.6	7.9	-41.7	-46.1	237	2,013	40		
	Sept 8** ††	2,311.0	8.2	2,191.7	7.8	-33.9	-44.1	266	2,005	40		
	Oct 13	2,118.9	7.5	2,157.9	7.6	-33.8	-36.5	241	1,839	39		
	Nov 10	2,066.9	7.3	2,105.2	7.5	-52.7	-40.1	224	1,805	37		
	Dec 8	2,046.5	7.3	2,037.4	7.2	-67.8	-51.4	212	1,797	37		
1989	Jan 12	2,074.3	7.4	1,987.8	7.0	-49.6	-56.7	215	1,822	37		
	Feb 9	2,018.2	7.2	1,948.7	6.9	-39.1	-52.2	221	1,763	35		
	Mar 9	1,960.2	6.9	1,916.6	6.8	-32.1	-40.3	200	1,726	34		
	Apr 13	1,883.6	6.7	1,858.0	6.6	-58.6	-43.3	189	1,663	32		
	May 11	1,802.5	6.4	1,835.8	6.5	-22.2	-37.6	174	1,598	30		
	June 8	1,743.1	6.2	1,810.3	6.4	-25.5	-35.4	170	1,544	29		
	July 13	1,771.4	6.3	1,787.2	6.3	-23.1	-23.6	248	1,495	28		
	Aug 10	1,741.1	6.2	1,745.3	6.2	-41.9	-30.2	214	1,501	27		
	Sept 14 †	1,702.9	6.0	1,694.3	6.0	-51.0	-38.7	222	1,455	26		
	Oct 12 †	1,635.8	5.8	1,674.9	5.9	-19.4	-37.4	214	1,397	25		
	Nov 9 †	1,612.4	5.7	1,652.0	5.9	-22.9	-31.1	209	1,379	24		
	Dec 14 †	1,639.0	5.8	1,634.6	5.8	-17.4	-19.9	207	1,407	25		
1990	Jan 11 † P	1,687.0	6.0	1,611.4	5.7	-23.2	-21.2	214	1,448	25		

2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††			UNEMPLOYED BY DURATION					
		UNEMPLOYED		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1986*	Annual averages	3,161.3	11.7	2,984.6	11.0							
1987		2,826.9	10.4	2,700.2	9.9							
1988**		2,254.7	8.2	2,181.4	7.9							
1989		1,693.0	6.2	1,689.9	6.1							
1988	Jan 14	2,600.4	9.5	2,402.9	8.7	-48.1	-46.9	261	2,290	49		
	Feb 11	2,545.9	9.3	2,369.7	8.6	-33.2	-38.7	254	2,245	46		
	Mar 10	2,474.6	9.0	2,339.2	8.5	-30.5	-37.3	228	2,202	45		
	Apr 14	2,417.7	8.8	2,288.4	8.3	-50.8	-38.2	247	2,126	44		
	May 12	2,310.7	8.4	2,249.2	8.2	-40.2	-40.2	200	2,068	42		
	June 9	2,225.1	8.1	2,210.1	8.0	-39.1	-43.0	197	1,987	41		
	July 14	2,208.5	8.0	2,153.6	7.8	-56.5	-44.9	272	1,896	40		
	Aug 11	2,173.7	7.9	2,112.8	7.7	-40.8	-45.5	230	1,905	39		
	Sept 8** ††	2,195.2	8.0	2,080.1	7.6	-32.7	-43.3	257	1,899	39		
	Oct 13	2,008.4	7.3	2,047.3	7.4	-32.8	-35.4	232	1,738	38		
	Nov 10	1,958.0	7.1	1,994.6	7.3	-52.7	-39.4	217	1,705	36		
	Dec 8	1,938.5	7.0	1,928.3	7.0	-66.3	-50.6	206	1,697	36		
1989	Jan 12	1,963.2	7.1	1,878.1	6.8	-50.2	-56.4	207	1,721	36		
	Feb 9	1,908.1	6.9	1,839.1	6.7	-39.0	-51.8	213	1,662	34		
	Mar 9	1,851.9	6.7	1,807.4	6.6	-31.7	-40.3	193	1,626	32		
	Apr 13	1,776.0	6.4	1,750.0	6.4	-57.4	-42.7	182	1,563	31		
	May 11	1,697.1	6.2	1,728.8	6.3	-21.2	-36.8	168	1,501	29		
	June 8	1,638.9	6.0	1,704.5	6.2	-24.3	-34.3	163	1,448	27		
	July 13	1,663.6	6.0	1,681.4	6.1	-23.1	-22.9	237	1,399	27		
	Aug 10	1,634.1	5.9	1,640.6	6.0	-40.8	-29.4	206	1,402	26		
	Sept 14 †	1,596.8	5.8	1,591.3	5.8	-49.3	-37.7	212	1,360	25		
	Oct 12 †	1,534.0	5.6	1,572.6	5.7	-18.7	-36.3	206	1,304	24		
	Nov 9 †	1,513.2	5.5	1,550.8	5.6	-29.9	-21.8	202	1,288	23		
	Dec 14 †	1,539.9	5.6	1,534.2	5.6	-16.6	-19.0	200	1,316	23		
1990	Jan 11 † P	1,586.6	5.8	1,512.2	5.5	-22.0	-20.1	206	1,357	24		

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see Employment Gazette, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-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 arising from the results of the 1987 Census of Employment.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note † opposite.
†† The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1986*	Annual averages	2,252.5	13.7	2,148.3	13.1	1,036.6	9.1	958.9	8.4				
1987		2,045.8	12.5	1,971.0	12.1	907.6	7.8	851.3	7.3				
1988**		1,650.5	10.1	1,607.2	9.8	719.9	6.1	687.3	5.8				
1989		1,290.8	7.9	1,288.4	7.9	507.9	4.3	507.1	4.3				
1988	Jan 14	1,892.7	11.6	1,759.5	10.8	829.5	7.0	759.9	6.4	337.0	6.4	330.5	6.4
	Feb 11	1,852.1	11.3	1,731.3	10.6	813.3	6.9	753.7	6.4	330.5	6.4	322.5	6.3
	Mar 10	1,803.1	11.0	1,709.9	10.4	789.0	6.7	744.0	6.3	322.5	6.3	316.0	6.2
	Apr 14	1,765.7	10.8	1,674.1	10.2	770.3	6.5	728.8	6.2	316.0	6.2	301.6	6.0
	May 12	1,692.1	10.3	1,648.8	10.1	734.8	6.2	715.0	6.0	301.6	6.0	291.8	5.9
	June 9	1,632.0	10.0	1,624.0	9.9	708.7	6.0	700.1	5.9	291.8	5.9	287.7	5.7
	July 14	1,606.3	9.8	1,586.7	9.7	720.4	6.1	680.6	5.7	287.7	5.7	286.9	5.6
	Aug 11	1,576.5	9.6	1,562.7	9.5	714.6	6.0	662.9	5.6	286.9	5.6	287.9	5.5
	Sept 8** ††	1,594.4	9.7	1,543.1	9.4	716.6	6.0	648.6	5.5	287.9	5.5	265.2	5.4
	Oct 13	1,484.2	9.1	1,522.4	9.3	634.6	5.4	635.5	5.4	265.2	5.4	254.9	5.2
	Nov 10	1,454.8	8.9	1,454.6	9.1	612.2	5.2	620.6	5.2	254.9	5.2	249.9	5.0
	Dec 8	1,451.5	8.9	1,439.4	8.8	595.1	5.0	598.0	5.0	249.9	5.0	248.7	4.9
1989	Jan 12	1,473.2	9.0	1,405.4	8.6	601.1	5.1	582.4	4.9	248.7	4.9	239.5	4.8
	Feb 9	1,434.9	8.8	1,377.9	8.4	583.3	4.9	570.8	4.8	239.5	4.8	229.3	4.7
	Mar 9	1,399.4	8.6	1,359.5	8.3	560.9	4.7	557.1	4.7	229.3	4.7	216.9	4.5
	Apr 13	1,350.8	8.3	1,321.5	8.1	532.8	4.5	536.5	4.5	216.9	4.5	204.7	4.4
	May 11	1,297.1	7.9	1,309.7	8.0	505.5	4.3	526.1	4.4	204.7	4.4	195.7	4.3
	June 8	1,256.6	7.7	1,296.1	7.9	486.6	4.1	514.2	4.3	195.7	4.3	196.1	4.2
	July 13	1,261.6	7.7	1,284.8	7.9	509.8	4.3	502.4	4.2	196.1	4.2	193.3	4.1
	Aug 10	1,238.4	7.6	1,262.5	7.7	502.7	4.2	482.8	4.1	193.3	4.1	183.0	3.9
	Sept 14 †	1,218.8	7.4	1,230.3	7.5	484.1	4.1	464.0	3.9	183.0	3.9	172.9	3.8
	Oct 12 †	1,181.3	7.2	1,216.6	7.4	454.5	3.8	458.3	3.9	172.9	3.9	165.0	3.8
	Nov 9 †	1,172.7	7.2	1,201.8	7.3	439.7	3.7	450.2	3.8	165.0	3.8	162.5	3.7
	Dec 14 †	1,204.8	7.4	1,194.4	7.3	43							

2.3 UNEMPLOYMENT Regions

UNEMPLOYMENT 2.3 Regions

THOUSAND

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST													
1986*	Annual averages	784.7	524.7	260.0	8.7	10.0	6.8	750.2	8.3			505.2	245.0
1987		680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988**		508.6	346.8	161.8	5.5	6.5	4.1	496.1	5.3			339.8	156.2
1989		367.4	259.6	107.8	4.0	4.9	2.7	366.5	3.9			258.9	107.6
1989	Jan 12	419.5	291.7	127.9	4.5	5.5	3.2	405.7	4.4	-15.1	-16.5	280.2	125.5
	Feb 9	408.4	284.7	123.7	4.4	5.3	3.1	394.3	4.2	-11.4	-15.1	272.9	121.4
	Mar 9	397.0	278.6	118.5	4.3	5.2	3.0	387.6	4.2	-6.7	-11.1	269.5	118.1
	Apr 13	380.3	268.2	112.1	4.1	5.0	2.8	375.1	4.0	-12.5	-10.2	262.2	112.9
	May 11	365.5	258.6	106.9	3.9	4.8	2.7	373.6	4.0	-1.5	-6.9	262.0	111.6
	June 8	355.2	251.9	103.3	3.8	4.7	2.6	370.2	4.0	-3.4	-5.8	260.5	109.7
	July 13	363.3	255.3	108.0	3.9	4.8	2.7	364.6	3.9	-5.6	-3.5	258.3	106.3
	Aug 10	356.8	250.1	106.7	3.8	4.7	2.7	352.8	3.8	-11.8	-6.9	252.0	100.8
	Sept 14	349.7	246.9	102.8	3.8	4.6	2.6	345.5	3.7	-7.3	-8.2	247.6	97.9
	Oct 12	337.2	240.4	96.9	3.6	4.5	2.4	343.2	3.7	-2.3	-7.1	246.8	96.4
	Nov 9	332.7	239.0	93.7	3.6	4.5	2.4	342.8	3.7	-0.4	-3.3	246.8	96.0
	Dec 14	342.9	249.3	93.6	3.7	4.7	2.4	342.1	3.7	-0.7	-1.1	247.6	94.5
1990	Jan 11 P	348.7	254.5	94.2	3.8	4.8	2.4	338.7	3.6	-3.4	-1.5	245.9	92.8
GREATER LONDON (included in South East)													
1986*	Annual averages	407.1	280.9	126.1	9.5	11.1	7.3	391.3	9.2			272.0	119.4
1987		363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**		291.9	205.1	86.7	6.7	8.1	4.8	285.5	6.6			201.6	83.9
1989		218.2	156.5	61.8	5.0	6.2	3.4	217.9	5.0			156.2	61.7
1989	Jan 12	243.8	173.2	70.5	5.6	6.8	3.9	242.2	5.6	-7.6	-8.3	171.2	71.0
	Feb 9	237.8	169.3	68.5	5.5	6.7	3.8	235.5	5.4	-6.7	-8.1	167.2	68.3
	Mar 9	232.6	166.4	66.2	5.4	6.6	3.7	230.3	5.3	-5.2	-6.5	163.7	66.6
	Apr 13	225.1	161.7	63.4	5.2	6.4	3.5	223.5	5.2	-6.8	-6.2	159.7	63.8
	May 11	218.3	157.1	61.2	5.0	6.2	3.4	221.2	5.1	-2.3	-4.8	158.1	63.1
	June 8	214.2	154.5	59.7	4.9	6.1	3.3	218.9	5.1	-2.3	-3.8	156.8	62.1
	July 13	219.5	156.7	62.8	5.1	6.2	3.5	217.1	5.0	-1.8	-2.1	155.9	61.2
	Aug 10	215.0	152.9	62.1	5.0	6.0	3.5	210.5	4.9	-6.6	-3.6	151.7	58.8
	Sept 14	211.2	150.8	60.4	4.9	6.0	3.4	206.3	4.8	-4.2	-4.2	149.1	57.2
	Oct 12	202.5	145.7	56.9	4.7	5.8	3.2	204.5	4.7	-1.8	-4.2	148.0	56.5
	Nov 9	198.1	143.2	54.9	4.6	5.7	3.1	203.3	4.7	-1.2	-2.4	147.2	56.1
	Dec 14	200.8	146.1	54.7	4.6	5.8	3.0	201.3	4.7	-2.0	-1.7	146.1	55.2
1990	Jan 11 P	199.5	145.8	53.7	4.6	5.8	3.0	199.0	4.6	-2.3	-1.8	144.6	54.4
EAST ANGLIA													
1986*	Annual averages	83.4	53.9	29.5	9.0	9.8	8.0	78.8	8.5			51.4	27.4
1987		72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.7
1988**		52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989		35.2	24.0	11.2	3.7	4.3	2.8	35.0	3.6			23.9	11.1
1989	Jan 12	42.1	27.9	14.3	4.4	5.0	3.6	38.5	4.0	-2.6	-2.4	25.3	13.2
	Feb 9	41.0	27.4	13.5	4.3	4.9	3.4	37.2	3.9	-1.3	-2.0	24.4	12.8
	Mar 9	39.6	26.5	13.1	4.1	4.7	3.3	36.7	3.8	-0.5	-1.5	24.2	12.5
	Apr 13	37.4	25.1	12.2	3.9	4.5	3.0	35.5	3.7	-1.2	-1.0	23.5	12.0
	May 11	35.1	23.7	11.4	3.6	4.2	2.8	35.1	3.6	-0.4	-0.7	23.5	11.6
	June 8	32.9	22.4	10.5	3.4	4.0	2.6	35.0	3.6	-0.1	-0.6	23.7	11.3
	July 13	33.1	22.4	10.7	3.4	4.0	2.7	34.7	3.6	-0.3	-0.3	23.8	10.9
	Aug 10	32.7	22.2	10.4	3.4	4.0	2.6	34.0	3.5	-0.7	-0.4	23.6	10.4
	Sept 14	31.8	21.9	9.9	3.3	3.9	2.5	33.2	3.4	-0.8	-0.6	23.3	9.9
	Oct 12	31.2	21.7	9.5	3.2	3.9	2.4	33.5	3.5	0.3	-0.4	23.7	9.8
	Nov 9	31.7	22.4	9.3	3.3	4.0	2.3	33.4	3.5	-0.1	-0.2	23.7	9.7
	Dec 14	33.7	24.4	9.3	3.5	4.3	2.3	33.4	3.5	0.1	0.1	24.0	9.4
1990	Jan 11 P	36.0	25.9	10.0	3.7	4.6	2.5	33.0	3.4	-0.4	-0.2	23.8	9.2
SOUTH WEST													
1986*	Annual averages	205.7	131.6	74.2	9.9	10.8	8.6	195.8	9.5			126.1	69.7
1987		178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988**		137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989		98.1	66.1	31.9	4.6	5.4	3.5	97.9	4.6			66.0	31.9
1989	Jan 12	119.6	78.5	41.1	5.6	6.4	4.5	109.1	5.1	-4.0	-4.6	71.4	37.7
	Feb 9	115.3	75.8	39.5	5.4	6.2	4.3	106.3	5.0	-2.8	-4.0	69.6	36.7
	Mar 9	110.2	73.1	37.1	5.1	5.9	4.1	104.7	4.9	-1.6	-2.8	69.1	35.6
	Apr 13	103.5	69.5	34.1	4.8	5.6	3.7	101.8	4.8	-2.9	-2.4	67.4	34.4
	May 11	96.5	65.1	31.4	4.4	5.3	3.4	100.9	4.7	-0.9	-1.8	67.2	33.7
	June 8	90.5	61.3	29.2	4.2	5.0	3.2	100.1	4.7	-0.8	-1.5	66.9	33.2
	July 13	91.7	61.7	30.0	4.3	5.0	3.3	98.1	4.6	-2.0	-1.2	66.1	32.0
	Aug 10	91.1	61.5	29.7	4.3	5.0	3.3	95.3	4.4	-2.8	-1.9	65.0	30.3
	Sept 14	89.6	60.8	28.8	4.2	4.9	3.2	91.7	4.3	-3.6	-2.8	62.9	28.8
	Oct 12	87.7	60.1	27.6	4.1	4.9	3.0	90.1	4.2	-1.6	-2.7	62.3	27.8
	Nov 9	88.8	61.2	27.5	4.1	5.0	3.0	88.4	4.1	-1.7	-2.3	61.6	26.8
	Dec 14	92.5	65.1	27.4	4.3	5.3	3.0	88.1	4.1	-0.3	-1.2	62.1	26.0
1990	Jan 11 P	96.8	68.3	28.5	4.5	5.5	3.1	87.3	4.1	-0.8	-0.9	61.8	25.5

See footnotes to tables 2.1 and 2.2.

		UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS													
1986*	Annual averages	346.7	236.8	108.0	13.6	15.6	10.6	327.7	12.9			228.1	99.6
1987		305.9	211.1	94.8	12.0	13.8	9.2	292.1	11.4			203.5	88.6
1988**		238.0	163.0	75.0	9.2	10.7	7.1	230.1	8.9			158.7	71.4
1989		168.5	118.8	49.7	6.5	7.8	4.7	168.2	6.5			118.6	49.6
1989	Jan 12	198.2	138.4	59.7	7.7	9.1	5.7	192.1	7.5	-6.1	-6.5	133.3	58.8
	Feb 9	191.3	133.6	57.7	7.4	8.8	5.5	186.8	7.2	-5.3	-6.3	129.5	57.3
	Mar 9	184.1	129.0	55.1	7.1	8.5	5.2	181.3	7.0	-5.5	-5.6	126.2	55.1
	Apr 13	175.2	123.2	52.1	6.8	8.1	4.9	174.5	6.8	-6.8	-5.9	121.8	52.7
	May 11	167.9	118.3	49.6	6.5	7.8	4.7	171.9	6.7	-2.6	-5.0	120.4	51.5
	June 8	163.4	115.5	47.8	6.3	7.6	4.5	168.9	6.6	-3.0	-4.1	118.8	50.1
	July 13	166.0	116.4	49.6	6.4	7.7	4.7	166.0	6.4	-2.9	-2.8	117.3	48.7
	Aug 10	162.1	113.6	48.5	6.3	7.5	4.6	160.1	6.2	-5.9	-3.9	113.8	46.3
	Sept 14 †	159.9	112.5	47.4	6.2	7.4	4.5	154.4	6.0	-5.7	-4.8	110.6	43.8
	Oct 12 †	152.9	108.5	44.3	5.9	7.1	4.2	155.0	6.0	0.6	-3.7	110.7	44.3
	Nov 9 †	149.8	107.1	42.7	5.8	7.0	4.0	154.4	6.0	-0.6	-1.9	110.4	44.0
	Dec 14 †	151.6	109.8	41.8	5.9	7.2	4.0	152.9	5.9	-1.5	-0.5	110.0	42.9
1990	Jan 11 † P	156.5	113.4	43.1	6.1	7.5	4.1	151.2	5.9	-1.7	-1.3	109.0	42.2
EAST MIDLANDS													
1986*	Annual averages	202.8	136.0	66.8	10.7	12.1	8.6	191.3	10.1			129.4	61.9
1987		183.9	125.2	54.4	9.6	11.2	7.4	175.8	9.2			120.6	55.2
1988**		147.8	101.9	45.9	7.7	9.1	5.7	143.2	7.4			99.3	43.9
1989		108.9	77.2	31.7	5.6	6.9	3.9	108.7	5.6			77.1	31.6
1989	Jan 12	128.4	90.5	38.0	6.7	8.1	4.7	122.2	6.3	-4.2	-4.1	85.6	36.6
	Feb 9												

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					Male	Female
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended			
NORTH													
1986*)	234.9	167.3	67.6	16.4	19.6	11.7	221.5	15.4				159.6	61.9
1987) Annual	213.1	155.1	58.0	14.9	18.4	9.9	203.9	14.3				149.7	54.2
1988**) averages	179.4	130.7	48.7	12.5	15.5	8.3	174.0	12.1				127.6	46.4
1989)	141.9	105.7	36.2	9.9	12.5	6.1	141.8	9.9				105.6	36.2
1989 Jan 12	164.5	122.3	42.2	11.5	14.5	7.2	157.7	11.0	-2.3	-2.6		116.8	40.9
Feb 9	161.0	119.6	41.4	11.2	14.2	7.0	156.3	10.9	-1.4	-2.4		115.8	40.5
Mar 9	157.0	116.7	40.3	11.0	13.8	6.8	154.1	10.8	-2.2	-2.0		114.0	40.1
Apr 13	151.8	113.2	38.6	10.6	13.4	6.5	149.2	10.4	-4.9	-2.8		110.4	38.8
May 11	145.0	108.2	36.8	10.1	12.8	6.2	146.3	10.2	-2.9	-3.3		108.3	38.0
June 8	140.0	104.6	35.5	9.8	12.4	6.0	143.6	10.0	-2.7	-3.5		106.6	37.0
July 13	138.9	102.8	36.0	9.7	12.2	6.1	141.0	9.8	-2.6	-2.7		105.0	36.0
Aug 10	135.5	100.3	35.2	9.5	11.9	6.0	138.1	9.6	-2.9	-3.6		103.6	34.5
Sept 14 †	132.4	97.6	34.8	9.2	11.6	5.9	132.7	9.3	-5.4	-3.6		99.5	33.2
Oct 12 †	127.3	94.9	32.4	8.9	11.3	5.5	130.6	9.1	-2.1	-3.5		98.0	32.6
Nov 9 †	124.9	93.9	31.0	8.7	11.1	5.3	127.3	8.9	-3.3	-3.6		95.6	31.7
Dec 14 †	124.7	94.4	30.3	8.7	11.2	5.1	124.8	8.7	-2.5	-2.6		93.8	31.0
1990 Jan 11 † P	129.1	97.2	31.9	9.0	11.5	5.4	123.0	8.6	-1.8	-1.5		92.1	30.9
WALES													
1986*)	179.0	126.1	52.9	14.4	16.6	10.9	169.3	13.6				120.5	48.8
1987) Annual	157.0	111.8	45.2	12.7	15.2	9.0	149.9	12.1				107.7	42.2
1988**) averages	130.0	92.9	37.1	10.3	12.6	7.2	125.7	10.0				90.4	35.4
1989)	97.0	70.9	26.2	7.7	9.6	5.1	96.9	7.7				70.7	26.1
1989 Jan 12	116.2	84.1	32.2	9.3	11.4	6.2	109.7	8.7	-3.2	-3.3		79.1	30.6
Feb 9	112.0	81.0	31.1	8.9	11.0	6.0	107.1	8.5	-2.6	-3.3		77.1	30.0
Mar 9	107.7	78.1	29.6	8.6	10.6	5.7	104.9	8.4	-2.2	-2.7		75.6	29.3
Apr 13	103.2	75.2	28.0	8.2	10.2	5.4	101.4	8.1	-3.5	-2.8		73.2	28.2
May 11	97.8	71.5	26.4	7.8	9.7	5.1	99.9	8.0	-1.5	-2.4		72.3	27.6
June 8	92.8	68.0	24.8	7.4	9.2	4.8	98.5	7.8	-1.4	-2.1		71.5	27.0
July 13	93.3	67.5	25.7	7.4	9.1	5.0	96.2	7.7	-2.3	-1.7		70.1	26.1
Aug 10	91.1	65.8	25.3	7.3	8.9	4.9	93.5	7.4	-2.7	-2.1		68.6	24.9
Sept 14 †	90.6	66.0	24.6	7.2	8.9	4.8	90.2	7.2	-3.3	-2.8		66.8	23.4
Oct 12 †	86.5	63.9	22.6	6.9	8.7	4.4	88.7	7.1	-1.5	-2.5		65.9	22.8
Nov 9 †	85.7	63.8	21.9	6.8	8.6	4.2	86.6	6.9	-2.1	-2.3		64.4	22.2
Dec 14 †	87.2	65.6	21.6	6.9	8.9	4.2	85.7	6.8	-0.9	-1.5		64.1	21.6
1990 Jan 11 † P	90.3	67.7	22.6	7.2	9.2	4.4	84.5	6.7	-1.2	-1.4		63.2	21.3
SCOTLAND													
1986*)	359.8	248.1	111.8	14.5	16.9	11.0	332.8	13.4				232.1	100.6
1987) Annual	345.8	241.9	103.8	14.0	16.7	10.1	323.4	13.1				228.9	94.5
1988**) averages	293.6	207.2	86.4	11.8	14.3	8.3	280.1	11.3				199.3	80.8
1989)	234.7	169.5	65.2	9.4	11.7	6.3	234.3	9.4				169.3	65.0
1989 Jan 12	269.0	193.7	75.4	10.8	13.4	7.3	256.6	10.3	-3.6	-4.5		184.0	72.6
Feb 9	262.1	188.4	73.6	10.6	13.0	7.1	253.4	10.2	-3.2	-4.4		181.7	71.7
Mar 9	255.3	184.3	71.1	10.3	12.8	6.8	250.5	10.1	-2.9	-3.2		180.2	70.3
Apr 13	245.6	178.0	67.6	9.9	12.3	6.5	243.3	9.8	-7.2	-4.4		175.1	68.2
May 11	235.2	171.2	63.9	9.5	11.9	6.2	239.5	9.6	-3.8	-4.6		172.8	66.7
June 8	228.2	166.1	62.1	9.2	11.5	6.0	235.0	9.5	-4.5	-5.2		170.0	65.0
July 13	232.4	165.6	66.7	9.4	11.5	6.4	232.8	9.4	-2.2	-3.5		168.9	63.9
Aug 10	229.9	163.5	66.4	9.3	11.3	6.4	231.0	9.3	-1.8	-2.8		167.7	63.3
Sept 14 †	219.9	158.7	61.3	8.9	11.0	5.9	224.8	9.1	-6.2	-3.4		163.0	61.8
Oct 12 †	214.1	155.3	58.8	8.6	10.8	5.7	219.6	8.8	-5.2	-4.4		159.2	60.4
Nov 9 †	211.7	153.8	57.9	8.5	10.6	5.6	214.8	8.6	-4.8	-5.4		155.8	59.0
Dec 14 †	212.9	155.5	57.3	8.6	10.8	5.5	210.5	8.5	-4.3	-4.8		153.0	57.5
1990 Jan 11 † P	219.2	159.9	59.3	8.8	11.1	5.7	206.7	8.3	-3.8	-4.3		150.3	56.4
NORTHERN IRELAND													
1986*)	127.8	92.9	34.9	18.1	21.7	12.5	122.6	17.4				89.6	33.0
1987) Annual	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.2				89.2	32.9
1988**) averages	115.7	84.3	31.3	16.4	20.0	11.0	113.2	16.0				82.7	30.5
1989)	105.7	77.7	28.0	15.0	18.4	9.9	105.6	14.9				77.6	28.0
1989 Jan 12	111.2	81.8	29.4	15.7	19.4	10.3	109.7	15.5	0.6	-0.3		80.1	29.6
Feb 9	110.1	80.9	29.1	15.6	19.2	10.3	109.6	15.5	-0.1	-0.3		79.7	29.9
Mar 9	108.4	79.9	28.5	15.3	18.9	10.0	109.2	15.5	-0.4	—		79.6	29.6
Apr 13	107.6	79.3	28.3	15.2	18.8	10.0	108.0	15.3	-1.2	-0.6		79.0	29.0
May 11	105.4	77.9	27.5	14.9	18.4	9.7	107.0	15.1	-1.0	-0.9		78.4	28.6
June 8	104.2	76.9	27.3	14.8	18.2	9.6	105.8	15.0	-1.2	-1.1		77.8	28.0
July 13	107.8	78.0	29.7	15.3	18.5	10.5	105.8	15.0	—	-0.7		77.8	28.0
Aug 10	107.0	77.4	29.7	15.2	18.3	10.4	104.7	14.8	-1.1	-0.8		77.2	27.5
Sept 14 †	106.1	77.1	29.0	15.0	18.3	10.2	103.0	14.6	-1.7	-0.9		76.2	26.8
Oct 12 †	101.9	74.8	27.1	14.4	17.7	9.5	102.3	14.5	-0.7	-1.2		75.7	26.6
Nov 9 †	99.2	73.7	25.5	14.0	17.4	9.0	101.2	14.3	-1.1	-1.2		75.1	26.1
Dec 14 †	99.1	74.4	24.7	14.0	17.6	8.7	100.4	14.2	-0.8	-0.9		74.7	25.7
1990 Jan 11 P	100.4	75.6	24.8	14.2	17.9	8.7	99.2	14.0	-1.2	-1.0		74.0	25.2

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.4

Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas † at January 11, 1990

				Rate **		per cent employees and unemployed	per cent workforce and unemployed
	Male	Female	All	Rate **	Rate **		
ASSISTED REGIONS †							
South West							
Development Areas	5,797	2,516	8,313	13.4	..		Bury St Edmunds 526 255 781 2.3 (2.0)
Intermediate Areas	10,254	4,316	14,570	8.2	..		Buxton 694 328 1,022 4.8 (3.8)
Unassisted	52,214	21,717	73,931	4.7	..		Calderdale 3,664 1,506 5,170 6.4 (5.6)
All	68,265	28,549	96,814	5.4	4.5		Cambridge 2,227 838 3,065 2.2 (1.9)
West Midlands							Canterbury 1,949 603 2,552 5.4 (4.5)
Intermediate Areas	93,364	34,666	128,030	8.0	..		Carlisle 1,952 877 2,829 5.3 (4.5)
Unassisted	20,027	8,405	28,432	4.3	..		Castleford and Pontefract 3,485 1,159 4,644 8.6 (7.7)
All	113,391	43,071	156,462	6.9	6.1		Chard 237 123 360 3.5 (2.9)
East Midlands							Chelmsford and Braintree 2,216 950 3,166 3.0 (2.5)
Development Areas	1,147	513	1,660	6.0	..		Cheltenham 1,773 696 2,469 3.3 (2.9)
Intermediate Areas	2,121	961	3,082	5.9	..		Chesterfield 4,459 1,667 6,126 8.3 (7.3)
Unassisted	68,623	26,148	94,771	5.9	..		Chichester 1,183 348 1,531 2.6 (2.1)
All	71,891	27,622	99,513	5.9	5.2		Chippenham 569 315 884 3.1 (2.5)
Yorkshire and Humberside							Cinderford and Ross-on-Wye (I) 1,044 482 1,526 6.3 (5.1)
Development Areas	13,682	4,778	18,460	11.1	..		Cirencester 164 94 258 2.0 (1.7)
Intermediate Areas	63,852	20,952	84,804	9.5	..		Clacton

2.4 UNEMPLOYMENT UK Summary

Unemployment in regions by assisted area status* and in travel-to-work areas† at January 11, 1990

	Male	Female	All	Rate **			Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
Melton Mowbray	518	252	770	3.8	(3.1)	Wigan and St Helens (D)	13,302	5,173	18,475	10.6	(9.3)
Middlesbrough (D)	12,730	3,526	16,256	12.8	(11.5)	Winchester and Eastleigh	999	384	1,383	1.7	(1.5)
Milton Keynes	1,829	708	2,537	2.9	(2.6)	Windermere	139	83	222	3.0	(2.2)
Minehead	492	251	743	8.0	(6.2)	Wirral and Chester (D)	16,293	5,468	21,761	10.5	(9.4)
Morpeth and Ashington (I)	3,883	1,261	5,144	10.2	(9.0)	Wisbech	882	296	1,178	7.5	(5.8)
Newark	1,067	417	1,484	6.6	(5.5)	Wolverhampton (I)	9,830	3,741	13,571	10.1	(9.0)
Newbury	599	175	774	1.9	(1.6)	Woodbridge and Leiston	358	151	509	2.6	(2.1)
Newcastle upon Tyne (D)	27,690	8,676	36,366	9.8	(8.9)	Worcester	1,942	775	2,717	4.3	(3.7)
Newmarket	619	305	924	3.7	(3.0)	Workington (D)	1,726	865	2,591	8.8	(7.4)
Newquay (D)	896	568	1,464	17.4	(13.1)	Worksop	1,628	532	2,160	8.3	(7.5)
Newton Abbot	893	271	1,164	5.2	(4.1)	Worthing	1,776	597	2,373	3.2	(2.6)
Northallerton	362	165	527	3.2	(2.7)	Yeovil	1,101	561	1,662	4.0	(3.3)
Northampton	2,565	1,090	3,655	3.2	(2.8)	York	3,308	1,377	4,685	5.2	(4.5)
Northwich	1,874	791	2,665	5.5	(4.7)						
Norwich	4,777	1,494	6,271	4.6	(3.9)						
Nottingham	17,566	6,092	23,658	7.3	(6.5)						
Okehampton	162	80	242	4.9	(3.4)	Wales					
Oldham	4,861	1,990	6,851	8.0	(7.0)	Aberdare (D)	1,897	541	2,438	13.5	(11.6)
Oswestry	412	255	667	5.1	(4.0)	Aberystwyth	471	204	675	5.7	(4.6)
Oxford	3,263	1,149	4,412	2.4	(2.1)	Bangor and Caernarfon (I)	2,283	844	3,127	11.9	(10.0)
Pendle	1,264	451	1,715	5.3	(4.5)	Blaenau, Gwent and Abergavenny (D)	2,856	795	3,651	10.9	(9.3)
Penrith	254	157	411	2.9	(2.2)	Brecon	198	126	324	4.2	(3.1)
Penzance and St Ives (D)	1,731	732	2,463	15.6	(11.3)	Bridgend (I)	3,421	1,283	4,704	8.7	(7.6)
Peterborough	3,583	1,248	4,831	5.2	(4.5)	Cardiff (I)	11,441	3,321	14,762	7.3	(6.6)
Pickering and Helmsley	146	98	244	3.7	(2.6)	Cardigan (D)	533	222	755	11.8	(7.3)
Plymouth (I)	7,798	3,081	10,879	8.3	(7.3)	Cardarthen	644	219	863	4.4	(3.5)
Poole	1,782	588	2,370	3.8	(3.2)	Conwy and Colwyn	2,094	839	2,933	8.6	(7.0)
Portsmouth	6,400	2,193	8,593	5.7	(5.0)	Denbigh	395	188	583	5.7	(4.2)
Preston	6,713	2,507	9,220	6.0	(5.3)	Dolgellau and Barmouth	297	128	425	9.6	(7.2)
Reading	2,418	788	3,206	2.1	(1.8)	Fishguard (I)	246	76	322	9.0	(5.9)
Redruth and Camborne (D)	1,892	648	2,540	12.7	(10.3)	Haverfordwest (I)	1,419	542	1,961	10.4	(8.4)
Retford	1,040	484	1,524	7.6	(6.3)	Holyhead (D)	1,640	708	2,348	13.4	(10.9)
Richmondshire	368	272	640	5.4	(4.1)	Lampeter and Aberaeron (D)	306	143	449	8.2	(5.4)
Ripon	212	132	344	3.5	(2.6)	Llandeilo	147	76	223	5.9	(3.8)
Rochdale	4,123	1,485	5,608	8.7	(7.6)	Llandrindod Wells	283	161	444	5.9	(3.9)
Rotherham						Llanelli (I)	2,364	834	3,198	10.2	(8.7)
and Mexborough (D)	9,581	3,362	12,943	12.9	(11.6)	Machynlleth	180	93	273	9.4	(6.0)
Rugby and Daventry	1,252	710	1,962	3.9	(3.3)	Merthyr and Rhymney (D)	4,726	1,232	5,958	11.2	(9.9)
Salisbury	1,005	433	1,438	3.6	(3.0)	Monmouth	217	67	284	7.3	(5.2)
Scarborough and Filey	1,874	733	2,607	8.3	(6.8)	Neath and Port Talbot (D)	2,360	686	3,046	7.8	(7.0)
Scunthorpe (D)	3,335	1,114	4,449	8.0	(6.8)	Newport (I)	4,474	1,522	5,996	7.4	(6.6)
Settle	96	66	162	3.0	(2.0)	Newtown	313	108	421	4.3	(3.3)
Shaftesbury	340	185	525	3.7	(2.7)	Pontypool and Cwmbran (I)	2,143	759	2,902	7.0	(6.2)
Sheffield (I)	18,833	6,668	25,501	9.8	(8.7)	Pontypridd and Rhondda (D)	4,700	1,411	6,111	9.4	(8.4)
Shrewsbury	1,277	522	1,799	4.2	(3.4)	Porthmadoc and Ffestiniog (I)	418	221	639	10.5	(8.2)
Sittingbourne and Sheerness	1,847	718	2,565	6.6	(5.6)	Pwllheli (I)	537	229	766	15.2	(10.7)
Skegness	1,429	563	1,992	18.4	(14.2)	Shotton, Flint and Rhyl (D)	3,897	1,401	5,298	6.9	(5.9)
Skipton	216	109	325	3.2	(2.5)	South Pembrokeshire (D)	1,230	505	1,735	13.2	(10.0)
Sleaford	368	189	557	5.0	(4.0)	Swansea (I)	6,824	2,040	8,864	8.7	(7.7)
Slough	3,075	1,229	4,304	2.5	(2.2)	Welsphool	177	88	265	3.5	(2.5)
South Molton	131	73	204	5.2	(3.3)	Wrexham (D)	2,605	1,001	3,606	7.0	(6.0)
South Tyneside (D)	6,844	1,947	8,791	16.3	(14.7)						
Southampton	6,852	2,239	9,091	5.0	(4.4)	Scotland					
Southeast	9,810	3,704	13,514	5.6	(4.7)	Aberdeen	4,378	1,863	6,241	3.6	(3.3)
Spalding and Holbeach	682	342	1,024	4.3	(3.4)	Alloa (I)	1,686	657	2,343	13.7	(11.9)
St Austell	1,172	546	1,718	7.9	(6.2)	Annan	393	240	633	6.8	(5.6)
Stafford	1,679	667	2,346	3.4	(2.9)	Arbroath (D)	724	373	1,097	11.2	(9.3)
Stafford	412	212	624	3.9	(3.1)	Ayr (I)	2,912	1,193	4,105	9.4	(8.2)
Stockton-on-Tees (D)	6,123	2,075	8,198	11.4	(10.4)	Badenoch (I)	251	161	412	11.1	(8.4)
Stoke	6,864	2,674	9,538	4.8	(4.2)	Banff	430	191	621	6.3	(4.9)
Stroud	993	497	1,490	3.8	(3.2)	Bathgate (D)	3,759	1,370	5,129	10.6	(9.7)
Sudbury	493	228	721	4.8	(3.7)	Berwickshire	283	148	431	7.6	(5.6)
Sunderland (D)	16,167	4,969	21,136	12.5	(11.3)	Blairgowrie and Pitlochry	491	325	816	7.5	(5.8)
Swindon	2,582	1,022	3,604	3.5	(3.1)	Brechin and Montrose	685	351	1,036	7.7	(6.2)
Taunton	1,229	458	1,687	4.0	(3.4)	Buckie	225	120	345	7.5	(6.2)
Telford and Bridgnorth (I)	3,010	1,055	4,065	6.1	(5.3)	Campbeltown (I)	301	140	441	12.4	(8.9)
Thanet	2,931	983	3,914	10.7	(8.5)	Cneff	176	98	274	7.3	(5.7)
Theftford	702	316	1,018	4.8	(4.0)	Cummock and Sanquhar (D)	2,056	705	2,761	19.6	(16.6)
Thirk	150	96	246	5.0	(3.9)	Dumbarton (D)	2,697	1,189	3,886	13.9	(12.3)
Tiverton	322	156	478	4.7	(3.7)	Dumfries	1,078	494	1,572	6.5	(5.7)
Torbay	2,792	1,108	3,900	8.9	(6.9)	Dundee (D)	6,884	2,780	9,664	10.1	(9.2)
Torrington	176	106	282	5.6	(3.9)	Dunfermline (I)	3,605	1,403	5,008	10.1	(9.0)
Totnes	317	152	469	6.7	(4.8)	Dunoon and Bute (I)	745	357	1,102	13.8	(10.0)
Trowbridge and Frome	1,181	583	1,764	3.8	(3.3)	Edinburgh	15,462	5,390	20,852	7.0	(6.3)
Truro	910	430	1,340	5.6	(4.6)	Elgin	743	447	1,190	7.5	(6.5)
Tunbridge Wells	1,291	455	1,746	1.9	(1.5)	Falkirk (I)	4,228	1,824	6,052	10.1	(9.0)
Uttoxeter and Ashbourne	277	161	438	3.9	(3.2)	Forfar	468	275	743	8.0	(6.6)
Wakefield and Dewsbury	6,932	2,293	9,225	7.7	(6.9)	Forres (I)	291	173	464	15.0	(11.9)
Walsall (I)	8,176	3,012	11,188	7.4	(6.5)	Fraserburgh	338	143	481	6.2	(5.0)
Wareham and Swanage	239	106	345	3.6	(2.9)	Galashiels	494	243	737	4.4	(3.6)
Warminster	195	123	318	4.8	(3.9)	Girvan (I)	392	164	556	17.5	(13.3)
Warrington	3,382	1,241	4,623	5.9	(5.3)	Glasgow (D)	55,365	17,996	73,361	12.2	(11.1)
Warwick	1,757	850	2,607	3.2	(2.7)	Greenock (D)	4,725	1,394	6,119	15.8	(14.2)
Wattford and Luton	7,253	2,584	9,837	3.0	(2.6)	Haddington	585	254	839	6.3	(5.3)
Wellingborough and Rushden	1,156	544	1,700	3.5	(3.0)	Hawick	413	167	580	6.9	(5.9)
Wells	622	316	938	4.1	(3.2)	Huntly	162	86	248	7.4	(5.6)
Weston-super-Mare	1,693	769	2,462	6.3	(5.2)	Invergardon and Dingwall (I)	1,023	496	1,519	12.2	(10.6)
Whitby (D)	597	241	838	11.2	(8.1)	Inverness	2,248	934	3,182	8.4	(7.3)
Whitchurch and Market Drayton	512	250	762	5.1	(3.8)						
Whitehaven	1,567	784	2,351	6.8	(6.1)						
Widnes and Runcorn (D)	4,257	1,450	5,707	10.1	(9.2)						

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at January 11, 1990

	Male	Female	All	Rate **			Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
Irvine (D)	5,020	1,727	6,747	13.3	(11.7)	Stranraer (I)	603	285	888	11.8	(9.5)
Islay/Mid Argyll	257	153	410	9.6	(7.7)	Sutherland (I)	387	273	660	16.7	(13.2)
Keith	251	168	419	8.8	(7.0)	Thurso	451	181	632	9.0	(7.7)
Kelso and Jedburgh	212	86	298	5.5	(4.4)	Western Isles (I)	1,254	381	1,635	14.6	(11.7)
Kilmarnock (D)	2,679	961	3,640	11.7	(10.2)	Wick (I)	467	135	602	12.4	(10.0)
Kirkcaldy (I)	4,998	2,026	7,024	11.5	(10.3)						
Lanarkshire (D)	14,362	4,525	18,887	12.6	(11.1)	Northern Ireland					
Lochaber (I)	625	410	1,035	12.3	(10.3)	Ballymena	1,883	811	2,694	11.4	(9.9)
Lockerbie	197	113	310	7.8	(5.9)	Belfast	36,196	12,705	48,901	13.8	(12.7)
Newton Stewart (I)	315	225	540	18.3	(12.4)	Coleraine	4,627	1,418	6,045	18.7	(16.0)
North East Fife	754	432	1,186	7.0	(5.8)	Cookstown	1,620	584	2,204	25.2	(20.8)
Oban	389	294	683	9.0	(6.9)	Craigavon	6,301	2,385	8,686	14.4	(12.5)
Orkney Islands	352	167	519	7.4	(5.3)	Dungannon	2,459	831	3,290	20.3	(17.0)
Peebbles	272	114	386	8.6	(7.0)	Enniskillen	2,789	790	3,579	19.9	(15.8)
Perth	1,398	536	1,934	6.5	(5.7)	Londonderry	8,536	1,929	10,465	22.1	(20.0)
Peterhead	747	352	1,099	9.2	(7.6)	Magherafelt	1,669	596	2,265	18.4	(15.2)
Shetland Islands	269	147	416	4.1	(3.4)	Newry	4,695	1,433	6,128	22.5	(18.9)
Skye and Wester Ross (I)	505	345	850	14.2	(10.8)						
Stewartry (I)	404	284	688	9.4	(6.9)	Omagh	2,190	775	2,965		

2.6 UNEMPLOYMENT

Age and duration: January 11, 1990

Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE				
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	
SOUTH EAST																	
2 or less	7,483	12,289	3,774	23,593	4,542	5,244	1,072	10,907	3,600	4,403	1,047	9,069	2,327	1,928	275	4,554	
Over 2 and up to 4	2,962	5,777	1,717	10,472	1,458	2,121	435	4,034	2,023	2,757	685	5,477	1,125	1,037	172	2,346	
Over 4	8,630	16,632	4,259	29,574	4,002	5,255	1,111	10,398	4,707	6,208	1,384	12,326	2,049	1,857	322	4,246	
8	13	7,892	15,517	4,168	27,602	3,851	5,344	1,217	10,442	4,465	6,284	1,598	12,359	1,931	1,893	357	4,196
13	26	12,824	25,245	7,734	45,823	6,892	9,966	2,085	18,976	7,816	10,296	3,139	21,269	3,584	3,469	697	7,765
26	52	9,416	23,954	8,011	41,390	4,799	9,406	2,308	16,521	6,081	9,707	3,364	19,158	2,833	4,038	900	7,775
52	104	5,472	17,403	6,659	29,536	2,272	4,952	2,315	9,540	4,205	8,298	3,446	15,950	1,464	2,415	1,069	4,949
104	156	1,796	7,304	3,483	12,583	747	1,477	1,268	3,793	1,275	3,554	2,061	6,890	446	888	762	2,096
156	208	820	4,127	2,975	7,922	363	751	1,161	2,487	584	2,079	1,794	4,457	246	452	662	1,360
208	260	474	3,196	2,589	6,259	181	436	1,078	1,943	350	1,711	1,568	3,629	153	346	565	1,064
Over 260		489	9,933	9,365	19,787	206	982	3,181	5,119	449	6,954	6,135	13,538	207	979	1,689	2,875
All		58,258	141,377	54,734	254,541	29,313	45,934	17,231	94,160	35,555	62,251	26,221	124,122	16,365	19,302	7,470	43,226
GREAT LONDON (Included in South East)																	
2 or less	3,393	5,509	1,468	10,392	2,037	2,500	489	5,053	3,393	5,509	1,468	10,392	3,184	2,561	431	6,193	
Over 2 and up to 4	1,253	2,528	691	4,477	641	981	191	1,823	2,567	3,399	888	6,866	1,497	1,407	254	3,163	
Over 4	4,008	7,849	1,760	13,637	1,993	2,794	548	5,347	6,146	7,849	1,730	15,757	2,729	2,598	466	5,821	
8	13	3,964	7,726	1,854	13,556	2,038	2,853	599	5,508	6,079	8,100	1,981	16,167	2,697	2,618	546	5,878
13	26	7,602	14,643	3,762	26,022	4,310	5,878	1,138	11,347	10,544	13,269	3,674	27,504	5,284	4,998	1,177	11,471
26	52	6,200	15,559	4,389	26,156	3,169	5,559	1,356	10,091	9,663	15,232	4,525	29,426	4,173	5,684	1,450	11,310
52	104	3,890	12,014	3,906	19,812	1,669	3,268	1,326	6,264	7,463	14,306	4,251	26,200	2,308	3,780	1,625	7,713
104	156	1,395	5,470	1,976	8,841	596	1,269	703	2,568	2,346	6,587	2,461	11,394	728	1,292	1,050	3,070
156	208	628	3,123	1,724	5,475	286	670	635	1,591	1,005	3,675	2,090	6,770	372	680	918	1,970
208	260	361	2,420	1,495	4,276	138	484	597	1,219	609	2,911	1,798	5,318	200	500	786	1,486
Over 260		359	7,296	5,452	13,107	132	1,152	1,627	2,911	838	13,736	8,933	23,507	300	1,563	2,445	4,308
All		33,053	84,137	28,477	145,751	17,009	27,408	9,209	53,722	52,238	94,701	33,768	180,811	23,472	27,681	11,148	62,383
EAST ANGLIA																	
2 or less	1,047	1,473	456	2,986	641	671	108	1,427	2,249	3,173	737	6,174	1,636	1,539	254	3,446	
Over 2 and up to 4	489	802	221	1,515	275	357	67	701	1,508	2,471	558	4,547	887	783	152	1,825	
Over 4	1,194	2,010	539	3,749	503	580	134	1,201	3,204	4,575	1,000	8,793	1,408	1,422	235	3,081	
8	13	1,081	1,869	574	3,526	521	599	137	1,258	3,391	4,789	1,041	9,231	1,421	1,342	234	3,001
13	26	1,405	2,461	899	4,770	726	893	216	1,837	5,938	7,603	1,981	15,537	2,710	2,530	521	5,777
26	52	849	1,772	700	3,321	452	822	202	1,476	4,990	7,467	2,387	14,849	1,972	2,919	674	5,565
52	104	399	1,192	640	2,232	168	420	223	811	4,098	7,243	2,433	13,775	1,089	1,914	828	3,831
104	156	107	454	360	921	42	143	149	334	1,070	2,927	1,429	5,426	300	619	561	1,480
156	208	49	264	283	596	35	66	125	226	415	1,735	1,154	3,304	158	325	474	957
208	260	42	199	224	465	14	54	125	193	256	1,459	1,022	2,737	109	225	410	744
Over 260		38	822	993	1,853	28	186	328	542	343	7,175	5,276	12,794	155	789	1,298	2,242
All		6,700	13,318	5,889	25,934	3,405	4,791	1,025	27,462	27,462	50,617	19,018	97,167	11,845	14,407	5,641	31,949
SOUTH WEST																	
2 or less	2,502	3,633	1,140	7,295	1,775	1,760	308	3,854	2,062	2,701	605	5,373	1,350	1,179	186	2,723	
Over 2 and up to 4	1,036	1,803	564	3,414	625	737	182	1,547	1,092	1,623	315	3,032	616	612	81	1,313	
Over 4	2,916	4,962	1,292	9,177	1,439	1,558	368	3,377	2,767	3,772	857	7,409	1,171	1,152	211	2,543	
8	13	2,601	4,669	1,418	8,696	1,437	1,746	413	3,604	2,660	3,795	864	7,332	1,143	1,223	266	2,635
13	26	3,593	6,568	2,273	12,439	1,931	2,723	687	5,346	4,488	6,424	1,664	12,583	1,895	2,069	434	4,400
26	52	2,240	5,096	2,238	9,574	1,209	2,464	677	4,351	3,185	5,617	1,594	10,397	1,229	1,935	486	3,651
52	104	1,286	3,645	2,152	7,083	509	1,373	782	2,664	2,246	4,802	1,503	8,553	585	1,144	560	2,889
104	156	336	1,412	1,081	2,829	142	417	442	1,001	618	1,977	879	3,474	177	400	359	936
156	208	122	731	893	1,746	63	210	384	657	207	946	634	1,787	84	206	266	556
208	260	74	591	766	1,431	39	166	310	515	114	751	613	1,478	49	139	228	416
Over 260		76	2,062	2,443	4,581	56	495	1,082	1,633	164	3,481	2,673	6,318	68	424	659	1,151
All		16,782	35,172	16,260	68,265	9,225	13,649	5,635	28,549	19,603	35,889	12,201	67,736	8,367	10,483	3,736	22,613
WEST MIDLANDS																	
2 or less	3,171	3,881	1,036	8,098	2,084	1,718	307	4,123	3,401	3,870	941	8,264	2,330	2,269	328	4,976	
Over 2 and up to 4	1,488	2,094	583	4,174	829	865	173	1,870	2,579	3,734	748	7,074	1,442	1,522	245	3,229	
Over 4	3,916	5,462	1,231	10,627	1,891	1,840	294	4,038	5,062	7,154	1,405	13,663	2,336	2,641	505	5,523	
8	13	3,867	5,168	1,267	10,316	1,909	1,804	337	4,064	5,200	7,221	1,602	14,053	2,543	3,017	736	6,319
13	26	6,632	8,895	2,591	18,138	3,526	3,646	773	7,959	9,576	12,490	3,000	25,098	4,410	5,360	1,550	11,346
26	52	5,467	9,266	2,955	17,693	2,814	4,019	943	7,776	9,144	13,629	3,488	26,267	3,778	5,584	1,351	10,720
52	104	3,808	7,743	3,073	14,624	1,514	2,387	1,080	4,981	6,857	13,175	3,904	23,939	2,107	3,546	1,469	7,124
104	156	1,247	3,382	1,828	6,457	449	859	737	2,045	2,100	5,877	2,382	10,359	677	1,304	1,052	3,033
156	208	583	2,020	1,580	4,183	301	469	662	1,432	901	3,530	2,021	6,452	355	671	801	1,827
208	260	318	1,655	1,491	3,464	207	374	596	1,177	554	2,835	1,699	5,088	274	531	699	1,504
Over 260		419	7,516	7,682	15,617	208	1,164	2,234	3,606	704	11,057	7,862	19,623	274	1,325	2,096	3,695
All		30,916	57,082	25,317	113,391	15,732	19,145	8,136	43,071	46,078	84,572	29,052	159,880	20,526	27,770	10,832	59,296
EAST MIDLANDS																	
2 or less	2,444	3,014	784	6,262	1,546	1,527	301	3,388	1,277	1,299	233	2,817	872	910	102	1,894	
Over 2 and up to 4	1,198	1,828	460	3,496	580	757	146	1,486	758	901	138	1,798	447	450	53	952	
Over 4	2,845	4,207	1,032	8,103	1,233	1,326	230	2,801	1,605	2,180	351	4,140	742	931	139	1,815	
8	13	2,724	3,930	1,127	7,789	1,214	1,351	248	2,820	1,705	2,171	454	4,334	736	989	161	1,888
13	26	4,019	6,375	2,038	12,439	2,073	2,453	465	4,998	3,734	4,160	942	8,839	2,043	2,037	384	4,470
26	52	2,978	5,592	2,137	10,712	1,632	2,613	609	4,854	3,414	5,569	1,152	10,138	1,450	2,304	451	4,206
52	104	1,814	4,412	2,100	8,327	670	1,441	752	2,863	2,936	6,170	1,225	10,331	1,066	1,899	566	3,533
104	156	558	1,783	1,398	3,739	191	437	481	1,109	1,401	4,078	830	6,309	441	841	364	1,646
156	208	284	938	999	2,221	111	279										

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										
1989 Jan		2,070.5	168.9	426.9	322.1	396.6	311.8	401.3	42.9	2,074.3
1989 Apr		1,881.5	146.7	383.7	295.5	363.7	287.0	367.6	37.3	1,883.6
1989 July		1,769.7	137.5	382.5	279.4	339.2	265.5	332.6	32.9	1,771.4
1989 Oct		1,634.3	133.0	333.3	260.9	318.0	250.8	308.1	30.2	1,635.8
1990 Jan		1,685.4	138.2	349.9	276.4	332.3	257.7	300.7	30.1	1,687.0
MALE										
1989 Jan		1,470.9	102.4	286.2	222.2	298.9	224.1	295.0	42.1	1,473.2
1989 Apr		1,349.6	90.3	261.5	207.4	276.6	206.7	270.6	36.5	1,350.8
1989 July		1,260.6	84.0	255.2	197.0	257.9	190.2	244.3	32.1	1,261.6
1989 Oct		1,180.5	81.0	229.0	187.2	245.9	182.8	225.0	29.7	1,181.3
1990 Jan		1,238.4	85.8	246.0	203.5	262.1	190.5	220.7	29.6	1,239.3
FEMALE										
1989 Jan		599.5	66.5	140.7	99.9	97.7	87.7	106.3	0.8	601.1
1989 Apr		531.9	56.4	122.2	88.2	87.1	80.3	97.0	0.8	532.8
1989 July		509.0	53.5	127.4	82.4	81.3	75.4	88.3	0.8	509.8
1989 Oct		453.8	52.1	104.3	73.7	72.1	68.0	83.1	0.5	454.5
1990 Jan		447.0	52.4	103.8	72.9	70.2	67.2	80.0	0.5	447.7

* Including some aged under 18. These figures, from October 1988, are affected by benefit regulations for under 18 year olds introduced in September 1988. 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									
1989 Jan		215.1	699.0	338.8	276.9	133.8	410.7	2,074.3	821.4
1989 Apr		189.4	604.7	345.4	252.5	121.4	370.3	1,883.6	744.1
1989 July		248.4	528.5	319.9	230.0	109.7	334.8	1,771.4	674.6
1989 Oct		214.2	532.7	275.7	215.4	96.8	301.1	1,635.8	613.3
1990 Jan		213.8	624.5	271.1	210.7	90.9	276.0	1,687.0	577.6
Proportion of number unemployed									
1989 Jan		10.4	33.7	16.3	13.3	6.5	19.8	100.0	39.6
1989 Apr		10.1	32.1	18.3	13.4	6.4	19.7	100.0	39.5
1989 July		14.0	29.8	18.1	13.0	6.2	18.9	100.0	38.1
1989 Oct		13.1	32.6	16.9	13.2	5.9	18.4	100.0	37.5
1990 Jan		12.7	37.0	16.1	12.5	5.4	16.4	100.0	34.2
MALE									
1989 Jan		140.0	475.9	221.7	202.7	102.1	330.8	1,473.2	635.6
1989 Apr		127.7	415.3	230.8	184.9	93.5	298.7	1,350.8	577.1
1989 July		156.6	361.8	219.1	168.9	84.7	270.5	1,261.6	524.1
1989 Oct		146.5	364.4	193.2	160.5	74.5	242.2	1,181.3	477.2
1990 Jan		143.9	449.2	192.9	160.4	70.4	222.6	1,239.3	453.3
Proportion of number unemployed									
1989 Jan		9.5	32.3	15.1	13.8	6.9	22.5	100.0	43.1
1989 Apr		9.5	30.7	17.1	13.7	6.9	22.1	100.0	42.7
1989 July		12.4	28.7	17.4	13.4	6.7	21.4	100.0	41.5
1989 Oct		12.4	30.8	16.4	13.6	6.3	20.5	100.0	40.4
1990 Jan		11.6	36.2	15.6	12.9	5.7	18.0	100.0	36.6
FEMALE									
1989 Jan		75.1	223.1	117.0	74.3	31.8	79.8	601.1	185.9
1989 Apr		61.7	189.4	114.6	67.6	27.9	71.6	532.8	167.1
1989 July		91.8	166.7	100.8	61.1	25.1	64.3	509.8	150.4
1989 Oct		67.7	168.2	82.4	54.9	22.3	58.9	454.5	136.2
1990 Jan		70.0	175.3	78.2	50.3	20.5	53.4	447.7	124.3
Proportion of number unemployed									
1989 Jan		12.5	37.1	19.5	12.4	5.3	13.3	100.0	30.9
1989 Apr		11.6	35.5	21.5	12.7	5.2	13.4	100.0	31.4
1989 July		18.0	32.7	19.8	12.0	4.9	12.6	100.0	29.5
1989 Oct		14.9	37.0	18.1	12.1	4.9	13.0	100.0	30.0
1990 Jan		15.6	39.2	17.5	11.2	4.6	11.9	100.0	27.8

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at January 11, 1990

County/District	Male			Female			All		
	Number	Rate †	per cent employees and unemployed	Number	Rate †	per cent employees and unemployed	Number	Rate †	per cent employees and unemployed
SOUTH EAST									
Bedfordshire	6,018	2,190	3.6	2,190	(3.1)	8,208	3.6	(3.1)	8,208
Luton	2,917	1,029	3.4	1,029	3.4	3,946	3.4	3.4	3,946
Mid Bedfordshire	607	293	4.8	293	4.8	900	4.8	4.8	900
North Bedfordshire	1,657	539	3.2	539	3.2	2,196	3.2	3.2	2,196
South Bedfordshire	837	329	3.9	329	3.9	1,166	3.9	3.9	1,166
Berkshire	5,770	2,054	2.3	2,054	(2.0)	7,824	2.3	(2.0)	7,824
Bracknell	773	337	4.3	337	4.3	1,110	4.3	4.3	1,110
Newbury	760	231	3.0	231	3.0	991	3.0	3.0	991
Reading	1,562	423	2.7	423	2.7	1,985	2.7	2.7	1,985
Slough	1,263	491	3.9	491	3.9	1,754	3.9	3.9	1,754
Windsor and Maidenhead	823	315	3.8	315	3.8	1,138	3.8	3.8	1,138
Wokingham	589	257	4.3	257	4.3	846	4.3	4.3	846
Buckinghamshire	4,373	1,682	2.4	1,682	(2.0)	6,055	2.4	(2.0)	6,055
Aylesbury Vale	838	337	4.0	337	4.0	1,175	4.0	4.0	1,175
Chiltern	376	176	4.7	176	4.7	552	4.7	4.7	552
Milton Keynes	1,660	627	3.8	627	3.8	2,287	3.8	3.8	2,287
South Buckinghamshire	310	129	4.1	129	4.1	439	4.1	4.1	439
Wycombe	1,189	413	3.4	413	3.4	1,602	3.4	3.4	1,602
East Sussex	9,918	3,555	5.4	3,555	(4.4)	13,473	5.4	(4.4)	13,473
Brighton	3,781	1,202	3.2	1,202	3.2	4,983	3.2	3.2	4,983
Eastbourne	987	384	3.9	384	3.9	1,371	3.9	3.9	1,371
Hastings	1,387	409	2.9	409	2.9	1,796	2.9	2.9	1,796
Hove	1,619	658	4.1	658	4.1	2,277	4.1	4.1	2,277
Lewes	889	343	3.8	343	3.8	1,232	3.8	3.8	1,232
Rother	668	279	4.1	279	4.1	947	4.1	4.1	947
Wealden	587	280	4.7	280	4.7	867	4.7	4.7	867
Essex	18,359	7,281	4.8	7,281	(4.0)	25,640	4.8	(4.0)	25,640
Basildon	2,470	1,038	4.2	1,038	4.2	3,508	4.2	4.2	3,508
Braintree	1,005	448	4.5	448	4.5	1,453	4.5	4.5	1,453
Brentwood	564	219	3.9	219	3.9	783	3.9	3.9	783
Castle Point	972	394	4.0	394	4.0	1,366	4.0	4.0	1,366
Chelmsford	1,254	524	4.2	524	4.2	1,778	4.2	4.2	1,778
Colchester	1,613	706	4.4	706	4.4	2,319	4.4	4.4	2,319
Epping Forest	1,019	498	4.9	498	4.9	1,517	4.9	4.9	1,517
Harlow	1,127	472	4.2	472	4.2	1,599	4.2	4.2	1,599
Maldon	471	226	4.8	226	4.8	697	4.8	4.8	697
Rochford	686	271	3.9	271	3.9	957	3.9	3.9	957
Southend-on-Sea	2,825	893	3.1	893	3.1	3,718	3.1	3.1	3,718
Tending	2,129	704	3.3	704	3.3	2,833	3.3	3.3	2,833
Thurrock	1,956	739	3.8	739	3.8	2,695	3.8	3.8	2,695
Uttlesford	268	149	5.6	149	5.6	417	5.6	5.6	417
Greater London	145,751	53,722	5.2	53,722	(4.6)	199,473	5.2	(4.6)	199,473
Barking and Dagenham	2,513	878	3.5	878	3.5	3,391	3.5	3.5	3,391
Barnet	3,360	1,474	4.4	1,474	4.4	4,834	4.4	4.4	4,834
Bexley	2,572	1,197	4.7	1,197	4.7	3,769	4.7	4.7	3,769
Brent	5,546	2,190	3.9	2,190	3.9	7,736	3.9	3.9	7,736
Bromley	3,144	1,333	4.2	1,333	4.2	4,477	4.2	4.2	4,477
Camden	5,099	1,983	3.9	1,983	3.9	7,082	3.9	3.9	7,082
City of London	42	19	4.5	19	4.5	61	4.5	4.5	61
City of Westminster	4,202	1,682	4.0	1,682	4.0	5,884	4.0	4.0	5,884
Croydon	4,325	1,726	4.0	1,726	4.0	6,051	4.0	4.0	6,051
Ealing	4,716	1,942	4.1	1,942	4.1	6,658	4.1	4.1	6,658
Enfield	4,076	1,586	3.9	1,586	3.9	5,662	3.9	3.9	5,662
Greenwich	5,902	2,126	3.6	2,126	3.6	8,028	3.6	3.6	8,028
Hackney	9,189	2,988	3.2	2,988	3.2	12,177	3.2	3.2	12,177
Hammersmith and Fulham	4,554	1,635	3.6	1,635	3.6	6,189	3.6	3.6	6,189
Haringey	7,602	2,808	3.7	2,808	3.7	10,410	3.7	3.7	10,410
Harrow	1,657	660	4.0	660	4.0	2,317	4.0	4.0	2,317
Havering	2,259	846	3.8	846	3.8	3,105	3.8	3.8	3,105
Hillingdon	2,011	785	3.9	785	3.9	2,796	3.9	3.9	2,796
Hounslow	2,659	1,051	4.0	1,051	4.0	3,710	4.0	4.0	3,710
Islington	6,709	2,596	3.9	2,596	3.9	9,305	3.9	3.9	9,305
Kensington and Chelsea	2,703	1,141	4.1	1,141	4.1	3,844	4.1	4.1	3,844
Kingston-upon-Thames	1,087	465	4.3	465	4.3	1,552	4.3	4.3	1,552
Lambeth	9,984	3,483	3.5	3,483	3.5	13,467	3.5	3.5	13,467
Lewisham	7,545	2,755	3.7	2,755	3.7	10,300	3.7	3.7	10,300
Merton	2,080	784	3.8	784	3.8	2,864	3.8	3.8	2,864
Newham	7,740	2,440	3.1	2,440	3.1	10,180	3.1	3.1	10,180
Redbridge	2,688	1,176	4.3	1,176	4.3	3,864	4.3	4.3	

2.9 UNEMPLOYMENT UK Summary

Unemployment in counties and local authority districts at January 11, 1990

	Male			Female			All			Rate †	
	per cent employees and unemployed	per cent workforce		per cent employees and unemployed	per cent workforce		per cent employees and unemployed	per cent workforce			
Dorset	7,779	2,774	10,553	4.5	(3.7)						
Bournemouth	2,856	931	3,787								
Christchurch	395	121	516								
East Dorset	519	204	723								
North Dorset	294	131	425								
Poole	1,546	500	2,046								
Purbeck	333	140	473								
West Dorset	587	335	922								
Weymouth and Portland	1,149	412	1,561								
Gloucestershire	5,872	2,509	8,381	3.8	(3.2)						
Cheltenham	1,295	481	1,776								
Cotswold	333	206	539								
Forest of Dean	912	424	1,336								
Gloucester	1,611	570	2,181								
Stroud	998	510	1,508								
Tewkesbury	723	318	1,041								
Somerset	5,488	2,571	8,059	4.8	(3.9)						
Mendip	947	492	1,439								
Sedgemoor	1,515	697	2,212								
Taunton Deane	1,182	438	1,620								
West Somerset	538	254	792								
Yeovil	1,306	690	1,996								
Wiltshire	5,373	2,426	7,799	3.5	(3.0)						
Kennet	420	213	633								
North Wiltshire	747	446	1,193								
Salisbury	973	432	1,405								
Thamesdown	2,218	817	3,035								
West Wiltshire	1,015	518	1,533								
WEST MIDLANDS											
Hereford and Worcester	8,168	3,437	11,605	4.6	(3.8)						
Bromsgrove	1,095	511	1,606								
Hereford	849	373	1,222								
Leominster	372	166	538								
Malvern Hills	906	321	1,227								
Redditch	1,004	458	1,462								
South Herefordshire	538	231	769								
Worcester	1,449	523	1,972								
Wyche	804	371	1,175								
Wyre Forest	1,151	483	1,634								
Shropshire	5,503	2,216	7,719	5.3	(4.3)						
Bridgnorth	488	237	725								
North Shropshire	558	270	828								
Oswestry	366	223	589								
Shrewsbury and Atcham	1,166	481	1,647								
South Shropshire	338	161	499								
The Wrekin	2,587	844	3,431								
Staffordshire	15,220	6,571	21,791	5.3	(4.6)						
Cannock Chase	1,469	647	2,116								
East Staffordshire	1,608	702	2,310								
Lichfield	1,038	528	1,566								
Newcastle-under-Lyme	1,544	581	2,125								
South Staffordshire	1,478	801	2,279								
Stafford	1,257	510	1,767								
Staffordshire Moorlands	1,019	520	1,539								
Stoke-on-Trent	4,394	1,582	5,976								
Tamworth	1,413	700	2,113								
Warwickshire	5,710	2,975	8,685	4.4	(3.7)						
North Warwickshire	752	437	1,189								
Nuneaton and Bedworth	2,006	974	2,980								
Rugby	943	545	1,488								
Stratford-on-Avon	867	382	1,249								
Warwick	1,342	637	1,979								
West Midlands	78,790	27,872	106,662	8.5	(7.7)						
Birmingham	36,033	11,717	47,750								
Coventry	9,248	3,889	13,137								
Dudley	5,996	2,318	8,314								
Sandwell	8,871	3,161	12,032								
Solihull	3,333	1,425	4,758								
Walsall	6,504	2,142	8,646								
Wolverhampton	8,805	3,220	12,025								
EAST MIDLANDS											
Derbyshire	17,593	6,807	24,400	6.4	(5.5)						
Amber Valley	1,513	677	2,190								
Bolsover	1,739	607	2,346								
Chesterfield	2,642	965	3,607								
Derby	5,410	1,840	7,250								
Erewash	1,683	654	2,337								
High Peak	1,205	564	1,769								
North East Derbyshire	1,953	804	2,757								
South Derbyshire	773	332	1,105								
West Derbyshire	675	364	1,039								
Leicestershire	12,489	5,242	17,731	4.5	(4.0)						
Blaby	593	317	910								
Charnwood	1,322	697	2,019								
Harborough	360	158	518								
Hinckley and Bosworth	817	448	1,265								
Leicester	7,343	2,641	9,984								
Melton	392	202	594								
North West Leicestershire	1,058	442	1,500								
Oadby and Wigston	399	225	624								
Rutland	205	112	317								
Lincolnshire	11,021	4,413	15,434	7.3	(6.0)						
Boston	1,136	441	1,577								
East Lindsey	3,098	1,246	4,344								
Lincoln	2,654	884	3,538								
North Kesteven	891	475	1,366								
South Holland	709	357	1,066								
South Kesteven	1,176	477	1,653								
West Lindsey	1,297	533	1,830								
Northamptonshire	6,024	2,735	8,759	3.6	(3.1)						
Corby	1,041	456	1,497								
Daventry	436	272	708								
East Northamptonshire	395	221	616								
Kettering	724	302	1,026								
Northampton	2,281	948	3,229								
South Northamptonshire	344	179	523								
Wellingborough	803	357	1,160								
Nottinghamshire	24,764	8,425	33,189	7.5	(6.6)						
Ashfield	2,489	769	3,258								
Bassetlaw	2,505	945	3,450								
Broxtowe	1,477	657	2,134								
Gedling	1,631	710	2,341								
Mansfield	2,763	910	3,673								
Newark	2,012	718	2,730								
Nottingham	10,653	3,175	13,828								
Rushcliffe	1,234	541	1,775								
YORKSHIRE AND HUMBERSIDE											
Humberside	24,610	7,915	32,525	9.3	(8.1)						
Beverley	1,298	632	1,930								
Boothferry	1,304	487	1,791								
Cleethorpe	1,900	594	2,494								
East Yorkshire	1,492	595	2,087								
Glanford	1,193	467	1,660								
Great Grimsby	3,809	886	4,695								
Holderness	783	411	1,194								
Kingston-upon-Hull	10,890	3,292	14,182								
Scunthorpe	1,941	551	2,492								
North Yorkshire	9,293	4,159	13,452	5.0	(4.1)						
Craven	347	204	551								
Hambleton	841	411	1,252								
Harrogate	1,103	521	1,624								
Richmondshire	374	278	652								
Ryedale	741	413	1,154								
Scarborough	2,452	962	3,414								
Selby	1,051	539	1,590								
York	2,384	831	3,215								
South Yorkshire	42,040	14,556	56,596	10.8	(9.6)						
Barnsley	7,026	2,203	9,229								
Doncaster	9,389	3,279	12,668								
Rotherham	7,950	2,979	10,929								
Sheffield	17,675	6,095	23,770								
West Yorkshire	48,179	16,596									

2.10 UNEMPLOYMENT

Area statistics

Unemployment in Parliamentary constituencies at January 11, 1990

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire				Newham North West	2,555	756	3,311
Luton South	1,946	636	2,582	Newham South	2,586	810	3,396
Mid Bedfordshire	721	315	1,036	Norwood	3,159	1,121	4,280
North Bedfordshire	1,416	439	1,855	Old Bexley and Sidcup	457	241	698
North Luton	1,139	477	1,616	Orpington	802	304	1,106
South West Bedfordshire	796	323	1,119	Peckham	3,587	1,169	4,756
Berkshire				Putney	1,202	494	1,696
East Berkshire	923	395	1,318	Ravensbourne	553	258	811
Newbury	654	190	844	Richmond-upon-Thames and Barnes	778	361	1,139
Reading East	1,048	275	1,323	Romford	758	280	1,038
Reading West	729	228	957	Ruislip-Northwood	455	167	622
Slough	1,263	491	1,754	Southwark and Bermondsey	3,444	897	4,341
Windsor and Maidenhead	673	257	930	Streatham	2,582	964	3,546
Wokingham	480	218	698	Surbiton	398	181	579
Buckinghamshire				Sutton and Cheam	670	278	948
Aylesbury	688	278	966	Tooting	1,986	830	2,816
Beaconsfield	428	187	615	Tottenham	4,698	1,537	6,235
Buckingham	553	201	754	Twickenham	680	296	976
Chesham and Amersham	383	174	557	Uxbridge	807	274	1,081
Milton Keynes	1,408	552	1,960	Vauxhall	855	305	1,160
Wycombe	913	290	1,203	Walthamstow	4,243	1,398	5,641
East Sussex				Wanstead and Woodford	1,722	618	2,340
Bexhill and Battle	587	226	813	Westminster North	630	316	946
Brighton Kemptown	1,994	550	2,544	Westminster South	2,742	1,086	3,828
Brighton Pavilion	1,787	552	2,439	Wimbledon	776	322	1,098
Brighton Steeple	1,051	409	1,460	Woolwich	2,615	971	3,586
Eastbourne	1,541	479	2,020	Hampshire			
Hastings and Rye	1,619	658	2,277	Aldershot	838	358	1,196
Hove	918	355	1,273	Basingstoke	898	272	1,170
Lewes	421	226	647	East Hampshire	723	324	1,047
Wealden				Eastleigh	1,216	471	1,687
Essex				Fareham	901	380	1,281
Basildon	1,906	750	2,656	Gosport	1,095	501	1,596
Billerica	927	452	1,379	Havant	1,784	580	2,364
Billericay	876	392	1,268	New Forest	844	307	1,151
Braintree	677	256	933	North West Hampshire	531	222	753
Brentwood and Ongar	972	394	1,366	Portsmouth North	1,532	497	2,029
Castle Point	998	400	1,398	Portsmouth South	2,612	908	3,520
Chelmsford	796	410	1,206	Romsey and Waterside	1,164	510	1,674
Epping Forest	1,237	523	1,760	Southampton Itchen	2,353	708	3,061
Harlow	1,885	600	2,485	Southampton Test	2,050	574	2,624
Harwich	1,153	497	1,650	Winchester	535	203	738
North Colchester	819	337	1,156	Hertfordshire			
Rochford	520	263	783	Broxbourne	884	418	1,302
Saffron Walden	1,175	539	1,714	Hertford and Stortford	555	250	805
South Colchester and Maldon	1,666	519	2,185	Hertsmere	843	302	1,145
Southend East	1,159	374	1,533	North Hertfordshire	1,000	432	1,432
Southend West	1,593	575	2,168	South West Hertfordshire	563	199	762
Thurrock				St Albans	566	207	773
Greater London				Stevenage	1,008	407	1,415
Barking	1,342	416	1,758	Watford	851	302	1,153
Battersea	2,352	790	3,142	Welwyn Hatfield	775	347	1,122
Beckenham	1,040	440	1,480	West Hertfordshire	751	256	1,007
Bethnal Green and Stepney	3,734	909	4,643	Isle of Wight			
Bexleyheath	773	369	1,142	Isle of Wight	2,928	1,360	4,288
Bow and Poplar	3,630	1,067	4,697	Kent			
Brent East	2,309	891	3,200	Ashford	1,021	361	1,382
Brent North	1,021	460	1,481	Canterbury	1,485	470	1,955
Brent South	2,216	839	3,055	Dartford	1,108	421	1,529
Brentford and Isleworth	1,267	493	1,760	Dover	1,697	549	2,246
Carshalton and Wallington	933	346	1,279	Faversham	1,775	691	2,466
Chelsea	958	437	1,395	Folkestone and Hythe	1,741	586	2,327
Chingford	909	393	1,302	Gillingham	1,294	561	1,855
Chipping Barnet	628	292	920	Gravesham	1,467	603	2,070
Chislehurst	749	331	1,080	Maidstone	816	306	1,122
City of London				Medway	1,288	530	1,818
City and Westminster South	1,502	615	2,117	Mid Kent	1,243	543	1,786
Croydon Central	1,135	367	1,502	North Thanet	1,981	653	2,634
Croydon North East	1,246	532	1,778	Sevenoaks	683	245	928
Croydon North West	1,386	591	1,977	South Thanet	1,558	523	2,081
Croydon South	558	236	794	Tonbridge and Malling	745	261	1,006
Dagenham	1,171	462	1,633	Tunbridge Wells	584	190	774
Dulwich	1,811	721	2,532	Oxfordshire			
Ealing North	1,278	521	1,799	Banbury	916	399	1,315
Ealing Acton	1,723	686	2,409	Henley	397	169	566
Ealing Southall	1,715	735	2,450	Oxford East	1,255	377	1,632
Edmonton	1,801	670	2,471	Oxford West and Abingdon	788	257	1,045
Eltham	1,408	486	1,894	Wantage	479	217	696
Enfield North	1,286	519	1,805	Witney	567	245	812
Enfield Southgate	989	397	1,386	Surrey			
Erith and Graysford	1,342	587	1,929	Chertsey and Walton	421	172	593
Feltham and Heston	1,392	558	1,950	East Surrey	383	143	526
Finchley	828	410	1,238	Epsom and Ewell	518	166	684
Fulham	1,865	789	2,654	Esher	315	116	431
Greenwich	1,879	669	2,548	Guildford	508	130	638
Hackney North and Stoke Newington	4,279	1,443	5,722	Mole Valley	366	119	485
Hackney South and Shoreditch	4,910	1,545	6,455	North West Surrey	531	231	762
Hammersmith	2,689	846	3,535	Reigate	573	167	740
Hampstead and Highgate	1,959	825	2,784	South West Surrey	374	130	504
Harrow East	1,007	405	1,412	Spelthorne	516	195	711
Harrow West	650	255	905	Woking	633	189	822
Hayes and Harlington	701	313	1,014	West Sussex			
Hendon North	991	413	1,404	Arundel	926	269	1,195
Hendon South	913	359	1,272	Chichester	657	218	875
Holborn and St Pancras	3,140	1,158	4,298	Crawley	609	206	815
Hornchurch	694	292	986	Horsham	493	187	680
Hornsey and Wood Green	2,904	1,271	4,175	Mid Sussex	420	140	560
Ilford North	797	359	1,156	Shoreham	498	147	645
Ilford South	1,261	501	1,762	Worthing	923	299	1,222
Islington North	3,539	1,305	4,844	EAST ANGLIA			
Islington South and Finsbury	3,170	1,291	4,461	Cambridgeshire			
Kensington	1,745	704	2,449	Cambridge	1,147	366	1,513
Kingston-upon-Thames	689	284	973	Huntingdon	978	482	1,460
Lewisham East	1,795	707	2,502	North East Cambridgeshire	1,331	510	1,841
Lewisham West	2,178	809	2,987	Peterborough	2,639	817	3,456
Lewisham Deptford	3,572	1,239	4,811	South East Cambridgeshire			
Leyton	2,349	804	3,153	Cambridge			
Mitcham and Morden	1,304	462	1,766	Huntingdon			
Newham North East	2,599	874	3,473	North East Cambridgeshire			

UNEMPLOYMENT 2.10

Area statistics

Unemployment in Parliamentary constituencies at January 11, 1990

	Male	Female	All		Male	Female	All
UNEMPLOYMENT IN PARLIAMENTS							
South East Cambridgeshire	488	213	701	Warwickshire			
South West Cambridgeshire	720	332	1,052	North Warwickshire	1,396	765	2,161
Norfolk				Nuneaton	1,430	709	2,139
Great Yarmouth	2,548	992	3,540	Rugby and Kenilworth	1,021	577	1,598
Mid Norfolk	834	305	1,139	Stratford-on-Avon	667	382	1,049
North Norfolk	1,096	430	1,526	Warwick and Leamington	1,196	542	1,738
North West Norfolk	1,598	575	2,173	West Midlands			
Norwich North	1,373	416	1,789	Aldridge-Brownhills	1,258	522	1,780
Norwich South	2,277	652	2,929	Birmingham Edgbaston	2,207	830	3,037
South Norfolk	922	450	1,372	Birmingham Erdington	3,282	1,054	4,336
South West Norfolk	1,142	535	1,677	Birmingham Hall Green	2,150	786	2,936
Suffolk				Birmingham Hodge Hill	3,020	876	3,896
Bury St Edmunds	879	430	1,309	Birmingham Ladywood	4,427	1,354	5,781
Central Suffolk	887	340	1,227	Birmingham Northfield	3,379	1,185	4,564
Ipswich	1,507	468	1,975	Birmingham Perry Barr	3,335	1,094	4,429
South Suffolk	928	467	1,395	Birmingham Small Heath	4,953	1,338	6,291
Suffolk Coastal	748	306	1,054	Birmingham Sparkbrook	4,036	1,065	5,101
Waveney	1,892	939	2,831	Birmingham Yardley	1,776	684	2,460
SOUTH WEST				Birmingham Selly Oak	2,557	961	3,518
Avon				Coventry North East	3,286	1,318	4,604
Bath	1,358	540	1,898	Coventry North West	1,767	869	2,636
Bristol East	1,880	762	2,642	Coventry South East	2,607	942	3,549
Bristol North West	1,754	621	2,375	Coventry South West	1,588	760	2,348
Bristol South	2,792	966	3,758	Dudley East	2,776	920	3,696
Bristol West	2,637	1,017	3,654	Dudley West	1,859	790	2,649
Kingswood	1,240	510	1,750	Halesowen and Stourbridge	1,361	608	1,969
Northavon	934	557	1,491	Meriden	2,453	932	3,385
Wansdyke	851	429	1,280	Solihull	880	493	1,373
Weston-super-Mare	1,456	637	2,093	Sutton Coldfield	911	490	1,401
Woodspring	797	432	1,229	Walsall North	2,766	782	3,548
Cornwall				Walsall South	2,480	838	3,318
Falmouth and Camborne	2,388	788	3,176	Warley East	2,256	809	3,065
North Cornwall	2,061	1,142	3,203	Warley West	1,810	675	2,485
South East Cornwall	1,454	723	2,177	West Bromwich East	2,177	828	3,005
St Ives	2,606	1,203	3,809				

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at January 11, 1990

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	3,756	1,367	5,123
Barnsley Central	2,570	723	3,293	Liverpool Riverside	5,759	1,666	7,425
Barnsley East	2,403	690	3,093	Liverpool Walton	5,379	1,734	7,113
Barnsley West and Penistone	2,053	790	2,843	Liverpool West Derby	4,680	1,385	6,065
Don Valley	2,806	1,009	3,815	Southport	1,684	774	2,458
Doncaster Central	3,215	1,183	4,398	St Helens North	2,643	954	3,597
Doncaster North	3,368	1,087	4,455	St Helens South	3,225	1,108	4,333
Rother Valley	2,211	985	3,196	Wallasey	3,575	1,199	4,774
Rotherham	3,012	968	3,980	Wirral South	1,577	621	2,198
Sheffield Central	4,879	1,424	6,303	Wirral West	1,831	743	2,574
Sheffield Attercliffe	2,388	827	3,215				
Sheffield Brightside	3,561	1,051	4,612	NORTH			
Sheffield Hallam	1,702	798	2,500	Cleveland			
Sheffield Heeley	3,120	1,067	4,187	Hartlepool	3,903	1,196	5,099
Sheffield Hillsborough	2,025	928	2,953	Langbaugh	3,228	1,045	4,273
Wentworth	2,727	1,026	3,753	Middlesbrough	4,886	1,197	6,083
				Redcar	3,734	1,000	4,734
West Yorkshire				Stockton North	3,750	1,189	4,939
Batley and Spen	1,965	649	2,614	Stockton South	3,024	1,079	4,103
Bradford North	3,414	908	4,322				
Bradford South	2,394	808	3,202	Cumbria			
Bradford West	3,854	1,070	4,924	Barrow and Furness	1,526	748	2,274
Calder Valley	1,345	667	2,012	Carlisle	1,487	600	2,087
Colne Valley	1,387	612	1,999	Copeland	1,646	818	2,464
Dewsbury	1,800	680	2,480	Penrith and the Border	872	566	1,438
Elmet	1,176	526	1,702	Westmorland	552	286	838
Halifax	2,319	839	3,158	Workington	1,648	797	2,445
Hemsworth	2,204	698	2,902				
Huddersfield	2,274	844	3,118	Durham			
Keighley	1,402	583	1,985	Bishop Auckland	2,574	931	3,505
Leeds Central	3,633	1,017	4,650	City of Durham	1,978	718	2,696
Leeds East	3,257	913	4,170	Darlington	2,597	859	3,456
Leeds North East	1,897	712	2,609	Easington	2,352	724	3,076
Leeds North West	1,402	541	1,943	North Durham	2,647	861	3,508
Leeds West	2,340	849	3,189	North West Durham	2,291	772	3,063
Morley and Leeds South	1,813	645	2,458	Sedgefield	1,743	705	2,448
Normanton	1,432	649	2,081				
Pontefract and Castleford	2,461	789	3,250	Northumberland			
Pudsey	958	461	1,419	Berwick-upon-Tweed	1,702	723	2,425
Shipley	1,155	401	1,556	Blyth Valley	2,119	775	2,894
Wakefield	2,297	735	3,032	Hexham	793	424	1,217
				Wansbeck	2,292	764	3,056
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	1,992	620	2,612	Blaydon	2,100	709	2,809
Congleton	905	475	1,380	Gateshead East	3,050	907	3,957
Crewe and Nantwich	1,634	719	2,353	Houghton and Washington	3,343	1,149	4,492
Ecclesbury	1,440	650	2,090	Jarrow	3,372	929	4,301
Ellesmere Port and Neston	2,084	828	2,912	Newcastle upon Tyne Central	2,662	969	3,631
Halton	3,034	1,080	4,114	Newcastle upon Tyne East	3,314	1,028	4,342
Macclesfield	964	442	1,406	Newcastle upon Tyne North	2,751	849	3,600
Tatton	1,046	400	1,446	South Shields	3,472	1,018	4,490
Warrington North	2,346	790	3,136	Sunderland North	5,196	1,378	6,574
Warrington South	2,058	705	2,763	Sunderland South	3,926	1,185	5,111
				Tyne Bridge	4,992	1,157	6,149
Greater Manchester				Tynemouth	2,486	884	3,370
Altrincham and Sale	1,112	512	1,624	Wallsend	3,159	1,010	4,169
Ashton-under-Lyne	1,783	680	2,463				
Bolton North East	2,222	660	2,882	WALES			
Bolton South East	2,671	890	3,561	Clwyd			
Bolton West	1,832	756	2,588	Alyn and Deeside	1,277	531	1,808
Bury North	1,395	521	1,916	Clwyd North West	2,175	741	2,916
Bury South	1,517	691	2,208	Clwyd South West	1,184	503	1,687
Cheadle	771	399	1,170	Delyn	1,417	500	1,917
Davyhulme	1,743	524	2,267	Wrexham	1,667	634	2,301
Denton and Reddish	2,154	802	2,956				
Eccles	2,284	752	3,036	Dyfed			
Hazel Grove	939	412	1,351	Carmarthen	1,481	573	2,054
Heywood and Middleton	2,299	833	3,132	Ceredigion and Pembroke North	1,372	558	1,930
Leigh	2,225	816	3,041	Llanelli	1,919	672	2,591
Littleborough and Saddleworth	1,235	617	1,852	Pembroke	2,682	1,057	3,739
Makerfield	1,990	1,007	2,997				
Manchester Central	5,904	1,491	7,395	Gwent			
Manchester Blackley	3,325	1,030	4,355	Blaenau Gwent	2,402	636	3,038
Manchester Gorton	3,330	963	4,293	Islwyn	1,438	475	1,913
Manchester Withington	2,990	1,135	4,125	Monmouth	1,026	383	1,409
Manchester Wythenshawe	3,174	784	3,958	Newport East	1,794	595	2,389
Oldham Central and Royton	2,641	1,007	3,648	Newport West	1,994	669	2,663
Oldham West	1,856	763	2,619	Torfaen	1,966	673	2,639
Rochdale	2,704	905	3,609				
Salford East	3,743	909	4,652	Gwynedd			
Stalybridge and Hyde	2,147	863	3,010	Gaernarfon	1,852	682	2,534
Stockport	1,552	507	2,059	Conwy	1,852	723	2,575
Stretford	1,047	1,302	2,349	Meirionnydd Nant Conwy	859	435	1,294
Wigan	2,883	1,141	4,024	Ynys Mon	2,012	876	2,888
Worsley	2,301	838	3,139				
				Mid Glamorgan			
Lancashire				Bridgend	1,470	585	2,055
Blackburn	3,257	913	4,170	Caerphilly	2,354	662	3,016
Blackpool North	2,421	792	3,213	Cynon Valley	2,101	600	2,701
Blackpool South	2,404	852	3,256	Merthyr Tydfil and Rhyonney	2,715	624	3,339
Burnley	1,931	710	2,641	Ogmore	1,888	595	2,483
Chorley	1,476	770	2,246	Pontypridd	1,827	636	2,463
Fylde	874	310	1,184	Rhondda	2,476	671	3,147
Hyndburn	1,200	516	1,716				
Lancaster	1,297	485	1,782	Powys			
Morecambe and Lunesdale	1,857	694	2,551	Brecon and Radnor	732	365	1,097
Pendle	1,264	451	1,715	Montgomery	541	223	764
Preston	3,284	901	4,185				
Ribble Valley	574	350	924	South Glamorgan			
Rossendale and Darwen	1,486	661	2,147	Cardiff Central	2,464	810	3,274
South Ribble	1,447	831	2,278	Cardiff North	959	352	1,311
West Lancashire	2,481	950	3,431	Cardiff South and Penarth	2,301	547	2,848
Wyre	1,498	538	2,036	Cardiff West	2,566	685	3,251
				Vale of Glamorgan	2,080	710	2,790
Merseyside							
Birkenhead	5,082	1,397	6,479	West Glamorgan			
Bootle	5,250	1,455	6,705	Aberavon	1,326	361	1,687
Crosby	2,099	963	3,062	Gower	1,226	474	1,700
Knowsley North	4,590	1,390	5,980	Neath	1,526	429	1,955
Knowsley South	4,506	1,357	5,863	Swansea East	2,409	630	3,039
Liverpool Broadgreen	4,381	1,427	5,808	Swansea West	2,406	738	3,144
Liverpool Garston	3,771	1,085	4,856				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at January 11, 1990

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,697	1,189	3,886
Borders Region				East Kilbride	1,710	863	2,573
Roxburgh and Berwickshire	908	401	1,309	Glasgow Cathcart	1,402	646	2,048
Tweeddale, Ettrick and Lauderdale	766	357	1,123	Glasgow Central	2,098	692	2,790
				Glasgow Garscadden	4,331	1,299	5,630
Central Region				Glasgow Govan	3,263	911	4,174
Clackmannan	2,169	837	3,006	Glasgow Hillhead	3,442	1,049	4,491
Falkirk East	2,104	849	2,953	Glasgow Maryhill	2,626	1,107	3,733
Falkirk West	1,801	768	2,569	Glasgow Pollock	4,182	1,309	5,491
Stirling	1,691	737	2,428	Glasgow Provan	4,203	1,140	5,343
				Glasgow Rutherglen	4,506	1,203	5,709
Dumfries and Galloway Region				Glasgow Shettleston	3,318	831	4,249
Dumfries	1,551	762	2,313	Glasgow Springburn	3,852	1,023	4,875
Galloway and Upper Nithsdale	1,639	981	2,620	Greenock and Port Glasgow	4,643	1,409	6,052
				Hamilton	4,195	1,098	5,293
Fife Region				Kilmarnock and Loudoun	2,749	893	3,642
Central Fife	2,436	1,047	3,483	Monklands East	2,679	961	3,640
Dunfermline East	2,162	826	2,988	Monklands West	2,723	774	3,497
Dunfermline West	1,666	630	2,296	Motherwell North	2,053	683	2,736
Kirkcaldy	2,211	864	3,075	Motherwell South	2,787	882	3,669
North East Fife	990	583	1,573	Paisley North	2,550	727	3,277
				Paisley South	2,469	912	3,381
Grampian Region				Renfrew West and Inverclyde	2,287	707	2,994
Aberdeen North	1,834	621	2,455	Strathkelvin and Bearsden	1,421	670	2,091
Aberdeen South	1,279	480	1,759		1,487	649	2,136
Banff and Buchan	1,515	686	2,201	Tayside Region			
Gordon	773	500	1,273	Angus East	1,639	861	2,500
Kincardine and Deeside	772	418	1,190	Dundee East	3,480	1,299	4,779
Maray	1,510	908	2,418	Dundee West	2,914	1,144	4,058
				North Tayside	1,071	663	1,734
Highlands Region				Perth and Kinross	1,577	669	2,246
Caitness and Sutherland	1,305	589	1,894				
Inverness, Nairn and Lochaber	2,774	1,					

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1989 Jan 12	358	284	14	42	118	53	49	122	33	60	113	962	—	962
Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773
Aug 10	12,618	6,993	1,230	3,904	7,677	4,936	8,579	13,037	5,338	6,094	13,949	77,362	6,961	84,323
Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990 Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989

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

UNEMPLOYMENT Rates by age 2.15 PER CENT

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
MALE AND FEMALE									
1987 Jan		20.4	16.9	13.7	9.6	7.7	12.4	5.7	11.8
Apr		18.5	15.8	13.1	9.2	7.5	12.1	5.3	11.1
July		17.0	15.4	12.0	8.4	7.0	11.4	4.8	10.4
Oct		16.4	13.7	11.3	7.9	6.6	11.1	4.4	9.8
1988 Jan		16.3	14.0	11.0	7.9	6.4	11.0	4.2	9.6
Apr		16.3	12.8	10.3	7.4	6.1	10.6	3.8	9.0
July		13.0	12.4	9.4	6.7	5.5	9.8	3.4	8.2
Oct		12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan		12.0	11.0	8.9	6.2	5.1	9.2	3.1	7.4
Apr		10.4	9.9	8.2	5.7	4.7	8.4	2.7	6.7
July		9.7	9.9	7.7	5.3	4.4	7.6	2.4	6.3
Oct		9.4	8.6	7.2	5.0	4.1	7.1	2.2	5.8
1990 Jan		9.8	9.0	7.7	5.2	4.2	6.9	2.2	6.0
MALE									
1987 Jan		22.7	19.0	14.7	11.9	10.0	15.6	7.9	13.9
Apr		20.8	17.9	14.2	11.3	9.8	15.3	7.5	13.2
July		19.0	17.2	13.1	10.4	9.0	14.3	6.7	12.3
Oct		18.2	15.5	12.4	9.8	8.6	14.0	6.2	11.6
1988 Jan		17.8	16.1	12.3	10.0	8.3	13.9	5.9	11.6
Apr		15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
July		14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
Oct		13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan		13.5	13.0	10.2	8.0	6.6	11.5	4.4	9.0
Apr		11.9	11.9	9.5	7.4	6.1	10.6	3.8	8.3
July		11.0	11.6	9.0	6.9	5.6	9.6	3.3	7.7
Oct		10.6	10.4	8.6	6.6	5.4	8.8	3.1	7.2
1990 Jan		11.3	11.2	9.3	7.0	5.6	8.6	3.1	7.6
FEMALE									
1987 Jan		17.9	14.2	12.1	6.2	4.8	7.8	0.3	8.8
Apr		16.0	13.0	11.3	5.9	4.6	7.6	0.3	8.2
July		14.7	13.0	10.3	5.4	4.4	7.2	0.3	7.7
Oct		14.5	11.4	9.6	5.0	4.2	7.1	0.3	7.3
1988 Jan		14.5	11.3	9.1	4.8	4.0	7.0	0.2	7.0
Apr		12.7	10.2	8.5	4.6	3.8	6.8	0.3	6.5
July		11.6	10.3	7.8	4.2	3.6	6.4	0.2	6.1
Oct		11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.4
1989 Jan		10.2	8.4	7.0	3.7	3.2	5.9	0.2	5.1
Apr		8.7	7.3	6.2	3.3	3.0	5.4	0.2	4.5
July		8.2	7.6	5.8	3.1	2.8	4.9	0.2	4.3
Oct		8.0	6.2	5.2	2.7	2.5	4.6	0.1	3.8
1990 Jan		8.1	6.2	5.1	2.7	2.5	4.4	0.1	3.8

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

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1989 Jan 12	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075
Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600
Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990 Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287

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

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 Jan	2,074	592	208	390	1,112	297	121	2,661	2,335	145
Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125
May	1,803	519	129	358	1,027	257	86	2,413	1,948	106
June	1,743	477	112	349	944	247	83	2,375	1,915	97
July	1,771	483	113	368	1,008	238	88	..	1,973	103
Aug	1,741	469	115	370	971	256	82	..	1,940	92
Sept	1,703	501	119	353	901	254	80	..	1,881	89
Oct	1,636	457	138	350	906	259	68	..	1,874	103
Nov	1,612	447	161	347	985	..	..	..	1,950	..
Dec	1,639	..	188	..	1,005	..	..	..	2,052	..
1990 Jan	1,687	..	..	..	..	..	..	..	2,191	..
Percentage rate: latest month	6.0	5.4	6.2	12.7	7.5	9.3	3.6	9.3	6.9	5.0
latest month: change on a year ago	-1.5	-0.6	-0.1	-0.9	+0.1	+0.6	-0.7	-0.3	-1.0	+0.3
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1989 Jan	1,988	566	149	374	1,017	256	109	2,548	2,075	..
Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	..
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	..
Apr	1,858	497	143	364	1,046	257	92	2,534	2,038	..
May	1,836	516	152	362	1,037	266	92	2,517	2,052	..
June	1,810	489	152	362	987	268	82	2,526	2,035	..
July	1,787	507	157	365	1,007	264	89	2,547	2,023	..
Aug	1,745	492	158	372	1,001	..	91	2,532	2,011	..
Sept	1,694	505	156	361	987	..	85	..	2,004	..
Oct	1,675	494	155	355	1,002	..	..	..	2,003	..
Nov	1,652	462	155	354	1,032	..	..	..	2,022	..
Dec	1,635	..	152	..	1,048	..	..	..	1,998	..
1990 Jan	1,611	..	..	..	..	..	..	..	2,097	..
Percentage rate: latest month	5.7	5.5	5.0	12.9	7.7	9.6	3.6	9.9	7.0	..
latest three months: change on previous three months	-0.3	0.1	-0.1	-0.3	+0.2	+0.4	+0.3	N/C	+1.0	..
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Nov	Nov	..	Nov	Nov	..	Nov	Nov	Nov	..
Per cent	5.9	5.8	..	8.7	7.5	..	3.3	9.5	5.5	..

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 Jan	245	3,851	1,460	2.5	700	87	333	2,773	75	18.9
Feb	242	3,837	1,510	2.4	701	86	337	2,740	69	18.0
Mar	241	3,952	1,630	2.4	687	79	332	2,698	60	16.5
Apr	233	3,945	1,560	2.2	664	80	313	2,653	67	15.8
May	229	3,878	1,500	2.0	647	76	309	2,580	60	14.8
June	230	3,860	1,340	2.1	674	85	302	2,533	43	13.9
July	230	3,870	1,320	2.2	686	86	298	2,475	57	13.7
Aug	232	3,878	1,400	2.2	692	90	297	2,455	67	13.5
Sept	224	3,822	1,380	2.3	688	80	298	2,418	65	13.2
Oct	220	3,898	1,370	2.3	678	79	302	2,431	67	13.4
Nov	221	..	1,330	..	679	80	..	..	58	14.4
Dec	231	..	..	..	689	..	..	..	57	..
1990 Jan	..	..	..	..	..	..	..	..	..	7.256
Percentage rate: latest month	17.8	16.8	2.2	1.4	14.1	4.7	7.0	16.3	1.3	0.5
latest month: change on a year ago	-0.9	+0.1	-0.1	-0.1	-0.1	+0.8	+0.2	-2.5	+0.2	-0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8
1987	247	3,294	1,731	..	686	32	319	2,924	84	..
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6
Monthly										
1989 Jan	237	3,809	1,430	2.1	73	317	..	2,683	..	15.1
Feb	236	3,867	1,440	2.0	75	321	..	2,651	..	16.0
Mar	236	3,852	1,460	2.2	74	321	..	2,626	..	15.5
Apr	233	3,918	1,450	2.2	80	312	..	2,618	..	15.6
May	233	3,908	1,470	2.2	90	316	..	2,604	..	15.3
June	233	3,930	1,380	2.3	97	317	..	2,598	..	15.3
July	231	3,960	1,390	2.3	680	92	317	2,562	62	15.1
Aug	231	3,972	1,410	2.4	682	86	318	2,548	50	15.2
Sept	230	3,950	1,400	2.3	683	84	317	2,476	50	14.9
Oct	228	3,911	1,430	2.3	679	84	314	2,440	70	14.7
Nov	226	..	1,410	..	681	85	..	..	59	14.5
Dec	225	..	..	..	677	..	..	..	60	..
1990 Jan	..	..	..	..	..	..	..	..	..	6.535
Percentage rate: latest month	17.5	16.9	2.3	1.4	13.9	4.9	7.3	16.4	1.4	0.5
latest three months: change on previous three months	-0.2	+0.1	N/C	+0.1	-0.1	-0.6	N/C	-0.8	+0.2	-0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	..	..	Nov	..	Jul	Aug	Aug	Aug	Nov	Nov
Per cent	..	..	2.2	..	11.5	4.4	5.1	16.4	1.3	5.3

† 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		INFLOW †						
Month ending	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1989 Jan 12	269.4	-74.9	175.4	-39.3	94.0	-35.6	38.4	
Feb 9	290.0	-55.2	192.3	-28.3	97.7	-26.9	39.8	
Mar 9	264.0	-49.0	178.8	-23.7	85.2	-25.4	33.7	
Apr 13	247.5	-76.4	165.7	-44.6	81.8	-31.8	34.8	
May 11	230.8	-45.9	157.2	-23.2	73.6	-22.7	30.3	
June 8	225.0	-48.8	153.0	-25.2	72.0	-23.6	29.1	
July 13	293.8	-53.7	187.6	-27.3	106.2	-26.4	33.9	
Aug 10	276.8	-34.7	180.3	-14.1	96.6	-20.6	35.0	
Sept 14	281.2	-46.2	184.6	-25.2	96.6	-21.0	33.3	
Oct 12	281.1	-38.5	190.5	-15.9	90.6	-22.6	31.6	
Nov 9	273.8	-24.0	188.8	-7.3	84.9	-16.7	30.6	
Dec 14	255.3	-14.6	182.1	-3.0	73.2	-11.6	26.6	
1990 Jan 11	270.0	+0.5	180.3	+4.8	89.7	-4.3	33.1	
UNITED KINGDOM		OUTFLOW †						
Month ending	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1989 Jan 12	245.4	-76.2	156.6	-45.9	88.7	-30.2	39.4	
Feb 9	350.8	-55.8	233.7	-30.7	117.1	-25.0	49.8	
Mar 9	326.8	-65.7	217.3	-38.3	109.5	-27.4	44.7	
Apr 13	313.9	-58.6	207.8	-35.0	106.1	-23.7	45.5	
May 11	318.6	-76.3	215.4	-44.8	103.2	-31.5	43.6	
June 8	289.3	-77.7	196.9	-46.3	92.5	-31.4	38.8	
July 13	269.3	-90.4	183.2	-53.9	86.1	-36.4	33.6	
Aug 10	309.6	-40.4	205.4	-21.2	104.2	-19.2	38.0	
Sept 14	314.3	+8.4	201.6	+11.2	112.7	-2.8	42.3	
Oct 12	353.8	-132.3	231.1	-70.8	122.7	-61.6	42.5	
Nov 9	299.2	-54.9	198.2	-23.8	100.9	-25.0	39.2	
Dec 14	232.3	-59.7	154.3	-34.3	78.0	-25.4	28.7	
1990 Jan 11	217.9	-27.5	142.8	-13.8	75.1	-13.7	31.3	

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

UNEMPLOYMENT 2.20

Flows by age (GB); standardised*; not seasonally adjusted

computerised records only

THOUSAND

INFLOW		Age group									
Month ending	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
		MALE									
1989 Aug 10	174.7	0.7	22.3	48.6	28.5	17.9	25.9	18.6	7.8	4.3	174.7
Sept 14	178.1	0.7	27.0	46.2	28.2	18.5	26.4	19.6	7.6	3.9	178.1
Oct 12	184.0	0.7	23.3	47.2	30.6	19.7	28.3	20.6	8.8	5.0	184.0
Nov 9	182.9	0.6	21.2	45.6	31.3	20.4	29.6	21.1	8.5	4.5	182.9
Dec 14	176.7	0.6	20.1	43.5	30.8	20.3	29.8	20.0	7.7	3.8	176.7
1990 Jan 11	174.3	0.5	19.5	42.9	29.7	19.7	28.7	20.0	8.5	4.9	174.3
FEMALE											
1989 Aug 10	92.6	0.7	15.3	29.0	14.2	8.0	13.2	9.4	2.8	—	92.6
Sept 14	91.6	0.6	20.1	26.1	13.6	7.7	11.9	8.8	2.7	—	91.6
Oct 12	86.2	0.5	16.5	25.4	13.9	7.3	11.2	8.6	2.7	—	86.2
Nov 9	81.4	0.5	13.7	23.3	13.6	7.2	11.3	9.0	2.8	—	81.4
Dec 14	70.5	0.5	11.9	19.6	11.9	6.3	10.2	7.8	2.2	—	70.5
1990 Jan 11	85.8	0.4	14.2	24.3	14.1	7.7	12.6	9.7	2.9	—	85.8
Changes on a year earlier											
MALE											
1989 Aug 10	-14.3	-9.5	0.1	-3.7	0.4	0.2	—	0.3	-1.0	-1.3	-14.3
Sept 14	-25.5	-7.6	0.2	-7.0	-1.7	-0.6	-1.7	-1.3	-3.4	-2.3	-25.5
Oct 12	-15.5	-1.8	-5.2	-6.0	-0.6	0.4	—	0.5	-1.4	-1.3	-15.5
Nov 9	-7.5	-0.8	-1.4	-3.8	0.1	0.8	—	0.3	-1.4	-1.4	-7.5
Dec 14	-3.1	-0.5	-1.1	-2.5	1.0	0.9	—	0.6	-1.0	-1.1	-3.1
1990 Jan 11	5.0	-0.4	—	-0.8	1.6	1.3	—	1.4	—	-0.1	5.0
FEMALE											
1989 Aug 10	-20.2	-7.0	-0.5	-4.8	-2.5	-1.8	-2.4	-0.7	-0.4	—	-20.2
Sept 14	-21.0	-5.5	-0.2	-5.5	-3.2	-1.9	-2.7	-1.4	-1.0	—	-21.0
Oct 12	-21.9	-1.3	-5.2	-5.9	-3.5	-1.9	-2.5	-1.0	-0.5	—	-21.9
Nov 9	-16.4	-0.6	-1.8	-5.1	-3.1	-1.7	-2.5	-1.2	-0.5	—	-16.4
Dec 14	-11.4	-0.4	-1.0	-3.5	-2.3	-1.6	-1.6	-0.5	-0.5	—	-11.4
1990 Jan 11	-4.0	-0.2	-0.1	-1.5	-1.1	-1.0	-0.9	0.5	0.2	—	-4.0

OUTFLOW		Age group									
Month ending	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
		MALE									
1989 Aug 10	183.4	0.6	18.7	51.8	31.5	20.3	29.1	19.1	7.1	5.1	183.4
Sept 14	178.9	0.5	19.2	50.6	30.2	19.7	28.3	18.6	7.0	4.8	178.9
Oct 12	202.5	0.5	25.6	57.6	33.5	21.2	30.7	20.3	7.7	5.4	202.5
Nov 9	176.7	0.4	18.2	44.9	30.2	19.9	29.7	20.2	7.9	5.3	176.7
Dec 14	140.6	0.3	14.4	34.9	23.4	15.9	24.2	16.9	6.5	4.2	140.6
1990 Jan 11	126.3	0.5	12.3	31.0	21.9	14.4	21.5	14.8	5.9	4.0	126.3
FEMALE											
1989 Aug 10	93.2	0.5	13.8	30.9	15.9	8.6	12.1	8.8	2.6	0.1	93.2
Sept 14	102.6	0.5	14.1	33.1	16.6	9.4	15.5	10.5	2.8	0.1	102.6
Oct 12	110.4	0.4	19.7	35.4	17.3	9.8	14.4	10.3	3.0	0.1	110.4
Nov 9	91.1	0.4	13.9	26.5	15.6	8.7	13.1	10.0	2.9	—	91.1
Dec 14	70.7	0.3	10.6	20.9	12.4	6.6	9.9	7.6	2.3	—	70.7
1990 Jan 11	66.7	0.4	8.8	18.2	12.1	6.8	10.3	7.7	2.3	0.1	66.7
Changes on a year earlier											
MALE											
1989 Aug 10	-18.1	-9.3	-1.5	-2.7	1.0	-0.1	-1.8	-1.2	-0.8	-1.6	-18.1
Sept 14	-5.2	-9.1	1.7	3.0	4.1	2.5	1.9	1.3	0.3	-0.6	-5.2
Oct 12	-69.5	-27.1	-6.3	-13.2	-5.7	-4.3	-6.6	-2.9	-1.4	-1.9	-69.5
Nov 9	-25.9	-1.5	-3.4	-7.7	-2.8	-2.5	-4.1	-1.6	-0.8	-1.6	-25.9
Dec 14	-27.6	-0.8	-3.3	-7.9	-3.7	-2.5	-4.4	-2.1	-1.1	-1.8	-27.6
1990 Jan 11	-9.1	-0.4	-0.8	-2.6	-0.4	-0.5	-1.4	-0.4	-1.5	-1.2	-9.1
FEMALE											
1989 Aug 10	-18.1	-7.3	-1.2	-3.9	-2.0	-1.3	-1.6	-0.4	-0.3	—	-18.1
Sept 14	-1.9	-7.0	0.9	0.8	-1.2	-0.1	0.6	1.4	0.2	—	-1.9
Oct 12	-57.7	-20.7	-5.9	-11.9	-6.8	-4.0	-5.5	-2.1	0.8	-0.1	-57.7
Nov 9	-22.1	-1.2	-3.3	-7.1	-3.9	-2.1	-3.0	-0.9	-0.6	—	-22.1
Dec 14	-22.1	-0.6	-3.7	-7.0	-3.5	-2.3	-3.1	-1.4	-0.5	—	-22.1
1990 Jan 11	-11.1	-0.3	-1.4	-3.4	-2.3	-1.5	-1.4	-0.3	-0.4	—	-11.1

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records. See also footnote † to *table 2.1*.

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire 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	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1988 Q3	3,155	1,310	368	2,429	1,199	1,311	2,013	4,524	3,390	18,389	1,555	4,412	24,356
1988 Q4	2,726	1,219	300	1,635	906	2,273	1,745	4,731	2,262	16,578	1,345	3,759	21,682
1989 Q1	2,537	1,247	157	1,410	1,478	3,325	975	5,312	3,725	18,919	2,765	5,578	27,262
1989 Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
1989 Q3	3,721	1,193	2,216	445	1,977	2,460	4,781	3,784	1,617	21,001	2,623	3,651	27,275
1989 Jan	637	242	74	434	704	498	391	1,328	1,409	5,475	486	1,272	7,233
1989 Feb	989	535	65	382	338	597	318	2,403	1,074	6,166	440	1,508	8,114
1989 Mar	911	470	18	594	436	2,230	266	1,581	1,242	7,278	1,839	2,798	11,915
1989 Apr	762	66	205	900	852	849	478	1,642	852	6,540	931	1,225	8,696
1989 May	872	232	217	147	372	515	915	1,698	790	5,526	668	1,302	7,496
1989 June	1,321	310	199	587	593	1,260	1,159	2,827	985	8,931	760	1,088	10,779
1989 July	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
1989 Aug	1,251	398	62	231	778	1,496	2,565	1,149	478	8,010	1,647	1,046	10,703
1989 Sept	1,235	465	705	26	615	495	1,211	1,418	395	6,100	523	912	7,535
1989 Oct	745	223	328	37	352	271	626	1,161	491	4,011	152	674	4,837
1989 Nov	591	90	79	23	561	563	1,888	909	526	5,140	184	723	6,047
1989 Dec*	1,924	351	366	95	1,483	838	1,200	1,650	741	703	932	932	9,932
1990 Jan*	532	115	309	23	494	150	170	702	412	2,792	225	278	3,295

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

2.31 CONFIRMED REDUNDANCIES † Industry

SIC 1980	Division Class	1987		1988		1988		1989			1989		1990	
		1987	1988	Q3	Q4	Q1	Q2	Q3	Nov	Dec*	Jan*	1989	1990	
Agriculture, forestry and fishing	0	489	169	22	34	76	0	0	0	0	0	0	0	34
Coal extraction and coke	11-12	13,498	10,933	213	694	4,940	3,395	4,866	210	175	0	0	0	0
Mineral oil and natural gas	13-14	1,431	203	0	20	55	114	1	0	0	0	0	0	0
Electricity, gas, other energy and water	15-17	590	527	133	94	199	74	193	14	12	21	21	21	21
Energy and water supply industries	1	15,519	11,663	346	808	5,194	3,583	5,060	224	187	21	21	21	21
Extraction of other minerals and ores	21,23	137	314	36	21	9	27	52	21	46	0	0	0	0
Metal manufacture	22	2,983	1,649	265	381	415	270	286	148	502	126	126	126	126
Manufacture of non-metallic products	24	1,934	1,501	131	194	330	242	354	219	253	56	56	56	56
Chemicals and man-made fibres	25-26	3,518	1,941	710	342	561	396	287	103	103	178	178	178	178
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2	8,572	5,405	1,142	938	1,315	935	979	491	904	360	360	360	360
Manufacture of metal goods	31	4,918	2,043	314	441	520	476	631	205	446	20	20	20	20
Mechanical engineering	32	16,726	16,127	5,077	2,767	1,966	2,068	1,652	912	891	210	210	210	210
Manufacture of office machinery and data processing equipment	33	1,261	410	147	86	598	669	295	12	0	0	0	0	0
Electrical and electronic engineering	34	13,222	6,800	993	1,348	1,550	2,284	1,895	235	1,317	268	268	268	268
Manufacture of motor vehicles	35	3,842	1,517	68	358	492	512	380	430	112	62	62	62	62
Manufacture of other transport equipment	36	8,917	5,200	1,172	705	2,508	682	429	15	39	108	108	108	108
Instrument engineering	37	717	505	64	124	235	323	259	0	80	14	14	14	14
Metal goods, engineering and vehicles industries	3	49,603	32,602	7,835	5,829	7,869	7,014	5,541	1,809	2,885	682	682	682	682
Food, drink and tobacco	41-42	10,922	10,639	1,961	2,409	1,204	2,296	2,207	334	347	77	77	77	77
Textiles	43	4,382	4,859	943	2,333	1,483	1,690	1,067	993	1,224	250	250	250	250
Leather, footwear and clothing	44-45	3,167	3,969	983	1,095	1,178	1,662	968	234	566	65	65	65	65
Timber and furniture	46	1,800	1,610	617	270	286	440	735	43	269	339	339	339	339
Paper, printing and publishing	47	4,354	3,983	952	836	634	1,440	628	73	300	235	235	235	235
Other manufacturing industries	48-49	4,177	2,533	731	695	552	622	485	192	653	115	115	115	115
Other manufacturing industries	4	28,802	27,593	6,187	7,638	5,337	8,150	6,090	1,869	3,359	1,081	1,081	1,081	1,081
Construction	5	10,615	7,784	2,346	1,502	2,140	1,197	888	688	862	216	216	216	216
Wholesale distribution	61-63	5,280	3,378	878	698	559	1,053	809	168	250	45	45	45	45
Retail distribution	64-65	8,657	6,324	1,581	784	599	1,389	915	253	339	142	142	142	142
Hotel and catering	66	2,342	1,234	530	177	215	186	145	102	21	67	67	67	67
Repair of consumer goods and vehicles	67	834	84	30	14	240	21	137	11	34	0	0	0	0
Distribution, hotels and catering, repairs	6	17,113	11,020	3,019	1,673	1,613	2,649	2,006	534	644	254	254	254	254
Transport	71-77	4,256	4,841	1,299	1,334	1,707	867	835	102	461	87	87	87	87
Telecommunications	79	648	197	27	56	28	20	21	0	0	0	0	0	0
Transport and communication	7	4,904	5,038	1,326	1,390	1,735	887	856	102	461	87	87	87	87
Insurance, banking, finance and business services	8	1,789	1,151	305	92	207	642	477	62	165	32	32	32	32
Public administration and defence	91-94	3,569	3,782	1,201	1,354	1,086	1,121	4,441	78	422	385	385	385	385
Medical and other health services	95	2,068	773	98	361	476	189	509	139	29	143	143	143	143
Other services nes	96-99,00	1,092	950	529	63	214	604	428	51	14	0	0	0	0
Other services	9	6,729	5,505	1,828	1,778	1,914	5,378	2,668	465	465	528	528	528	528
All production industries	1-4	102,496	77,263	15,510	15,213	19,715	19,682	17,670	4,393	7,335	2,144	2,144	2,144	2,144
All manufacturing industries	2-4	86,977	65,600	15,164	14,405	14,521	16,099	12,610	4,169	7,148	2,123	2,123	2,123	2,123
All service industries	6-9	30,535	22,714	6,478	4,933	5,331	6,092	8,717	966	1,735	901	901	901	901
ALL INDUSTRIES AND SERVICES	0-9	144,135	107,930	24,356	21,682	27,262	26,971	27,275	6,047	9,932	3,295	3,295	3,295	3,295

* Provisional figures as at February 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 10,000 in December and 6,000 in January.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

VACANCIES 3.1 UK vacancies at jobcentres*: seasonally adjusted

UNITED KINGDOM	THOUSAND			
	UNFILLED VACANCIES			PLACINGS
	Level	Change since previous month	Average change over 3 months ended	Average change over 3 months ended
1984	150.2			193.9
1985	162.1			201.6
1986	188.8			212.2
1987	235.4			226.4
1988	248.6			231.2
1988 Jan	252.6	-2.0	-0.6	229.7
1988 Feb	251.2	-1.4	-3.6	232.1
1988 Mar	251.2		-1.1	233.7
1988 Apr	256.8	5.6	1.4	232.1
1988 May	256.3	-0.5	1.7	232.8
1988 June	253.6	-2.7	0.8	229.9
1988 July	250.3	-3.3	-2.2	231.7
1988 Aug	245.2	-5.1	-3.7	229.4
1988 Sept	242.4	-2.8	-3.7	228.7
1988 Oct	244.8	2.4	-1.8	231.4
1988 Nov	241.5	-3.3	-1.2	232.1
1988 Dec	237.8	-3.7		

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	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1984	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8
1985	62.3	25.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989														
Jan	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	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	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	72.4	24.0	8.5	19.6	21.2	12.8	12.9	23.1	10.6	13.0	20.2	214.3	2.5	216.8
May	74.0	24.0	8.4	21.6	20.8	13.4	13.3	24.5	11.0	14.5	21.5	223.0	2.5	225.4
June	79.5	25.2	9.3	23.0	20.8	13.6	14.5	26.4	11.9	15.7	23.3	238.0	2.6	240.6
July	75.0	23.5	8.9	20.5	20.1	13.0	13.2	24.9	11.4	15.5	23.1	225.6	2.7	228.2
Aug	69.6	21.9	8.3	18.4	18.9	12.7	13.4	24.7	10.8	15.1	22.7	214.6	2.6	217.2
Sept	75.8	24.2	9.1	19.4	21.9	14.0	14.5	28.6	11.7	15.6	24.5	235.1	3.1	238.2
Oct	77.6	26.1	9.1	18.8	22.2	14.4	14.9	29.2	11.6	15.6	25.2	238.6	3.5	242.2
Nov	69.5	23.5	7.8	16.9	20.6	13.1	13.4	26.4	10.4	13.9	25.3	217.5	3.1	220.6
Dec	56.9	19.2	6.4	13.4	16.2	11.0	10.8	21.5	9.1	11.3	21.9	178.3	2.7	181.1
1990 Jan	52.8	17.4	6.0	12.5	16.0	10.5	10.6	20.5	9.0	11.1	19.8	168.8	2.6	171.4
Vacancies at careers offices														
1984	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1985	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989														
Jan	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	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	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	13.7	6.9	1.1	1.5	2.1	1.5	1.3	1.3	0.4	0.3	0.6	23.7	1.4	25.1
May	14.7	7.0	1.2	1.6	2.5	1.7	1.4	1.6	0.5	0.4	0.7	26.1	1.3	27.4
June	19.6	10.8	1.5	2.0	3.5	2.2	1.3	1.8	0.6	0.5	1.0	33.9	1.3	35.2
July	19.3	10.3	1.4	1.9	3.4	2.0	1.3	1.7	0.6	0.5	0.9	33.1	1.2	34.3
Aug	17.2	9.0	1.3	1.9	3.3	1.7	1.4	1.7	0.5	0.5	0.9	30.4	1.3	31.6
Sept	14.9	7.4	1.2	1.7	3.7	1.5	1.5	2.1	0.6	0.5	1.0	28.6	1.5	30.1
Oct	13.2	6.6	0.9	1.6	3.5	1.5	1.3	1.7	0.5	0.4	0.8	25.4	1.5	26.9
Nov	11.5	5.8	0.9	1.3	3.2	1.3	1.1	1.4	0.5	0.3	0.9	22.3	1.5	23.8
Dec	10.4	5.7	0.5	1.1	2.2	1.1	0.9	1.2	0.4	0.2	1.1	19.1	1.3	20.4
1990 Jan	9.9	5.6	0.5	0.9	2.0	1.0	0.9	1.3	0.4	0.2	1.1	18.2	1.2	19.4

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

† 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	12 months to December 1988			12 months to December 1989		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	154	92,400	222,000	149	28,500	51,000
Coke, mineral oil and natural gas	1	—	—	2	200	2,000
Electricity, gas, other energy and water	5	2,000	16,000	5	9,800	18,000
Metal processing and manufacture	10	1,800	11,000	11	2,400	12,000
Mineral processing and manufacture	8	1,200	8,000	10	1,200	5,000
Chemicals and man-made fibres	11	2,500	25,000	1	—	—
Metal goods nes	21	4,100	36,000	16	2,600	25,000
Engineering	68	22,000	76,000	47	22,100	200,000
Motor vehicles	56	76,100	530,000	56	51,000	107,000
Other transport equipment	38	39,000	803,000	16	24,200	279,000
Food, drink and tobacco	25	8,200	48,000	13	3,300	33,000
Textiles	13	14,100	75,000	7	1,200	6,000
Footwear and clothing	14	3,200	16,000	8	1,400	10,000
furniture	6	400	2,000	5	1,100	4,000
Paper, printing and publishing	4	500	3,000	12	2,100	30,000
Other manufacturing industries	13	2,200	7,000	12	2,300	5,000
Construction	16	4,000	17,000	40	19,400	128,000
Distribution, hotels and catering, repairs	14	700	3,000	15	4,200	11,000
Transport services and communication	149	310,000	1,472,000	55	89,400	475,000
Supporting and misc. transport services	27	11,700	18,000	13	25,600	157,000
Banking, finance, insurance, business services and leasing	2	600	1,000	5	1,800	2,000
Public administration, education and health services	125	191,200	290,000	166	421,800	2,354,000
Other services	15	2,500	26,000	11	13,400	154,000
All industries and services	781 **	790,300	3,702,000	672 **	729,100	4,068,000

* 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.

Prominent stoppages in quarter ending December 31, 1989

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost	Cause or object
	Began in quarter	Ended	Directly	Indirectly		
Metal goods n.e.s. Cheshire	09.10.89	11.12.89	250	—	12,000	Over pay claim
Other transport equipment Various areas in England and Scotland	30.10.89	cont'd	9,000	—	310,000	Over claim for 35 hour working week
Motor Vehicles Cheshire and Bedfordshire	04.10.89	04.12.89	9,800	—	37,000	For improved pay award
West Midlands	09.10.89	10.10.89	1,900	500	5,000	Protest over medical facilities
Various areas in England and Wales	06.11.89	cont'd	8,300	—	11,000	For improved pay award
Food, drink tobacco Shropshire	29.11.89	cont'd	500	—	6,000	Employes laid off in action over pay
Paper, printing and publishing Various areas in England	04.09.89	13.10.89	500	800	13,000	For an increased pay offer (Total days lost 26,000)
Construction Tyne and Wear	25.10.89	17.11.89	300	—	5,000	Over pay and hours
Cumbria	20.09.89	06.10.89	1,700	—	3,000	Dispute over travelling allowance (Total days lost 9,000)
Distribution, hotels, catering Scotland	30.09.89	26.10.89	2,000	—	4,000	Over wage rates (Total days lost 6,000)
Supporting transport services Greater Manchester	01.12.89	21.12.89	500	8,000	24,000	Dispute over new shift roster
Public administration, education Various areas in England and Scotland	07.08.89	cont'd	1,900	—	47,000	Over staffing levels
Greater London	02.10.89	27.10.89	2,500	—	50,000	Over suspension of union official
Various areas in Great Britain	17.10.89	cont'd	27,500	200	42,000	Over pay and flexibility
Medical and health services Various areas in England and Wales	24.10.89	cont'd	6,600	—	121,000	For an improved pay award
Other services Scotland	07.11.89	cont'd	300	—	11,000	Other pay matters and employment conditions

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

Stoppages: December 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	35	54,400	270,000
of which, stoppages:			
Beginning in month	21	15,500*	33,000
Continuing from earlier months	14	38,900**	237,000

* Includes 7,000 directly involved.

** Includes 1,000 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1989 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to December 1989		
	Stoppages	Workers involved	Working days lost
Pay—wage-rates and earnings levels	234	587,200	3,189,000
—extra-wage and fringe benefits	26	11,700	36,000
Duration and pattern of hours worked	20	20,100	347,000
Redundancy questions	33	27,600	164,000
Trade union matters	29	8,700	100,000
Working conditions and supervision	72	22,700	58,000
Manning and work allocation	212	43,800	147,000
Dismissal and other disciplinary measures	46	7,300	26,000
All causes	672	729,100	4,068,000

4.2 INDUSTRIAL DISPUTES †

Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
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
1989	664	672	730	730	4,068	716
1987 Dec	55	72	27	35	60	20
1988 Jan	82	93	33	64	106	29
1988 Feb	104	128	123	152	655	395
1988 Mar	70	99	32	49	259	167
1988 Apr	45	55	15	18	66	11
1988 May	65	78	36	41	140	54
1988 June	73	89	34	43	306	270
1988 July	51	71	18	37	349	187
1988 Aug	51	62	135	151	431	286
1988 Sept	53	63	161	183	1,115	45
1988 Oct	73	83	26	33	53	32
1988 Nov	70	85	134	152	183	34
1988 Dec	33	49	12	18	38	8
1989 Jan	53	61	13	13	42	11
1989 Feb	75	92	26	29	64	30
1989 Mar	63	75	26	27	80	51
1989 Apr	56	74	37	46	106	36
1989 May	83	100	32	55	184	82
1989 Jun	61	89	75	104	257	28
1989 Jul	54	84	389	478	2,423	24
1989 Aug	51	59	6	22	97	22
1989 Sept	62	71	25	25	70	29
1989 Oct	52	64	62	69	162	52
1989 Nov	33	45	22	40	62	21
1989 Dec	21	35	17	54	270	140

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

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(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	44	698	281	253	367	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	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43-45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 and 00)
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
1989	54	37	200	107	279	16	77	128	632	2538
1987 Dec	10	3	—	11	1	—	4	1	17	11
1988 Jan	40	5	5	6	6	—	2	3	9	25
1988 Feb	146	7	6	365	3	—	13	—	59	54
1988 Mar	6	8	6	127	1	—	19	—	57	29
1988 Apr	1	6	3	—	—	—	2	4	42	7
1988 May	1	6	3	—	—	—	6	3	65	17
1988 Jun	2	6	7	—	—	—	216	6	20	10
1988 July	3	—	8	—	—	—	281	4	20	15
1988 Aug	2	—	1	—	—	—	8	1	134	8
1988 Sept	6	3	18	4	5	—	5	1	1,036	27
1988 Oct	1	1	9	7	9	—	5	1	6	14
1988 Nov	5	3	1	16	8	—	4	3	21	123
1988 Dec	9	2	3	1	—	—	1	—	15	5
1989 Jan	4	2	6	1	1	—	2	1	17	9
1989 Feb	2	2	8	5	1	—	9	6	16	10
1989 Mar	4	4	20	3	8	—	15	6	—	20
1989 Apr	6	1	10	10	7	—	7	22	—	23
1989 May	2	7	48	21	—	—	1	15	38	47
1989 Jun	6	2	16	1	1	—	5	20	153	51
1989 Jul	10	3	8	—	8	—	2	29	339	2,020
1989 Aug	4	2	—	—	11	—	1	14	5	56
1989 Sept	4	—	7	7	—	—	14	9	2	95
1989 Oct	4	5	4	18	—	—	14	5	2	89
1989 Nov	6	6	44	30	—	—	2	9	2	—
1989 Dec	3	2	22	9	101	—	6	—	26	101

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

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980		Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)				
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted			
										Per cent change over previous 12 months	Underlying*	Per cent change over previous 12 months	Underlying*	Per cent change over previous 12 months	Underlying*
1988=100												
1988 Annual averages	100.0			100.0		100.0		100.0				
1988 Jan	95.4	96.5		95.8	96.2	95.8	96.1	95.4	96.6			
1988 Feb	95.5	96.9		95.6	96.3	95.3	95.9	96.0	97.1			
1988 Mar	98.3	98.2		98.0	97.9	97.8	97.6	98.6	98.6			
1988 Apr	97.8	97.9		98.8	99.1	98.9	99.0	97.3	97.6			
1988 May	98.4	98.5		99.3	99.2	99.5	99.9	98.0	98.3			
1988 June	99.8	99.2		100.6	99.3	100.4	99.2	99.6	99.8			
1988 July	101.3	100.2		101.1	100.0	101.3	100.2	101.3	100.0			
1988 Aug	100.3	100.1		99.5	100.4	99.9	100.6	100.5	99.7			
1988 Sept	100.9	101.1		100.2	101.2	100.5	101.4	100.6	100.5			
1988 Oct	101.7	102.2		101.8	102.2	101.9	102.6	101.2	101.7			
1988 Nov	103.7	103.3		103.6	103.1	103.7	103.1	103.6	103.7			
1988 Dec	106.9	105.8		105.5	104.6	105.3	104.6	107.9	106.3			
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9
1989 Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4
1989 Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4
1989 Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4
1989 May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4
1989 June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4
1989 July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9
1989 Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4
1989 Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9
1989 Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9	111.0	111.8	9.0	9 1/4
1989 Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4	112.9	112.2	8.8	9
1989 Dec	114.6	113.4	7.2	9 1/4	113.9	113.0	8.0	8 3/4	114.3	113.5	8.5	9

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

GREAT BRITAIN SIC 1980		Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)				
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted			
										Per cent change over previous 12 months	Underlying*	Per cent change over previous 12 months	Underlying*	Per cent change over previous 12 months	Underlying*
1985=100												
1985 Annual averages	100.0			100.0		100.0		100.0				
1986	107.9			107.7		108.0		107.7				
1987	116.3			116.3		116.7		116.0				
1988	126.4			126.2		126.5		126.2				
1988 Jan	120.4	121.8	8.7	8 1/2	121.1	121.7	8.5	8 1/2	121.3	121.7	8.0	8 1/2
1988 Feb	120.3	122.0	8.2	8 1/2	120.3	121.1	7.1	8 1/2	119.9	120.7	6.3	8 1/2
1988 Mar	124.0	124.0	9.5	8 1/2	123.3	123.2	8.8	8 1/2	123.4	123.1	8.6	8 1/2
1988 Apr	124.3	124.4	8.9	8 1/2	124.7	125.2	9.4	8 3/4	125.4	125.6	9.6	8 1/2
1988 May	124.1	124.2	7.6	8 1/2	124.9	124.9	8.9	8 3/4	125.5	126.0	9.4	8 1/2
1988 June	125.9	125.1	8.1	8 3/4	126.6	125.0	8.0	8	126.8	125.3	8.3	9
1988 July	128.3	126.9	8.5	9	127.9	126.6	8.3	9	128.4	127.0	8.6	9
1988 Aug	126.8	126.6	8.1	9 1/4	125.6	126.7	8.3	8 3/4	126.4	127.2	8.1	9
1988 Sept	127.3	127.6	8.7	9 1/4	126.4	127.6	8.0	8 3/4	127.1	128.3	8.2	8 3/4
1988 Oct	128.9	129.5	9.0	9	128.7	129.2	8.2	8 1/2	129.2	130.1	8.5	8 3/4
1988 Nov	131.2	130.7	8.7	8 3/4	130.8	130.2	8.7	8 3/4	131.2	130.4	8.6	8 3/4
1988 Dec	135.7	134.3	11.0	8 3/4	133.5	132.4	9.1	8 3/4	133.4	132.5	9.1	9
1989 Jan	131.8	133.3	9.4	9	132.6	133.2	9.4	9	132.7	133.2	9.4	9
1989 Feb	132.0	133.8	9.7	9 1/4	132.2	133.2	10.0	9	132.5	133.4	10.5	9 1/4
1989 Mar	134.9	134.9	8.8	9 1/4	133.4	133.4	8.3	9	134.2	133.9	8.8	9 1/4
1989 Apr	135.6	135.7	9.1	9 1/4	136.0	136.5	9.0	9	136.5	136.7	8.8	9 1/4
1989 May	135.9	136.1	9.6	9 1/4	136.1	136.1	9.0	9	136.7	137.2	8.9	9 1/4
1989 June	137.6	136.8	9.4	9	137.5	135.7	8.6	9	138.0	136.4	8.9	9
1989 July	139.5	138.1	8.8	9	139.6	138.1	9.1	9	140.4	138.9	9.4	9 1/4

EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering (33, 34, 37)	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01, 02)	(11)	(13, 14)	(15-17)	(21, 22)	(23, 24)	(25, 26)	(32)	(35)	(36)	(31)	(41, 42)	
1988 Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.4	
Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	95.0	
Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	95.6	
Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.6	99.3	
May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	100.5	
June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	100.2	101.3	
July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	100.1	
Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	98.8	
Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.2	
Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.6	
Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	104.6	
Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	106.8	
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	
Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	
Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	
Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	
May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	106.4	111.5	109.6	
June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	108.7	
July	110.5	114.7	111.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.6	
Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	108.9	
Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	110.2	
Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	
Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	
[Dec]	119.2	119.2	118.7	114.4	109.1	114.5	120.3	115.2	113.9	119.4	116.6	110.9	

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31, 37)	(41-42)
1985 Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	105.5	113.3	109.5	106.9	106.5	107.8	107.9	106.9	108.0	108.7	107.9	107.4	108.7
1987	112.2	121.6	120.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9
1988	117.7	135.8	133.0	122.0	128.0	126.2	126.9	125.3	128.5	129.0	120.0	126.3	126.3
1988 Jan	106.1	128.1	127.0	116.0	126.2	120.6	121.3	120.2	124.6	120.0	118.8	120.7	121.2
Feb	105.0	116.8	125.8	115.6	115.7	121.3	120.3	121.4	125.7	102.5	119.0	123.2	121.2
Mar	108.0	131.9	126.9	116.0	117.6	123.5	120.5	124.6	126.1	132.9	119.9	122.7	121.2
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
May	112.1	134.2	138.8	123.5	120.1	126.3	125.1	124.3	126.5	129.9	119.0	125.7	126.6
June	115.2	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6
July	118.7	139.7	134.2	125.5	141.7	127.9	126.0	126.7	128.7	135.8	114.3	128.0	125.7
Aug	128.8	138.5	131.2	125.8	129.8	124.8	125.9	124.9	127.1	129.5	111.6	127.1	125.0
Sept	134.4	140.9	131.4	124.0	123.4	127.4	126.1	125.4	128.0	128.5	121.8	127.3	126.0
Oct	136.9	141.8	134.6	124.9	142.9	126.1	128.4	127.4	130.7	129.0	124.5	128.2	127.0
Nov	116.1	142.1	147.2	125.3	124.2	127.9	139.2	129.5	131.7	136.3	126.1	131.3	133.2
Dec	119.2	140.7	141.0	124.2	134.1	136.3	138.5	132.6	135.1	139.4	134.0	130.5	135.2
1989 Jan	113.5	144.8	143.7	123.0	138.4	129.6	131.3	132.7	135.3	137.0	131.8	132.8	130.6
Feb	112.1	145.7	141.3	124.2	126.3	131.6	130.6	133.0	134.8	139.8	132.1	133.2	130.4
Mar	115.9	151.1	137.9	129.6	130.4	130.5	130.5	134.8	138.2	141.4	136.7	132.9	134.2
April	120.2	152.6	142.5	128.9	150.0	133.3	135.9	136.3	138.1	137.6	135.0	134.3	138.3
May	121.9	149.6	152.1	131.3	132.1	135.1	136.7	135.1	139.6	141.4	135.6	136.5	138.5
June	121.5	150.6	145.4	134.2	129.8	140.3	136.0	136.9	141.6	143.4	142.1	138.0	137.8
July	130.1	152.6	156.8	139.6	156.5	137.9	137.0	139.2	141.9	145.1	138.1	140.0	139.7

* England and Wales only.
Note: Figures for years 1980-7, inclusive, were published in Employment Gazette, February 1989.
The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superseded by the 1988=100 series which begins in January 1988 and is given in full above.

Average earnings index: all employees: by industry (not seasonally adjusted) **EARNINGS 5.3**

Textiles	Leather footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services††	Whole economy	SIC 1980 CLASS
(43)	(44, 45)	(46)	(47)	(48, 49)	(50)	(61, 62, 64, 65, 67)	(66)	(71, 72, 75-77, 79)	(81-82, 83pt., 84pt.)	(91-92pt.)	(93, 95)	(97pt., 98pt.)	(100)	1988 Annual average
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988 Annual average
96.2	97.0	100.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan
96.3	97.5	100.0	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	Feb
98.7	100.0	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	96.3	Mar
98.6	100.6	100.0	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8	Apr
98.9	100.1	100.0	99.7	99.7	99.0	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4	May
101.7	101.6	100.0	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8	June
102.6	101.0	100.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3	July
99.8	100.6	100.0	101.3	100.2	99.0	102.1	99.7	100.2	98.6	100.2	102.8	100.2	100.3	Aug
100.6	99.3	100.0	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9	Sept
101.3	100.2	100.0	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	Oct
103.5	101.0	100.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7	Nov
101.6	101.5	100.0	102.4	104.1	107.8	102.6	103.9	102.8	106.0	104.3	101.8	106.6	106.9	Dec
102.4	104.0	100.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan
103.1	104.7	100.0	101.6	107.2	106.0	103.6	103.6	103.0	105.1	105.9	102.7	104.7	104.6	Feb
102.0	106.6	100.0	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	Mar
104.7	105.3	100.0	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	Apr
107.2	107.1	100.0	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5	May
110.6	108.4	100.0	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1	June
109.6	108.9	100.0	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.6	July
107.8	106.2	100.0	106.8	107.6	109.3	107.5	106.3	107.2	108.0	106.8	111.8	110.5	109.1	Aug
108.7	107.8	100.0	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.8		

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										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 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	114.20	89.52	114.20
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	38.9	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										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	pence 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										
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	pence 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)
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	£ 148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	...	...
134.81	163.40	235.17	177.70	182.25	208.70	171.25	...	...
142.55	174.76	253.77	190.88	197.92	222.22	180.62	...	...
153.01	186.54	269.67	207.04	213.59	237.16	200.01	...	...
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	...	...
41.7	43.6	42.1	43.4	42.7	41.3	44.0	...	...
42.0	44.4	43.0	43.7	43.5	41.4	44.1	...	...
41.5	43.8	42.9	43.7	43.6	41.7	44.6	...	...
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	...	...
323.6	374.7	558.6	409.6	426.8	504.9	389.3	...	...
339.7	393.9	590.7	436.3	455.1	536.3	409.4	...	...
368.4	425.4	628.1	473.6	489.6	568.1	448.3	...	...
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	...	...
89.55	121.09	139.81	107.39	110.48	157.49	98.55	...	...
96.51	128.43	152.00	113.63	118.79	163.79	104.68	...	...
102.63	137.79	163.55	123.37	128.82	183.91	107.21	...	...
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
37.1	38.7	38.5	38.6	38.1	36.9	38.3	...	...
36.8	38.4	38.7	38.5	38.1	39.4	37.8	...	...
37.2	39.1	39.2	38.7	38.4	38.6	38.0	...	...
37.0	39.2	39.5	39.3	38.7	39.4	38.4	...	...
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9
229.9	292.4	335.9	254.5	271.0	336.4	250.4	...	...
243.3	315.5	361.3	278.8	289.7	399.4	260.8	...	...
259.8	328.3	387.7	293.7	309.5	424.7	275.8	...	...
277.7	351.9	414.3	313.7	332.8	466.8	279.5	...	...
82.96	129.37	170.39	127.29	132.98	168.43	139.80	160.58	£ 138.74
88.13	136.00	182.49	136.87	143.09	179.22	147.59	171.39	148.69
95.10	149.83	198.21	145.72	155.04	192.65	160.11	181.06	160.39
99.31	159.09	215.74	161.91	164.74	208.03	170.99	193.47	171.02
106.78	170.20	233.61	171.85	178.54	221.48	180.30	206.73	184.10
113.66	181.70	247.94	187.21	192.55	236.44	199.61	218.52	198.57
38.2	42.5	41.4	42.0	41.5	40.7	43.6	46.2	42.4
38.1	42.4	41.7	42.1	41.7	40.7	43.3	46.5	42.5
38.2	43.6	41.6	42.2	41.8	41.1	43.9	46.4	42.8
37.9	43.1	41.4	42.3	41.6	41.3			

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours
			Excluding those whose pay was affected by absence							
April of each year										
ADULTS										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	197.6	203.2	44.4	4.59	4.44
Non-manual occupations										
1983	167.1	168.5	38.5	4.30	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
MEN										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
WOMEN										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78

Note: New Earnings Survey estimates.
* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1990 Standard Industrial Classifications.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

	Year	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	5.3	2.0	
	1987	643.90	84.5	10.6	6.7	0.9	5.8	2.1	
	1988	696.80	84.7	10.7	6.7	0.7	5.8	2.1	
Energy (excl. coal) and water supply**	1975	217.22	82.9	11.1	6.0	0.6	8.5	2.1	
	1978	324.00	78.2	11.2	6.9	0.4	12.2	2.2	
	1981	595.10	75.8	11.5	7.0	1.9	13.1	2.2	
	1984	811.41	77.7	11.5	5.5	1.9	12.1	2.8	
	1985	860.60	78.6	11.5	5.1	1.3	12.2	2.8	
	1986	964.60	75.4	11.4	4.9	5.3	11.7	2.7	
	1987	1,009.50	77.6	11.7	5.0	2.5	12.2	2.8	
	1988	1,062.00	79.0	12.3	5.1	0.9	12.2	2.8	
Construction	1975	156.95	90.2	7.2	6.3	0.2	1.7	1.6	
	1978	222.46	86.8	6.8	9.1	0.2	2.3	1.7	
	1981	357.43	85.0	7.8	9.9	0.6	2.8	1.7	
	1984	475.64	86.0	8.0	7.7	0.6	4.1	1.6	
	1985	511.20	86.6	8.0	7.2	0.5	4.1	1.6	
	1986	552.00	86.5	8.0	7.2	0.6	4.1	1.6	
	1987	594.50	86.7	8.1	7.2	0.3	4.1	1.7	
	1988	657.60	86.8	8.1	7.2	0.2	4.1	1.7	
SIC 1980									
Labour costs per unit of output ‡	1985 = 100			Per cent change over a year earlier				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	94.7	92.6	4.2
	1983	94.4	-1.2	104.8	95.1	94.8	97.1	95.6	3.2
	1984	96.2	1.9	89.5	97.0	98.4	97.1	95.6	4.6
	1985	100.0	4.0	100.0	100.0	100.0	100.0	100.0	4.9
	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
	1988	104.6	0.6	94					

Selected countries: wages per head: manufacturing (manual workers) EARNINGS 5.9

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(8) (10)
Annual averages																
1977	39.5	63.2	59	55	51.9	40.8	69	17	35	27.8	..	73	54	..	51.8	60
1978	45.3	66.8	64	58	57.2	46.0	73	21	40	32.2	..	77	58	..	56.3	65
1979	52.3	70.2	69	64	63.8	52.0	77	26	46	38.5	..	80	59	..	60.7	70
1980	61.5	76.2	75	70	70.9	59.8	82	33	56	47.0	..	83	65	..	66.0	76
1981	69.6	80.9	83	79	77.7	67.2	86	41	65	57.8	..	86	72	..	72.9	84
1982	77.4	85.9	88	88	85.4	78.9	90	55	74	67.7	..	92	79	..	78.7	89
1983	84.4	89.8	92	92	91.0	87.8	93	66	83	80.9	..	94	86	..	84.9	92
1984	91.7	94.3	96	96	95.3	94.6	96	83	92	90.2	97.0	95	93	90.9	93.0	96
1985	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100
1986	107.7	104.5	102	103	105.0	104.3	104	113	108	104.8	101.6	102	110	110.9	107.4	102
1987	116.3	107.7	104	106	114.6	107.6	108	124	113	111.5	103.2	103	128	119.3	114.3	104
1988	126.2	111.8	105	111	122.7	111.0	113	146	116	118.3	107.8	104	135	127.0	123.4	107
Quarterly averages																
1988 Q3	127.0	111.7	105	111	124.1	111.0	114	146	117	119.2	108.0	105	135	127.3	123.7	107
Q4	130.6	113.5	109	113	125.6	111.9	114	157	118	120.6	109.5	105	136	133.4	126.4	108
1989 Q1	132.8	114.4	109	115	125.2	112.8	114	167	120	122.4	111.6	105	137	134.2	131.6	109
Q2	136.1	116.0	109	116	128.5	114.3	117	..	..	124.7	113.1	105	145	135.9	135.5	109
Q3	138.5	..	110	117	..	115.2	118	..	..	126.5	114.1	106	..	..	136.5	110
Q4	141.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1989 Jan	132.5	112.9	..	115	125.1	112.8	114	..	..	122.1	112.6	105	..	..	127.4	109
Feb	133.1	113.0	..	115	124.8	..	..	..	..	122.1	110.3	105	..	..	132.9	109
Mar	132.9	117.2	109	115	125.8	..	..	..	..	122.8	111.8	105	..	..	134.5	109
Apr	136.6	110.4	..	116	128.1	114.3	117	..	..	123.0	112.2	105	..	..	134.7	109
May	135.8	116.3	..	115	129.1	..	..	..	..	125.5	112.6	105	..	..	136.7	109
June	136.0	121.2	109	116	128.3	..	..	..	..	125.8	114.8	105	..	..	135.1	109
July	138.2	114.3	..	116	..	115.2	118	..	..	126.3	112.6	106	..	..	137.3	110
Aug	137.9	115.8	..	117	..	..	..	..	..	126.5	116.3	106	..	..	135.1	109
Sept	139.4	..	110	118	..	..	..	..	..	126.8	113.5	106	..	..	137.3	111
Oct	140.4	..	..	119	..	..	..	..	..	126.8	113.7	106	..	..	138.3	110
Nov	141.0	..	..	..	..	..	..	..	..	..	114.7	..	..	..	..	111
Dec	143.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																
Annual averages																Per cent
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	9
1978	15	6	8	5	10	13	6	24	14	16	..	5	7	..	9	8
1979	15	5	8	10	12	13	5	24	15	20	..	4	2	..	8	8
1980	18	9	9	9	11	15	6	27	22	22	..	4	10	..	9	9
1981	13	6	11	13	10	12	5	34	16	23	..	4	11	..	10	4
1982	11	6	9	11	10	17	5	34	14	17	..	7	10	..	8	6
1983	9	4	5	4	7	11	3	20	12	19	..	2	9	..	8	3
1984	9	5	4	4	5	8	3	26	11	11	..	1	8	..	10	4
1985	9	6	4	4	5	6	4	20	9	11	3	5	8	10	8	4
1986	9	4	2	3	5	4	4	13	7	5	2	2	10	11	7	2
1987	8	3	2	3	9	3	4	10	6	6	2	1	16	8	6	2
1988	9	4	1	5	7	3	5	18	3	6	4	1	5	6	8	3
Quarterly averages																
1988 Q3	8	3	2	6	7	3	5	19	5	6	4	2	5	8	9	3
Q4	9	3	2	6	6	3	5	23	4	5	5	2	2	8	9	3
1989 Q1	9	4	6	6	5	3	4	20	4	6	5	1	3	11	10	3
Q2	9	4	5	5	4	4	4	..	..	6	6	1	7	8	9	3
Q3	9	..	5	5	..	4	4	..	..	6	6	1	..	..	10	3
Q4	8	..	..	..	..	..	4	..	..	..	..	..	..	..	..	..
Monthly																
1989 Jan	9	6	..	6	7	3	4	..	..	6	6	1	..	..	8	3
Feb	10	1	..	6	7	..	..	..	..	6	4	1	..	..	10	4
Mar	8	4	6	5	5	..	..	..	..	6	5	1	..	..	11	3
Apr	9	2	..	5	5	4	4	..	..	6	5	1	..	..	9	3
May	9	6	..	5	5	..	..	..	..	6	5	1	..	..	9	3
June	9	5	4	5	5	..	..	..	..	6	6	1	..	..	10	3
July	9	5	..	6	..	4	4	..	..	6	6	1	..	..	10	3
Aug	9	4	..	5	..	..	..	..	..	6	5	1	..	..	11	3
Sept	9	..	5	5	..	..	..	..	..	6	5	1	..	..	11	4
Oct	9	..	..	5	..	..	..	..	..	6	4	1	..	..	10	3
Nov	8	..	..	..	..	..	..	..	..	..	5	..	..	..	..	3
Dec	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD—Main Economic Indicators.

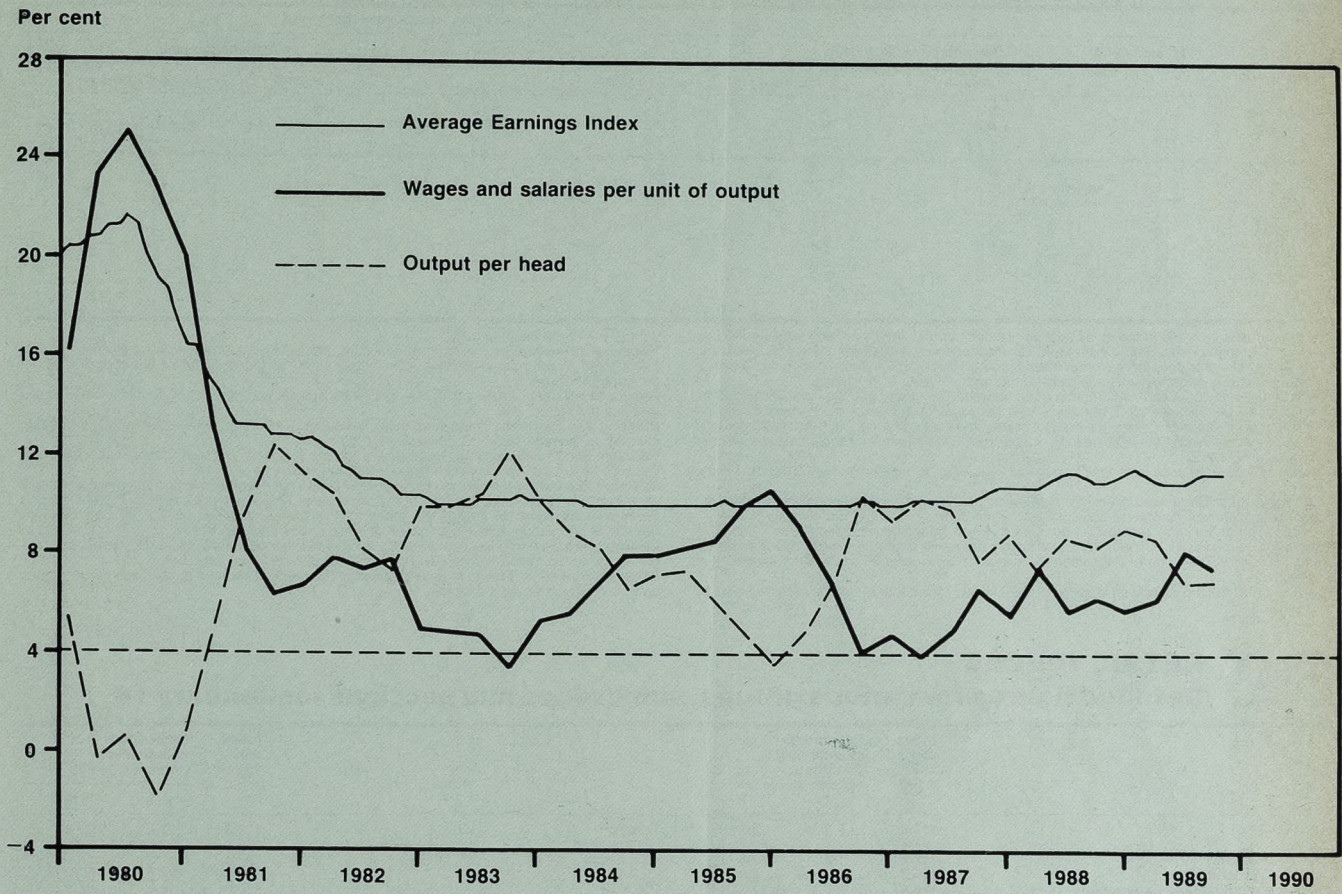
Notes: 1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.

3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 Including mining.

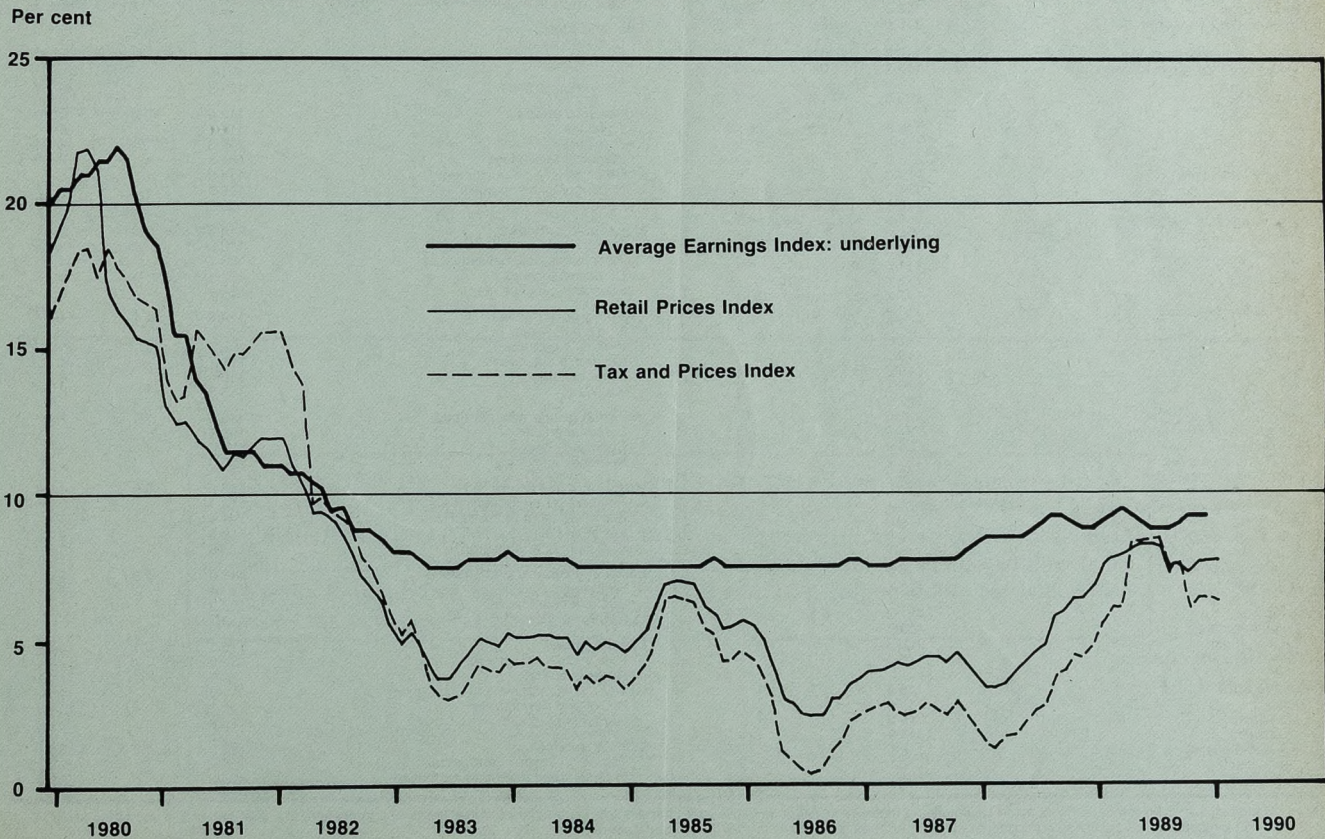
7 Including mining and transport.
8 Hourly earnings.
9 All industries.
10 Production workers.

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

C2



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	12 months
1989	Jan	111.0	0.6	4.0	7.5	111.2	0.6	4.0	
	Feb	111.8	0.7	3.6	7.8	111.9	0.6	3.5	
	Mar	112.3	0.4	3.6	7.9	112.4	0.4	3.4	
	Apr	114.3	1.8	4.4	8.0	114.4	1.8	4.2	
	May	115.0	0.6	4.5	8.3	115.1	0.6	4.4	
	Jun	115.4	0.3	4.6	8.3	115.6	0.4	4.6	
	July	115.5	0.1	4.1	8.2	115.9	0.3	4.2	
	Aug	115.8	0.3	3.6	7.3	116.2	0.3	3.8	
	Sept	116.6	0.7	3.8	7.6	117.0	0.7	4.1	
	Oct	117.5	0.8	2.8	7.3	117.9	0.8	3.1	
	Nov	118.5	0.9	3.0	7.7	118.9	0.8	3.3	
	Dec	118.8	0.3	2.9	7.7	119.0	0.1	2.9	
1990	Jan	119.5	0.6	3.5	7.7	119.6	0.5	3.2	

The 0.6 per cent increase in the index between December and January mainly reflected further sharp rises in food prices, dearer petrol and car maintenance, and a continuing rise in housing costs. There were also price increases for alcoholic drinks following Christmas discounts. The price rises were partially offset by seasonal sales reductions, particularly for clothing.

Food: Virtually all seasonal foods rose in price between December and January, leading to an increase of 4.7 per cent overall. The index for non-seasonal foods rose by 0.8 per cent during the period, mainly because of a rise in the price of poultry and continuing increases for bread, tea and beef. For food as a whole, the index rose by 1.3 per cent in the month, to stand 8.0 per cent higher than in January 1989.

Catering: There were price increases throughout this group. Its index rose by 0.9 per cent in the month.

Alcoholic drinks: There were increases for off-sales as many prices returned to normal following Christmas discounts. The group index rose by 0.7 per cent.

Tobacco: The group index rose by 0.1 per cent between December and January.

Housing: The increase of 0.7 per cent was mainly the result of the continuing rise in costs for owner-occupiers. There were also some increases in rents and in charges for repairs and maintenance.

Fuel and light: Further increases in the prices of fuel oils meant that the group index went up by

0.5 per cent over the month.

Household goods: There were sales reductions, particularly for furnishings and electrical goods, although these were partially offset by increases for consumables. This led to a reduction of 0.2 per cent for this group.

Household services: Increases in fees and subscriptions and the cost of domestic services led to a rise of 1.0 per cent.

Clothing and footwear: There were sales throughout this group, notably for women's clothing, causing an average fall of 2.1 per cent over the month.

Personal goods and services: Increases for chemists' goods and personal services pushed the index up by 1.1 per cent between December and January.

Motoring expenditure: Increases in the price of petrol, car maintenance and insurance were only partially offset by a drop in the cost of motor vehicles. The group index rose by 0.9 per cent.

Fares and other travel costs: The index for this group increased by 0.3 per cent between December and January, mainly because of a rise in bus and coach fares.

Leisure goods: Sale reductions for some audio-visual goods helped offset rises throughout the rest of the group, resulting in an overall rise of 0.1 per cent over the month.

Leisure services: Increases in entertainment and recreation charges pushed this group's index up by 1.0 per cent over the month.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for January 16

	Index Jan 1987 = 100	Percentage change over (months)			Index Jan 1987 = 100	Percentage change over (months)	
		1	12			1	12
ALL ITEMS	119.5	0.6	7.7	Tobacco	108.3	0.1	2.6
Food and catering	117.2	1.2	7.8	Cigarettes	108.4		2
Alcohol and tobacco	113.7	0.5	4.8	Tobacco	107.8		4
Housing and household expenditure	128.4	0.5	11.3	Housing	145.8	0.7	17.0
Personal expenditure	113.4	-1.0	5.6	Rent	125.9		10
Travel and leisure	114.8	0.7	4.6	Mortgage interest payments	190.6		32
All items excluding seasonal food	119.6	0.5	7.6	Rates and community charges	128.0		10
All items excluding food	120.2	0.4	7.6	Water and other payments	131.5		13
Seasonal food	116.3	4.7	12.7	Repairs and maintenance charges	120.1		8
Food excluding seasonal	116.0	0.8	7.2	Do-it yourself materials	116.2		6
All items excluding housing	114.6	0.5	5.6	Fuel and Light	110.6	0.5	6.1
All items exc mortgage interest	116.1	0.5	6.1	Coal and solid fuels	105.4		2
Consumer durables	108.0	-1.4	3.3	Electricity	115.7		7
Food	116.0	1.3	8.0	Gas	104.6		3
Bread	118.6		6	Oil and other fuels	124.5		39
Cereals	118.8		6	Household goods	112.0	-0.2	4.2
Biscuits and cakes	115.0		6	Furniture	112.7		5
Beef	124.2		6	Furnishings	112.6		4
Lamb	110.9		12	Electrical appliances	104.3		0
of which, home-killed lamb	109.8		13	Other household equipment	114.9		6
Pork	123.3		17	Household consumables	113.9		7
Bacon	111.6		9	Pet care	106.9		4
Poultry	111.6		9	Household services	116.3	1.0	5.4
Other meat	112.7		11	Postage	112.6		6
Fish	111.1		5	Telephones, telemessages, etc	105.7		4
of which, fresh fish	118.4		10	Domestic services	122.3		8
Butter	124.8		13	Fees and subscriptions	124.4		5
Oil and fats	111.0		4	Clothing and footwear	110.8	-2.1	4.6
Cheese	118.5		7	Men's outerwear	110.7		4
Eggs	118.7		14	Women's outerwear	106.7		4
Milk fresh	120.1		8	Children's outerwear	111.7		5
Milk products	122.0		8	Other clothing	115.0		6
Tea	122.0		12	Footwear	113.0		5
Coffee and other hot drinks	97.9		5	Personal goods and services	118.6	1.1	7.4
Soft drinks	124.0		3	Personal articles	105.9		3
Sugar and preserves	121.7		7	Chemists goods	120.2		8
Sweets and chocolates	105.7		4	Personal services	130.0		11
Potatoes	118.6		19	Motoring expenditure	115.0	0.9	4.0
of which, unprocessed potatoes	123.1		30	Purchase of motor vehicles	113.1		0
Vegetables	119.9		11	Maintenance of motor vehicles	121.9		8
of which, other fresh vegetables	119.5		13	Petrol and oil	109.0		9
Fruit	111.1		5	Vehicles tax and insurance	125.9		3
of which, fresh fruit	112.8		5	Fares and other travel costs	117.5	0.3	4.1
Other foods	114.7		7	Rail fares	117.4		0
Catering	121.2	0.9	7.2	Bus and coach fares	123.2		7
Restaurant meals	122.2		7	Other travel costs	112.7		5
Canteen meals	120.6		7	Leisure goods	110.1	0.1	4.8
Take-aways and snacks	120.0		7	Audio-visual equipment	89.5		-2
Alcoholic drink	116.3	0.7	5.8	Records and tapes	98.9		1
Beer	119.0		6	Toys, photographic and sport goods	111.2		4
on sales	119.9		7	Books and newspapers	126.7		10
off sales	111.9		4	Gardening products	120.4		7
Wines and spirits	112.5		5	Leisure services	119.6	1.0	6.7
on sales	116.1		6	Television licences and rentals	105.9		2
off sales	109.8		4	Entertainment and other recreation	128.8		9

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

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on January 16 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for

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

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

Average prices on January 16, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS							
Beef: home-killed				Butter			
Best beef mince	298	152	125-199	Home produced, per 250g	269	64	58-69
Topside	273	281	249-312	New Zealand, per 250g	259	63	59-67
Brisket (without bone)	223	193	159-219	Danish, per 250g	248	70	66-74
Rump steak *	306	353	288-405	Margarine			
Stewing steak	255	181	159-220	Soft 500g tub	259	39	25-69
Lamb: home-killed				Low fat spread	273	41	32-46
Loin (with bone)	286	241	182-298	Lard, per 250g	224	17	15-22
Shoulder (with bone)	284	118	94-156	Cheese			
Leg (with bone)	277	207	178-230	Cheddar type	284	152	128-189
Lamb: imported				Eggs			
Loin (with bone)	137	179	155-200	Size 2 (65-70g), per dozen	235	122	100-138
Shoulder (with bone)	145	90	76-109	Size 4 (55-60g), per dozen	182	112	92-126
Leg (with bone)	138	172	149-194	Milk			
Pork: home-killed				Pasteurised, per pint	310	29	25-30
Leg (foot off)	257	137	99-180	Skimmed, per pint	270	29	25-30
Belly *	282	103	85-119	Tea			
Loin (with bone)	265	175	145-199	loose, per 125g	268	48	37-60
Fillet (without bone)	226	243	168-339	Tea bags, per 250g	281	114	86-129
Bacon				Coffee			
Streaky *	245	123	108-148	Pure, instant, per 100g	575	143	96-186
Gammon *	244	215	165-257	Ground (filter fine), per 8oz	210	135	118-149
Back, vacuum packed	186	210	165-255	Sugar			
Back, not vacuum packed	228	196	164-238	Granulated, per kg	289	59	58-61
Ham (not shoulder), per 4oz	265	70	58-90	Fresh vegetables			
Sausages				Potatoes, old loose			
Pork	303	97	82-120	White	241	14	10-20
Beef	227	91	72-110	Red	69	15	10-17
Pork luncheon meat, 12oz can	153	50	39-59	Potatoes, new loose	0	0	0
Corned beef, 12oz can	182	88	79-105	Tomatoes	269	66	55-85
Chicken: roasted, oven ready				Cabbage, greens	266	32	18-59
Frozen, oven ready	189	74	62-95	Cabbage, hearted	276	26	16-35
Fresh or chilled 3lb,	200	92	75-110	Cauliflower, each	278	71	49-99
Fresh and smoked fish				Brussels sprouts	283	34	22-52
Cod filets	225	242	196-279	Carrots	320	22	15-29
Haddock filets	213	251	200-295	Onions	314	23	15-36
Mackerel, whole	196	88	64-115	Mushrooms, per 4oz	310	31	25-35
Kippers, with bone	239	106	89-130	Cucumber, each	311	67	50-79
Canned (red) salmon, half size can	171	183	158-225	Fresh fruit			
Bread				Apples, cooking	295	34	26-42
White loaf, sliced, 800g	298	50	42-63	Apples, dessert	288	39	32-45
White loaf, unwrapped, 800g	234	64	58-69	Pears, dessert	282	49	40-59
White loaf, unsliced, 400g	268	42	38-45	Oranges, each	283	17	12-25
Brown loaf, sliced, small	280	44	40-46	Bananas	299	49	40-54
Brown loaf, unsliced, 800g	223	64	59-71	Grapes	183	117	65-210
Flour				Items other than food			
Self raising, per 1.5kg	189	55	49-59	Draught bitter, per pint	637	100	88-113

† Per lb unless otherwise stated.

* Or Scottish equivalent.

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

6.5 RETAIL PRICES

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

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

	All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
Feb 16	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6
Mar 15	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7
Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0
Sept 13	5.9	4.4	6.5	5.4	4.0	11.6	5.2	4.4	4.8	2.9	5.8	4.4	6.4	2.6	8.5
Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0
Nov 15	6.4	4.0	6.5	5.6	4.0	15.6	5.7	3.6	4.7	4.6	4.7	4.5	6.2	1.7	7.6
Dec 13	6.8	4.0	6.2	5.6	4.0	17.9	6.0	3.5	4.6	4.4	4.8	4.6	6.2	1.7	7.8
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
Feb 14	7.8	4.0	6.0	6.0	4.0	21.8	6.3	4.2	5.2	5.2	5.9	5.7	7.1	2.1	8.2
Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.2	2.0	4.8
May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7

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	290.5	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7

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

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS												
JAN 15, 1974 = 100												
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5	
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3	
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1	
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0	
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7				
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS												
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6	
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1	
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8	
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4	
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5				
GENERAL INDEX OF RETAIL PRICES												
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9	
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3	
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3	
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5	
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8				
GENERAL INDEX OF RETAIL PRICES												
JAN 13, 1987 = 100												
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	109.1	107.9	108.7	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	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	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
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

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

GENERAL NOTES—RETAIL PRICES

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100.

Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 issue of *Employment Gazette*.

Calculations

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

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

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the 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 issue of *Employment Gazette*.

Structure

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

Definitions

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

6.8 RETAIL PRICES Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.6	101.3	103.6	99.7	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	107.0	102.9	107.8	100.0	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.8	104.1	112.7	101.2	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	106.1
Monthly											
1989 Jan	117.3	113.6	105.4	115.2	103.0	173.6	124.7	110.6	..	120.3	103.4
Feb	118.2	114.2	105.9	115.9	103.4	172.8	125.0	110.9	112.0	121.3	103.7
Mar	118.7	114.7	106.1	116.7	103.5	177.5	125.7	111.2	..	122.0	104.0
Apr	120.8	115.6	106.8	117.4	104.1	180.4	126.1	111.9	..	122.6	104.3
May	121.6	116.0	106.9	118.2	104.3	181.0	126.3	112.3	113.1	123.2	104.7
June	122.0	116.4	107.1	117.9	104.4	183.9	127.0	112.5	..	123.7	105.0
July	122.1	116.7	107.5	117.9	104.3	183.6	129.0	112.8	..	123.9	105.3
Aug	122.4	116.9	107.8	118.6	104.2	184.1	129.3	113.0	114.8	124.1	105.5
Sept	123.3	117.6	108.4	119.1	104.3	190.7	130.7	113.2	..	124.8	105.8
Oct	124.2	118.2	108.5	119.7	104.6	194.6	131.2	113.7	..	126.0	106.4
Nov	125.3	118.6	108.4	120.2	104.9	196.3	131.5	113.9	115.7	126.5	106.6
Dec	125.6	119.0P	108.8	..	105.2	199.9	132.0	114.1P	..	127.1	106.7P
1990 Jan	126.3	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	3.0	13.8	6.8	3.5	4.1	6.3	4.3
Monthly											
1989 Jan	7.5	4.8	2.4	4.6	2.3	13.8	6.3	3.3	..	5.5	2.5
Feb	7.8	4.9	2.6	4.4	2.5	13.8	6.2	3.4	3.4	5.9	2.7
Mar	7.9	5.0	2.8	4.7	2.6	13.5	6.0	3.4	..	6.1	2.8
Apr	8.0	5.3	3.0	4.9	2.9	13.0	6.8	3.6	..	6.3	3.2
May	8.3	5.4	3.0	4.8	3.0	13.1	7.0	3.7	3.8	6.5	3.5
June	8.3	5.4	3.0	4.5	2.9	13.4	7.1	3.6	..	6.5	3.6
July	8.2	5.5	3.0	5.0	2.8	13.5	7.5	3.5	..	6.5	3.4
Aug	7.3	5.1	3.2	4.9	2.8	13.6	6.7	3.4	4.5	6.3	3.4
Sept	7.6	5.3	3.5	4.7	2.8	14.3	6.8	3.4	..	6.3	3.6
Oct	7.3	5.3	3.6	5.1	3.1	13.8	7.1	3.5	..	6.5	3.9
Nov	7.7	5.4	3.6	4.8	3.0	14.0	7.4	3.6	4.7	6.1	3.8
Dec	7.7	5.4P	3.6	4.8	3.0	14.8	6.9	3.6P	..	6.4	2.0P
1990 Jan	7.7	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

P Provisional.

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

RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	Annual averages
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7R	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1	104.1
1987	99.8	122.2R	105.7	100.7	102.2	103.1	116.5	108.6	107.4	108.7	108.7
1988	100.6	133.9R	110.0	101.4	104.2	105.1	124.3	114.9	112.7	113.1	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7	118.7
Monthly											
1989 Jan	100.4	143.4R	112.6	101.7	105.6	106.2	127.1	119.0	116.0	115.4	115.4
Feb	100.7	145.4R	113.1	101.4	106.1	106.6	127.6	119.7	116.6	116.2	116.2
Mar	101.1	146.7R	113.7	101.9	106.4	106.8	128.7	120.1	117.9	116.7	116.7
Apr	101.6	148.2R	114.5	103.7	106.9	107.1	129.4	121.3	119.1	117.1	117.1
May	101.6	148.5R	115.1	104.3	107.0	107.3	129.8	121.8	119.5	118.3	118.3
June	101.5	149.5R	115.4	104.2	107.1	107.6	130.6	122.2	120.6	118.9	118.9
July	101.7	151.0R	115.7	104.0	106.9	108.8	130.7	122.2	120.5	119.7	119.7
Aug	102.0	153.6R	115.9	103.9	107.3	109.2	130.3	122.7	120.6	119.8	119.8
Sept	102.5	153.9R	116.2	104.8	107.8	108.4	131.4	123.7	121.9	120.0	120.0
Oct	102.6	154.7R	116.8	105.6	108.2	108.4	131.6	124.7	122.4	120.4	120.4
Nov	102.6	156.3R	117.1	104.8	109.6	108.3	131.6	125.0	122.3	120.8	120.8
Dec	102.6	158.0R	117.3	104.6	110.2	108.5	131.5	125.4	123.0	120.7	120.7
1990 Jan	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
Annual averages											
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2	4.2
1986	0.2	11.7R	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2	4.2
1987	-0.4	9.4R	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0	4.0
1989	1.1	12.6R	4.8	2.3	3.1	2.5	4.6	6.5	6.5	4.9	4.9
Monthly											
1989 Jan	0.9	12.2	4.7	1.1	2.3	2.2	5.2	6.6	5.8	4.3	4.3
Feb	1.0	12.1	4.8	1.0	2.3	2.3	4.9	6.4	6.0	4.6	4.6
Mar	0.9	12.4	5.0	1.1	2.4	2.2	4.3	6.3	6.6	4.6	4.6
Apr	1.1	13.2	5.1	2.4	2.7	2.4	4.6	6.4	6.9	4.6	4.6
May	1.0	13.0	5.4	2.9	2.9	2.8	4.7	6.5	6.4	5.0	5.0
June	1.0	13.2	5.2	3.0	3.0	2.5	4.7	6.6	6.8	5.4	5.4
July	1.1	13.3	5.0	3.0	2.9	2.5	4.8	6.1	6.7	5.4	5.4
Aug	1.1	13.7	4.7	2.6	3.0	2.6	4.6	6.4	6.7	5.2	5.2
Sept	1.3	12.7	4.3	2.6	3.4	2.4	4.2	6.4	6.7	5.2	5.2
Oct	1.3	12.3	4.5	2.9	3.6	2.8	4.2	6.4	7.1	5.1	5.1
Nov	1.2	11.7	4.7	2.5	4.4	2.7	4.3	6.5	6.8	5.2	5.2
Dec	1.3	11.6	4.6	2.6P	5.0	2.9	4.2	6.6	6.5	5.1	5.1
1990 Jan	..	..	..	..	..	..	..	..	..	..	..

8.1 TOURISM

Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All tourism-related industries
	661	662	663	665, 667	977, 979	
Self-employed *						
1981	46.1	57.7	2.1	35.0	21.9	162.8
Employees in employment						
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	243.7	266.7	143.6	243.5	350.9	1,248.4
1988 Mar	240.9	258.8	139.9	236.9	357.8	1,234.3
June	258.4	265.2	141.0	274.4	381.6	1,320.5
Sept	256.6	271.2	139.7	277.2	385.5	1,330.2
Dec	258.0	270.7	144.8	238.3	360.4	1,272.1
1989 Mar	254.0	264.7	139.5	242.4	360.4	1,261.1
June	270.8	273.8	139.3	278.3	395.5	1,357.8
Sept	271.2	276.2	141.6	282.1	403.0	1,374.2
Change Sept 1989 on Sept 1988						
Absolute (thousands)	+14.6	+5.0	+1.9	+4.9	+17.5	+44.0
Percentage	+5.7	+1.8	+1.4	+1.8	+4.5	+3.3

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

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

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

8.2 TOURISM

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988	6,193		8,228		-2,035	
Percentage change 1988/1987	-1		+13			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1988 Q1	1,048	1,524	1,350	2,023	-302	-499
Q2	1,465	1,547	1,973	2,009	-508	-462
Q3	2,233	1,501	3,216	2,033	-983	-532
Q4	1,447	1,621	1,688	2,163	-241	-540
1989 P Q1	1,190	1,755	1,591	2,436	-401	-681
Q2	1,499	1,612	2,124	2,195	-625	-583
Q3 (e)	2,500	1,677	3,680	2,269	-1,180	-592
1988 Jan	402	506	418	652	-16	-146
Feb	284	493	418	694	-134	-201
Mar	362	525	513	677	-151	-152
Apr	452	534	549	683	-97	-149
May	446	494	584	615	-138	-121
June	567	519	840	711	-273	-192
July	736	509	925	661	-189	-152
Aug	847	505	1,181	686	-334	-181
Sept	650	487	1,110	686	-460	-199
Oct	605	529	897	720	-292	-191
Nov	405	527	711	453	-48	-184
Dec	436	565	338	732	+96	-167
1989 P Jan	412	533	486	776	-74	-243
Feb	305	564	527	897	-333	-333
Mar	473	658	579	763	-106	-105
Apr	436	537	598	733	-162	-196
May	484	539	638	711	-154	-172
June	579	536	888	751	-309	-215
July (e)	860	574	1,025	724	-165	-150
Aug (e)	895	552	1,355	775	-460	-223
Sept (e)	745	551	1,300	770	-555	-219
Oct (e)	630	575	975	843	-345	-268
Nov (e)	465	589	525	823	-60	-234

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

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

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		4,355	8,355	2,599
1987	15,566		3,394	9,317	2,855
1988	15,798		3,272	9,668	2,859
1988 Q1	2,777	3,966	519	1,735	524
Q2	4,013	3,782	846	2,485	683
Q3	5,547	3,824	1,201	3,303	1,043
Q4	3,461	4,226	706	2,146	609
1989 P Q1	3,363	4,639	550	2,220	593
Q2	4,144	4,146	941	2,540	664
Q3 (e)	5,990	4,184	1,200	3,590	1,200
1988 Jan	1,021	1,323	158	649	214
Feb	792	1,359	140	590	146
Mar	964	1,284	220	580	164
Apr	1,324	1,274	202	928	194
May	1,191	1,222	279	698	214
June	1,498	1,286	365	858	275
July	1,930	1,272	420	1,172	338
Aug	2,084	1,254	448	1,269	367
Sept	1,525	1,298	334	863	338
Oct	1,366	1,348	328	764	274
Nov	1,073	1,472	199	701	173
Dec	1,022	1,406	179	680	162
1989 P Jan	1,140	1,494	190	717	233
Feb	877	1,489	140	567	169
Mar	1,346	1,656	220	936	191
Apr	1,270	1,374	200	902	168
May	1,348	1,422	314	847	243
June	1,527	1,350	428	847	253
July (e)	2,080	1,413	450	1,260	370
Aug (e)	2,270	1,372	410	1,420	440
Sept (e)	1,640	1,399	340	910	390
Oct (e)	1,410	1,426	310	810	290
Nov (e)	1,150	1,542	220	710	220

Notes: See table 8.2.

TOURISM 8.4

Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1988 Q1	4,470	7,237	250	3,557	662
Q2	7,343	6,880	440	6,334	568
Q3	11,020	7,102	665	9,668	687
Q4	5,996	7,599	468	4,959	569
1989 P Q1	5,420	8,516	330	4,327	763
Q2	7,701	7,456	531	6,571	599
Q3 (e)	11,300	7,334	750	9,800	750
1988 Jan	1,406	2,311	126	1,025	255
Feb	1,384	2,609	54	1,323	207
Mar	1,679	2,317	70	1,409	200
Apr	2,080	2,265	144	1,674	262
May	2,133	2,137	135	1,854	144
June	3,130	2,488	162	2,806	162
July	3,326	2,350	171	2,976	179
Aug	3,967	2,357	273	3,425	269
Sept	3,729	2,395	222	3,268	239
Oct	3,077	2,625	224	2,624	228
Nov	1,695	2,519	127	1,388	180
Dec	1,224	2,445	117	946	161
1989 P Jan	1,728	2,914	128	1,324	276
Feb	1,631	2,921	85	1,314	232
Mar	2,060	2,682	117	1,689	254
Apr	2,138	2,493	146	1,799	253
May	2,401	2,483	167	2,075	159
June	3,163	2,480	219	2,757	187
July (e)	3,260	2,372	190	2,880	190
Aug (e)	4,270	2,525	260	3,740	270
Sept (e)	3,770	2,437	300	3,180	290
Oct (e)	3,140	2,738	250	2,660	230
Nov (e)	1,720	2,544	130	1,400	190

Notes: See table 8.2.

9.1 OTHER FACTS AND FIGURES

YTS entrants: regions

Provisional figures	THOUSAND										
	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants											
April 1989-March 1990	29.7	18.8	20.8	33.2	33.5	31.0	40.0	20.6	17.4	40.5	285.5
Entrants to training											
April 1989 - January 1990	28.1	16.1	19.4	30.4	31.0	30.1	40.8	19.5	16.3	30.7	262.4
Total in training											
January 31 1990	40.2	21.4	29.6	41.9	45.1	43.7	58.0	29.2	23.3	47.8	380.2

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	
	January	December	January	December	January	December
Community Industry	7,080	6,827	1,868	1,869	727	722
Enterprise Allowance Scheme	74,380	75,131	6,592	6,662	5,324	5,418
Job Release Scheme	3,901	4,060	205	216	165	170
Jobshare	186	189	20	20	12	15
Jobstart Allowance	3,632*	3,902†	516*	586†	361*	379†
Restart interviews (cumulative total)	1,508,138**	1,371,026 ††	207,229**	186,699 ††	95,711**	86,651 ††

* Live cases as at December 29, 1989.

† Live cases as at November 24, 1989.

** April 1 to December 29, 1989.

†† April 1 to November 24, 1989.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Employment registrations* taken at jobcentres, December 11, 1989 to January 5, 1990	5,261
Placed into employment by jobcentre advisory service, December 11, 1989 to January 5, 1990 †	1,686
Placed into employment by jobcentre and local authority careers offices October 9, 1989 to January 5, 1990 †	8,915
of which into open employment	8,050
of which into sheltered employment	865

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.

† Not including placings through displayed vacancies.

9.4 OTHER FACTS AND FIGURES

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

GREAT BRITAIN		THOUSAND							
		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
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
	July	17.3	14.9	41.3	29.3	3.6	3.1	2.2	1.6
	Oct	16.5	14.1	39.5	27.6	3.6	3.0	2.2	1.5
1990	Jan	16.4	13.9	39.1	27.4	4.7	4.0	3.6	3.0

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.

Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.

† Includes registered disabled people and those who, although eligible, choose not to register.

DEFINITIONS

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

Conventions

The following standard symbols are used:

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

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.

- 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	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK	M (Q)	Mar 90:	1-1	Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series		Apr 89:	159	Manufacturing and certain other industries	B (A)	Mar 90:	5-4
Labour force estimates, projections				Summary (Oct)	A	Apr 89:	173
Employees in employment				Detailed results			
Industry: GB	Q	Mar 90:	1-4	Manufacturing	M	Mar 90:	5-9
All industries: by Division class or group	M	Mar 90:	1-2	International comparisons	A	Apr 89:	211
Time series, by order group	M	Mar 90:	1-3	Agriculture	A	Apr 89:	210
Manufacturing: by Division class or group				Coal-mining	M (A)	Mar 90:	5-5
Occupation				Average earnings: non-manual employees			
Administrative, technical and clerical in manufacturing	A	Dec 89:	1-10	Overtime and short-time: manufacturing	M	Mar 90:	1-11
Local authorities manpower	Q	Jan 90:	1-7	Latest figures: industry	Q	Mar 90:	1-13
Region: GB				Region: summary	M	Mar 90:	1-12
Sector: numbers and indices, Self-employed: by region	Q	Feb 90:	1-5	Hours of work: manufacturing			
by industry		Apr 89:	204	Output per head			
by industry		Apr 89:	203	Output per head: quarterly and annual indices	M (Q)	Mar 90:	1-8
Census of Employment:				Wages and salaries per unit of output	M	Mar 90:	5-7
GB and regions by industry (Sept 1987)		Nov 89:	624	Manufacturing index, time series	M	Mar 90:	5-7
UK and regions by industry (Sept 1987)		Oct 89:	540	Quarterly and annual indices			
International comparisons	M	Mar 90:	1-9	Labour costs			
Apprentices and trainees by industry: Manufacturing industries	A	Aug 89:	1-14	Survey results 1984	Quadrennial	June 86:	212
Apprentices and trainees by region: Manufacturing industries	A	Aug 89:	1-15	Per unit of output	M	Mar 90:	5-7
Employment measures	M	Mar 90:	9-2	Retail prices			
Registered disabled in the public sector	A	Feb 90:	79	General index (RPI)	M	Mar 90:	6-2
Labour turnover in manufacturing	Q	Mar 90:	1-6	Latest figures: detailed indices	M	Mar 90:	6-2
Trade union membership	A	May 89:	250	percentage changes			
				Recent movements and the index excluding seasonal foods	M	Mar 90:	6-1
				Main components: time series and weights	M	Mar 90:	6-4
				Changes on a year earlier: time series	M	Mar 90:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Mar 90:	6-6
				Group indices: annual averages	M (A)	Mar 90:	6-7
				Revision of weights	A	July 89:	387
				Food prices	M	Mar 90:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Mar 90:	6-8
				Household spending			
				All expenditure: per household	Q	Mar 90:	7-1
				: per person	Q	Mar 90:	7-1
				Composition of expenditure			
				: quarterly summary	Q	Mar 90:	7-2
				: in detail	Q (A)	Mar 90:	7-3
				Household characteristics	Q (A)	Mar 90:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Mar 90:	4-1
				: time series	M	Mar 90:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Mar 90:	4-1
				Annual Detailed	A	July 89:	349
				Prominent stoppages	A	July 89:	380
				Main causes of stoppage			
				Cumulative	M	Mar 90:	4-1
				Latest year for main industries	A	July 89:	357
				Size of stoppages	A	July 89:	356
				Days lost per 1,000 employees in recent years by industry	A	July 89:	356
				International comparisons	A	June 89:	309
				Tourism			
				Employment in tourism: industries GB	M	Mar 90:	8-1
				Overseas travel: earnings and expenditure	M	Mar 90:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Mar 90:	8-3
				Visits abroad by UK residents	M	Mar 90:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Jan 90:	8-5
				Visits abroad by country visited	Q	Jan 90:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 90:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Jan 90:	8-8
				Visitor nights	Q	Jan 90:	8-9
				YTS			
				YTS entrants: regions	M	Mar 90:	9-1

* 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



Off-the-job skills training, for women increased their chances of getting jobs and their earnings.

Effectiveness of adult off-the-job skills training

by Joan Payne
Policy Studies Institute

This article is a summary of a research report of an evaluation study of the effects of off-the-job skills training on subsequent employment prospects, earnings and job satisfaction.

- For most trainees off-the-job training:
 - was a good experience;
 - improved their prospects of getting a job;
 - increased their earnings and job satisfaction (if they found work in the area of their training).
- The study provides evidence to support the view that training women is a worthwhile investment, because training:
 - increased women's chances of getting a job and improved their earnings;
 - helped them overcome the downward occupational mobility which often follows a career break;
 - increased women's confidence and personal effectiveness;
 - raised the skill level at which women returners were able to work.
- The training was undertaken by a wide range of people and offered valuable opportunities to people from

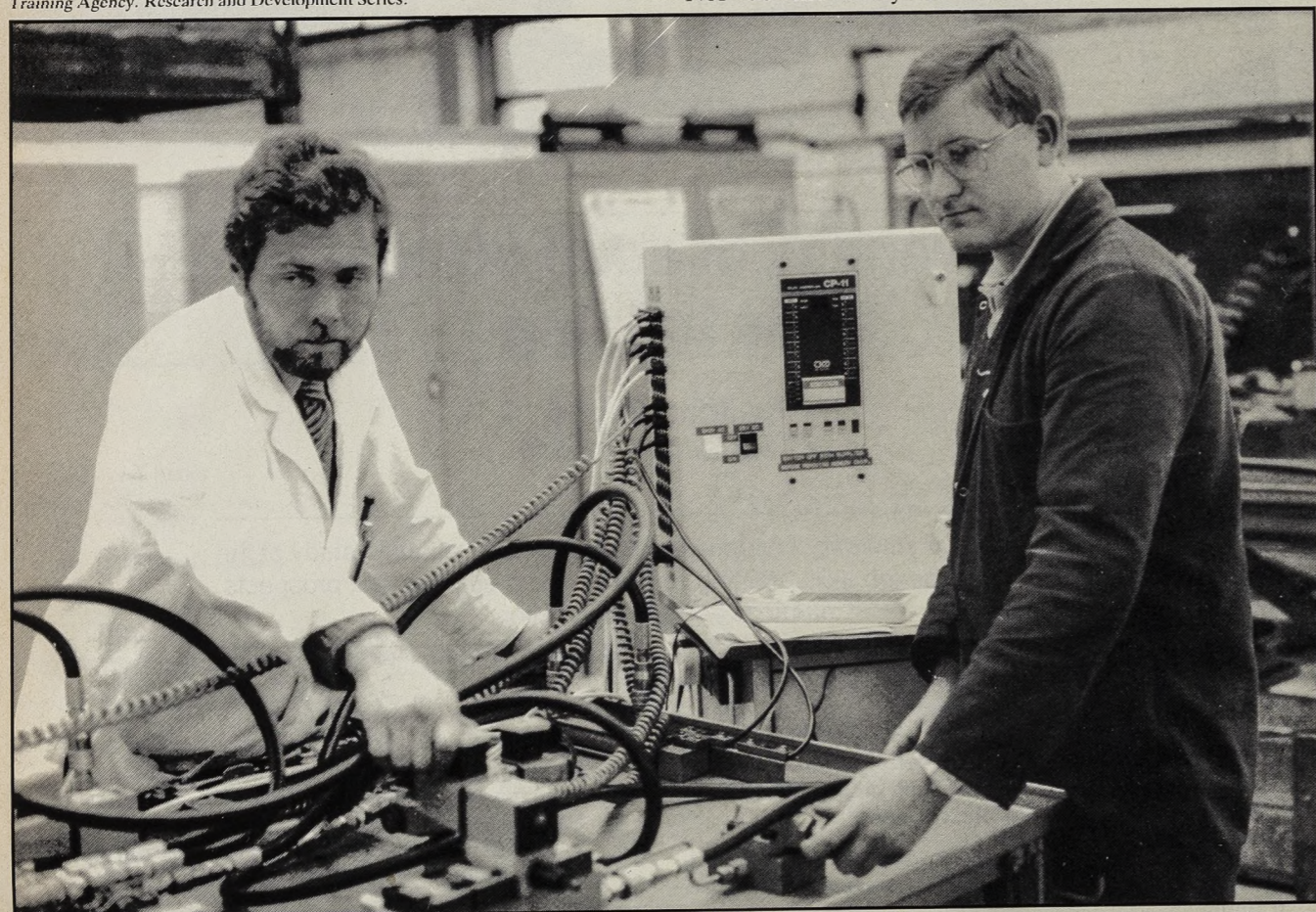
disadvantaged groups, including:

- the long-term unemployed;
- those with no qualifications;
- over 45 year olds;
- those with health problems;
- lone parents;
- ethnic minorities and recent immigrants.

- Off-the-job skills training:
 - improved the chances of people from disadvantaged groups getting work.
 - gave the biggest improvements in earnings after training to those whose earnings before training were very low;
 - was an effective mechanism for developing the potential of disadvantaged sections of the population.

Training is now high on the national agenda. The 1988 White Paper¹ argued that, in the face of declining numbers of school leavers, industry must increase recruitment from groups whose potential contribution to the labour force has not been fully tapped, in particular women, ethnic minorities, unemployed people and older workers (Employment Department 1988). Appropriate training for adults is thus of the highest importance, and the White Paper stressed the need for "forward-looking training policies not just for young people but for everyone throughout their working lives". Though employers carry the principal responsibility for this, government sponsored training programmes will continue to play an important role. These programmes will in future be delivered by the Training and Enterprise Councils.

¹ Employment Department 1988. *Employment for the 1990s*, London HMSO Cmd 540.
² Payne, J. (1990) *Adult off-the-job skills training: an evaluation study*. Sheffield Training Agency. Research and Development Series.



Trainees who completed off-the-job skills training in a technological subject achieved the highest earnings increases—although initially they took longer to get work.

Yet there has been to date no thorough evaluation of the effectiveness of government sponsored adult training in this country. Though there is regular monitoring of how many people leaving such training find work using their new skills, this does not answer a critical question: did adult training make any difference to them, or would their subsequent work histories have been the same, regardless of whether they had received any training or not?

This article describes a study² which has tried to tackle that question in relation to adult off-the-job skills training. Though far from definitive, the research provides enough evidence to suggest that adult off-the-job skills training often had an impact on the lives of trainees that was both positive and important. Many men and women who completed adult off-the-job skills training moved into more skilled occupations than they held before. Compared to people who had not received training, they had a better chance of finding work, while those who got jobs using the skills in which they had trained had higher earnings and expressed greater satisfaction with their work.

The off-the-job skills training that is evaluated here was delivered via the Old Job Training Scheme (OJTS), a programme which has been subsumed into Employment Training (ET) since September 1988. Nevertheless the types of training available under ET develop some aspects of OJTS, and the study contains many findings of direct relevance to current programmes and to the future development of adult skills training.

The study was conducted by the Policy Studies Institute on behalf of the Training Agency between 1986 and 1989. The research design was complex, and here we can only summarise the most important results; the full report from the project discusses the evidence much more thoroughly². Nor do the analyses conducted so far exhaust the

potential of the data. In particular, they could be used as the basis for a fully costed analysis of the financial returns to adult off-the-job skills training. Such an analysis should keep in the forefront the very varied histories and motivations of the men and women taking part.

The courses

The Old Job Training Scheme—the successor to TOPS—gave full-time off-the-job training with financial support to people aged 18 or over. It also offered part-time training (with fees paid but no training allowance) directed particularly towards women who wished to return to work after a career break. Though the programme had declined in size from the TOPS peak in the mid-seventies, in 1986 there were still over 40,000 trainees in Great Britain completing courses each year.

The scheme embraced courses at a variety of levels and covered virtually all the major occupational divisions. For the purposes of this study, courses have been divided into three groups. Around a fifth of trainees did *technological* courses, most at technician level though an eighth were on higher level courses. *Clerical and secretarial* courses, almost all skilled level, accounted for about two-fifths of trainees, the same proportion as *manual* courses. The latter covered a very wide range of occupations, mostly at skilled level, though an eighth of manual trainees were on operative level courses. Courses were highly segregated by sex: nine out of ten trainees on clerical and secretarial courses were women, and nine out of ten on technological and manual courses were men.

Courses typically lasted from three to six months, and they took place in colleges, in skillcentres, and in private training institutes. Some led to nationally recognised qualifications; others only to course completion certificates. There was very little employer participation in the programme, and very few courses included work experience.

Although the programme was open to all adults who were not in work or who were willing to give up their job in order to undertake training, it was intended to be of particular value to certain groups. These included the long-term unemployed, women intending to return to work, people with no qualifications, over-45's, people with a disability or a long-standing health problem, members of ethnic minorities, and lone parents. A majority of trainees belonged to one or more of these groups.

Research design

The study was based on a nationally representative sample of 785 trainees who completed their training during the last two quarters of 1986. These were drawn from a larger sample of 2,710 trainees which was representative by region and subject area of all course completers in 1986, and for whom administrative data was available. Trainees were interviewed in autumn 1987 and followed up by post in spring 1989. Differential non-response was corrected by weighting.

In addition a matched control sample of 760 adults was interviewed, composed of people who had similar employment histories up to 1986 but who had not been given training in recent years. These were located by means of screening questions in a commercial national 'omnibus' survey based on a random sample of adults drawn from the electoral register. Particular efforts were made to match trainees and controls on the amount of unemployment they had experienced. Unemployment played a large part in the past histories of many trainees, and it would be impossible

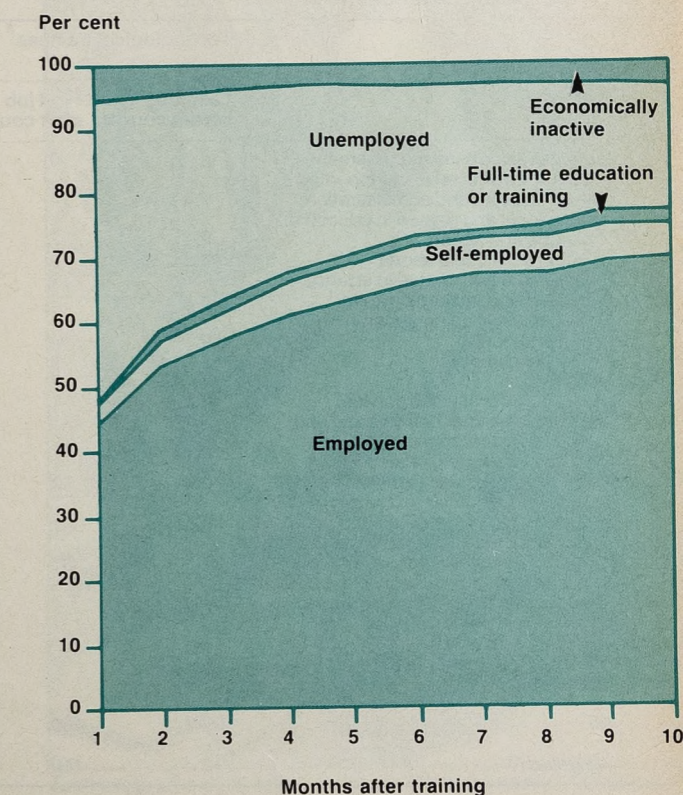
to assess the effectiveness of training without taking this into account. At the same time, unemployed men and women who were accepted on training courses were perhaps more highly motivated than other unemployed people and may have had other characteristics which would give them a better chance of finding work. The actual amount of unemployment they had experienced was the best proxy we could devise to control for these 'difficult-to-measure' variables.

The evaluation is based on four types of evidence: standard indicators of the kind used in the regular monitoring of courses, comparison between the situation of trainees before training and their situation afterwards, trainees' own views, and comparison between the progress of trainees and that of the control group. In interpreting this evidence, it must be born in mind that the study is based on people who successfully completed training and has no data on how many dropped out prematurely, or why they did so.

Standard indicators

As figure 1 illustrates, the proportion of trainees in work increased rapidly during the months following the end of the course, and did not level out until around nine months later. The standard date for assessing placement rates in follow-up studies of government schemes is three months after finishing training. The proportion of trainees in work at this date (62 per cent) was substantially below the proportion in work ten months afterwards (74 per cent). It took technological trainees longer to find work than either clerical and secretarial or manual trainees, but by ten months after leaving training their employment rate had overtaken that of both the other two groups. Self-employment was an option taken predominantly by manual trainees, and reflected the organisation of the labour markets for the skills in which

Figure 1 Economic activity status of trainees in each month after the end of training (weighted N = 699)



they had trained; very few new businesses were started.

By the time of the postal follow-up survey in spring 1989, more than two years after leaving training, the employment rate for trainees had risen to 81 per cent overall, with technological trainees still in the lead. However the increase in the employment rate was much slower in the second year after training—a time when unemployment nationally was also falling—suggesting that most of the direct impact of training on employment occurred during the first nine months after the course.

Ten months after training, 58 per cent of all clerical and secretarial trainees (80 per cent of those in work), 55 per cent of technological trainees (70 per cent of those in work) and 46 per cent of manual trainees (67 per cent of those in work) were working "in trade", that is, using the skills they had learned. Three-quarters of trainees working out of trade had tried and failed to get a job which used their skills. By spring 1989 the proportion of all trainees who were in trade had risen only slightly to 60 per cent, again indicating that the direct benefits of training were usually experienced within the first year after leaving.

Analysis showed that, after controlling for a range of factors,¹ the time taken to find work of any kind was significantly lengthened by a higher unemployment rate in the local labour market and longer personal unemployment immediately before entering training. Conversely, it shortened as the time trainees had spent in employment over a period of years before starting training increased. Other things being equal, women found work significantly more quickly than men, and older trainees, members of ethnic minorities and trainees with a disability or health problem took significantly longer. None of the variables defining differences between training courses had any significant effect. In particular, the differences between the employment rates of technological, clerical and secretarial, and manual trainees disappeared once we took into account other factors which gave some trainees

¹ See Methodological Note on p 149.

an advantage over others in the labour market. This finding is compatible with two opposing hypotheses, the first that training made no difference to employment chances, the second that training of different types was equally valuable. Other kinds of evidence presented below support the second hypothesis.

Analysis of the time taken to find a job in trade, gave results which were in many respects similar. However the amount of previous employment did not significantly increase the probability in the case, and older trainees and those belonging to ethnic minorities were not significantly disadvantaged. Furthermore, gaining an externally validated qualification on the training course made the probability of getting a job in trade significantly better. Together these findings suggest that appropriate training may help to reduce inequalities in the labour market.

Before and after training

Just under half of trainees gained an externally validated qualification on their course. Although the level of qualifications varied, if we consider simply whether trainees got such a qualification, then, encouragingly, older and younger trainees, and trainees with good and poor educational backgrounds, had similar success rates. However the chance of gaining an externally validated qualification seemed to depend as much on whether one was offered on the course as it did on the personal abilities and endeavours of trainees. In this context, the current progress towards the standardisation of vocational qualifications is very much to be welcomed.

Training was accompanied by a substantial shift in the type of jobs that people did, as *table 1* shows. For technological trainees there was a net movement into professional and related jobs supporting management and administration and into professional and related occupations in science, technology and similar fields. For clerical and secretarial trainees there were large net falls in the numbers employed in personal service and sales

occupations, whilst the proportion working in clerical and related occupations nearly doubled. For manual trainees net changes were smaller. However only a third of manual trainees went back to the same kind of work after training as they had done before: for them there were many individual movements in different directions which to some extent cancelled each other out. In part this reflects the diversity of the courses which are grouped together here under the heading 'manual'.

Looking at gross hourly earnings before and after training (uprated for inflation), 52 per cent of trainees who had jobs both before and after their course improved their earnings and 44 per cent experienced a reduction. This overall figure varied a great deal between different groups, with women, younger trainees and trainees with no prior qualifications being the most likely to make gains.

In all groups variation in earnings was much greater before training than afterwards. Earnings distributions before training tended to have a 'tail' of people earning very little and a somewhat longer tail of people who had earned a lot. Earnings distributions after training were much more compressed.

If training is effective, the biggest gains in earnings after training ought to accrue to trainees who find work in trade, and this proved to be the case. Fifty-six per cent of trainees working in trade improved their earnings after training compared to 43 per cent of those working out of trade, and the modal earnings category shifted upwards for trainees in trade and downwards for trainees out of trade (*figure 2*).

A regression model was fitted to earnings after training, including as predictor variables measures of the local labour market, employment history, personal characteristics, family circumstances, educational background, the nature of the training received, earnings before training, and whether the trainee was working in trade. Some variables which were significant as predictors of how long it took to find work after the end of the course were insignificant or only marginally significant as predictors of earnings. In particular, high unemployment locally and a personal history of unemployment had only a slightly depressing effect on earnings. After training men still had significantly higher earnings than women, but training narrowed the gap between the sexes.

Earnings after training had a very strong inverse relationship with age. After controlling for all the variables listed in the previous paragraph, trainees aged 45 or more were predicted to earn 64 pence per hour less than trainees aged 18–25. This result is influenced by the fact that the earnings of young workers in general rise steeply with age. It also has a lot to do with the fact that before training there were many more high earners amongst the older members of the sample. Such people often had been made redundant from their former jobs, and for them adult training offered a good chance of re-employment, albeit at a lower level of earnings. Other previous high earners were seeking a change in career and were prepared to accept a lower level of earnings until they became established in their new line of work. In contrast, for people whose previous earnings were low, training gave the chance to upgrade skills. In terms of earnings, therefore, adult off-the-job skills training is likely to be an equalising process.

The variable which, when other factors were held constant, had the biggest impact of all on earnings after training was whether or not the trainee was working in trade. Under the model, trainees in trade were predicted to earn 78 pence per hour more than trainees out of trade. However this premium was substantially reduced for trainees who had formal qualifications before starting their course, and the explanation for this probably lies in the

kinds of factors discussed in the preceding paragraph.

Trainees' own views

There was a high level of satisfaction amongst trainees with many aspects of their courses. However, there were worries about the extent to which employers recognised their training, which were largely independent of trainees' views of its real value.

In the postal follow-up survey trainees were invited to write about their course in their own words. Overall many more trainees commented favourably on their experience than made critical remarks, and women in particular were likely to have found the experience a positive one. Adult training had a marked impact on many people's lives, and some saw it as a major turning point.

In addition to the benefits for their careers, trainees often said they had gained personally from their course. These gains included confidence in themselves, the ability to act decisively, motivation, and personal satisfaction in achievement. Women, especially those who were returning to work after a career break, were particularly likely to emphasise such gains, but they were by no means confined to women.

Comparison with the control group

The comparison with the control group examined three measures of labour market success: the probability of employment, job satisfaction, and earnings. Of these, the probability of finding work is perhaps of most immediate interest.

A statistical model¹ was fitted to the data which controlled for a wide range of factors, including the demand for labour in the local labour market. This factor was of particular importance as success after training depended in part upon the state of the labour market in

¹ See Methodological Note on p 149.

Table 1 Change in occupations, defined by CODOT major group before and after training; trainees who had jobs both before and after training Per cent

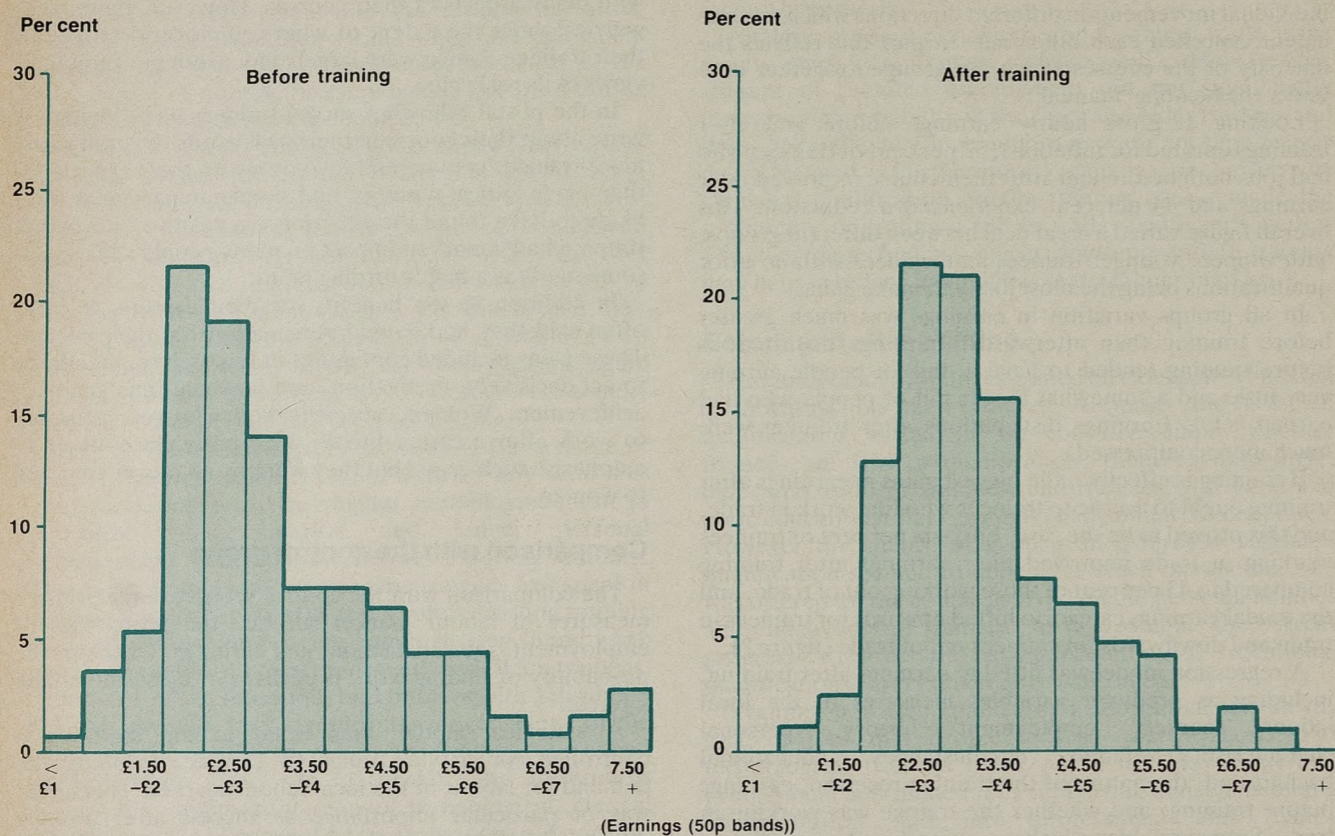
	Technological trainees		Clerical and secretarial trainees		Manual trainees	
	Last job before course	First job after course	Last job before course	First job after course	Last job before course	First job after course
I Managerial (general management)	0	0	0	0	0	0
II Professional and related supporting management and administration	7	24	3	2	*	0
III Professional and related in education, welfare and health	8	7	9	4	4	2
IV Literary, artistic and sports	5	0	1	*	0	*
V Professional and related in science, engineering, technology, etc	4	12	1	0	1	2
VI Managerial excluding general management	9	4	2	2	2	*
VII Clerical and related	18	9	47	85	5	2
VIII Selling	4	2	13	4	9	3
IX Security and protective service	2	1	*	0	2	0
X Catering, cleaning, hairdressing and other personal service	0	2	18	1	8	6
XI Farming, fishing and related	2	1	1	0	3	1
XII Materials processing (excluding metal)	0	0	*	0	3	*
XIII Making and repairing (excluding metal and electrical)	3	1	*	*	4	19
XIV Processing, making, repairing and related (metal and electrical)	27	31	*	0	29	33
XV Painting, repetitive assembling, product inspecting, packaging and related	3	4	3	*	7	7
XVI Construction, mining and related	3	1	0	0	16	19
XVII Transport operating, materials moving and storing and related	6	2	1	*	5	4
XVIII Miscellaneous	*	0	0	1	1	0
All	100	100	100	100	100	100
Weighted N	114	114	228	228	194	194



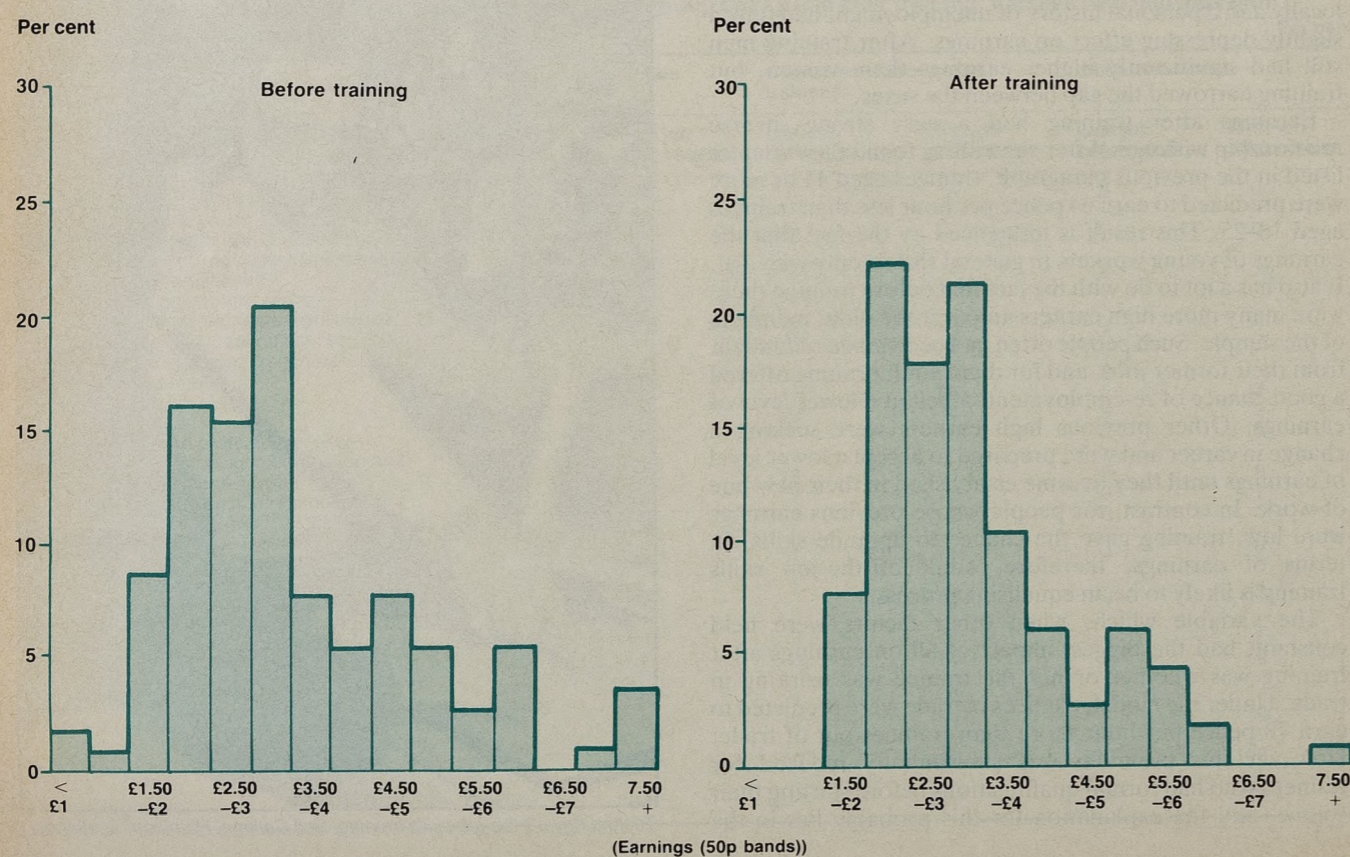
Technology off-the-job skills training, Bell College, Hamilton, Scotland.

Figure 2 Gross hourly earnings according to whether skills learned in training were used
Trainees who had jobs both before and after training.

In trade (unweighted N = 252)



Out of trade (unweighted N = 118)



which the trainee was seeking work, and across the country as a whole the demand for labour was increasing during the period covered by the study.

For men the model estimated that training increased the odds of employment during the six months from April to September 1987 by more than two and a half times. For men with characteristics that were fairly typical of the sample, this meant an increase in the probability of employment of up to nearly 25 per cent. For women the model gave predicted odds of employment that were more than twice as big for trainees as for controls.

Job satisfaction is important for individuals, and also has economic implications. For the sub-sample of men and women who were in work at the time of interview, the model gave fitted odds of being "very satisfied" with their job that were nearly three times as great for trainees than they were for controls, provided that the trainees were working in trade. Trainees working out of trade were not significantly more likely to be satisfied with their job than controls.

The earnings measure was gross hourly earnings (uprated for inflation) in the current or most recent job, provided that job was held after training or, in the case of controls, after March 1987. For men there was no significant difference between the earnings of controls and the earnings of trainees working out of trade. In contrast male trainees working in trade earned an estimated 139 pence per hour more than controls. However the earnings premium attributable to training was substantially reduced for older trainees and for trainees with a good educational background. The results for women showed a similar pattern. Women trainees working out of trade did not have significantly better earnings than controls, but women trainees working in trade earned an estimated 83 pence per hour more. For women, there was no significant interaction between age and training, but having a good educational background eliminated the premium attributable to training in the same way as it did for men.

The *Women and Employment*¹ study showed that women's career breaks are often associated with downward occupational mobility¹ (Martin and Roberts 1984). The analysis described above provided some evidence that training followed by employment in trade considerably mitigated the effects of taking a career break on the level of women's earnings when they returned to work.

Conclusions

The main report of the study discusses many issues concerning adult off-the-job skills training which it has not been possible to touch on here. However the most

¹ Martin J. and Roberts C. (1984) *Women and Employment—a lifetime perspective*. London: HMSO.

important conclusion from all four types of evidence described above is that such training was a good experience for most trainees, improved their employment prospects, and increased the earnings and job satisfaction of those who found work in trade.

The study provided evidence to support the view that, as measured by its effects on employment rates and earnings, training women is a worthwhile investment. Many women also valued the way in which training had fostered their personal growth, particularly if they were returning to work after a career break. By raising the skill level at which women returners were able to get work, adult training prevented an unnecessary loss of skills to the economy.

The people who received adult skills training were by no means an advantaged group. Amongst them were people who had been long-term unemployed, who had no formal qualifications, who were over 45, who had health problems, or who were lone parents. There were also people from ethnic minorities and fairly recent immigrants. Although such factors continued to affect the chances of finding work after training, training undoubtedly mitigated their influence. What is more, by far the biggest improvements in earnings after training went to people whose earnings before training were very low. Thus the study suggests that adult skills training can be an effective mechanism for developing the potential of important sections of the population.

Methodological Note

Survival analysis techniques were used to model how long it took trainees to find work, and separate models were fitted for the time it took to get work of any kind, and the time it took to get work in trade. The analyses incorporated information on the demand for labour in the local labour market, employment history before training, personal characteristics, family circumstances, educational background, and the nature of the training received.

Although the trainee and control samples had been well matched on age, sex and work history, there remained other relevant respects in which they differed. In comparing these two samples, multivariate techniques were used so that all relevant measureable differences between them could be taken into account. The analysis of the probability of employment and job satisfaction used logit models, and the analysis of earnings was based on regression. The models included measures of the demand for labour in the local labour market, employment history, the nature of earlier employment, personal characteristics, family circumstances and educational background. These functioned as controls on the relationship between training and the measure of labour market success.

Loose Leaf 'Time Rates of Wages and Hours of Work'

Essential information on the basic rates of pay, hours and holiday entitlement provided for over 200 national collective agreements affecting manual employees, or in statutory wages orders.

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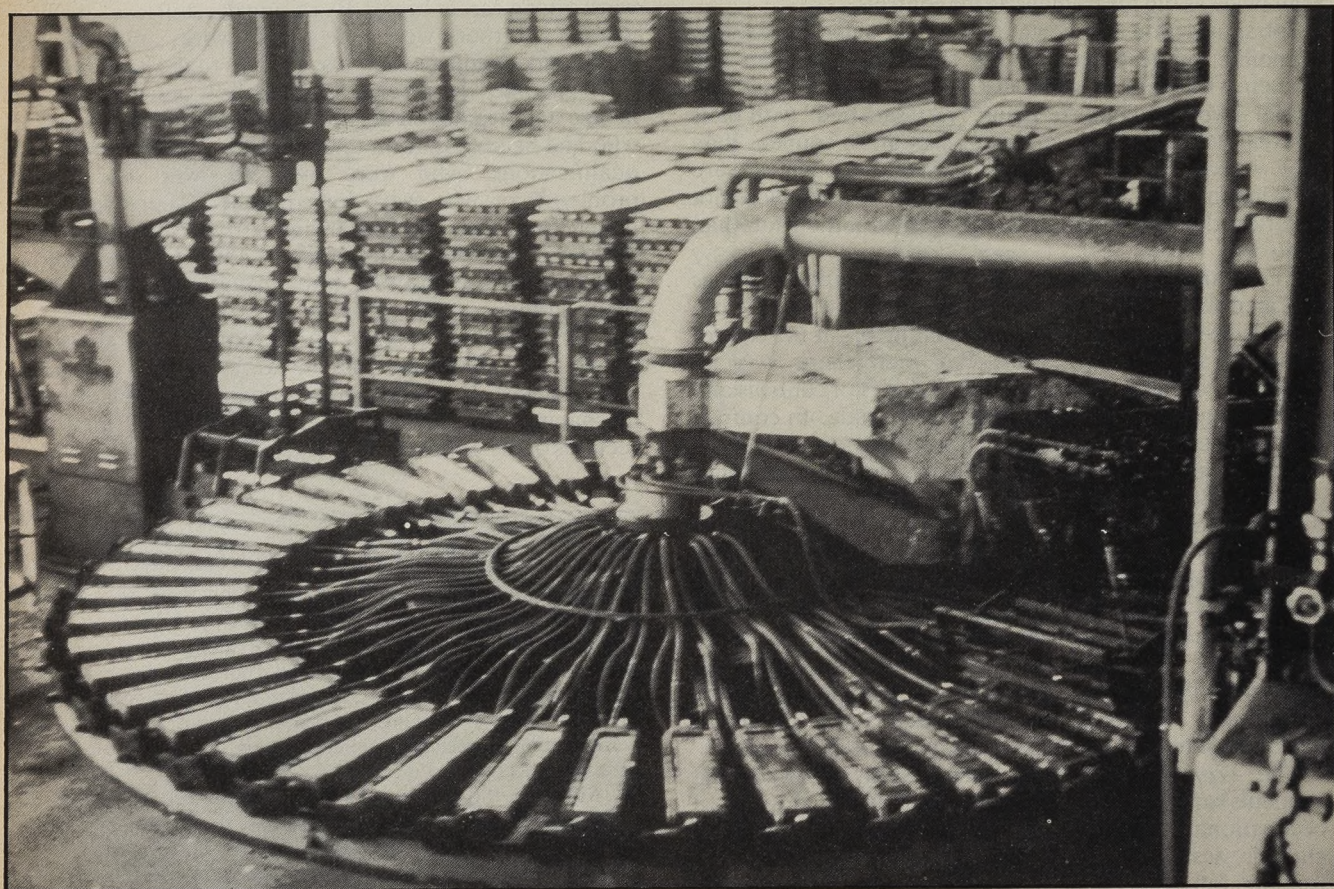
To: Employment Department (Stats A1), FREEPOST, Watford WD1 8FP (No stamp required) Enclosed please find a remittance for £43, being one year's subscription (including UK postage) from January 1990, for monthly updates of the loose-leaf publication 'Time Rates of Wages and Hours of Work'. New subscribers receive an updated copy of the publication, complete with binder, and updates for the remainder of the calendar year. The copies should be sent to:

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Special Feature



Control of lead at work

Analysis of workers under medical surveillance

Peter Thomas and John Osman
Epidemiology and Medical Statistics Unit
Health and Safety Executive

This report is in two parts. The first part updates the analysis of blood levels for males incorporating results for 1987-88. The second part provides the first analysis of blood lead levels for females for the whole of the period 1982 to 1987-88.

Medical surveillance of workers exposed to lead is carried out by employment medical advisers (EMA) and appointed doctors (AD) and includes biological monitoring to measure the amount of lead absorbed by an

individual. For workers exposed to lead metal or its inorganic compounds this biological monitoring will consist of measurement of the blood lead level supported by other relevant biological tests where indicated.

A previous report¹ analysed the distribution and trends in blood lead levels for males for the period 1982 to 1986 and contained details of the medical surveillance of workers, much of which is repeated in *appendix 1* of this report. This report is in two parts, the first of which updates the male analysis by incorporating the results for 1987-88, the first year in which the returns were made by financial year. It again presents results on the distribution and trends in blood lead levels in males. It also provides further assessment of the changes brought about by the lowering of the blood lead level above which workers would normally be suspended from work that exposes them to lead.

The annual returns also provide data on blood lead levels in females and the second part of this report provides the first analysis of those data for the whole of the period 1982 to 1987-88.

Analysis for male workers 1986 to 1987-88

Numbers under medical surveillance

The number of factories with males under surveillance grew by 5.6 per cent from 839 in 1986 to 886 in 1987-88. The increase may be partly due to well established factories being found to have workers significantly exposed to lead and therefore coming under surveillance. In 1987-88 147 (16.6 per cent) of the returns were nil returns.

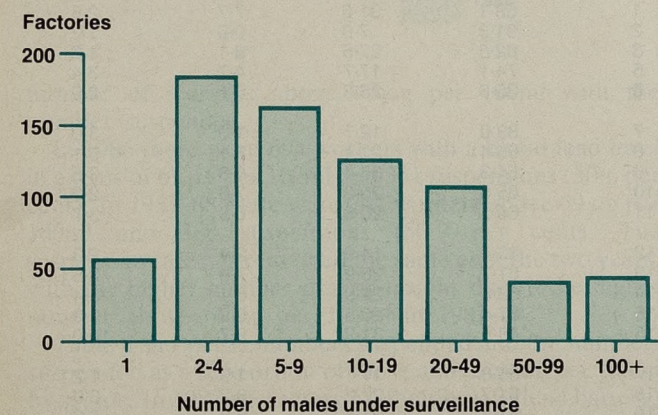
The total number of men under surveillance declined by 3.8 per cent to 22,132 in 1987-88. The number of factories and the number of workers under surveillance is given by lead sector in *appendix 2* for 1987-88. As in 1986, the three sectors employing the most workers under surveillance were:

- Sector 1: Smelting, refining, alloying, casting (22.5 per cent)
- Sector 12: Other processes (19.4 per cent)
- Sector 2: Lead battery industry (17.4 per cent).

Figure 1 shows the distribution of factories by the number under surveillance. Well over half the factories had fewer than ten men under surveillance.

The number under surveillance in each of the Factory Inspectorate (FI) areas is given in *appendix 3*.

Figure 1 Distribution of factories, by number of males under surveillance, 1987-88



Excludes nil returns

¹Thomas, P G and Jones, R D, "Control of Lead at Work—Men under medical surveillance 1982-86", *Employment Gazette*, December 1988.

Blood lead levels

The returns summarise the maximum blood lead levels into five ranges:

- <40 μg per 100ml
- 40-59 μg per 100ml
- 60-69 μg per 100ml
- 70-79 μg per 100ml
- >79 μg per 100ml

The range >79 μg per 100ml is recorded for comparability with years prior to 1986. For comparisons between 1986 and 1987-88 the highest range generally used is >69 μg per 100ml.

The number of workers with blood lead levels in excess of 69 μg per 100ml increased from 694 in 1986 to 762 in 1987-88. As a percentage of those under surveillance this was an increase from 3.0 per cent to 3.4 per cent.

Figure 2 shows the trend in the numbers with levels in excess of 69 μg per 100ml and also the trend in those above 79 μg per 100ml (the reference level prior to 1986). Both trends show an increase over the last year.

Table 1 Distribution of blood lead levels

μg per 100ml	Females						Males	
	1982	1983	1984	1985	1986	1987-88	1986	1987-88
<40	79.7	87.8	87.0	89.6	89.1	91.4	69.2	69.2
40-59	17.1	10.0	10.8	8.3	8.9	6.8	22.6	21.8
60-79	2.8	2.1	1.7	1.9	1.7	1.8	5.2	5.6
>79	0.4	0.2	0.5	0.2	0.3	0.1	0.9	1.1
>69	—	—	—	—	1.0	0.4	3.0	3.4
All	1,269	1,333	1,651	1,550	1,543	1,423	23,002	22,132

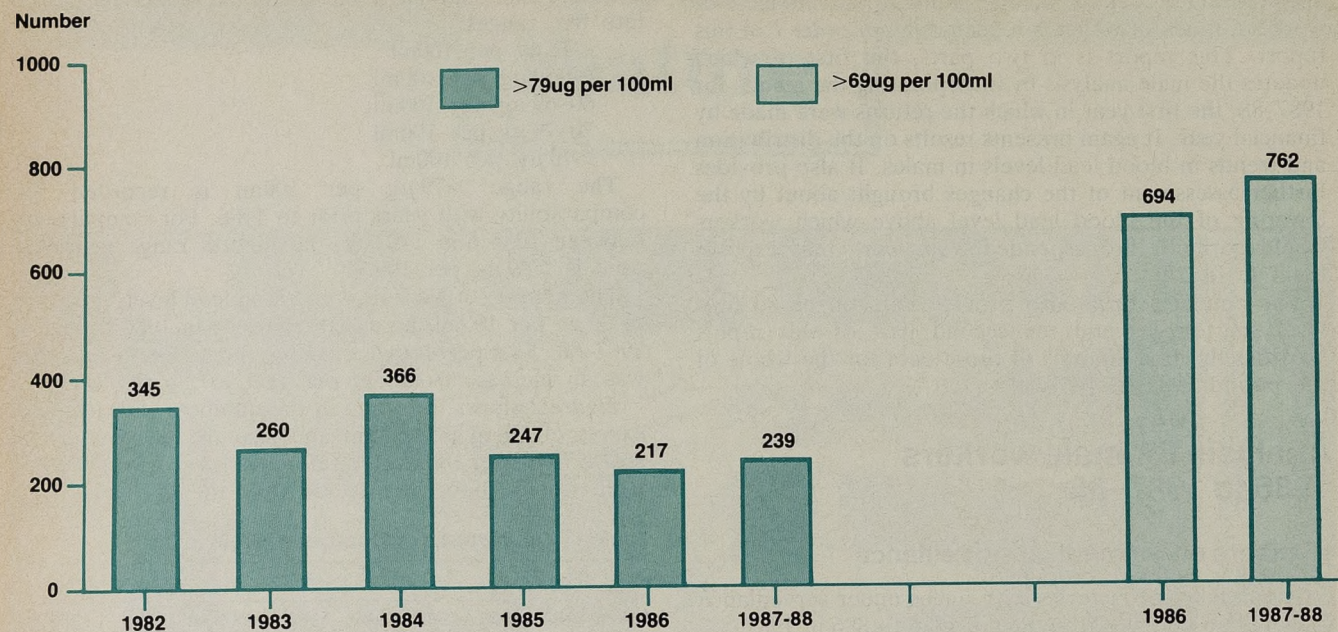
Table 2 Distribution of male blood lead levels, by sector, 1987-88

Sector	μg per 100ml			
	<40	40-59	60-69	>69
1	61.2	28.8	7.5	2.7
2	44.8	34.7	11.5	9.0
3	84.0	9.4	2.8	3.8
4	60.0	32.7	5.0	2.3
5	83.2	12.6	1.5	2.8
6	86.4	12.5	0.7	0.5
7	92.9	6.3	0.6	0.2
8	85.4	8.3	3.8	2.5
9	48.4	31.2	11.7	8.7
10	90.7	8.2	0.8	0.3
11	73.0	20.5	4.1	2.5
12	88.1	10.2	1.2	0.5
All	69.2	21.8	5.6	3.4

The distribution of male blood lead levels for the two years is shown in *table 1*. The percentage distribution shows little change over the two years. The numbers in the lowest range have decreased but this was in proportion to the decrease in the total under surveillance.

The pattern of blood lead levels by sector in 1987-88 is shown in *table 2*. Sector 2 (lead battery) had the highest proportion (9 per cent) of workers under surveillance in the highest range followed by sector 9 (demolition/scrap) with 8.7 per cent. The next highest sector was sector 3 (badge/jewellery enamelling) with 3.8 per cent. The number under surveillance in this latter sector was small. Sector 7 (manufacture of organic/inorganic compounds) had the highest proportion (92.9 per cent) of those under surveillance in the lowest range although several other sectors approached this figure and in six sectors the proportion was in excess of 80 per cent. Sectors 2 and 9

Figure 2 Male workers with high blood lead levels



both had less than 50 per cent of workers under surveillance in the lowest range. Both these sectors were ten percentage points below the next lowest sector.

Figure 3 compares the proportions in the lowest and highest blood lead ranges for 1986 and 1987-88. In seven of the sectors the proportion in the lowest blood lead range was lower in 1987-88 than in 1986. The greatest deterioration was in sector 9 (demolition/scrap) which declined from 58 per cent in 1986 to 48.4 per cent in 1987-88.

In nine of the sectors the proportion in the highest blood lead range was higher in 1987-88 than in 1986. The greatest increase was in the sector 3 (badge/jewellery enamelling) which increased from 0 per cent in 1986 to 3.8 per cent (four workers) in 1987-88 but, as noted, the numbers under surveillance in this sector were small. Other sectors experiencing increases in excess of two percentage points were sector 2 (lead battery) from 6.5 per cent to 9 per cent (from 228 to 346 workers), sector 5 (pigments/colours) from 0.5 per cent to 2.8 per cent (from 4 to 21 workers) and sector 9 from 6.2 per cent to 8.7 per cent (from 155 to 157 workers). The increase in the percentage in sector 9 was due to the sharp drop in the number under surveillance from 2,511 in 1986 to 1,800 in 1987-88.

Table 3 shows the pattern of blood lead levels by FI area in 1987-88 and figure 4 compares the proportion in the highest blood lead range for 1986 and 1987-88. FI area 16 with just under 10 per cent and area 18 with 8 per cent had the highest proportions of workers in the highest blood lead range. In 13 of the FI areas there was a higher proportion in the highest range in 1987-88 than in 1986 (in 12 of the areas there were higher numbers). The most noticeable increases were in area 16, from 4.1 per cent to 10 per cent (from 68 to 160 workers), and area 18, from 3.1 per cent to 8 per cent (from 15 to 48 workers). FI area 1, which had the highest proportion in 1986, experienced a sharp drop to 2.6 per cent in 1987-88.

In 12 of the FI areas there was a higher proportion in the blood lead range >79 µg per 100ml in 1987-88 than in 1986 (in 11 of the areas there were higher numbers).

Suspension of workers

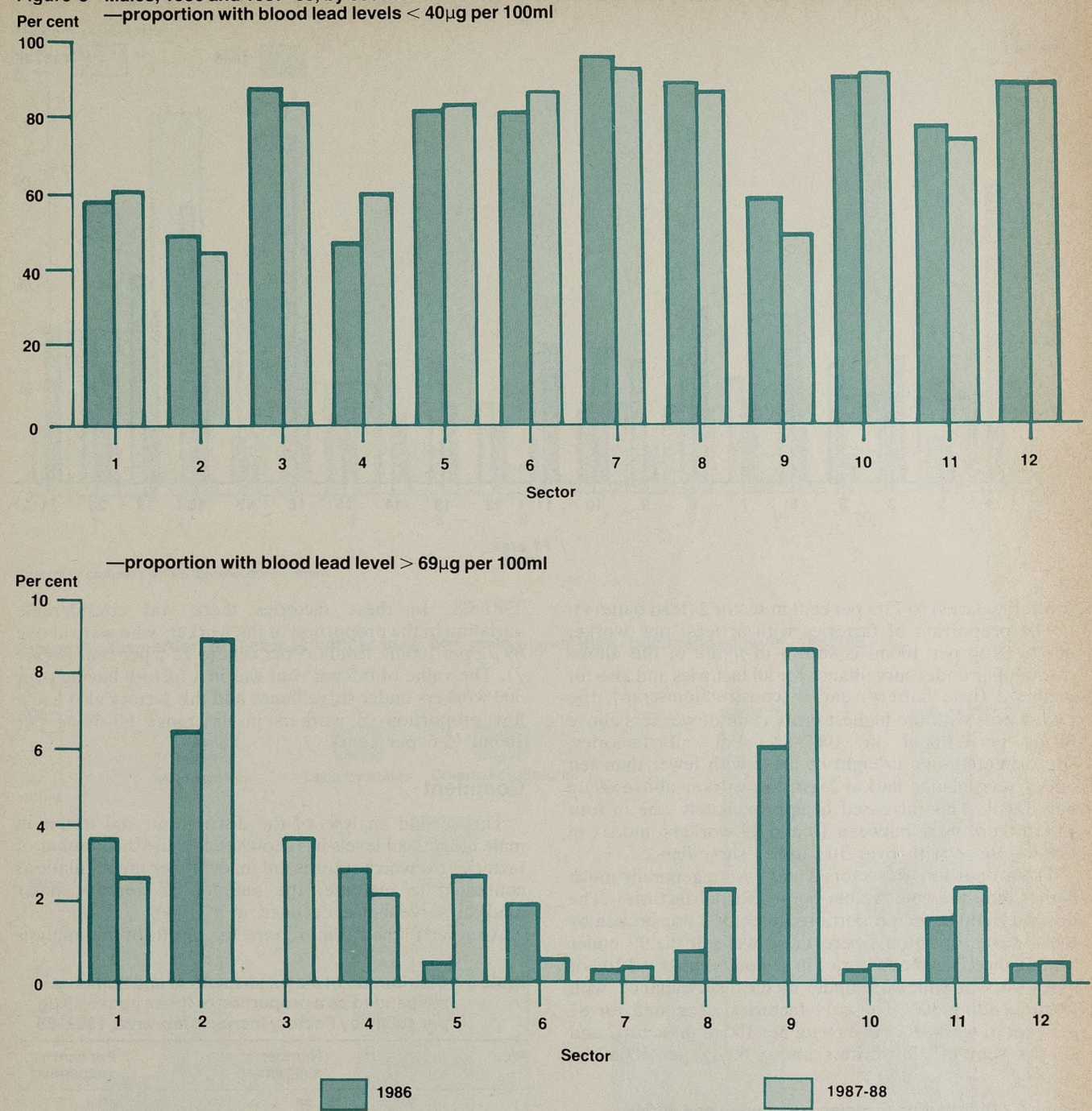
When the blood lead level of a worker exceeds 69 µg per 100ml, a repeat sample is taken. If this confirms their blood lead level as above 69 µg per 100ml, then the worker should normally be certified as unfit to work with lead and suspension from lead work should follow.

It should be noted that the annual return records the highest blood lead level even where a repeat sample does not confirm the blood lead level as above 69 µg per 100ml. Workers can be suspended from work that exposes them to lead before they reach 69 µg per 100ml if this is considered appropriate by the EMA or AD. Workers can be suspended from work with lead for reasons other than their blood lead levels but these numbers are small. These factors should be borne in mind when comparing the

Table 3 Distribution of male blood lead levels, by Factory Inspectorate area, 1987-88

Area	µg per 100ml			
	<40	40-59	60-69	>69
1	58.1	31.6	7.7	2.6
2	91.3	7.0	0.6	1.2
3	62.8	27.5	8.1	1.6
5	74.1	17.7	4.7	3.4
6	65.6	25.5	6.1	2.9
7	83.0	12.7	1.3	3.0
8	65.4	21.4	8.1	5.1
9	54.3	35.4	6.8	3.5
10	65.6	25.3	7.0	2.2
11	69.1	20.8	6.3	3.7
12	80.4	14.9	2.4	2.3
13	61.7	26.9	7.9	3.5
14	68.6	21.9	6.1	3.4
15	67.4	25.5	5.2	1.9
16	48.5	31.9	9.7	10.0
17	85.8	11.1	1.9	1.2
18	61.7	22.2	8.2	8.0
19	67.3	21.5	5.2	6.0
20	63.6	26.7	5.6	4.1
21	78.2	15.1	5.2	1.6
All	69.2	21.8	5.6	3.4

Figure 3 Males, 1986 and 1987-88, by sector



number of workers above 69 µg per 100ml with the number suspended.

In 1986 there were 694 workers with a blood lead level in excess of 69 µg per 100ml and 351 suspensions (50.6 per cent). In 1987-88 there were 762 workers above 69 µg per 100ml and 388 suspensions (50.9 per cent). The suspension rate has remained the same over the two years, with the higher number of suspensions due to the higher number above 69 µg per 100ml in 1987-88.

Table 4 shows the numbers suspended and the numbers suspended as a proportion of those above 69 µg per 100ml by sector. In 1987-88 sectors 1 (smelting), 2 (lead battery) and 9 (demolition/scrap) had 47.9 per cent of all workers under medical surveillance, 83.3 per cent of all workers above 69 µg per 100ml and 86.1 per cent of all suspensions. In these three sectors the suspension rates

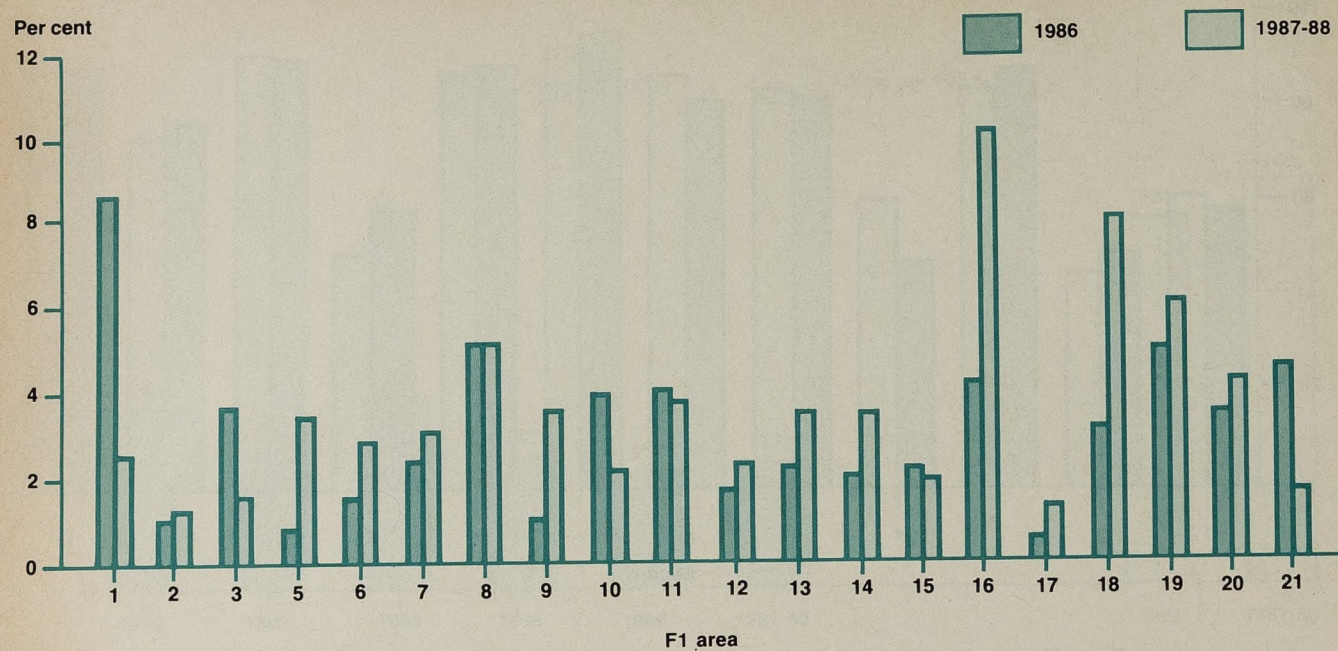
were 53.8 per cent, 43.4 per cent and 72 per cent respectively. The lowest suspension rate was in sector 4 (glass making) with 4.8 per cent.

Table 5 shows the numbers suspended and the numbers suspended as a proportion of those above 69 µg per 100ml by FI area. In three of the areas over 60 per cent of those above 69 µg per 100ml were suspended and in two other areas the rate was 30 per cent or lower.

Factories with workers above 69 µg per 100ml

In 22.7 per cent of factories with one or more workers under medical surveillance there was at least one male worker whose blood lead level exceeded 69 µg per 100ml in 1987-88 (19.1 per cent of all factories compared with 18.1 per cent in 1986). Figure 5 shows that the proportion varied substantially by sector, from 5.1 per cent in sector 6

Figure 4 Males, 1986 and 1987-88, by Factory Inspectorate area—proportion with blood lead level > 69µg per 100ml



F1 area

(pottery, glazes) to 73.3 per cent in sector 2 (lead battery).

The proportion of factories with at least one worker above 69µg per 100ml is shown in figure 6; this shows the number under surveillance for all factories and also for sectors 2 (lead battery) and 9 (construction/scrap), the two sectors with the highest proportion of workers above 69µg per 100ml in 1987-88. For all factories, approximately one in eight of those with fewer than ten under surveillance had at least one worker above 69µg per 100ml. This increased to approximately one in four where there were between 10 and 99 workers and six in ten for those with over 100 under surveillance.

The proportions in sectors 2 and 9 were generally much higher than the comparable figures for all factories. The upward trend in the proportions in sector 2 was broken by the lower proportion where there were 50 to 99 under surveillance. Eleven factories in sector 2 employed 100 or more workers who were under medical surveillance, with five exceeding 300. These 11 factories accounted for 81 per cent of workers above 69µg per 100ml in sector 2 and 37 per cent of all workers above 69µg per 100ml in

Table 4 Distribution of males suspended and number suspended as proportion of those above 69µg per 100ml, by sector, 1987-88

Sector	Number suspended	Per cent suspended
1	71	53.8
2	150	43.4
3	2	50.0
4	1	4.8
5	12	57.1
6	1	33.3
7	2	40.0
8	1	16.7
9	113	72.0
10	2	100.0
11	24	52.2
12	9	47.4
All	388	50.9

1987-88. In these factories there was considerable variation in the proportion of the workers who were above 69µg per 100ml, from 0.5 per cent to 22.5 per cent (figure 7). The value of 0.5 per cent was in a factory having over 300 workers under surveillance and this factory also had a low proportion of workers in the range 60-69µg per 100ml (3.6 per cent).

Comment

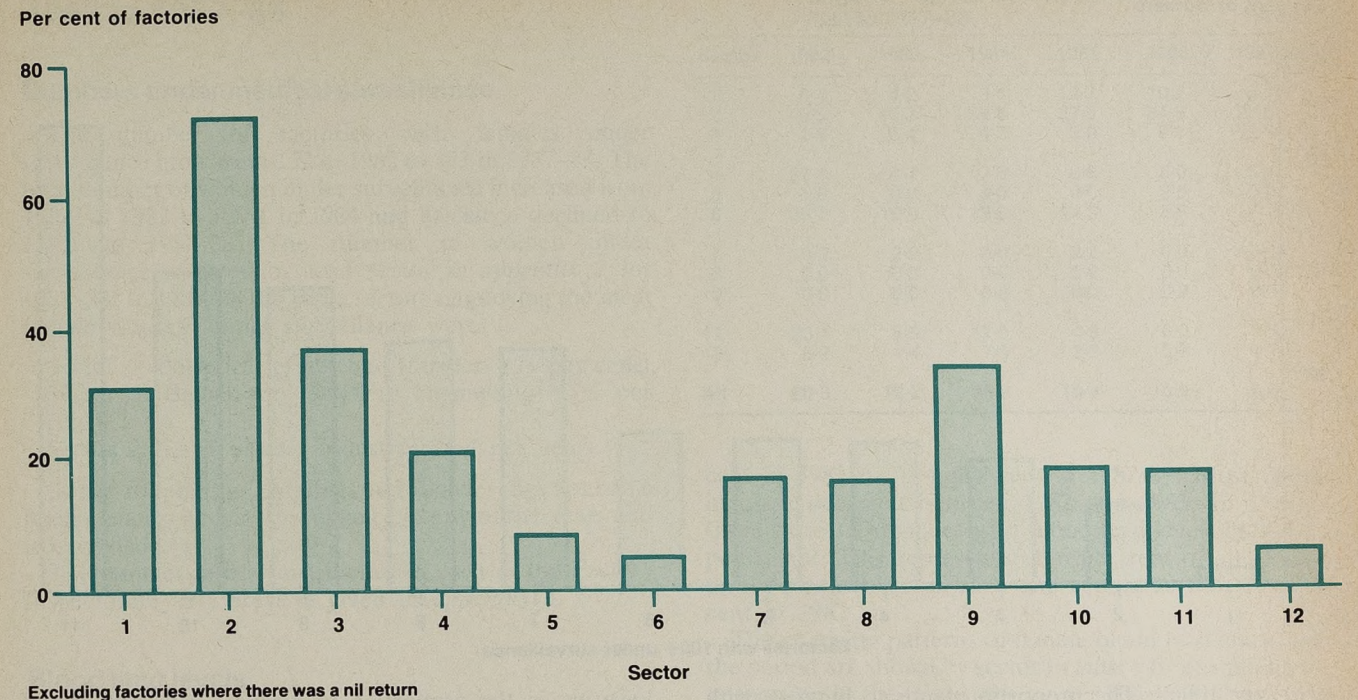
This second analysis of the distribution and trends in male blood lead levels has shown that while the number of factories for which returns are made under the regulations continued to increase, the number of workers under medical surveillance declined in 1987-88.

As noted in the earlier report, the results of this analysis

Table 5 Distribution of males suspended and numbers suspended as a proportion of those above 69µg per 100ml by Factory Inspectorate area, 1987-88

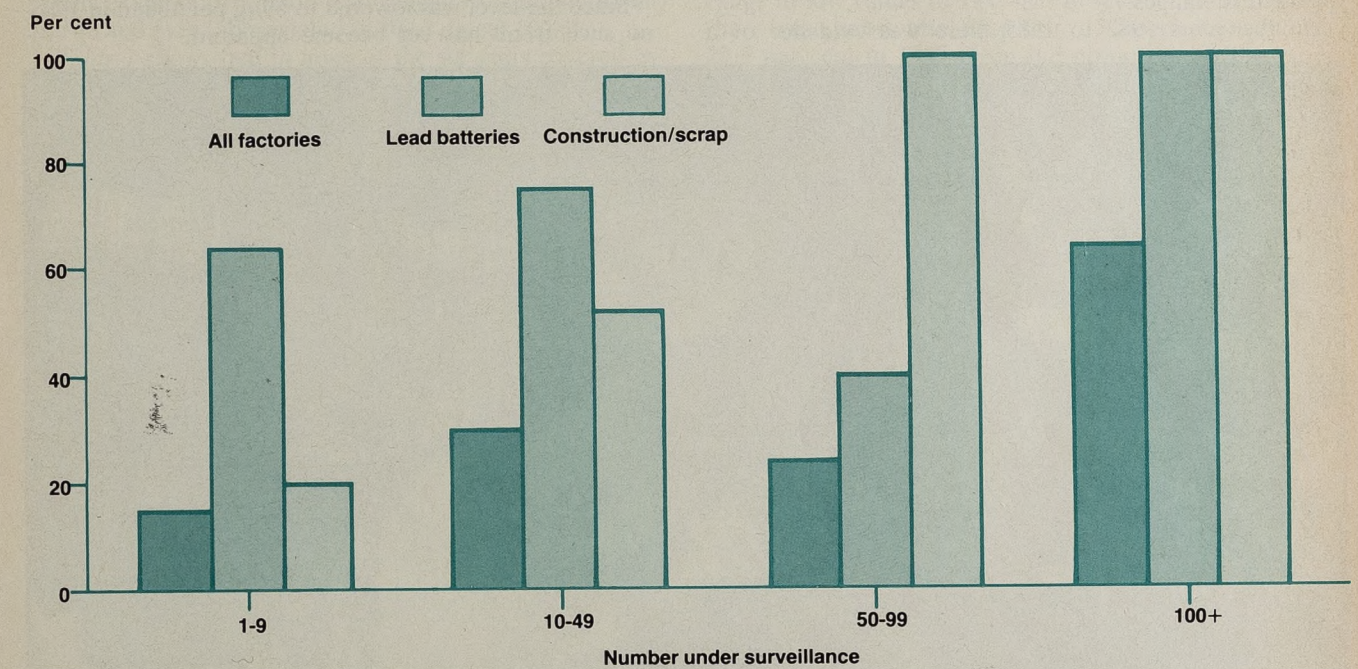
Area	Number suspended	Per cent suspended
1	29	69.1
2	5	50.0
3	2	25.0
5	15	37.5
6	9	39.1
7	10	41.7
8	7	35.0
9	11	50.0
10	33	71.7
11	31	44.3
12	13	48.2
13	11	45.8
14	36	43.9
15	6	37.5
16	91	56.9
17	10	35.7
18	21	43.8
19	40	87.0
20	5	31.3
21	3	30.0
All	388	50.9

Figure 5 Proportion of factories with at least one male above recommended level, 1987-88, by sector



Excluding factories where there was a nil return

Figure 6 Proportion of factories with at least one male above the recommended level, 1987-88



Excludes nil returns

reflect the recognised differences in lead absorption risks for different industrial processes with the high risk sectors (lead battery and demolition/scrap) having the higher proportions in the high blood lead ranges.

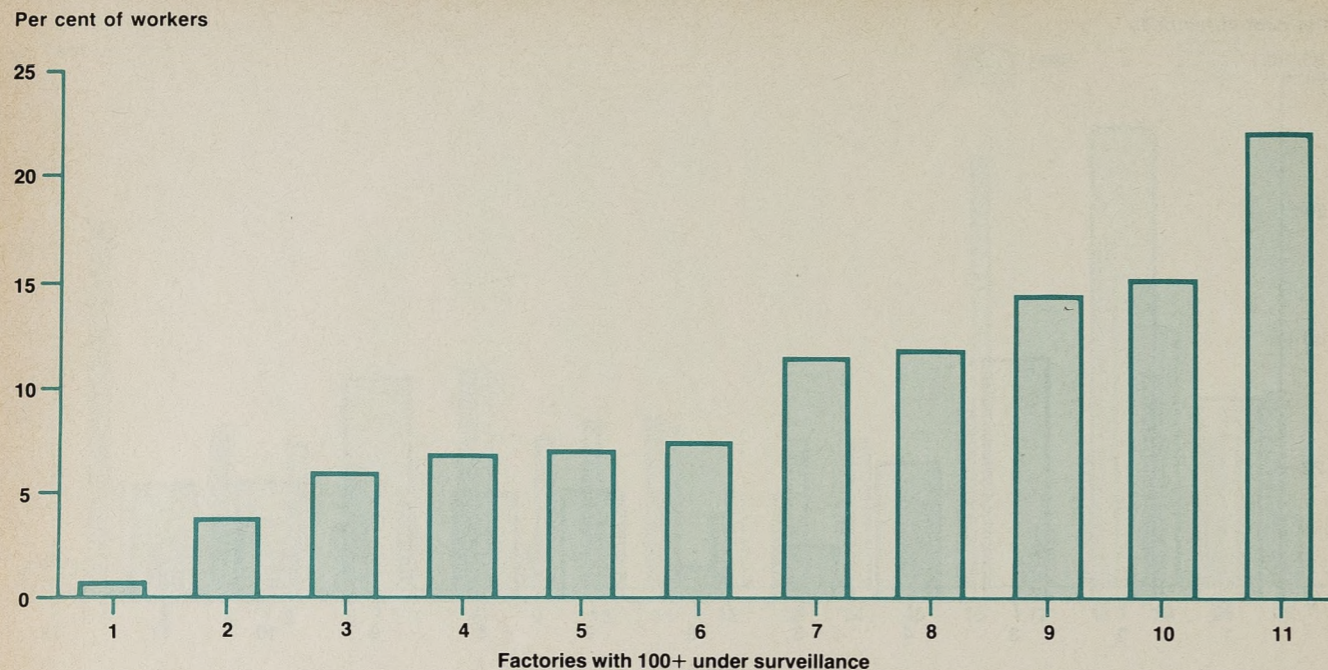
Over the two years there has been an increase in the number of workers whose blood lead level exceeds 69µg per 100ml, above which a worker should normally be declared unfit for work which exposes him to lead. In 1987-88 3.4 per cent of males under surveillance exceeded this level. This compares with 3 per cent in 1986 and 1.1 per cent in 1985 (in 1985 the level was 79µg per 100ml). In

sector 2 (lead battery) and sector 9 (demolition/scrap) the proportion above 69µg per 100ml was 8 per cent and had increased noticeably since 1986. In seven other sectors there was a higher proportion in 1987-88 than in 1986 although only marginally so in some sectors.

The number of workers suspended increased to 388 in 1987-88 but the proportion of workers above 69µg per 100ml who were suspended remained relatively constant and was 50.9 per cent in 1987-88.

Over one in five of factories where there are workers under medical surveillance have at least one worker over

Figure 7 Proportion of males above recommended level: Sector 2 (lead battery), 1987-88

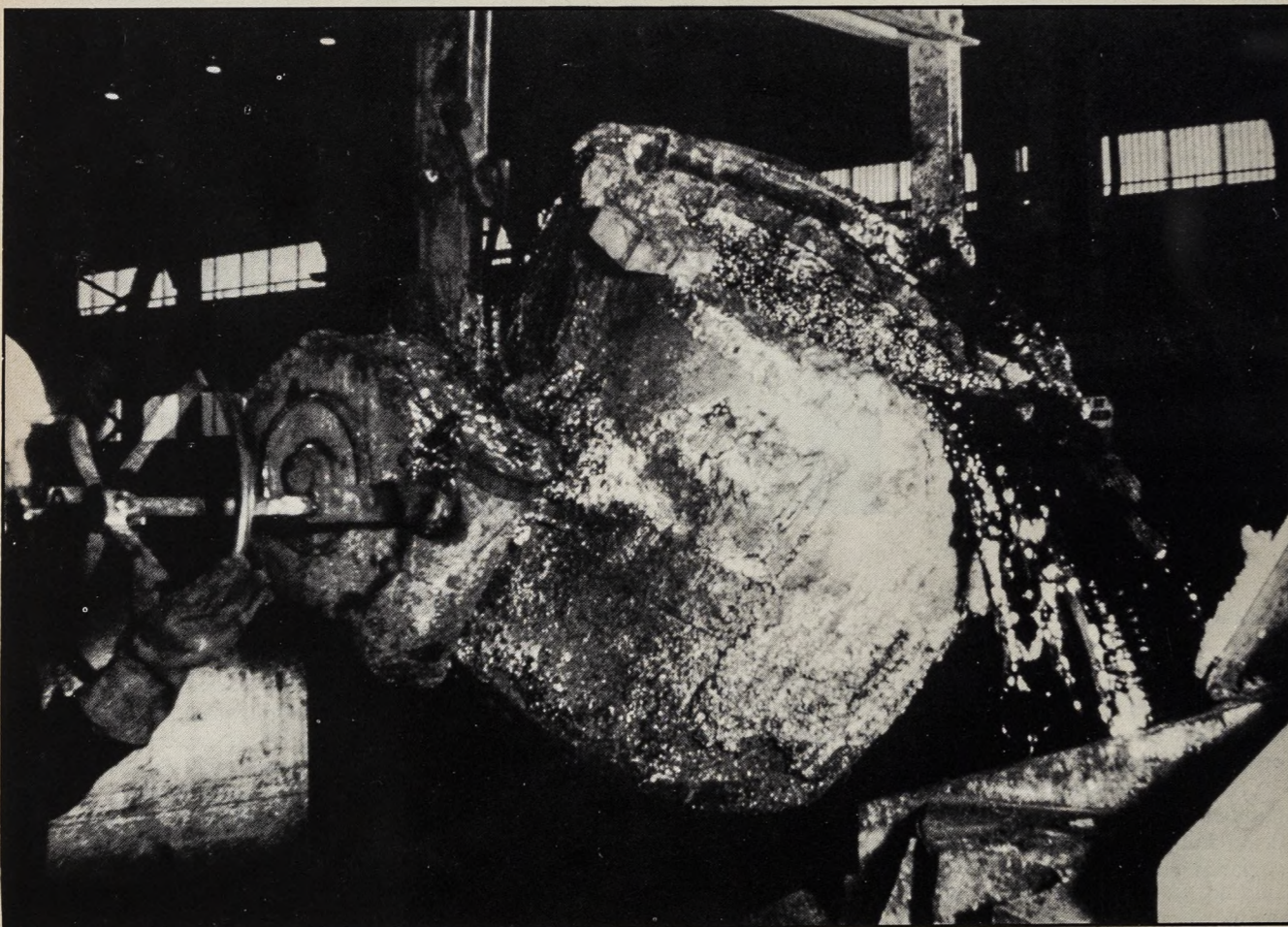


69 μg per 100ml. The proportion tends to increase with the number under surveillance but the illustration from sector 2 (lead battery) shows that some large companies can maintain low proportions of their workers in the high blood lead ranges.

In the years 1982 to 1985 there was evidence of a

lowering in the proportion of workers with blood lead levels above 79 μg per 100ml, the level at which a worker would normally be certified as unfit for work which exposes him to lead.

Since the level was lowered to 69 μg per 100ml in 1986, no such trend has yet become apparent.



Molten lead being poured into a mould.

Analysis for female workers 1982 to 1987-88

Numbers under medical surveillance

The number of factories with females under surveillance grew from 132 in 1982 to 173 in 1987-88. The total number of women under surveillance increased from 1,269 in 1982 to 1,651 in 1984 and has since declined to 1,423 in 1987-88. The number of women under surveillance is given by lead sector in *appendix 2* for 1987-88. In 1987-88 the three sectors employing the most female workers under surveillance were:

Sector 6: Potteries, glazes and transfers (21 per cent)
Sector 3: Badge and jewellery enamelling (17.1 per cent)

Sector 2: Lead battery industry (16.4 per cent).

Sector 10 (painting buildings and vehicles) has not had a female under medical surveillance in any of the years and is excluded.

The number under surveillance in each of the Factory Inspectorate (FI) areas is given in *appendix 3*.

Blood lead levels

The number of women with blood lead levels in the higher ranges is small. Apart from *table 1*, which shows the overall distribution of blood lead levels, all the other results examine two blood lead ranges <40 μg per 100ml and 40 and over (abbreviated to 40+) μg per 100ml.

Table 1 shows that in none of the six years covered by this report has the proportion of females with a blood lead level greater than 79 μg per 100ml exceeded 0.5 per cent. In 1986 the proportion above the new level of 69 μg per 100ml was 1 per cent but this dropped back to 0.4 per cent in 1987-88.

Over the period there has been an increase in the proportion of female workers under surveillance with blood lead levels below 40 μg per 100ml, from 79.7 per

Table 6 Distribution of female blood lead levels in the range 40+ μg per 100ml, by sector, 1982 to 1987-88

Sector	1982	1983	1984	1985	1986	1987/88
1	8.4	4.2	2.4	12.7	10.2	8.1
2	45.5	41.3	34.8	27.5	31.5	29.5
3	1.5	3.4	4.7	5.0	9.1	8.6
4	27.1	14.7	7.8	6.6	5.0	5.4
5	1.8	0.0	0.0	0.0	2.6	0.0
6	29.2	16.9	13.6	14.3	8.8	4.0
7	0.0	0.0	0.0	3.2	0.0	0.0
8	0.0	0.0	0.0	0.0	0.0	0.0
9	0.0	0.0	0.0	0.0	0.0	0.0
11	23.4	8.5	17.0	4.3	0.0	1.5
12	8.2	1.4	7.9	2.2	3.2	1.1
All	20.3	12.2	13.0	10.4	10.9	8.6

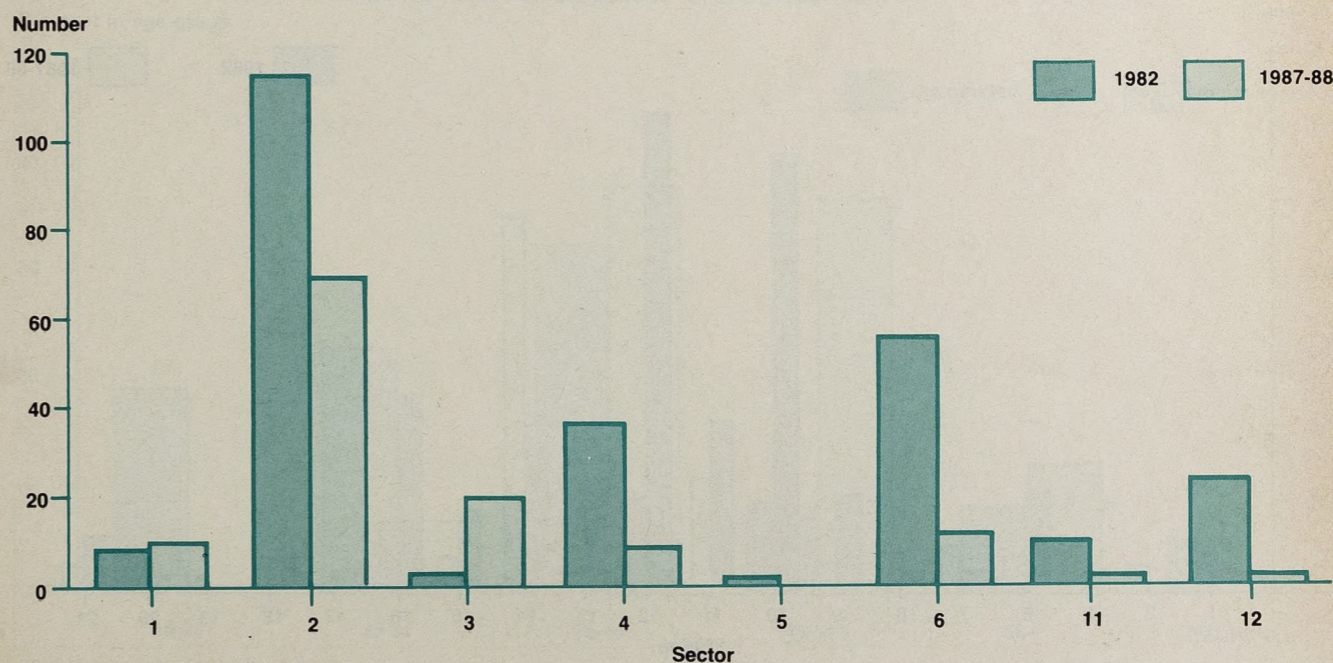
cent in 1982 to 91.4 per cent in 1987-88. Most of this increase occurred between 1982 and 1983. In 1987-88 there were 123 females with blood lead levels of 40+ μg per 100ml. This represented 8.6 per cent of all females under medical surveillance and compares with 20.3 per cent in 1982.

The changing patterns of female blood lead levels over the period are shown by sector in *table 6* by examining the proportion in the range 40+ μg per 100ml. In four of the sectors (5, 7, 8 and 9) the proportions were low or zero in all of the years. In four other sectors (4, 6, 11 and 12) there were substantial declines in the proportions in this range to low values in 1987-88. In sector 2 (lead battery) there was a substantial drop from 45.5 per cent in 1982 to 29.5 per cent in 1987-88 in the proportion in the range 40+ μg per 100ml; but this 1987-88 value was far higher than in any other sector.

The exceptions are sector 1 (smelting) where in 1987-88 the proportion returned to its 1982 level after an improvement to 1984; and sector 3 (badge/jewellery enamelling) where, although there was a slight drop in 1987-88, the trend was upwards prior to this.

Figures 8 and 9 compare the number of females with

Figure 8 Females, 1982 and 1987-88, by sector — number with blood lead levels of 40+ μg per 100ml



Excludes sectors with zero in both years

blood lead levels of $40+ \mu\text{g}$ per 100ml in 1982 and 1987-88 by sector and by FI area. The numbers declined in most sectors but there was a slight increase in sector 1 (smelting) and a more substantial increase in sector 3 (badge/jewellery enamelling). Over half the women in this blood lead range were employed in sector 2 (lead battery). In virtually all FI areas the numbers were either small or below the 1982 value. The exception to this was in FI area 14 where the numbers were much higher than in 1982 and in 1987-88 accounted for 40 per cent of all female workers in this range.

It should be noted that where women are not considered of reproductive capacity, it is acceptable under the regulations for them to have blood lead levels in the range $40+ \mu\text{g}$ per 100ml.

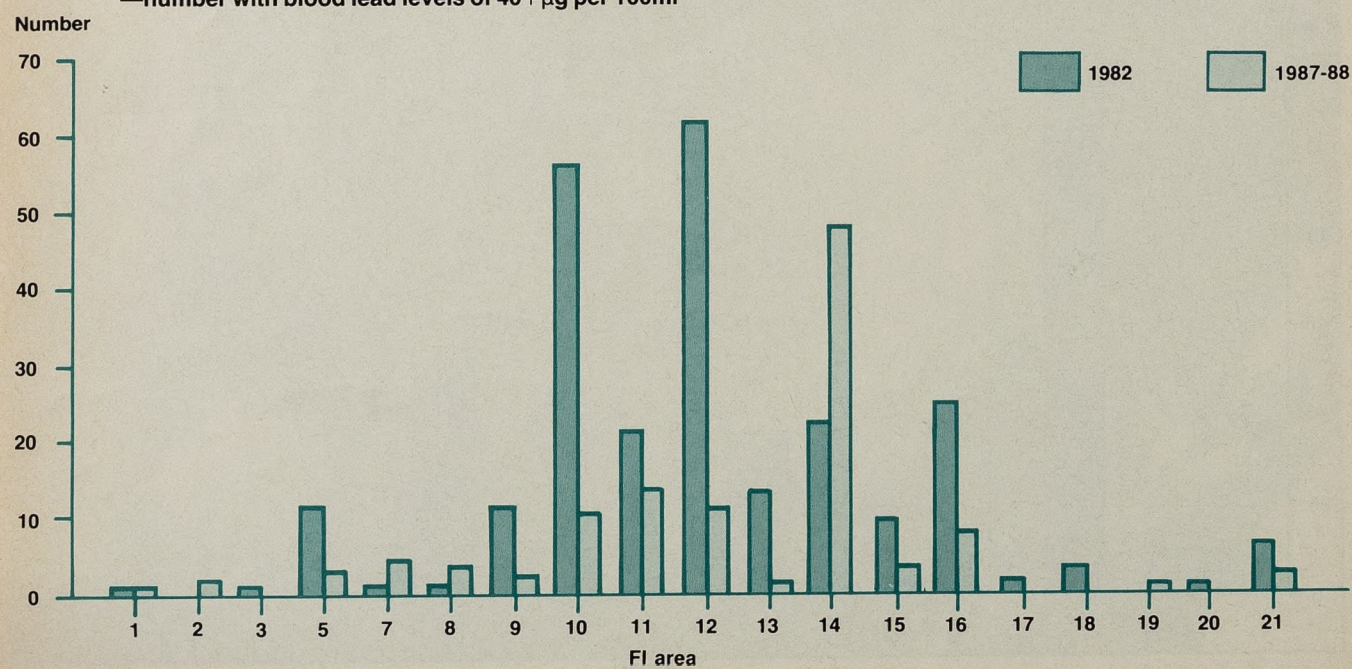
Suspension of workers

As with male workers, when females exceed the blood lead level specified in the Approved Code of Practice—and this is confirmed by a repeat sample—they should normally be certified as unfit to work with lead and suspension should follow. As noted in the introduction, women who are considered to be of reproductive capacity should be suspended from lead work if their blood lead level exceeds $40 \mu\text{g}$ per 100ml.

The number of females in the range $40+ \mu\text{g}$ per 100ml, the number above the blood lead level appropriate to the year ($79 \mu\text{g}$ per 100ml for 1982 to 1985 and $69 \mu\text{g}$ per 100ml for 1986 and 1987-88) and the number suspended are shown in table 7. Apart from 1986, when the level was lowered, the number of women who would have been suspended because they exceeded the blood lead level appropriate to the year has been low. Some women may have been suspended because their blood lead level was approaching $79 \mu\text{g}$ per 100ml prior to 1986 or $69 \mu\text{g}$ per 100ml for 1986 and 1987-88 or based on the clinical judgement of the examining doctor. It is likely, however, that for the majority of the other women suspension was because they were considered to be of reproductive capacity.

In 1987-88 there were 123 women with blood lead levels

Figure 9 Females, 1982 and 1987-88, by Factory Inspectorate area—number with blood lead levels of $40+ \mu\text{g}$ per 100ml



Excludes area with zero in both years

Table 7 Number of females with blood lead levels of $40+ \mu\text{g}$ per 100ml, above recommended level and number suspended, 1982 to 1987-88

Year	$40+ \mu\text{g}$ per 100ml	Above recommended level for year	Suspended
1982	258	5	33
1983	163	2	20
1984	215	8	62
1985	161	3	37
1986	168	15	57
1987-88	123	5	33

in the range $40+ \mu\text{g}$ per 100ml. A total of 33 women were suspended and the likely distribution is that five were suspended because their blood lead level exceeded $69 \mu\text{g}$ per 100ml with the remainder suspended because they were considered to be of reproductive capacity.

Tables 8 and 9 show respectively by sector for 1987-88 the number of females suspended and the number with blood lead levels in the range $40+ \mu\text{g}$ per 100ml. Sector 2 (lead battery) had 56.1 per cent of all females with blood lead levels in the range $40+ \mu\text{g}$ per 100ml and 45.5 per cent of all females who were suspended. As noted earlier in the report, FI area 14 had 39.8 per cent of all females in the range $40+ \mu\text{g}$ per 100ml and 30.3 per cent of all suspended females. The final column in both tables gives the percentage of women with blood lead levels of $40+ \mu\text{g}$ per 100ml who were suspended. While there are differences in these percentages between the sectors and the areas, these may well reflect differing age distributions of women employed in the sectors and differing sector mixes between areas.

Analysis of the additional 1987-88 return

In order to look more fully at the issue of women of reproductive capacity, an additional return was collected for 1987-88. This return was for all women with a blood lead level of $40+ \mu\text{g}$ per 100ml. The purpose of the additional return in 1987-88 was to determine the reasons for non-suspension in the remaining 90 women with a

Table 8 Number of females suspended and number in the range $40+ \mu\text{g}$ per 100ml, by sector, 1987-88

Sector	Number suspended	Number $40+ \mu\text{g}$ per 100ml	Per cent suspended
1	2	10	20.0
2	15	69	21.7
3	10	21	47.6
4	3	8	37.5
6	1	12	8.3
11	0	1	0.0
12	2	2	100.0
All	33	123	26.8

Note: This table excludes those sectors where there were no females suspended or with blood lead levels in the range $40+ \mu\text{g}$ per 100ml.

recorded blood lead level of $40+ \mu\text{g}$ per 100ml. The return recorded their age, all their blood lead measurements through the year and whether they were assessed as fit or unfit at the time of each measurement. Where a woman

Table 9 Number of females suspended and in the range $40+ \mu\text{g}$ per 100ml, by Factory Inspectorate area, 1987-88

Area	Number suspended	Number $40+ \mu\text{g}$ per 100ml	Per cent suspended
1	1	1	100.0
2	2	2	100.0
5	2	3	66.7
7	0	4	0.0
8	1	3	33.3
9	0	3	0.0
10	5	12	41.7
11	2	15	13.3
12	3	13	23.1
13	0	1	0.0
14	10	49	20.4
15	0	4	0.0
16	5	9	55.6
19	1	1	100.0
21	1	3	33.3
All	33	123	26.8

Note: This table excludes those areas where there were no females suspended or with blood lead levels in the range $40+ \mu\text{g}$ per 100ml.

Figure 10 Age structure of suspended and non-suspended females, 1987-88

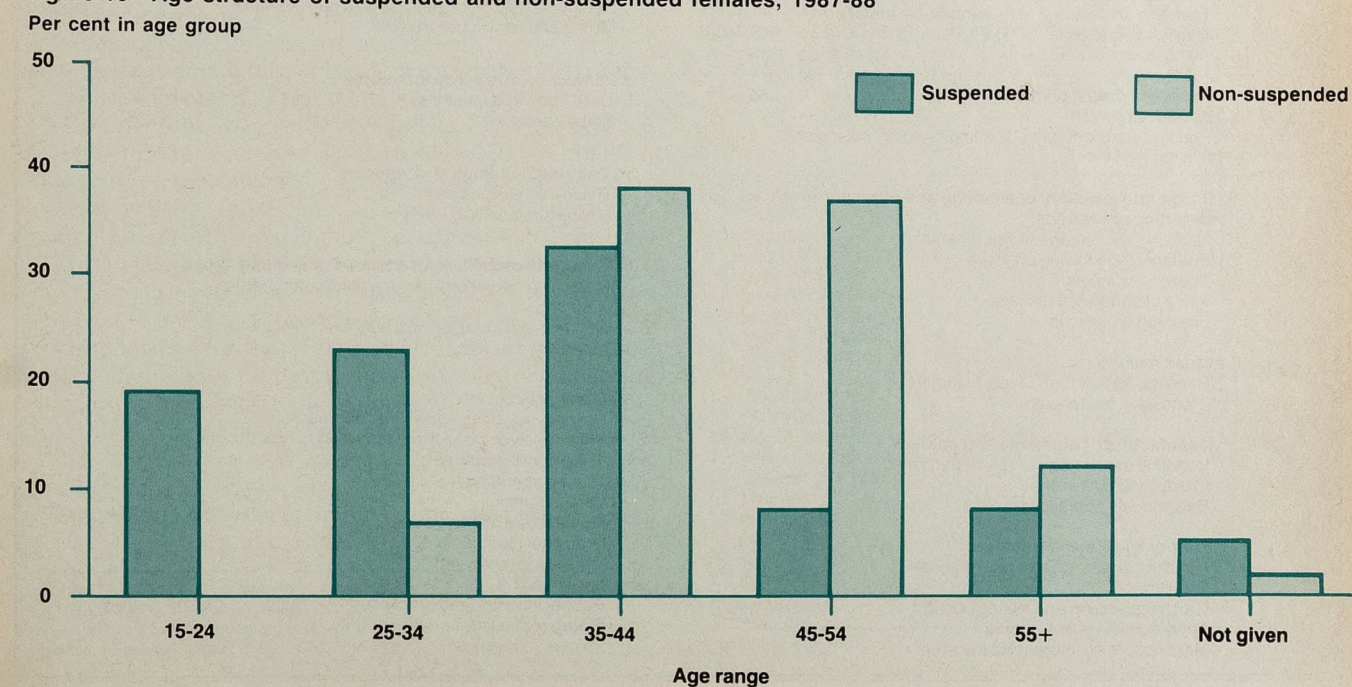


Table 10 Reasons for non-suspension of women with blood lead levels in the range $40+ \mu\text{g}$ per 100ml, 1987-88

	Aged <45	All
Reasons indicating non-child bearing capacity	25	62
Other reasons	16	28

was not suspended from lead work, the reason why was recorded.

Figure 10 shows the age distribution of those that were suspended in comparison with those that were not suspended. It clearly demonstrates the younger age structure of those who were suspended.

Eight of the suspended females had a blood lead level in the range $40+ \mu\text{g}$ per 100ml prior to the blood lead measurement at which they were declared unfit. There were 41 females aged less than 45 who were not suspended when their blood lead level was in the range $40+ \mu\text{g}$ per 100ml.

Table 10 shows the reasons why women were not suspended, grouped into those relating to non-child bearing capacity and other reasons, for all those with blood lead levels of $40+ \mu\text{g}$ per 100ml and for those who were aged less than 45 years. When all reasons that are consistent with the female not being of child bearing capacity are combined, 68.9 per cent of all non-suspended females and 61 per cent of those aged less than 45 years fall into this category.

If, in the absence of any other evidence, women aged less than 45 years are considered to be of child bearing capacity, 16 women were allowed to continue with exposure to lead when their blood lead level was in the range $40+ \mu\text{g}$ per 100ml. None of these 16 had their blood lead levels checked again within a month of their level being found to be $40+ \mu\text{g}$ per 100ml. In eight cases the next measurement confirmed the blood lead level as $40+ \mu\text{g}$ per 100ml. A further 12 women aged 45 years or over also continued to be exposed to lead when their blood lead level was in the range $40+ \mu\text{g}$ per 100ml and were not recorded by the EMA or AD as of non-child bearing capacity in the reasons.

Comment

The number of females under medical surveillance in the lead industry is small in comparison to males and the numbers have been declining over the last four years. Over the period there were very few females with blood lead levels in excess of 79 µg per 100ml for 1982 to 1985 and 69 µg per 100ml for 1986 and 1987-88; and in a typical year the proportion was less than 0.5 per cent.

An additional clause in the Approved Code of Practice requires the suspension of females where they are considered of reproductive capacity and have a blood lead level in the range 40+ µg per 100ml. The proportion of females in this range declined from 20.3 per cent in 1982 to 8.6 per cent in 1987-88. As noted in *appendix 1*, a woman can have a blood lead level above 40 µg per 100ml and below the recommended level for the relevant year as long as she is not regarded as of reproductive capacity.

Although most sectors experienced lowering numbers and proportions of workers in the range 40+ µg per 100ml, there was evidence of an upward trend in sector 3 (badge/jewellery enamelling). In sector 1 (smelting) the 1987-88 proportion was much higher than in 1983 or 1984 but the proportion had declined from a high point in 1985. The proportion in sector 2 (lead battery) declined over the period but, at 29.5 per cent in 1987-88, was over three times the value in the next highest sector.

Comparing 1982 with 1987-88, there was a decline in the number of females in the range 40+ µg per 100ml in virtually all the FI areas. The exception to this was FI area 14, which in 1987-88 accounted for 40 per cent of all women in this range.

In 1987-88 33 women were suspended from lead work with the likelihood that 28 of these were suspended because they were considered to be of reproductive capacity.

The additional return for 1987-88, which sought the reasons for non-suspension when the blood lead level exceeded 40 µg per 100ml, found that the majority (over 60 per cent) were not considered by the examining doctor to be of child bearing capacity. There were, however, 16 females aged less than 45 years who were not suspended when their blood lead level exceeded 40 µg per 100ml and the reason given suggested they were of child bearing capacity. A further 12 females aged 45 years or over fell into this same category.

The return for 1988-89 will also record the reasons for non-suspension of females with blood lead levels in the range 40+ µg per 100ml and the situation will be closely monitored. Further advice on definitions and interpretation with regard to child bearing capacity is under active discussion and, when agreed, will be sent to all EMAS doctors and doctors appointed under the regulations. ■



Sector 1 (smelting, refining, alloying, casting) had the highest number of men under surveillance. For women, it was sector 6 (pottery, glazes and transfers).

Lead industry sectors

1 Smelting, refining, alloying, casting

Handling and storage of raw and waste materials
Sintering of ore
Work at smelting furnaces
Work at refining kettles, melting pots including pouring
Handling of finished product incl storage and transport

2 Lead battery industry

Handling and storage of raw and waste materials
Casting operations
Manufacture of lead oxide
Paste mixing
Pasting of plates, drying and curing
Formation
Plate preparation, group building, burning, boxing and finishing

3 Badge and jewellery enamelling and other vitreous enamelling operations

Handling and storage of raw materials
Preparing and mixing enamels
Applying enamels
Firing of enamelled articles
Finishing processes

4 Glass making

Handling and storage of raw materials
Processing operations

5 Manufacture of pigments and colours

Handling and storage of raw materials
Processing operations
Bagging, etc operations

6 Pottery, glazes and transfers

Handling and storage of raw materials
Frit kiln work
Crushing, sieving and mixing operations
Applying glazes and colours
Manufacture of lithographic transfers

7 Manufacture of inorganic or organic lead compounds

(including the lead salts of fatty acids)
Handling and storage of raw materials
Processing operations
Bagging, packaging or similar operations

8 Shipbuilding, repairing and breaking

Removing lead paint, burning lead painted metal
Mixing and applying lead paint

9 Demolition and scrap industries

Lead burning operations
Battery breaking

10 Painting buildings and vehicles

Removing old lead paint
Mixing and applying lead paint

11 Work with metallic lead and lead containing alloys

Machining operations (for example, cutting, drilling, turning)
Grinding and abrading, incl lead discing of motor car bodies

12 Other processes

Brazing, soldering and similar operations
Printing—typesetting and remelting of type done at the printing factory
Tinning operations
Wire patenting
Manufacture of leaded steel
Lead shot manufacture
Metallising (spraying)
Yarn heading
Rubber industry lead processes
Mixing of plastics for extrusion, etc
Paint manufacture

Appendices

Appendix 1 Medical surveillance of workers

The Control of Lead at Work Regulations 1980¹ and the Approved Code of Practice² define the conditions under which a worker should come under medical surveillance for work with lead in Regulation 16. This states that workers will come under surveillance if their exposure to lead is significant or if an EMA or AD certifies that the worker should be under medical surveillance. Exposure to inorganic lead is considered significant where workers are exposed to levels of airborne lead which are, or are liable to be, in excess of half the lead in air standard or there is substantial risk of ingesting lead. Where biological monitoring is undertaken, the worker concerned should be regarded as significantly exposed to lead if his or her blood lead level exceeds 40 µg per 100ml.

The Approved Code of Practice specifies a blood lead level above which any workers would normally be certified as unfit for work which exposes them to lead. For 1982 to 1985 this level was 79 µg per 100ml and was lowered to 69 µg per 100ml in 1986. If during medical surveillance the blood lead level of a worker is found to exceed this level, a repeat sample should be taken. If this is also above the appropriate level for the year, then certification as unfit for work which exposes them to lead would normally follow.

Workers may not necessarily be certified as unfit if they satisfy certain criteria relating to length of service and age at the time the Regulations came into force. Additionally, for the 1986 and 1987-88 returns, a worker with a blood lead level in the range 70 to 79 µg per 100ml may not be certified as unfit if certain other biological tests are within limits specified in the Code of Practice.

When the EMA or AD notifies the employer that a worker is unfit for work which exposes him or her to lead, then the employer should suspend the worker from such work. The EMA or AD may also certify workers as unfit when their blood lead level is below the level appropriate to the year on the basis of other biological tests or clinical assessment.

There is an additional clause covering females which applies to women of reproductive capacity which came into effect on August 18, 1982. The Code of Practice states that in order to safeguard a developing foetus a woman of reproductive capacity, who is employed on work which exposes her to lead and is subject to medical surveillance, should be suspended from such work when her blood lead concentration exceeds 40 µg per 100ml. The Code of Practice does not require a repeat sample to be taken before the woman is suspended. Further details concerning medical surveillance can be found in the first report analysing male workers and in the Approved Code of Practice.

Initial analysis of the female data for 1982-86 showed that 21.7 per cent of women with blood lead levels exceeding 40 µg per 100ml were suspended. Preparation of a report on the female data was deferred

¹ Health and Safety Commission, *The Control of Lead at Work Regulations 1980*, HMSO, SI 1980 no 1248.

² Health and Safety Commission, *Control of Lead at Work: Approved Code of Practice*, Revised June 1985, HMSO 1985.

until additional information had been gathered in the 1987-88 return on women with lead levels in excess of 40 µg per 100ml who were not suspended. This information was the age of the female and, where appropriate, the reason why she was not suspended.

The blood lead levels of workers recorded on the annual return consist of grouped results for workers by factory, coded to one of 12 lead sectors (see panel on previous page). Where there are two or more sectors at the same factory, separate returns are made.

Only the highest blood lead level measured for each worker in the year is recorded on the return, even where a repeat sample is taken and this gives a lower blood lead level. The blood lead levels of workers will vary continuously through the year and there is no suggestion that workers with high blood lead levels will remain at these levels throughout the year.

Appendix 2 Number of workers under surveillance, by sector and sex

Sector	Males	Females
1 Smelting, refining, alloying and casting	4,971	123
2 Lead battery industry	3,840	234
3 Badge and jewellery enamelling and other vitreous enamelling	106	244
4 Glass making	899	148
5 Manufacture of pigments and colours	757	71
6 Pottery, glazes and transfers	594	299
7 Manufacture of inorganic or organic lead compounds	2,154	42
8 Shipbuilding, repairing and breaking	240	2
9 Demolition and scrap industries	1,800	19
10 Painting buildings and vehicles	643	0
11 Work with metallic lead and lead containing alloys	1,841	66
12 Other processes	4,287	175
All	22,132	1,423

Appendix 3 Number of workers under surveillance by Factory Inspectorate area

FI area	Number under surveillance 1987-88	
	Males	Females
1 South West	1,620	15
2 South	847	59
3 South East	516	15
5 London North	1,164	114
6 London South	807	26
7 East Anglia	789	20
8 Northern Home Counties	393	59
9 East Midlands	621	12
10 West Midlands	2,145	171
11 Wales	1,868	53
12 Marches	1,189	339
13 North Midlands	687	42
14 South Yorkshire and Humberside	2,394	179
15 West and North Yorkshire	829	166
16 Greater Manchester	1,604	64
17 Merseyside	2,261	7
18 North West	600	2
19 North East	771	25
20 Scotland East	390	28
21 Scotland West	637	27
Great Britain	22,132	1,423

Note: There is no FI area no 4.

A selection of Parliamentary questions put to Department of Employment Ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.



Department of Employment Ministers
 Secretary of State: **Michael Howard**
 Minister of State: **Tim Eggar**
 Parliamentary Under Secretaries of State:
Patrick Nicholls and Lord Strathclyde

Cash limits

Michael Brown (Brigg and Cleethorpes) asked the Secretary of State for Employment, whether any changes will be made to his Department's cash limits or running costs limits for 1989-90.

Michael Howard: Subject to parliamentary approval of the necessary Supplementary Estimates, the following changes will be made.

The cash limit for class VII, vote 1 (training programmes) will be reduced by £19,694,000 from £2,619,336,000 to £2,599,642,000. This is the net effect of a token £1,000 estimate; a decrease of £18,886,000 to offset the increase sought on class VII, vote 2, to repay the European Commission for European Social Fund over-payments in respect of 1987 and 1988, and a decrease of £809,000 to fully offset the increase sought on class VII, vote 5 for the main sale expenses of the Skills Training Agency (STA).

There is also some switching of provision within the vote, the most notable being a transfer of £38,410,000 from Employment Training (Section B1) to the Skills Training Agency (Section G). £19,183,000 of this transfer is to cover excess expenditure on running costs and £19,227,000 is because income is expected to be lower than in the original estimate.

As a result of these changes, there will be an increase of £20,210,000 in the DE training programmes running costs limit from £211,627,000 to £231,837,000. This increase is net of the £2,267,000 reduction to compensate for a breach of the same amount in the 1988-89 Training Agency class VII, vote 2 running costs limit.

The cash limit on class VII, vote 2, will be increased by £16,719,000 from £641,009,000 to £657,728,000. The increase is more than offset by a £19,694,000 reduction in the cash limit on class VII, vote 1. The increase is the net result of an increase of £20,089,000 to repay the



Michael Howard

European Commission for European Social Fund over-payments in respect of 1987-88 offset by a reduction in provision in class VII vote 1; the transfer of £365,000 from the Cabinet Office: Office of the Minister for the Civil Service (class XX, vote 1) in respect of the Challenge Funding Scheme for senior management development training; the transfer to class VII, vote 1 of £2,000,000 to cover increased costs of the introduction of Training and Enterprise Councils; the net transfer of £1,471,000 to class VII, vote 1, as final adjustment of the provisional split of provision between the Department of Employment and the Training Agency following the transfer of some small firms and enterprise functions to the Training Agency with effect from July 1, 1989; increased appropriations-in-aid of £244,000 from the Department of Social Security, (class XV, vote 7) as a result of provision transferred to the Employment Service in the Revised Estimate; and the transfer of £20,000 to the Department of Health (class XIV, vote 3) to fund the

Alcohol Concern workplace advisory service.

There is also some switching of provision within the vote, the most notable of which is the transfer of provision between the Employment Service and other Department of Employment administration of £14,796,000 in preparation for the Employment Service becoming an Agency.

As a result of these changes, there will be a decrease of £2,863,000 in the running costs limit for employment programmes and central services from £645,129,000 to £642,266,000.

The cash limit on class VII, vote 5, (Sale of Skills Training Agency) will be increased by £809,000 from a token £1,000 to £810,000. This is required to fund the main sale expenses of the Skills Training Agency, which are mainly advisers' fees and is more than offset by the reduction on class VII, vote 1.

(January 29)

Employment providing training

Tom Clarke (Monklands West) asked the Secretary of State for Employment if he will estimate the number of employers providing training in Great Britain.

Michael Howard: The latest survey carried out by my Department shows that over 200,000 employers provided training for their employees in the year 1986-87. This was 80 per cent of the total. The survey excluded firms with less than ten employees, agriculture and the Armed Services.

(February 13)

Unemployment in inner cities

Lewis Stevens (Nuneaton) asked the Secretary of State for Employment by how much unemployment in inner city areas has fallen since March 1988.

Michael Howard: In the 57 local authority areas in England within which the Government targets inner city programme aid, the number of unemployed claimants has fallen by 334,828 or 34 per cent since March 1988 and in the United Kingdom as a whole the percentage fall has been 37 per cent.

(February 13)

Skills and competence for work

Austin Mitchell (Great Grimsby) asked the Secretary of State for Employment what is his estimate of total government spending on skills and competence for work and youth training programmes for 1989-90 and for 1992-93; and what is the cost: (a) per capita of total population and (b) per trainee: what is his estimate of spending for these purposes on the same basis in: (i) Holland, (ii) West Germany and (iii) France for the latest available year.

Tim Eggar: I refer the honourable Gentleman to the Public Expenditure White Paper published on January 30, 1990. The total spend on Skills and Competence for work is forecast at £2,481 million for 1989-90 and planned at £2,392 million for 1992-93. The cost per capita of the total population is £44.60 for 1989-90 and £42.62 for 1992-93.

It is not possible to provide a cost per trainee as some of the expenditure is on programmes not directed towards individual trainees. Comparable information is not available for Holland, West Germany or France.

(February 7)

Jobclub members

David Martin (Portsmouth South) asked the Secretary of State for Employment how many people have received assistance through Jobclubs.

Tim Eggar: Since the Jobclub programme started in November 1984, over 365,000 people have received assistance. Of these over 200,000 have gone directly into jobs and over 52,000 have taken up some other options such as training, self-employment or further education.

(February 13)

Jobclub facilities for those seeking work

Charles Kennedy (Ross, Cromarty and Skye) asked the Secretary of State for Employment if he will review the range of facilities available to users of Jobclubs in the more remote areas; and if he will make a statement.

Tim Eggar: Members of Jobclubs in the more remote areas have available the full range of facilities available at other Jobclubs. These include payment of fares to attend Jobclub. Additionally, an open learning package is provided to help members who cannot attend as often as is usual. The adequacy of facilities is kept under review.

The Employment Service seeks to provide access to Jobclubs for long-term unemployed people living in rural areas wherever possible. A further extension of the service occurred on February 12, 1990 with the opening of Portree Jobclub on the Isle of Skye.

(February 13)



Tim Eggar

David Clelland (Tyne Bridge) asked the Secretary of State for Employment if Jobclubs are to become one of the conditions in the "Actively Seeking Work" regulations implementing the Social Security Act 1989.

Tim Eggar: For claimants to be regarded as seeking work actively, they must take reasonable steps to seek work in each week for which they claim. Active membership of a Jobclub is a way of satisfying the new conditions and a good way of finding a job. Latest figures show that 69 per cent of Jobclub leavers go into a job, self-employment, further education or training. Membership is voluntary and the new legislation does not mean that claimants are required to join Jobclubs.

(February 13)

European Information Centres

Tony Blair (Sedgefield) asked the Secretary of State for Employment if his Department has any plans to fund the European Information Centres when European Commission funding is terminated in June 1990.

Tim Eggar: No. A network of European Information Centres is being set up by the European Commission. The Commission provides an initial financial contribution on the understanding that the centres will be financially independent after three years. The first four centres in the UK were established in 1987; a further 16 were approved in October 1989 and will be operational by April this year. All the centres chosen by the Commission were already involved in related activities.

The centres provide information to businesses on European matters particularly issues concerning the Single European Market. They receive all the relevant ED documentation, have direct computer-linked access to Brussels for answers to specific queries and are able to signpost enquiries to both the UK and EC Single Market specialists.

(February 8)

Publications' costs

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment what was the cost of the following departmental publications; and what was their intended respective purpose: (a) People and Companies, Employee Involvement in Britain, (b) Small Firms and (c) the United Kingdom in Europe, People and Progress Fact Pack.

Tim Eggar: The cost of producing *People and Companies, Employee Involvement in Britain*, was £83,000 minus what has been recouped from this being a priced publication (HMSO £5); the cost of producing *Small Firms in Britain* was £77,000; and the cost of the *United Kingdom in Europe, People and Progress Fact Pack* was £9,000.

The purpose of *People and Companies* was to describe the British approach to employee involvement and explain Government policy on the subject.

Small Firms in Britain was produced to meet the needs of advisory agencies, chambers of commerce and other representative organisations, as well as professional and academic bodies for an authoritative report on the key statistics, issues and trends in the small business sector, and the basis of the Government's policies and programmes to support small businesses.

The purpose of the *United Kingdom in Europe Fact Pack* was to explain the Government's concerns about the European Commission's proposed Social Charter; and to set out the approach to encouraging employment, individual opportunity and enterprise the Government believe will best enable Britain, as a full and active member of the European Community, to prosper in a Europe without barriers.

(February 12)

European Social Fund

Margaret Ewing (Moray) asked the Secretary of State for Employment if he will list in the Official Report the total amount of European Social Fund monies which have been allocated in each of the past five years to training projects run by voluntary organisations; and if he will show these monies as a percentage of the total of European Social Fund monies granted to Britain.

Tim Eggar: The table below shows European Social Fund allocations to projects run by voluntary organisations in Great Britain for years 1987 to 1989 inclusive, and these amounts expressed as a percentage of the total allocation to Great Britain.

	£m	Per cent
1987	15.5	4.11
1988	20.4	5.76
1989	22.8	6.11

The figures for earlier years can only be provided at a disproportionate cost.

(January 29)

Small businesses

Henry Bellingham (North West Norfolk) asked the Secretary of State for Employment how many measures he has introduced to help small business during the course of this parliament.

Tim Eggar: My Department has made major improvements in the provision of training for small businesses with the introduction last April of Business Growth Training (BGT). For small firms, BGT offers help for owner managers in producing better business and training plans:

- training for starting their own businesses; and
- training to improve the business skills of owner managers and to help the more ambitious achieve their plans for growth.

This year BGT will offer 90,000 such opportunities to small firms. The Training Agency also sponsored the launch last month of the Small Business Programme, an open learning initiative backed by the Open University and Cranfield School of Management.

The groundwork has been laid for the new network of Training and Enterprise Councils which will take over responsibility from the Training Agency for planning and delivering training for, and to support the development of, small businesses. They will be responsible both for encouraging more firms to invest in training and for enterprise activities designed to strengthen local economic growth.

My Department has continued with its campaign to make Government procurement more accessible to small firms by simplifying purchasing practices and by improving their awareness of the benefits for small suppliers. We have updated the booklet *Tendering for Government Contracts* and published our advice to purchasing officers in *Think Big, Buy Small*. Last December I appointed a consultant to work closely with the Central Unit of Purchasing to further improve purchasing practices and to strengthen the monitoring of small firms involvement.

In 1988 the Government published the booklet *Prompt Payment Please*, as part of an initiative to encourage good payment practice in both large and small firms and to foster closer co-operation between buyers and suppliers. The booklet gives guidance to small firms on credit management and correct invoicing and to large firms on their responsibility to suppliers, particularly small firms. It was prepared in conjunction with the CBI, the Association of British Chambers of Commerce, the Institute of Directors and the Institute of Purchasing and Supply and has met with a positive response from both the public and private sectors.

The Local Enterprise Agency Project Scheme was introduced in April 1988 as part of the Action for Cities Initiative. Grants have been made available to support project based activity in approved enterprise agencies in any of the 57 Urban Programme Authority areas. To date



Patrick Nicholls

£729,893 has been given in support of 102 projects, with matched cash contributions of £914,734 from the private sector.

Following a review, the Loan Guarantee Scheme was improved in January 1988 by the introduction of a simplified application procedure for loans up to £15,000. In April 1989 the loan limit was increased from £75,000 to £100,000. These changes have led to a doubling of applications for usage of the scheme, which are now running at 260 per month. In addition, in June 1988 the proportion guaranteed was increased from 70 per cent to 85 per cent for businesses in the 16 inner city task force areas. In 1988-89, some 2,291 loans were guaranteed to the value of £64.76 million, compared to 1,234 loans totalling £46.23 million in the previous year.

(February 9)

Employment Training

John Evans (St Helens North) asked the Secretary of State for Employment if he will make a statement on the take-up and retention rates in Employment Training schemes.

Tim Eggar: Over 580,000 people have started Employment Training in little over a year. That is the biggest take-up of any adult training programme ever. People are currently spending an average of just over six months on the programme.

(February 13)

Long-term unemployed

Andrew Hunter (Basingstoke) asked the Secretary of State for Employment if he will make a further statement on his policy for re-training the long-term unemployed.

Tim Eggar: There are 207,000 people currently on Employment Training. 58 per cent of those completing ET have gone into jobs, self-employment or further full-time training or education.

The Training and Enterprise Councils or Local Enterprise Councils in Scotland will be taking responsibility for Employment Training.

(February 13)

People with disabilities

Colin Shepherd (Hereford) asked the Secretary of State for Employment what arrangements he is making to ensure that the Training and Enterprise Councils are able to recognise a need in respect of the disabled which spreads beyond the immediate territory within which they will be operating.

Tim Eggar: Training and Enterprise Councils (TECs) will set out their training proposals in their business plan. My Department will want to be satisfied that these proposals meet the training needs of all individuals in their local community, including people with disabilities, and encompass access to training outside the TEC's immediate locality where appropriate.

(February 13)

Youth Training

Teresa Gorman (Billericay) asked the Secretary of State for Employment if he has any plans to increase a trainee's choice of skills he may acquire by paying training grants direct to young people.

Patrick Nicholls: Trainee choice will be widened under the new arrangements for Youth Training, to be run by Training and Enterprise Councils from spring 1990 onwards. These arrangements will in themselves widen the range of training opportunities and offer higher level qualifications. The Government has no plans at present to give training grants directly to young people.

(February 7)



Lord Strathclyde

Employment Appeal Tribunal

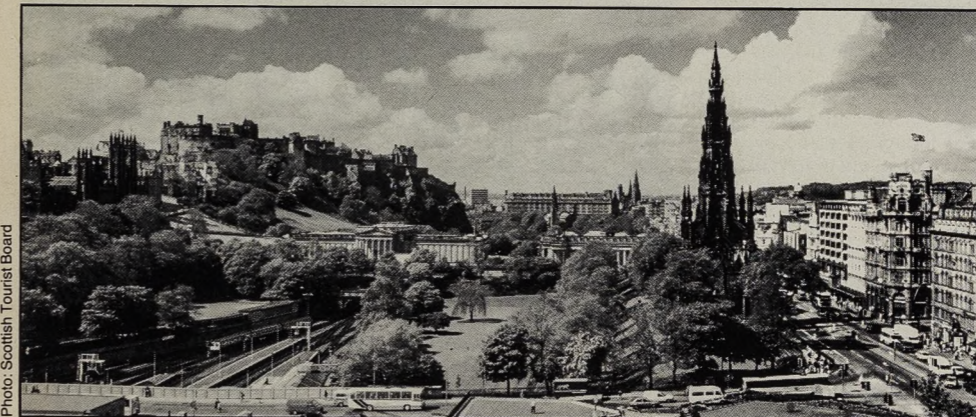
Lord Dormand of Easington asked Her Majesty's Government what is the average length of time between receipt of a Notice of Appeal in the Employment Appeal Tribunal and the hearing of the appeal (a) in England and Wales and (b) in Scotland.

Lord Strathclyde: The average time between the receipt of an appeal and a full hearing by the Employment Appeal Tribunal is 16 months in England and Wales and three months in Scotland.

(January 29)

Topics

British cities—shopping goldmine



Edinburgh comes out as one of the cheapest and best value cities in an international costs survey.

London, Cardiff and Edinburgh are beaten only by Frankfurt as the cheapest cities worldwide for international shoppers, according to the British Tourist Authority's latest 'Tourism Cost Comparison' survey.

Out of 16 major international cities surveyed, the three British cities were equal second in value for shoppers in November 1989—

cheaper than cities such as Brussels, Tokyo, Sydney, Paris, and Rome.

On overall tourism costs for overseas visitors, Cardiff came out cheapest in the survey, with Edinburgh third. The most expensive cities were Tokyo, Stockholm, and New York.

The BTA has monitored a 'basket' of typical tourist prices of

goods and services in 14 major cities since 1981—Cardiff and Edinburgh being included in May 1988.

The survey is weighted to reflect the average tourists' expenditure during a five night stay, and the range of prices collected by the BTA includes hotel, catering, internal transport, entertainment and shopping. □

Changes in average earnings—4th quarter 1989

For the fourth quarter of 1989, average earnings, as measured by the average earnings index, showed an increase of 8.7 per cent over the same period a year earlier. This is below the underlying increase for the quarter of 9.1 per cent because of the exceptionally large amount of arrears of pay in the fourth quarter of 1988. The 9.1 per cent rate is 1/2 percentage point above the growth rate for the previous quarter.

In manufacturing industries the underlying increase was 8.3 per cent in the fourth quarter. This is the same as the rate of increase in the previous quarter with reduced levels of overtime working counter-balancing increases in earnings from higher settlements. In service industries the increase was about 9.1 per cent, which was 3/4 percentage point above the increase in the underlying rate in the third quarter of 1989. In services, a large number of high settlements took effect in the fourth quarter of 1989.

It is estimated that changes in overtime earnings made a negative

This note describes the factors affecting average earnings in the fourth 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 during 1989.

The derived underlying index and the recent restructuring exercise were described in the November 1989 issue of *Employment Gazette* pp 606-612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, page 674. These notes appear quarterly.

contribution of 1/4 percentage point to the increase in average earnings in the whole economy during the fourth quarter of 1989, and a negative contribution of 1/2

percentage point to average manufacturing earnings.

The recent restructuring of the Average Earnings Index, which included updating the weights within the index and extending the sample of firms, was described in an article in the November 1989 issue of *Employment Gazette* (pages 606-612). The underlying index is now given on a 1988=100 basis only. The linking factor between the 1985=100 base and the 1988=100 base is 1.261. □

Whole economy average index: 'underlying' series (1988 = 100)

	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing* etc		
1989 Jan	105.4	-0.2	-0.4	104.8	9
Feb	106.1	-0.3	0.2	106.0	9 1/4
Mar	107.3	-0.4	-0.4	106.5	9 1/2
Apr	107.4	-0.3	0.4	107.5	9 1/4
May	107.6	-0.4	0.3	107.5	9
June	108.4	-0.7	0.1	107.8	8 3/4
July	109.1	-0.5	0.4	109.0	8 3/4
Aug	108.9	-0.5	1.5	109.9	8 3/4
Sept	110.9	-0.6	0.6	110.9	9
Oct	112.2	-1.1	0.7	111.8	9 1/4
Nov	112.5	-0.4	0.4	112.5	9 1/4
(Dec)	113.4	-0.3	1.2	114.3	9 1/4

(*) Provisional. * Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

Europe's tourism search to help disabled

A competition to find the best tourist facilities in Europe for people with disabilities is now being launched in the UK through the national tourist boards of England, Scotland, Wales and Northern Ireland, as part of European Tourism Year.

The European Commission's 'Tourism for All' competition aims to reward tourism companies that provide the most thoughtful, practical and creative facilities for disabled people.

A national winner, chosen from finalists selected by the regional tourist boards, will then go on to represent the UK against finalists from up to 20 European countries this August.

Judging will be carried out by disabled people, who will be looking for entries which tackle a range of accessibility problems. The competition follows the 'Tourism for All' report published by the English Tourist Board last year, revealing that currently 40 per cent of Britons never take a holiday through problems of mobility, mental health, low income, or caring responsibilities.

The competition is open to any company or organisation, except those whose role is exclusively or primarily for disabled people. Entries close on April 30, 1990. □

Rural areas in need

The Rural Development Commission has announced that it plans to spend £18.5 million on economic and social development in designated rural areas in 1990-91.

Of this, over £16 million will be allocated to the provision of workspace—either newly built or through the conversion of existing buildings and just under £1 million on projects designed to help improve the local economy. A further £1.3 million will be spent on social and community projects.

The Commission's economic programmes are weighted towards those areas where unemployment is still a problem, which include for the first time this year, the rural

coalfield closure areas of the East Midlands and South Yorkshire.

Commenting on the plan, Lord Vinson, chairman of the RDC, said: "Problems are analysed—and solutions proposed—at a local level. Our Rural Development Area committees are encouraged to seek local finance, too, by operating in partnership with other bodies and the private sector. The Commission helps by topping up resources."

The RDC's initiatives attracted a very positive response from property developers, housing associations and other interested parties at the recent "Property Business and Enterprise 3" exhibition at the Barbican. □



David Heathcoat-Amory (centre) Junior Minister for Rural Affairs and George Gray, deputy chairman of the Rural Development Commission (centre-right) get attached to corn dollies at the Enterprise 3 exhibition on St Valentine's day.

Safety moves on pressure

The risk of dangerous explosions will be reduced by new regulations covering the use of pressure systems.

The Pressure Systems and Transportable Gas Containers Regulations come into force from July 1 this year, and the Health and Safety Commission will soon publish two Approved Codes of Practice on the subjects.

A wide range of industries use pressure systems; they include steam plant, compressed air installations and storage vessels for liquefied gases. Many large chemical works such as oil refineries have extensive pressure systems.

The dangers are obvious. At a recent explosion at a chemical plant, a piece of pressure vessel weighing three tonnes was hurled one kilometre.

Employment Minister Patrick Nicholls, speaking recently at a CBI conference "Gauging the Pressure", explained that the regulations "extend controls to all potentially hazardous systems, without imposing unjustifiable legislative burdens on employers". The regulations require a written scheme to establish type and frequency of safety checks.

They also extend controls to cover not only the pressure vessel, but the whole pressure system, and cover some workplaces where no precise controls exist at present. □

Short term employment estimates and labour turnover in manufacturing

Between Censuses of Employment, which now take place every two years, the Department of Employment estimates of short-term trends in employment are based on a panel of 30,000 employers. The current panel is no longer representative of the pattern of employment as we enter the 1990s. A new panel is being selected from respondents to the 1989 Census; it is being selected on a random basis, will be regularly

updated and will provide a firmer basis for the short-term employment estimates, so improving their quality.

This opportunity has been taken to review the requirements for data provided by these inquiries, resulting in some changes in the data available. First estimates from the new panel should be published in the second half of 1991, and from that time there will be some changes to the industry detail

published regularly in tables 1-3 and 1-4, to reflect the current pattern of employment. The labour turnover estimates will no longer be collected and the last figures (for December 1989) are published in this issue of *Employment Gazette* (table 1-6).

Further details will be given nearer the time. Inquiries can be addressed to Don Leeson, Stats D3, level 4, Caxton House, Tothill Street, London SW1H 9NF. □

The rustic revolution

The face of the countryside, and in particular its pattern of employment, is changing. *Countrywork*, published by ACRE (Action with Communities in Rural England), is a comprehensive review of economic, training and employment initiatives in rural Britain.

Sweeping generalisations have often been uttered about the changing countryside—and much is happening—but little has been documented until now. *Countrywork*, with over 100 detailed case studies, fills a major gap in information on rural tourism, small businesses, farming diversification and community projects. □

Countrywork is published by ACRE, Stroud Road, Cirencester, Glos G77 6SR. Price £7.95. ISBN 1 87 115705 6.

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TRAINING



AN INVESTMENT IN THE FUTURE

It is becoming increasingly difficult for people - whether they are employed or unemployed, young or old, running a small business or thinking of starting one - to succeed in today's competitive atmosphere. Large organisations are also suffering from acute skills shortages.

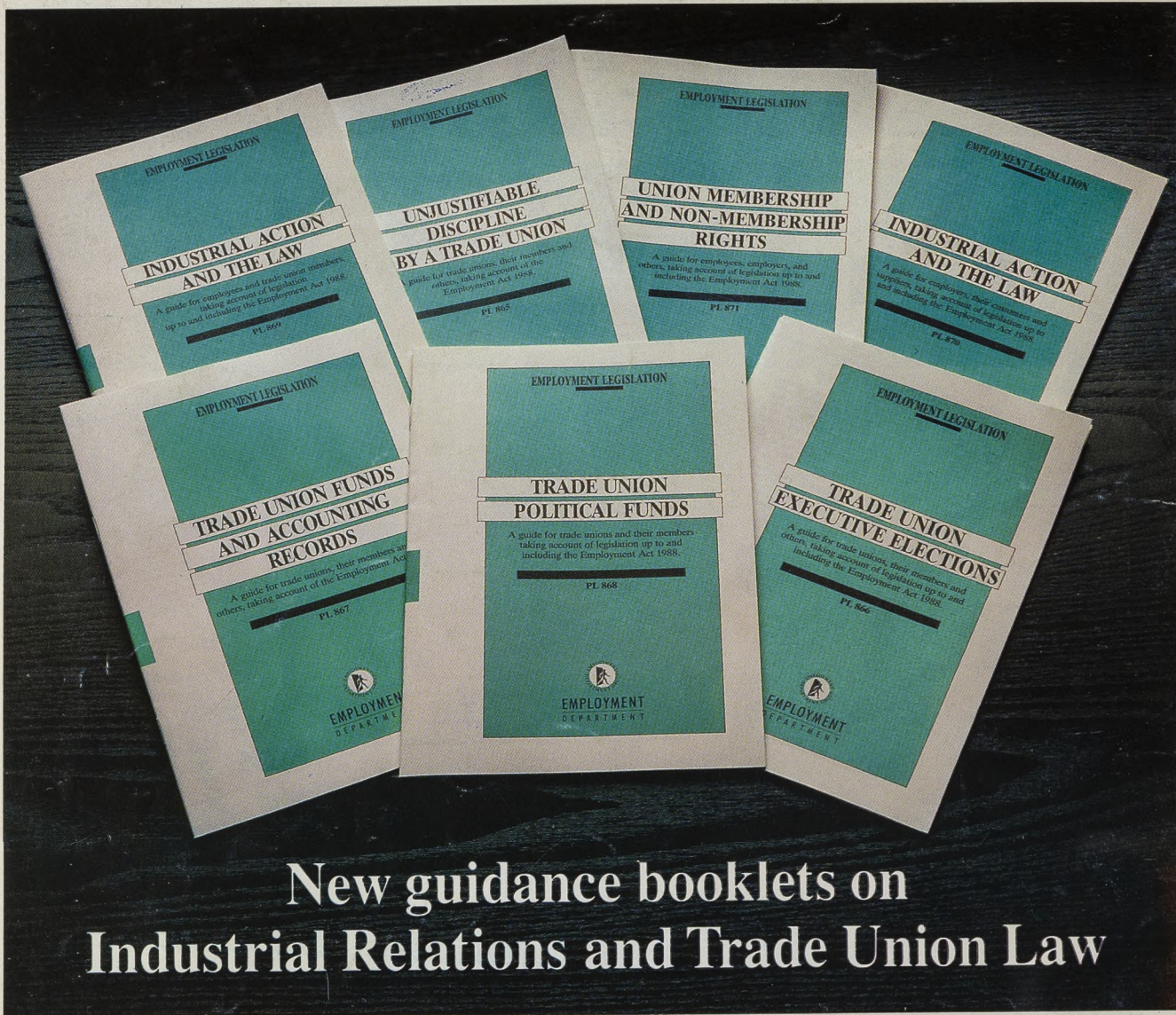
The Training Agency aims to create a more positive environment in which the

skills of Britain's workforce can be significantly up-graded in keeping with industry's requirements.

If you would like more information on the programmes available, contact your local Training Agency Office.



TRAINING AGENCY



New guidance booklets on Industrial Relations and Trade Union Law

These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

- Industrial action and the law: a guide for employers, their customers and suppliers (PL 870)
- Industrial action and the law: a guide for employees and trade union members (PL 869)
- Unjustifiable discipline by a trade union (PL 865)
- Union membership and non-membership rights (PL 871)
- Trade union executive elections (PL 866)
- Trade union funds and accounting records (PL 867)
- Trade union political funds (PL 868)

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).