

INDUSTRIAL RELATIONS **REVIEW 1987**



JULY 10–12 at JESUS COLLEGE CAMBRIDGE



Jointly sponsored by the Advisory, Conciliation and Arbitration Service (ACAS) and the Institute of Personnel Management

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> Editor JOHN ROBERTS Deputy Editor DAVID MATTES Assistant Editors **EVELYN SMITH BARRY MORTIMER** Studio

RISTINE HOLDFORTH Editorial office **ARGERY BIRCHAM** 01-213 3562

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Employment

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Free Department of Employment leaflets

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

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

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment

PL712 (3rd rev)

PL707 (2nd rev)

PI 701 (1strey)

PL808

PL752

PL753

PI 715

PI 714

PL716

RPLI (1983)

PL720

13 Unfairly dismissed?

General information

Action for jobs Details of the extensive range of DE and MSC

employment and training programmes and business help

Cutting red tape Government action to free business and enterr from regulations and red tape

Firm facts notice board kit A do-it-yourself aid to help you - the employer to communicate essential information to your employees.

Career development loans

A pilot scheme offering loans for training or vocational courses in four areas. Open to peopl over 18 living or intending to train in Aberdeen, Bristol/Bath, Greater Manchester or Reading/ Slough. Leaflets are available from all jobcentre the pilot areas

Employment legislation

A series of leaflets giving guidance on current ployment legislation 1 Written statement of main terms and conditions of ployment PL700 (1st

Procedure for handling redundancies PL756 (2nd

3 Employee's rights on insolvency of employed PL718 (3rc

4 Employment rights for the expectant mothe PL710(1s

5 Suspension on medical grounds under health and safety regulations PL705

6 Facing redundancy? Time off for iob hunting or to arrange training PL703

- 7 Union membership rights and the closed shop including the union labour only provisions of the
- Employment Act 1982 PL754 (1st rev) 8 Itemized pay statement
- 9 Guarantee payments PL724 (2nd rev)
- 10 Employment rights on the PL699 (1st rev) transfer of an undertaking
- 11 Rules governing continuous employment and a week's pay
- 12 Time off for public duties

	14 Rights of notice and
	reasons for dismissal
	15 Union secret ballots
L782	16 Redundancy payments
rise	A guide to the Trade Union Act 1
_	Industrial action and the law. A brief guide taking account of t employment Acts 1980 and 1982 and the Trade Union Act 1984
	The law on unfair dismissal— guidance for small firms
	Fair and unfair dismissal— a guide for employers
e	Individual rights of employees— a guide for employers
s in _801	Offsetting pensions against redundancy payments—a guide for employers
_	Recoupment of benefit from industrial tribunal awards—a guide for employers
	Code of practice—picketing
	Code of practice—closed shop agreements and arrangements
rev)	Sex discrimination in employme
rev)	Collective agreements and sex discrimination
rev)	Industrial tribunals
rev)	
	Industrial tribunals procedure—

for those concerned in industrial tribunal proceedings ITL1 (1986) Industrial tribunals-appeals concerning

improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITI 19

Overseas workers

PI 704

PL711

PL702

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Training and work experience schemes OW21(1982)

Other wages legislation	
The law on payment of	
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Aguide to part For the Wages Act 1900	FLO
A summary of part 1 of the Wages Act 1986 in six languages	PIS
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Special employment measures	
The second second second	
Job Release Scheme	
For women aged 59, disabled men aged 60 to and men aged 64 in full-time employment	64, PI 7
New Workers Scheme A scheme for employers designed to create m	oro
employment opportunities for young people.	An
application form is included PL79	93(re
Jobshare	
A share opportunity for the unemployed	PL8
Employment agencies	-
General guidance on the Act, and regulations for use of employment agency and employme business services PL594 (4	ent Ith re
Equal pay	
Faualnav	
A guide to the Equal Pay Act 1970	PL7
Found pay for women-what you	
should know about it	
Information for working women	PL7
Race relations	
The Page Polations Employment	
Advisory Service. A specialist	
service for employers	PL7
Miscellaneous	
AIDS and employment	-
This booklet attempts to answer the major	
questions which have been asked about	
employment aspects of A.I.D.S. but it is also a	3

A guide for workers from abroad

lovment in the Uk

Facing an unfair dismissal claim? A leaflet describing an audio visual programme **PL73** available on video cassette

*DENOTES NEW EDITION

campaign



Missing out on 'the other half'

companies act positively to provide career break scheme gave companies a 'cutting break opportunities according to the Engineering Council.

Its new video The Other Half, aimed at place. British employers, outlines the reasons why companies, in their own interests, should provide career break opportunities for women Chartered and Technician Engineers.

enable women to combine career and family can help overcome the shortages of skilled staff.

In the video, women engineers and



Up in the world is an engineer working for British Telecom.

technicians tell of their experiences before, during and after a career break. Companies taking positive action are featured, and leading figures in British industry point to the benefits.

The video supports a report Career breaks for women chartered and technician engineers issued by the Council in December 1985, which shows that companies can become more competitive by taking a positive approach to career breaks for women.

The report showed that organisations which had adopted such schemes had found

Investment in women is wasted unless them to be a sound investment. A career edge' in attracting and retaining the most able staff in a highly competitive market

In the video, Sir Francis Tombs. Chairman of the Engineering Council says, "I want industry to be far more adaptive to the needs of women. Women generally, want to have it both ways these days-they It argues that career break policies to want to have a family and a career. They're entitled to want a family . . . we need them in industry. We have to make it possible, by career breaks, by working hours, by updating arrangements, for them to come into industry.

The Other Half video is available on loan from the Engineering Council, 10 Maltravers Street, London WC2R 3ER. Career breaks for women chartered and technician engineers, price £5.

Two associated reports on surveys carried out on behalf of the Engineering Council, each priced £5.

CREATEd in Cleveland

A project to bring together the public and private sectors in a programme of education, training, work experience and self-employment is to be led by Tioxide UK

CREATE (Cleveland Enterprise Training Support Agency) will include among its initiatives, projects for school pupils, students managing community service or work experience programmes, and off-thejob life and skills projects. It will also support workers currently on the Community Programme with the design and management of projects to benefit the local community.

Tioxide, Cleveland County Council and Local Enterprise have promised Agencies contributions of £300,000 over the next three years. The MSC has agreed to fund CREATE for three years on condition that any further funding comes from the public and private sectors.

Total cost of the project is £1,439,780 split between financial years 1987-88 £364,975, 1988-89 £485,254 and 1989-90 £589,551.

272 JUNE 1987 EMPLOYMENT GAZETTE changes have been made to the New Workers Scheme. The eligibility criteria for support jobs will, from the beginning of

PL81

ing a

ntice

this month, change as follows: the scheme will be open only to 18,

19 and 20-year-olds in their first year of employment; eligibility for New Workers for

Carolyn Mann, 20, handles metals and conduit-

Changes to the

New Workers

Scheme

more full-time jobs for young people

under 21 at realistic rates of pay,

encourage employers to create

part of her job as an electrical installation

young people aged 18 will no longer be dependent upon their having exhausted their eligibility for YTS:

• the average gross weekly wage ceiling for 18 and 19-year-olds will be increased from £55 to £60. In all other respects the scheme

remains unchanged. Booklets explaining the conditions

of the scheme and containing a revised application form, are available from the Employment Measures Units of the Department of Employment, jobcentres and careers offices.

News Brief

Improve manager training-or else

Warnings from top organisations

Most of the 2.75 million managers in the UK lack formal management education and training. A report for the British Institute of Management and the Confederation of British Industry, highlights this and other facts and issues a warning.

Need for broader professional skills

The BIM/CBI report looks at how managers are developed in Britain. It states that fewer than one in seven receive an education in management before they enter the profession, and while at work, UK managers receive on average only one day's formal training per year. Those working in enlightened companies can do well, but most get no management training at all.

Commenting that a major weakness had been identified, Peter Benton, Director-General of the British Institute of Management, said, "A narrow job experience in a single function is just not good enough when every manager's job is changing fast. Today's managers need broader professional skills"

To tackle the problem the report proposes:

- Establishing a new Diploma in Business Administration to be taken by some 35,000 young people each year during their first three to four years in work. Government should provide pumppriming funds for this.
- The new diploma should become a primary qualification for membership of the British Institute of Management and part of the qualification requirements for other management orientated professional institutes.
- Masters in Business Administration programmes should be expanded to provide 10,000 MBA's per year by the year 2000 and such programmes should become more flexible and modular so that they can be integrated with career development.
- Existing managers should be able to study for the diploma and MBAs via open and distance learning techniques.
- Undergraduate places in business and management studies should be expanded by up to 50 per cent involving an output of some 7,000 graduates by 1995-about 6 per cent of all graduates from universities, polytechnics and colleges.

- The cost of education and training for managers should be tax deductible.
- An academic credit transfer system to allow managers to move from one location and from one academic institution to another.
- Companies experienced managers to teach part-time in management schools and coach young managers at work. A major initiative will be needed to increase the number, and redesign the way of producing teachers in the management schools.
- forum of employers, government departments, professional institutions and the providers of managent education is needed to direct and monitor the

* The Making of the British Managers-a report for the BIM and CBI into management training, education and development prepared by Dr John Constable and Roger McCormick. Copies are available from the BIM Press Office (01-828 3078).

More than one-third of UK marketing executives consider themselves inadequately trained to do the job properly. The revelation comes through research commissioned by the Institute of Marketing (IOM) and also states that two-thirds of the respondents thought they needed more training to enable them to progress in their careers.

Educated but untrained

The IOM research identifies two key areas where more training is neededmarketing planning, which 84 per cent of the 2,000 who responded listed, and international marketing (65 per cent). Other major areas highlighted were advertising, public relations, market research and product development.

This need and desire for training among people responsible for developing markets for Britain's manufactured goods and services against tough international competition, comes from a profession which is already well-education-more than half are graduates and a quarter have a post-graduate qualification-but clearly not as well trained for job performance.

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- should encourage
- In developing these proposals, a central process of change.

Commenting on the results, Professor Michael Baker, National Chairman of the Institute of Marketing, said, "It is often said that identifying a problem goes a long way towards achieving a solution. Clearly, marketing executives recognise their need for additional training. But are their companies aware of it and the major benefits which would inevitably result from more effective performance in the marketplace? It would appear not, and a basic change in attitude is necessary" A copy of the research is available from Biss Lancaster plc, (01-437 7733).

Many managers receive neither training, nor education, let alone a qualification in management. Even where training and education is offered to a manager, it is a disjointed experience. A new agreement between W H Smith and Oxford Polytechnic plans to change this.

Keeping management teams sharp

With a jointly-managed scheme, Oxford Polytechnic, through its School of Business, will offer the 2,000 managers of W H Smith, the opportunity to gain progressive public management qualifications during their incompany training.

Under the scheme, credits will be awarded to managers successfully completing approved training programmes. The award of a qualification will require additional study and project work, set and assessed by the Polytechnic to its standards. Credit accumulation and top-up study and assessment will be repeated at three levels in the company's training programme. Junior managers will work for a certificate in management studies. This will be an entry qualification to an intermediate study programme for middle management, and it will lead to the internationally recognised postgraduate Diploma in Management Studies (DMS) of the Council for National and Academic Awards (CNAA).

In turn, this diploma becomes the entrance qualification to a Master of Business Administration programme to be completed through in-house study and open learning methods, but based on a similar system of credit accumulation.

Dr Clive Booth, Director of Oxford Polytechnic, said, "The successful companies of the 1990s will be those which keep their management team sharp through well planned management development schemes"



There are literally tens of thousands of potential Open College students".... See CITB story below.

Managers, supervisors and foremen in the construction industry are to have their country's workforce involved in training boosted through plans by the **Construction Industry Training Board.**

Five-prong action plan

CITB has promised action on five points: • Expansion of its Site Management Open Tech Programme.

In its new campaign to boost training, the

- A major input into the new Open College of the air, if granted access.
- A new training programme to help people setting up their own firms.
- Help for small companies on new technology available. • Nationwide extension of the CITB's
- small firms course.

Giving details of the campaign, CITB chief executive, Dennis Maiden, said, that in the first two years of operation of the Open Tech Programme more than 5,000 learning packages covering some 200 different subjects, had been sold.

He added, "With one in ten of the construction we feel the industry is probably the largest single market the Open College could hope to hit. There are literally tens of thousands of potential Open College students on construction sites.

People setting up a very small firm are to be helped with business and management training which would help it not only to survive, but to improve its performance. Advice would be available from the CITB to ensure that when companies

bought new computer technology, they obtained what was best suited to their business. This would avoid costly mistakes. The Board's other major expansion on management/supervisory training would be to launch its small firms management appreciation courses on a nationwide basis. Currently run at the CITB's training centre in Norfolk, the courses are to operate all over the country, using area offices, hotels, colleges and other meeting places, to give potential trainees a chance to attend a

Management training is also the subject of a special feature—Managing the high flier, by Dr Laurence Handy, on page 279.

course locally.

Coping with catastrophe

A cooperative network to make people aware of dangers and how to cope with them has been proposed by Mr Carlo Ripa di Meana, European Communities Commissioner, responsible for the idea of a Citizen's Europe.

It follows concern over catastrophes such as floods, earthquakes, pollution of the seas, tragedies like the football riots at the Heysel Stadium, and the sinking of the ferry Herald of Free Enterprise.

The catastrophes that have hit Western Europe over the last decade, whether from nature or humans, have been of a scale and gravity that cannot be fully dealt with by individual Community countries acting alone.

Recognising the need for cooperation against common dangers, Mr Ripa di Meana has made practical suggestions to the Council of Ministers. These include:

- An alarm mechanism to be established so that countries can be made aware of new dangers and, if necessary, offered equipment or personnel unhindered by national frontiers.
- A network of civilian protection correspondents to be set up to provide information on catastrophes. The 12 Community countries and the Commission to appoint officers to centralise local information and indicate where and what help is needed.
- Coping with catastrophes requires special training. Pilot schemes would be organised to simulate emergencies and to stimulate effective cooperation. The scheme would require common definitions and a standardised vocabulary, as well as the use of a common radio frequency. In 1985 the Commission helped to set up a system to fight forest fires in France. FLORAC '85, as it was called, showed it was possible to mobilise assistance within 24 hours from as far afield as West Germany, Greece, Spain and Portugal.
- A special telephone number to be available for any citizen wanting help in an emergency. This would inform on the gravity of the event, and help identify victims. From 1988 there should be a new budget appropriation of 500,000 ECUs (£355,000) to start with.

News Brief

News Brief

Attacks on staff more widespread

Violence against health service staff is more widespread than it was thought and is regularly experienced by many employees. The evidence is contained in a report from the Health and Safety Commission which calls on health service employers to examine the problem in their authorities. The report also gives detailed guidance on measures to protect staff.

A survey carried out in five health authorities found that during 1985:

- one in 200 of those who responded had suffered an injury requiring medical assistance:
- 11 in 100 required some first aid or

similar assistance; nearly five in 100 had been threatened with a weapon; and

• 17 in every 100 had been verbally abused. Introducing the report, Dr John Cullen, needed; Chairman of the HSC said, "Violence against those who are caring for the sick is • careful monitoring of home visiting, with an affront to a civilised society; yet, sadly, it extra precautions where necessaryis a common occurrence for many health visiting in pairs; use of two-way radio;

service workers.' The report gives guidance on possible remedies, for example:

- ensuring that junior or inexperienced • reducing stress for patients and visitors by friendlier waiting areas, and helpful • above all, training in the prevention and explanation of procedures and any
- designing furniture and fittings so that

delays:

ness Initiatives

The ACAS contribution

The competitive challenges of the market place and the pace of industrial and technological change set the scene of industrial relations in 1986 with the constructive control of labour costs remaining a key priority.

This is the picture emerging from the 1986 Annual Report of the Advisory, Conciliation and Arbitration Service.

Against this background, ACAS had a busy year-the last under the chairmanship of Sir Pat Lowry. Although the number of industrial disputes was historically low, request to ACAS for collective conciliation remained much the same, while the number of individual conciliation cases-disputes between individual employees and their employers-was the highest so far handled by the Service. Advisory work continued at a high level.

At the publication of the report, Douglas Smith, the recently appointed Chairman of ACAS, reported that in 1986 ACAS:

- had well over 1,400 requests for conciliation in collective disputes, nearly 30 a week;
- provided for arbitration or mediation in 184 disputes;
- received over 51,000 cases for conciliation on issues concerning individuals, a record 990 a week;
- met over 900 requests for in-depth advisory work:
- undertook nearly 9,000 shorter advisory visits:
- responded to over 260,000 other enquiries for advice and information

existing small firms in Cumbria were handled by Manchester-based Small Firms Service in 1986. Most were about raising finance, money management and marketing. Some 1,300 business counselling

Over 2,200 enquiries from new and

The directors of Cumbria's four local enterprise agencies at the Small Firms Service in Manchester

Left to right: John Oliver of Business Initiatives, Carlisle, John Peat of the Rural Development Agency,

Small firms boom in Cumbria

Kendal, Tony Winterbottom of Enterprise West, Cumbria and (seated) Avril Willis of Furness I

sessions were carried out by the service's seven professional business counsellors in the county. SFS now provide one of its locally-based counsellors one day a week to each of the country's four local enterprise agencies to advise small businesses and people starting up.

Recently the directors of the Cumbria agencies-Business Initiatives, Carlisle, Furness Business Initiatives, the Rural Development Agency and Enterprise West Cumbria-joined others from the county to see what the Small Firms Service has to offer. With representatives from Cumbria County Council, CoSIRA, Cumbria Tourist Board and the regional enterprise unit, they met at the SFS offices in Manchester.

potentially violent patients;

risk is high;

available to all staff.

liaison with the police, are examples

staff are not left to cope alone, where the

management of violence should be

Cumbria is one of the first counties to strengthen its links with the SFS in such a way. "We are pleased to be able to reinforce the efforts of the agencies working together in Cumbria for a successful small business growth," said Richard Curry, Small Firms Service manager.

Opening they cannot be used as weapons, the door together with alarm bells or other means; • means of attracting help quickly if o business better pooling of information about

> A remote-controlled entryphone system on a business award for its young has inventor, a 24-year-old student from Greenwich.

Sarhad Raoufian, a final year student at anfield Institute of Technology, won the 87 Innovation for Business Award. the inched last autumn by The Industrial ty, Touche Ross & Co, and Tate and Soci students were invited to submit Lyle ed plans for setting up and running deta own businesses. The main criteria was thei he ideas should be not only original, that ommercially viable as well. but

s year's winner received £1,500 to him to start up his new business.

ong the runners-up in the etition were Paul Price, 22, and Carl com Henderson, 21 from Newcastle echnic. Their plan is to manufacture ell a device which enables motorcycles and driven backwards. Another winning came in the shape of a new business idea for schools and colleges thought up by ar-old Prem Chaphekar from Brixton. mpetition judges were Professor Sir James Ball, Chairman of Legal and General Group, David Davis, Strategic Planning Director for Tate and Lyle, and Penny Tutt, Company Secretary, F International



Highest award for sex harassment victim

The -£8,000-is to be paid to a 23-year-old woman whose complaint of sexual work, or to face the other employees. harassment at work was upheld by an Industrial Tribunal.

It held that her complaint against North Shore Meat Packers was "well founded" and that the sexual harassment she suffered male and female employees was inoffensive amounted to unlawful sex discrimination. The agreed compensation-the

1976-is the highest award ever in a sexual to implement the Equal Opportunities harassment case in the United Kingdom. The woman worked as a meat packer for the Carrickfergus-based company from July its booklet Sexual Harassment is No ¹⁹⁸⁴ until July 1986. She was subjected to Laughing Matter. sexual harassment by several male employees which included "touching her women," said Mrs Mary Clark-Glass, up" along with rude and suggestive remarks Chairman and Chief Executive of the about her body.

employee turned a hot pressure hose on the implement proper procedures to ensure woman's legs, causing severe burns and that women who suffer sexual harassment blistering which needed medical attention. at work can obtain proper redress"

highest amount of compensation After two weeks sick leave, the woman resigned as she felt unable to return to

> The tribunal did not accept the employer's contention that the incident was "stupid horseplay that went badly wrong" or that the regular "banter" between to women.

The employer accepted that the maximum payable under the Sex complainant was discriminated against by Discrimination (Northern Ireland) Order reason of sexual harassment and has agreed Commission for Northern Ireland's guidelines on sexual harassment, set out in

"This victory is an important one for Commission. She added, "Employers As part of this campaign, a male should take note of the decision and

Educating employers

London employers are learning how to play a vital role in the education of inner city children through seminars run by ILEA and the London Enterprise Agency (LEntA).

At a recent seminar hosted by J Sainsbury 50 employers heard from educationalists and firms actively involved in the London Education Business Partnership about the help they can give with work experience for youngsters taking part in the Certificate of Pre-Vocational Education (CPVE).

Other seminars have been hosted by the Wellcome Foundation, ICL, British Telecom, LWT and IBM.

The London Education Business Partnership is also behind the London Compact pilot scheme which, if successful, will help to create hundreds of jobs for inner London school leavers.

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News Brief

Managersmade at home

Two former general foremen have been promoted to running their own building sites as a result of improving their technical knowledge through a new learn-at-home training scheme. The first students to complete the

Construction Industry Training Board's Site Management Open Programme, Frederick Tech Reynolds, aged 40, of Rayleigh, Essex, and 37-year-old John Pawson of Herne Bay, Kent, took two years, studying training packages, videos and tapes in their spare time in the evenings and at weekends

Now with management careers ahead of them, they are already in charge of site contracts exceeding a million pounds each.

Mr Reynolds, employed by Wiggins Construction Ltd, Benfleet, Essex, was a former painter and decorator before becoming a foreman. He is site manager of a £1,250,000 contract building 45 flats and refurbishing a large manor house.

He might have been running a corner grocer's store were it not for an advertisement he saw for the Open Tech.

"I didn't want to stay as a foreman for ever, and as I had no other training to help me progress further up the ladder, I thought of going out of the industry to start my own business," Mr Reynolds said.

More efficient

Mr Pawson is employed by R J Barwick (Building) Ltd, Dover, Kent. He started as a carpenter and joiner, became a charge hand, and for the last three years had been working as a foreman.

"My company suggested I should go on the Open Tech Programme and I have found it has made me more efficient. I can now highlight problems before they happen and so avoid them," he said.

Mr Pawson is also on a flats building contract, putting up 48 of them at a cost of £1,100,000, at Faversham, Kent, where he is now deputy site manager.

The Site Management Open Tech Programme is jointly sponsored by the CITB, the Chartered Institute of Building and the Building Employers Confederation.



Lorna Wright is Britain's first registered woman plumber. At 26, she runs her own firm in Rochdale, Lancashire

Learning to suit you

The great advantage of Open Learning is she is unemployed, was sent a 'very thick that everyone can do it-even if housebound, disabled or working shifts.

a certain time. You can catch up on your make use of a variety of learning materials course in the lunch hour, after work or in the comfort of your own home.

for a while, you can just pick up where you left off-no missing a term, or waiting for the beginning of another academic year.

The Open Learning Branch of the Manpower Services Commission has just published four booklets which contain case studies of people who have found Open Learning the answer to their needs.

Ideal system

Val Goff, for instance, was a hairdresser who became the only trichologist in Hampshire. "I found the course of tremendous value," she says. "I couldn't possibly have qualified without Open Learning. A more conventional course would have taken up the wrong segments of my time and have been impossible to fit in with a family.'

Open Learning for Women points out that Open Learning is an ideal system for women with young children or those wanting to return to work.

Rachel Gray, a former nanny, jobless in West Wales, is retraining in agricultural engineering.

file' covering the workings of a diesel engine, plus a cassette tape to go with the You don't have to be in a certain place at machinery section. Open Learning courses as appropriate, including video.

Open Learning for the Disabled stresses And if family problems or illness stop you that Open Learning gives people with disabilities access to the same training opportunities as the rest of the population.

Joanne Webb, who has spina bifida, is confined to a wheelchair but does not let that prevent her from working in the bookkeeping department of Barclay's Bank in Coventry

In addition, she has used Open Learning to improve her keyboard skills. The Open Learning Centre at Hereward College provided her with an Easylearn computer to practise on at home.

"Seeing the improvement in my speed has boosted my confidence." she says, "the Open Learning method of working at home made it easier not to worry about making mistakes.

Open Learning for Small Businesses shows how four companies, each of a different type and size, have benefited from Open Learning in a variety of ways.

People who go into business on their own are often very technically competent, but frequently lack such vital skills as finance and marketing. Many small businesses have difficulties in training or retraining staff in Rachel, who is sponsored by the MSC as new technology by conventional means.





Photo: Adrian Meredith

Managing the high flier

by Dr Laurence Handy Ashridge Management College

This article is an overview of how today's younger managers might be developed into the entrepreneurial and effective senior managers of tomorrow, within the context of a wide ranging debate about management education and training in the future.

The publication, during April 1987, of two major reports has given further impetus to the debate about how industry, commerce, education and government may co-operate to ensure that Britain acquires sufficient numbers of high calibre managers to assure our competitiveness into the 1990s. The making of managers by Professor Charles Handy and sponsored by the Manpower Services Commission, the National Economic Development Council and the British Institute of management (BIM) concludes that most managers in the USA, West Germany, France and Japan are better educated and trained than their British

counterparts; while Dr John Constable's BIM/CBI sponsored report (referred to on p 274) looks in more detail at the current picture of management education and development in Britain itself. What is clear from these two reports, and their predecessors, is that management development is an important issue for the late '80s.

One of the biggest challenges facing British companies is the development of tomorrow's top managers. When UK firms encountered the turbulent business conditions of the 1980s, many found that they did

not have in place the top management teams who could deal with such conditions. Some of those companies are determined not to be caught out again in future. They are seeking those young managers who have the potential to be the top managers of the future—today's high fliers. The way in which those high fliers are developed—particularly in the early stages of their careers—will be crucial for the future of UK businesses.

Tomorrow's top managers

First, what do we want our future business leaders to be like? To answer that, we have to ask what sort of future will tomorrow's top managers face, and what skills and attitudes will they need to handle it? They are likely to operate in a very different business environment, dominated by the transition to a service economy, and characterised by uncertainty, turbulence and greater interdependence. Rapidly changing technology will produce a bewildering rate of change in new product development, new manufacturing techniques and new communications channels. Competition from the "new Japans" will intensify. As the globalisation of business progresses, the emergence of global markets will go hand in hand with increasing segmentation and customisation.

The large firm will meet increasing demands for positive indications of social responsibility. The organisation's workforce will contain a higher proportion of 'knowledge workers' who will demand job satisfaction as a right and will wish to be involved in decisions that affect their working lives.

This adds up to a future of unprecedented change and complexity and tomorrow's top managers are going to need particular skills and attitudes to handle it. First, they are going to need traditional general management skills such as the capacity for strategic thinking and decision-making, cross-functional empathy and understanding, and team leadership and team membership skills. In addition, more than ever before, they are going to need the skills of visionary leadership, whereby they can create and communicate the visions that will inspire people at all levels to contribute strongly to the organisation's success. Closely allied to this ability are other skills such as creative insight the ability to ask the right questions; versatility and flexibility—the ability to anticipate and respond to change; and the ability to take a long-term perspective.

We can also point to some particular areas about which the top manager of the future needs to be better acquainted. These include a greater technological awareness and, in particular, an understanding of how technology affects the organisation. Also, in an age of increasing internationalisation of business, managers are going to need a greater international orientation. The leaders of the future will also have to know how to develop other people. They will have to be sensitive to other people and they will need appraisal, coaching and counselling skills.

Tomorrow's top managers will need, above all, to be independently minded. They will need to be people who instinctively question assumptions and given wisdom, and who are prepared to take personal risks in militating for change. In many large organisations, yesterday's high flier was probably all too often someone with the 'right' social and educational background. Someone who would not be expected to rock the boat. Top management often tended to recruit and promote in its own image—a risky policy in relatively stable times, but positively dangerous when the world is changing rapidly. In fact, tomorrow's leaders may well be today's rule breakers. High fliers of this type are not comfortable people to have around, especially when they start questioning established tenets of corporate strategy and culture. They do not always take advice easily. By their very nature, they may be difficult to manage. But organisations will need more of them to cope with the future and will have to learn how to handle them. And they should also be aware that they are going to find more of these new high fliers among the ranks of women and ethnic minorities.

Best not left to chance

How is the organisation going to ensure that it will have a steady flow of such top managers who are ready to step into place when needed in the future? The temptation might be to argue that those with leadership skills will emerge by a process of natural selection. Under such a *laisser-faire* approach, the organisation might give its junior managers guidance on how previously successful managers have made it to the top, but would then leave them to apply those lessons as best they can.

One leading American bank quoted by Steven Davis in his book *Excellence in Banking* says that it does not recruit fast-track people. Rather, its training makes extraordinary performers out of ordinary people. Firms that follow this approach might take comfort from Charles Garfield, author of *Peak Performers*. Garfield says that in the past, the peak performer who consistently achieved impressive and satisfying results was regarded as an exceptional person. Now, however, these peak performers are emerging (in the USA, at least) in 'dramatically larger numbers' and it appears that they may not be so different after all. Extraordinary achievers, says Garfield, are actually ordinary people who have found ways to make a major impact.

Approaches to the development of leadership



It is clear that you can help ordinary people to do better, but can you make them into leaders? Whether or not you believe that leadership qualities are innate or can be learned, you stand a better chance of ensuring a supply of future top managers if you actively manage the process. Firms that are doing so probably believe that they face enough problems in the future, without added uncertainty about their future leadership. They therefore seek to identify those with leadership skills, and to nurture and develop those skills by designating such people as highpotential or fast-track managers, and by giving them a special monitoring and development programme. Firms that more actively manage the process of developing leaders score regardless of whether leaders are born or made. If leadership skills really are innate, leaders will not only emerge naturally, but will be given experiences which hone and improve those skills. The natural leaders will do even better. On the other hand, if leadership skills can be learned, active management of the process provides opportunities for those whom the system might otherwise neglect.

Identify them early

When should high fliers be marked out? It is becoming increasingly difficult to offer hard and fast rules here. It has been suggested (by Paul Evans of INSEAD, for example) that people's careers pass through different phases, the first of which has been called the exploratory phase, and which might last until the person is in his or her mid-30s. In this phase, people develop basic skills and find out what type of work and company environment they like. In the past, surveys suggested that very few senior managers had aspirations to reach their current positions at this stage. High fliers would not tend to be picked out until they were well through this phase.

This is now changing. Managers are expressing ambitions at an earlier age. According to the recent British Institute of Management survey of 3,000 British managers (carried out by Ashridge Management College and Cranfield School of Management), many young managers in large organisations are keener to run their own businesses than they are to stay with the firm. Organisations will have to find ways to tap these ambitions, if they want to keep entrepreneurial talent. Some are seeking to identify high fliers much earlier than in the past, even at the recruitment stage. Some managers are now reaching top management in their mid-30s. The development process is therefore being compressed.

Give them early challenges

f management development does face the challenge of accelerating the development process, it intensifies the importance of what we have known for some time-the critical role of early job experience in the development of high fliers. The importance of early experience in the progress of successful managers has been confirmed by all the important studies in this area, including the classic study at American Telephone and Telegraph (AT&T), the most extensive research into managerial lives yet carried out. When the study tracked the careers of AT&T managers it found that a much higher proportion of those who were highly assessed at time of recruitment advanced in their management careers, compared with the other recruits originally hired. The study suggested that, even though attrition would rise if all recruits were of the same high standard, far fewer recruits would have to be hired if the overall quality was high.

The study suggested, however, that efforts to select high quality people at the recruitment stage can be wasted if the organisation does not provide job experiences that sustain the motivation that high quality recruits are likely to possess. AT&T recruits who were given real jobs to do were found seven years later to be more successful than those who started on an introductory job rotation programme aimed at giving them breadth of exposure to the firm. Management must provide early and "rapidly expanding" challenges, the study concluded, if motivation is to be maintained at a high level. The AT&T study also pointed to the possible existence of a self-reinforcing process, in which highly motivated individuals receive challenging assignments which, in turn, maintain their motivation. At the same time, the less motivated people tend to receive the more routine assignments.

A UK study also points to the importance of early challenges. Charles Margerison of Cranfield School of Management asked top managers what factors they felt had been important in their success. Out of the five most important factors identified by these managers, two related to early experience: having early overall responsibility for important tasks and having leadership experience early in one's career.

The continued importance of early challenges is confirmed by the project, *Management for the Future*, that Kevin Barham of the Research Unit at Ashridge Management College has been carrying out on behalf of the Foundation for Management Education. The project seeks to identify excellent and innovative approaches among UK and European firms to developing managers for the future. It has found that more firms are coming to realise the importance of early challenges. A: common anxiety among the companies interviewed in the project, concerns how to attract, motivate and retain the bright young managers they feel they are going to need to deal with the complex problems of the future. Some realise that they will need greater courage in the tasks they give to young managers.

Perhaps this perception goes farthest among the Scandinavian companies who have taken part in the project. These companies, according to Barham, believe in giving young managers very high responsibility. This often involves the setting up and running of a major project from scratch. They are given the tools to do the job, they are provided with fast, open lines of communication to top management, and are then left to get on with the job and prove themselves. They are measured by results but some mistakes are tolerated as part of the learning process. A young Scandinavian manager who had been given such an assignment said that, if the organisation was to keep her when her current project finished, it would have to go on providing challenges—always with a little more responsibility than she could handle initially.

Projects are probably the key to developing very early leadership and general management skills. They can include, for example, involvement in temporary task forces investigating strategic or operational problems, participation in new venture units, or secondment to community programmes. Key skills that projects should aim to inculcate are those of team leadership and team membership. A particularly difficult area to which projects may expose the high flier is that of dealing with subordinates who are older. As the high flier rises in the organisation, this will become an increasingly important skill.

Perhaps, just as importantly, projects provide the opportunity for the over-confident (not to say, arrogant) high flier to learn from a few rebuffs and also some of the realities of organisational life. The costs of failure can be held at a relatively low level in a small project. The subject of how managers learn from failure is one that needs more research. Are successful managers the ones who have learnt to cope with their past failures? What is it about their ability to bounce back that other managers could learn from? And are our organisations able to cope with failure?

Participation by high fliers in certain types of project can also have wider organisational effects. For example, one financial institution gives all its high fliers experience in the major project which is introducing new technology into the firm, and which is seen as the key to the organisation's future. When individuals leave the project, they are expected to act as change agents by diffusing the lessons they have learnt throughout the organisation.

Give them wide experience

Early challenges are vital, but may not be enough. What other sorts of experience are needed? The Center for Creative Leadership in North Carolina attempted to distinguish between those who nearly reach the top in business and those who actually get there. Some of their findings confirm the AT&T results. The two groups have some common characteristics. They are both very bright, they are spotted early in their careers, they have outstanding track records, they are ambitious and have made sacrifices to achieve their ambitions. One of the things that distinguishes the more successful leaders, however, is that they have had a wider range of experience. They have done more different things well. Margerison's UK study also provided evidence on this issue. In addition to early responsibility and leadership experience, he identified a width of experience in many functions before the age of 35 as a third important factor to managerial success

A common concern among companies interviewed in the *Management for the Future* project is that the managers of the future will need a greater understanding of other functions in the firm and the way that they interact, especially as new technology pushes in the direction of greater integration. D Quinn Mills also warns in *The New Competitors* against the dangers of the "fast-track trap" whereby a rapid advance up the hierarchy or in a single business leaves the ambitious manager in a high position, but plateaued by specialisation and not suitable in a general management position.

We might also add that, if the future is going to see the increasing internationalisation of business, the high flier is going to need early international experience. Even in a company still operating mainly in its home market, he will need to acquire awareness of the potential impact of international competition.

While cross-functional and international experience are very desirable in theory, they are often difficult to arrange in practice. This is particularly so where industry experience or a close specialisation is necessary for success. The costs of arranging international experience, particularly where this involves relocating the manager's family, may be very high. It also raises the question of balancing short-term business necessities against the longterm future of the organisation.

Executives responsible for the current implementation of strategy will naturally be concerned to guard their own current interests by retaining their best managers on whom current performance depends.

They will resent corporate intervention that threatens to remove a key manager. This is especially so where their rewards are tied to short-term performance. The only managers they will be willing to relinquish are the less satisfactory performers. This can only be resolved by negotiation, not by edict by a central management development function.

Participation in projects and cross-functional experience should also aim to develop and hone managers' interpersonal skills. Another key finding by the Center for Creative Leadership showed that otherwise brilliant, strategically minded executives fail to make it to the top because they are not personable or they have not developed sensitivity to others. If the young manager does not develop personal skills, he will not be given the opportunity to become a high flier.

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The role of management education and training

Management education must be treated as a continuous process, not as a one-off activity. Whatever management training the high flier is exposed to, it is important to recognise that the questing, independent minded high fliers we should now be seeking will not be content merely to 'receive' instruction. The will be very concerned to learn those things that meet their real needs. For this reason, any programme in which they are involved must include a high degree of action-based and self-managed learning. Learning will be most effective if based on an individual's personal learning and development plan.

Probably the most ambitious in-company attempt to achieve this is the Young Professionals Programme run by British Airways for its young high fliers. Within the general framework of providing opportunities for participants to learn the basic skills of giving direction, motivating others and developing people, the aim is to help the participants establish their own learning goals based on their own and the company's needs, and to help them find out how the goals can be met.

In the six-month programme, participants are firstly helped to identify their learning goals and to specify how they can be achieved and evaluated in a "contract" between the individual and the company. As a greater customer-orientation is one of British Airways' goals, each Young Professional then works for a month in a job involving contact with customers. The longest part of the programme then gives each Young Professional responsibility for two or three real projects, the results of which will actually affect the organisation.

Opportunities to undertake projects have been offered to the programme by a wide range of departments in BA, including Marketing, Engineering, Information Management, Customer Service Management and Logistics. In carrying out the projects, the "YPs" are often used in a similar fashion to external consultants. They tend to be asked to initiate new activities or resolve complex performance problems.

Examples include the improvement of meal wastage rates, setting up induction programmes for customer contact staff, creating incentive systems for telephone sales staff, improving manpower utilisation in Engineering, and creating a marketing plan for BA's 'First Class' product.

Each YP must negotiate mutually acceptable terms of reference for the project, to ensure that the support he or she needs is provided, and to acquire feedback on his or her success. The YP is often expected to manage the project with a minimum of guidance from line management.

A particular feature of the Young Professionals Programme is the 'learning community' concept whereby participants are expected to help each other in a mutual learning process. The primary learning community is the 'set' of four to six YPs and a 'set advisor' who meet regularly throughout the programme to evolve learning contracts, support risk-taking, confront behaviour, monitor progress, and assess the completion of the learning contract. The close relationships developed within the set facilitate the personal development of its members.

The YPs are also members of the wider community of the programme and are expected to provide mutual help and advice to those outside their particular set. This wider community provides the basis for a network of informal contacts throughout the organisation.

The YPs also meet regularly with tutors who provide help such as assessing progress and advising on further learning needs. Each YP has two tutors—one senior manager and a 'graduate' of the first programme. This allows each YP to benefit from the advice of two people, with very different experience of the organisation.

The tutor relationship is seen as an invaluable aid to the transmission of corporate values from one generation to the next, as well as providing a means of ensuring support for the programme in the wider organisation. BA's Young Professionals Programme could well serve as a model for other organisations.

As high fliers becomes responsible for more important projects, the training need is to hasten the development of their general management skills. They need a wider understanding of the business, its strategy and its changing markets and technologies. These are not just top management requirements. Many firms are becoming too complex to be run entirely by a small group of top managers and many middle managers also need to develop general management and strategic capabilities.

The role of the business schools

The danger with all career development is that, if all development takes place in-house, the organisation may ome very inward-looking. This is a very real danger for beco some of our largest organisations. It is here that the business schools, and Master of Business Administration (MBA) programmes in particular, should have a very ortant role to play. Organisations in the past have seen im MBA as too academic and as too detached from the the realities of their own business needs. Business schools should now, however, be concerned to establish much closer links with companies who send their managers on MBA programmes and adapt their teaching to real organisational needs. MBA programmes which are based around projects give MBA students the chance to address real organisational issues in depth. The project offers both a learning vehicle and a challenge for the student, and an opportunity for the organisation to find solutions to live blems. pro

All the foregoing comments about the development and education of high fliers pose strong challenges to the business schools. It seems imperative that they will have to rethink their MBA courses to take account of these factors. Our high fliers need MBA programmes that provide accelerated development, that are action-oriented and involve real problems in their organisations, and that include a strong component of self-managed learning. Such programmes would incorporate not only the acquisition of knowledge, as in the traditional MBA, but provide the opportunity to learn by doing and by making mistakes. Ashridge itself is trying to meet that challenge in the project-based MBA programme that it is starting in 1988.

More responsible for development

Who will be responsible for the development of the high flier? We can point to two important trends here. First, while management development needs have often in the past been linked to career and succession planning, in future they will have to be more closely linked to the strategic plan. At the same time, a major part of the responsibility for training and development will devolve away from central management development functions to the line manager. The development function will be more concerned to forge the link between strategy and development, but will act as advisor and facilitator to the line manager.

The line managers, therefore, will be judged not only on their own individual performance and contribution, but also on their ability to develop subordinates. They will face particular problems because high fliers are some of the worst people to whom to give advice. The manager will have to find ways to build on their strengths. Managers should guard against giving them impossible jobs but should make each job demanding and "big". This should start with what a person can do, rather than what the job requires. He or she should also recognise that to exploit people's strengths, they will probably have to tolerate some weaknesses. When confidence is built, a manager can then address the weaknesses because they are less threatening to talk about. In this way, weaknesses and strengths can be tackled in a balanced way. In short, line managers will need counselling and mentoring skills and the organisation will have to make sure they are coached in these.

The need for a dual track

Many organisations do not only rely on high potential managers; their success also depends on attracting, motivating and retaining non-managerial employees such as technical specialists, designers and other professional types. Many of these employees also have high aspirations, but in a large number of firms their only route for advancement is to become a manager. For some of them that is a perfectly satisfactory route. It is also a solution for those firms who need technical understanding among their managers; there are many management jobs which cannot be done without technical knowledge and experience. Many technical people, however, do not want a managerial career but wish to achieve excellence and be rewarded in their own specialisation.

A number of managers in the *Management for the Future* project warned of the dangers of not providing opportunities for technical or professional people. In the critical areas of electronics and design, it is all too easy to lose valuable people to high-paying consultancies who can offer interesting and varied assignments. As one manager pointed out, technical people do not always make good managers. But, if there is no other way for them to progress, you run the risk of turning good technicians into poor managers. Some of the managers who were interviewed pointed to the need for more UK firms to introduce the sort of dual-track career systems used by some US firms to provide opportunities for advancement for both managers and specialists.

Some recent research by Tom Allen of the Massachusetts Institute of Technology sounds a note of warning on the management of technical/professional people. This research questioned engineers about the dual ladder system for motivating technical and professional people. It asked the engineers whether they would like to progress into management, whether they would like to advance up a technical route, or whether they would merely like to be involved in more interesting projects. The results were surprising. While one-third indicated a desire to go into management and 20 per cent said they would like to advance in the technical area, 45 per cent said they would prefer interesting projects. The latter category increased dramatically with age. However, as Allen points out, the older engineers are often precisely the people who are given the least interesting or more routine projects.

Because it is assumed that young technicians are more up to date with the latest technology, they are usually given the more interesting projects. Because the older managers are given the less challenging work, they are less motivated to keep up to date with the state of the art. The notion that technicians become technologically obsolescent as they get older is a self-fulfilling prophecy.

The implication—for the management of both managerial high fliers and non-managerial people—is that, while the organisation must provide plenty of early challenges for people, it must not neglect to keep providing challenges to people at all stages of their careers. Otherwise it stands to demotivate and waste valuable human resources.

Don't neglect the 'middle-fliers'

The last point is crucial. High fliers are important because of the impact they make on the organisation as their career progresses and through each high flier's potential as a future top manager. In the words of Andrew Grove, president of Intel and author of High Output Management, concentrating on high fliers or "stars" is a "high-leverage activity". If they are helped to improve their performance, the impact on group output can be very great indeed. But if organisations are going to single out a few high flying managers for special development, they should also remember that they depend on larger numbers of other managers for day-to-day operational running of the firm-the organisation's backbone. These managers have legitimate career anxieties and aspirations and organisations neglect these managers at their peril.

The Career Investigation Programme introduced by ICI's Agricultural Division is the sort of initative that can alleviate this problem. The programme aims to generate much more openness and honesty about people's aspirations and career potential. It seeks to interest individuals in determining what they wnet in their career and to motivate them to act on their career before they lose the chance to influence it. Using feedback from other people, including his or her immediate manager and possibly senior management, the individual makes his or her own career plan, including a personal development programme.

The first stage checks that both the participant and manager understand and are committed to the programme. The programme tutor ensures that the manager is prepared to provide the participant with honest feedback about his or her performance and makes the participant aware of how to obtain clear information on how the organisation sees his or her potential.

After a half-day introductory event for a group of 15 participants, each person over a period of a month uses desk-top computers, backed by personal counselling, to carry out personality profiling and vocational guidance exercises. In a second two-day event, participants share their experiences and gain experience in participating in open career discussions with their management. They conclude by making personal action plans for their own development.

While tutors ensure that the plans are tested with the participants' own managers, it is up to the individuals to achieve their own goals. The participants review and

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update their plans annually with the help of their managers. By this sort of process, individuals are helped more honestly and less painfully to match their aspirations and potential. ICI's scheme has been so successful among managers that the scheme has now been extended to bluecollar workers.

The seconding opportunity

There is one more difficulty of which we are becoming aware. Some organisations have indeed reacted to the business problems of the 1980s by bringing forward clever and ambitious young managers. The top management teams of these firms are starting to include more and more managers in their mid-30s. New questions emerge. What do these high fliers do when they have flown as high as they can go? How do you maintain their motivation? At the same time, how do you make room for the high fliers coming up behind them? A possible solution is to give these young top managers an intrapreneurial role in seeking out and developing new directions for the future growth of the organisation. In the process, they would further develop themselves. Secondments to other organisations in need of managerial talent provide another useful opportunity and one that an increasing number of organisations are participating in.

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200 national collective agreements affecting manual workers or in statutory wages orders.

Managing and developing high fliers impose costs and challenges for organisations pursuing this policy. If they do not try to manage the process actively, however, they should not be surprised if they suddenly lose their best people.

but by managing the process, they make sure that the organisation keeps the supply coming through. The answer to those firms who say that management development is expensive and that there is a danger of losing high-potential people, is that, unless they are given development opportunities, they will probably leave anyway. It is one of the most critical investments for the future that firms can make.

high fliers is an investment for the future. The development of people, irrespective of whether they leave the organisation or not, is an important new dimension of the firm's social responsibility. If managers leave, they take their skills and experience to other firms who need them. At the same time, those who leave to set up entrepreneurial ventures contribute to the development of a stronger small business sector. In this way, management development not only provides for the future of the organisation but contributes directly to society too.

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The mature graduate labour market

by Ceri Phillips*

Senior Lecturer in Economics, Gwent College of Higher Education

The increase in output from the higher education system over the last 20 years or so has been accompanied by an increase in discussions on conditions prevailing within the graduate labour market. This article looks particularly at mature graduates, to determine the degree, if any, to which they suffer within the labour market in comparison with their younger counterparts.

Recently much work has been done on the employment and unemployment of graduates¹ and, given that higher education produces over 100,000 graduates annually, such work is more than justified. However, despite such numbers there is evidence to

The author wishes to express his gratitude to Miss Cynthia Holme and her colleagues at Universities Statistical Record for their assistance

suggest that there are shortages of graduates in certain areas² while at the same time there are cases of graduates experiencing considerable difficulty in obtaining

See, for example, Bourner (1981); Bourner and Frost (1985); Butler (1978); Catto et al (1981); Tarsh (1982, 1985 and 1986). ² See, for example, Tarsh (1982, 1985 and 1986); Pearson (1985); Pearson and Baker (1984)

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employment, with some being forced to 'filter down' the labour market into non-graduate jobs.

It also has become popular to utilise the "first destination statistics" to measure the value placed on graduates by the labour market and also how the labour market ranks graduates from different institutions.

So far, however, no attempt has been made to assess the conditions which confront what may be termed the mature graduate² despite the growing numbers within this sector³ over 11 per cent of all university graduates completing first degrees are over 25 years old. In fact, an initial impression may exist of discrimination against the mature graduate within the labour market in that firms may impose age ceilings on their graduate recruits⁴

The "mature student" has been subject to a variety of definitions⁵, with maturity commencing at 21 in some studies and 25 in others. The Department of Education and

See, for example, Adams and Meadows (1985); Butler (1978).

² Within this article to be regarded as 25 and over. ³ Over the period 1970/71–1983/84 there was a 72 per cent increase in the number of males aged 25 and over entering higher education and a 24 per cent increase in the number of females. (There was a 72 per cent increase in the number of females aged

⁴ For example, Charnley et al highlighted the "ludicrously low" age ceiling British Rail has of 24 for graduates. See also Ward (1986). See, for example, Phillips (1986); Hopper and Osborn (1975).

⁶ See DES (1984).

Universities Statistical Record first destinations of university graduates as at December 31, 1983 and December 31, 1984. ⁸ It is recognised that there are other indicators of status within the labour market; for example, salary levels.

Table 1a First destination of graduates as at December 31, 1984

	Total Total of gradu- ates destina-		Total Total of Total in gradu- known employme ates destina- tions		Undertaking further education/training		Overseas graduates returned		Not available for employment		Believed unemployed	
	no	no	no	%	no	%	no	%	no	%	no	%
Conventional								-		-	-	-
Males	37,151	33,403	20,717	62.0	7,386	22.1	1.399	4.2	616	1.8	3 285	0.8
Females	25,768	23,297	12,758	54.8	7,391	31.7	595	2.6	656	2.8	1,897	8.1
Iotal	62,919	56,700	33,475	59.0	14,777	26.1	1,994	3.5	1,272	2.2	5,182	9.1
Mature												
Male	4,948	4,352	2,326	53.4	769	17.7	880	20.2	66	1.5	211	71
Female	2,965	2,610	1,323	50.7	680	26.1	218	8.4	153	5.9	236	0.0
Total	7,913	6,962	3,649	52.4	1,449	20.8	1,098	15.8	219	3.1	547	7.9
4//												
Male	42,099	37,755	23,043	61.0	8.155	21.6	2 279	6.0	682	1.9	2 506	0.5
Female	28,733	25,907	14,081	54.4	8,071	31.2	813	3.1	809	3.1	2 133	9.0
Iotal	70,832	63,662	37,124	58.3	16,226	25.5	3,092	4.9	1,491	2.3	5.729	9.0

Source: Universities Statistical Record (unpublished tables)

Table 1b First destination of graduates as at December 31, 1983

	Total Total o gradu- known ates destina tions	Total of known destina- tions	Total of known destina- tions	Total of known destina- tions	Total in employr	nent	Underta further educati	aking on/training	Overse graduat returne	as tes d	Not ava for employ	ilable ment	Believe unempl	d oyed
and the second second	no	no	no	%	no	%	no	%	no	%	no	%		
Conventional Male Female Total	37,959 26,380 64,339	34,090 23,747 57,837	20,167 12,238 32,405	59·2 51·5 56·0	7,985 7,843 15,828	23·4 33·0 27·4	1,401 658 2,059	4·1 2·8 3·6	513 584 1,097	1.5 2.5 1.9	4,024 2,424 6,448	11.8 10.2 11.1		
Mature Male Female Total	5,005 3,024 8,029	4,377 2,604 6,981	2,299 1,358 3,657	52·5 52·2 52·4	848 654 1,502	19·4 25·1 21·5	835 210 1,045	19∙1 8∙1 15∙0	57 165 222	1·3 6·3 3·2	338 217 555	7·7 8·3 8·0		
All Male Female Total	42,964 29,404 72,368	38,467 26,351 64,818	22,466 13,596 36,062	58·4 51·6 55·6	8,833 8,497 17,330	23·0 32·2 26·7	2,236 868 3,104	5·8 3·3 4·8	570 749 1,319	1.5 2.8 2.0	4,362 2,641 7,003	11·3 10·0 10·8		

Source: Universities Statistical Record (unpublished tables)

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Science⁶ has divided mature students into two categories: those aged 21-24 and those aged 25 and over. This article compares graduates in terms of their ages on leaving higher education-namely those aged 25 and over on exit and those aged 24 and under on exit—rather than on entry, but such a distinction does serve as a useful start point for an examination of the mature graduate market.

Obviously one has to disregard students whose course is of such a length that they may well be aged 25 and over on completion but who commenced studying at a "conventional age"

The aim of this article, therefore, is to examine the "first destination of university graduate" statistics⁷ in order to determine the degree to which mature graduates suffer, if at all, within the labour market in comparison with their conventional age counterparts⁸. The analysis, based on 1983 and 1984 data, initially focuses attention on the overall comparison and then compares the sex and subject variations.

First destination of graduates (mature and conventional age)

Table 1a highlights the destinations of conventional age and mature students in 1984 and table 1b does the same for 1983. A first impression would indicate that fewer mature students achieve employment and undertake further education or training. However, it is noticeable that more mature students return overseas and are not available for

employment¹, while fewer mature students are believed to be unemployed.

Since a relatively large proportion of all mature graduates returns home overseas after their studies-15.8 per cent in 1984 and 15 per cent in 1983-all students returning home overseas have been excluded from the analysis in order to avoid presenting a somewhat distorted picture. In addition, the mature students category also includes medical and architecture graduates, the length of whose course would bring them into the 25 and over category rather than that of their conventional age at entry to higher education. These students have therefore also been excluded from subsequent analysis.

UKgraduates

ables 2a and 2b illustrate the destinations of UK graduates; that is, after subtracting the numbers returning overseas from the total of known destinations.



From table 2a it can be seen that fewer mature graduates find themselves in employment and more in the other destination categories. A similar picture emerges from table 2b except that fewer mature graduates were believed to be unemployed.

In order to test whether there was a significant relationship between the destinations of graduates and their respective age categories, a chi-square analysis was undertaken and it was noticeable that the value of γ^2 was extremely large, indicating a significant relationship. This was caused mainly by the large difference between the "observed" and "expected" values in the "not available for employment category" within the mature age bracket, especially among females.

With regard to more mature graduates being unavailable for employment, it can be seen that in 1984 7.6 per cent of mature females were not available for employment compared with 2.5 per cent of mature males and 3.1 per cent of conventional age females. In 1983 8.2 per cent of mature females were not available compared with 2.2 per

¹ In relative terms

Table 2a First destination of UK graduates as at December 31, 1984

	Total known UK gradu- ates	Total Total Fur known in edu UK employ- gradu- ates		Not avail- able	Believed unem- ployed
	no	%	%	%	%
<i>Conventional</i> Male Female Total	29,383 20·313 49,696	62·2 52·0 58·0	24.7 35.7 29.2	2·0 3·1 2·5	11.1 9.1 10.3
<i>Mature</i> Male Female Total	2,570 1,981 4,551	56·7 46·9 52·4	29·1 34·1 31·3	2·5 7·6 4·7	11·8 11·4 11·6
All Male Female Total	31,953 22,294 54.247	61.7 51.5 57.5	25·1 35·6 29·4	2·1 3·5 2·7	11·1 9·3 10·4

Source: Universities Statistical Record (unpublished tables)

Table 2b First destination of UK graduates as at December 31, 1983

	Total known UK gradu- ates	Total in employ- ment	Further educa- tion/ training	Not avail- able	Believed unem- ployed
	no	%	%	%	%
Conventional Male Female Total	29,894 20,667 50,561	58·7 48·4 54·5	26·2 37·3 30·7	1.7 2.8 2.1	13·3 11·5 12·6
<i>Mature</i> Male Female Total	2,620 1,976 4,596	54·0 48·1 51·5	31·2 32·7 31·9	2·2 8·2 4·8	12·6 10·9 11·9
All Male Female Total	32,514 22,643 55,157	58·4 48·4 54·3	26·6 36·9 30·8	1.7 3.2 2.3	13·3 11·5 12·5

Source: Universities Statistical Record (unpublished tables).

cent of mature males and 2.8 per cent of conventional age females graduates.

Such relatively high percentages can probably be attributed to the different cultures existing within educational establishments and the 'workplace'. Higher education institutions often have facilities, such as creches, to help students and staff alike and, to a certain extent, they offer some flexibility in the way students are able to organise their time-features which go some way to removing potential constraints on mature females entering higher education.

Such features do not exist (or exist only in a few instances) in employment situations. Consequently women with domestic responsiblities would find it extremely difficult to make themselves "available for employment". However, it is unlikely this situation would prevail indefinitely and there is a strong possibility that they would be "available in due course", when their children are older.

Nevertheless, there seems to be scope for further investigation in this area. This article will therefore focus its analysis on the employed and unemployed categories, the two categories pertinent to the question of whether mature graduates suffer within the labour market in comparison with conventional age graduates.

Table 3a Labour market status of male graduates

	Employ	ed	Unemployed		
	no	%	no	%	
1984*	State State	ANTER LES	No.	100.45	
Conventional age	18,269	84.9	3,249	15.1	
Wature	1,450	02.0	302	17.2	
1983					
Conventional age	17,562	81.5	3,989	18.5	
Mature	1,416	81.1	330	18.9	

Significant at 5 per cent. Source: Universities Statistical Record (unpublished tables).

Male/female differences

Tables 3a and 3b indicate the numbers and percentages of graduates within the employed and unemployed categories. In 1984 82.8 per cent of mature male graduates were in employment compared with 84.9 per cent of conventional male graduates; and 17.2 per cent of mature male graduates were unemployed as compared with 15.1 per cent of conventional age male graduates.

Similarly in 1983 there were fewer mature male graduates in employment-81.1 per cent compared with 81.5 per cent and more mature male graduates unemployed—18.9 per cent compared with 18.5 per cent.

The 1984 figures indicate a statistically significant difference between employment status and age category, although this was not the case with the 1983 result.

For females there is a contrasting picture between 1984 and 1983. In 1984 fewer mature females were in employment-80.4 per cent compared with 85.0 per cent of conventional age females-while more were unemployed-19.6 per cent compared with 15.0 per cent; the results being statistically significant at 1 per cent.

Table 3b	Labour market	t status for	fema	le graduates
				graduica

	Employ	Unemployed		
	no	%	no	%
1984* Conventional age Mature	10,563 929	85·0 80·4	1,858 226	15·0 19·6
1983				
Conventional age Mature	10,005 951	80·7 81·5	2,386 216	19·3 18·5

iversities Statistical Record (unpublished tables)

In 1983, however, the reverse was the case, with more mature females being employed-81.5 per cent as against 80.7 per cent-and fewer unemployed-18.5 per cent compared with 19.3 per cent although the differences are not statistically significant.

It would appear that while in 1983 age did not significantly affect labour market status for graduates, in 1984 mature graduates appeared to suffer in comparison with their conventional age counterparts.

Subject differences

Table 4 indicates the labour market status of mature and conventional age UK graduates according to their subject area as at December 31, 1984.

It can be seen that in the areas of education and agriculture the mature graduate fares better than the conventional age graduate, although education is the only area where there is a significant difference. In the engineering area there is virtually no difference whatsoever and it is in the areas of sciences, administrative and business studies, languages and arts that the mature



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rable 4 Labour market status by subject area as at December 31, 1984

	Employe			Unemployed				
	Mature		Conventional		Mature		Conventional	
	no	%	no	%	no	%	no	%
ducation**	285	96.3	627	91.9	11	3.7	57	8.2
ngineering	422	91.9	6,043	92.6	39	8.2	492	7.4
ariculture	67	89.5	695	84.3	8	10.5	137	15.7
sionces*	296	77.6	7,640	83.2	84	22.4	1,577	16.8
dmin/business**	694	79.8	7.376	84.8	180	20.2	1.362	15.2
	243	74.0	3.013	81.5	95	26.0	817	18.5
anguages	287	73.2	2,141	77.3	111	26.8	665	22.7
rts	2.385	81.9	28.832	85.0	528	18.1	5.107	15.0

ant at 5 per cent. ant at 1 per cent. niversities Statistical Record (unpublished tables).

Table 5 Type of employment as at December 31, 1984

	Perman	ent	Short-term		
	no	%	no	%	
Mature males	1,398	96∙0	58	4.0	
Mature females	845	91∙0	84	9.0	
All mature graduates	2,243	94 ∙0	142	6 .0	
Conventional age males	17,442	95·5	827	4·5	
Conventional age females	9,722	92·0	841	8·0	
All conventional age graduates	27,164	94·2	1,668	5·8	

Universities Statistical Record (unpublished tables)

graduate fares worse than the conventional age graduate¹. There may be numerous reasons for this but one possible factor is that mature graduates are probably less mobile, which would be a severe constraint for language graduates; they are also less likely to be employed in 'trainee posts' in the administrative and business studies areas.

Another indicator of the valuation placed on graduates by the labour market² is the type of employment which graduates enter. However, the published statistics give no indication of whether graduates enter employment requiring a degree level qualification as an entry requirement. Thus one is restricted to an examination of whether the employment is permanent or temporary.

Table 5 indicates that more mature graduates than conventional age graduates find themselves in temporary posts although the difference is not statistically significant. Nevertheless, it would appear to reinforce the view that mature graduates are at a comparative disadvantage in terms of labour market status.

e is no significant statistical difference between mature arts graduates and onal age arts graduates See, for example, Bourner and Frost (1985); Tarsh (1982).





Conclusion

The analysis undertaken was on the basis of two years' data and it would be necessary to utilise data over a longer period of time and from other sectors of higher education before arriving at any firm conclusions. Nonetheless there is evidence to suggest that the mature graduate may be at a disadvantage within the labour market compared with the conventional age graduate.

In general, more mature graduates found themselves in the unemployed category; and in the sciences, languages and administrative and business studies' subject areas there were significant differences in terms of fewer mature graduates employed compared with conventional age graduates.

Only within education and agriculture were there more mature than conventional age graduates in employment.

In addition there was evidence to suggest that more mature graduates were faced with temporary posts than conventional age graduates.

In order to arrive at a more extensive "indicator of labour market status", there is need for further work to determine the earnings differentials between graduates within the different age categories, and also the type of employment, so as to ascertain whether mature graduates



have to 'filter down' the labour market to obtain employment.

Some positive steps to remedy the problems faced by mature graduates are already being made. The Institute of Personnel Management claims that its recent code of practice on equal opportunities is the first to introduce the concept of age discrimination as being undesirable. Debatable though this claim is, it is certainly a move in the right direction as far as mature graduates are concerned. It remains to be seen whether it has the desired effect.

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Commentary

Trends in labour statistics

Summary

OUTPUT INDICES

Preliminary estimates indicate that GDP (output) in the UK was about 1/2 per cent higher in the first quarter of 1987 than in the previous quarter and was about 31/2 per cent higher than a year earlier.

Output of the production industries in the three months to March 1987 is provisionally estimated to have increased by 11/2 per cent compared with the previous three months to a level nearly 3 per cent above the corresponding period a year earlier. Within the total, manufacturing output was little changed compared with the previous three months but was 41/2 per cent higher than in the same period a year earlier.

Revised estimates show that the employed labour force has continued to rise, with an increase of 90,000 in the fourth quarter of 1986 contributing to a total increase in 1986 of 179,000, compared with an increase of 236,000 in the previous year. The number of employees in employment in manufacturing industry decreased by an estimated 9,000 per month in the three months ending March.

Adult unemployment (seasonally adjusted) fell again, by 20,000, between March and April, continuing the downward trend The average fall during the past six months was 23,300 per month. Unemployment has now fallen by over 190,000 since the peak last June The underlying increase in

average weekly earnings in the





in the retail prices index rose to 4.2 to the United Kingdom in the three per cent from the 4.0 per cent months to February 1987 was 3 per cent more than a year earlier, with a recorded in March During the 12 months to March smaller rate of increase in visitors from North America. The number of 1987 a provisional total of 3.3 million working days were lost visits abroad by UK residents was 8 through stoppages of work due to per cent more than a year earlier. industrial action. This compares The travel account of the balance of

Economic background

a vear earlier

Preliminary estimates indicat that Gross Domestic Product (Output) rose by about 1/2 per cen in the first quarter of 1987 and was about 31/2 per cent above its level

Output of the production industries in the first quarter of 1987 is provisionally estimated to have been 1/2 per cent higher than in th previous three months and was 3 per cent higher than in the corresponding period a year earlie Manufacturing output in the lates three months was virtually unchanged compared with the previous quarter but 41/2 per cen higher than in the corresponding period a year ago. Within manufacturing, the output of the metals industry, increased by 11/2 per cent and that of chemicals. engineering and allied industries and textiles and clothing rose by about 1/2 per cent. The output of other minerals fell by about 3 per cent. There was little change in output of food, drink and tobacco and "other manufacturing". Output of the energy sector in the latest three months was 5 per cent higher nan in the previous quarter but 1/2 per cent lower than in the same

ared with the previous quarter cor s about 31/2 per cent higher hu a year earlier. The volume of tha ales in April 1987, on the ional estimate, was above els for recent months. In the months to April 1987 the level s was 1 per cent above that previous three months, and per cent higher than in the ponding period a year earlier. cks held by UK manufacturers stributors, on the provisional ate and at 1980 prices, rose out £255 million in the first of 1987. Within the total, held by manufacturers ased by around £160 million. was a rise in wholesalers' s of around £95 million in the uarter of 1987 while retailers' swere unchanged visional money supply nation (not seasonally sted) for the calendar month of shows that M0 rose by 21/4 per and M3 rose by 2 per cent. the 12 months to end-April M0 rose by 51/4 per cent and ose by 201/2 per cent. After onal adjustment, M0 rose by er cent and M3 rose by between and 2 per cent. e Public Sector Borrowing *irement* (not seasonally sted) in April is provisionally ated to have been about £1.8 n This is about £1.1 billion er than last year because of er privatisation proceeds in 6 (the third call on British ecom shares) terling's effective exchange in April rose by 1/2 per cent to an rage of 72.3, with a rise of $2^{1/2}$ cent against the dollar and 1 per t against the Deutschmark and er major currencies, but a fall of per cent against the yen. spite recent strengthening, the ex was 5 per cent lower than in same month a year earlier. ecting an overall fall over this eriod against European rrencies and the Japanese yen ile sterling gained 83/4 per cent gainst the dollar. In the week nding May 14 sterling's effective change rate averaged 73.5, irtually unchanged from the previous week, UK base rates were cut by 1/2 per cent to 9 per cent on May 8, following similar reductions on April 28, March 18 and 9, The current account of the balance of payments showed a surplus of £0.6 hillion in the first quarter of 1987 compared with a deficit in the previous quarter of £0.8 billion. Visible trade was in deficit in the three months to March billion deficit in the previous three

on trade in oil rose from £0.8 billion

to £1.2 billion while the deficit on

non-oil trade decreased by £1.1

billion to £2.3 billion. In the three

months to March 1987 the volume

period a year earlier.

ont

Consumers' expenditure was

prices, in the first quarter of 1987. e preliminary estimate,

> of exports fell by 1/2 per cent, but the level was nevertheless 10 per cent higher than a year earlier. The figures so far this year have been very erratic but they suggest that the underlying level of non-oil export volume has remained at the high level achieved at the end of 1986. The volume of imports fell by 71/2 per cent in the latest three months, but was 61/2 per cent higher than a year earlier. Recent figures of non-oil import volume have also been exceptionally volatile but the current underlying level appears to be below that of the fourth guarter of 1986.

Employment

The latest whole economy

estimates of the number of employees in employment and the employed labour force - which additionally includes the selfemployed and HM forces - relate to December 1986. The slight revisions to these estimates, to take account of later data since estimates were first published in April, do not change the pattern shown by the series. The employed labour force in Great Britain is estimated to have increased by 90,000 in the fourth quarter of 1986 following an increase of 54 000 in the third quarter. This continues the upward trend since the trough in March 1983, whence the employed labour force is estimated to have increased by 1,133,000. The 1987 by £1.2 billion following a £2.6 increase of 179,000 in 1986 is less than the increase of 236,000 in months. Within the total, the surplus 1985. However, the estimated rate of increase has been strengthening since March 1986 The number of employees in employment in manufacturing

industries in Great Britain

decreased by an estimated 5,000 in and 0.43 million hours per week lost March 1987. The average decrease was 9,000 per month in the first quarter of 1987 compared with decreases of 1,000 per month over the fourth guarter of 1986 and 12,000 per month for the first quarter of 1986. Overtime working by operatives in manufacturing industries was 12.43 million hours a week in March (seasonally adjusted), and the average over the three months

ending March was 11.9 million hours a week. For most of 1986 overtime working was between 11.5 to 12 million hours a week, a little below the peak level of slightly above 12 million hours a week which was maintained for most of 1985. Short-time working resulted in

the first quarter of 1987. This

compares with 0.61 million hours

per week lost in the fourth quarter

Unemployment and vacancies the loss of 0.35 million hours a week (seasonally adjusted) in manufacturing industries in March 1987, which made an average of 0.46 million hours per week lost in

The seasonally adjusted level of unemployment in the United Kingdom (excluding school leavers) fell again, by over 19,600, between March and April, to 3 020 100 (10.9 per cent) The figure has now fallen by 192.000 since June 1986 In the six months since October

Monthly average in 3 months ending

in the first quarter of 1986

The index of average weekly

hours worked by operatives in

manufacturing industries (which

and short-time as well as normal

basic hours) was estimated at

of 1987, the same level as in the

compares with 103-3 for the first

fourth quarter of 1986, and

quarter of 1986.

takes account of hours of overtime

103.4 in March 1987. This gave an

average of 102.9 for the first quarter

AVERAGE EARNINGS INDEX: Underlying rate of change*



*Adjusted for seasonal and temp Gazette, April 1981, pages 193-6

AVERAGE EARNINGS INDEX: Increases over previous year



CONSUMER PRICES INDICES: Increases over previous year



cent higher in the third quarter of

During 1986 manufacturing

the fourth quarter of 1985

1986 and 3 per cent higher than in

output grew steadily from its rather

depressed level in the first quarter

employment declined (particularly

and productivity grew quite fast

first quarter of 1987 showed a

further increase. The figure for

during the year. Productivity in the

January was down, largely due to

the effect of the severe weather on

output, but provisional figures for

quarter both output per head and

output per hour show a 1/2 per cent

quarter; output per head and output

per hour both rose, by 61/2 per cent

compared with the same period a

rise compared with the previous

February and March suggest

continued growth. In the first

and 7 per cent respectively,

Average earnings

The underlying increase in

average weekly earnings in the

year to March was about 71/2 per

cent, similar to the increase in the

year to February. The underlying

overtime payments and increases

in bonus payments. Also, the

pay settlements in the last pay round since only about one-third of

employees will have been paid

In production industries, the

underlying increase in average

weekly earnings in the year to

to the increase in the year to

February. Within this sector, in

manufacturing industries, the

underlying increase in average

settlements in the current pay round up to this point.

vear ago

between the first and third quarters)

there has been a fall of nearly 23,300 per month on average, 12,800 per month among men and over 10,400 per month among

Over the 12 months to April the unemployment rate for the UK has fallen by 0.6 per cent, with the largest fall (1.4 percentage points) in Wales. All regions had a fall except Scotland and Northern Ireland which both had a rise of 0.3 percentage points. Total unemployment in the UK

(unadjusted including school leavers) fell by over 36,000 in April to 3,107,000, 11.2 per cent of the working population. There was a fall of nearly 31,000 among adults and nearly 6,000 among school leavers. The fall of 31,000 among adults was much larger than the fall of about 11,000 expected from seasonal influences, and so the seasonally adjusted adult total fell by 20,000.

In April, the number unemployed for more than a year in the UK was 1,295,000, a fall of 61,000 in the year since April 1986. The number of claimants aged under 25 was 1,026,000 in April, 158,000 lower than a year ago. Among older claimants there was a fall of 60,000 over the year

The stock of unfilled vacancies at Jobcentres (seasonally adjusted and excluding Community Programme vacanies) increased by 3,300 in the month to 213,900 in April. Inflows of notified vacancies, outflows and placings all fell back a little in the month

Productivity

Whole economy productivity increased steadily during most of 1986 but there was a slowdown in growth between the third and fourth quarters as a result of slower growth in output between these two quarters. In the fourth quarter of 1986 output per head was 1/4 per

in actual earnings of 7.9 per cent being largely offset by a rise in output per head of 6.5 per cent. The reduction from 7.9 per cent since the first quarter of 1986 reflects a significant improvement in the annual increase in productivity

Prices

weekly earnings in the year to

March was also about 8 per cent,

similar to the February increase.

These figures include the effect of

higher overtime working in recent

months. In service industries, the

underlying increase in average

weekly earnings in the year to

March was about 71/4 per cent,

February.

similar to the increase in the year to

economy in the year to March, 6.7

per cent, was below the underlying

March this year was lower than in

effects of changes in the timing of

In the three months ending

of output in manufacturing

the same months last year. The net

increase because back pay in

The actual increase for the whole

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 4.2 per cent in April from the 4.0 per cent recorded for March. The overall level of prices increased by 1.2 per cent between March and April. This was larger than the increase of 1.0 per cent recorder between the corresponding months last year. There were increase local authority rates and rents and in mortgage interest payments following the reduction in incom tax rates announced in the Budget the recently announced reducti in mortgage rates has yet to be reflected in the index. Higher prices were also recorded for some seasonal foods, motor vehicles motor insurance

The 12-month rate of increase in the producer prices index for materials and fuels purchased manufacturing industry was 1.4 per cent for April compared with a fall of 0.5 per cent in the year to March Between March and April the index rose by 0.2 per cent, mainly as a result of a rise in prices of home produced food manufacturing materials. The annual change in the pri

pay settlements was close to zero. index for home sales of manufactured products fell to 3 March wages and salaries per unit per cent in April from the 3.7 pe cent recorded for March and industries were 1.2 per cent higher around 41/4 per cent in the than a year earlier with an increase preceding five months. This mainly

WORKING POPULATION AND EMPLOYED LABOUR FOR **Great Britain**



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



ts the fact that tobacco duties TPI fell by 1.0 per cent between not increased in this year's March and April. et but were increased in 1986 rice index for manufacturing tries other than food, drink **Industrial disputes** obacco continued to increase It is provisionally estimated that annual rate of around 41/4 per 224,000 working days were lost through stoppages of work due to tax and prices index industrial disputes in March 1987 sed by 2.5 per cent in the This compares with 922,000 (also o April compared with 2.8 per ecorded for March. The provisional) in February 1987. 184 000 in March 1986 and an ction in the basic rate of average of 1,034,000 for March ne tax and the increase in during the ten-year period 1977 to onal tax allowances 1986. Of the days lost in March, just unced in this year's Budget ced the tax and prices index over 60 per cent were due to two tly. However, the change in the strikes: a stoppage by teachers accounted for 76,000 days and crate also has the effect of another stoppage in public cing mortgage interest tax administration accounted for f and so increasing the cost of 61.000 lost days gages and hence, the tax and

During the 12 months to March prices index. Without the Budget 1987 a provisional total of 3.3 measures the TPI would have been 2.4 percentage points higher. The million working days were lost. This

RPI AND TPI: Increases over previous year



compares with 2.5 million days lost in the 12 months to March 1986 and an annual average over the ten year period to March 1986 of 11.1 million days

During the 12 months to March 1987, a provisional total of 1,092 stoppages have been recorded as being in progress. This compares with 920 stoppages in the 12 months to March 1986 and a ten year average-to March 1986-of 1.668 stoppages in progress. The number of stoppages

recorded as in progress in 1986 has been revised upward to a final figure of 1.074: this compares with 903 stoppages in 1985, 1,221 in 1984 and an average of 1,693 in progress for the ten-year period 1976 to 1985. The number of working days lost in 1986 remains unrevised at an estimated 1.9 million days

improvement, with the United **RETAIL PRICES INDEX AND MOVEMENTS IN** MANUFACTURERS' SELLING PRICES:



Overseas travel and tourism

There were about 1,030,000 visits to the UK by oversea residents in January and 690,000 in February-12 per cent more and 5 per cent less respectively than in the same month a year earlier There were about 1,260,000 visits abroad by UK residents in January and 1,250,000 in February-11 per cent more and 24 per cent more respectively than in the same month a year earlier

In the three months ending February there were 2.5 million visits to the UK by overseas residents, an increase of 3 per cent compared with the corresponding period a year earlier. Within this total, there was a slight increase in the number of visits from North America and 5 per cent more visits by Western European residents. but a drop of 3 per cent in the number of visits from the rest of the world

The number of visits abroad by UK residents in the same period was 3.4 million, 8 per cent more than in the corresponding period a year earlier; 9 per cent more visits were made to Western Europe, 32 per cent more to North America, but 6 per cent less to the rest of the unrld

Overseas visitors spent £1,026 million here in the period, 12 per cent more than a year earlier, while UK residents going abroad spent £842 million, an increase of 14 per cent. The resultant surplus on the balance of payment travel account of £184 million compares with a surplus of £179 million in the corresponding period a year earlier

International comparisons

Latest OECD figures show that employment is continuing to rise in the major economies. The major industrialised countries (excluding France for which figures are not yet available) recorded a 1.6 per cent increase in civilian employment during 1986. North America continues to show the greatest





States registering a 2.1 per cent increase closely followed by Canada with 1.8 per cent In Europe there were increases of 0.7 per cent in Italy and the United Kingdom and 1.0 per cent in Germany, while Japan recorded a 1.1 per cent increase. Once again, the majority of jobs gained in all the countries occurred in the services sector, in contrast to agriculture and industry where employment fell in

most countries. Over recent months unemployment has been rising in many countries including Spain, France, Germany, Japan, Sweden and Italy. Countries which experienced a fall include the Netherlands, the United States and the United Kingdom. Comparisons of seasonally adjusted unemployment rates in the three months to March

Spain (to February), 0.4 per cent in France and Austria, 0.3 per cent in Ireland, 0.1 per cent in Sweden (to December), Japan and Denmark (to January), Italy, Portugal (to February) and Germany (to April). There was virtually no change in Belgium and Canada (to April). There were falls of 0.1 per cent in Australia, the Netherlands and Norway (to February), 0.2 per cent in Finland (to December) and the

15.5

7.0

6.5 6.0 5.5 5.0 4.5

1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 compared with the previous three United States and 0.3 per cent in the United Kingdom (to April). months-unless otherwise stated -show a rise of 0.5 per cent in Consumer prices increased in the 12 months to March by 4.2 pe cent in Italy and Canada, 3-3 per cent in France and 3.0 per cent in the United States, but fell by 0.2 per cent in Germany, 0.8 per cent in Japan and 1.1 per cent in the Netherlands. The rate in the United Kingdom for the same period, at 4.0 per cent, was above the average for the OECD countries (3.0 per cent) and the European Community as a whole (3.0 per cent).

1981 1982 1983 1984 1985	100 103 106 110	·3 ·7 ·6 ·2	1.5 3.4 2.8 3.4 2.6	100.0 103.1 106.4 110.4 113.6	1.6 3.1 3.2 3.8 2.9	98.4 101.9 103.2 108.1 110.0	1.9 3.6 1.3 4.8 1.8	94·2 96·9 100·7 103·8 104·6	0.2 2.9 3.9 3.1 0.8	96-6 99-6 106-8 110-1	-3.5 3.1 7.2 3.1	9 10 10 10 11	8·2 0 0·6 2 3·3 2 6·2 2 0·7 4	-1 2 -4 2 -7 3 -8 3 -2 4	0.5 4.6 0.0 9.6 5.3	15·1 20·0 22·0 32·1 14·4
1986	113	.7	2.5	111.3	3.4	108.4	4.5	103.6	1.9	111.0	2.3	10	8-4 1	-4 1	0.4	32.2
1985 C1 1986 C1 C2 C3 C4	111 112 113 114	-9 -6 -4 -5	2·5 1·9 2·7 3·4	111.7 113.0 114.5 115.2	2·3 2·3 3·5 3·5	109·1 109·3 110·8 100·9	2·5 0·0 2·4 2·3	102.6 103.5 104.8 107.4	-0.7 -1.0 1.2 3.7	111.2 111.4 112.1	1.8 1.3 1.4	10 11 11 11	8·9 4 0·6 4 1·0 4 2·2 3	-2 1 -5 1 -7 1 3-5 1	0·5 1·2 2·0 1·6	16.7 14.2 15.4 11.5
1986 Sept Oct Nov Dec	-			· · · · · · ·	··· ·· ··	110.7 111.0 111.2 110.5	2·4 2·2 1·8 2·3	105·2 106·8 107·5 107·9	0.8 1.5 2.7 3.6	112-2	1·2 		··· ··· ···	••• ••• ••	 	•••
1987 Jan		/				110.8	2·3 2·6	105·3 107·6	3.5 3.7					••		
Feo	Expendit	ure												Base	Monetary	y
	Consume	er	Retail s	șales	Fixed in	vestment ⁹					General	unt	Stock	rates†14	EM3	MO
	expendito 1980 pric	ure :es	volume	,	Whole economy 1980 prie	ces ¹⁰	Manufac industric 1980 pri	turing es ices ^{7, 11}	Construct distribut & finance industrie 1980 pri	ction ion ial es ¹² ces	consumpt at 1980 p	tion rices	1980 prices ¹³			
	£ billion		1980 =	100	£ billion		£ billion	1	£ billion		£ billion		£ billion	per cent	per cent	per ce
1981 1982 1983 1984 1985 1986	137·2 138·3 143·6 146·7 152·0 159·2	-0.0 0.8 3.9 2.1 3.6 4.7	100.2 102.1 107.4 111.3 116.4 122.6	0.2 1.9 5.2 3.6 4.6 5.3	37.84 39.40 41.74 45.49 46.33 46.60	-9.4 4.1 5.9 9.0 1.8 0.6	5.7 5.6 5.6 6.6 7.0 6.6	-22.1 -1.7 -0.8 18.6 5.7 -5.0	8.6 9.3 9.8 11.2 12.3 12.3	$ \begin{array}{c} 1 \cdot 1 \\ 8 \cdot 0 \\ 4 \cdot 8 \\ 14 \cdot 4 \\ 10 \cdot 2 \\ -0 \cdot 0 \end{array} $	49.0 49.6 50.5 50.9 51.0 51.6	0.2 1.1 2.0 0.7 0.2 1.2	-2.49 -1.13 0.68 -0.05 0.60 0.56	141/2 10-101/4 9 91/2-93/4 111/2 11	13.6 9.6 10.9 9.1 15.1 18.1	4·4 4·0 6·7 6·6 2·4 5·2
1985 Q4	38-6	4.2	117-9	4.7	11.46	-0.8	1.8	1.2	3.1	6.1	12.8	0.2	0.12	111/2	15.1	2.4
1986 Q1 Q2 Q3 Q4	39·0 39·6 40·3 40·3	4·1 5·4 5·2 4·3	119·3 121·3 123·7 126·5	4·3 4·7 5·5 7·3	11.80 11.49 11.80 11.51	-2.6 2.8 2.0 0.4	1.8 1.7 1.6 1.5	-2·9 0·3 -5·1 -12·1	3·1 3·1 3·0 3·2	-6·5 7·3 -2·4 2·5	12·8 12·8 13·0 13·0	0·4 -0·1 2·3 2·0	0·49 -0·10 -0·23 0·40	11½ 10 10 11	16·4 18·3 18·3 18·1	3.6 3.3 4.5 5.2
1987 Q1	40.3	3-4	125-4	5.1										9		
1986 Sept			124.5	5.3										10	18.3	4.5
Oct Nov Dec	··· ·· ··	··· ···	125-0 127-8 126-7	6·3 7·4 7·4	··· ···	··· ·· ··	 	··· ·· ··			•••	•••	··· ···	11 11 11	18-3 18-6 18-1	4·9 5·2 5·2
1987 Jan Feb Mar	··· ·· ··	 	123-6 127-0 125-5	6·4 6·2 5·1	··· ··· ··	 	 	 	··· ···	 	 	 		11 11 10	17·6 18·9 19·0	4·1 4·1 3·5
Apr							••							91/2	••	•••
	Visible t	rade		1	N	Balance	e of paymo	ents	Compet	itiveness	Prices	ricco	Broduce	r prices in	dex+7, 18, 1	9
	Export v	olume'	Import	volume'	balance ¹	³ balance	13 rate ^{+1, 1}	e exchange	labour c	osts ^{1, 17}	index ^{†18}	unces	Materials	and fuels	Home sa	ales
		00	1980 =	100	£ billion	£ billion	1975 =	100	1980 =	100	Jan 1978	= 100	1980 = 1	100	1980 =	100
1981 1982 1983 1984 1985 1986	99-3 101-9 103-8 112-5 118-7 123-1	-0.7 2.6 1.9 8.4 5.5 3.7	96·3 101·5 109·7 121·8 126·0 133·9	-3.7 5.4 8.1 11.0 3.5 6.3	$ \begin{array}{r} 3.4 \\ 2.3 \\ -0.8 \\ -4.4 \\ -2.2 \\ -8.3 \end{array} $	6.2 3.9 3.1 1.3 2.9 -1.1	95·3 90·7 83·3 78·7 78·2 72·8	-0.8 -4.8 -8.2 -5.5 -0.6 -6.9	105·7 101·7 95·7 93·7 97·0 93·5	5.7 -3.8 -5.9 -2.1 3.5 -3.6	152-5 167-4 174-1 180-8 190-3 193-8	14·8 9·8 4·0 3·9 5·3 1·8	109·2 117·2 125·3 135·5 137·7 126·6	9·2 7·3 6·9 8·1 1·6 -8·1	109·5 118·0 124·4 132·1 139·4 145·7	9·5 7·8 5·4 6·2 5·5 4·5
1985 Q4	119.6	0.8	128-0	-1.5	-0.2	0.6	79.8	6.3	99.9	9.7	192.0	4.5	132-6	-5.4	141.4	5.1
1986 Q1 Q2 Q3 Q4	117-5 121-9 122-6 130-5	-1.0 1.4 5.5 9.1	124-9 128-8 138-5 143-4	-1.1 3.0 11.0 12.0	-1.2 -1.6 -2.9 -2.6	0.7 0.1 0.9 0.8	75-1 76-0 71-9 68-3	4·2 -3·7 -12·4 -14·4	94-2 97-6 92-6 89-4	6·3 0·3 -9·4 -10·5	193·5 192·7 193·0 195·9	3·8 0·9 0·7 2·0	132·4 125·8 120·8 127·4	-9.5 -9.3 -9.3 -3.9	143·4 145·7 146·3 147·4	5·0 4·5 4·4 4·2
1987 Q1	129.7	10.4	132.8	6.3	-1.2	0.6	69.9	-6.9			100.4	2.4	130.0	-1.8	149.3	4.1
1986 Sept Oct Nov Dec	126-2 127-0 132-8 131-6	5.6 5.5 9.0 9.8	139·3 139·6 146·7 143·9	11.3 12.8 12.3 12.1	-0.8 -0.7 -1.0 -0.9	-0·2 -0·1 -0·4 -0·3	70·4 67·8 68·5 68·5	-12·4 -13·9 -14·5 -14·5	••• •• ••	··· ·· ··	194-0 194-3 196-3 197-1	1.2 1.5 2.2 2.4	122·4 124·3 127·5 130·4	-7.8 -5.2 -3.5 -3.2	146·7 147·0 147·4 147·9	4·4 4·3 4·2 4·2
1987 Jan Feb Mar Apr	125-0 137-8 126-3	9·3 10·0 10·5	130-9 137-5 129-8	11·3 10·2 5·3	-0.5 -0.2 -0.4	0·1 0·4 0·2	68·9 69·0 71·9 72·3	-12.6 -10.2 -6.9 -5.2			100-0 100-5 100-7 99-7	2.6 2.7 2.8 2.5	131-9 129-6 128-4 128-7	-2·3 -2·9 -0·8 1·3	148-9 149-3 149-7 150-5	4·3 4·2 3·7 3·5

year earlier. (2) For details of GDP measures see Economic Trends November 1981. (3) For details of the accuracy of this series see Economic Trends, July 1984

Seasonally adjusted

GDP average measure²

1980 = 100

Output

GDP3,4

1980 = 100

-1.6

09.4

Index of output UK5

Production industries^{1,6}

1980 = 100

96.6 -3.4

(3) For details of the accuracy of this series see Economic fronte representation of the p 72.
(4) GDP at factor cost.
(5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.
(6) Production industries: SIC divisions 1 to 4.
(7) Manufacturing Industries: SIC divisions 2 to 4.
(8) Industrial and commercial companies excluding North Sea oil companies net of stock appreciation.
(9) Gross domestic fixed capital formation.

BACKGROUND ECONOMIC INDICATORS*

Index of production OECD

countries¹

100.1

1980 = 100

0.1

Manufacturing industries^{1,7}

94.0 -6.0

1980 = 100

Income

Real personal disposable income

1980 = 100

-1.9

98.1

N.

UNITED KINGDOM

-2.2

Gross trading profits of companies⁸

£ billion

17.8

- (10) All industries.
 (11) Including leased assets.
 (12) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
 (13) No percentage change series is given as this is not meaningful for series taking positive and negative values.
 (14) Base lending rate of the London clearing banks on the last Friday of the period shown.
 (15) Series show the percentage changes over the 12-months to the end of the period shown.
 (16) Averages of daily rates.
 (17) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see Economic Trends 304, February 1979 p80.
 (18) Annual and quarterly figures are averages of monthly indices.
 (19) Replaces Wholesale Price Index.
 R = Revised.

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MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain

Manufactu

EMPLOYMENT 1.1 **Working population**

Quarter	Employees i	n employment*		Self-employed	НМ	Employed	Working	YTS:
	Male	Female	All	persons (with or without employees)†	Forces**	labour force	population§	non-employee trainees‡
UNITED KINGDOM	al variation							-
1984 Sept	11,970	9,376	21,346	2,544	328	24,218	27,502	270
Dec	11,971	9,493	21,464	2,573	327	24,364	27,583	262
1985 Mar	11,906	9,419	21,325	2,601	326	24,252	27,520	236
June	11,967	9,542	21,509	2,630	326	24,465	27,643	224
Sept	12,022	9,575	21,597	2,634	326	24,556	27,902	278
Dec	11,979	9,665	21,645	2,638	323	24,606	27,879	262
1986 Mar	11,862	9,577	21,440	2,642	323	24,404	27,728	228
June	11,903	9,690	21,593	2,646	322	24,561	27,790	255 R
Sept	11,966	9,708	21,674	2,672	323	24,668	28,001	313 R
Dec	11,918 R	9,844 R	21,762 R	2,697	320	24,779 R	28,008 R	303 R
UNITED KINGDOM Adjusted for seasonal 1984 Sept Dec	variation 11,908 11,957	9,374 9,440	21,282 21,397	2,544 2,573	328 327	24,154 24,297	27,306 27,473	
1985 Mar	11,969	9,485	21,453	2,601	326	24,380	27,584	
June	11,977	9,525	21,502	2,630	326	24,457	27,693	
Sept	11,961	9,575	21,536	2,634	326	24,495	27,714	
Dec	11,960	9,608	21,568	2,638	323	24,529	27,762	
1986 Mar	11,926	9,643	21,569	2,642	323	24,534	27,839	
June	11,914	9,674	21,587	2,646	322	24,555	27,900	
Sept	11,905	9,709	21,613	2,672	323	24,607	27,886	
Dec	11,898 R	9,783 R	21,681 R	2,697	320	24,698 B	27,910 B	

The seasonally adjusted Working Population series published in the Historical Supplement No 1 was incorrect and has been revised. For periods prior to those given above refer to "Topics" section in the March 1987 edition of Employment Gazette p 157. * Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample enquiries (*Employment Gazette*, January 1987, page 31). For all dates, individuals with two jobs as employees of different employers are counted twice. † Estimates of the self-employed up to mid-1985 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985 and 1986 Labour Force Surveys. The provisional estimates form September 1985 are based on the assumption that the average rate of increase between 1981 and 1985 has continued subsequently. A detailed description of the current estimates is given in the article on page 135 of the May 1986 *Employment Gazette*.

1.9	EMPLOYMENT
1.5	Employees in employment: industry*

GREAT All industries Manufacturing Production Production and Service

SIC	1 AIN 2 1980	and serv	lices	industr	ies	industri	ies	constr	uction	industrie	es							
		Allemployees	Seasonally adjusted	Allemployees	Seasonally adjusted	Allemployees	Seasonally adjusted	All employees	Seasonally adjusted	Allemployees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical angineering and instrumente
Divi or C	sions lasses	0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33 -34 37
1981	June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982	June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13.078	338	328	343	507	367	844	815
1983	June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984	June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320	289	319	445	343	750	786
	April May June	21,011	21,003	5,254 5,264 5,269	5,280 5,287 5,282	5,844 5,851 5,850	5,871 5,874 5,863	6,855	6,873	13,835	13,799	321	281 279 273	309 309 308	451 461 448	342 344 345	744 746 745	777 779 774
	July Aug Sept	21,098	21,037	5,287 5,292 5,316	5,274 5,269 5,279	5,863 5,864 5,886	5,850 5,841 5,849	6,891	6,845	13,860	13,865	347	269 265 263	308 306 306	450 451 450	345 345 348	744 742 749	779 778 776
	Oct Nov Dec	21,145	21,069	5,307 5,287 5,275	5,276 5,263 5,261	5,874 5,851 5,835	5,843 5,827 5,821	6,832	6,815	13,990	13,932	323	261 259 255	306 305 305	447 444 442	348 348 346	745 742 740	774 772 768
1986	Jan Feb Mar	20,947	21,077	5,231 5,203 5,202	5,256 5,232 5,226	5,780 5,750 5,744	5,805 5,779 5,768	6,730	6,761	13,910	13,997	308	246 244 242	303 303 300	439 438 438	344 344 344	735 732 729	760 754 751
	April May June	21,103	21,098	5,192 5,166 5,161	5,219 5,190 5,175	5,732 5,703 5,694	5,759 5,727 5,708	6,685	6,704	14,109	14,075	310	240 237 234	300 300 299	434 433 434	343 343 342	729 723 717	752 742 741
	July Aug Sept	21,186	21,125	5,170 5,167 5,180	5,158 5,146 5,141	5,699 5,692 5,704	5,687 5,672 5,665	6,704	6,656	14,147	14,153	335	230 227 225	298 298 299	435 435 435	342 344 346	718 716 712	745 742 739
	Oct Nov Dec	21,273 R	21,192 R	5,172 5,164 5,152	5,139 5,141 5,137	5,692 5,680 5,666	5,660 5,657 5,651	[6,673]	[6,655]	14,287 R	14,225 R	313	222 217 216	299 298 298	435 435 434	346 347 343	709 707 705	737 732 731
1987	Jan Feb Mar			5,092 R 5,086 R 5,086	5,115 5,115 R 5,110	5,599 R 5,591 [5,587	5,622 5,620 5,612]						210 209 206	296 R 296 R	428 R 431 R	340 341	698 696 R	726 R 724 R 724

* See footnote to table 1.1.

S8 JUNE 1987 EMPLOYMENT GAZETTE

Working population Self-employed persons (with or without employees)† Employed labour force Working population§ YTS HM Forces* Employees in employment* non-employee trainees‡ All Male Female Part-time All Part-time All GREAT BRITAIN 20,846 20,962 2,464 2,493 26,795 26,882 262 254 3,858 3,980 328 327 23,638 23,782 9,147 9,262 11,699 11,700 771 801 230 215 269 253 23,673 23,887 23,978 24,027 26,819 26,944 27,198 27,179 3,927 3,996 3,993 4,091 20,826 21,011 21,098 21,145 2,522 2,550 2,554 2,558 326 326 326 323 11,638 11,699 11,753 11,712 9,188 9,312 9,345 9,434 791 821 808 832 27,032 27,095 27,298 27,311 R 221 245 R 303 R 294 R 4,058 4,140 4,108 4,229 R 20,947 21,103 21,186 21,273 R 2,563 2,567 2,592 2,618 323 322 323 320 23,832 23,992 24,100 24,211 R 9,348 9,461 9,481 9,614 R 11,600 11,643 11,705 11,659 R 819 853 843 867 R GREAT BRITAIN Adjusted for seaso 1984 Sept Dec riation 11,637 11,686

27,140 27,202 27,187 27,211 R 21,077 21,098 21,125 21,192 R 2,563 2,567 2,592 2,618 323 322 323 320 23,962 23,986 24,040 24,130 R 11,663 11,653 11,644 11,638 R 9,413 9,445 9,481 9,554 R Mar June Sept Dec

2,464 2,493

2,522 2,550 2,554 2,558

20,782 20,895

20,954 21,003 21,037 21,069

9,145 9,209

9,254 9,295 9,345 9,376

11,700 11,709 11,692 11,693

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 se leave. The numbers are not subject to seasonal adjustment. Figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, ver, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see tables 2-1 and 2-2 and their footnotes. Figures include YTS trainees without contracts of employment based on information from the MSC, and additionally for the UK, trainees on the Youth Training Programme in Northern id, reported by NIDED. These trainees are outside the working population.

1.2 THOUSAND EMPLOYMENT 4 **Employees in employment: industry**

		Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles. leather. footwear and clothing	Timber, wooden furniture. rubber, plastics, etc.	Paper products. printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance. insurance	Public administration etc.‡	Education	Medical and other health services: veterinary services	Other services†
		35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1981	June	361	349	410	664	614	500	510	1,102	1,112	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982	June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983	June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984	June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985	April May June	270 268 268	284 283 282	317 318 317	562 567 573	554 557 561	475 474 479	477 477 477	1,005	1,154	2,039	1,040	906	427	2,032	1,917 R	1,569	1,267 R	1,484
	July Aug Sept	267 267 269	281 279 282	315 313 315	577 577 575	563 566 574	486 492 495	481 481 483	1,005	1,158	2,055	1,041	912	429	2,071	1,932 R	1,504	1,272 R	1,486
	Oct Nov Dec	268 267 265	282 281 281	312 310 309	582 572 567	574 576 579	493 494 497	481 481 482	997	1,161	2,144	1,001	902	429	2,086	1,945	1,597	1,267	1,458
1986	Jan Feb Mar	262 263 262	280 281 278	305 304 303	557 550 549	574 573 579	493 494 497	481 471 471	986	1,149	2,061	979	895	429	2,094	1,954	1,620	1,271	1,457
	April May June	260 260 257	278 277 276	298 296 294	552 550 551	579 576 580	497 496 500	471 470 467	991	1,149	2,055	1,056	905	431	2,122	1,956	1,621	1,273	1,541
	July Aug Sept	256 254 253	278 279 278	290 283 297	556 559 556	580 574 576	500 507 509	470 474 478	1,000	1,158	2,059	1,057	914	434	2,161	1,977	1,566	1,270	1,551
	Oct Nov Dec	252 250 249	274 271 274	295 295 293	556 555 551	578 581 582	510 513 514	481 477 476	[1,007]	1,155	2,146	1,018	904	435	2,166	1,991 R	1,670	1,272	1,530
1987	Jan Feb Mar	247 R 247 R 247	270 R 268 R 267	289 R 289 R 283	539 R 533 R 532	574 R 574 R 574	509 R 510 R 512	473 R 473 R 474											

THOUSAND

Sep

Mar June Sept Dec

Mar lune Sept

Mar June Sept Dec

Quarte

ND

THOUSAND

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

EMPLOYMENT . 1

26,609 26,775

26,889 26,998 27,016 27,062

23,574 23,715

23,802 23,879 23,917 23,951

328 327

1.3 EMPLOYMENT Employees in e

3 Employees in employment*: index of production industries

GREAT BRITAIN	Division	Mar 198	6 R		Jan 198	7 R		Feb 198	7 R		Mar 198	T	HOUSAND
SIC 1980	class or group	Malaa	Famalas	A.II	Malaa	Franklas							
		Males	remales	<u>All</u>	Males	Females	- <u>All</u>	Males	Females	. <u>All</u>	Males	Females	All
Production Industries	1-4	4,133-3	1,610.9	5,744.2	4,010-2	1,588.4	5,598.6	4,006.5	1,584.4	5,590.9	[3,999-8	1,587.7	5,587.5
Manufacturing industries	2-4	3,666.8	1,535.0	5,201.8	3,578.5	1,513.5	5,092.0	3,578.7	1,507.3	5,086.0	3,576.0	1,510.0	5,086.0
Energy and water supply Coal extraction and solid fuels Electricity Gas	1 111 161 162	466-5 183-8 116-6 65-6	75·9 8·4 27·3 22·8	542-4 192-3 143-9 88-3	431.6 160.0 116.9 63.0	75.0 8.0 27.9 22.2	506·6 167·9 144·8 85·2	427.9 158.4 116.6 60.6	77.0 7.8 27.8 24.4	504·9 166·2 144·5 85·0	423-8 153-4 116-6 60-6	77.7 8.0 27.8 24.3	501.5 161.3 144.4 85.0
Other mineral and ore extraction, etc	2	595·6	186-6	782-2	578.7	189-4	768·0	581-9	190-5	772.4	582-8	191.7	774 5
Metal manufacturing	22	152-4	24.8	177-2	144-1	26-1	170-2	143-9	26-3	170.1	143.5	26.4	160.0
Non-metallic mineral products	24	171.0	57.6	228.6	167-5	60.6	228-1	170.6	61.1	231.7	171.0	61.6	330.0
Chemical Industry/man-made fibres Basic industrial chemicals Other chemical products and preparations	25/26 251 255-259	244·1 105·0	100 ⋅1 21⋅0	344 -1 125-9	241·7 102·9	98.7 20.4	340-4 123-4	242·1 103·0	99·1 20·3	341·2 123·3	242.7 103.6	99.6 20.4	342 -3 124-0
	260	139.1	79.1	218.2	138.7	78.3	217.0	139.1	78.8	217.9	139-1	79.1	218-2
Metal goods, engineering and vehicles	3	1,847.4	476.0	2,323.4	1,770.5	458·2	2,228.7	1,768-4	455-4	2,223.8	1,763.0	456-1	2,219 1
Metal goods nes	31	236-2	66-6	302-8	226-3	62·3	288-6	227.6	61-4	289.0	222.1	61.4	283.5
Mechanical engineering Industrial plant and steelwork Mining and construction machinery, etc Other machinery and mechanical equipment	32 320 325 321-324/	615·6 69·6 67·1	113·8 8·2 9·4	729·4 77·8 76·5	589-8 65-3 64-3	108·5 7·7 9·1	698-3 72-9 73-3	586·7 64·2 63·6	108∙9 7∙6 9∙1	695.7 71.9 72.7	588-6 66-2 63-2	109·0 7·6 9·0	697-6 73-8 72-2
Office machinery, data processing equipment	327/328 33	441·2 64·5	86·4 25·8	527·6 90·3	425-3	82.9	508·3	424.4	83.4	507.8	424.9	83.6	508-5
Electrical and electronic engineering	34	383-3	175.0	558-3	365-3	169.7	535.0	365-9	168-2	534-1	364.7	168-0	91.9
electrical equipment Telecommunication equipment Other electronic and electrical equipment	341/342/ 343 344 345-348	148-9 113-6 120-8	54.6 52.9 67.5	203·5 166·5 188·4	140-2 110-0 115-1	50·9 50·7 68·0	191-2 160-7 183-1	139-8 109-9 116-2	51.0 51.3 65.9	190-8 161-2 182-1	138-4 110-2 116-1	50·9 51·2 65·9	189-3 161-4 182-0
Motor vehicles and parts Motor vehicles and engines Bodies, trailers, caravans and parts	35 351 352/353	230·9 93·5 137·4	30·8 8·8 22·0	261·8 102·3 159·5	217·3 85·4 131·9	29·3 8·1 21·2	246-6 93-5 153-1	217·3 86·3 131·0	29·2 8·1 21·1	246.5 94.4 152.1	217.6 86.3 131.3	29·3 8·1 21·2	246-9 94-4 152-6
Other transport equipment Aerospace equipment Ship and other transport equipment	36 364 361-363/	245·8 144·1	32.6 22.3	278-4 166-5	237·9 143·9	31.7 22.1	269·6 166·0	236-6 143-7	31.7 22.1	268·2 165·7	235·4 143·7	31·7 22·1	267 0 165-9
	365	101.7	10.3	111.9	94.0	9.5	103.5	92.9	9.6	102.5	91.6	9.5	101 2
Instrument engineering	37	71-0	31.5	102.4	69.5	30.2	99.7	69.2	29.5	98.7	69·5	30-0	99-4
Other manufacturing industries	4	1,223.7	872.4	2,096.1	1,229.4	865.8	2,095.2	1,228.4	861.4	2,089.8	1,230.1	862-2	2,092 4
Food, drink and tobacco Meat and meat products, organic oils and fats Alcoholic and soft drink manufacture All other food, drink and tobacco	41/42 411/412 424/428 413-423/	329.6 55.9 70.4	219.6 34.7 24.2	549·1 90·6 94·6	323·2 54·8 67·4	216·1 35·6 22·4	539·3 90·3 89·8	320·4 54·5 68·0	212·5 35·0 22·4	532·9 89·6 90·4	319·7 54·4 68·2	212·4 34·7 22·4	532 -1 89-1 90-5
Tantila	429	203-3	160.6	364.0	201.0	158.2	359-2	197.9	155-1	353-0	197.2	155.3	352-4
Textiles	43	127.4	120.5	247.9	127.4	119.9	247.3	127-2	118.6	245.8	126.6	117.5	244 1
Footwear and clothing	45	82.2	229.0	311.1	82.2	225.1	307.3	83-4	225.6	309.0	83.7	226.5	310.2
Timber and wooden furniture	46	170.5	40.1	210.6	175.6	40.3	216.0	176-2	39.6	215.8	176-5	40.1	216 6
Paper, printing and publishing Pulp, paper, board and derived products Printing and publishing	47 471/472 475	313.7 92.1 221.6	157·3 39·8 117·6	471.0 131.8 339.2	314.5 94.4 220.0	158·8 41·1 117·7	473·3 135·5 337·8	314 ·1 94·7 219·4	159-2 41-2 118-1	473·3 135·8 337·5	315.6 95.0 220.5	158·7 40·9 117·8	474-2 135-9 338-3
Rubber and plastics	48	144.0	59.9	203-9	148-9	60.9	209.7	150-2	61.9	212.0	150-1	62.5	212.7
Other manufacturing	49	45.1	37.1	82·2	47.2	36.0	83·1	46.7	35-3	82.0	47.3	35-5	82-8

* See footnotes to table 1.1.

EMPLOYMENT 1 Labour turnover: manufacturing industries:

December 1986 and March 1987

·6

GREAT BRITAIN	Division	Decem	ber 1986					March	1987				
	class	Engage	ement rate		Leaving	g rate		Engage	ment rate		Leavin	g rate	
SIC 1980	of SIC	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Minerals and ores extraction other than fuels Metal manufacturing Non-metallic mineral products Chemical industry	2 22 24 25	0·5 0·4 0·6 0·5	1.1 1.1 1.1 1.1 1.1	0.6 0.5 0.7 0.7	0.6 0.6 0.5 0.6	1.2 0.8 0.9 1.5	0.7 0.6 0.6 0.8	1.0 0.9 1.3 0.9	1.5 1.4 1.5 1.5	1.1 0.9 1.3 1.1	1.3 1.2 0.8	1.7 1.8 1.8 1.7	1·2 1·4 1·3 1·1
Metal goods, engineering and vehicles Metal goods nes Machanical engineering Office machinery, data processing equipment Electrical and electronic engineering Motor vehicles and parts Other transport equipment Instrument engineering	3 31 32 33 34 35 36 37	0.7 0.8 0.6 0.9 0.6 0.4 0.7 0.7	1.2 1.4 1.1 1.0 1.3 1.0 0.6 1.2	0.7 1.0 0.7 0.9 0.9 0.5 0.7 0.8	0.8 1.0 0.7 1.6 0.4 1.1 1.0 0.1	1.0 1.5 1.0 1.3 0.6 1.4 1.4 0.9	0.8 1.1 0.8 1.5 0.5 1.1 1.0 0.4	1.2 1.5 1.4 1.2 1.0 0.9 0.9 1.8	1.8 2.1 1.6 1.8 1.7 1.5 2.0	1.3 1.6 1.4 1.3 1.3 1.0 0.9 1.9	1.4 1.7 1.5 1.1 1.2 1.0 1.9 1.7	1.8 2.2 2.0 1.5 1.7 1.4 1.7 1.9	1.5 1.8 1.6 1.2 1.4 1.9 1.8
Other manufacturing industries Food, drink and tobacco Textiles Leather and leather goods Footwear and clothing Timber and wooden furniture Paper, printing and publishing Rubber and plastics Other manufacturing	4 41/42 43 44 45 46 47 48 49	1.0 1.1 1.3 1.5 1.3 1.4 0.6 0.8 0.7	1.6 1.4 3.2 2.1 1.6 1.4 1.4 1.2	$ \begin{array}{r} 1 \cdot 3 \\ 1 \cdot 2 \\ 1 \cdot 5 \\ 2 \cdot 3 \\ 1 \cdot 9 \\ 1 \cdot 4 \\ 0 \cdot 9 \\ 0 \cdot 9 \\ 1 \cdot 0 \\ 1 \cdot 0 \end{array} $	1.0 1.4 0.6 0.9 0.1 1.7 0.6 0.7 0.4	1.9 3.1 2.0 1.3 0.5 0.8 1.7 1.3 4.4	$ \begin{array}{r} 1 \cdot 3 \\ 2 \cdot 1 \\ 1 \cdot 3 \\ 1 \cdot 0 \\ 0 \cdot 4 \\ 1 \cdot 5 \\ 1 \cdot 0 \\ 0 \cdot 9 \\ 2 \cdot 2 \end{array} $	1.5 1.4 1.5 2.7 1.7 2.0 1.1 1.7 1.8	2.1 1.9 2.0 5.3 2.3 2.3 1.8 2.6 2.2	1.7 1.6 1.8 3.8 2.1 2.1 1.3 1.9 2.0	$ \begin{array}{c} 1.5\\ 1.4\\ 2.2\\ 2.0\\ 1.1\\ 1.5\\ 2.2\end{array} $	2.4 2.9 2.0 3.0 2.7 1.5 1.9 2.0 2.4	1.9 2.1 1.7 2.5 1.9 1.4 1.6 2.3
Total all manufacturing industries		0.7	1.4	0.9	0.7	1.5	1.0	1.3	1.9	1.5	1.4	2.1	1.6

March 14, 1987 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 o 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.



 Year
 Reference month*
 •Engagement rate
 Leaving rate

 1985
 Nov
 1.55
 1.63

 1986
 Feb
 1.50
 1.65

 May
 1.50
 1.68

 Aug
 1.50
 1.68

 Nov
 1.50
 1.75

 * On which the moving average is centred.

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



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

.8 **EMPLOYMENT** Indices of output, employment and productivity





	Whole eco	nomy		Production Divisions	n industries 1 to 4		Manufacturi Divisions 2	ng industries to 4		
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
979 980 981 982 983 984 985 986	102.8 100.0 98.4 100.0 103.1 106.4 110.4 113.5 R	100.6 100.0 96.6 93.8 95.5 97.0 97.5	102·2 100·0 101·9 105·8 109·9 111·5 113·8 116·5	107.1 100.0 96.6 98.4 101.9 103.2 108.1 110.0	104·7 100·0 91·5 86·2 81·7 80·2 79·7 77·9	102-3 100-0 105-6 114-1 124-7 128-6 135-5 141-2 R	109·5 100·0 94·0 94·2 96·9 100·7 103·7 R 104·5 R	105-3 100-0 91-0 85-5 81-0 79-8 79-6 78-3	104·1 100·0 103·5 110·3 119·7 126·2 130·3 R 133·6 R	101.5 100.0 104.8 110.3 118.9 124.2 127.8 131.2 R
1982 Q1	99·1	95·3	104-1	97·2	88·3	110·1	94-7	87·6	108-3	108·3
Q2	99·9	94·9	105-4	98·9	87·0	113·7	94-9	86·3	110-1	110·2
Q3	100·4	94·4	106-4	99·2	85·5	116·0	94-1	84·7	111-1	111·2
Q4	100·7	93·9	107-2	98·2	84·1	116·8	93-1	83·3	111-8	111·8
1983 Q1	101.6	93·5	108·7	100·3	82·9	121-0	95-8	82·1	116·8	116-5
Q2	102.0	93·5	109·1	100·6	82·0	122-7	95-4	81·2	117·5	117-1
Q3	103.9	93·9	110·7	102·8	81·3	126-4	97-5	80·6	121·0	120-0
Q4	105.0	94·4	111·3	104·0	80·8	128-7	98-9	80·1	123·5	122-0
1984 Q1	105.6	94·9	111.3	104·0	80·4	129-4	99·4	79·8	124-6	122-8
Q2	105.8	95·2	111.2	102·6	80·2	127-9	100·3	79·8	125-8	123-9
Q3	106.7	95·7	111.5	102·4	80·1	127-8	101·4	79·9	127-0	125-0
Q4	107.6	96·2	111.9	103·7	80·1	129-5	101·7	79·8	127-4	125-2
1985 Q1	109-2	96.6	113-0	106·4	80·0	133-0	103·3	79·7	129·7	127·2
Q2	110-5	96.9	114-1	109·3	79·9	136-8	104·5	79·7	131·1	128·7
Q3	110-6	97.2	113-8	108·1 R	79·7	135-6 R	103·5 R	79·6	130·1 R	127·6 R
Q4	111-3	97.3	114-4	108·4	79·4	136-5	103·6	79·5	130·4	127·6
1986 Q1	111.7	97·3	114·9	109·1	78-8	138-5	102-6	79·1	129·8	127-2
Q2	113.0	97·4	116·0	109·2 R	78-1	139-8 R	103-5	78·5	131·9 R	129-7 R
Q3	114.5	97·6	117·4	110·8	77-5	143-0	104-8	77·8	134·8 R	132-6 R
Q4	115.2	97·9	117·7	110·7 R	77-2	143-4 R	107-1 R	77·7	137·9 R	135-5 R
1987 Q1				112.2	76.8	146.1	106.9	77.4	138.3	135.8

Gross domestic product for whole economy. Estimates of the employed labour force include an allowance for underestimation. See article on page 161 of May 1986 Employment Gazette

Based on the output measure of Gross Domestic Product Industries are grouped according to the Standard Industri Gross domestic product for whole economy.

EMPLOYMENT

dustrial Classification 1980

1 1.1

EMPLOYMENT Overtime and short-time operatives in manufacturing industries

EMPLOYMENT

Hours of work—Operatives: manufacturing industries

Seasonally ac 1980 AVERAGE

GREAT	OVERTI	ME				SHORT	-TIME		1000 M						
DRITAIN	Opera- tives	Percent- age of all	Hours of o	overtime we	orked	Stood of whole w	off for veek	Working	part of w	eek	Stood o	off for whole	or part o	fweek	
	(11100)	tives	Average per operative working over- time	Actual (million)	Season- ally adjusted	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lo (Thou)	Average per opera- tive working part of the week	Opera- tives (Thou)	Percent- age of all opera- tives	Hours lo Actual (Thou)	Season- ally adjusted	Average per opera- tive on short- time
1980 1981 1982 1983 1984 1985 1986	1,422 1,137 1,198 1,209 1,297 1,329 1,304	29.5 26.6 29.8 31.5 34.3 34.0 34.2	8.3 8.2 8.3 8.5 8.9 9.0 9.0	11.76 9.37 9.93 10.19 11.39 11.98 11.72		21 16 8 6 4 5	823 621 320 244 238 165 192	258 320 134 71 40 24 29	3,183 3,720 1,438 741 402 241 293	12-1 11-4 10-7 10-2 10-4 10-2 10-1	279 335 142 77 43 28 34	5-9 7-8 3-5 2-0 1-5 0-7 0-9	4,006 4,352 1,776 1,000 645 416 485	_	14-3 12-6 12-4 12-9 14-4 15-1 14-4
Week ended 1985 May 18 June 15	1,407 1,390	36·0 35·5	8-9 9-1	12·58 12·67	12·26 12·51	4	156 122	25 23	232 216	9·2 9·5	29 26	0.7	388	408	13-3
July 13 Aug 17 Sept 14	1,339 1,218 1,349	34·3 31·2 34·3	9·2 9·1 9·2	12·27 11·14 12·38	12.15 11.86 12.26	4 4 5	168 152 199	17 17 18	209 199 168	12·1 11·8 9·4	21 21 23	0·5 0·5	373 347 367	425	17.6 17.0
Oct 12 Nov 16 Dec 14	1,338 1,386 1,407	34-1 35-4 36-1	9·1 9·1 9·3	12.53 12.77 13.07	12.07 12.18 12.33	3 3 3	200 168 123	22 23	217 221	10-1 9-7 8-1	27 27 21	0.7 0.7	345 353	374 361	15-7 14-4
1986 Jan 11 Feb 8 Mar 8	1,218 1,334 1,336	31·5 34·6 34·7	8.6 8.7 8.9	10.51 11.64 11.83	11.92 11.77 11.82	7 5 7	264 212 261	22 30	218 286 359	10·0 9·5	28 36	0.7	482 498	417 395	12-8 17-0 14-0
Apr 12 May 17 June 14	1,294 1,326 1,291	33·6 34·6 33·7	8-8 8-9 9-0	11.36 11.79 11.56	11.63 11.48 11.40	6 4 3	256 156	33 32 28	339 322 283	10-2 10-2 10-1	40 35 21	1.0 0.9	595 478	617 502	14-6 15-1 13-5
July 12 Aug 16 Sept 13	1,279 1,192 1,280	33-8 31-6 33-8	9-2 9-2 9-2	11.74 10.99 11.81	11.61 11.71 11.68	4 4 3	140 144 116	22 20 23	220 223 244	10-2 10-9 10-5	25 24 26	0.7 0.6 0.7	360 367 360	403 414 200	14-3 15-3
Oct 14 Nov 15 Dec 13	1,346 1,393 1,354	35·6 36·9 35·8	9·0 9·1 9·2	12·18 12·69 12·49	11.73 12.08 11.74	8 5 4	300 184 164	43 33 26	445 319 256	10-4 9-7 9-9	50 37 30	1·3 0·9 0·8	745 503	813 524	14-9 13-5
1987 Jan 10 R Feb 14 R Mar 14	1,136 1,305 1,354	30·6 35·1 36·3	8.6 9.3 9.2	9·75 11·97 12·44	11.13 12.11 12.43	11 4 3	423 172 109	28 34 35	281 341 339	9·9 10·0 9·8	39 38 37	1.0 1.0	704 540 448	601 408 349	18-1 13-4 12-0
SIC 1980 Week ended March 14 Metal manufacturing	1987 55-0	40-3	10-3	564-4		_	1.0	0.8	6.3	7.7	0.8	0.6	7.3	545	8-7
(221) Non-ferrous metals	19.5	33.6	9.7	188-9			-	0.1	0.7	5.5	0.1	0.2	0.7		5 5
(224) Non-metallic mineral	17-8	40.5	10.4	185-1		—	0.6	0.3	2.3	7.4	0.3	0.8	2.9		8.8
products Chemical industry Basic industrial	66·7 60·7	40·4 32·6	9·7 9·7	648·4 591·0		0·3 0·1	13·7 3·2	0·7 0·3	6·1 2·0	8·8 7·3	1.0 0.4	0.6 0.2	19·8 5·1		19-2 14-6
Metal goods nes Foundries (311) Hand tools, finished metal goods	26.7 109.6 36.3	33.8 42.2 55.0	9.6 8.8 8.6	255-4 968-9 312-9		0.3	10·2 0·6	4·2 1·6	0·3 38·3 15·4	5-4 9-1 9-4	4·5 1·7	0·1 1·7 2·5	0-3 48-5 16-0		6-1 10-8 9-6
(316) Mechanical	55-6	35.8	8.9	494.4		0.3	9.7	2.5	23.0	9.2	2.8	1.8	32.5		11.6
engineering Metal-working machine tools	226.8	46.7	9.1	2,060.5		0.5	19-4	2.7	26.5	10.0	3.1	0.6	45.9		14.6
etc (322) Other machinery and mechanical	28.7	50.9	8.2	234.1		-	0.1	0.1	1.6	16.0	0.1	0.2	1.6		16-0
Electrical and electronic	112.6	46.7	8.9	1,005.1		0.2	10.0	2.1	18.9	9.0	2.3	1.0	29.0		12.6
Basic electrical equipment (342) Industrial equip-	121·5 27·0	33 ∙5 40∙5	8·7 8·5	1,051·7 228·9		0.2	7.6	3·9 0·8	39.8 10.2	10·2 12·4	4·1 0·8	1·1 1·2	47·4 10·2		11-6 12-4
ment, batteries etc (343) Telecommunication	16.1	31.5	8.6	138-4		-	1	0.1	0.2	1.1	0.1	0.3	0.2		1-1
equipment (344) Motor vehicles	31.9 72.1	36·1 36·7	8·4 8·6	268-5 623-7		0.1	4·2 0·1	1.0 0.3	7·1 2·8	6-9 8-3	1·1 0·3	1.3 0.2	11-3 2-9		10-0 8-5
engines (351) Vehicle parts (353)	19·5 52·7	25·4 43·9	9·0 8·5	175-3 448-4		Ξ	0.1	0.3	2.8		0.3	0.3	2.9		
equipment	73·0	45-3	9.3	679-2		0.2	6.5	0.3	2.8	8.7	0.5	0.3	9.2		19-3
repairing (361) Aerospace equip-	26.4	48.6 1	1.7	310.1		0.2	6.5	-	0.4	31.6	0.2	0.3	6.9		39-3
ment (364) Instrument	42.1	49-5	7.9	333-8		-	-	0-3	2.3	7.7	0.3	0.4	2.3		7.7
Food, drink and tobacco	24.1	34.7	7.7	186-1		-	0.9	-	0.3	12.2	-	0.1	1.2		25.8
Textile industry Footwear and	65-9	30-2	9.9	650.6		0.3	8.4	2-3 4-9	24·3 58·0	10·6 11·9	2.6 5.1	0.6 2.3	36·9 66·4		14·2 13·1
Clothing (453) Timber and wooden	15.5	11.2	5·9 5·2	202·2 79·9		0.3	11.5 2.4	9.7 1.6	78-4 17-1	8 ·1 10·7	10-0 1-7	3·9 1·2	89·9 19·6		9·0 11·5
Paper, printing and	72.2	43.2	9.3	674.0		0.2	9.3	2.1	23.6	11.4	2.3	1.4	32.9		14.3
Paper and paper products (471, 472)	37.8	32.5	8·8 9.5	934-5			1.6	0.2	1.0	4.6	0.3	0.1	2.6		10.3
Printing and publishing (475)	68.8	30.5	8.4	576-6			0.6	0.2	8-0	4.0	0.2	0.2	1.9		9.5
Rubber and plastics Other manufacturing All manufacturing 1,3	59-8 15-0 353-7	39·8 26·0 36·3	9·5 8·8 9·2	565-3 131-8 12,435-5		0·1 2·7	1.1 2.2 109.2	0.7 0.3 34.7	8·2 4·3 338·9	12·3 12·9 9·8	0.7 0.4 37.4	0.5 0.7 1.0	9·2 6·5 448·0		13·4 16·7 12·0

lote.	Figures in	brackata		44-	In all and the I	1 11			and the second second second						
010.	i iguies ili	Diackets	alter	the	industrial	headings	show the	Standard	Industrial	Classification	aroun	numbore	of the	industrias	in a bud a d
						3-			addition	oracomounon	group	numbers	JI LITE	amoustries	included.

GREAT BRITAIN	INDEX OF T	OTAL WEEKLY	HOURS WORK	ED BY ALL	OPERATIVES	INDEX OF A	VERAGE WEEKL	Y HOURS WO	ORKED PER O	OPERATIVE
SIC 1980 classes	All manu- facturing industries 21-49	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food drink, tobacco 41, 42	All manu- facturing industries 21-49	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1980 1981 1982 1983 1984 1985 1985	100·1 89·0 84·6 82·6 83·4 82·9 80·4	100-0 89-2 85-0 82-5 84-3 82-3 77-5	100.0 86.8 80.1 77.3 73.6 75.5 70.2	100.0 89.5 84.8 85.1 87.0 88.7 90.1	100-0 94-3 89-6 87-4 84-3 83-2 82-5	100-0 98-7 100-5 101-5 102-7 103-2 102-9	100-0 98-9 100-9 102-0 103-5 104-9 103-8	100.0 98.8 100.9 103.2 104.5 105.5 104.0	100.0 101.5 103.9 105.6 105.8 105.6 104.5	100-0 99-0 99-5 100-2 100-3 100-5 100-1
Week ended 1985 Jan 12 Feb 16 Mar 16	83·2 83·4 83·2	83-4	74-6	87.1	83·2	103-1 103-2 103-2	104.6	105-9	105.3	100.5
Apr 13 May 18 June 15	82·1 83·2 83·3	82.8	75.9	88.0	83·2	102·3 103·4 103·5	105-2	106.1	105-4	100.7
July 13 Aug 17 Sept 14	82·9 82·7 83·0	81-4	75.8	89·2	82.4	103·3 103·1 103·4	104-4	104-3	105.6	100.1
Oct 12 Nov 16 Dec 14	82·8 82·5 82·7	81-6	75.5	90-3	84.0	103·4 103·4 103·6	105.5	105.6	105.9	100.8
1986 Jan 11 Feb 8 Mar 8	82-3 81-7 81-5	79.1	73-4	90-3	84.7	103·4 103·2 103·2	104.3	104.8	105-0	100-4
Apr 12 May 17 June 14	81-1 80-5 80-1	77.3	70.7	90-4	83-3	103·0 102·8 102·7	103.6	103-4	104.4	99-8
July 12 Aug 16 Sept 13	80-0 79-8 79-6	77.0	68·6	89-3	80.8	102·8 102·8 102·8	103-4	103.7	104.1	99.9
Oct 11 Nov 15 Dec 13	79·4 79·7 79·6	76.5	67.9	90.2	81.2	102-8 103-0 102-9	103.9	103.9	104.5	100.1
1987 Jan 10 Feb 14 Mar 14	78·5 R 79·5 R 79·6	75.5	67.9	90-5	82-3	102·2 R 103·2 R 103·4	104.1	104.8	104.9	99.7

EMPLOYMENT 1.13 Overtime and Short-time 1.13 Operatives in manufacturing industries in March 1987: Regions

	OVERTI	ME			SHORT-	TIME							
			Hours of worked	overtime	Stood o week	ff for whole	Working	part of w	eek	Stood or or part	ff for whole of week		
								Hours Id	st			Unue la	1
Week ended March 14, 1987	Opera- tives (Thou)	Percent- age of all opera- tives	Average per opera- tive working over- time	(Thou)	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	(Thou)	Average per opera- tive working part of the week	Opera- tives (Thou)	Percent- age of all opera- tives	(Thou)	Average per opera- tive on short- time
Analysis by region		·				*		-					
South East	364-3	40-6	9.8	3,560.5	0.1	4-4	2.4	19.2	8.0	2.5	0.4	23.6	9.4
Greater London *	154.7	48.1	10.6	1,646.0	_	<u> </u>		-					
East Anglia	46.0	33.4	9.5	438.7	0.6	22.1	0.5	3.3	6.1	1.1	0.8	25.3	23.2
South West	104-2	40.2	9.3	966-9	0.1	4.0	2.8	17.7	6.4	2.9	1.1	21.7	7.6
West Midlands	196-5	36-6	8.6	1,695.5	0.4	14.9	4.1	43.4	10.7	4.4	0.8	58.3	13.1
Last Midlands	121-5	33-3	8-9	1,084-2	0.3	10.0	8.6	72.9	8.5	8.8	2.4	83.0	9.4
North We and Humberside	140.1	37.3	9.1	1,281.4	0.1	4.9	3.8	39.3	10.5	3.9	1.0	44.2	11.4
North	168-4	34.4	8.8	1,487.0	0.5	18.1	4.5	48.5	10.9	4.9	1.0	66.5	13.5
Waloo	62.6	30.7	9.2	576.1	0.2	8.1	2.8	35.4	12.6	3.0	1.5	43.5	14.4
Scotland	45.8	28.8	8.4	383.0		1.4	0.9	8.1	8.7	1.0	0.6	9.5	9.8

Included in South East.

UNEMPLOYMENT 2.1

UNEMPLOYED EXCLUDING

MARRIED

THOUSAND

UNITED

	MALE AN	ND FEMALE											MALE		
	UNEMPL	OYED			UNEMPL	OYED EXCL	UDING SCI	HOOL LEAVE	RS	UNEMPLO	YED BY DUP	RATION	UNEMPL	OYED	
	Number	Per cent working popu-	School leavers included	Non- claimant school	Actual	Seasonal Number	ly adjusted Per cent	l Change	Average	Up to 4 weeks	Over 4 weeks aged	Over 4 weeks aged 60	Number	Per cent working	Schoo
		lation†	ployed	leavers‡			popu- lation*	previous month	change over 3 months ended	r	under 60	and over		lation+	in une ployed
1983†† 1984 1985 1986 Annual averages	3,104·7 3,159·8 3,271·2 3,289·1	11.7 11.7 11.8 11.8	134-9 113-0 108-0 132-3	··· ··· ···	2,969·7 3,046·8 3,163·3 3,185·1	2,866.5 2,998.6 3,113.5 3,180.3	10·8 11·1 11·3 11·5						2,218-6 2,197-4 2,251-7 2,252-5	13.8 13.5 13.7 13.7	77·2 65·0 62·6 59·7
1985 Apr 11 May 9 June 13	3,272.6 3,240.9 3,178.6	11.8 11.7 11.5	83.7 107.7 106.9	104.1	3,188·9 3,133·2 3,071·7	3,118·3 3,118·6 3,109·3	11·3 11·3 11·3	22·3 0·3 -9·3	13·2 6·8 4·4	293 305 285	2,909 2,869 2,828	70 67 66	2,270-7 2,243-8 2,196-8	13.8 13·6 13·4	48·7 62·4 61·9
July 11 ** Aug 8 ** Sept 12	3,235∙0 3,240∙4 3,346∙2	11.7 11.7 12.1	104·6 99·9 156·8	134·5 126·6	3,130·5 3,140·5 3,189·4	3,112·8 3,118·7 3,121·2	11·3 11·3 11·3	3·5 5·9 2·5	1.8 0.0 4.0	380 328 447	2,790 2,848 2,834	66 64 66	2,216-2 2,210-6 2,259-5	13·5 13·4 13·8	60·3 58·0 90·8
Oct 10 Nov 14 Dec 12	3,276·9 3,258·9 3,273·1	11.9 11.8 11.8	131-3 110-1 99-4		3,145-6 3,148-8 3,173-7	3,124·0 3,123·1 3,143·0	11·3 11·3 11·4	2·8 -0·9 19·9	3·7 1·5 7·3	367 323 301	2,843 2,871 2,907	67 64 65	2,234-0 2,230-8	13-6 13-6	76-1 63-9 57-8
1986 Jan 9	3,407.7	12.3	101.3		3,306.4	3,155.7	11.4	12.7	10.6	316	3,022	69	2,253-9	13.7	58.7
Feb 6* Mar 6	3,336·7 3,323·8	12·0 12·0	92·3 84·8	•••	3,244·4 3,239·0	3,164-4 3,206-8	11·4 11·5	8·7 42·4	13·8 21·3	308 285	2,967 2,973	66 66	2,300-4	14·0 14·0	53·6 49·1
Apr 10 May 8 June 12	3,325·1 3,270·9 3,229·4	12·0 11·8 11·6	112·4 110·9 107·3	100,802	3,212.7 3,160.0 3,122.1	3,196·8 3,200·6 3,212·5	11.5 11.5 11.6	-10·0 3·8 11·9	13·7 12·1 -1·9	329 283 289	2,930 2,921 2,874	67 67 67	2,290·0 2,251·4 2,217·5	13·9 13·7 13·5	64·8 63·6 61·3
July 10 Aug 14 Sept 11	3,279·6 3,280·1 3,332·9	11.8 11.8 12.0	101.6 92.3 140.7	125,107 113,828	3,178-0 3,187-8 3,192-2	3,212·4 3,209·2 3,183·2	11.6 11.6 11.5	-0·1 -3·2 -26·0	5·2 2·9 –9·8	381 318 423	2,832 2,896 2,842	67 67 68	2,231-5 2,220-0	13.6 13.5 13.7	57·8 53·3 80.7
Oct 9 Nov 13 Dec 11	3,237·2 3,216·8 3,229·2	11.7 11.6 11.6	117·5 98·2 89·0	· · · · ·	3,119·7 3,118·6 3,140·2	3,159·6 3,143·4 3,119·4	11·4 11·3 11·2	-23.6 -16.2 -24.0	-17·6 -21·9 -21·3	353 323 290	2,817 2,827 2,870	67 67 69	2,199-8 2,200-2	13·4 13·4	66·9 55·9
987 Jan 8 Feb 12 Mar 12	3,297·2 3,225·8 3,143·4	11.9 11.6 11.3	89·2 79·9 72·3		3,208·0 3,145·9 3,071·1	3,114·3 3,065·8 3,039·7	11-2 11-0 10-9	-5·1 -48·5 -26·1	-15·1 -25·9 -26·6	297 291 261	2,930 2,867 2,815	71 68 67	2,272.4 2,233.9	13·8 13·6	50·8 45·5
Apr 9§	3,107.1	11.2	66.6		3,040.6	[3,020.1]	[10.9]	[-19.6]	[-31.4]	284	2,758	65	2,181.0	13.3	41.1
983†† 984 985 986	2,987-6 3,038-4 3,149-4 3,161-3	11.5 11.5 11.7 11.7	130.7 109.7 105.6 101.6	 	2,856·8 2,928·7 3,043·9 2,059.6	2,757·8 2,886·1 2,998·3 2,055 0	10.6 10.9 11.1						2,133-5 2,109-6 2,163-7	13·6 13·4 13·5	74·6 62·9 61·1
985 Apr 11 May 9	3,150·3 3,120·0 3,057.2	11.7 11.6	81·9 105·3		3,068·4 3,014·7	3,004·1 3,005·1	11.2 11.2	21.6 1.0	12·7 6·8	285 297	2,800 2,758	69 65	2,159·6 2,181·8 2,155·8	13·5 13·6 13·4	53·2 47·5 60·9
July 11 Aug 8 Sept 12	3,116-2 3,120-3 3,219-7	11.6 11.6 12.0	102·7 98·1 152·6	131.5 123.3	3,013·5 3,022·2 3,067·1	2,997·9 3,003·2 3,005·0	11-1 11-1 11-2	3·2 5·3	-2·1 -0·6	369 320 431	2,717 2,683 2,737	64 63	2,109·2 2,131·0 2,124·8	13·2 13·3 13·3	59·1 56·9
Oct 10 Nov 14 Dec 12	3,155-0 3,138-3 3,151-6	11.7 11.7 11.7	128·1 107·5 97·1		3,026·9 3,030·8 3,054·5	3,007·0 3,005·3 3,023·7	11.2 11.2 11.2	2·0 -1·7 18·4	3·0 -0·7 6·2	356 314 293	2,733 2,761 2,795	66 63 64	2,146·6 2,143·6 2,165·3	13·4 13·4 13·5	74·2 62·2 56·3
986 Jan 9	3,282.0	12.1	99·2		3,182.9	3,035.8	11.2	12.1	9.6	308	2,907	65	2,254.0	14.1	57.3
Feb 6* Mar 6	3,211·9 3,199·4	11.9 11.8	90-4 83-1	•••	3,121.5 3,116.3	3,043·1 3,084·1	11·2 11·4	7·3 41·0	12·6 20·1	298 277	2,852 2,858	65 65	2,208·8 2,207·0	13-8 13-8	52·2 48·0
Apr 10 May 8 June 12	3,198-9 3,146-2 3,103-5	11.8 11.6 11.5	109·8 108·6 105·3	 97,847	3,089·1 3,037·5 2,998·2	3,072·9 3,075·9 3,086·7	11·3 11·4 11·4	11·2 3·0 10·8	19·8 18·4 8·3	319 275 279	2,814 2,806 2,759	65 65 65	2,197-3 2,159-8 2,125-5	13·7 13·5 13·3	63·1 62·1 60·0
July 10 Aug 14 Sept 11	3,150·2 3,150·1 3,197·9	11.6 11.6 11.8	99·8 90·7 136·6	121,803 110,497	3,050·4 3,059·4 3,061·4	3,085·8 3,081·7 3,055·3	11·4 11·4 11·3	-0·9 -4·1 -26·4	4·3 1·9 –10·5	369 309 407	2,716 2,776 2,724	66 65 66	2,138-4 2,128-6 2,155-1	13·4 13·3 13·5	56·6 52·2 78·1
Oct 9 Nov 13 Dec 11	3,106-5 3,088-4 3,100-4	11.5 11.4 11.4	114·2 95·5 86·6	··· ···	2,992·3 2,992·8 3,013·7	3,031·3 3,015·9 2,992·0	11.2 11.1 11.0	-24·0 -15·4 -23·9	-18·2 -21·9 -21·1	342 314 282	2,699 2,709 2,751	66 65 67	2,105-9 2,106-9 2,127-4	13·2 13·2 13·3	64·9 54·2 49·2
987 Jan 8 Feb 12 Mar 12	3,166·0 3,096·6 3,016·5	11.7 11.4 11.1	87·0 78·0 70·6	 	3,079·0 3,018·5 2,945·9	2,987·1 2,939·9 2,914·4	11.0 10.9 10.8	-4·9 -47·2 -25·5	-14·7 -25·3 -25·9	288 283 253	2,809 2,748 2,698	69 66 65	2,176-5 2,139-2 2,088-2	13·6 13·4 13·0	49·5 44·3 40·0
Apr 9§	2,979.9	11.0	65.0		2,914.9	[2,894.3]	[10.7] [-20.1]	-30.9]	275	2,641	64	2,065-1	12.9	36-9

* Because of a change in the compilation of the unemployment statistics (see Employment Gazette, March/April 1986, pages 107–108), unadjusted figures from February 1986 (estimated for * There was a discontinuity between the June 1985 and August 1985 figures for unemployed claimants in Northern Ireland. The monthly count is based on the Northern Ireland Department of Economic Development's computer records. A reconciliation with information on claims for benefit held in DHSS offices has shown some people included in the onthern word who were no longer claiming benefit and some (a smaller number) who had not yet been included in the count even though they were claiming benefit. The net result was that the unadjusted July 1985 and August 1985 figures for Northern Ireland, were 5,700 and 5, 150 less respectively than they would have been without the reconciliation. If the figures had continued to be recorded as in June 995 and earlier months there would have been increases in unemployment of about 3, 150 in July 1985 and 650 in August 1985. The accumulating discrepancy, since the present compuler coverage of the current unadjusted data. § The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes acjustment factors.

			SCHOOL	LLAVENS					0011001				
mber	Per cent	School	Actual	Seasonall	y adjusted	Number	Per cent	School	Actual	Seasonal	ly adjusted	Number	
	working popu- lation†	included in unem- ployed		Number	Per cent working population	1÷	popu- lation†	included in unem- ployed		Number	Per cent working population	1†	
18-6 97-4 51-7 52-5	13.8 13.5 13.7 13.7 13.7	77·2 65·0 62·6 59·7	2,141·4 2,132·4 2,189·1 2,192·8	2,055·3 2,102·1 2,159·0 2,190·1	12·8 13·0 13·1 13·3	886.0 962.5 1,019.5 1,036.6	8.4 8.9 9.1 9.1	57·7 48·0 45·3 44·3	828·3 914·5 974·2 992·2	811.2 895.9 954.4 990.2	7.7 8.2 8.5 8.7		1983†† 1984 1985 1986 1986
70-7	13.8	48-7	2,222.0	2,166·5	13·2	1,001·8	9·0	35·0	966-9	951·8	8·5	413·2	1985 Apr 11
43-8	13·6	62-4	2,181.3	2,163·8	13·2	997·2	8·9	45·3	951-9	954·8	8·5	409·8	May 9
96-8	13·4	61-9	2,134.9	2,155·2	13·1	981·7	8·8	44·9	936-8	954·1	8·5	405·2	Jun 13
16-2	13·5	60·3	2,156·0	2,156·0	13·1	1,018·8	9·1	44·3	974-5	956·8	8.6	410-0	Jul 11**
10-6	13·4	58·0	2,152·6	2,158·1	13·1	1,029·8	9·2	41·9	988-0	960·6	8.6	419-1	Aug 8**
68-5	13·8	90·8	2,177·7	2,158·7	13·1	1,077·7	9·6	66·0	1,011-7	962·5	8.6	421-8	Sep 12
34-0	13-6	76-1	2,157·8	2,160·5	13·1	1,042·9	9·3	55-2	987·7	963·5	8·6	421.8	Oct 10
30-8	13-6	63-9	2,166·9	2,159·7	13·1	1,028·1	9·2	46-2	981·9	963·4	8·6	423.0	Nov 14
53-9	13-7	57-8	2,196·2	2,172·5	13·2	1,019·1	9·1	41-6	977·5	970·5	8·7	424.5	Dec 12
45-6	14.3	58.7	2,287.0	2,180.1	13.3	1,062-1	9-4	42.7	1,019.5	975.6	8.6	439.8	1986 Jan 9
00- 4	14·0	53·6	2,246·9	2,181·7	13·3	1,036-2	9·1	38·8	997·4	982·7	8·7	431·8	Feb 6*
98- 9	14·0	49·1	2,249·8	2,217·6	13·5	1,024-9	9·0	35·7	989·2	989·2	8·7	430·8	Mar 6
90·0	13·9	64·8	2,225·2	2,203·5	13·4	1,035·0	9·1	47·6	987·4	993·3	8·7	435∙6	Apr 10
51·4	13·7	63·6	2,187·9	2,204·5	13·4	1,019·4	9·0	47·3	972·2	996·1	8·8	431∙9	May 8
17·5	13·5	61·3	2,156·1	2,209·3	13·5	1,011·9	8·9	46·0	965·9	1,003·2	9·8	430∙5	Jun 12
31-5	13·6	57·8	2,173·7	2,206·3	13·4	1,048·1	9·2	43·8	1,004·3	1,006·1	8-9	435·3	Jul 10
20-0	13·5	53·3	2,168·7	2,200·9	13·4	1,058·1	9·3	39·1	1,019·1	1,008·3	8-9	446·0	Aug 14
51-3	13·7	80·7	2,170·6	2,186·9	13·3	1,081·6	9·5	60·0	1,021·6	996·3	8-8	441·5	Sep 11
99- 8	13·4	66·9	2,132·9	2,171-8	13·2	1,037·4	9·1	50·6	986-8	987·8	8·7	436-6	Oct 9
00- 2	13·4	55·9	2,144·3	2,166-3	13·2	1,016·6	9·0	42·3	974-3	977·1	8·6	431-2	Nov 13
21-5	13·5	50·6	2,170·9	2,152-8	13·1	1,007·6	8·9	38·3	969-3	966·6	8·5	431-1	Dec 11
72-4	13-8	50·8	2,221.6	2,146-9	13·1	1,024·8	9·0	38·3	986·5	967·4	8-5	433·2	1987 Jan 8
33-9	13-6	45·5	2,188.4	2,122-8	12·9	991·9	8·7	34·4	957·5	943·0	8-3	416·8	Feb 12
81-0	13-3	41·1	2,140.0	2,107-9	12·8	962·3	8·5	31·2	931·1	931·8	8-2	406·5	Mar 12
58-2	13.1	37.9	2,120.3	[2,094.9]	[12.8]	948.9	8-4	28.7	920.2	[925·2]	[8·1]	404.2	Apr 9§
										UNEM	PLOYN B sum	MENT	2.2
33-5 09-6 63-7 59-6	13·6 13·4 13·5 13·5	74·6 62·9 61·1 53·2	2,059·0 2,046·8 2,102·6 2,101·4	1,975-5 2,020-5 2,075-0 2,098-8	12.6 12.8 12.9 13.1	854·0 928·8 985·7 1,001·7	8·3 8·8 9·0 9·0	56·1 46·8 44·5 43·5	797.9 882.0 941.2 958.2	782·2 865·6 923·3 956·3	7.6 8.2 8.5 8.6		1983 ^{††} 1984 1985 1986 Annual averages
81-8	13·6	47·5	2,134·3	2,083·3	13·0	968-5	8·9	34·4	934·1	920-8	8·4	398-8	1985 Apr 11
55-8	13·4	60·9	2,094·9	2,080·9	13·0	964-2	8·8	44·4	919·8	924-2	8·5	395-7	May 9
09-2	13·2	60·6	2,048·6	2,071·8	12·9	948-0	8·7	44·2	903·8	922-9	8·5	390-8	Jun 13
31.0	13·3	59·1	2,071·9	2,072·3	12·9	985·2	9·0	43·6	941·5	925-6	8-5	395·8	Jul 11
24.8	13·3	56·9	2,068·0	2,074·1	13·0	995·5	9·1	41·2	954·3	929-1	8-5	404·5	Aug 8
79.0	13·6	88·3	2,090·7	2,074·1	12·9	1,040·7	9·5	64·3	976·4	930-9	8-5	407·4	Sep 12
46-6	13·4	74·2	2,072·4	2,075·2	12·9	1,008·5	9·2	53·9	954·5	931-8	8·5	407·6	Oct 10
43-6	13·4	62·2	2,068·4	2,073·8	12·9	994·7	9·1	45·3	949·4	931-5	8·5	408·8	Nov 14
65-3	13·5	56·3	2,109·1	2,085·4	13·0	986·3	9·0	40·8	945·4	938-3	8·6	410·5	Dec 12
54.0	14.1	57.3	2,196-8	2,092.5	13.1	1,028.0	9.3	41.9	986.1	943-3	8.5	425.3	1986 Jan 9
08·8	13-8	52·2	2,156·6	2,093·2	13·1	1,003·2	9·0	38·1	965·1	949·9	8.6	417·3	Feb 6*
07·0	13-8	48·0	2,159·1	2,127·9	13·3	992·3	9·0	35·1	957·2	956·2	8.6	417·0	Mar 6
97-3	13·7	63·1	2,134·1	2,112·9	13·2	1,001·6	9-0	46·7	954-9	960∙0	8·7	421-4	Apr 10
59-8	13·5	62·1	2,097·6	2,113·4	13·2	986·4	8-9	46·5	939-9	962∙5	8·7	417-7	May 8
25-5	13·3	60·0	2,065·5	2,117·4	13·2	978·0	8-8	45·2	932-7	969∙3	8·7	416-2	Jun 12
38-4	13·4	56.6	2,081·8	2,114·1	13·2	1,011·7	9·1	43·2	968-6	971-7	8·8	420·0	Jul 10
28-6	13·3	52.2	2,076·4	2,108·1	13·2	1,021·5	9·2	38·5	983-0	973-6	8·8	430·5	Aug 14
55-1	13·5	78.1	2,076·9	2,093·9	13·1	1,042·8	9·4	58·4	984-4	961-4	8·7	426·4	Sep 11
05·9	13·2	64·9	2,040·9	2,078·6	13·0	1,000·7	9·0	49·3	951·4	952-7	8.6	421.6	Oct 9
06·9	13·2	54·2	2,052·7	2,073·4	13·0	981·4	8·9	41·3	940·1	942-5	8.5	416.4	Nov 13
27·4	13·3	49·2	2,078·3	2,059·9	12·9	972·9	8·8	37·5	935·4	932-1	8.4	416.4	Dec 11
76-5	13·6	49·5	2,127·1	2,054·2	12·8	989·5	8·9	37·5	952·0	932·9	8·4	418·2	1987 Jan 8
39-2	13·4	44·3	2,094·9	2,031·2	12·7	957·4	8·6	33·7	923·6	908·7	8·2	402·1	Feb 12
88-2	13·0	40·0	2,048·2	2,017·0	12·6	928·4	8·4	30·6	897·8	897·4	8·1	391·9	Mar 12

FEMALE

UNEMPLOYED EXCLUDING

UNEMPLOYED

2,028.2 [2,003.5] [12.5]

* Not included in the total are new school leavers not yet entitled to benefit. A special count is made in June, July and August. *** From April 1983 the unadjusted figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment benefit office. An estimated 161,800 men were affected (160,300 in Great Britain) over the period to August 1983. * The number of unemployed as a percentage of the estimated total working population (the sum of employees in employment, unemployed, self-employed and H.M. Forces) at mid-1986 for 1986 and 1987 data and at the corresponding mid-year for earlier years. Working population estimates have been updated and revised this month.

28.1

886.7

8.3

914.8

389.3

Apr 9§

[890.8] [8.0]

2.3UNEMPLOYMENT Regions

	NUMBE	UMBER UNEMPLOYED P P II Male Female School A				ENT WOR	KING	UNEMP	LOYED E	XCLUDING	SCHOOL	LEAVERS		South
	All	Male	Female	School	All	Male	Female	Actual	Season	ally adjus	ted			
				included in un- employed					Numbe	r Per cent working popula- tion†	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST 1983†† 1984 Annual 1985 averages 1986	721·4 748·0 782·4 784·7	514·5 511·0 527·1 524·7	206·9 236·5 255·2 260·0	24·5 20·1 17·0 14·6	8·4 8·4 8·7 8·6	10-0 9-7 9-9 9-9	6·0 6·5 6·9 6·9	696-9 727-4 765-4 770-1	667.5 711.8 748.8 768.4	7-8 8-0 8-3 8-4		-	476-6 489-7 507-3 515-7	190.9 222.1 241.6 252.8
1986 Apr 10 May 8 Jun 12	794·7 780·0 772·4	536·1 525·5 518·7	258-6 254-5 253-7	14-2 14-6 14-3	8.7 8.6 8.5	10·1 9·9 9·8	6·8 6·7 6·7	780·5 765·4 758·2	777.1 777.6 780.1	8.5 8.5 8.6	-1.6 0.5 2.5	6.0 5.0 0.5	522-4 522-8 523-1	254-7 254-8 257-0
Jul 10 Aug 14 Sep 11	785∙8 791∙5 791∙9	522·7 521·6 522·1	263·1 269·9 269·8	13·8 12·7 19·3	8.6 8.7 8.7	9·9 9·8 9·8	6-9 7-1 7-1	772·0 778·8 772·5	779·5 777·1 769·0	8.6 8.5 8.5	-0.6 -2.4 -8.1	0.8 -0.2 -3.7	522-0 518-7 514-7	257-5 258-4 254-3
Oct 9 Nov 13 Dec 11	770-4 761-0 764-6	510·0 506·5 512·5	260-4 254-5 252-1	17·4 14·7 13·3	8.5 8.4 8.4	9-6 9-5 9-7	6·9 6·7 6·6	753-0 746-3 751-2	761.6 753.3 745.5	8-4 8-3 8-2	-7·4 -8·3 -7·8	-6·0 -7·9 -7·8	509-9 505-5 500-8	251-7 247-8 244-7
987 Jan 8 Feb 12 Mar 12	774·1 756·0 733·6	520·0 511·3 497·1	254·1 244·7 236·5	12·3 10·9 9·7	8.5 8.3 8.1	9·8 9·6 9·4	6.7 6.5 6.2	761.7 745.1 723.9	743·2 727·1 716·6	8·2 8·0 7·9	-2·3 -16·1 -10·5	-6.1 -8.7 -9.6	497.7 490.3 483.3	245·5 237·0 233·3
Apr 98	721·5	489·1	232.4	8.8	7.9	9.2	6.1	712.6	[708.1]	[7.8]	[-8.5]	[-11.7]	[477.7]	[230-4]
1983†† 1984 Annual 1985 averages	359-9 380-6 402-5 407-1	258-8 265-4 278-4 280-9	101·1 115·2 124·1 126·1	12·0 10·2 8·6 7·4	8·8 9·1 9·4 9·5	10.5 10.6 10.9 11.0	6·2 6·8 7·2 7·4	347·9 370·4 393·8 399·7	334·0 362·2 385·0 398·8	8·1 8·6 9·0 9·3			240-7 254-2 267-9 276-3	93-3 107-9 117-1 122-6
1986 Apr 10 May 8 Jun 12	409·4 404·3 404·9	284-2 281-0 281-0	125·2 123·3 123·9	6·9 7·0 6·9	9·5 9·4 9·4	11.0 11.0 11.0	7·3 7·1 7·2	402·5 397·3 398·1	402-4 402-5 405-0	9-4 9-4 9-4	3·3 0·1 2·5	3·3 2·8 2·0	278-9 279-2 280-3	123-5 123-3 124-7
Jul 10 Aug 14 Sep 11	411·4 415·1 415·1	283-0 283-4 283-5	128-3 131-7 131-6	6·8 6·5 9·0	9·6 9·7 9·7	11.0 11.1 11.1	7·4 7·6 7·6	404.6 408.7 406.1	404-9 404-0 400-8	9·4 9·4 9·3	-0·1 -0·9 -3·2	0.8 0.5 -1.4	279.9 278.9 277.4	125-0 125-1 123-4
Oct 9 Nov 13 Dec 11	403.6 397.1 398.9	277·2 273·7 276·1	126-4 123-4 122-8	8·7 7·6 7·1	9·4 9·3 9·3	10-8 10-7 10-8	7·3 7·2 7·1	394·9 389·5 391·8	397·5 393·6 389·9	9·3 9·2 9·1	-3·3 -3·9 -3·7	-2.5 -3.5 -3.6	275-3 273-1 270-8	122-2 120-5 119-1
987 Jan 8 Feb 12 Mar 12	398-8 390-7 383-1	276·2 272·1 267·8	122-6 118-6 115-3	6.6 5.9 5.3	9·3 9·1 8·9	10-8 10-6 10-4	7·1 6·9 6·7	392·3 384·8 377·7	389·3 381·5 377·2	9·1 8·9 8·8	-0.6 -7.8 -4.3	-2·7 -4·0 -4·2	269·7 265·7 263·0	119-6 115-8 114-2
Apr 9§	379-3	265-2	114.1	5.0	8.8	10.3	6.6	374-3	[373.7]	[8.7]	[-3.5]	[-5·2]	[260.6]	[113-1]
983†† 984 Annual 985 averages 986	77.5 77.3 81.3 83.4	54·8 52·0 53·2 53·9	22.6 25.3 28.1 29.5	2·7 2·2 2·0 1·9	9·0 8·7 8·8 9·1	10·2 9·5 9·6 9·7	6·9 7·3 7·7 8·1	74.7 75.1 79.3 81.5	72·1 73·9 77·9 81·4	8·3 8·2 8·4 8·8			51-0 50-1 51-3	21-1 23-8 26-6
986 Apr 10 May 8 Jun 12	85-6 84-1 81-3	55-9 54-6 52-6	29·7 29·6 28·8	2·3 2·3 2·1	9·2 9·0 8·7	10-0 9-8 9-4	8.0 8.0 7.8	83·4 81·9 79·3	81.5 82.1 82.3	8-8 8-8 8-9	-1·2 0·6 0·2	0.4 0.5	52·8 53·0 53·3	28-8 28-5 28-8
Jul 10 Aug 14 Sep 11	82·1 81·8 82·2	52.6 52.0 52.3	29·5 29·8 29·9	1·9 1·7 2·7	8.8 8.8 8.8	9·4 9·3 9·4	8·0 8·0 8·1	80·2 80·1 79·6	82·6 82·6 81·8	8-9 8-9 8-8	0·3 0·0 -0·8	0·4 0·2 -0·2	53·4 53·3 53·0	29·2 29·3 28·8
Oct 9 Nov 13 Dec 11	80·1 81·0 81·9	51.0 52.2 53.3	29·2 28·9 28·7	2·2 1·7 1·6	8-6 8-7 8-8	9·1 9·3 9·5	7·9 7·8 7·7	78.0 79.3 80.4	80·5 80·4 79·5	8·7 8·6 8·5	-1·3 -0·1 -0·9	-0.7 -0.7 -0.8	52·1 52·3 51·7	28-4 28-1 27-8
987 Jan 8 Feb 12 Mar 12	85·1 83·6 81·1	55.6 55.2 53.6	29.5 28.4 27.5	1.5 1.2 1.1	9·2 9·0 8·7	9.9 9.9 9.6	8·0 7·7 7·4	83-6 82-4 80-0	79·7 77·9 77·2	8-6 8-4 8-3	0·2 -1·8 -0·7	-0·3 -0·8 -0·8	51·9 51·0 50·9	27-8 26-9 26-8
Apr 9§	78.9	52.0	26.9	1.0	8.5	9.3	7.3	77.9	[76.0]	[8·2]	[-1.2]	[-1.2]	[49.8]	[26-2]
983†† 984 Annual 985 averages 986	188-6 193-7 204-9 205-7	129·3 127·2 132·8 131·6	59·3 66·5 72·2 74·2	6·2 5·0 4·6 1 4·2 1	9.7 9.7 0.2 0.1	10·9 10·6 11·1 10·7	7·8 8·4 8·9 9·1	182-3 188-7 200-4 201-6	172-8 184-6 196-0 201-1	9·0 9·3 9·6 9·7			117-9 121-9 127-6	54·9 62·7 68·4 72-1
986 Apr 10 May 8 Jun 12	208-3 203-0 196-0	134·5 131·0 126·3	73·9 71·9 69·7	4·3 1 4·3 4·3	0-1 9-8 9-5	11.1 10.8 10.4	8·7 8·5 8·2	204·0 198·6 191·7	202-3 203-3 203-6	9-8 9-9 10-8	-0.6 1.0 0.3	0.8	130·1 130·8 130-7	72·2 72·5
Jul 10 Aug 14 Sep 11	199-6 200-8 204-6	127·2 127·0 129·2	72·4 73·8 75·4	4·2 3·7 5·9	9·7 9·7 9·9	10·5 10·5 10·6	8.5 8.7 8.9	195-4 197-1 198-8	204·1 204·1 201·1	9.9 9.9 9.9	0.5 -2.7 -0.3	0.6	130.7 130.8 130.1 128.6	73·3 74·0 72·5
Oct 9 Nov 13 Dec 11	202·0 203·8 205·2	127.5 129.2 131.0	74·4 74·6 74·2	4·9 4·0 3·7	9-8 9-9 9-9	10.5 10.6 10.8	8·8 8·8 8·7	197-1 199-8 201-6	199·1 197·8 195·2	9·6 9·7 9·5	-0·3 0·1 -0·2	-1.7 -2.1	127-2 126-6	71-9 71-2 70-1
87 Jan 8 Feb 12 Mar 12	209·1 204·0 196·5	134·1 131·3 126·4	75.0 72.7 70.1	3·4 1 3·1 2·7	0·1 9·9 9·5	11.0 10.8 10.4	8·8 8·6 8·3	205·6 201·0 193·8	195-0 190-6 188-0	9·6 9·2 9·1	-0·2 -0·4 0·0	-1·4 -2·4	124·8 122·5	70-2 68-1 66-9
Apr 9§	191.0	123.1	67.9	2.4	9.3	10.1	8.0	188-5	186-6	9.0	[-0.1]	[-2-8]	[119.7]	[66-9]

PER CENT WORKING POPULATION UNEMPLOYED EXCLUDING SCHOOL LEAVERS NUMBER UNEMPLOYED School All leavers included in un-employed Male Female Actual Seasonally adjusted A11 Male Female Change since previous month Average change over 3 months ended Female Number Per Male cent working popula-tion† WEST MIDLANDS 16.6 15.7 15.6 15.3 239.0 233.9 234.4 232.1 89·0 95·3 99·6 102·5 257-3 243-0 243-1 238-6 97·4 102·4 106·6 108·0 338-6 332-6 337-6 334-9 328.0 329.2 334.1 334.6 13·1 13·1 13·0 12·9 354·7 345·4 349·7 346·7 16·0 12·8 12·1 11·7 14·2 13·7 13·7 13·4 10.2 10.6 10.6 10.5 averages 102-8 102-8 103-6 15·5 15·3 15·1 336-8 332-4 330-2 336·4 336·0 337·3 13·0 13·0 13·0 233.6 233.2 233.7 349-0 344-2 341-7 241.5 238.2 235.7 107·5 106·0 106·0 12·2 11·8 11·6 13·5 13·3 13·2 10·4 10·3 10·3 -1.4 -0.4 1.3 1·2 0·5 -0·2 pr 10 lay 8 June 12 -0·3 0·7 -3·1 346-7 347-8 356-1 237.6 237.5 241.7 109·1 110·3 114·5 13·4 13·4 13·7 15·2 15·2 15·5 10.6 10.7 11.1 335·5 337·4 339·9 337.0 337.7 334.6 13·0 13·0 12·9 0·2 0·6 -0·9 233·2 233·2 231·8 103·8 104·5 102·8 11·2 10·4 16·2 July 10 Aug 14 Sept 11 $-3.0 \\ -0.5 \\ -4.3$ 229-8 229-4 226-5 101-8 101-7 100-3 343-5 338-4 336-4 234-4 232-2 231-8 109-0 106-2 104-7 15·0 14·9 14·9 329·6 326·8 326·0 331-6 331-1 326-8 -0.8 -2.0 -2.2 13·3 11·6 10·4 13-3 13-1 13-0 10.6 10.3 10.1 12·8 12·8 12·6 Oct 9 Nov 13 Dec 13 341-6 333-7 326-0 235·9 231·4 226·2 105-8 102-4 99-8 15·1 14·8 14·5 331-8 324-9 317-9 325·3 319·2 315·8 12.6 12.3 12.2 225.0 221.7 219.7 100·3 97·5 96·5 9·9 8·8 8·1 13·2 12·9 12·6 10·3 9·9 9·7 -1.5 -6.1 -3.4 -1.6 -1.9 -2.5 Jan 8 Feb 12 Mar 12 320.6 222.5 98.0 7.4 12.4 14.3 9.5 313-2 [312.9] [12.1] [-2.9] [-3.2] 217.5 95.4 Apr 98 EAST MIDLANDS 181-2 188-4 196-1 196-5 174-8 186-2 193-6 196-4 124·9 129·3 131·8 132·3 188-0 194-3 202-3 202-8 49·9 56·9 61·8 64·1 134-8 134-1 136-9 136-0 53·2 60·2 65·3 66·8 6·9 5·9 6·2 6·2 10.5 10.7 11.7 11.6 11.8 11.7 12.0 11.9 6·9 7·8 8·5 8·7 9·8 10·2 10·2 10·3 Annual averages 205-8 201-9 199-3 139-2 136-0 133-6 7·1 7·4 7·2 10·7 10·5 10·4 12·2 11·9 11·7 8.6 8.5 8.5 198-8 194-6 192-1 196·3 196·4 197·4 10·3 10·3 10·3 132·4 132·3 132·8 63·9 64·1 64·6 Apr 10 May 8 June 12 -2·0 0·1 1·0 66-6 65-9 65-7 1.1 0.4 -0.6 195-8 196-6 196-9 0.5 0.3 -1.3 July 10 Aug 14 Sept 11 202-6 202-5 204-6 134-6 133-9 134-9 68.0 68.7 69.7 6·8 5·9 8·1 10.6 10.6 10.7 11.8 11.7 11.8 8.8 8.9 9.0 197-9 198-2 196-9 10·3 10·4 10·3 0·4 0·5 0·6 133·0 133·0 132·3 64·9 65·2 64·6 191·9 192·0 193·4 $-1.2 \\ -0.1 \\ -2.0$ -0·2 -0·8 -0·7 131·2 131·2 130·3 Oct 9 Nov 13 Dec 11 198-7 197-7 198-5 131.5 131.9 133.7 11.5 11.5 11.7 195.7 195.6 193.6 10·2 10·2 10·1 64·5 64·4 63·3 67·2 65·8 64·8 6·8 5·7 5·2 10-4 10-3 10-4 8.7 8.5 8.4 -0·1 -2·2 -1·6 130·2 129·6 128·8 63·3 61·7 60·9 Jan 8 Feb 12 Mar 12 205·5 201·5 197·2 138·7 137·3 134·6 200.6 197.1 193.2 193-5 191-3 189-7 $-0.8 \\ -0.7 \\ -0.8$ 66-8 64-2 62-5 4·9 4·4 4·0 10.7 10.5 10.3 12·1 12·0 11·8 8.7 8.3 8.1 10·1 10·0 9·9 [128.9] Apr 9§ 195-9 133-8 62.0 3.6 10.2 11.7 8.0 192.2 [189.4] [9.9] [-0.3] [-1.3] [60.5] YORKSHIRE AND HUMBERSIDE 288-7 291-9 305-8 315-9 207·4 204·8 212·9 220·1 81·3 87·0 92·9 95·8 14·8 12·7 13·3 14·2 12·9 12·8 13·1 13·4 15·1 14·8 15·2 15·7 273-8 279-2 292-5 301-7 263.7 275.7 288.8 301.4 190-5 195-6 203-2 211-8 73·2 80·1 85·6 89·6 9·3 9·7 9·9 10·0 11.7 12.1 12.4 12.7 Annua averages 212·2 213·2 214·2 Apr 10 May 8 June 12 320-5 316-8 311-9 224-0 221-3 217-6 13.6 13.4 13.2 303-9 300-5 296-0 301·8 303·2 305·1 96·4 95·5 94·4 16-6 16-3 15-9 15·9 15·7 15·5 10·1 10·0 9·8 12·8 12·8 12·9 -0·3 1·4 1·9 89.6 90.0 90.9 1·2 0·9 0·2 July 10 Aug 14 Sept 11 316-0 314-3 322-8 218-8 216-6 221-4 97·2 97·8 101·4 301.0 300.8 302.9 213·8 213·3 211·9 14·9 13·5 19·9 13·4 13·3 13·7 15·6 15·4 15·8 10·1 10·2 10·6 304·7 304·5 302·3 -0.4 -0.2 -2.8 1·1 0·5 -0·2 90·9 91·2 90·4 12·9 12·9 12·8 Oct 9 Nov 13 Dec 11 311-4 308-8 309-8 10-0 9-8 9-7 295·5 295·6 297·9 210·9 209·8 208·7 89·5 88·6 87·8 215·6 215·3 217·0 95-8 93-6 92-8 15·9 13·2 11·9 13-2 13-1 13-1 15·3 15·3 15·4 300-4 298-4 296-5 12.7 12.6 12.5 -1.9 -2.0 -1.9 -0.8 -0.3 -1.3 316-2 310-2 303-2 207·7 206·1 208·7 Jan 8 Feb 12 Mar 12 222.0 218.7 214.1 94·2 91·6 89·1 11·1 9·8 8·9 13·4 13·1 12·8 305·1 300·5 294·3 88·1 86·0 85·1 15·8 15·6 15·2 9-8 9-6 9-3 295-8 292-1 293-8 12·5 12·4 12·4 -0.7 - 3.7 - 1.7-1·3 -0·9 -1·5 Apr 9§ 12.7 84.7 300.7 212.6 88-1 8.2 15.1 9.2 294.3 [290.1] [12.3] [-0.2] 205.4 NORTH WEST 437·1 442·9 452·0 448·3 418·2 426·9 435·9 433·0 296·0 301·0 304·6 304·0 111.9 121.1 126.1 128.4 315.7 313.2 317.1 313.2 121.4 129.6 134.9 135.1 18·8 16·0 16·1 15·3 14.6 14.7 14.9 14.9 17.7 17.6 17.8 17.9 10·1 10·5 10·8 10·8 407·9 422·0 430·7 432·4 13·7 14·0 14·2 14·4 averages Apr 10 May 8 June 12 454-1 449-2 443-8 318-1 315-1 310-9 437·3 432·2 427·2 306·1 306·7 307·9 129·4 129·7 130·7 136-0 134-1 132-9 16·8 17·0 16·7 15·1 14·9 14·8 10·8 10·7 10·6 435·5 436·4 438·6 14·5 14·5 14·6 18·2 18·0 17·4 0.0 0.9 -2.2 1.3 1.2 0.3 1.0 0.4 -1.2 July 10 Aug 14 Sept 11 450-2 448-0 455-9 313·2 310·9 314·8 137·0 137·1 141·1 15·4 13·8 20·4 15·0 14·9 15·2 17·9 17·7 18·0 10·9 10·9 11·2 434·8 434·2 435·6 437·5 435·0 432·2 14.5 14.5 14.4 -1.1 -2.5 -2.8 307·0 305·2 303·2 130·5 129·8 129·0 Oct 9 Nov 13 Dec 11 438-9 435-6 436-8 133.7 131.0 130.2 421.8 421.3 423.8 427·7 424·8 422·0 -1.8 -2.4 -2.5 300-3 298-9 297-1 127·4 125·9 124·9 305·2 304·6 306·6 17·1 14·3 13·0 14.6 14.5 14.5 17·4 17·4 17·5 10.6 10.4 10.4 14·2 14·1 14·0 -4.5 -2.9 -2.8 1987 Jan 8 Feb 12 Mar 12 443-9 435-4 426-3 132-2 129-1 125-8 431.8 424.6 416.5 421.1 416.1 413.5 124·3 122·6 121·8 311.7 306.3 300.5 12·1 10·8 9·8 14-8 14-5 14-2 17·8 17·5 17·2 10.5 10.3 10.0 $-0.9 \\ -5.0 \\ -2.6$ -1.9 -1.2 -1.9 296-8 293-5 291-7 14.0 13.8 Apr 9§ 421.9 297.7 124.1 9.0 14.0 17.0 9.9 412.8 410.9 [13.7] [-0.1] [-2.5] [290.3] [120.6]

See footnotes to table 2.1.

1986

198

198

1986

2.3

THOUSAND

UNEMPLOYMENT

Regions

2.3 UNEMPLOYMENT Regions

UNEMPLOYMENT 2.4

	NUMBE	ER UNEMI	PLOYED		PER (CENT WOI	RKING	UNEMP	LOYED	EXCLUDING	SCHOOL L	EAVERS		HOUSAND
	All	Male	Female	School	All	Male	Female	Actual	Seasor	nally adjus	ted			-
				included in un- employer	d				Numbe	vr Per cent working popula- tion†	Change since previous month	Average change over 3 months ended	Male	Female
NORTH														
1983†† 1984 1985 1986 Annual averages	225.7 230.5 237.6 234.9	164-7 165-9 169-3 167-3	61.0 64.6 68.4 67.6	11.8 9.8 10.4 9.4	16·3 16·6 16·6 16·3	19.5 19.7 19.7 19.5	11.4 11.8 12.1 11.6	213·9 220·7 227·2 225·6	206·6 218·8 225·2 225·4	14-9 15-7 15-8 15-7			151-7 159-0 161-9 161-8	55-0 59-8 63-3 63-6
1986 Apr 10 May 8 June 12	240-3 236-1 231-9	171-1 168-0 164-6	69·2 68·1 67·3	11.4 11.3 10.7	16·7 16·4 16·1	20·0 19·6 19·2	11.9 11.7 11.6	228·8 224·9 221·2	228·5 226·8 226·4	15-9 15-8 15-7	-2·3 -1·7 -0·4	0·1 -0·7 -1·5	163·7 162·1	64-8 64-7
July 10 Aug 14 Sept 11	233.0 230.7 236.4	164-6 163-0 166-0	68·4 67·7 70·4	9·8 8·7 12·3	16·2 16·0 16·4	19·2 19·0 19·4	11.8 11.6 12.1	223·2 222·0 224·0	225-9 224-9 223-0	15·7 15·6 15·5	-0.5 -1.0 -1.9	-0.9 -0.6 -1.1	161-2 160-7 159-7	64-7 64-2 63-3
Oct 9 Nov 13 Dec 11	228-2 228-4 228-3	161·9 163·9 164·8	66·3 64·5 63·5	9·7 8·1 7·2	15·9 15·9 15·9	18·9 19·1 19·2	11.4 11.1 10.9	218·6 220·3 221·1	220-9 220-6 219-6	15·3 15·3 15·3	-2·1 -0·3 -1·0	-1.7 -1.4 -1.1	158-6 159-8 159-3	62-3 60-8
1987 Jan 8 Feb 12 Mar 12	233-3 228-1 222-9	168·8 165·4 162·5	64·5 62·7 60·4	6·7 6·1 5·4	16-2 15-8 15-5	19·7 19·3 19·0	11.1 10.8 10.4	226·5 222·1 217·5	219-3 217-9 216-8	15-2 15-1	0·3 -1·4	-0·5 -0·9	159-1 158-3	60-2 59-6
Apr 9§ WALES	222.7	163.0	59.7	5.0	15.5	19.0	10-3	217.7	[216.2]	[15.0]	[-0.6]	-1.3	[158-2	58-6 [58-1]
1983†† 1984 1985 Annual 1985 averages 1986	170-4 173-3 180-6 179-0	122-9 123-2 127-7 126-1	47.5 50.1 52.9 52.9	8·3 6·8 6·8 6·2	14·3 14·3 14·3 14·9	16·7 16·6 17·2 17·1	10-4 10-8 11-4 11-4	162-1 166-5 173-8 172-9	157·4 164·7 171·9 172·6	13-2 13-6 14-2 14-3			114·2 118·2 122·5 122·4	43-3 46-6 49-3
1986 Apr 10 May 8 June 12	183-9 179-2 173-7	130·3 127·2 123·2	53.6 52.0 50.5	6·9 6·2 5·5	15·3 14·9 14·4	17.6 17.2 16.7	11.6 11.2 10.9	176·9 173·1 168·2	175·3 175·9 175·0	14·6 14·6 14·5	-1.1	0·2 0·1	124·5 124·5	50-8 50-8
July 10 Aug 14 Sept 11	175-2 174-0 180-4	123·0 121·3 124·4	52·1 52·6 56·0	5·2 4·8 9·7	14·6 14·5 15·0	16·6 16·4 16·8	11.2 11.3 12:1	170-0 169-2 170-7	173·9 173·1 170·3	14-5 14-4 14-2	-1·1 -0·8	-0.5 -0.7	122-9 122-2	50-9 51-0 50-9
Oct 9 Nov 13 Dec 11	174·1 173·3 173·5	121·2 121·8 122·4	52.9 51.5 51.1	7·4 5·9 5·2	14·5 14·4 14·4	16·4 16·5 16·6	11-4 11-1 11-0	166-7 167-4 168-4	168-7 167-8 166-2	14·0 13·9	-1.6 -0.9	-1.6 -1.7 -1.8	120-0 118-9 119-0	50-3 49-8 48-8
1987 Jan 8 Feb 12 Mar 12	176-9 171-4 166-0	124-8 121-9 118-2	52·1 49·4 47·8	5·0 4·3 3·8	14·7 14·2 13·8	16·9 16·5 16·0	11·2 10·7	171·9 167·1	165-0 161-4	13-7 13-4	-1.2 -3.6	-1.4 -1.2 -2.1	118-0 116-7 114-8	48-2 48-3 46-6
Apr 9§	163-4	116.7	46.7	3.4	13.6	15.8	10.1	160.0	[158-2]	[13.1]	[-1.0]	-2.3	113-2 [112-8]	46-0 [45-4]
1983†† 1984 Annual 1985 averages 1986 J	335-6 341-6 353-0 359-8	232·1 235·2 243·6 248·1	103·4 106·4 109·3 111·8	20.6 18.4 17.3 17.9	13-8 14-0 14-2 14-5	16-0 16-3 16-7 16-9	10-5 10-6 10-7 11-1	315-0 323-1 335-7 341-9	306·9 319·0 331·3 341·5	12-6 13-0 13-4 13-8			213-8 221-9 230-4 237-1	93·1 97·1 100·8 104·4
986 Apr 10 May 8 June 12	356·7 351·6 351·4	246·5 242·9 242·2	110·1 108·7 109·1	18-0 17-5 17-1	14·4 14·2 14·2	16-8 16-6 16-5	10·9 10·7 10·8	338-7 334-1 334-2	338-3 339-0 340-9	13.7 13.7 13.8	0·7 1·9	1·3 1·0 0·9	234-9 234-6 236-0	103·4 104·4 104·9
July 10 Aug 14 Sept 11	359-0 358-6 363-0	244·2 244·8 248·4	114·8 113·8 114·6	16·5 15·4 22·1	14·5 14·5 14·7	16·7 16·7 16·9	11.4 11.3 11.3	342·5 343·2 340·9	342-8 344-5 344-3	13-8 13-9 13-9	1.9 1.7	1.5 1.8	236-8 238-4	106-0 106-1
Oct 9 Nov 13 Dec 11	359·2 360·1 365·2	247.5 249.3 254.3	111.7 110.8 110.9	19·1 16·2 15·2	14·5 14·5 14·7	16·9 17·0 17·3	11.0 11.0 11.0	340·2 343·9 350·0	345·1 346·2 347·4	13·9 14·0 14·0	0.8 1.1 1.2	0.8 0.6	239·8 241·1	105-3 105-1
987 Jan 8 Feb 12 Mar 12	380-4 372-5 363-8	265-0 260-3 254-8	115·4 112·2 109·0	20·1 1 18·8 17·2	15·4 15·0 14·7	18·1 17·8 17·4	11.4 11.1 10.8	360·3 353·8 346:6	349-3 346-3 343-8	14·1 14·0 12·9	1.9 -3.0	1.4	244-4 243-4	104-9 102-9
Apr 9§	363-5	254.5	108-9	16-1 1	14.7	17.4	10-8	347.4	[346-2]	[14.0]	[2.4]	-1.0	[243.5]	[102.7]
983†† 984 Annual 985 averages 986	117·1 121·4 121·8 127·8	85·1 87·7 88·0 92·9	32.0 33.7 33.8 34.9	4·2 3·3 2·4 2·4	17-2 17-7 17-6 18-6	20·4 21·0 21·0 22·4	12·1 12·5 12·4 12·9	112-9 118-1 119-4 125-4	108·7 112·6 115·2 125·3	16·0 16·4 16·7			79·8 82·3 84·0	29-0 30-3 31-2
986 Apr 10 May 8 June 12	126·2 124·7 125·9	92·7 91·7 92·0	33-4 33-1 33-9	2·6 1 2·2 1 2·0 1	8-4 18-2 18-4	22·3 22·1 22·1	12·3 12·2	123-6 122-5	123·9 124·7	18-1 18-2	1.2 0.8	1.3 1.1	91.4 90.6 91.1	33-9 33-3 33-6
July 10 Aug 14 Sept 11	129-4 130-0 135-0	93·0 93·4 96·2	36·4 36·6 38·8	1.9 1 1.7 1 4.2 1	8-9 8-9	22·4 22·5	13·4 13·5	123-5 127-6 128-3	125-6 126-6 127-5	18-3 18-5 18-6	1·1 0·8 0·9	1.0 0.9 0.9	91-9 92-2 92-8	33-9 34-4 34-7
Oct 9 Nov 13 Dec 11	130-6 128-4 128-8	93·9 93·2 94·1	36·7 35·2 34·7	3·2 1 2·6 1	9·0 8·7	22·6 22·4	13-6 13-0	127-4 125-8	127-9 128-3 127-5	18-6 18-7 18-6	0.4 0.4 -0.8	0·7 0·6	93-0 93-2 92-9	34·9 35·1 34·6
987 Jan 8 Feb 12 Mar 12	131-2 129-2 126-8	95·9 94·7 92·9	35·3 34·5 34·0	2·2 1 1·9 1	9·1 8·8	23·1 22·8	13-0 12-7	126-5 129-0 127-3	127-4 127-2 125-9	18-6 18-5 18-4	-0.1 -0.2 -1.3	-0.5 -1.1 -0.5	92·9 92·7 91·6	34·5 34·5 34·3
Apr 9§	127-2	93.1	34.1	1.5 1	8.5	22.4	12.6	125.2	125·9 [125·8] [18-3 18-3] [-0·6 -0·5]	-0·7 -0·5	90·9 91·4	34.4

Unemployment in regions by assisted area status‡ and in travel-to-work areas* at April 9, 1987

Incidence y	Male	Female	All	Rate		Male	Female	All	Rate
									†per cent employees and unemployed
South West Development Areas Intermediate Areas Unassisted	9,133 16,423 97,528 123,084	4,501 9,358 54,021 67,880	13,634 25,781 151,549 190,964	21.5 13.9 9.8 10.7	Carlisle Castleford and Pontefract Chard Chelmsford and Braintree Cheltenham	3,600 6,324 453 4,028 3,366	2,057 2,523 327 2,718 1,862	5,657 8,847 780 6,746 5,228	9.7 16.0 8.6 6.9 7.1
ul yest Midlands Intermediate Areas Unassisted Ul	179,391 43,154 222,545	74,894 23,126 98,020	254,285 66,280 320,565	15·0 8·8 13·5	Chesterfield Chichester Chippenham Cinderford and Ross-on-Wye Cirencester	8,051 2,544 1,326 2,321 497	3,279 1,416 924 1,465 300	11,330 3,960 2,250 3,786 797	14·4 7·0 7·8 15·1 6·4
ast Midlands Development Areas Intermediate Areas Unassisted	2,514 1,385 129,930 133,829	1,310 650 60,070 62,030	3,824 2,035 190,000 195,859	15·3 16·4 12·1 11·4	Clacton Clitheroe Colchester Corby	2,395 319 4,195 2,514	1,050 282 2,708 1,310	3,445 601 6,903 3,824 34,058	17·9 6·1 9·6 15·3 14.1
orkshire and Humberside Development Areas Intermediate Areas Unassisted Vi	24,029 109,885 78,711 212,625	8,791 42,668 36,618 88,077	32,820 152,553 115,329 300,702	19·3 15·9 11·5 14·2	Crawley Crewe Crower and North Walsham Darlington	4,602 3,436 1,799 4,588	3,080 1,882 841 2,062	7,682 5,318 2,640 6,650	4·3 11·1 15·1 13·6
Jorh West Development Areas Intermediate Areas Unassisted VI	130,448 88,697 78,593 297,738	50,330 36,640 37,168 124,138	180,778 125,337 115,761 421,876	19·7 13·7 13·2 15·6	Dartmouth and Kingsbridge Derby Devizes Diss Doncaster	661 12,600 555 642 14,845	373 5,215 383 365 5,847	1,034 17,815 938 1,007 20,692	13-0 11-1 6-9 8-7 19-8
lorth Development Areas Intermediate Unassisted VI	131,861 17,721 13,415 162,997	45,211 6,676 7,848 59,735	177,072 24,397 21,263 222,732	18-9 14-5 9-8 16-9	Dorchester and Weymouth Dover and Deal Dudley and Sandwell Durham Eastbourne	2,464 3,277 30,130 6,126 2,996	1,396 1,522 12,362 2,496 1,631	3,860 4,799 42,492 8,622 4,627	10·4 12·8 15·6 12·9 8·4
Vales Development Areas Intermediate Areas Unassisted VI	46,933 60,475 9,312 116,720	17,961 23,665 5,055 46,681	64,894 84,140 14,367 163,401	17-8 15-1 12-4 15-8	Eastbourne Evesham Fakenham Falmouth	1,358 5,146 942 1,322	951 2,792 478 665	2,309 7,938 1,420 1,987	7.8 8.9 14.8 19.3
Scotland Development Areas Intermediate Areas Unassisted	151,784 39,291 63,450 254,525	59,960 18,491 30,480 108,931	211,744 57,782 93,930 363,456	19·0 17·6 11·7 16·2	Gainsborough Gloucester Goole and Selby Gosport and Fareham	3,955 2,691 3,685	2,013 1,612 2,375	2,035 5,968 4,303 6,060	16·4 8·6 15·2 10·9
INASSISTED REGIONS South East East Anglia	489,058 52,014	232,408 26,886	721,466 78,900	8-9 9-7	Grantham Great Yarmouth Grimsby Guildford and Aldershot Harrogate	1,635 5,340 8,872 5,535 2,046	934 2,399 3,317 3,472 1,201	2,569 7,739 12,189 9,007 3,247	11-9 17-8 14-7 5-2 7-5
GREAT BRITAIN Development Areas Intermediate Areas Unassisted	496,702 513,268 1,055,165	188,064 213,042 513,680	684,766 726,310 1,568,845	19-1 15-1 9-9	Hartlepool Harwich Hastings Haverhill	7,316 793 4,228 529	2,214 354 1,902 396	9,530 1,147 6,130 925	23·3 16·7 12·4 6·5
l orthern Ireland nited Kingdom	2,065,135 93,087 2,158,222	914,786 34,120 948,906	2,979,921 127,207 3,107,128	12·3 21·9 12·5	Heathrow Helston Hereford and Leominster	29,720 841 3,023	16,000 561 1,712	45,720 1,402 4,735	6.7 20.3 10.5
RAVEL TO WORK AREAS* ngland conington and Rossendale (reton and Ashfield	3,703	1,838	5,541 7,499	11-6 11-5	Hertford and Harlow Hexham Hitchin and Letchworth Honiton and Axminster Horncastle and Market Rasen	9,721 878 2,393 1,008 993	5,786 576 1,729 601 603	15,507 1,454 4,122 1,609 1,596	6.5 8.9 7.2 9.9 13.7
Inwick and Amble ndover shford ylesbury and Wycombe	1,652 1,051 2,069 5,175	647 853 1,167 3,058	2,299 1,904 3,236 8,233	19·9 6·8 9·8	Huddersfield Hull Huntingdon and St. Neots Ipswich Isle of Wiaht	6,970 21,229 1,904 5,261 4,397	3,675 8,142 1,498 2,751 2,383	10,645 29,371 3,402 8,012 6,780	11.6 15.7 7.8 7.7 14.4
ansley amsley arnstaple and llfracombe arrow-in-Furness asingstoke and Alton	1,579 11,419 2,203 2,645 2,188	945 4,047 1,140 1,720 1,330	2,524 15,466 3,343 4,365 3,518	18-6 13-7 11-1 4-8	Keighley Kendal Keswick Kettering and Market Harborough	2,418 948 186 1,935	1,238 535 117 1,234	3,656 1,483 303 3,169 5,164	10.9 6.5 9.9 7.4
eccles and Halesworth edford erwick-on-Tweed cester deford	3,178 1,063 3,698 680 435	1,807 517 2,029 396 408	4,985 1,580 5,727 1,076 843	8-1 10-0 7-4 10-7 5-3	Kiudeminister Lancaster and Morecambe Launceston Leeds	3,368 5,071 529 27,223	1,781 2,318 353 11,179	5,149 7,389 882 38,402	12·0 15·0 14·5 11·2
mingham shop Auckland ackburn ackpool andford	79,868 5,867 6,535 12,225 411	32,872 2,312 2,638 5,696 359	112,740 8,179 9,173 17,921 770	14-6 19-1 13-9 16-1 8-5	Leek Leicester Lincoln Liverpool London	540 16,597 5,758 72,956 246,811	331 7,983 2,600 26,794 104,540	871 24,580 8,358 99,750 351,351	6·8 9·2 12·6 20·8 9·9
Domin and Liskeard Dilon and Bury Doston Durnemouth radford Jidowater	2,165 18,258 2,134 7,471 21,211 2,321	1,210 8,469 962 3,467 8,129 1,362	3,375 26,727 3,096 10,938 29,340 3,683	15-3 15-5 12-3 11-4 13-6 11-6	Loughborough and Coalville Louth and Mablethorpe Lowestoft Ludlow Macclesfield	3,836 1,488 3,656 896 2,425	1,899 668 1,591 496 1,581	5,735 2,156 5,247 1,392 4,006	9·2 16·5 15·3 11·2 7·3
idlington and Driffield idport istol ude	2,033 520 11,651 21,981	1,016 273 5,845 10,487	3,049 793 17,496 32,468	14-4 9-2 10-3 10-0	Malton Malvern and Ledbury Manchester Mansfield	1,616 73,952 7,456	177 699 29,213 2,654	456 2,315 103,165 10,110	6·2 10·5 13·8 15·6
urnley urton-on-Trent ury St. Edmunds uxton	544 3,716 4,966 1,036 1,153	348 1,674 2,352 814 812	892 5,390 7,318 1,850 1,965	15-9 13-4 11-1 5-9 8-9	Matlock Medway and Maidstone Melton Mowbray Middlesbrough	776 14,626 905 21,324	502 8,103 734 6,403	1,278 22,729 1,639 27,727	6·3 11·0 7·9 21·3
ambridge anterbury	6,235 4,277 3,558	3,145 2,596 1,760	9,380 6,873 5,318	11.5 5.0 11.6	Milton Keynes Minehead Morpeth and Ashington	5,293 746 7,007	2,838 452 2,118	8,131 1,198 9,125	9.8 16.4 17.5

S20 JUNE 1987 EMPLOYMENT GAZETTE

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See footnotes to table 2.1.

JUNE 1987 EMPLOYMENT GAZETTE S21

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status‡ and in travel-to-work areas* at April 9, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
				<pre></pre>					† per cent employees and unemployed
lewark	2,010	1,066	3,076	12-9	Wolverhampton	17,460	6,807	24,267	17-0
lewbury	1,121	708	1,829	5-3	Woodbridge and Leiston	935	506	1,441	8-6
lewcastle upon Tyne	46,253	16,508	62,761	16-4	Worcester	3,908	2,029	5,937	9-5
lewmarket	1,137	829	1,966	8-0	Workington	2,713	1,397	4,110	15-7
lewquay	1,469	931	2,400	26-9	Worksop	2,896	1,230	4,126	16-0
lewton Abbot lorthallerton lorthampton lorthwich lorwich	1,935 627 5,707 3,778 9,074	1,165 391 3,097 2,113 4,332	3,100 1,018 8,804 5,891 13,406	13-4 6-4 8-1 12-7 10-1	Worthing Yeovil York	3,474 1,966 5,894	1,810 1,403 3,381	5,284 3,369 9,275	7.5 8.0 10.9
ottingham kehampton Idham swestry xford	31,058 317 7,478 1,083 6,608	12,445 203 3,443 564 3,621	43,503 520 10,921 1,647 10,229	12·8 10·9 14·0 11·6 5·8	Wales Aberdare Aberystwyth Bangor and Caernarfon Blenau Gwent and Abergavenny Prence	2,823 871 3,295 4,624	854 434 1,287 1,692	3,677 1,305 4,582 6,316	21-2 11-3 17-4 18-4
endle enrith enzance and St. Ives eterborough ickering and Helmsley	2,559 621 2,461 7,507 285	1,419 509 1,057 3,447 185	3,978 1,130 3,518 10,954 470	12·4 7·9 20·4 11·8 7·6	Bridgend Cardiff Cardigan Carmarthen Comwy and Colwyn	5,922 19,530 1,056 1,055 3,058	2,220 6,962 522 540	8,142 26,492 1,578 1,595	10-1 15-6 13-4 24-6 8-9
lymouth	11,393	6,335	17,728	13·3	Denbigh	701	450	1,151	11-1
oole	3,525	1,892	5,417	8·9	Dolgellau and Barmouth	423	231	654	13-6
ortsmouth	12,803	5,846	18,649	12·2	Fishguard	515	208	723	25-2
reston	11,165	5,393	16,558	11·0	Haverfordwest	2,497	957	3,454	18-5
eading	5,809	2,992	8,801	6·1	Holyhead	2,601	1,151	3,752	22-0
edruth and Camborne	3,040	1,287	4,327	21.6	Lampeter and Aberaeron	814	306	1,120	20.6
etford	1,800	972	2,772	12.4	Llandeilo	326	187	513	16.2
ichmondshire	758	662	1,420	11.6	Llandrindod Wells	589	386	975	12.5
pon	446	316	762	7.8	Llanelli	3,742	1,756	5,498	17.0
ochdale	6,570	3,067	9,637	14.7	Machynlleth	279	166	445	12.3
otherham and Mexborough	16,831	5,953	22,784	21.3	Merthyr and Rhymney	6,958	2,372	9,330	18-2
ugby and Daventry	2,768	1,942	4,710	9.1	Monmouth	339	189	528	15-1
alisbury	1,947	1,255	3,202	7.6	Neath and Port Talbot	4,853	1,859	6,712	16-4
carborough and Filey	3,036	1,452	4,488	14.2	Newport	8,417	3,554	11,971	14-8
cunthorpe	6,232	2,420	8,652	15.5	Newtown	640	329	969	11-3
attle	262	162	424	7·4	Pontypool and Cwmbran	3,774	1,733	5,507	14-5
naftesbury	731	467	1,198	7·8	Pontypridd and Rhondda	7,799	2,579	10,378	16-8
neffield	32,309	13,186	45,495	15·8	Porthmadoc and Ffestiniog	619	354	973	15-0
nrewsbury	2,819	1,489	4,308	9·4	Pwllheli	708	322	1,030	22-3
ttingbourne and Sheerness	3,422	1,892	5,314	13·5	Shotton, Flint and Rhyl	8,101	3,559	11,660	16-4
regness ipton eaford ough with Molton	1,906 546 781 6,622 266	783 354 480 3,551 165	2,689 900 1,261 10,173 431	23.7 7.8 10.9 6.2 12.1	South Pembrokeshire Swansea Welshpool Wrexham	2,056 11,456 541 5,248	876 4,312 340 2,191	2,932 15,768 881 7,439	23-9 16-1 12-0 16-0
outh Tyneside outhampton valding and Holbeach Austell	11,073 14,140 20,246 1,527 2,103	3,581 5,518 9,765 895 1,094	14,654 19,658 30,011 2,422 3,197	24.6 11.0 12.1 10.1 15.0	Scotland Aberdeen Alloa Annan Arbroath	10,576 2,499 793 1,240	4,645 1,024 456 691	15,221 3,523 1,249 1,931	9-0 20-8 14-3 23-2
afford amford ockton-on-Tees oke roud	3,879 996 10,381 14,927 1,936	2,289 754 3,725 7,490 1,255	6,168 1,750 14,106 22,417 3,191	8-9 10-1 18-1 10-4 8-7	Ayr Badenoch Banff Bathgate Berwickshire Blaircowria and Bitlochny	4,889 377 721 6,929 472	2,108 191 363 2,885 282	6,997 568 1,084 9,814 754	15·5 15·5 12·5 19·8 14·6
dbury nderland rindon unton lford and Bridgnorth	1,028 26,934 5,908 2,206 7,857	605 9,071 3,415 1,327 3,387	1,633 36,005 9,323 3,533 11,244	11.1 20.2 9.3 8.4 16.9	Brangowine and Photomy Brechin and Montrose Buckie Campbeltown Crieff Cumpock and Sangubar	971 1,334 474 515 308 3,613	475 746 377 275 181	1,446 2,080 851 790 489	13.8 16.7 21.0 20.4 14.1 21.2
anet	5,543	2,472	8,015	20.1	Dumbarton	3,584	2,224	5,808	21·3
etford	1,432	844	2,276	9.5	Dumfries	1,608	957	2,565	10·5
rsk	334	177	511	12.3	Dundee	11,035	5,080	16,115	16·6
erton	701	405	1,106	10.2	Dunfermline	5,754	2,794	8,548	16·3
bay	5,129	2,705	7,834	18.9	Dunoon and Bute	866	529	1 395	17·8
rington	353	213	566	12·3	Edinburgh	25,508	10,796	36,304	12-2
nes	531	341	872	11·2	Elgin	1,212	834	2,046	13-0
wbridge and Frome	2,227	1,567	3,794	8·0	Falkirk	7,151	3,485	10,636	17-5
ro	1,656	897	2,553	11·3	Forfar	834	533	1,367	13-4
ibridge Wells	2,924	1,662	4,586	5·3	Forres	428	296	724	23-0
oxeter and Ashbourne	561	391	952	7.6	Fraserburgh	624	297	921	13.0
kefield and Dewsbury	11,818	4,744	16,562	14.2	Galashiels	774	467	1,241	8.0
Isall	17,407	6,913	24,320	15.2	Girvan	568	256	824	26.7
reham and Swanage	560	343	903	9.3	Glasgow	81,995	30,872	112,867	18.0
rminster	347	318	665	10.3	Greenock	7,349	2,594	9,943	21.2
rrington	6,522	3,013	9,535	13.0	Haddington	873	496	1,369	9.9
rwick	4,174	2,470	6,644	8.1	Hawick	520	282	802	9.4
tford and Luton	17,557	8,700	26,257	8.2	Huntly	295	161	456	12.2
llingborough and Rushden	2,475	1,572	4,047	8.8	Invergordon and Dingwall	2,102	889	2,991	21.9
lls	1,274	831	2,105	8.9	Inverness	3,569	1,619	5,188	12.6
ston-super-Mare	2,979	1,815	4,794	11.9	Irvine	8,434	3,459	11,893	25-0
tby	966	418	1,384	19.4	Islay/Mid Argyll	412	219	631	14-9
tchurch and Market Drayton	1,186	649	1,835	12.6	Keith	429	270	699	15-3
tehaven	2,276	1,253	3,529	10.6	Kelso and Jedburgh	328	196	524	10-0
nes and Runcorn	7,804	2,973	10,777	19.2	Kilmarnock	3,938	1,668	5,606	18-3
an and St. Helens	23,377	10,055	33,432	18.5	Kirkcaldy	7,890	3,602	11,492	17.6
chester and Eastleigh	2,271	1,260	3,531	4.4	Lanarkshire	23,667	9,403	33,070	20.5
dermere	295	208	503	7.1	Lochaber	978	581	1,559	17.9
al and Chester	26,311	10,508	36,819	18.4	Lockerbie	352	203	555	13.6
bech	1,931	792	2,723	14.7	Newton Stewart	412	238	650	18.7

amployment in regions by assisted area status; and in travel-to-work areas* at April 9, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployee
lorth East Fife Joan ykney Islands Yeebles Yerth	1,183 720 582 283 2,323	774 448 290 157 1,126	1,957 1,168 872 440 3,449	11.6 14.0 12.9 9.4 12.0	Northern Ireland Ballymena Belfast Coleraine Cookstown Craigavon	2,384 44,703 5,683 2,015 8,105	1,102 17,956 1,774 740 3,474	3,486 62,659 7,457 2,755 11,579	14-1 18-0 33-1 32-5 19-1
reterhead shetland Islands skye and Wester Ross stewartry stirting	1,340 504 725 633 3,047	657 343 398 357 1,560	1,997 847 1,123 990 4,607	16.1 8.4 21.5 12.5 13.8	Dungannon Enniskillen Londonderry Magherafelt Newry	2,931 3,406 9,977 2,193 5,811	989 1,037 2,597 803 1,983	3,920 4,443 12,574 2,996 7,796	26·5 24·8 27·5 28·9 30·5
Stranraer Sutherland Phurso Western Is les Wick	956 571 481 1,360 617	461 303 270 485 219	1,417 874 751 1,845 836	19·7 20·5 10·9 18·5 16·1	Omagh Strabane	2,663 3,216	985 680	3,648 3,896	22·5 34·4

* Travel to work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (page 467), March 1985 (page 126) and February 1986 (page 86) issues. #Assisted area status as designated on November 29, 1984. There are no Development Areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2.5 Age and duration 2.5

UNITE	DOM	Under 2	:5			25-54				55 and	over			All ages			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	AII	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE 1985	AND Jan Apr July Oct	FEMALE 693·2 547·5 617·1 693·8	227.9 306.8 265.2 193.5	365·0 359·0 350·9 358·0	1,286·2 1,213·3 1,233·1 1,245·2	642·3 603·0 571·1 596·8	287·2 312·1 295·3 278·5	758-2 778-0 782-4 792-6	1,687·7 1,693·0 1,648·8 1,667·9	108-3 99-4 93-9 101-1	66.0 69.7 65.5 61.4	192.7 197.1 193.6 201.2	367·1 366·3 353·1 363·8	1,443·8 1,249·9 1,282·1 1,391·6	581-2 688-5 626-1 533-4	1,316·0 1,334·2 1,326·9 1,351·9	3,341.0 3,272.6 3,235.0 3,276.9
1986	Jan	678.7	218.6	349.6	1,246.9	672.4	295.5	814-5	1,782.4	108.8	62.1	207.5	378-4	1,459.9	576-2	1,371.6	3,407.7
	Apr* July Oct	572·1 608·7 634·2	280·3 247·8 193·9	331.5 321.2 317.4	1,183·8 1,177·7 1,145·5	626-8 595-5 604-7	317·0 312·4 295·4	819-3 821-9 815-8	1,763·0 1,729·9 1,715·9	104·3 99·7 102·2	68·1 67·6 65·6	205·8 204·7 207·8	378·2 372·1 375·7	1,303·2 1,304·0 1,341·1	665-4 627-8 555-0	1,356·5 1,347·8 1,341·0	3,325·1 3,279·6 3,237·2
1987	Jan Apr	620-0 488-1	209-4 252-1	303·4 285·7	1,132·8 1,025·9	659·3 598·3	302-9 312-9	818·6 797·2	1,780·8 1,708·3	105-6 93-9	65-6 66-7	212·4 212·3	383-6 372-8	1,384·8 1,180·4	578-0 631-6	1,334·4 1,295·1	3,297·2 3,107·1
MALE 1985	Jan Apr July Oct	408-9 326-8 360-5 403-9	137-7 183-9 157-6 115-3	245·3 242·4 237·4 239·6	791-9 753-1 755-5 758-9	427-8 393-8 359-1 375-3	182-6 199-3 188-4 174-3	615·2 628·5 629·8 634·5	1,225·7 1,221·7 1,177·4 1,184·1	92·1 84·7 79·4 85·1	56·2 58·4 54·6 51·5	150·1 152·9 149·3 154·4	298.5 296.0 283.3 291.0	928·9 806·3 799·1 864·4	376·5 441·6 400·7 341·1	1,010·7 1,023·8 1,016·5 1,028·4	2,316·0 2,270·7 2,216·2 2,234·0
1986	Jan	402.1	131.1	234.3	768-2	441.5	182-1	650.7	1,274.2	92.3	51.9	159-0	303-2	936-5	365-1	1,044.0	2,345-6
	Apr* July Oct	341-1 354-7 370-6	167·2 146·5 114·6	222.8 214.8 210.3	731.2 715.9 695.5	406·0 369·8 377·0	197·1 197·4 183·3	653·2 652·2 645·6	1,256·3 1,219·4 1,205·9	89-0 84-1 85-6	56·5 56·5 55·2	157·0 155·5 157·6	302-6 296-1 298-3	836-1 808-7 833-1	420-9 400-4 353-2	1,033·0 1,022·5 1,013·5	2,290.0 2,231.5 2,199.8
1987	Jan Apr	372-2 298-5	125-0 150-3	202·2 190·9	699·5 639·7	432·2 394·2	184-0 191-8	651·4 636·3	1,267·5 1,222·4	88·9 79·7	54·9 55·0	161.6 161.5	305-4 296-2	893·4 772·3	363-9 397-2	1,015-2 988-7	2,272·4 2,158·2
FEM,4 1985	Jan Apr July Oct	284-3 220-7 256-5 289-8	90-2 122-9 107-6 78-1	119.7 116.6 113.5 118.4	494-3 460-2 477-7 486-3	214·4 209·1 211·9 221·4	104·6 112·8 106·9 104·2	143·0 149·4 152·6 158·2	462·0 411·3 471·4 483·8	16·1 14·7 14·5 16·0	9·8 11·3 10·9 9·9	42·6 44·3 44·3 46·9	68.6 70.3 69.7 72.8	514·9 444·5 483·0 527·2	204·7 247·0 225·4 192·3	305·3 310·4 310·4 323·4	1,024·9 1,001·8 1,018·8 1,042·9
1986	Jan	276-0	87.5	115-3	478.7	231.0	113.4	163.8	508-2	16-5	10.2	48.6	75.2	523.4	211.1	327.7	1,062.1
	Apr* July Oct	230.9 254.0 263.6	113-1 101-3 79-3	108-6 106-5 107-1	452·7 461·7 450·0	220.8 225.7 227.7	119-8 115-0 112-1	166-1 169-7 170-2	506·7 510·4 510·0	15·3 15·6 16·7	11.6 11.2 10.5	48-8 49-2 50-3	75.6 76.0 77.4	467·0 495·3 508·0	244.5 227.5 201.9	323·5 325·4 327·5	1,035·0 1,048·1 1,037·4
1987	Jan Apr	247·7 189·7	84·5 101·7	101-2 94-8	433-3 386-3	227·1 204·1	118·9 121·1	167·3 160·8	513·3 486·0	16·6 14·3	10·7 11·6	50-8 50-8	78·2 76·7	491·5 408·1	214·1 234·4	319·3 306·4	1,024·8 948·9

See footnote to table 2.1.

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Wig Win Win Win Win UNEMPLOYMENT 2.4

Duration of	Male				Female				Male				Female	1		
in weeks	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All
2 or less Over 2 and up to 4 4 8	South Ea 10,662 8,508 13,779	ast 2 14,450 3 10,401 9 18,115	0 3,607 1 1,997 5 3,589	28,719 20,906 35,483	6,937 5,123 8,637	8,345 5,569 9,568	620 352 659	15,902 11,044 18,864	Yorks ar 3,759 2,819 4,943	10 Humber 5,246 3,696 6,150	rside 1,192 584 1,034	10,197 7,099 12,127	2,282 1,802 3,089	2,516 1,799 3,187	154 104 179	4,9 3,7 6,4
8 13 13 26 26 52	14,970 24,146 30,303	20,503 36,838 46,805	4,063 9,060 14,562	39,536 70,044 91,670	9,974 15,829 22,134	10,628 19,981 32,660	805 1,805 3,294	21,407 37,615 58,088	5,470 11,114 16,308	6,911 14,344 18,004	1,331 3,204 5,463	13,712 28,662 39,775	3,583 7,065 10,607	3,450 6,627 10,727	232 465 904	7,2 14,1 22,2
52 104 104 156 156 208 208 260 Over 260	19,823 7,249 3,517 2,218 1,600 136,775	47,517 25,236 18,180 14,508 25,109 277,662	7 12,746 6,401 5,484 4,725 8,387 74,621	80,086 38,886 27,181 21,451 35,096 489,058	10,459 3,513 1,628 1,049 785 86,068	17,962 7,601 4,928 3,659 4,970 125,871	3,606 2,480 2,163 1,897 2,788 20,469	32,027 13,594 8,719 6,605 8,543 232,408	10,752 4,329 2,264 1,600 1,463 64,821	20,481 10,603 8,485 6,810 16,143 116,873	7,043 2,573 2,449 1,846 4,212 30,931	38,276 17,505 13,198 10,256 21,818 212,625	6,019 2,045 1,033 757 611 38,893	6,440 2,616 1,803 1,224 2,200 42,589	1,225 788 695 648 1,201 6,595	13,6 5,4 3,5 2,6 4,0
or less Over 2 and up to 4 4 8	Greater 1 5,365 4,455 7,604	London* 7,053 5,396 9,544	1,380 775 1,475	13,798 10,626 18,623	3,327 2,508 4,293	3,865 2,571 4,533	291 186 338	7,483 5,265 9,164	North We 4,703 3,948 7,178	5,848 4,612 8,388	1,457 718 1,437	12,008 9,278 17,003	2,866 2,355 4,212	3,369 2,400 4,452	243 160 285	6,4 4,0 8,0
8 13 13 26 26 52	8,044 12,488 17,060	10,736 18,665 26,358	1,646 3,634 6,123	20,426 34,787 49,541	4,902 7,442 10,908	4,868 9,198 14,983	400 877 1,544	10,170 17,517 27,435	7,810 15,620 21,769	9,489 19,016 24,797	1,734 4,177 6,570	19,033 38,813 53,136	4,983 9,640 13,551	4,916 9,620 14,441	308 833 1,589	10.2 20.0 29.5
52 104 104 156 156 208 208 260 Over 260	11,886 4,495 2,141 1,294 947 75,779	28,149 15,157 10,991 8,647 14,693 155,389	6,229 3,110 2,681 2,468 4,489 34,010	46,264 22,762 15,813 12,409 20,129 265,178	5,797 2,055 912 553 385 43,082	9,418 4,332 2,804 2,043 2,610 61,225	1,713 1,211 1,065 897 1,275 9,797	16,928 7,598 4,781 3,493 4,270 114,104	15,697 6,707 3,676 2,797 2,614 92,519	26,743 16,500 12,687 10,997 29,763 168,840	5,278 3,051 2,858 2,590 6,509 36,379	47,718 26,258 19,221 16,384 38,886 297,738	7,862 3,002 1,626 1,119 887 52,123	9,530 4,292 2,785 2,094 3,626 61,525	1,823 1,286 1,170 1,033 1,760 10,490	19,2 8,5 5,5 4,2 6,2 124,1
or less Over 2 and up to 4 4 8	East Ang 1,120 865 1,486	lia 1,482 1,117 1,957	357 202 433	2,959 2,184 3,876	845 566 1,075	906 657 1,130	71 42 64	1,822 1,265 2,269	North 2,714 1,986 3,488	5,045 2,981 5,151	711 387 757	8,470 5,354 9,396	1,496 1,129 1,976	1,696 1,200 2,155	111 56 119	3,3 2,3 4,2
8 13 13 26 26 52	1,501 2,990 3,110	2,292 4,550 4,944	606 1,394 1,956	4,399 8,934 10,010	1,124 2,208 2,776	1,159 2,365 3,692	97 214 371	2,380 4,787 6,839	4,095 8,073 11,226	5,122 12,254 13,953	840 2,563 3,317	10,057 22,890 28,496	2,415 4,405 6,563	2,315 4,534 7,065	144 318 689	4,8 9,2 14,3
52 104 104 156 156 208 208 260 Vver 260	1,953 675 350 255 197 14,502	4,343 2,228 1,556 1,340 2,828 28,637	1,201 734 572 436 984 8,875	7,497 3,637 2,478 2,031 4,009 52,014	1,204 376 177 125 109 10,585	1,855 769 471 364 580 13,948	399 269 239 216 371 2,353	3,458 1,414 887 705 1,060 26,886	6,934 3,092 1,887 1,406 1,357 46,258	13,886 8,412 6,987 5,752 16,078 95,621	3,294 1,959 2,287 1,371 3,632 21,118	24,114 13,463 11,161 8,529 21,067 162,997	3,736 1,445 774 617 530 25,086	4,610 2,083 1,319 928 1,836 29,741	872 650 570 413 966 4,908	9,2 4,1 2,6 1,9 3,3 59 ,7
or less liver 2 and up to 4 4 8	South We 2,887 2,064 3,380	est 3,909 2,616 4,555	1,042 527 954	7,838 5,207 8,889	2,101 1,424 2,403	2,356 1,632 2,683	156 97 181	4,613 3,153 5,267	Wales 1,995 1,799	2,771 2,275 2,745	490 290	5,256 4,364	1,183 902	1,442	96 56	2,7
8 13 13 26 26 52	3,658 6,818 7,751	5,057 10,577 12,170	1,135 2,805 4,656	9,850 20,200 24,577	2,753 5,563 6,853	3,0 ⁷ 3 6,152 9,826	212 506 986	6,038 12,221 17,665	3,415 6,677 8,690	4,318 8,944	569 1,525 2,511	8,302 17,146 21,590	1,926 3,914	1,952 3,966	116 264	3,9 8,1
52 104 104 156 156 208 208 260 Ver 260	4,228 1,473 737 466 366 33,828	10,241 5,514 3,935 2,922 6,138 67,634	3,557 2,021 1,499 1,131 2,295 21,622	18,026 9,008 6,171 4,519 8,799 123,084	2,751 903 448 255 214 25,668	4,836 1,968 1,302 908 1,527 36,263	1,064 738 624 501 884 5,949	8,651 3,609 2,374 1,664 2,625 67,880	5,034 2,123 1,116 805 802 35,438	10,789 6,026 4,657 3,857 10,026 67,797	2,396 1,157 1,109 811 2,132 13,485	18,219 9,306 6,882 5,473 12,960 116,720	2,560 969 494 327 358 19,682	3,391 1,429 892 636 1,282 23,705	561 375 322 279 579 3.294	6,5 2,7 1,7 1,2 2,2 46,6
or less ver 2 and up to 4 4 8	West Mid 3,608 2,760 5,087	lands 4,385 3,316 5,937	1,026 712 1,232	9,019 6,788 12,256	2,378 1,798 3,208	2,558 1,862 3,200	179 121 211	5,115 3,781 6,619	Scotland 4,989 3,823 6,815	6,964 4,896 8 195	1,158 559 1,085	13,111 9,278 16,095	3,115 2,277 3,843	3,786 2,626 4 134	223 150 217	7,1
8 13 13 26 26 52	5,709 10,457 15,097	6,666 13,176 17,888	1,458 3,275 6,121	13,833 26,908 39,106	3,664 7,005 11,069	3,697 7,176 11,511	203 555 1,168	7,564 14,736 23,748	7,786 15,562 20,234	9,018 18,514 23,768	1,254 2,974 4,584	18,058 37,050 48,586	4,720 9,293 12,069	4,512 8,660 12,965	278 624 1,084	9,5 18,5 26,1
52 104 104 156 156 208 208 260 ver 260	10,742 4,542 2,438 1,785 1,910 64,135	19,724 12,305 9,650 9,148 23,349 125,544	4,606 2,875 2,713 2,786 6,062 32,866	35,072 19,722 14,801 13,719 31,321 222,545	6,420 2,453 1,267 932 781 40,975	7,571 3,501 2,334 1,825 3,468 48,703	1,356 1,038 948 869 1,694 8,342	15,347 6,992 4,549 3,626 5,943 98,020	13,262 5,358 2,697 1,779 1,816 84,121	22,416 13,283 9,192 7,384 20,144 143,774	3,930 2,366 2,525 1,627 4,568 26,630	39,608 21,007 14,414 10,790 26,528 254,525	6,891 2,416 1,302 850 775 47,55 1	7,785 3,160 2,000 1,438 2,758 53,824	1,203 907 807 703 1,360 7,556	15,8 6,4 4,10 2,9 4,8 108,9
or less ver 2 and up to 4 4 8	East Mid 2,411 1,855 3,218	ands 3,199 3,600 4,653	731 513 958	6,341 5,968 8,829	1,792 1,306 2,153	2,080 1,357 2,458	117 82 141	3,989 2,745 4,752	Northern 1,320 1,180 1,780	reland 1,498 1,101 2,028	276 149 211	3,094 2,430 4,019	837 605 1,184	1,102 741 1,449	55 39 85	1,9 1,3 2,7
8 13 13 26 26 52	3,425 6,874 8,859	4,935 10,008 11,653	1,124 2,863 4,326	9,484 19,745 24,838	2,454 4,898 6,808	2,599 5,241 8,270	168 412 719	5,221 10,551 15,797	2,151 4,218 6,991	2,354 5,079 7,435	238 583 956	4,743 9,880 15,382	1,397 2,347 3,869	1,534 2,648 4,025	70 137 289	3,0 5,1 8,1
52 104 104 156 156 208 208 260 ver 260	5,791 2,243 1,223 748 660	10,802 6,643 5,045 3,973 9,143	3,869 2,554 2,015 1,256 2,659	20,462 11,440 8,283 5,977 12,462	3,252 1,101 551 381 314	4,722 1,890 1,249 849 1,501	745 609 562 443 806	8,719 3,600 2,362 1,673 2,621	6,123 2,610 1,518 988 1,101	9,611 5,891 4,525 4,160 12,670	899 550 473 477 1,943	16,633 9,051 6,516 5,625 15,714	2,402 864 499 312 298	2,618 1,137 670 516 1,129	288 200 162 173 439	5,3 2,2 1,3 1,0 1,8

* Included in South East

								Age	and d	Ulurati	NEMF	PLOY pril 9	MEN , 198	T 7	2.6
DUT ODITAIN	4	Age grou	ps						1. A.				12		
GREAT BRITAN Duration of unemployment in weeks		Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	Total
MALE One or less Over 1 and up to 2 4	o 2 4 6	904 791 1,313 1,329	1,996 1,977 3,158 2,848	2,406 2,378 3,686 3,387	2,645 2,553 4,271 3,964	11,466 11,732 17,999 16,883	7,032 7,215 10,907 10,361	4,859 5,125 7,468 7,079	4,064 4,582 6,143 5,833	3,415 3,954 5,230 4,988	2,945 3,545 4,520 4,007	2,659 3,904 5,242 4,347	2,749 4,387 4,083 4,166	1,842 2,793 2,406 2,809	48,982 54,936 76,426 72,001
6 8 13 26	8 13 26 39	1,191 2,849 4,750 5,560	2,375 5,763 10,003 10,895	2,940 7,068 13,150 13,373	3,352 7,982 14,704 14,015	14,087 34,117 65,724 50,682	8,628 21,390 41,724 31,406	5,787 14,547 28,656 20,938	4,907 12,094 23,728 17,296	4,040 9,816 19,574 13,802	3,399 8,110 16,504 11,897	3,470 8,354 18,035 13,679	3,120 8,612 20,181 17,741	1,879 5,502 13,659 12,847	59,175 146,264 290,392 234,131
39 52 65 78	52 65 78 104	116 0 0	4,301 3,831 1,503 2,554	6,256 4,283 3,100 6,636	6,367 3,997 3,076 5,970	31,788 19,447 15,194 24,620	20,648 15,382 12,329 19,390	14,571 11,419 9,214 14,799	12,131 9,724 7,956 12,626	9,501 7,922 6,421 10,159	8,444 7,093 5,590 8,778	10,058 8,285 8,082 11,773	13,408 11,345 9,641 17,580	10,070 5,546 1,851 1,957	147,659 108,274 83,957 136,842
104 156 208	156 208 260	0 0 0	0000	2,935 0 0 0	6,047 1,584 0 0	28,810 18,322 13,856 12,785	25,121 16,515 12,593 26,969	20,214 14,352 11,679 26,910	17,808 13,738 11,450 28,426	15,120 11,748 10,204 25,614	13,277 10,697 9,265 24,436	15,210 13,324 11,500 26,366	23,513 21,830 17,114 38,470	2,178 1,681 1,465 2,970	170,233 123,791 99,126 212,946
Over 200		18,803	51,204	71,598	80,527	387,572	287,610	217,617	192,506	161,508	142,507	164,288	217,940	71,455	2,065,135
FEMALE One or less Over 1 and up t 2	to 2 4	705 649 1,059 929	1,394 1,363 2,209 1,958	1,550 1,624 2,462 2,314	1,620 1,697 2,631 2,399	7,264 7,149 10,321 9,800	4,905 4,735 7,073 6,654	2,870 2,813 3,906 3,769	2,246 2,199 3,024 2,786	1,793 1,934 2,479 2,389	1,417 1,597 2,043 1,907	1,173 1,372 1,609 1,543	841 1,121 1,212 1,246	1 7 8 5	27,779 28,260 40,036 37,699
4 6 13	8 13 26	859 2,277 3,748 4,750	1,714 4,345 7,893 8,374	1,937 5,176 9,481 10,396	2,015 5,090 9,539 9,977	8,288 20,708 39,159 31,565	5,668 13,979 27,693 25,226	3,141 7,732 14,505 13,766	2,185 5,339 9,699 8,798	1,937 4,406 8,618 7,324	1,590 3,847 7,380 6,444	1,205 2,998 6,427 6,182	900 2,551 5,967 6,501	8 12 29 25	31,447 78,460 150,138 139,328
20 39 52 65	52 65 78	147 0 0 0	3,185 2,764 1,184 1,943	4,568 3,091 2,377 4,911	4,443 2,705 2,112 4,423	20,464 9,795 6,005 9,841	18,590 8,537 3,949 5,102	9,840 5,259 2,419 3,500	6,026 3,717 2,126 3,130	5,404 3,590 2,248 3,931	4,906 3,614 2,393 4,220	4,527 3,587 2,486 4,894	4,796 3,860 2,935 5,840	25 29 53 137	86,921 50,548 30,287 51,872
104 156 208	156 208 260	0 0 0	0 0 0	2,119 0 0	4,545 1,089 0 0	11,558 8,211 6,409 5,364	5,205 2,907 2,204 5,377	3,481 1,905 1,378 2,944	3,343 1,940 1,326 2,361	4,596 2,941 1,943 2,642	5,640 3,799 2,702 3,901	7,044 5,591 4,372 6,523	8,911 7,889 6,779 12,043	229 211 223 366	56,671 36,483 27,336 41,521
All		15,123	38,326	52,006	54,285	211,901	147,804	83,228	60,245	58,175	57,400	61,533	73,392	1,368	914,786
-				1											
UNITED KINGD	OM	Age grou	ups												
Duration of unemployment in weeks		Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	Total
MALE One or less Over 1 and up 2 4	to 2 4 6	925 811 1,402 1,359	2,064 2,041 3,337 2,938	2,489 2,455 3,840 3,526	2,741 2,637 4,423 4,109	11,865 12,140 18,605 17,440	7,254 7,442 11,288 10,706	5,031 5,297 7,685 7,316	4,187 4,703 6,309 6,002	3,505 4,057 5,370 5,131	3,007 3,629 4,637 4,103	2,717 3,968 5,322 4,434	2,806 4,471 4,170 4,241	1,886 2,884 2,468 2,864	50,477 56,535 78,856 74,169
6 8 13 26	8 13 26 39	1,214 2,909 4,857 5,795	2,452 5,959 1,0229 11,352	3,049 7,361 13,693 14,117	3,470 8,301 15,328 14,800	14,579 35,460 68,372 52,894	8,934 22,131 43,364 32,684	6,009 15,060 29,718 21,744	5,051 12,487 24,502 17,973	4,168 10,133 20,276 14,345	3,486 8,317 17,017 12,316	3,534 8,537 18,423 14,034	3,176 8,741 20,543 18,087	1,904 5,611 13,880 13,047	61,026 151,007 300,272 243,188
39 52 65 78	52 65 78 104	117 0 0 0	4,437 3,996 1,543 2,676	6,602 4,525 3,239 6,986	6,754 4,323 3,320 6,430	33,476 20,670 16,216 26,410	21,688 16,246 13,139 20,672	15,267 12,033 9,769 15,700	12,662 10,231 8,371 13,319	9,919 8,296 6,747 10,769	8,810 7,359 5,815 9,195	10,364 8,530 8,272 12,090	13,664 11,560 9,810 17,888	10,224 5,675 1,884 2,002	153,984 113,444 88,125 144,137
104 156 208 Over 260	156 208 260	00000	0 0 0 0	3,085 0 0 0	6,455 1,689 0 0	30,862 19,735 14,844 13,886	26,801 17,641 13,529 29,120	21,409 15,222 12,501 29,204	18,818 14,576 12,176 30,818	16,001 12,483 10,881 27,847	13,870 11,197 9,802 26,327	15,742 13,780 11,962 28,075	2 23,990 22,248 17,537 40,180	2,251 1,736 1,519 3,203	179,284 130,307 104,751 228,660
All		19,389	53,094	74,967	84,780	407,454	302,639	228,965	202,185	169,928	148,887	169,784	223,112	73,038	2,158,222
FEMALE One or less Over 1 and up 2	o to 2 4	710 665 1,087 953	1,436 1,401 2,281 2,025	1,600 1,662 2,532 2,387	1,672 1,755 2,718 2,493	7,541 7,410 10,669 10,213	5,067 4,926 7,349 6,904	2,993 2,942 4,066 3,951	2,353 2,284 3,132 2,929	1,865 1,988 2,580 2,490	1,482 1,631 2,104 1,974	1,213 1,412 1,644 1,600	8 865 2 1,151 4 1,251 0 1,286	2 7 8 6	28,799 29,234 41,421 39,211
6 8 13 26	8 13 26 39	880 2,320 3,806 4,897	1,782 4,491 8,097 8,618	2,010 5,390 9,776 10,840	2,091 5,333 9,925 10,561	8,563 21,459 40,563 32,762	5,890 14,537 28,627 26,051	3,281 8,050 15,112 14,274	2,279 5,602 10,089 9,125	2,012 4,586 8,906 7,628	1,663 3,969 7,635 6,681	1,250 3,09 6,60 6,38	0 944 1 2,619 1 6,103 9 6,683	8 9 14 8 30 8 29	32,653 81,461 155,270 144,538
39 52 65 78	52 65 78	147 0 0 0	3,244 2,829 1,202 1,992	4,754 3,196 2,430 5,059	4,666 2,873 2,209 4,658	21,249 10,216 6,357 10,532	19,143 8,851 4,129 5,351	10,180 5,436 2,567 3,711	6,257 3,852 2,229 3,259	7 5,597 2 3,731 9 2,337 9 4,066	5,069 3,712 2,466 4,354	4,664 3,695 2,544 5,020	4 4,897 5 3,948 8 2,993 6 5,975	7 27 3 30 3 53 5 143	89,894 52,369 31,520 54,126
104 156 208 Over 260	156 208 260	000000000000000000000000000000000000000	0	2,174 0 0 0	4,698 1,133 0 0	12,214 8,666 6,721 5,662	5,484 3,072 2,321 5,696	3,679 2,008 1,448 3,113	3,458 3 2,012 3 1,386 3 2,479	4,763 2 3,030 5 2,027 9 2,769	5,832 3,914 2,790 4,056	7,23 5,71 4,46 6,76	0 9,103 7 8,043 9 6,94 4 12,447	3 237 3 219 1 234 7 401	58,872 37,814 28,337 43,387
All		15 465	30 308	53 810	56.785	220.79	7 153.398	86.81	62.72	5 60,375	59,332	63,31	3 75,249	9 1,448	948,906

Note: The duration figures have been affected by industrial action in 1981 and consequential emergency computer procedures. In October 1982 it was estimated that this caused an increase in the numbers in the 39 to 52 weeks category by about 40,000 and an increase of about 10,000 in 52 to 65 weeks category; with offsetting reductions of about 25,000 in each of the 65 to 78 and 78 to 104 weeks categories. By January 1983, the 39 to 52 week group was unaffected but any residual effect will have been carried forward to the longer duration categories.

2.7 UNEMPLOYMENT Age

UNIT	ED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MAL 1986	Apr* Jul Oct	186-6 170-8 186-5	314-6 303-7 301-9	682-6 703-2 657-1	805·2 788·8 779·6	510·2 499·6 494·4	447·7 441·5 442·0	301-0 296-1 298-0	77.2 75.9 77.7	Thousand 3,325·1 3,279·6 3,237·2
1987	Jan Apr	162-2 127-3 Proportion o	297-9 270-3	672-6 628-3	809·7 771·8	515·0 495·2	456-1 441-3	304·6 298·4	79·0 74·5	3,297·2 3,107·1
1986	Apr Jul Oct	5-6 5-2 5-8	9.5 9.3 9.3	20.5 21.4 20.3	24·2 24·1 24·1	15·3 15·2 15·3	13.5 13.5 13.7	9·1 9·0 9·2	2·3 2·3 2·4	Per cent 100-0 100-0 100-0
1987	Jan Apr	4·9 4·1	9·0 8·7	20·4 20·2	24·6 24·8	15·6 15·9	13·8 14·2	9·2 9·6	2·4 2·4	100-0 100-0
MAL 1986	E Apr* Jul	107-1 97-4	185-2 176-0	438-9 442-5	548-8 531-4	384-1 371-9	323-4 316-1	226-4 221-3	76·2 74·8	Thousand 2,290-0 2,231-5
	Oct	106-4	173.0	416-1	522.8	367-3	315-9	221.8	76.6	2,199-8
1987	Jan Apr	92-4 72-5 Proportion o	174-4 159-7	432-6 407-5	553·1 531·6	386·3 372·1	328·2 318·7	227·5 223·1	77-9 73-0	2,272·4 2,158·2
1986	Apr Jul Oct	4·7 4·4 4·8	8·1 7·9 7·9	19-2 19-8 18-9	24.0 23.8 23.8	16·8 16·7 16·7	14-1 14-2 14-4	9·9 9·9 10·1	3-3 3-3 3-5	Per cent 100-0 100-0 100-0
1987	Jan Apr	4·1 3·4	7·7 7·4	19·0 18·9	24·3 24·6	17·0 17·2	14-4 14-8	10-0 10-3	3-4 3-4	100-0 100-0
FEM/ 1986	Apr* Jul Oct	79·5 73·4 80·1	129-4 127-7 128-9	243·7 260·6 241·0	256-4 257-3 256-8	126-0 127-7 127-1	124-3 125-4 126-1	74-6 74-8 76-3	1-0 1-1 1-1	Thousand 1,035-0 1,048-1 1,037-4
1987 1987	Jan Apr	69-8 54-9	123·5 110·6	240-0 220-8	256·7 240·2	128·7 123·1	127-9 122-6	77·1 75·2	1·1 1·4	1,024·8 948·9
1986	Apr Jul Oct	7.7 7.0 7.7	12.5 12.2 12.4	23.5 24.9 23.2	24·8 24·5 24·8	12·2 12·2 12·3	12·0 12·0 12·2	7·2 7·1 7·4	0-1 0-1 0-1	Per cent 100-0 100-0 100-0
1987	Jan Apr	6·8 5·8	12·1 11·7	23·4 23·3	25·0 25·3	12·6 13·0	12.5	7.5	0.1	100-0

UNEMPLOYMENT Duration 2.8

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	p Over 52 weeks	All unemployed
MALE AND FEMALE								
1986 Apr*	199.2	131.0	221.7	250 F	400.0	005 4		Thousan
Jul	227.0	154.9	221.7	202.0	498-8	665.4	1,356-5	3,325-1
Oct	106.2	157.0	220.0	220.9	468.4	627.8	1,347.8	3,279.6
001	190.2	157.3	302-2	231.9	453.5	555.0	1,341.0	3,237-2
1987 Jan	162-8	134-8	246.5	281.4	559-3	578.0	1 334.4	2 207 2
Apr	165.0	120.3	207.1	232.5	455.5	631.6	1,005 1	3,297.2
	Proportion of nu	mber unemployed		202 0	400.0	031.0	1,295.1	3,107.1
1986 Apr	6.0	3.9	6.7	7.6	15.0	20.0	10.0	Perce
Jul	6.9	4.7	6.9	6.0	14.0	20.0	40.8	100.0
Oct	6.1	4.9	0.3	7.0	14.3	19.2	41-1	100.0
	01	4.5	3.2	1.2	14.0	17.1	41.4	100.0
1987 Jan	4.9	4.1	7.5	8.5	17.0	17.5	40.5	100.0
Apr	5.3	3.9	6.7	7.5	14.7	20.3	41.7	100-0
MALE								
1986 Apr*	124.6	90.7	140.4	100 7				Thouse
Jul	124.2	04.5	143.1	100.7	325.0	420.9	1,033.0	2,290.0
Oct	104.6	94.5	142.9	142.5	294.5	400.4	1,022.4	2,231.5
OCI	124.0	97.5	181.4	147.1	282.6	353-2	1,013.5	2,199-8
1987 Jan	100-2	88.6	165.7	186-8	352-0	363.0	1.015.0	0.070 4
Apr	107.0	78.9	135.2	151.0	300.3	207.2	1,013.2	2,272.4
	Proportion of nu	mber unemployed		101.0	000.0	391.2	969.1	2,158.2
1986 Apr	5.4	3.6	6.2	7.0	14.0	10.1		Perce
Jul	6.0	4.2	6.4	64	14.2	10.4	45.1	100.0
Oct	5.7	1.4	0.4	0.4	13.2	18.0	45-8	100.0
	5.7	4.4	0.5	0.1	12.8	16.1	46.1	100.0
1987 Jan	4.4	3.9	7.3	8.2	15.5	16.0	11.7	100.0
Apr	5.0	3.7	6.3	7.0	12.0	10.0	44.7	100-0
				10	13.9	10.4	45.8	100.0
FEMALE								Thousar
1900 Apr.	74.6	48.3	78.6	91.8	173-8	244.5	323.5	1.035-0
Jui	92.8	60.3	83.9	84.4	173-9	227.5	325.4	1 048-1
Oct	71.7	59.8	120.8	84.8	170.8	201.9	327.5	1.037-4
1987 Jan	62.6	46.2	80.0	04.0	007.0			
Anr	58.0	41.4	71.0	94.0	207.2	214.1	319-3	1,024.8
, ibi	Broportion of any	all a	/1.9	81.2	155-3	234.4	306-4	948-9
1986 Apr	Proportion of hui	inner unemployed						Per ce
Hol	1.2	4.7	7.6	8.9	16.8	23.6	31.3	100.0
Oct	8.8	5.8	8.0	8.1	16-6	21.3	31.0	100.0
UCI	6.9	5.8	11-6	8.2	16.5	19.5	31.6	100.0
1987 Jan	6.1	4.5	7.0	0.0	00.0			
Apr	6.1	4.4	7.6	9.2	20.2	20.9	31.2	100.0
	01	4.4	1.0	0.0	16.4	24.7	32.3	100-0

*See footnotes to table 2.1.

S26 JUNE 1987 EMPLOYMENT GAZETTE

	Male	Female	All	Rate		Male	Female	All	Rate
	-		-	per cent mployees and					†per cent employees and unemployed
SOUTH EAST Bedlordshire Luion Nod Bedlordshire North Bedlordshire Scoth Bedlordshire	14,384 4,179 1,410 3,325 2,470	7,086 2,850 1,145 1,737 1,354	21,470 10,029 2,555 5,062 3,824	9-3	West Sussex Adur Arun Chichester Crawley Horsham Mid Sussex	9,955 1,055 2,250 1,383 1,170 1,148 1,201	5,890 585 1,247 788 727 777 904	15,845 1,640 3,497 2,171 1,897 1,925 2,105	5.9
Berkshire Bracknell Newbury Roading Sleugh Wiedsor and Maidenhead Wokingham	12,723 1,435 1,522 3,935 2,966 1,712 1,153	954 995 1,627 1,341 1,022 922	2,389 2,517 5,562 4,307 2,734 2,075	0.0	Worthing Greater London Barking and Dagenham Barnet Bexley Brent	1,748 265,178 5,208 6,665 4,951 11,683	862 114,104 2,112 3,520 2,812 5,126	2,610 379,282 7,320 10,185 7,763 16,809	9.7
Bucklinghamshire Arlesbury Vale Ciditern Miton Keynes South Buckinghamshire Wycombe	10,643 1,891 872 4,861 737 2,282	5,892 1,217 533 2,507 394 1,241	16,535 3,108 1,405 7,368 1,131 3,523	6-6	Bromley Camden City of London City of Westminster Croydon Ealing Enfield	6,047 9,728 77 9,275 8,329 9,134 7,115	3,077 4,171 33 3,836 4,112 4,339 3,236	9,124 13,899 110 13,111 12,441 13,473 10,351	
East Sussex Brighton Esistbourne Hastings Have Lawes Righter Woalden	18,237 6,356 2,072 2,892 2,747 1,439 1,390 1,341	8,977 2,870 1,007 1,205 1,399 889 729 878	27,214 9,226 3,079 4,097 4,146 2,328 2,119 2,219	10.4	Greenwich Hackney Hammersmith and Fulham Harrow Havering Hillingdon Hounslow Islington	9,628 14,575 8,239 11,790 3,749 5,437 4,242 5,305 11,717	4,194 5,475 3,331 5,053 2,111 2,574 2,475 2,970 4,748	13,822 20,050 11,570 16,843 5,860 8,011 6,717 8,275 16,465	
Esekt Baaldon Bentree Bentwood Cestle Point Colmester Exping Forest Harlow Maidon Rechtord Southend-on-Sea Thurrock Untesford	36,534 5,370 1,954 1,190 2,073 3,230 2,147 2,212 949 1,331 5,113 3,628 4,690 710	19,481 2,548 1,345 582 1,021 1,459 2,071 1,266 1,274 575 742 2,309 1,697 2,133 459	56,015 7,918 3,299 1,772 2,958 3,532 5,301 3,413 3,486 1,524 2,073 7,422 5,325 6,823 6,823 1,169	10.5	Kensington and Chelsea Kingston-upon-Thames Lambeth Lewisham Merton Newham Redbridge Richmond-upon-Thames Southwark Sutton Tower Hamlets Waltham Forest Wandsworth EAST ANGLIA	5,997 2,378 17,538 12,453 4,158 12,271 5,886 2,789 15,005 3,010 12,140 8,070 10,589	2,753 1,265 6,613 4,811 2,036 4,259 2,942 1,578 5,442 1,687 3,490 3,433 4,490	8.750 3.643 24.151 17.264 6.194 16,530 8.828 4.367 20,447 4.697 15,630 11,503 15,079	
Hampshire Basingstoke and Deane East Hampshire Eastleigh Faraham Gosport Had	38,928 2,037 1,260 1,895 1,830 2,082 703	18,850 1,147 846 1,088 1,169 1,368 516	57,778 3,184 2,106 2,983 2,999 3,450 1,219	9.2	Cambridgeshire Cambridge East Cambridgeshire Fenland Huntingdon Peterborough South Cambridgeshire	14,557 2,370 636 2,382 2,057 6,088 1,024	7,802 1,082 511 1,190 1,627 2,513 879	22,359 3,452 1,147 3,572 3,684 8,601 1,903	8.1
Havant New Forest Portsmouth Rushmoor Southampton Test Valley Winchester	4,093 3,447 7,734 1,128 9,947 1,413 1,359	1,712 1,507 3,504 819 3,544 882 748	5,805 4,954 11,238 1,947 13,491 2,295 2,107		Norfolk Breckland Broadland Great Yarmouth Norwich North Norfolk South Norfolk	23,272 2,452 1,765 4,955 5,973 2,410 1,821	11,382 1,390 1,023 2,188 2,478 1,188 1,093	34,654 3,842 2,788 7,143 8,451 3,598 2,914	12.2
Hentordshire Boxbourne Dacorum East Hentordshire Hertsmere North Hentfordshire Sievenage Three Rivers Watford Welwyn Hattield	16,799 1,585 2,160 1,325 1,548 1,884 1,769 2,166 1,031 1,646 1,685	9,922 954 1,410 931 846 1,198 976 1,211 610 831 955	26,721 2,539 3,570 2,256 2,394 3,082 2,745 3,377 1,641 2,477 2,640	6-3	West Norfolk Suffolk Babergh Forest Heath Ipswich Mid Suffolk St Edmundsbury Suffolk Coastal Waveney	3,896 14,185 1,398 737 3,624 1,003 1,426 1,703 4,294	2,022 7,702 847 548 1,673 759 1,069 911 1,895	5,918 21,887 2,245 5,297 1,762 2,495 2,614 6,189	8.6
Isle of Wight Medina South Wight Kent Ashford	4,397 2,440 1,957 40,443 2,138	2,383 1,338 1,045 21,001 1,201	6,780 3,778 3,002 61,444 3,339	14·4 11·2	Avon Bath Bristol Kingswood Northavon	27,995 2,297 16,686 1,849 2,126	14,010 1,143 7,008 1,112 1,600 837	42,005 3,440 23,694 2,961 3,726 2,090	5 9·9 4
Lanterbury Dartford Dorver Grilingham Gravesham Maidstone Rochester-upon-Medway Sevenoaks Shepway Swale Thanet	3,558 1,707 3,277 2,692 2,980 2,487 1,661 3,116 3,422 5,543	1,760 896 1,522 1,524 1,575 1,485 2,590 914 1,438 1,892 2,472	5,318 2,603 4,799 4,216 4,555 3,972 7,577 2,575 4,554 5,314 8,015		Walisuyke Woodspring Caradon Caradon Carrick Kerrier North Cornwall Penwith Restormel Scilly Isles	1,233 3,784 16,781 1,943 2,804 3,705 2,878 3,418 38	2,310 8,906 1,177 1,469 1,823 1,264 1,215 1,931 27	25,687 3,120 4,273 5,528 3,255 4,093 5,344 65	17·6
Tonbridge and Malling Tunpridge Wells OxfordShine Cherwell Coxford South Oxfordshine West Oxfordshine Vale of White Horse	5,543 1,529 1,346 8,893 1,836 2,908 1,694 1,088 1,367	5,132 982 750 5,132 1,231 1,287 986 771 857	2,511 2,096 14,025 3,067 4,195 2,680 1,859 2,224	6.0	Devon East Devon Exeter Mid Devon North Devon Plymouth South Hams Teignbridge Torbay	30,128 2,081 3,074 1,275 2,506 9,616 1,505 2,616	16,587 1,250 1,524 779 1,356 5,068 987 1,571 2,611	46,71 ! 3,33 4,590 2,05- 3,860 14,689 2,490 4,181 7,577	5 12.6 3 4 2 4 2 7 3
Surrey Elmbridge	11,944 1,281	6,829 738	18,77 3 2,019	*	Torridge West Devon	4,962 1,564 929	862 579	2,420	6 8

UNEMPLOYMENT 2.9

10.1

Unemployme

SOUTH EAST Bedlordshire Bedfords h Bedford Bedfor

Elmbridge Elmbridge Epsom and Ewell Guildford Mole Valley Reigate and Banst Runnymede Spetthorne Surrey Heath Tandridge Waverley Woking

11,944 1,281 839 1,466 830 1,447 936 1,295 778 920 1,126 1,026

18,773 2,019 1,308 2,251 1,229 2,317 1,509 2,115 1,290 1,451 1,681 1,603

23,029 8,048 1,178 1,203 4,631 1,198 2,078 2,981 1,712

7,895 2,452 423 505 1,595 450 764 1,054 652

15,134 5,596 755 698 3,036 748 1,314 1,927 1,060

Dorset Bournemouth Christchurch North Dorset Poole Purbeck West Dorset Weymouth and Portland Wimborne

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at April 9, 1987

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at April 9, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
Gloucestershire Cheltenham Cotswold Forest of Dean Gloucester	11,818 2,379 909 2,047 3,088	6,777 1,234 634 1,316 1,373	18,595 3,613 1,543 3,363 4,461	†per cent employees and unemployed 8∙6	Nottinghamshire Ashfield Bassetlaw Broxtowe Gedling	43,122 4,683 4,224 3,232 3,079	17,058 1,581 2,077 1,413 1,614	60,180 6,264 6,301 4,645 4,693	per cent employees and unemployed 12-8
Tewkesbury Somerset Mendip Sedgemoor Taunton Deane West Somerset Veosi	1,970 1,425 9,692 1,833 2,467 2,123 866 2,403	1,307 913 6,243 1,229 1,462 1,279 479	3,277 2,338 15,935 3,062 3,929 3,402 1,345 4,197	9.4	Newark Nottingham Rushcliffe YORKSHIRE AND HUMBERSIDE	4,649 3,931 16,995 2,329	1,680 1,694 5,772 1,227	6,329 5,625 22,767 3,556	
Witshire Kennet North Wiltshire Salisbury Thamesdown West Wiltshire	11,536 968 1,819 1,860 4,938 1,951	7,462 806 1,314 1,157 2,729 1,456	18,998 1,774 3,133 3,017 7,667 3,407	8.4	Humberside Beverley Boothferry Cleethorpes East Yorkshire Glanford Great Grimsby Holderness Kingston-upon-Hull Scunthorpe	39,877 2,288 2,226 3,037 2,328 2,029 5,345 1,353 17,464 3,807	15,771 1,379 1,189 1,261 1,265 1,026 1,763 765 5,925 1,198	53,648 3,667 3,415 4,298 3,593 3,055 7,108 2,118 23,389 5,005	15-5
Hereford and Worcester Bromsgrove Hereford Leominster Malvern Hills Redditch South Herefordshire Worcester Wychavon	18,527 2,546 1,529 926 2,082 2,594 1,103 2,751 1,946	10,295 1,383 847 504 1,005 1,507 676 1,301 1,295	28,822 3,929 2,376 1,430 3,087 4,101 1,779 4,052 3,241	11-2	North Yorkshire Craven Hambleton Harrogate Richmondshire Ryedale Scarborough Selby York	17,213 861 1,529 2,637 772 1,394 3,962 2,010 4,048	9,929 574 886 1,626 672 965 1,832 1,405 1,969	27,142 1,435 2,415 4,263 1,444 2,359 5,794 3,415 6,017	10-3
Shropshire Bridgnorth North Shropshire Oswestry Shrowshure and Alcham	13,668 1,273 1,341 911	6,491 758 747 464	4,827 20,159 2,031 2,088 1,375 2,840	13-3	South Yorkshire Barnsley Doncaster Rotherham Sheffield	73,926 12,856 17,099 13,946 30,025	28,132 4,536 6,472 5,242 11,882	102,058 17,392 23,571 19,188 41,907	17.9
South Shropshire The Wrekin Staffordshire Cannock Chase East Staffordshire Lichfield Newcastle-under-Lyme	2,516 903 6,724 33,239 3,389 2,964 2,516 3,512	1,324 490 2,708 1,709 1,549 1,355 1,778	3,840 1,393 9,432 50,282 5,098 4,513 3,871 5,290	11.6	West Yorkshire Bradford Calderdale Kirklees Leeds Wakefield	81,609 20,624 6,235 12,878 27,899 13,973	34,245 7,917 3,145 6,071 11,492 5,620	115,854 28,541 9,380 18,949 39,391 19,593	12·5
South Staffordshire Stafford Stafford Moorlands Stoke-on-Trent Tarnworth Warwickshire North Warwickshire Nuneaton and Bedworth	3,247 2,897 1,823 9,636 3,255 13,400 1,944	1,747 1,691 1,260 4,470 1,484 7,593 1,052 2,134	4,994 4,588 3,083 14,106 4,739 20,993 2,996 6,418	10.3	NORTH WEST Cheshire Chester Congleton Crewe and Nantwich Ellesmere Port and Neston Halton	33,461 4,456 1,512 3,144 3,962 7,368	15,904 2,032 1,118 1,655 1,622 2,748	49,365 6,488 2,630 4,799 5,584 10,116	12-9
Rugby Stratford-on-Avon Warwick	4,204 2,233 1,850 3,089 143,711	1,443 1,180 1,784 56,598	3,676 3,030 4,873 200,309	15-1	Macclesfield Vale Royal Warrington Lancashire Blackhurn	2,833 3,664 6,522 50,473 6,260	1,738 1,978 3,013 23,511 2,463	4,571 5,642 9,535 73,984 8,723	13-5
Birmingnam Coventry Dudley Sandwell Solihull Walsall Wolverhampton	61,259 16,627 12,852 17,430 6,785 13,338 15,420	23,089 6,981 5,722 6,674 3,469 4,933 5,730	84,348 23,608 18,574 24,104 10,254 18,271 21,150		Biackpool Burnley Chorley Fylde Hyndburn Lancaster Pendle Preston	8,221 3,676 2,545 1,537 2,337 5,105 2,559 5,810	3,553 1,642 1,535 915 1,188 2,326 1,419 2,146	11,774 5,318 4,080 2,452 3,525 7,431 3,978 7,956	
EAST MIDLANDS Derbyshire Amber Valley Bolsover Chesterfield	34,256 3,366 3,456 4,578	15,293 1,671 1,257	49,549 5,037 4,713	12.6	Ribble Valley Rossendale South Ribble West Lancashire Wyre	634 1,650 2,510 4,896 2,733	525 840 1,484 2,067 1,408	1,159 2,490 3,994 6,963 4,141	
Erewash High Peak North East Derbyshire South Derbyshire West Derbyshire	10,349 3,467 2,128 3,840 1,933 1,139	3,953 1,625 1,379 1,730 941 763	14,302 5,092 3,507 5,570 2,874 1,902		Greater Manchester Bolton Bury Manchester Oldham Rochdale Salford	117,575 11,085 5,391 31,672 8,241 8,819 13,192	49,134 4,912 2,823 10,682 3,876 4,002 4,665	166,709 15,997 8,214 42,354 12,117 12,821 17,857	14-5
Leicestershire Blaby Hinckley and Bosworth Charnwood Harborough Leicester	24,060 1,163 1,852 2,740 874 12,749	12,187 864 1,174 1,701 632 5,302	36,247 2,027 3,026 4,441 1,506 18,051	8.9	Stockport Tarneside Trafford Wigan Mersevside	8,810 8,853 7,770 13,742	4,386 4,177 3,201 6,410	13,196 13,030 10,971 20,152	21.0
Melton North West Leicestershire Oadby and Wigston Rutland	714 2,718 789 461	568 1,077 521 348	1,282 3,795 1,310 809		Knowsley Liverpool St Helens Setton Wirral	13,655 40,302 10,045 14,233 17,994	4,623 14,270 3,882 5,911 6,903	18,278 54,572 13,927 20,144 24,897	210
Boston East Lindsey Lincoln North Kesteven South Holland South Hesteven West Lindsey	1,963 4,467 4,271 1,813 1,581 2,617 2,236	9,557 898 2,056 1,669 1,125 942 1,641 1,226	28,505 2,861 6,523 5,940 2,938 2,523 4,258 3,462	13-1	NORTH Cleveland Hartlepool Langbaurgh Middlesbrough	38,110 6,778 9,265 11,686	11,994 2,040 2,964 3,265	50,104 8,818 12,229 14,951	20.7
Northamptonshire Corby Daventry East Northamptonshire Kettering Northampton South Northamptonshire Wellingborough	13,443 2,355 929 914 1,618 5,152 738 1,737	7,935 1,209 839 713 1,001 2,627 580 966	21,378 3,564 1,768 1,627 2,619 7,779 1,318 2,703	9.0	Stockton-on-Tees Cumbria Allerdale Barrow-in-Furness Carlisle Copeland Eden South Lakeland	10,381 13,402 3,234 2,279 3,132 2,398 740 1,619	3,725 7,869 1,776 1,439 1,745 1,299 588 1,022	14,106 21,271 5,010 3,718 4,877 3,697 1,328 2,641	10-3

-		Male	Female	All	Rate		Male	remaie	~ "	
_			10 700	e u	per cent mployees and nemployed	Dumfries and Galloway region	5,139	2,820	7,959	†per cent employees and unemployed 13·7
Durh Ch Da De De	am ester-le-Street angton rventside mam	27,579 2,198 4,145 4,808 2,887	907 1,833 1,664 1,289	38,367 3,105 5,978 6,472 4,176	10.7	Annandale and Eskdale Nithsdale Stewartry Wigton	1,145 1,993 633 1,368	659 1,105 357 699	1,804 3,098 990 2,067	
Ea Se Te We	engton Igefield sodale Fr Valley	5,060 4,387 685 3,409	1,726 1,753 370 1,246	6,786 6,140 1,055 4,655		Fife region Dunfermline Kirkcaldy North East Fife	15,019 5,680 7,796 1,543	7,239 2,676 3,532 1,031	22,258 8,356 11,328 2,574	16.4
Norti Air Be Bhy Ca Ty Wa	umberland work- work-upon-Tweed hv Valley she Morpeth wodale nsbeck	12,140 1,267 843 3,673 1,552 1,161 3,644	4,697 537 440 1,360 635 714 1,011	16,837 1,804 1,283 5,033 2,187 1,875 4,655	15.3	Grampian region Banff and Buchan City of Aberdeen Gordon Kincardine and Deeside Moray	16,345 2,685 8,581 1,441 1,095 2,543	8,049 1,317 3,505 871 579 1,777	24,394 4,002 12,086 2,312 1,674 4,320	10.6
Tyne Ga Ne No So Su	and Wear eshead coastie upon Tyne m Tyneside an Tyneside coartand	71,766 11,662 18,242 10,579 11,073 20,210	24,387 4,028 6,312 3,886 3,581 6,580	96,153 15,690 24,554 14,465 14,654 26,790	18-1	Highland region Badenock and Strathspey Caithness Lochaber Nairn Ross and Cromarty Skye and Lochalsh Sutherland	9,420 377 1,066 2,716 978 509 2,675 496 603	4,470 191 474 1,213 581 227 1,217 249 318	13,890 568 1,540 3,929 1,559 736 3,892 745 921	15.7
Clwy Aly Co De Gl	d and Deeside wyn In ndwr	15,378 2,525 1,816 2,607 995 2,715	6,910 1,224 951 1,066 666 1,120	22,288 3,749 2,767 3,673 1,661 3,835	15.8	Lothian region City of Edinburgh East Lothian Midiothian West Lothian	33,566 19,914 3,010 3,457 7,185	14,405 8,604 1,402 1,286 3,113	47,971 28,518 4,412 4,743 10,298	13-2
Bh Wr Dyfe Ca Dia Dia Pri So	ddian Maelor marthen edigion efwr ralli seli m Pembrokeshire	4,720 13,062 1,605 2,154 1,221 2,799 3,227 2,056	1,883 5,864 771 1,017 655 1,265 1,280 876	6,603 18,926 2,376 3,171 1,876 4,064 4,507 2,932	17.0	Strathclyde region Argyle and Bute Bearsden and Milngavie City of Glasgow Clydebank Clydebank Clydebank Cumbernauld and Kilsyth Cumnock and Doo Valley Cunninghame	140,093 2,371 803 57,110 3,191 2,317 3,214 3,614 8,404	54,953 1,386 455 18,979 1,046 1,121 1,693 1,069 3,490	195,046 3,757 1,258 76,089 4,237 3,438 4,907 4,683 11,894	19.0
Gwe Bla Isi Mc Ne To	nt Israu Gwent Avn wmouth wport Islen	18,825 3,877 2,652 1,941 6,708 3,647	7,729 1,314 1,041 1,132 2,618 1,624	26,554 5,191 3,693 3,073 9,326 5,271	15-8	Dumbarton East Kilbride East Wood Hamilton Inverciyde Kilmarnock and Loudoun Kyle and Carrick Monklands	3,584 3,092 946 5,884 7,146 3,938 5,071 6,881	2,224 1,835 730 2,398 2,414 1,668 2,231 2,629 3,255	5,808 4,927 1,676 8,282 9,560 5,606 7,302 9,510	
Gwy Ab Ar Dv Me Yr	nedd erconwy fon wyfor monnydd ws Mon— sie of Anglesey	9,572 1,730 2,697 977 1,014 3,154	4,284 836 1,002 469 560 1,417	13,856 2,566 3,699 1,446 1,574 4,571	17-8	Motherwein Renfrew Strathkelvin Tayside region Angus City of Dundee	10,840 3,102 17,781 3,497 10,521	4,703 1,627 8,674 2,049 4,724	15,543 4,729 26,455 5,546 15,245	5 15·6
Mid	Glamorgan	23,805	7,838	31,643	17.6	Perth and Kinross	3,763	1,901 290	5,004	2 10.5
M	non valley arthyr Tydfil	2,509 5,376	913 1,828	3,422 7,204		Shetland Islands	504	343	847	7 6.8
R	ondda ymney Valley	3,673 5,078	1,197 1,564	4,870		Western Isles	1,360	485	1,84	5 18-5
Bou	in-Ely	4,003	1,374	4 385	12.1	NORTHERN IRELAND				
Br M R	ecknock ontgomery adnor	1,017 1,264 499	551 732 325	1,568 1,996 824		Antrim Ards Armagh Ballymena	2,356 2,170 2,655 2,384	948 1,139 1,041 1,102	3,30 3,30 3,69 3,48	4 9 6 7
Sou Ci Vi	th Glamorgan ardiff ale of Glamorgan	17,447 13,463 3,984	6,505 4,697 1,808	23,952 18,160 5,792	2 12.8	Ballymoney Banbridge Belfast	1,178 23,241	677 7,657	1,85	5
Wes Al LI N Si	of Glamorgan an w Valley eath wansea	15,851 2,252 2,036 2,601 8,962	5,943 719 930 1,140 3,154	21,79 4 2,97 2,966 3,74 12,110	16-1	Carrickfergus Castlereagh Coleraine Cookstown Craigavon Derry Down Dumannon	1,439 1,993 3,079 2,015 4,272 7,922 2,331 2,931	866 986 1,057 740 1,756 1,957 1,030 989	2,30 2,97 4,13 2,75 6,02 9,87 3,36 3,92	5 9 6 5 8 9 1 0
Bor B E R T	ders region envickshire thrick and Lauderdale oxburgh weedale	2,377 472 774 848 283	1,384 282 467 478 157	3,761 754 1,241 1,326 440	9.6	Fermanagh Larne Limavady Lisburn Magherafelt Moyle Newry & Murrne	3,406 1,650 2,055 4,207 2,193 1,138 5,811	1,037 601 640 1,784 803 316 1,983	4,44 2,25 2,69 5,99 2,99 1,45 7,79	3 1 5 1 6 4 4
Cen C F S	t ral region lackmannan alkirk tirling	12,339 2,325 6,895 3,119	5,819 964 3,257 1,598	18,158 3,289 10,152 4,717	3 17·0	Newtownabbey North Down Omagh Strabane	3,386 1,930 2,663 3,216	1,645 1,300 985 680	5,03 3,23 3,64 3,89	1 0 8 6

¹ The number of unemployed as a percentage of the sum of mid-1985 estimates of employees in employment and the unemployed. This is on different bases from the percentage rates given in table 2-1, 2-2 and 2-3, but comparable regional and national rates are shown in table 2-4. Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. ¹ Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work-areas.

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at April 9, 1987

UNEMPLOYMENT Area statistics 2.10

Unemployment in Parliamentary constituencies at April 9, 1987

	Male	Female	All		Male	Female	All
OUTH EAST				Enorm and Enut			
edfordshire	4 710	1 007	0.500	Esher	826	622 445	1,
Mid Bedfordshire	1,508	1,867	2,733	Mole Valley	1,129 876	579 426	1,
North Luton	2,811 2,988	1,351 1,327	4,162 4,315	North West Surrey Reigate	1,212	748	1,
South West Bedfordshire	2,358	1,316	3,674	South West Surrey	993	478	1,
rkshire East Berkshire	1,753	1 112	2 865	Woking	1,282	750	2,
Newbury Reading East	1,218	754	1,972	West Sussex			
Reading West	2,414 2,037	1,044 965	3,458 3,002	Arundel Chichester	1,914 1,383	1,088	3
Slough Windsor and Maidenhead	2,966	1,341	4,307	Crawley	1,366	891	2
Wokingham	941	781	1,722	Mid Sussex	1,005	740	1
ckinghamshire	4 400			Worthing	1,748	862	22
Beaconsfield	1,433	889 564	2,322 1,549	Greater London			
Buckingham Chesham and Amersham	1,514 881	861 522	2,375	Barking	2,591	963	3
Ailton Keynes	4,069	2,189	6,258	Beckenham	1,981	958	62
tycombe	1,701	007	2,028	Bethnal Green and Stepney Bexleyheath	6,267 1,403	1,544 849	7 2
st Sussex Bexhill and Battle	1.236	667	1 903	Bow and Poplar Brent Fast	5,873	1,946	7
Brighton Kemptown	3,252	1,361	4,613	Brent North	1,993	1,116	3
astbourne	2,220	1,509	4,613 3,320	Brent South Brentford and Isleworth	4,622 2,448	1,940	6
lastings and Rye love	3,197 2,747	1,359	4,556	Carshalton and Wallington	1,802	890	2
ewes Vealden	1,489	922	2,411	Chingford	1,704	831	32
ex	992	000	1,652	Chipping Barnet Chislehurst	1,258 1,394	768 685	2
asildon	4,120	1,804	5,924	Croydon Central Croydon North East	2,245	909	3
raintree	1,688	1,295	3,417 2,854	Croydon North West	2,510	1,252	3,
astle Point	1,402	674	2,076	Dagenham	1,148 2,617	708	1,
helmsford	1,573	1,098	2,671	Dulwich Ealing North	3,122	1,331	4
arlow	2,461	1,008	2,694 3,901	Ealing Acton	3,149	1,352	4
orth Colchester	3,188 2,297	1,404	4,592	Edmonton	3,533 2,765	1,817	5,
ochford	1,577	956	2,533	Eltham Enfield North	2,350	1,023	3,
outh Colchester and Maldon	2,322	1,569	2,015 3.891	Enfield Southgate	1,917	948	3, 2,
outhend East	2,984	1,266	4,250	Feitham and Heston	2,468 2.857	1,338	3,
urrock	3,818	1,582	5,400	Finchley	1,774	1,021	2,
dershot	1 408	1 104	0.000	Greenwich	3,174	1,304	э, 4,
asingstoke	1,713	901	2,602 2,614	Hackney North and Stoke Newington Hackney South and Shoreditch	6,933 7,642	2,663	9,
astleigh	1,358	891	2,249	Hammersmith Hampstead and Highgate	4,805	1,721	6,
areham	1,948	1,227	3,175	Harrow East	2,154	1,882	5,1
avant	3,496	1,509	3,802 4,909	Harrow West Haves and Harlington	1,595	870	2,4
orth West Hampshire	1,612	735	2,347	Hendon North	1,853	846	2,6
ortsmouth North	3,130	1,505	4,635	Holborn and St Pancras	5,937	2,289	2,0
omsey and Waterside	2,365	1,062	7,499 3,427	Hornchurch Hornsey and Wood Green	1,822	887	2,
uthampton Test	4,919 4,254	1,796	6,715	Ilford North	1,799	931	2,7
nchester	1,265	735	2,000	Islington North	6,609	2,672	4,0
fordshire oxbourne	1 741	1.007	0.700	Islington South and Finsbury Kensington	5,108 3,444	2,076	7,
ertford and Stortford	1,128	786	2,768 1,914	Kingston-upon-Thames	1,474	769	2,2
rth Hertfordshire	1,662	911 1.143	2,573	Lewisham West	3,639	1,279	4,3
uth West Hertfordshire Albans	1,283	761	2,044	Lewisham Deptford Levton	5,762	2,100	7,8
venage	2,358	1,358	3,716	Mitcham and Morden	2,482	1,182	3,6
lwyn Hatfield	1,916	1,002 980	2,918	Newham North West	4,093	1,363	5,3 5,4
st Hertfordshire	1,808	1,187	2,995	Newham South Norwood	4,084 5,722	1,405	5,4
of Wight	4 207	0.000		Old Bexley and Sidcup	1,080	625	1,7
orwight	. 4,397	2,383	6,780	Peckham	6,481	2,252	2,1 8,7
()				Ravensbourne	2,557	1,062	3,6
ford Iterbury	2,138	1,201	3,339	Richmond-upon-Thames and Barnes	1,476	839	2,3
tford	2,025	1,079	3,923 3,104	Ruislip-Northwood	929	859 567	2,5
ersham	3,027 3,260	1,387	4,414	Southwark and Bermondsey Streatham	5,402	1,859	7,2
estone and Hythe	3,116	1,438	4,554	Surbiton	904	496	1,4
vesham	2,980	1,557	4,304 4,555	The City of London	1,208	797	2,0
way	1,973	1,079	3,052	and Westminster South	3,639	1,319	4,9
Kent h Thanet	2,616	1,494	4,110	Tottenham	6,831	2,671	5,3
enoaks	1,343	731	5,378 2.074	Upminster	1,313	739 828	2,0
pridge and Malling	3,158	1,418	4,576	Uxbridge Vauxball	1,562	799	2,3
oridge Wells	1,346	750	2,096	Walthamstow	2,656	2,659	10,0
dshire				Wanstead and Woodford Westminster North	1,338	717	2,0
ibury	1,704	1,124	2,828	Wimbledon	1,676	2,550 854	8,2
ord East	2,390	1,055	3,445	wooiwich	4,104	1,867	5,9
itage	1,079	828 650	2,369	EAST ANGLIA			
ey	1,220	878	2,098	Cambridgeshire Cambridge	0.100		
				Huntingdon	2,182	1,006	3,18
tsey and Walton	1.125	713	1 838	North Frank Contraction	1,042	1,456	3 30

	Male	remaie	All	
		750	1.000	
South East Cambridgeshire South West Cambridgeshire	940 1,297	1,033	2,330	
Norfolk Great Yarmouth	4,955	2,188	7,143	
Mid Norfolk North Norfolk	1,931 2,410	1,083 1,188	3,014 3,598	
North West Norfolk	3,089 2,507	1,552	4,641 3,713	
Norwich South South Norfolk	1,821	1,093	2,914	
South West Notion	2,410	1,120		
Bury St Edmunds Central Suffolk	1,667 1,786	1,232 1,122	2,899 2,908	
loswich South Suffolk	2,841 1,894	1,310 1,232	4,151 3,126	
Sulfolk Coastal	1,703 4,294	911 1,895	2,614 6,189	
SOUTH WEST				
Aven Bath	2,297	1,143	3,440	
Bristol East Bristol North West	3,267 3,203	1,495 1,311	4,762 4,514	
Bristol South Bristol West	4,898 4,413	1,830	6,340	
Kingswood Northavon	1,821	1,372	3,193	
Wandsdyke Weston-Super-Mare	2,561	1,482	4,043	
Moodshinig	1,000	1,001	2,011	
Cornwall Falmouth and Camborne	4,021	1,823	5,844	
South East Cornwall	2,443	1,457	3,900	
Thuro	3,153	1,681	4,834	
Devon Exeter	3,074	1,524	4,598	
Honiton North Devon	1,756 2,596	1,082 1,400	2,838 3,996	
Plymouth Devonport Plymouth Drake	3,354 3,923	1,769 1,898	5,123 5,821	
Plymouth Sutton South Hams	2,339 2,475	1,401	4,000	
Teignbridge Tiverton	2,417 1,729	1,443	2,776	
Torndge and West Devon	2,493	1,441	3,934	
Dorset Reumemouth East	3 434	1 497	4.931	
Bournemouth West	2,777	1,235	4,012 2,130	
North Dorset Poole	1,317	913 1,315	2,230 3,736	
South Dorset West Dorset	2,534 1,284	1,434 738	3,968 2,022	
Gloucestershire	0.500	1 220	2 971	
Cirencester and Tewkesbury	2,539 1,544 3 147	990	2,534	
Stroud West Gloucestershire	2,014	1,347	3,361	
Somerset	2,0.4	.,	,	
Bridgwater Somerton and Frome	2,504 1,482	1,426 1,111	3,930 2,593	
Taunton Wells	2,210 1,808	1,314 1,185	3,524 2,993	
Willshire	1,688	1,207	2,895	
Devizes North Wiltshire	1,857	1,410	3,267	
Salisbury Swindon	1,786	1,114	2,900	
Westbury	2,025	1,499	3,524	
WEST MIDLANDS				
Hereford and Worcester	2.546	1 392	2 0 2 0	
Hereford Leominister	2,405	1,351	3,756	
Mid Worcestershire South Worcestershire	3,455	2,038	5,493	
Worcester Wyre Forest	2,947 3,050	1,445	4,392 4,827	
Shropshire				
North Shropshire	2,176 2,646	1,248 1,468	3,424 4,114	
The Wrekin	2,516 6,330	1,324 2,451	3,840 8,781	
Staffordshire Burton	2 964	1.549	4.513	
Cannock and Burntwood Mid Staffordshire	3,346 2,574	1,649 1,482	4,995 4,056	
Newcastle-under-Lyme South East Staffordshire	2,628	1,226	3,854 5,567	
South Staffordshire	3,247	1,747	4,994	

	Male	Female	All
Stafford Staffordshire Moorlands Stoke-on-Trent Central Stoke-on-Trent North Stoke-on-Trent South	2,548 1,823 3,756 3,622 2,959	1,407 1,260 1,590 1,754 1,584	3,955 3,083 5,346 5,376 4,543
Warwickshire North Warwickshire Nuneaton Rugby and Kenilworth Stratford-on-Avon Warwick and Learnington	3,286 3,161 2,405 1,850 2,698	1,750 1,581 1,599 1,180 1,483	5,036 4,742 4,004 3,030 4,181
Vest Midlands Aldridge-Brownhills Birmingham Edgbaston Birmingham Edgbaston Birmingham Hall Green Birmingham Hall Green Birmingham hall Green Birmingham Northfield Birmingham Northfield Birmingham Sparkbrook Birmingham Sparkbrook Birmingham Sall Heath Birmingham Sall Heath Birmingham Sall Heath Coventry North East Coventry North East Coventry South West Coventry South West Dudley West Halesowen and Stourbridge Meriden Solihull Sutton Coldfield Walsall North Warley East Warley West Warley East Warley West Warley East Warley West Warley East Warley West Warley East Warley West Warley East Warley West West Bromwich West Wolverhampton North East Wolverhampton South Kest	$\begin{array}{c} 2,700\\ 3,695\\ 5,715\\ 3,923\\ 6,686\\ 5,915\\ 7,596\\ 3,472\\ 4,293\\ 4,293\\ 4,293\\ 4,285\\ 3,472\\ 4,293\\ 4,585\\ 2,8570\\ 4,124\\ 4,158\\ 4,746\\ 2,039\\ 4,2157\\ 5,639\\ 4,999\\ 4,519\\ 3,9130\\ 4,868\\ 6,101\\ 5,072\\ 4,247\\ \end{array}$	$\begin{array}{c} 1.265\\ 1.515\\ 2.165\\ 1.713\\ 1.945\\ 2.501\\ 2.120\\ 2.223\\ 2.301\\ 1.564\\ 1.728\\ 2.253\\ 1.564\\ 1.766\\ 1.435\\ 2.172\\ 1.265\\ 2.144\\ 2.004\\ 1.766\\ 1.435\\ 1.623\\ 1.574\\ 2.172\\ 1.297\\ 1.336\\ 1.623\\ 1.725\\ 2.095\\ 1.682\\ 1.953\\ 1.953\\ \end{array}$	3,965 5,210 7,880 5,636 7,307 9,187 8,035 7,775 9,897 8,871 5,036 6,021 8,209 4,760 6,351 4,288 4,732 6,128 4,732 6,714 6,128 4,732 6,714 6,128 5,753 6,285 5,471 5,753 6,595 8,196 6,754 6,200
EAST MIDLANDS			
Derbyshire Amber Valley Bolsover Chesterfield Derby North Derby South Erewash High Peak North East Derbyshire South Derbyshire West Derbyshire	2,849 4,134 4,129 3,738 5,696 3,336 2,226 3,611 2,848 1,689	1,369 1,481 1,774 1,465 2,019 1,555 1,445 1,706 1,410 1,069	4,218 5,615 5,903 5,203 7,715 4,891 3,671 5,317 4,258 2,758
Leicestershire Blaby Bosworth Harborough Leicester East Leicester South Leicester West Loughborough North West Leicestershire Rutland and Melton	1,484 1,977 1,342 3,412 4,822 4,515 2,027 2,935 1,546	1,073 1,245 944 1,695 1,882 1,725 1,146 1,271 1,206	2,557 3,222 2,286 5,107 6,704 6,240 3,173 4,206 2,752
Lincolnshire East Lindsey Gainsborough and Horncastle Grantham Holland with Boston Lincoln Stamford and Spalding	4,098 2,605 2,779 2,789 4,790 1,887	1,849 1,433 1,634 1,324 1,962 1,355	5,947 4,038 4,413 4,113 6,752 3,242
Northamptonshire Corby Daventry Kettering Northampton North Northampton South Wellingborough	2,839 1,312 1,754 2,953 2,418 2,167	1,590 1,132 1,116 1,435 1,364 1,298	4,429 2,444 2,870 4,388 3,782 3,465
Nottinghamshire Ashfield Bassettaw Broxtowe Gedling Mansfield Newark Nottingham East Nottingham North Nottingham South Rushcliffe Sherwood	3,977 3,894 2,589 2,535 4,015 2,892 6,859 5,472 4,664 2,329 3,896	1,315 1,756 1,196 1,360 1,448 1,554 2,383 1,710 1,679 1,227 1,430	5,292 5,650 3,785 3,895 5,463 4,446 9,242 7,182 6,343 3,556 5,326
YORKSHIRE AND HUMBERSIDE			
Humberside Beverley Both Fery Bridlington Brigg and Cleethorpes Glanford and Scunthorpe Great Grimsby Kingston-upon-Hull East Kingston-upon-Hull North Kingston-upon-Hull West	2,133 2,796 3,266 4,264 4,609 5,345 5,772 6,295 5,397	1,259 1,609 1,730 1,849 1,636 1,763 1,592 2,196 2,137	3,392 4,405 6,113 6,245 7,108 7,364 8,491 7,534

JUNE 1987 EMPLOYMENT GAZETTE S31

2.10 **UNEMPLOYMENT** Area statistics

S32 JUNE 1987 EMPLOYMENT GAZETTE

Unemp

UNEMPLOYMENT 2.10

Female

All

in Parliamentary constituencies at April 9, 1987 Une

	Male	Female	All		Male	Female	All
North Yorkshire Harrogate Richmond Ryedale Scarborough Selby Selby	2,007 2,118 1,852 3,609 2,088	1,170 1,415 1,202 1,667 1,476	3,177 3,533 3,054 5,276 3,564 2,564	Stockport Stretford Wigan Worsley Merseyside Bitkiphead	3,134 6,392 4,737 3,949	1,364 2,260 2,078 1,736	4,498 8,652 6,815 5,685
Skipton and Ripon York South Yorkshire Barnsley Central Barnsley East Barnsley East Doncaster Central Doncaster Central Doncaster North Rother Valley Rother Valley Rother Valley Rotherham Sheffield Central Sheffield Central Sheffield Central Sheffield Hallam Sheffield Hallam Sheffield Hallam	1,491 4,048 4,531 4,088 4,237 5,265 5,740 6,094 4,134 4,134 4,990 7,552 4,283 5,933 3,079 5,285 5,285 5,285 5,285 5,285	1,030 1,969 1,481 1,480 1,575 2,000 2,131 2,341 1,815 1,733 2,438 1,765 1,979 1,652 2,072 2,072	2,521 6,017 5,568 5,812 7,265 7,871 8,435 5,949 6,723 9,990 6,048 7,912 4,731 7,357 7,859 5,5869	Binkennead Bootle Crosby Knowsley North Knowsley South Liverpool Broadgreen Liverpool Moseley Hill Liverpool Moseley Hill Liverpool West Derby Southport St Helens South St Helens South Wallasey Wirral South Wirral South	7,793 3,394 6,897 6,758 6,009 5,648 5,266 8,358 8,062 6,959 3,046 4,646 5,399 5,347 2,568 2,900	2,254 2,566 1,749 2,118 2,505 2,345 2,345 2,029 2,139 2,690 2,773 2,294 1,596 1,864 2,018 2,022 1,235 1,392	9,433 10,359 5,143 9,015 9,263 8,354 7,677 7,405 11,048 10,835 9,253 4,642 6,510 7,417 7,369 3,803 4,292
est Yorkshire Batley and Spen Bradford North Bradford South Bradford South Calder Valley Colne Valley Dewsbury Elimet	3,468 5,597 4,180 6,178 2,507 2,356 3,393 2,265	1,694 1,430 1,853 1,646 2,016 1,545 1,545 1,323 1,655 1,171	4,898 7,450 5,826 8,194 4,052 3,679 5,048 3,436	NORTH Cleveland Hartlepool Langbaurgh Middlesbrough Redcar Stockton North Stockton South	6,778 5,534 7,923 6,369 6,221 5,285	2,040 1,867 2,162 1,831 2,117 1,977	8,818 7,401 10,085 8,200 8,338 7,262
Hailiax Hemsworth Huddersfield Keighley Leeds Central Leeds Central Leeds North East Leeds North West Leeds Wet	3,728 4,001 3,661 5,365 5,260 3,110 2,571 2,571	1,600 1,466 1,663 1,286 1,827 1,717 1,336 1,196	5,328 5,467 5,324 3,817 7,192 6,977 4,446 3,767 5,455	Cumbria Barrow and Furness Caritisle Copeland Penrith and the Borders Westmortand and Lonsdale Workington	2,588 2,623 2,398 1,765 1,394 2,634	1,673 1,381 1,299 1,297 853 1,366	4,261 4,004 3,697 3,062 2,247 4,000
Morley and Leeds South Normanton Pontefract and Castleford Pudsey Shipley Wakefield	3,852 3,121 2,445 4,397 1,827 2,138 3,658	1,603 1,226 1,319 1,656 1,131 1,116 1,464	5,455 4,347 3,764 6,053 2,958 3,254 5,122	Durham Bishop Auckland City of Durham Darlington Easington North Durham North West Durham Sedgefield	4,455 2,887 3,880 4,401 4,526 3,961 3,469	1,754 1,289 1,680 1,536 1,697 1,464 1,368	6,209 4,176 5,560 5,937 6,223 5,425 4,837
DRTH WEST				Northumberland Berwick-upon-Tweed Blyth Valley Hexham	2,762 3,673 1,397	1,194 1,360 867	3,956 5,033 2,264
any of Chester Dongleton Zrewe and Nantwich Eddisbury Ellesmere Port and Neston Halton Macclesfield Tatton Warrington North Warrington South	3,756 1,601 3,055 3,003 4,263 5,302 1,763 2,130 4,355 4,233	1,615 1,205 1,568 1,504 1,814 2,192 1,138 1,299 1,822 1,747	5,371 2,806 4,623 4,507 6,077 7,494 2,901 3,429 6,177 5,980	Wansbeck Tyne and Wear Blaydon Gateshead East Houghton and Washington Jarrow Newcastle upon Tyne Central Newcastle upon Tyne North South Shielde	4,308 3,559 4,946 5,944 5,687 4,095 5,543 4,565 5,543	1,276 1,377 1,775 2,008 1,727 1,602 1,879 1,724	5,584 4,936 6,721 7,952 7,414 5,697 7,422 6,289
ncashire Blackburn Blackpool North Blackpool South Burnley Chorley Fylde	5,403 4,008 4,213 3,676 2,663 1,752	1,879 1,626 1,927 1,642 1,623 1,022	7,282 5,634 6,140 5,318 4,286 2,774	Sunderland North Sunderland South Tyne Bridge Tynemouth Wallsend	8,131 6,135 7,196 4,730 5,849	1,854 2,415 2,157 1,983 1,759 2,127	7,240 10,546 8,292 9,179 6,489 7,976
nyindourn Lancaster Morecambe and Lunesdale Pendle Preston Ribble Valley Rossendale and Darwen South Ribble West Lancashire Wyre	2,337 2,281 3,043 2,559 5,139 1,090 2,507 2,510 4,778 2,514	1,188 1,053 1,423 1,419 1,740 824 1,424 1,424 1,484 1,979 1,258	3,525 3,334 4,466 3,978 6,879 1,914 3,931 3,994 6,757 3,772	WALES Clywd Alyn and Deeside Clwyd North West Clwyd South West Delyn Wrexham	2,728 3,690 2,446 3,281 3,233	1,285 1,661 1,271 1,372 1,321	4,013 5,351 3,717 4,653 4,554
eater Manchester Altrincham and Sale Ashton-under-Lyne Bolton North East Bolton South East	1,865 3,351 3,688 4,382	926 1,480 1,514 1,821	2,791 4,831 5,202 6,203	Dyfed Carmarthen Ceredigion and Pembroke North Llanelli Pembroke	2,576 2,815 3,049 4,622	1,279 1,320 1,412 1,853	3,855 4,135 4,461 6,475
lolton West Jury North Jheadle Davyhulme Jenton and Reddish Iccles Jazel Grove	3,015 2,631 2,760 1,423 3,079 3,809 3,798 2,798	1,577 1,398 1,425 972 1,262 1,812 1,518	4,592 4,029 4,185 2,395 4,341 5,621 5,316	Gwent Blaenau Gwent Islwyn Monmouth Newport East Newport West Torfaen	3,744 2,652 1,954 3,289 3,772 3,414	1,255 1,041 1,077 1,399 1,474 1,483	4,999 3,693 3,031 4,688 5,246 4,897
leywood and Middleton eigh ittleborough and Saddleworth Aakerfield Manchester Clarkal Anchester Blackley	2,005 3,753 4,044 2,173 4,016 8,425 4,787	1,747 1,764 1,297 2,057 2,529	5,228 5,500 5,808 3,470 6,073 10,954 6,471	Gwynedd Caernarlon Conwy Meirionnydd nant Conwy Ynys Mon	2,506 2,652 1,260 3,154	1,024 1,144 699 1,417	3,530 3,796 1,959 4,571
Manchester Gorton Manchester Withington Manchester Wythenshawe Didham Central and Royton Didham West Rochdale Salford East Stalboride and Hyde	4,767 5,158 4,829 4,907 4,020 2,860 4,254 6,390 3,883	1,760 1,958 1,504 1,710 1,352 1,772 1,922 1,770	6,471 6,918 6,787 6,411 5,730 4,212 6,026 8,312 5,653	Mid Glamorgan Bridgend Caerphilly Cynon Valley Merthyr Tydfil and Rhymney Ogmore Pontypridd	2,486 4,041 3,166 3,546 3,529 3,364 2,364	1,075 1,245 962 1,232 934 1,193	3,561 5,286 4,128 4,778 4,463 4,557

	Vale	Female	All	
				Strat
Antgomery	1,516 1,264	876 732	2,392 1,996	Arg Ayr Cal
uth Glamorgan	4.070	1 607	5 065	Cly
Cardiff Central	1,733	749	2,482	Cu
ardiff South and Penarth	3,972	1,223	5,195	Cu
Cardiff West	4,263	1,388	4,659	Du
ale of Glamorgan	0,201	1,100		East
st Glamorgan	2 906	977	3.883	Eas
Aberavon Sower	2,223	1,030	3,253	Gla
leath	2,635	1,203	3,838	Gla
Swansea East	4,118	1,292	5,559	Gla
Swansea west	.,			Gla
OTLAND				Gla
riers region				Gla
oxburgh and Berwickshire	1,320	760	2,080	Gla
weeddale, Ettrick and Lauderda	ale 1,057	624	1,681	Gre
ntral region				Ha
Clackmannan	3,225	1,426	4,651	Kilr
alkirk East	3,006	1,481	4,487	Mo
Stirling	2,574	1,375	3,949	Mo
entries and Galloway region				Pai
Dumfries	2,551	1,458	4,009	Pai
Galloway and Upper Nithsdale	2,588	1,362	3,950	He
e region				_
Central Fife	3,773	1,826	5,599	Tays
Dunfermline West	2,718	1,244	3,962	Du
Kirkcaldy	3,533	1,526	5,059	Du
North East Fife	1,543	1,031	2,574	Pe
ampian region				
Aberdeen North	3,788	1,363	5,151	Orkn
Banif and Buchan	2,685	1,317	4,002	West
Gordon	2,095	1,271	3,366	
Vincardine and Deeside	2,100	1,777	4,320	NOR
				Be
adheess and Sutherland	1 669	792	2.461	Be
nverness, Nairn and Lochaber	4,365	2,050	6,415	Be
Ross, Cromarty and Skye	3,386	1,628	5,014	Ea
thian region				Fe
East Lothian	3,010	1,402	4,412	Fo
Edinburgh Central	3,964	1.349	4,725	La
dinburgh Leith	5,135	1,857	6,992	Ne
dinburgh Pentlands	2,371	1,205	3,576	No
Edinburgh West	1,690	837	2,527	So
Inlithgow	4,030	1,648	5,678	So
Mid Lothian	3,543	1,286	4,743	Str
				- Op

Strathclyde region	0.071	1 200	3 757
Argyll and Bute	2,371	1,386	3,757
Carrick Cumnock and Doon Valley	5,142	1.747	6,889
Clydebank and Milngavie	3,547	1,239	4,786
Clydesdale	3,534	1,614	5,148
Cumbernauld and Kilsyth	3,214	1,693	4,907
Cunninghame North	4.578	1,735	6.313
Dumbarton	3,584	2,224	5,808
East Kilbride	3,092	1,835	4,927
Eastwood	2,132	1,205	3,337
Glasgow Cathcan	5 777	1,909	7,686
Glasgow Garscadden	4,649	1,319	5,968
Glasgow Govan	4,591	1,560	6,151
Glasgow Hillhead	3,852	1,801	5,653
Glasgow Maryhill	5,987	2,047	7 449
Glasgow Provan	6,609	1,943	8.552
Glasgow Rutherglen	5,014	1,729	6,743
Glasgow Shettleston	5,160	1,645	6,805
Glasgow Springburn	6,568	2,105	8,673
Greenock and Port Glasgow	4 667	1 905	6,572
Kilmarnock and Loudoun	3,938	1,668	5,606
Monklands East	4,497	1,689	6,186
Monklands West	3,584	1,573	5,157
Motherwell North	4,637	1,793	6,430
Motherwell South	3,940	1,402	5,544
Paisley South	3,847	1,655	5,502
Renfrew West and Inverciyde	2,488	1,332	3,820
Strathkelvin and Bearsden	2,349	1,256	3,605
yside region	0.074	4 700	4 704
Angus East	2,9/1	1,763	4,734
Dundee West	4 554	1,997	6.551
North Tayside	1,992	1,118	3,110
Perth and Kinross	2,683	1,398	4,081
rkney and Shetland islands	1,086	633	1,719
estern isles	1,360	485	1,845
ORTHERN IRELAND			
Belfast East	3,421	1,439	4,860
Belfast North	6,602	2,248	8,850
Belfast West	3,952	1,781	5,733
East Antrim	4.676	2,126	6.802
East Londonderry	6,872	2,310	9,182
Fermanagh and South Tyrone	6,337	2,026	8,363
Foyle	9,609	2,315	6 160
Mid-I lister	6 662	2 237	8,899
Newry & Armagh	6,634	2,197	8,831
North Antrim	4,988	1,819	6,807
North Down	2,865	1,653	4,518
South Antrim	4,155	1,934	6,089
Stranoford	2,753	1.534	4.287
Linner Bann	4 924	2 187	7 111

Male

2.13 UNEMPLOYMENT Students: regions

		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
MAL	E AND FEMALE Dec 12	4,401	2,146	407	678	956	686	824	1,687	674	974	1,490	12,777		12,777
1986	Jan 9 Feb 6	8,491 2,479	3,841 1,380	769 158	2,055 415	1,708 639	1,466 448	3,358 638	2,985 1,119	1,279 362	1,824 380	2,963 1,253	26,898 7,891	369	27,267 7,891
1	Mar 6†	1,915	1,179	138	354	542	383	573	1,026	321	335	920	6,507		6,507
	Apr 10 May 8 Jun 12	12,781 2,026 3,300	5,047 1,188 2,024	1,090 132 265	2,970 362 631	2,409 565 1,201	2,694 372 767	5,007 626 1,143	3,808 1,049 2,226	1,807 361 771	2,411 378 677	4,345 1,342 7,479	39,322 7,213 18,460	533 4,486	39,855 7,213 22,946
	Jul 10 Aug 14 Sep 11	35,489 41,084 44,631	15,646 19,115 19,674	3,984 3,783 4,167	9,918 10,812 12,103	13,508 14,882 15,938	9,106 10,037 10,997	15,133 15,569 16,998	20,362 22,474 24,206	8,220 8,291 9,328	10,334 10,840 11,595	22,119 22,201 21,224	148,173 159,973 171,187	7,972 8,642 9,222	156,145 168,615 180,409
	Oct 9 Nov 13 Dec 11	6,752 1,053 917	3,447 757 654	546 46 45	1,351 141 123	1,720 214 207	1,085 162 156	1,469 130 121	2,490 253 200	768 36 59	1,338 92 89	4,835 218 207	22,354 2,345 2,124	2,000	24,354 2,345 2,124
1987	Jan 8 Feb 12 Mar 12	1,333 745 676	793 529 477	95 43 42	263 120 105	378 193 179	272 123 115	304 99 107	490 209 215	213 44 49	236 85 82	425 161 196	4,009 1,822 1,766	Ξ	4,009 1,822 1,766
	Apr 9	1.061	619	101	233	383	244	263	388	149	190	890	3,902	1	3,902

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.
* See note * to table 2-1 and note † table 2-14.

		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
MALE 1985	AND FEMALE Dec 12	209	60	91	529	605	519	934	855	449	387	1,366	5,944	1,383	7,327
1986	Jan 9	282	79	133	495	1,241	768	1,364	974	764	618	2,946	9,585	2,208	11,793
	Feb 6	786	136	225	576	1,295	713	1,760	918	721	636	2,771	10,401	2,029	12,430
-	Mar 6†	1,108	210	275	827	1,911	1,346	2,658	1,315	905	699	3,296	14,340	2,228	16,568
	Apr 10	489	295	210	632	2,021	718	1,641	998	692	569	2,440	10,410	1,876	12,286
	May 8	274	175	113	647	902	578	1,147	922	503	494	2,392	7,972	2,078	10,050
	Jun 12	309	213	63	491	958	438	1,107	924	402	421	1,999	7,112	1,620	8,732
	Jul 10	361	253	134	215	781	206	867	652	300	383	2,591	6,490	1,542	8,032
	Aug 14	193	106	62	207	920	539	625	499	265	255	1,907	5,472	1,096	6,568
	Sep 11	164	100	48	152	1,875	620	601	489	387	236	2,006	6,578	1,100	7,678
	Oct 9	161	51	25	95	2,113	892	944	541	300	193	1,749	7,013	1,051	8,064
	Nov 13	246	56	115	68	621	764	1,142	706	430	143	2,343	6,588	1,010	7,598
	Dec 11	205	70	149	120	738	534	869	769	412	200	2,255	6,251	1,598	7,849
1987	Jan 8	293	93	279	132	791	587	1,100	845	373	231	2,807	7,438	1,489	8,927
	Feb 12	513	117	175	179	1,264	1,033	1,573	958	800	299	2,394	9,188	1,792	10,980
	Mar 12	404	64	155	114	930	349	1,274	797	1,461	291	1,996	7,771	1,494	9,265
	Apr 9	326	73	115	50	734	910	984	1,446	536	147	2,039	7,287	1,338	8,625

2.14 Unemployment Temporarily stopped: regions

Note: Temporarily stopped workers are not included in the totals of the unemployed. * Included in South East. † See note * to table 2-1. The change for students and temporarily stopped was effective from March 1986, because no estimates on the revised basis were made for February 1986.

2.18 UNEMPLOYMENT Selected countries: national definitions

	United Kin	gdom†	Austra-	Austria*	Bel-	Canada xx	Den-	France*	Germany	Greece**	Irish Republic**	Italy	Japan¶	Nether-	Norway*	Spain**	Sweden xx	Switzer- land*	United States xx
	Incl. school leavers	Excl. school leavers	lia xx		gium∓		mark											•	
NUMBERS UNEMPLOY Annual averages 1983 1984 1985 1986	ED 3,105 3,160 3,271 3,289	2,970 3,047 3,163 3,185	697 642 597 610	127 130 139 152	505 513 478 442	1,448 1,399 1,328 1,236	281 275 244 217	2,068 2,310 2,424 2,517	2,258 2,265 2,305 2,223	62 71 89 110	193 214 231 236	2,707 2,955 2,959 3,173	1,561 1,608 1,563 1,668	801 822 761 711	63·6 66·6 51·4 36·2	2,207 2,476 2,642 2,759	151 137 125 117	26-3 32-1 27-0 22-8	10,717 8,539 8,312 8,237
Quarterly averages 1985 Q4 1986 Q1 Q2 Q3 Q4 1987 Q1	3,270 3,356 3,275 3,298 3,228 3,222	3,156 3,263 3,165 3,186 3,126 3,142	550 636 587 607 610 691	153 197 128 114 169 221	446 460 438 432 438 455	1,228 1,356 1,245 1,186 1,156 1,358	226 259 208 193 209	2,564 2,504 2,386 2,499 2,677 2,702	2,236 2,544 2,143 2,099 2,104 2,466	109 144 101 83 112	231 239 232 235 240 252	3,051 3,210 3,178 3,108 3,225	1,573 1,707 1,683 1,677 1,603	745 745 690 710 698 705	40·7 42·7 32·2 35·4 34·3	2,706 2,806 2,711 2,666 2,851	114 126 105 125 112	24-8 26-9 22-1 19-9 22-1	7,816 8,727 8,349 8,147 7,725 8,416
Monthly 1986 Mar Apr May June July Aug Sept Oct Nov Dec Dec 1987 Jan Feb Mar Apr	3,324 3,325 3,271 3,229 3,280 3,333 3,217 3,217 3,229 3,227 3,297 3,297 3,297 3,297 3,297 3,297 3,297 3,216 3,107	3,239 3,213 3,160 3,122 3,178 3,178 3,188 3,192 3,120 3,119 3,140 3,208 3,146 3,208 3,146 3,071 3,041	635 592 592 594 596 632 590 583 656 671 700 703	182 154 123 107 108 113 120 141 165 202 234 225 205	454 445 438 431 437 432 439 439 431 445 462 453 450	1,380 1,227 1,205 1,231 1,201 1,127 1,116 1,173 1,342 1,335 1,397 1,271	253 230 202 191 185 198 196 199 213 216 271	2,469 2,427 2,386 2,345 2,395 2,479 2,668 2,673 2,668 2,673 2,689 2,729 2,699 2,679	2.448 2.230 2.122 2.078 2.132 2.120 2.046 2.026 2.068 2.218 2.497 2.488 2.412 2.412 2.216	133 119 96 87 87 81 81 85 111 139 148 146	237 232 233 235 238 232 233 237 232 233 237 250 255 253 249	3,207 3,190 3,175 3,175 3,064 3,156 3,217 3,217 3,217 3,217 3,217 3,217 3,217	1,830 1,820 1,620 1,670 1,670 1,670 1,670 1,610 1,590 1,610 1,820	725 698 686 687 714 711 704 696 692 705 713 709 692	38-8 36-0 30-2 30-6 33-8 38-4 34-1 33-8 33-8 33-2 36-0 41-7 39-7	2,803 2,777 2,703 2,652 2,645 2,643 2,710 2,785 2,867 2,902 2,972 2,988	130 112 99 104 108 125 141 106 113 116	25.1 23.8 22.2 20.4 20.1 19.7 20.3 22.1 24.0 26.6 25.4	8,667 8,115 8,158 8,775 8,471 7,955 8,015 7,842 7,872 7,461 8,620 8,503 8,124
Percentage rate: lates	t month 11·2		9.0	7.0	16.4	9.8	10.0	11.5	7.9	7.9	19-5	14.5	3.0	14.2	1.9	21.5	2.7	0.9	6.9
NUMBERS UNEMPLO	YED, SEASC	NALLY AD	IUSTED																
Quarterly averages 1985 Q4 1986 Q1 Q2 Q3 Q4 1987 Q1		3,130 3,176 3,203 3,202 3,141 3,073	574 587 589 627 640 640	146 151 146 149 162 175	448 457 446 435 441 442	1,294 1,254 1,233 1,246 1,213 1,254	224 217 214 213 211	2,447 2,452 2,510 2,549 2,556 2,648	2,296 2,283 2,238 2,199 2,170 2,203		233 232 234 237 242 246	2,592 2,625 2,698 2,533 2,779	1,677 1,587 1,657 1,733 1,690	741 732 717 702 695 691	41.6 37.4 35.5 36.4 35.2	2,677 2,717 2,732 2,753 2,832	116 121 120 111 114		8,158 8,259 8,446 8,182 8,138 7,948
Monthly 1986 Mar Apr May June July Aug Sept Oct Nov Dec 1987 Jan Feb Mar Apr		3,207 3,197 3,201 3,213 3,212 3,209 3,183 3,160 3,143 3,114 3,040 3,040 3,020	588 597 592 577 627 624 631 639 637 645 638 638 632 651	158 150 143 146 141 152 154 155 158 175 176 168 181 e	445 445 444 437 435 433 444 435 445 447 437 441 e	1,238 1,239 1,228 1,231 1,267 1,250 1,221 1,210 1,214 1,215 1,255 1,255 1,255 1,255 1,252 1,254 1,211	220 216 213 215 217 213 211 210 213 212 212 216	2,468 2,490 2,517 2,523 2,541 2,557 2,550 2,544 2,544 2,549 2,574 2,613 2,655 2,676	2,270 2,244 2,244 2,228 2,212 2,200 2,186 2,171 2,163 2,175 2,192 2,190 2,228 2,231		233 232 235 236 237 238 237 239 241 246 246 246 246 246	2,602 2,533 2,779	1,630 1,720 1,620 1,630 1,770 1,740 1,660 1,690 1,720 1,790	730 723 718 710 713 695 697 697 693 695 695 691 691 693	36-4 35-8 34-8 36-7 35-9 36-6 36-7 35-5 33-4 34-9 34-6	2,730 2,736 2,730 2,729 2,743 2,745 2,772 2,802 2,834 2,869 2,889	133 126 119 114 108 107 119 107 119 116		8,419 8,342 8,554 8,443 8,190 8,055 8,285 8,222 8,243 7,949 8,023 7,949 7,967 7,854
Percentage rate: lates	month	10.9	8.4	6·2 e	16·0 e	9.3	8.0	11.5	7.9		19-2	11.7	3.0	14.2	1.6	20.8	2.7		6.6
previous three months cha	ngeon	-0.3	-0.1	+0.4	N/C	N/C	+0.1	+0.4	+0.1		+0.3	+0.1	+0.1	-0.1	-0.1	+0.5	+0.1		-0.2

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833-840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics: (i) by counts based on registration or insurance systems, (ii) by conducting a labour force survey from a sample number of households. (2) Source: SOEC (Eurostat), OECD (Main Economic Indicators, supplement by labour attaché reports. In some instances esti-mates of seasonally adjusted levels have been made from the latest unadjusted data. • Numbers registered at employment offices. Rates are calculated as percentages of total employees.

excludes civil servants, professional people, and farmers.

excludes civil servants, professional people, and tankets.
 See footnotes to table 2-1.
 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 of each quarter and taken from OECD sources.
 xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 e Estimated.
 N/C No change.

THOUSAND

EMPLOYMENT GAZETTE **JUNE 1987**

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2.19 UNEMPLOYMENT Flows: standardised, not seasonally adjusted*

UNITED KINGDOM Month ending	INFLOW	/†												
Mon	th ending	Male and	d Female			Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous yeart*	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous yeartt
1986	Apr 10 May 8 Jun 12	392·1 358·6 364·6	38·2 21·5 21·0	353-9 337-1 343-6	+20·8 +13·4 +24·0	247·0 228·2 229·9	22·0 12·2 11·7	225·0 216·0 218·2	+11.0 +10.1 +15.1	145-1 130-4 134-7	60·9 57·0 55·7	16·2 9·3 9·3	128·9 121·1 125·4	+9.8 + 3.3 + 9.0
	Jul 11 Aug 14 Sep 11	476·1 406·3 528·9	22.5 15.1 85.9	453·6 391·2 443·0	+25·9 +2·3 +17·4	286-3 250-2 315-8	12·1 8·9 49·0	274·3 241·3 266·8	+ 13·2 + 1·3 +8·9	189·7 156·1 213·1	62·4 62·9 64·8	10·4 6·1 36·8	179-3 149-9 176-3	+12.7 +0.9 +8.7
	Oct 9 Nov 13 Dec 11	459·5 415·2 356·6	24.7 12.3 8.7	434·8 402·9 347·9	+7.0 +14.2 -9.1	286-9 266-8 235-6	13·8 6·9 4·9	273·1 259·8 230·7	+4.9 +12.1 -4.5	172·7 148·4 121·0	65·1 61·0 50·8	10·9 5·4 3·8	161·7 143·1 117·2	+2·1 +2·1 -4·7
1987	Jan 8 Feb 12 Mar 12	368-7 398-8 342-1	13·3 11·6 8·5	355-4 387-2 333-7	-8·3 +11·8 -23·7	231.5 263.2 221.0	7·5 6·6 4·9	224·0 256·6 216·2	-6.0 +19.5 -19.1	137·1 135·7 121·1	56·1 56·5 53·8	5·8 5·0 3·6	131-4 130-6 117-5	-2·3 -7·7 -4·6
	Apr 9	357.1	7.0	350.1	-3.8	232.6	4.0	228.6	+3.6	124.5	56.8	3.0	121.6	-7.3
UNITED		OUTFLO	W †									1	14	
Mont	hending	Maleand	Female	20 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Male				Female				1
		All	School leavers‡	Excluding school leavers	Change since previous yeart†	All	School leavers‡	Excluding school leavers	Change since previous yeart†	All	Married	School leavers‡	Excluding school leavers	Change since previous yeart†
1986	Apr 10 May 8 Jun 12	391·0 417·3 400·6	9·6 16·7 18·1	381·4 400·5 382·5	+53·4 +12·2 +3·5	254·7 270·0 259·3	5.6 9.6 10.1	249·1 260·4 249·2	+36·3 +7·8 +2·2	136·4 147·3 141·3	56·7 61·0 57·0	4·1 7·1 8·0	132·3 140·2 133·3	+17.0 +4.5 +1.3
	Jul 11 Aug 14 Sep 11	421.6 405.8 471.7	22.6 17.2 28.9	399-0 388-7 442-8	+28·9 +3·9 +57·6	271·2 258·4 284·0	12·5 9·4 16·8	258·7 249·0 267·2	+16·9 +1·4 +30·0	150·5 147·4 187·7	57·2 53·6 69·6	10-2 7-8 12-1	140·3 139·6 175·6	+12·0 +2·4 +27·6
	Oct 9 Nov 13 Dec 11	563·2 432·9 343·2	41.8 22.8 13.3	521-4 410-1 334-0	+35·8 +16·2 -2·7	342·6 266·5 212·4	24·0 13·0 7·4	318·7 253·6 205·0	+23·0 +9·1 -2·3	220.6 166.4 130.8	70·4 65·8 50·9	17·9 9·8 5·9	202·7 156·6 124·9	+12·8 +7·3 -4·4
1987	Jan 8 Feb 12 Mar 12	294-9 460-8 431-4	8·1 14·5 11·5	286·9 446·3 419·9	+61·4 +44·1 +50·3	176·4 296·5 278·3	4·4 8·2 6·5	172-0 288-4 271-8	+37·1 +32·0 +35·8	118·5 164·2 153·1	53·9 70·8 64·9	3·7 6·3 5·0	114-9 157-9 148-1	+24·3 +12·0 +14·5
	Apr 9	396-4	8.4	388.0	+6.6	257.3	4.7	252.6	+3.5	139-1	59.3	3.7	135-4	+3.1

* The unemployment flow statistics are described in Employment Gazette, August 1963, p 351–358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4½ week month. * The flows in this table are not on quite the same basis as those in table 2-20. While table 2-20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised in flows are the best estimates of total flows, while outflows are callected to rour dute 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, while outflows are callected to rour of search that computerised inflows are the best estimates of total inflows, while outflows are callected to rour othe states are not backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected. * The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow. * Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers. * Comparisons of outflows for the month to March 6, 1986 and later, with previous outflows are only slightly affected by the change in the compilation of the unemployment figures from March 1986.

THOUSAND

UNEMPLOYMENT

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

INFLOW											OUTFLC	w								THOUSAND
Great Britain Month ending	Age group					4						10.10	20.24	25-20	20-24	35-44	45-548	55-598	60 and overs	
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages	Under 18	18-19		23-29						
MALE								10.0	10.0	040.0	12.5	25.8	54.7	32.1	22.3	34.6	21.8	8.7	9.5	222.9
1986 Apr 10 May 8 June 12 July 11 Aug 14 Sept 11 Oct 9 Nov 13 Dec 11	31.8 22.9 22.7 23.9 20.8 61.9 28.1 20.8 16.9	22.9 22.8 25.5 33.1 28.4 47.4 34.4 27.9 24.1	49·8 48·6 51·2 87·7 63·4 62·6 67·2 61·2 54·4	30·4 30·0 30·0 34·1 32·7 32·4 37·1 36·5 32·8	21·2 20·9 20·5 22·3 21·6 21·8 24·3 25·0 22·8	33-6 32-5 31-9 32-9 32-8 32-9 37-0 38-4 35-3	25·5 23·7 22·3 23·3 23·4 24·4 26·4 27·2 24·5	13.9 11.6 10.4 11.8 11.3 12.5 13.4 13.4 10.8	10-9 8-9 8-4 9-7 9-3 9-2 10-5 9-7 7-6	240-0 221-9 222-8 278-7 243-8 305-2 278-2 260-0 229-3	13.5 17.3 20.1 16.8 26.5 34.7 22.9 15.1	23.8 27.2 27.3 29.4 26.5 30.5 48.5 28.1 22.1	56·5 56·1 59·3 61·2 68·8 78·8 58·7 47·1	33-3 32-7 33-4 31-7 34-3 37-8 32-6 26-3	23.0 22.8 22.7 21.3 22.7 24.6 22.3 17.9	35-9 35-4 34-7 32-4 34-3 36-7 33-6 28-4	22-6 22-2 22-0 20-8 21-2 22-4 21-1 18-4	9-2 8-8 8-3 8-0 8-3 8-6 8-4 7-3	9-9 9-4 9-0 8-9 9-4 9-6 9-6 7-9	234.9 232.1 238.9 227.7 255.9 301.7 237.3 190.5
1987 Jan 8 Feb 12 Mar 12 Apr 9	18-0 18-8 14-9 13-4	22-3 26-9 23-0 22-5	51-2 60-3 50-8 52-0	31·3 37·9 30·7 31·7	21.7 25.9 21.1 22.0	34·2 39·8 32·9 34·6	25·5 27·0 24·0 28·0	12·2 11·6 10·5 13·1	8·5 7·9 7·1 8·6	225-0 256-0 215-2 226-0	9·7 18·0 15·7 12·5	15-2 26-7 26-2 24-0	35·6 62·4 59·4 54·2	21.3 38.6 36.2 33.1	14·5 26·8 25·3 23·4	22·8 41·6 39·0 36·3	15·1 25·8 25·2 23·7	6·1 9·8 9·6 9·6	7·1 10·4 9·9 9·5	147-5 260-2 246-5 226-3
FEMALE 1986 Apr 10 June 12 July 11 Aug 14 Sept 11 Oct 9 Nov 13 Dec 11	23.7 17.0 19.3 14.7 46.7 21.7 15.6 12.5	16.6 15.7 18.4 26.9 21.2 42.4 26.6 20.0 16.9	32.9 31.7 33.2 65.5 44.8 42.9 45.3 38.9 31.4	21.2 20.8 20.2 23.8 22.6 23.4 24.8 23.0 19.1	12.6 11.6 11.3 13.1 13.2 13.8 13.5 13.5 13.5 10.5	17-8 15-8 16-0 19-1 19-3 19-0 18-4 17-9 14-8	11.6 10.1 10.3 11.4 11.7 11.5 11.8 11.9 9.8	4.0 3.5 3.4 3.8 3.9 4.7 4.3 4.1 3.3		140-4 126-3 129-9 182-9 151-4 204-4 166-4 144-0 117-4	10.0 12.8 13.7 15.9 13.4 19.3 26.1 17.5 11.9	18.6 19.4 19.6 21.5 20.3 24.3 40.2 23.7 18.3	34.6 36.6 35.3 37.6 41.2 51.8 55.1 41.4 33.5	20.6 22.0 21.4 21.2 20.5 24.6 26.0 23.9 19.4	11.5 12.5 12.0 11.8 11.3 15.0 15.3 13.8 10.8	14.9 16.6 15.6 14.8 14.2 21.4 19.9 18.0 13.9	8.9 9.4 9.1 8.5 8.6 11.4 10.9 10.2 8.4	2.7 2.9 2.8 2.6 3.3 3.2 3.2 2.6	0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	121-8 132-3 129-5 134-1 132-1 171-3 196-7 151-7 119-0
1987 Jan 8 Feb 12 Mar 12 Apr 9	14·6 14·1 10·6 9·7	18·1 18·6 15·2 14·7	35·2 35·0 30·5 31·2	20·2 21·2 19·3 20·6	12·0 12·1 11·3 12·0	17·9 16·4 16·3 17·2	10·9 10·4 10·4 11·4	3.6 3.3 3.2 3.7		132-5 131-0 116-9 120-4	7·9 13·6 11·7 9·3	13·3 20·1 19·1 17·3	27·5 39·5 37·6 34·5	18-6 25-7 23-8 21-8	10·9 15·0 13·7 12·4	14·3 18·7 17·9 16·0	8.0 11.1 10.9 9.7	2·7 3·4 3·2 3·1	0·1 0·1 0·1 0·1	103-4 147-2 138-0 124-2
Changes on a year	r earlier																			
MALE 1986 Apr 10 May 8 June 12 July 11 Aug 14 Sept 11 Oct 9 Nov 13 Dec 11	$ \begin{array}{r} +16.5 \\ -13.4 \\ -2.1 \\ -0.9 \\ -3.2 \\ +3.9 \\ -4.6 \\ -2.3 \\ -2.4 \\ \end{array} $	$\begin{array}{c} +0.8 \\ +0.1 \\ +2.1 \\ +1.7 \\ -0.3 \\ +1.4 \\ -1.2 \\ -0.1 \\ -1.0 \end{array}$	$ \begin{array}{r} +2 \cdot 4 \\ +3 \cdot 2 \\ +4 \cdot 1 \\ +5 \cdot 1 \\ +1 \cdot 6 \\ +2 \cdot 5 \\ +3 \cdot 1 \\ +3 \cdot 4 \\ +0 \cdot 9 \\ \end{array} $	$ \begin{array}{r} +2 \cdot 1 \\ +2 \cdot 1 \\ +3 \cdot 3 \\ +2 \cdot 4 \\ +1 \cdot 1 \\ +1 \cdot 5 \\ +2 \cdot 1 \\ +3 \cdot 1 \\ +0 \cdot 1 \\ \end{array} $	$ \begin{array}{r} +0.3 \\ +0.8 \\ +1.3 \\ +1.0 \\ -0.2 \\ +0.4 \\ +0.7 \\ +1.6 \\ -0.3 \\ \end{array} $	+1.0 +1.7 +2.8 +1.9 +0.8 +1.0 +1.0 +2.3 -0.7	$ \begin{array}{r} +1.4 \\ +1.6 \\ +1.5 \\ +0.8 \\ +0.1 \\ +1.5 \\ \hline +1.7 \\ -0.7 \\ \end{array} $	+1.1+0.8+0.3+0.2-0.8+0.4+1.2-0.3	$ \begin{array}{r} +0.6 \\ +0.3 \\ +0.6 \\ +1.2 \\ +0.4 \\ +0.5 \\ +0.1 \\ +0.7 \\ -0.6 \\ \end{array} $	+26-2 -2·9 +13·7 +13·4 -0·5 -13·2 +0·9 +11·4 -4·8	$ \begin{array}{r} +1\cdot 2 \\ +1\cdot 3 \\ -0\cdot 1 \\ +1\cdot 5 \\ \hline \\ -3\cdot 6 \\ -1\cdot 8 \\ -2\cdot 7 \\ \end{array} $	$ \begin{array}{r} +2.6 \\ +0.8 \\ -0.2 \\ +2.0 \\ -0.5 \\ +3.3 \\ -0.5 \\ -1.0 \\ -2.3 \\ \end{array} $	$ \begin{array}{r} +8.9 \\ +2.1 \\ +0.2 \\ +4.1 \\ +0.7 \\ +7.2 \\ +5.2 \\ +3.5 \\ -1.1 \\ \end{array} $	$ \begin{array}{r} +4.7 \\ +1.6 \\ +0.8 \\ +3.3 \\ +1.7 \\ +4.3 \\ +4.1 \\ +3.1 \\ +0.4 \\ \end{array} $	$+2.5 \\ -0.1 \\ +1.6 \\ +0.7 \\ +2.4 \\ +1.8 \\ +2.3 \\ +0.4$	$ \begin{array}{r} +3 \cdot 8 \\ +0 \cdot 3 \\ +0 \cdot 3 \\ +2 \cdot 2 \\ +1 \cdot 8 \\ +4 \cdot 0 \\ +3 \cdot 6 \\ +3 \cdot 3 \\ +1 \cdot 8 \\ \end{array} $	+2.1-0.2+1.3+0.9+2.1+2.2+1.7+1.4	+0.9 +0.2 -0.1 +0.4 +0.3 +0.8 +0.5 +0.6 +0.4	$ \begin{array}{c} +0.5 \\ -0.1 \\ +0.2 \\ +0.2 \\ +1.1 \\ +0.3 \\ -0.5 \end{array} $	+27-2 +5-9 +0-5 +16-6 +5-8 +28-1 +13-6 +11-8 -2-2
1987 Jan 8 Feb 12 Mar 12 Apr 9	-1.8 -2.5 -2.5 -18.4	-0·7 +0·1 -2·2 -0·4	+1.1 +6.1 -2.2 +2.2	+0.6 +4.7 -2.8 +1.3	-0·3 +3·1 -2·4 +0·8	-1·0 +4·8 -3·7 +1·0	-2.2 +2.8 -0.9 +2.5	-0.6 + 0.6 - 1.0 - 0.8	-1.7 -1.1 -1.6 -2.3	-6·5 +18·5 -19·2 -14·0	$+1.0 \\ -0.6 \\ +0.1 \\ -0.1$	+1.7 +0.2 +0.7 -1.8	+6.5 + 7.6 + 6.9 - 0.5	+4.6 +6.4 +5.1 +1.0	+2·9 +4·4 +4·2 +1·1	+4·6 +7·7 +6·1 +1·7	+3·1 +4·2 +4·4 +1·9	+1.0 +1.6 +0.9	+0·9 +0·3 +0·7	+26-5 +31-9 +3-4
FEMALE 1986 April 10 May 8 June 12 July 11 Aug 14 Sept 11 Oct 9 Nov 13 Dec 11	+12.6-9.5-0.9-0.1-2.9+3.1-3.8-1.8-1.6	$ \begin{array}{c} +0.8 \\ -0.4 \\ +1.5 \\ +1.0 \\ -0.8 \\ +1.7 \\ -2.2 \\ -1.1 \\ -1.5 \end{array} $	$ \begin{array}{r} +2 \cdot 1 \\ +1 \cdot 0 \\ +2 \cdot 2 \\ +3 \cdot 7 \\ +0 \cdot 2 \\ +1 \cdot 2 \\ +1 \cdot 1 \\ +0 \cdot 8 \\ -1 \cdot 0 \end{array} $	+2·0 +0·8 +1·6 +2·3 +0·8 +1·4 +1·5 +0·9 -0·7	+1.1+0.6+0.8+1.1+0.4+1.4+0.8+0.4-0.3	+1.7 +1.3 +2.6 +1.0 +2.1 +1.5 +1.3 -0.1	+1.0 +0.4 +1.2 +1.6 +0.4 +0.6 +0.4 +0.8 +0.1	+0.4 +0.2 +0.3 +0.5 +0.3 +0.4 +0.3 +0.4 +0.2	 	+21.7 -5.5 +8.7 +12.5 -0.7 +11.9 -0.4 -1.7 -4.8	$ \begin{array}{r} +0.5 \\ +1.1 \\ -0.2 \\ +1.4 \\ -3.3 \\ -1.4 \\ -2.0 \\ \end{array} $	+0.5 -1.1 -1.0 +1.5 -0.6 +2.5 -1.1 -0.4 -2.1	+3.5 +0.7 -0.2 +2.8 +0.8 +6.3 +3.0 +1.7 -1.7	+2.9 +1.2 +1.1 +2.3 +1.3 +1.3 +2.5 +2.7 -0.1	+1.7 +0.6 +0.6 +1.5 +1.1 +2.7 +2.0 +1.8	+2·8 +0·8 +1·2 +1·8 +1·6 +4·6 +2·7 +2·9 +0·7	+1.5 +0.1 +0.3 +0.6 +0.9 +2.3 +1.4 +1.4 +0.6	$ \begin{array}{c} +0.3 \\ +0.3 \\ +0.3 \\ +0.3 \\ +0.7 \\ +0.3 \\ +0.6 \\ +0.2 \end{array} $		+13.6 +3.8 +1.8 +12.2 +4.9 +24.6 +7.4 +9.2 -4.1
1987 Jan 8 Feb 12 Mar 12 Apr 9	-1.7 -2.6 -2.0 -14.0	-1.4 -1.9 -1.3 -1.9	-0.9 -1.2 -1.2 -1.7	-0·3 -1·4 -1·0 -0·6	0·2 0·6 0·2 0·6	-0.6 -0.6 +0.1 -0.6	$-0.4 \\ -0.1 \\ -0.2$	+0·1 +0·2 +0·1 -0·3	Ξ	+3·3 -4·7 -5·5 -20·0	+0·9 -0·6 -0·3 -0·7	+1.4 -0.6 -0.5 -1.3	+4.6 +2.2 +2.7 -0.1	+4.6 +3.0 +3.0 +1.2	+2·6 +2·3 +2·1 +0·9	+3·4 +2·7 +2·6 +1·1	+1.8 +1.9 +2.2 +0.8	+0.8 +0.7 +0.6 +0.4		+20·2 +11·5 +2·4

** Flow figures are collected for

§ The outflows, for older age groups in particula cease to be part of the computerised records.

S37 EMPLOYMENT GAZETTE JUNE 1987

2.30 CONFIR Region **CONFIRMED REDUNDANCIES***

East

West

Fast

	East	London**	Anglia	West	Midlar	nds Mid	lands	shire and Humber- side	West					Britain
1980 1981 1982 1983 1984 1985 1986	70,015 105,878 80,300 58,345 42,501 34,926 39,133	33,951 54,998 49,396 34,078 24,239 23,601 24,737	7,554 11,463 6,471 4,165 2,356 3,585 5,001	26,59 30,999 24,899 23,77 15,05 13,61 13,53	8 69,436 8 59,556 8 40,229 7 40,413 4 29,678 5 29,803 4 22,530	40,9 33,7 29,4 23,2 24,0 17,6 20,0	957 720 729 259 017 660 996	50,879 63,102 45,957 37,807 26,570 33,319 25,887	92,596 91,739 67,117 51,019 37,935 35,784 39,719	33,276 40,103 32,424 30,274 25,727 24,834 19,471	391,311 436,559 326,825 269,059 203,838 193,526 185,371	45,215 36,432 24,647 16,041 11,441 15,027 9,902	57,178 59,039 48,944 41,538 30,164 26,424 29,568	493,704 532,030 400,416 326,638 245,443 234,977 224,841
1985 Q4	10,106	6,332	782	4,78	6 6,468	5,2	256	12,630	11,540	6,871	58,439	6,018	6,512	70,969
1986 Q1 Q2 Q3 Q4	1,289 9,308 10,788 7,248	6,257 6,110 7,169 5,201	663 1,193 1,142 2,003	4,84 3,20 2,47 3,00	7 9,445 7 5,894 3 3,883 7 3,308	7,0 4,0 4,3 4,5	90 43 79 84	6,693 8,507 5,733 4,954	9,266 9,100 9,372 11,981	5,047 4,746 4,754 4,924	54,340 46,498 42,524 42,009	3,246 2,611 2,425 1,620	7,180 9,377 7,081 5,930	64,766 58,486 52,030 49,559
1986 Feb Mar Apr June July Aug Sept Oct Nov Dec	3,696 4,301 2,856 3,258 3,694 4,081 3,584 3,123 2,430 2,134 2,684	2,216 2,180 1,604 2,103 2,403 2,716 2,524 1,929 1,645 1,612 1,935	225 274 190 514 489 453 243 446 663 919 421	917 2,590 916 1,460 83 962 602 909 1,922 653 431	7 2,523 0 4,144 6 1,446 0 2,643 1 1,805 2 1,949 2 1,106 9 828 3 1,136 3 1,049 1 1,123	1,9 2,1 1,0 1,4 1,5 2,5 1,1 7 1,4 8 2,2	57 46 35 70 38 44 11 24 86 69 29	1,931 2,467 2,513 3,123 2,871 2,325 1,628 1,780 2,022 1,308 1,624	3,124 3,900 2,576 2,331 4,193 4,329 1,953 3,090 4,661 3,412 3,908	1,389 1,849 1,497 1,660 1,594 1,621 1,259 1,874 2,012 1,097 1,815	15,762 21,671 13,024 16,459 17,015 18,264 11,486 12,724 16,333 11,441 14,235	952 1,335 782 908 921 1,059 773 593 284 841 495	2,263 3,007 3,412 2,508 3,457 2,842 2,268 1,971 2,574 1,352 2,004	18,977 26,013 17,218 19,875 21,393 22,165 14,527 15,338 19,191 13,634 16,734
1987 Jan Feb Mar† Apr†	2,222 2,957 2,932 1,377	1,814 1,978 1,299 1,003	190 100 144 91	593 443 1,091 934	3 832 3 1,065 1 983 4 962	2,8 1,9 2,7 7	60 68 96 45	1,842 2,174 3,459 459	1,655 2,673 2,479 1,204	927 1,342 1,673 553	11,121 12,722 5,557 6,325	333 353 665 218	1,695 1,264 1,351 1,771	13,149 14,339 17,573 8,314
** Included in the t See note to tab 2.3 GREAT BRITAIN	e South East ble 2-31. 1 CON Indu	IFIRM Istry	ED R	EDU Class	INDAN		5*							
SIC 1980				Group	1985	1986	1985 Q4	1986 Q1	Q2	Q3	Q4	1987 Feb	Mar	Apr
Agriculture, fores	stry and fishing try and fishing		0	01-03	372 372	422 422		3 2 3 2	27	89 9 89 9	113 3 113 113	8	8	0
Coal extraction ar Mineral oil and na Mineral oil proces Nuclear fuel produ Gas, electricity an Energy and water s	nd coke atural gas extrac ssing uction nd water supply industr	ies	1	11-12 13 14 15 16-17	28,301 99 1,301 0 660 30,361	15,087 2,569 1,446 33 566 19,701	13,17 46 27 13,91	73 4,33 0 18 0 18 0 15 3 4,67	9 4,2 3 9 7 3 0 9 5,6	10 3,29 84 1,11 98 31 0 55 29 47 5,09	55 3,283 75 407 75 486 0 33 51 110 56 4,319	2,343 0 50 32 13 2,438	4,475 0 55 32 49 4,611	74 17 85 0 41 187
Extraction of othe Metal manufactur Manufacture of no Chemical industry Production of mare Extraction of mine than fuel: manufi products and ch	er minerals and d re on-metallic proc y n-made fibres rals and ores c acture of meta emicals	ores ducts other I, mineral	2	21,23 22 24 25 26	467 5,653 4,486 4,228 1,394	194 6,897 4,162 4,861 37 16,151	32 1,60 1,36 1,32 9 4.71	7 3 4 3,42 8 98 6 1,77 0 5 6,21	9 2 1,1 0 1,1 7 1,1 0	40 1,30 60 1,30 18 1,1 59 92 11 2	25 90 05 1,010 18 946 26 999 26 0	0 262 208 305 0	30 308 310 232 0	0 128 143 109 0
Shipbuilding and r Manufacture of m Mechanical engin Manufacture of off data processing	repairing etal goods leering fice machinery	and		30 31 32 33	2,523 10,922 22,210 2 064	2,625 6,588 25,685 2 456	25 4,15 6,54	8 500 4 2,190 6 7,858	6 3 2,1 3 7,1	99 57 26 1,20 22 5,96	75 848 06 1,063 67 4,738	555 734 897	142 250 1,040	0 161 1,346
Electrical and elec Manufacture of mo Manufacture of ae transport equipr	ctronic enginee otor vehicles erospace and ot ment	ring her		34 35 36	20,711 9,448 4,516	14,983 11,090 3,683	5,59 3,02 1,14	6 5,100 9 2,609 7 1,186	3,6 3,9 3,9	90 3,0 94 1,5 19 9	14 3,179 39 2,948 37 1,011	958 571 171	2,284 474 1,608	732 275 234
Metal goods and en vehicles industri	eering ngineering and ies	1	3	37	1,346 73,740	931 68,041	33 21,52	3 143 3 20.73 8	3	6 1 7 13 7	84 248 36 14.530	105 3.991	80 6 064	2.868
Food, drink and to Textiles Leather, footwear Timber and furnitu Paper, printing and Other manufacturi Other manufacturi	bacco and clothing ire d publishing ing ng industries			41-42 43 44-45 46 47 48-49	16,438 4,849 6,904 3,776 6,130 9,570 47,667	13,244 5,744 5,711 2,524 9,173 4,957 41,353	5,25 69 1,27 87 2,10 1,92 12,12	0 3,521 3 1,149 6 1,420 4 1,172 4 1,068 8 1,772 5 10,102	3,78 1,88 1,51 70 2,70 1,16 11,74	2 3.2 5 1,5 4 1,5 1 4 5 3,1 1 1,1 8 11,0	67 2,674 62 1,148 00 1,277 81 170 04 2,296 58 866 72 8,431	830 357 286 602 284 255 2,614	1,144 326 360 60 452 165 2,507	831 311 437 52 191 369 2,2 01
Construction Construction			;	50	17,885 17,885	17,759 17,759	5,83 5,83	5 5,282 5 5,282	3,45 3,45	6 3,9 6 3,9	47 5.074 47 5.074	1,120	975 975	549 549
Wholesale distribut Retail distribution Hotel and catering Repair of consume Distribution, hotels	ution er goods and ve and catering,	hicles repairs 6		61-63 54-65 56 57	7,254 11,350 2,973 1,427 23,004	6,528 12,052 3,546 966 23,092	2,172 1,809 690 72 5,39 0	2 1,691 3,869 6 802 1 391 3 6,753	1,91 3,04 41 21 5,58	2 1,4 6 3,9 7 5 4 2 9 6,2	84 1,441 72 1,165 24 1,803 39 122 19 4,531	239 594 923 77 1,833	378 947 81 13 1,419	251 428 647 34 1,3 50
Transport Telecommunicatio Transport and com	ons munication	7		71-77 79	6,276 417 6,693	16,154 701 16,855	2,053 165 2,21 8	2,924 435 3,359	3,58 11 3,69	1 3,3 1 2 3,4	79 6,270 36 119 15 6,389	793 62 855	170 176 346	325 23 348
Insurance, banking business service	g, finance and es		٤	81-85	5,076	4,047	1,639	1,483	1,01	0 8	93 661	191	252	75
services and leas	ling	ness 8			5,076	4,047	1,639	1,483	1,01	0 8	93 661	191	252	75
Public administrati Medical and other I Other services n.e. Other services	ion and defence health services .s.	9	9	91-94 95 96-99,00	7,388 4,080 2,483 13,951	8,810 6,097 2,513 17,420	1,497 1,242 821 3,560	3,101 2,086 938 6,125	2,14 1,49 98 4,63	4 2,4 9 1,4 7 3 0 4,1	17 1,148 77 1,035 05 283 99 2,466	270 186 58 514	391 40 80 511	147 151 48 346
All production indus All manufacturing in All service industrie ALL INDUSTRIES A	stries ndustries es ND SERVICES	1 2 6	-4 -4 -9		167,996 137,635 48,724 234,977	145,246 125,545 61,414 224,841	52,276 38,363 12,815 70,969	41,737 37,058 17,720 64,766	39,92 34,27 14,92 58,48	0 33,2 3 28,2 1 14,7 5 52.0	264 30,325 208 26,006 226 14,047 30 49,559	9,818 7,380 3,393	14,062 9,451 2,528 17,573	5,636 5,449 2,129 8,314

Notes: * Figures are based on reports (ES955's) 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 Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*. † Provisional figures are April 1, 1987; final figures are expected to be higher than this. The total Great Britain is projected to be about 20,000 in March and 13,000 in April.

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VACANCIES 3.1

Programme vacancies) THOUSAND

UNIT	ED	Unfilled va	cancies		INFLOW		OUTFLOW	of which	PLACINGS	3
KING	DOM	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1982 1983 1984 1985 1986	Annual averages	113-9 137-3 150-2 162-1 188-7			166-0 181-7 193-9 201-6 212-3		165-0 179-5 193-7 200-4 208-2		127·7 137·0 149·8 154·5 157·3	
1985	Mar 29*	162-1	5·2	2·5	193-9	0·1	188·7	-1.8	141·2	-3·2
	May 3*	161-9	-0·2	2·3	195-5	-0·3	188·9	-1.5	141·5	-3·1
	Jun 7	162-8	0·9	2·0	204-1	1·0	2·3·5	1.5	157·7	1·0
	Jul 5 Aug 2 Sep 6	161·6 162·7 165·7	-1·2 -1·2 3·0	0·2 0·3 1·0	204·1 207·4 204·0	3-4 4-0	205·5 205·9 202·3	5·6 5·3 0·4	159·0 160·7 157·0	5·9 6·4 0·2
	Oct 4	169-9	4·1	2·8	210·2	2·0	207·1	0-5	160·1	0·4
	Nov 8	168-6	-1·2	2·0	207·2	-0·1	206·4	0-2	160·4	-0·1
	Dec 6	163-5	-5·1	−0·7	203·0	-0·3	208·7	2-1	161·2	1·4
1986	Jan 3	162-8	-0.7	-2·4	179·6	-10·2	181.9	-8·4	140·8	-6·4
	Feb 7	167-2	4.4	-0·5	206·5	-0·2	202.7	-1·2	156·5	-1·3
	Mar 7	169-5	2.4	2·0	204·6	0·5	201.5	-2·4	156·0	-1·7
	Apr 4	170-2	0.6	2.5	206-3	8·9	205-1	7.7	156-0	5·1
	May 2	172-1	1.9	1.6	207-8	0·4	206-2	1.2	156-1	-0·1
	Jun 6	184-4	12.2	5.0	208-5	1·3	198-0	-1.2	149-9	-2·0
	Jul 4	193-2	8·9	7·7	215·3	3·0	205·4	0·1	154·5	0.5
	Aug 8	201-1	7·9	9·7	218·1	3·4	209·8	1·2	156·8	0.2
	Sept 5	206-4	5·3	7·3	224·4	5·3	215·0	5·7	160·5	3.5
	Oct 3	212·8	6·4	6-5	226.6	3.8	220·7	5·1	164·5	3·3
	Nov 7	215·2	2·4	4-7	227.8	3.2	224·0	4·7	167·3	3·5
	Dec 5	210·0	-5·2	1-2	222.1	-0.8	227·9	4·3	168·4	2·6
1987	Jan 9 Feb 6 Mar 6	210-3 207-1 210-6	0·3 -3·2 3·5	-0.8 -2.7 0.2	213·5 209·2 233·7	-4·4 -6·2 3·9	213-6 211-9 229-6	-2·4 -4·0 0·6	158-6 158-2 170-5	-2·0 -3·0
	Apr 3	213.9	3.3	1.2	229.7	5-4	223.5	3.3	162.9	1.4

Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about ½ of all vacancies are notified to jobcentres; and about ½ of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4½ week month. * The statistics of vacancy stocks were distorted in April and May 1985 because of a change in MSC's Employment Divisions administrative arrangements. This led to an artificial increase in the April (March 29) level of unfilled vacancies, but the recorded stocks of unfilled vacancies for May should be minimally affected.

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

		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
1985	Mar 29* May 3* Jun 7	62·7 63·3 63·7	27.1 27.0 27.3	5.9 6.0 5.9	15-8 15-9 15-7	12·3 12·2 12·2	8-8 8-9 9-3	9-2 8-4 8-8	15·9 15·7 15·6	8·0 8·0 7·8	7·9 7·6 7·8	14·2 14·3 14·3	160·4 160·1 161·1	1.7 1.7 1.7 1.7	162·1 161·8 162·8
	Jul 5 Aug 2 Sep 6	61·3 62·0 62·0	25·9 25·9 26·1	5·8 6·1 6·0	16·4 17·0 16·6	11.7 11.9 12.8	9·1 9·1 9·2	9·2 8·6 8·7	15·8 16·1 17·0	7·8 7·8 8·3	8·1 8·1 8·1	14·7 14·5 14·9	160·0 161·2 164·1	1.6 1.5 1.6	161·6 162·7 165·7
	Oct 4	64·1	26.5	6·1	17·6	13·6	9·4	8-8	17-2	8-5	8-4	15·0	168-3	1.6	169·9
	Nov 8	63·5	26.6	5·8	17·9	13·3	9·3	9-0	16-8	8-4	8-4	14·6	167-0	1.6	168·6
	Dec 6	61·0	25.8	5·5	17·0	13·0	9·1	9-2	16-7	8-0	8-6	13·8	161-8	1.7	163·5
1986	Jan 3	60·3	25.6	5·5	16-1	13-0	9-3	9·1	16·7	8·1	8·5	14·0	161-0	1.8	162-8
	Feb 7	6211	26.2	5·4	17-4	13-4	9-5	9·0	17·3	8·3	8·3	14·6	165-2	2.0	167-2
	Mar 7	63·0	27.0	5·5	18-0	13-5	9-5	9·1	16·7	8·4	8·5	15·5	167-6	2.0	169-5
	Apr 4	63-2	26.7	5·5	18·3	13·3	9-7	9.6	16·8	8-5	8·1	15·4	167·9	2·2	170·2
	May 2	63-5	26.8	5·4	17·3	13·9	9-5	10.4	17·3	8-7	8·5	16·0	170·0	2·0	172·1
	Jun 6	67-1	27.5	6·0	19·0	14·9	10-1	11.3	18·8	9-1	9·2	16·9	182·4	2·0	184·4
	Jul 4	71-4	29.7	6-4	18·7	16-0	10-6	11-5	19·7	9.6	9·7	17·6	191-2	2.0	193·2
	Aug 8	74-8	31.6	6-5	18·4	16-9	11-0	12-4	20·3	10.9	10·2	17·6	199-0	2.1	201·1
	Sep 5	77-9	33.0	6-6	18·8	17-0	11-2	12-7	20·3	10.8	10·8	17·5	204-4	2.0	206·4
	Oct 3	80·8	34·1	7·3	18·8	17·9	11.6	13-6	21·3	11.8	11·1	16·6	210.7	2·1	212-8
	Nov 7	83·1	35·1	6·9	19·0	17·5	11.4	14-0	21·7	12.0	10·6	16·9	213.1	2·1	215-2
	Dec 5	82·1	35·9	7·2	17·9	17·3	10.5	13-2	21·4	11.5	10·5	16·5	208.1	1·9	210-0
1987	Jan 9	81-8	36-5	6·7	17-4	17·4	10-6	13-6	21.8	11.4	10-4	17·1	208-2	1.9	210·3
	Feb 6	78-5	35-4	6·7	17-6	17·9	10-8	13-8	20.9	10.9	10-7	17·2	205-0	2.1	207·1
	Mar 6	80-7	35-5	7·2	18-5	17·5	10-4	14-6	21.6	10.7	10-0	17·5	208-6	2.0	210·6
	Apr.3	81.1	35.0	7.2	10.4	18.0	11.4	14.0	22.2	11.2	0.4	16.7	211.7	2.2	212.0

See notes to table 3-1.

Community Programme Vacancies are excluded from the Seasonally Adjusted vacancies except in Northern Ireland. included in South East. The seasonal adjustments to the vacancies series, including flows and placings in table 3-1 were revised in October 1986.

THOUSAND

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

	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 Jobcer	ntres: total 52.9	(including C	community 5·3	Programm 13.6	e vacancies	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984 Annual	62·5	27·5	5.8	14.8	12.5	8.8	10·3	16.6	8·2	8·2	16-5	164-1	1.5	165-6
1985 averages	65·6	28·2	6.3	17.8	14.5	9.8	10·7	18.1	9·7	9·3	17-0	178-7	1.6	180-3
1986	75·6	32·4	6.8	21.1	18.6	11.6	14·1	22.6	13·4	12·2	19-8	216-0	2.0	218-0
1986 Apr 4	66-8	28·3	6·2	21.9	15-8	11.1	11.5	20·1	11.8	11.0	19·3	195-5	2·2	197-7
May 2	70-5	30·1	6·2	22.1	16-7	11.1	13.3	21·6	12.3	11.9	20·6	206-4	2·2	208-5
Jun 6	78-3	32·5	7·2	24.3	18-4	11.9	15.0	24·6	13.2	12.8	21·8	227-5	2·2	229-7
Jul 4	80·1	33·1	7·5	23.6	19-4	12·0	15·3	24.7	14-0	13.7	22·7	232-9	2·2	235-0
Aug 8	80·8	33·8	7·3	22.2	20-6	12·4	15·5	24.5	15-0	13.8	22·2	234-4	2·2	236-5
Sep 5	88·7	37·6	8·0	23.5	21-9	13·0	16·9	26.0	15-9	14.8	22·4	251-1	2·1	253-2
Oct 3	93·4	41·3	8·4	22.8	22·8	13-8	18-3	26-9	16·7	14·6	21.4	259·0	2·1	261-1
Nov 7	89·5	39·7	7·6	21.5	22·0	13-2	17-5	25-5	16·3	13·0	20.1	246·2	2·0	248-2
Dec 5	81·3	36·0	7·1	18.4	20·4	11-2	15-1	23-1	14·4	12·3	18.2	221·6	1·7	223-3
987 Jan 9	78.7	35·8	6·6	17·4	19·6	10-9	15-4	23·1	14·1	12·1	18·5	216-4	1.8	218-1
Feb 6	76.2	35·1	6·6	18·2	20·0	11-0	15-3	22·4	13·5	12·2	18·6	214-1	2.0	216-0
Mar 6	79.7	35·4	7·4	20·2	19·7	11-4	16-3	23·7	13·6	12·1	19·8	224-1	2.0	226-1
Apr 3	84.2	36-4	7.9	22.7	20.9	12.9	16.7	25.5	14.7	12.0	20.2	237.9	2.2	240.0
Community Program 1983 1984 Annual 1985 averages 1986	nme vacano 2·1 3·0 3·3 4·8	cies†† 0·8 1·5 1·6 2·4	0·2 0·3 0·5 0·6	0·9 1·2 1·7 3·0	1.9 1.8 2.3 3.2	0.7 0.7 0.8 1.3	1.8 2.0 2.0 2.8	2·0 2·1 2·0 3·6	1.7 1.6 1.9 3.6	0·9 0·9 1·3 2·8	1.7 1.7 2.4 3.6	14·0 15·4 18·2 29·2	0-3 0-4 0-6	14-0 15-7 18-6 29-9
1986 Apr 4	4·2	2·0	0·6	2·8	2·7	1.1	2·3	2·8	3.0	2·3	3.5	25·2	0·8	26-0
May 2	4·5	2·2	0·6	3·2	2·8	1.3	2·7	3·1	3.3	2·7	3.5	27·6	0·8	28-4
Jun 6	5·0	2·4	0·7	3·2	3·0	1.4	3·1	4·2	3.8	2·7	3.5	30·5	0·7	31-2
Jul 4	5·5	2.7	0.7	3·4	3·3	1.3	3·1	4·5	3·9	3·4	3.9	32·9	0·7	33.7
Aug 8	5·2	2.6	0.6	3·2	3·4	1.4	3·1	4·5	4·1	3·2	4.2	32·8	0·7	33.5
Sep 5	5·4	2.7	0.7	3·4	3·8	1.4	3·5	4·7	4·1	3·6	4.0	34·7	0·6	35.3
Oct 3	5·7	3·1	0·7	3·4	3·5	1.4	3.6	4·5	4·4	3.5	3.6	34·3	0-6	34.9
Nov 7	5·3	2·9	0·7	3·2	3·6	1.4	3.2	3·8,	4·3	3.1	3.0	31·7	0-4	32.2
Dec 5	4·8	2·6	0·7	2·8	3·7	1.3	2.6	3·1	3·8	2.8	3.2	28·6	0-4	29.0
987 Jan 9	4·8	2.5	0·7	2·9	3.6	1.4	2.7	3·4	3-8	2.7	3·9	29.6	0·4	30·1
Feb 6	4·7	2.4	0·6	2·8	3.2	1.2	2.5	3·1	3-5	2.4	3·4	27.4	0·5	27·9
Mar 6	4·1	2.1	0·6	2·5	2.9	1.2	2.3	2·8	3-1	2.2	3·1	25.0	0·4	25·4
Apr 3	3.7	1.9	0.6	2.4	3.0	1.2	2.2	2.8	3.2	2.0	3.0	24.0	0.5	24 .5
983	50.8	22 · 1	5.1	12.7	9.6	8.0	8.7	13·2	5·9	6-8	15·3	136·1	1.2	137-3
984 Annual	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
985 averages	62.3	26 · 6	5.8	16.1	12.2	9.0	8.7	16·0	7·8	8-0	14·6	160·5	1.2	161-7
986	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
986 Apr 4	62·6	26·2	5.7	19-1	13-1	10·0	9·2	17·3	8·8	8·7	15-8	170-3	1.4	171-7
May 2	66·1	27·9	5.6	18-9	13-8	9·9	10·6	18·5	8·9	9·2	17-1	178-7	1.4	180-1
Jun 6	73·3	30·1	6.5	21-1	15-3	10·6	12·0	20·3	9·4	10·1	18-4	197-0	1.6	198-6
Jul 4	74·7	30·4	6·9	20·2	16·2	10.6	12·2	20·2	10·1	10·2	18-7	200·0	1·4	201-4
Aug 8	75·7	31·3	6·7	19·1	17·1	10.9	12·4	20·1	11·0	10·6	18-0	201·6	1·4	203-0
Sep 5	83·3	34·9	7·2	20·1	18·1	11.6	13·5	21·3	11·9	11·2	18-3	216·5	1·5	218-0
Oct 3	87·7	38-2	7·7	19·4	19·3	12·4	14·7	22·4	12·3	11·1	17.7	224·7	1.5	226-2
Nov 7	84·2	36-8	6·8	18·4	18·3	11·8	14·3	21·7	12·0	9·9	17.1	214·5	1.6	216-0
Dec 5	76·5	33-4	6·4	15·6	16·7	9·9	12·5	20·0	10·7	9·5	15.0	192·9	1.3	194-3
987 Jan 9	73·9	33-3	5-9	14·5	16·1	9.6	12·6	19·8	10·3	9·4	14·6	186-7	1·3	188-1
Feb 6	71·6	32-7	6-0	15·4	16·7	9.8	12·8	19·3	10·1	9·8	15·2	186-6	1·5	188-1
Mar 6	75·6	33-2	6-9	17·7	16·8	10.2	14·0	20·9	10·5	9·9	16·7	199-1	1·6	200-7
Apr 3	80.5	34.5	7.3	20.3	17.9	11.8	14.5	22.7	11.6	10.1	17.3	213.9	1.6	215 .5
983	3.6	1.9	0·2	0·5	0·7	0.5	0·5	0.5	0·3	0·2	0·3	7·2	0·3	7-4
984 Annual	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
985 averages	6.0	3.2	0·4	0·7	1·2	0.6	0·6	0.7	0·3	0·2	0·3	10·8	0·7	11-5
986	7.6	4.4	0·4	0·7	1·2	0.7	0·6	0.8	0·3	0·2	0·3	12·8	0·6	13-4
986 Apr 4	5.8	3·0	0·3	0·5	0·9	0.7	0.6	0.6	0·3	0·1	0·2	10·1	0.6	10-7
May 2	6.3	3·1	0·4	0·7	1·0	0.8	0.6	0.7	0·3	0·1	0·3	11·2	0.6	11-8
Jun 6	10.5	6·5	0·4	0·9	2·0	0.7	0.8	1.2	0·5	0·2	0·3	17·6	0.7	18-3
Jul 4	10·9	7·0	0·5	0·8	1.6	0.7	0.8	1.0	0·3	0·3	0·3	17·3	0.6	17·9
Aug 8	10·0	6·3	0·4	0·7	1.5	0.6	0.7	0.9	0·3	0·2	0·4	16·0	0.6	16·5
Sep 5	9·0	4·9	0·5	0·8	1.7	0.7	0.7	1.0	0·3	0·2	0·3	15·3	0.7	15·9
Oct 3	8·4	4.6	0·4	0.7	1.2	0·8	0.7	1.0	0·3	0·2	0·3	14·0	0.7	14·7
Nov 7	7·6	4.3	0·3	0.7	1.1	0·7	0.6	0.8	0·3	0·2	0·4	12·8	0.7	13·5
Dec 5	7·4	4.5	0·3	0.7	1.1	0·5	0.5	0.7	0·3	0·3	0·3	12·0	0.6	12·5
987 Jan 9	6·8	4·1	0·3	0.7	1.2	0.5	0.5	0.6	0·3	0·3	0·3	11.4	0·5	11.9
Feb 6	7·8	5·0	0·2	0.8	1.3	0.6	0.7	0.7	0·3	0·3	0·3	13.2	0·6	13.8
Mar 6	7·8	4·6	0·3	0.9	0.8	0.7	0.8	0.8	0·3	0·3	0·3	13.2	0·7	13.9
Apr 3	9.1	5.3	0.3	1.1	1.1	0.8	0.8	0.9	0.4	0.4	0.3	15-2	0.6	15-9

Notes: About one-third of all vacancies are notified to Jobcentres. These could include some that are suitable for young persons and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. \$ Included in South East. \$ Vacancies on Government Schemes (Enterprise Ulster and Action for Community Employment (ACE)) are not separately identified for Northern Ireland prior to December 1983. \$ Includes vacancies on the Community Enterprise Programme, the forerunner of Community Programme.

United Kingdom	Number of stoppages	Workers involved	Working days los
Stoppages in progress	83	185,300	224,000
of which, stoppages:	67	174,700†	178,000
Continuing from earlier months	16	10,600‡	46,000

f Includes 173,600 directly involved.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press.

Stoppages: cause United Kingdom Stoppages in progress March 1987 12 months to March 1987 Stop- Workers pages directly involved Stop-pages directly involved Involved 157,600 369 12,600 26 50 7,400 87 200 30 1,900 174 3,800 248 500 108 184,100 1,092 483,000 32,200 12,800 88,600 39,000 31,500 58,000 31,500 **776,700** Pay-wage-rates and earnings levels -extra-wage and fringe benefits Duration and pattern of hours worked Redundancy questions Trade union matters Working conditions and supervision Manning and work allocation Dismissal and other disciplinary measures All causes 31 Trade union r Working cond Manning and Dismissal and All causes 18 17 6 83

Jnited Kingdom	12 mon	ths to Mar	ch 1987	12 mon	ths to Ma	rch 1986
	Stoppa	ges in prog	ress	Stoppag	ges in pro	gress
SIC 1980	Stop- pages	Workers in- volved	Working days lost	Stop- pages	Workers in- volved	Working days lost
Agriculture, forestry		1.4.1				
and fishing	202	00 600	164 000	100	60 200	117 000
Coke, mineral oil	332	30,000	104,000	130	03,500	117,000
and natural gas		—		. 1	÷	\$
Electricity, gas, other	10			_		
energy and water	12	2,900	11,000	' '	5,200	56,000
and manufacture	6	2 800	24 000	20	7 500	157 000
Aineral processing		2,000	21,000		1,000	101,000
and manufacture	14	2,900	19,000	17	6,200	33,000
Chemicals and man-	11	2 000	16 000	7	1 000	5 000
Aetal goods not	11	2,000	16,000		1,000	5,000
elsewhere specified	24	5,700	41.000	28	3.300	30.000
Engineering	98	33,900	294,000	92	20,300	133,000
Aotor vehicles	61	57,100	65,000	67	59,900	111,000
Other transport	10	05 000	107.000			0.15 0.00
equipment	42	85,900	437,000	41	89,300	245,000
tobacco	25	6.400	27 000	33	13 000	118 000
extiles	9	7,800	28,000	14	5,700	15,000
ootwear and clothing	17	7,000	24,000	10	1,600	16,000
imber and wooden						
furniture	4	400	1,000	8	1,400	28,000
oublishing	10	1 700	36.000	25	16 900	63 000
Other manufacturing		1,100	00,000	20	10,000	00,000
industries	18	2,000	10,000	7	600	3,000
Construction	24	6,800	30,000	24	4,600	31,000
and catoring repairs	14	1 900	10.000	10	2 800	12 000
ransport services	14	1,000	10,000	10	2,000	12,000
and communication	120	190,600	1,700,000	109	96,100	196,000
Supporting and						
miscellaneous			10.000			
transport services	28	2,600	10,000	25	2,000	10,000
insurance business						
services and leasing	3	200	3.000	10	2.200	5.000
Public administration,						
education and						
nealth services	151	291,600	323,000	150	256,100	1,064,000
llindustries	17	3,500	37,000	16	1,700	24,000
and services	1,092§	806,000	3,309,000	920§	672,800	2.472.000
					and the second se	

INDUSTRIAL DISPUTES 4.1 Stoppages of work* 4.1

§ 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. 7 Less than 50 workers involved. \$ Less than 500 working days lost.

Prominent stoppages in quarter ending March 31, 1987

Stoppages-industry

industry and iocation	Date when s	stoppage	Number of	workers involved?	Number of	Cause or object
	Began	Ended	Directly	Indirectly	days lost in quarter	
Coal extraction: West Yorkshire North Yorkshire	10.3.87 16.2.87	13.3.87 20.2.87	1,700 2,800	100	7,000 14,000	Over time allowance for new machinery. Over non-payment of bonus.
Mineral processing and ma West Yorkshire	anufacturing: 17.2.87	17.3.87	500	_	10,000	For a pay rise.
Metal goods not elsewhere West Midlands Humberside	e specified: 11.2.87 26.1.87	20.2.87 9.2.87	900 500	=	8,000 5,000	Over fear of redundancy. For an improved pay offer.
Mechanical engineering: Strathclyde Norfolk	14.1.87 28.1.87	contd 20.2.87	1,000	11-11	55,000 5.000	Over proposed closure of factory. For improved nav offer
Various areas in England and Wales:	24.3.87	24.3.87	5,900	-	6,000	Over privatisation.
Instrument engineering: Greater London	16.9.86	5.2.87	140	_	3,000	Over changes in working practices. (Total days lost 13,000)
Other transport equipmen Tyne and Wear	t: 4.12.86	13.1.87	800	-	6,000	In protest against overtime allocation.
Devonshire Various areas in England	25.2.87 23.2.87	25.2.87 23.3.87	9,000 11,600	=	9,000 16,000	(Total days lost 18,000) In protest against privatisation. Over proposal to suspend contributions to pension fund.
Textiles: Strathclyde	2.2.87	23.2.87	800	_	13,000	For an increased pay offer.
Other Inland transport: Merseyside	13.12.86	7.2.87	1,500	_	6,000	Dissatisfaction with new work schedules. (Total days lost 9.000)
West Yorkshire	16.1.87	4.2.87	1,000		10,000	Over the dismissal of shop steward for misconduct.
Other transport and comm Various areas in the	unication:					
Various areas in the	13.1.87	12.2.87	98,100	14,000	1,469,000	For improved pay offer.
Public administration, edu	21.1.8/	11.2.8/	19,100	300	67,000	For improved pay offer.
Various areas in the United Kingdom	2.3.87	contd	. 148,700	_	76.000	In protect against improved pay rise linked with new conditions
Greater London	5.3.87	contd	2,500	700	61,000	of service and the removal of pay negotiating rights. For improved London weighting.
Other services: Various areas in Great Britain	3187	contd	600		10.000	
Greater Manchester Strathclyde Merseyside	16.1.87 2.2.87 10.2.87	13.2.87 5.3.87 17.2.87	100 200 1,200	200	6,000 6,000 6,000 7,000	For the restoration of pay differentials. Against a reduction in the basic working week. In support of claim for re-grading. Over fast of redundancy
† The figure 1					.,	e ter tear et tea anounej.

pures shown are the highest number of workers involved during the quarter.

4.2 **INDUSTRIAL DISPUTES* Stoppages of work: summary**

United Kingdom	Number of stoppages		Number of workers (the	ou)	in period (thou)	i stoppages in progress
	Beginning in period	In progress in period	Beginning involvemen in period in any dispute	t All involved in period	All industries and services	All manufacturing industries
1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986	2,016 2,703 2,471 2,080 1,330 1,338 1,528 1,352 1,206 887 1,053	2.034 2.737 2.498 2.125 1.348 1.344 1.538 1.364 1.221 903 1.074	666† 1,159 1,001 4,586 830† 1,512 2,101† 573† 1,436† 643 538	668† 1,166 1,041 4,608 834+ 1,513 2,103+ 574+ 1,464+ 791 720	3,284 10,142 9,405 29,474 11,964 4,266 5,313 3,754 27,135 6,402 1,920	2,308 8,057 7,678 22,552 10,896 2,292 1,919 1,776 2,658 912 1,069
985 Mar April May June July Aug Sep Oct Nov Dec	74 85 86 86 62 86 96 65 48	104 105 109 81 105 83 108 125 93 72	38 64 38 32 30 106 112 68 28	199 118 108 73 56 40 197 228 202 186	442 191 244 162 113 99 286 280 228 228 220	93 55 77 67 60 141 110 70 49
986 Jan Feb Mar April June July Aug Sep Oct Nov Dec	75 83 69 112 78 96 82 78 89 129 89 73	96 116 91 128 99 116 100 92 100 148 107 91	41 42 40 57 40 45 18 26 57 41 88 43	183 188 66 62 49 64 22 28 67 48 98 50	217 248 184 145 288 170 67 67 67 154 167 167 197	74 78 104 80 243 112 46 53 125 84 45 25
987 Jan Feb Mar	92 90 67	105 109 83	167 41 179	170 143 185	891 922 224	64 88 57

REAT	Whole e	economy ns 0–9)			Manufa (Revise (Divisio	cturing in d definitions 2–4)	dustries on)		Product (Revise (Divisio	tion indus d definitions 1–4)	stries on)		Service (Divisio	industrie ons 6–9)	95
	Actual	Season	ally adju	sted	Actual	Season	ally adju	sted	Actual	Season	ally adju	sted	Actual	Season	ally adjusted
			% cha previo	nge over us 12 months	3		% char previo	nge over us 12 months			% char previo	nge over us 12 months			% change ove previous 12 m
c 1980				under- lying†				under- lying†				under- lying†			unde lying
180 181 182 Annua 183 avera 184 185 186	111.4 125.8 11 137.6 ges 149.2 158.3 171.7 185.3				109.1 123.6 137.4 149.7 162.8 177.6 191.2				109.4 124.1 138.2 150.0 158.5 176.2 190.8				113.0 127.8 138.9 151.1 160.7 171.4 184.6		JAN 1980
82 Jan Feb Mar	131-2 132-8 134-6	132·8 134·3 134·7	10·9 11·3 11·0	11 10¾ 10¾	131.1 131.8 134.4	132-0 132-8 134-4	13·3 12·4 13·0	123⁄4 12 113⁄4	131.6 133.7 135.2	132-6 134-7 134-6	13·0 13·5 12·7	13 121⁄4 12	133-0 133-9 135-6	134-6 134-7 136-2	10·2 10·5 10·7
April May June	134·5 136·5 138·3	135·4 136·7 137·0	10·4 10·6 9·8	10½ 10¼ 9½	134·8 137·5 138·8	136·0 136·5 136·7	14·1 13·8 11·5	113/4 111/2 111/4	135·2 137·8 139·6	136-1 136-9 137-6	13.7 13.6 11.4	113/4 111/4 11	135·4 137·2 139·0	136-5 137-6 138-8	8·8 9·0 9·5
July Aug Sep	140·7 138·8 138·7	139-5 138-6 138-9	10·9 7·5 7·3	9 ¹ /4 8 ³ /4 8 ³ /4	139·2 137·6 137·9	137·8 138·4 139·3	11.0 9.1 9.3	11 9½ 9¼	140·1 138·4 138·7	138·5 139·3 140·2	11.0 9.4 9.6	11 9½ 9½	142·9 140·7 139·9	141·6 139·7 139·1	11·1 6·6 6·3
Oct Nov Dec	139·6 142·4 143·6	139·8 141·7 142·0	7·4 8·3 7·8	8 ³ ⁄4 8 ¹ ⁄2 8	140-0 142-5 143-2	140·9 141·6 142·7	8-9 9-0 9-6	9 ¹ /4 9 9	139·9 143·7 144·0	141·1 142·8 143·8	8.6 9.8 10.2	9½ 9¼ 9	140·9 143·4 145·2	141·2 143·8 143·1	6·9 8·0 7·0
	140.6	144.5	0.0		142.9	144.0	9.1	0	143.5	144.6	0.0	93/4	144.8	146.4	8.8

Mariana		I a a h l a a h			
WORKING	I davs	lost in ai	Istonnades	in progress	n period by inductry
		1001 III UI	I GLOBBUGGO		

United Kingdom	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 communica- tion	All other non- manufacturing industries
SIC 1968	Ш	VI-XII	VII, VII and IX	x	хі	\$II−XV	III–V, XVI–XIX	XX	XXII	I, XXI XXIII–XXVII
1976 1977 1978 1979 1980 1981 1982	78 97 201 128 166 237 374	478 981 585 1,910 8,884 113 199	543 1,895 1,193 13,341 586 433 486	62 163 160 303 195 230 116	895 3,095 4,047 4,836 490 956 656	- 65 264 179 110 44 39 66	266 1,660 1,514 2,053 698 522 395	570 297 416 834 281 86 44	132 301 360 1,419 253 359 1,675	196 1,390 750 4,541 367 1,293 1,301
	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods nes	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and commun- ication	All other non- manufacturing industries and services
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 & 00)
1982 1983 1984 1985 1986	380 591 22,484 4,143 143	197 177 90 109 152	538 507 422 155 225	551 545 1,046 70 108	172 191 497 256 411	61 32 66 31 38	400 324 537 291 136	41 68 334 50 30	1,675 295 666 197 190	1,299 1,024 992 1,100 489
1985 Mar April May June July Aug Sep Oct Nov Dec	231 17 22 4 5 11 20 7 3 1	5 3 8 1 4 2 1 17 27 13	11 7 34 15 8 13 9 19 3 5	10 6 9 2 4 	20 25 4 13 17 10 101 45 17 	1 5 	45 8 17 46 32 34 19 6 15 16	$ \begin{array}{c} 1 \\ 13 \\ 3 \\ 1 \\ 2 \\ 3 \\ 1 \\ - \end{array} $	11 46 3 4 6 8 11 43 12 29	106 74 133 74 34 19 112 118 143 141
1986 Jan Feb Mar April May June July Aug Sep Oct Nov Dec	6 16 21 12 5 10 4 11 19 16 16	37 22 50 22 6 1 2 3 1 3 4	3 5 11 8 3 10 28 27 44 63 17 6	2 33 19 15 6 4 1 5 9 7 8	2 8 23 210 86 2 4 57 4 57 4 13	3 3 2 5 7 1 3 3 3 	27 15 16 10 10 11 12 14 9 6 2	2 3 14 1 - 1 7 1 1	10 11 22 17 26 21 6 6 6 39 18 7	125 150 41 14 6 31 5 3 12 18 37 48
1987 Jan Feb Mar	9 23 18	7 15 —	30 28 30	7 1 3	10 18 9	2 17 3	8 9 13	5	785 777 1	34 29 147

See page 67 for notes on coverage. The figures for 1987 are provisional.
 Figures exclude workers becoming involved after the end of the year in which the stoppages began.

EARNINGS 5.

6½ 6¾ 7 184-0 182-3 185-7 185-3 182-6 183-9 7½ 7½ 7½ 7½ 189-3 188-5 192-9 191·1 187·1 189·8 73/4 73/4 73/4 8·6 7·6 8·0 7·6 7·3 7·7 188-6 187-7 191-6 189-9 186-6 188-8 8¹/4 8¹/4 8 184-4 181-8 184-5 185·7 182·2 184·8 8·2 7·7 7·5 9·2 7·4 8·6 71/4 71/4 71/4 187·9 187·2 186·8 186-3 187-0 187-1 7½ 7½ 7½ 192·5 190·8 192·1 190·5 191·9 194·0 73/4 73/4 73/4 192-2 190-9 191-9 189-9 192-1 193-9 188-0 188-0 185-7 8·2 8·0 6·1 6·8 7·7 6·9 186·0 187·3 186·0 6·8 8·0 6·7 8 73⁄4 73⁄4 9·3 8·3 5·7 71/4 71/4 71/4 188-3 191-2 193-4 188·7 190·2 191·3 8·3 8·1 7·4 71/2 73/4 73/4 193-9 198-4 200-6 195·2 197·1 200·0 7·9 7·8 8·3 73⁄4 73⁄4 8 193-6 197-8 199-7 195-2 196-6 199-6 8·0 7·8 8·4 73⁄4 8 8 187-4 189-6 192-1 187·4 190·5 189·2 71/4 71/2 71/2 8.7 8.5 6.7 190-4 191-2 194-6 198-5 199-4 201-4 192·8 193·4 194·8 7¹/2 7¹/2 7¹/2 200·0 201·0 201·3 198-4 199-1 200-9 199-9 200-6 200-0 188-4 189-1 193-3 190-3 189-7 193-7 7·6 7·4 6·7 7·8 8·1 7·7 7¾ 8 7³/4 8 7½ 7¼ 7¼ 7·8 7·9 7·5 7.7 7.2 5.8 The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series except for the services series, which is based on data up to December 1985.

onths

= 100

143.7 145.1 143·5 144·1 145·9 149·3 148·6 150·1 149·1 11·4 9·5 145·4 146·1 144·8 145·0 9·0 7·9 8³/₄ 8¹/₂ 145·2 145·3 7·8 7·9 8³/4 8¹/2 147·2 146·3 9·6 8·6 8 7¾ 147·4 149·3 150·4 147·2 150·4 151·4 147·0 148·6 148·2 146·7 149·2 150·2 148·1 148·2 147·8 148-5 148-4 148-2 9·1 8·4 7·7 8½ 8½ 8 148·3 150·8 151·4 146·0 148·3 149·7 7½ 7½ 7½ 8½ 8½ 8½ 8½ lpril lay 8.6 8.7 8.2 8-9 8-6 8-1 8.6 9.6 9.1 8³/4 8³/4 9¹/4 151-8 150-4 151-4 150.0 151.3 153.0 153-9 152-8 151-8 151.7 150.4 150.5 150·3 150·2 150·7 7½ 7¾ 7¾ 151·2 149·9 150·9 149·7 150·8 152·4 8·3 8·6 9·1 8½ 8½ 9 152·3 151·8 151·5 7·7 8·4 8·5 8.6 9.0 9.4 7.6 8.7 8.9 151.7 152.8 155.1 152-0 152-1 153-4 73⁄4 73⁄4 8 153-3 156-5 157-0 154·4 155·6 156·6 9½ 9¾ 9¾ 154·1 155·7 155·9 155-4 154-7 155-8 10·1 8·3 8·3 91/4 91/4 91/4 152·1 153·1 157:3 152·2 153·6 155·1 7·8 6·8 8·4 8·7 7·3 8·0 9·6 9·9 9·7 oct 154·9 156·5 154·3 152.7 153.8 154.2 154·7 155·6 154·4 73/4 73/4 73/4 155-9 157-5 159-3 157·0 158·7 159·2 9½ 9½ 9½ 9½ 156-0 157-8 153-7 7·9 8·7 5·8 154·3 154·5 156·5 155-9 155-2 157-0 7·1 5·7 5·5 9.0 9.6 9.8 6·5 3·4 5·3 eb Jar 153-4 155-7 158-4 73/4 73/4 73/4 158-0 160-6 163-8 9¹/4 9¹/4 9¹/4 154-5 154-7 156-1 157·8 158·3 158·8 April May June 154·7 155·7 157·5 155-8 156-0 156-0 6·0 5·0 5·3 159·5 159·5 161·1 7.7 7.6 9.0 4·0 4·2 5·3 8³/4 8³/4 8³/4 158-9 158-7 159-0 7·1 5·2 5·0 159-6 159-2 159-9 158-2 159-0 160-2 7½ 7½ 7½ 164·6 162·8 164·5 162·9 163·7 166·1 159·5 157·7 159·7 157.6 158.7 161.4 162·1 162·7 162·3 160·3 161·8 162·4 July Aug Sep 5-3 5-9 6-3 5·1 4·9 5·5 8½ 8¼ 8¼ 5·3 6·6 7·2 8.8 8.6 9.0 9 8¾ 8¾ 164-2 162-8 165-3 164·5 162·0 163·5 7½ 7½ 7½ 167-2 169-1 170-0 168-3 168-1 169-5 8½ 8½ 8½ 8½ 162·2 164·4 164·9 163-6 163-4 164-7 168-6 164-5 168-4 168·7 165·1 165·9 Oct Nov Dec 8·2 6·5 6·6 9·0 8·0 8·2 5·3 5·6 5·7 10·8 7·5 7·0 888 163·4 164·6 168·1 165·5 166·5 168·3 170-5 170-6 173-9 171.7 172.0 173.8 165·9 166·3 171·7 167·1 167·6 171·0 Jan Feb Mar 7·0 7·0 9·0 71/2 71/2 71/2 8½ 8½ 8¾ 7·1 6·2 11·3 8¹/4 8¹/4 8¹/4 165-0 166-3 168-2 166·7 166·9 168·6 9·4 8·4 9·2 6·9 7·5 7·4 April May June 169-4 169-4 171-9 170-6 169-7 170-2 9·5 8·8 9·1 7½ 7½ 7½ 176-0 175-6 179-1 177·6 174·4 176·2 11·3 9·3 9·4 8³⁄4 9 9 174·3 174·2 178·1 175-5 173-2 175-6 13·6 12·0 12·5 81/4 81/2 81/2 168-8 169-2 169-9 170-0 169-6 170-1 7·0 6·9 7·0 7 7 6¾ July Aug Sep 173-7 173-4 176-1 172·2 173·1 176·4 180·2 177·0 179·8 178-3 178-1 181-5 179-9 176-6 179-8 177-8 177-8 181-7 172·0 173·9 175·8 170-1 173-1 176-0 8·8 8·9 10·1 7½ 7½ 7¾ 9·5 8·8 9·3 9 9 9 12·8 12·0 12·6 8³/4 8³/4 8³/4 6·1 7·0 8·4 6³/4 6³/4 6³/4 Oct Nov Dec 173-9 176-8 180-0 174-3 175-9 178-1 179·7 184·0 185·3 180·9 182·9 184·7 179-3 183-5 184-4 180-8 182-4 184-2 6.0 8.6 8.9 7½ 7½ 7½ 7·5 8·8 9·0 8³⁄4 8³⁄4 8³⁄4 10·5 11·6 11·8 8³/4 8³/4 8³/4 172·4 174·8 180·1 172·4 175·6 177·4 6³/4 6¹/2 6¹/2 2·2 6·4 6·9 Jan Feb Mar 176-9 177-9 182-4 179·1 180·0 182·6 184·1 184·5 187·0 185-5 186-0 186-9 184-1 184-5 186-8 8·2 8·1 8·5 7½ 7½ 7½ 8.0 8.1 7.5 8½ 8¼ 8 185·5 185·9 186·0 11.0 10.9 8.8 8³/4 8¹/2 8¹/4 175-0 176-5 182-7 176·7 177·0 183·0 6·0 6·1 8·5 April May June July Aug Sep Oct Nov Dec ⁷ Jan Feb IMarj

5.3 EARNINGS

EARNINGS 5.3

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GREAT BRITAIN	Agri- culture and forestry *	Coal and coke	Mineral oil and natural gas	Elec- tricity, gas, other energy and water	Metal process- ing and manu- facturing **	Mineral extrac- tion and manu- facturing	Chemi- cals and man- made fibres	Mech- anical engin- eering	Elec- trical and elect- ronic engin- eoring	Motor vehicles and parts	Other s trans- port equip- ment	Metal goods and instru- ments	Food, drink and tobacco	Textiles	Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other g manu- facturing	Con- struction	Distri- bution and repairs	Hotels and catering	Transport and communi- cation ⁺	Banking, finance and insurance	Public adminis- tration	Educatior and health services	n Other services :	Whole economy	GREAT BRITAIN
SIC 1980 CLASS	(01–02)	(11–12)	(14)	supply (15–17)	(21-22)	(23–24)	(25–26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)	(44-45)	(46)	(47)	(48-49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.– 84pt.)	(91–92pt.)) (93,95)	(97pt 98pt.)		SIC 1980 CLASS
1980 1981 1982 1983 1984 1985 1986 1985 Mar April	117-7 131-8 144-2 157-5 169-6 184-4 194-6 170-4 175-4	106-1 118-6 131-1 134-7 67-7 135-3 166-8 122-5 137-9	104.4 119.8 135.8 147.8 162.5 178.6 195.6 173.6 173.5	116.2 133.5 147.8 159.2 170.4 182.7 195.4 175.9 173.8	** 125-0 137-3 150-7 167-1 181-6 193-4 175-8 188-0	109.1 121.6 136.8 148.5 159.5 172.4 185.7 168.5 170.0	109-8 124-8 138-9 152-0 164-9 179-1 193-2 173-1 173-8	106-9 117-3 130-6 142-3 156-1 172-3 184-3 169-1 168-9	109.0 123.4 139.2 152.9 167.1 182.3 196.9 181.4 185.3	100.5 111.4 125.3 138.6 149.0 168.9 183.6 167.8 167.8	111.4 124.0 137.3 143.2 157.4 170.9 184.4 168.5 168.1	103.7 116.8 129.3 140.3 151.9 164.1 176.2 161.9 161.6	JJ 109-0 123-9 136-7 149-6 160-9 174-9 190-1 167-9 171-9	AN 1980 = 100 107-3 120-2 131-8 143-5 154-4 169-6 181-9 166-6	107-6 121-4 134-1 145-2 155-6 168-4 180-6 167-0 166-9	105-9 115-2 126-9 139-9 161-0 172-3 154-3 158-7	110-4 128-2 142-8 156-6 170-1 184-8 198-6 179-5 182-9 182-9	107-6 121-1 134-0 144-0 157-1 169-7 183-0 165-9 165-9	111.5 125.8 137.6 148.0 156.7 169.5 182.9 169.4 169.4	107-2 120-3 132-6 143-6 153-9 165-2 176-7 161-6 167-3 164-1	108.0 120.5 127.6 137.9 148.0 157.2 168.7 151.3 152.8 156.2	108-4 120-6 132-2 144-3 154-1 166-2 177-0 162-3 164-6	112-7 128-9 144-6 157-5 170-4 184-8 203-5 190-4 178-0 195-1	114-2 129-6 140-0 149-5 159-3 169-0 178-5 166-4 166-4	123.8 140.8 147.9 163.6 170.3 178.3 196.3 172.4 172.4	113·3 128·0 143·7 156·0 169·4 182·3 196·7 179·5 178·6	111-4 125-8 137-6 149-2 158-3 171-7 185-3 168-1 168-1	JAN 1980 = 100 1980 1981 1982 Annual averages 1985 1985 Mar April
May June	173-6 188-2	139·5 148·0	178·3 177·1	175-9 182-5	174-9 175-7	170-4 175-2	174-6 178-8	170·6 173·4	181-2 183-1	168-7 168-3	167-0 183-3	164-5 164-5	173-5 176-5	168-9 172-1	167 - 5 171 - 3	153.0	188-3	171.3	171.7	165·8	156·2 156·8	164·0 164·3	184-9 187-1	165-2 170-9	173.4	177.9	171.9 173.7	May June
July Aug Sep	193.6 203.1 206.3	149-5 150-7 152-9	178-5 177-2 183-7	193-2 184-8 194-5	198-8 176-7 196-5	173.0 172.1 176.5	181.6 180.8 179.8	174·7 171·7 174·4	183.5 181.0 182.7	172-8 166-8 165-6	172-1 167-8 170-8	164-8 163-1 165-5	176-4 173-0 175-8	172-0 168-5 171-3	166-9 169-6	171-7 165-2	185-9 189-5	170-2 169-7	167·1 174·0	164-1 167-1	159·8 160·2	170·1 167·0	181-0 182-8	167·4 172·8	190-1 190-2	181-5 196-4	173-4 176-1	Aug Sept
Oct Nov Dec	200·5 182·9 184·5	153.6 159.3 157.8	181-7 185-5 190-0	187·1 188·4 184·9	176-7 177-1 192-0	175-6 176-6 182-0	180-4 195-3 190-1	175.5 180.1 179.7	184·5 186·3 189·6	167-2 175-6 173-2	174-4 173-3 178-6	166·5 171·6 169·7	177-0 182-6 186-7	172-5 174-5 174-5	169-0 171-6 177-1	165-5 165-8 159-4	192.5 190.8	175.7 176.1	176·4 178·4	167-7 175-0	159-9 159-6 171-0	177.5 171.3	183-3 185-5 210-0	173·1 173·7	177·3 183·6	185-5 186-4 191-8	176-8 180-0	Nov Dec
86 Jan Feb Mar	179·5 177·9 179·4	172-0 166-4 170-1	185-1 187-3 188-2	185-4 189-7 189-3	188-3 179-9 184-5	176-3 177-0 178-8	183-4 184-2 186-2	177.7 180.8 182.5	189-5 189-7 192-7	172-5 176-5 185-9	179.7 178.2 181.1	169-7 170-6 173-8	185-0 183-3 183-0	177-2 176-7 179-5	175-8 176-8 179-9	169·7 169·3 161·0	189-6 190-8 194-4	176·7 177.6 178.3	173-7 174-7 180-9	170-1 171-8 173-0	158·4 159·8 159·9	170·4 170·7 172·8	189·2 193·7 210·6	172·4 174·7 175·7	179·5 180·4 197·4	191.6 190.2 187.2	176-9 177-9 182-4	1986 Jan Feb Mar
April May	183-2 186-0	164·7 159·6	188-1 199-7	189-5 191-1	202-6 185-9	182-5 183-3	186-1 189-4	184·1 182·3	199-5 193-6	178-0 182-2	179·8 178·6	172·1 175·8	187·3 188·7	177-2 180-0	180-1 177-8 181-8	167·1 165·7 167·0	196-4 197-8 202-6	180·3 180·2 186·5	179·8 178·7 185·3	179.5 174.3 176.5	163·6 169·4 170·1	174-2 177-2 175-8	193·3 202·4 201·2	174·9 175·3 182·2	203.6 189.5 194.7	189-4 194-5 195-1	184-0 182-3 185-7	April May Jun
July Aug	197·3 213·4	160·7 161·7	194-8 194-2	204·7 207·2	205·6 189·8	186-6 185-5	192·3 192·4	187-1 183-0	199-7 196-9 195-8	184-4 182-6	184-7 182-1 188-8	176-2 176-9 176-2	192.9 189.9 186.6	184-1 183-5 181-0	180-9 179-3	171-4 190-3 185-4	199-8 197-0 201-5	186-4 181-3 183-5	186-5 179-3 185-4	176·8 176·3 178-1	167·7 174·2 170·7	178-9 179-6 178-5	207·7 202·0 198.3	180-0 177-0 178-2	206-1 211-1 199-8	201-8 193-4	187-9 187-2	July Aug
Sep Oct Nov	218-0 213-7 198-0	168-8 171-0 172-6	197-3 194-5 219-3	198-1 199-2 199-6	189-7 207-9 190-9	190-5 188-7 191-0	193-1 196-6 211-6	183-9 185-6 189-0	196-6 199-9 202-2	183-2 183-2 189-7	183-9 186-1 194-9	177-4 178-2 184-7	191-1 191-0 199-9	182-8 183-7 189-0	182-5 183-9	172·3 179·0	202-8 204-8	184·3 189·3	185·7 190·9	177-5 179-8	171·1 172·9	178-5 182-2	203·0 222·6	185·3 182·0	199·4 197·5	203·2 205·7	188-3 191-2	Oct
Dec 87 Jan	195.7 188-9	174·2	203·1 203·7	199-1 207-8	203·9 205·4	197·2 190·2	210-6 198-4	191·4 189·1	207·2 204·0	194-6 189-8	194·5 193·2	182-5	202·1 201·5	187-6 188-5	188-7 187-1 188-6	169·8 184·8 188·3	205-9 205-2 208-4	192-1 189-9 190-5	193-6 186-6 189-4	187-1 183-3 181-4	186·8 171·8 173·3	184-9 177-0 179-2	217·7 210·3 209·5	183-8 184-2 184-3	196-1 196-0 199-9	208-0 206-3 202-8	193·4 190·4 191·2	Dec 1987 Jan Feb
[Mar]	••	178-5	205-3	202.3	196-5	196.1	199.7	193.6	209.4	197.3	200.9	186-0	196-9	193-9	193-9	e of a dispute in	n the steel indu	stry, insufficie	int information	is available to	enable reliabl	le indices for "	metal process	sing and man	197.4	201.7 be calculated 1	194.6	[Mar] e best possible estimat
England and Wale: Excluding sea tran Excluding private c	s only. sport. lomestic and	personal s	services.												have be	een used in the	e compliation o	of the indices	for manufactu	iring and who	ole economy.	The index ser	ies for this gr	oup has a ba	ise of Apřil 19	980=100.		
England and Wales Excluding sea tran Excluding private o	s only. sport. lomestic and	personal s	services.												have be	een used in the	e compilation o	of the indices	tor manufactu	ring and who	Je economy.	The index ser	ies for this gr	oup has a ba	ise of Apřil 19	280=100.		
5.55	EARI	NING X of a nduits:	Savera ring Indust	ge ea	arning	js: no	n-ma	nual	work	ers					have be	een used in the	e compilation o	of the indices	Inde	ex of	avera	ge ea	rning:	s: non	I-man Fixed we	EARI uai wo	VINGS prkers	5.5
England and Wale Excluding sea tran Excluding private of 5.55 Tat Britain 11 of each year	EARI Inde Full-time	NING X of a Idults [®]	Savera ring Indust	ge ea tries	arning	JS: NO	n-ma	mual	work	ers	984†	1985†	19	9861	All Indus	stries and Se	e compilation o	of the indices	Ind	ex of	avera	ge ea	rning:	S: NON	I-MAN Fixed we	EARI ual wo	NINGS Drkers 1975 = 100	<u>5.5</u>
5.55	EARI Index Full-time	NING X of a Iduits: Manufactu Weights 689 311 1 000	Savera rring Indust 	ge ea	1980 1980 1981	JS: NO	n-ma	982 25-3	WORk	ers	984† 43-9	1985† 657-5 807-2		986† 24-7 39-4	All Indus Men Women	stries and Se	e compilation of	/eights 575 425	Ind 322-4 373-5	ex of	avera	ge ea 981 65-2 47-4	rning: 1982 510-4 594-1	S: NON 556-(551-6	Fixed we	EARI ual wo bighted: Apr 1984 304:4 397:5	NINGS Drkers 11970 = 100 1985 650-1 750-9	<u>1986</u> 708-2 818-8

5.6 EARNINGS AND HOURS Average weekly and hours Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACT	URING INDU	STRIES*			ALL INDUS	TRIES AND S	ERVICES		
	Weekly earnings (£)	Hours	Hourly earnings (pence)	Weekly earnings (£)	Hours	Hourly earnings (pence)
			excluding affected	g those whose	pay was			excluding affected	those whose	pay was
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by	excluding those whose pay was affected by		including overtime pay and overtime hours	excluding overtime pay and overtime hours
Manual occupations 1980 1981 1982* 1983 1984 1985 1986	111.2 119.3 134.8 134.4 142.8 141.0 153.6 167.5 178.4	115.2 124.7 138.1 137.8 147.4 145.5 158.9 172.6 183.4	45.0 43.5 43.9 43.9 43.7 43.6 44.4 44.6 44.5	255.5 286.0 315.1 313.7 336.7 333.0 358.1 386.8 411.6	250.0 279.8 307.9 306.7 329.2 325.5 348.5 373.8 398.5	108.6 118.4 131.4 140.3 138.4 148.8 159.8 159.8 170.9	111.7 121.9 133.8 143.6 141.6 152.7 163.6 174.4	45.4 44.2 44.3 43.9 43.8 44.3 44.5 44.5	245.8 275.3 302.0 326.5 322.7 345.0 368.0 392.6	240.5 269.1 294.7 319.0 315.2 336.1 356.8 380.8
Non-manual occupations 1980 1981 1982° 1983° 1984 1985 1986	$143.6 \\ 159.6 \\ 180.1 \\ 178.5 \\ 193.2 \\ 191.4 \\ 211.7 \\ 230.7 \\ 254.4$	144.8 161.8 181.4 179.8 194.6 192.9 213.5 232.0 255.7	39·4 38·8 38·9 39·1 39·1 39·3 39·3 39·3	362·3 411·9 457·9 453·4 491·6 487·3 537·8 582·0 641·0	362.0 411.5 452.5 491.0 486.6 537.1 580.7 640.0	140-4 161-2 177-9 193-7 190-6 207-3 223-5 243-4	141·3 163·1 178·9 194·9 191·8 209·0 225·0 244·9	38-7 38-4 38-2 38-4 38-4 38-5 38-6 38-6	360-8 419-1 462-5 503-4 494-8 537-4 574-7 627-3	361-3 419-7 462-3 502-9 494-2 536-4 573-2 625-8
All occupations 1980 1981 1982° 1983 1983 1984 1985 1986	120-3 131-3 148-8 147-9 158-6 156-4 171-2 187-2 202-3	124.3 137.1 152.6 151.8 163.3 161.2 176.8 192.6 207.8	43·4 42·0 42·2 42·3 42·2 42·2 42·2 42·2 42·9 42·9 42·9	284.1 323.5 357.0 354.2 383.0 378.1 409.9 444.3 479.1	281.8 320.8 354.0 351.4 380.0 375.0 406.2 438.6 474.0	121.5 136.5 151.5 163.8 161.1 174.3 187.9 203.4	124-5 140-5 154-5 167-5 164-7 178-8 192-4 207-5	42.7 41.7 41.7 41.5 41.4 41.7 41.9 41.8	288-2 332-0 365-6 399-1 392-6 423-0 452-5 488-9	287.6 331.2 364.6 398.0 391.2 421.4 449.9 486.6
FULL-TIME WOMEN* Manual occupations 1980 1981 1982* 1983* 1984 1985 1986	66-4 72-5 79-9 79-6 86-7 86-7 91-9 100-1 107-0	69.5 76.3 82.9 82.6 90.3 90.4 96.0 104.5 111.6	39.8 39.6 39.6 39.7 39.7 39.7 39.9 40.0	174-5 192-8 209-5 208-9 227-3 227-7 240-9 261-7 278-9	172-8 191-4 207-1 206-6 224-9 225-3 238-1 257-3 274-6	65-9 72-1 78-3 85-6 85-8 90-8 98-2 104-5	68.0 74.5 80.1 87.9 88.1 93.5 101.3 107.5	39-6 39-4 39-3 39-3 39-3 39-4 39-5 39-5	172-1 189-8 205-0 224-3 224-9 238-0 256-9 273-0	170-4. 188-2 202-7 222-0 222-6 235-1 252-9 269-2
Non-manual occupations 1980 1981 1982* 1983† 1984 1985 1986	76-7 86-4 97-2 97-0 {105-5 106-2 115-8 125-5 135-8	77-1 87-3 97-6 97-4 106-2 107-0 117-2 126-8 136-7	37·3 37·1 37·2 37·2 37·2 37·2 37·4 37·4 37·4	205-8 234-2 260-3 259-8 283-3 285-4 310-8 336-5 363-2	204.9 233.4 259.0] 258.5] 281.9 284.0 308.7 334.7 361.2	82.0 95.6 104.3 114.2 115.1 123.0 132.4 144.3	82-7 96-7 104-9 115-1 116-1 124-3 133-8 145-7	36.7 36.5 36.5 36.5 36.5 36.5 36.5 36.5 36.6 36.7	221-2 259-7 283-0 310-0 312-9 334-3 359-1 390-6	220-7 259-2 282-2 309-0 311-9 333-1 357-6 388-8
All occupations 1980 1981 1982* 1983† 1984 1985	70-3 78-1 87-1 86-8 94-5 94-7 101-7 110-6	72-8 81-5 89-7 89-4 97-6 97-9 105-5 114-7 122-2	38-7 38-4 38-5 38-5 38-6 38-6 38-6 38-8 38-8	187-3 211-6 232-1 231-4 251-8 252-7 270-9 294-4 216 1	186-1 210-6 230-4 229-7 250-1 251-0 268-8 291-5 291-5	77-3 89-3 97-5 106-9 107-6 114-9 123-9 124-7	78-8 91-4 99-0 108-8 109-5 117-2 126-4	37·5 37·2 37·1 37·2 37·2 37·2 37·2 37·2 37·3	207·0 241·8 263·1 288·5 290·6 310·3 334·0	206-4 241-2 262-1 287-5 289-5 309-1 332-4
FULL-TIME ADULTS	119.2	123.2	30.0	310-1	313.3	134-7	137-2	37.3	362.5	300-7
(a) MEN, 21 years and over AND WOMEN All occupations 1980 1981 1982° 1983	18 years and a 108-4 118-6 {134-0 133-3 143-2	112-4 124-3 138-0 137-2 148-0	42·3 41·2 41·3 41·4 41·4	263·3 299·0 329·6 327·2 354·1	259-8 295-6 325-4 323-1 349-9	107·7 121·6 134·1 145·4	110·2 124·9 136·5 148·3	41.1 40.3 40.2 40.0	264-8 305-1 334-6 365-1	262-8 303-2 332-1 362-5
(b) MALES AND FEMALES, 18 years and of All occupations 1980 1981 1982° 1983	106-9 116-8 {132-0 {131-2 141-2	110·9 122·5 135·9 135·2 146·0	42·3 41·2 41·3 41·4 41·4	259-8 294-7 324-6 322-3 349-1	256-2 291-2 320-3 318-2 344-8	106·3 119·8 132·1 143·2	108-7 123-1 134-5 146-1	41 · 1 40 · 3 40 · 2 40 · 1	261-1 300-4 329-3 359-5	259·0 298·4 326·7 356·8
(c) MALES AND FEMALES on adult rates 1983 1984 1985 1986	142·2 155·2 169·2	147·0 160·8 174·7	41·4 41·9 41·9	351·5 380·6 411·8	347·3 375·4 404·8	144·5 155·8 167·4	147-4 159-3 171-0	40·1 40·3 40·4	362·6 389·9 416·8	360-0 386-7 412-7

Notes: New Earnings Survey estimates. *Results for manufacturing industries for 1980–81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 to 1986 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC. *Results for 1980-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1986 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7 locted indust

			N fa	lanu- acturing	Mining and quarrying	Construction	Energy (excl. coal) and water supply**	Index of production industries§	Who ecor	le iomy
Labour costs		1975 1978	1	61-68 44-54	249·36 365·12	156·95 222·46	217·22 324·00	166·76 249·14	P 	ence per hou
		1981 1984	3	94·34 09·80	603.34	357·43 475·64	595·10 811·41	405.57		
		1985	5	.54.2		511.2	800.0			Percen
Wages and salaries		1978 1981		84·3 82·1	76-2 73-3	86·8 85·0	78·2 75·8	83·9 81·6		
		1984 1985		84-0 84-7		86·0 86·6	77.7 78.6	**		
of which Holiday, sickness, injury and maternity pay		1978 1981		9·2 10·0	9·3 8·7	6·8 7·8	11·2 11·5	9·0 9·7		
		1984 1985		10·5 10·6		8.0 8.0	11.5 11.5	•••		
Statulory National Insurance contributio	INS	1978 1981		8·5 9·0	6·7 7·0	9·1 9·9	6·9 7·0	8·4 8·9	•••	
		1984 1985		7·4 6·7		7·7 7·2	5·5 5·1	••		
Private social welfare payments		1978 1981		4·8 5·2	9-4 10-1	2·3 2·8	12·2 13·1	5·1 5·6	··· ··	
		1984 1985		5·3 5·3		4·1 4·1	12·1 12·2			
Payments in kind, subsidised services, training (excluding wages and salaries		1978 1981		2·3 3·7	7·7 9·6	1·9 2·3	2·6 4·1	2∙6 3∙9	•••	
element) and other labour costs ‡		1984 1985		3-3 3-3		2·2 2·1	4·7 4·1		11	
SIC 1980			Manufac	turing	Energy and water supply	Production industries	Construction	Production and Con- struction industries††	Whole economy	
Labour costs per unit of output §				% change over a year						% change over a year
1980 = 100			100.0	earlier	100.0	100.0	100.0	100.0	100.0	earner
	1980 1981 1982		109.0 114.2	9.0 4.8	106-5 106-8	100·0 107·2 110·7	118·7 121·7	100.0 108.9 112.4	110-3 115-8	10·3 5·0
	1983 1984 1985		114·4 117·9 122·8	0·2 3·1 4·2	102·2 85·5 99·7	109·7 111·9 117·0	124·8 128·8 132·2	112·1 114·6 119·5	120-3 124-0 129-2	3·9 3·1 4·2
	1986 1983 Q4		•••	•••				••	135·8 121·0	5·1 3·3
	1984 Q1								121.9	2·3 2·1
	Q3 Q4								123-9 126-3	3.3 4.4
	1985 Q1 Q2					 	••	··· ··	126-5 127-9	3.8 3.9
	Q4								131.7	4.3
	1986 Q1 Q2 Q3 Q4				··· ··· ···	 	··· ··· ···	··· ··· ···	133-5 135-4 135-5 138-0	5.5 5.9 3.9 4.8
Wages and salaries per unit of output	ut § 1980		100.0	22.4	100.0	100-0	100.0	100.0	100.0	22.4
	1981 1982 1983		109·3 114·0 114·5	9·3 4·3 0·4	105-3 106-5 102-3	106·6 110·5 110·4	118-0 121-7 125-0	108-3 112-2 112-7	109.7 116.1 121.3	9·7 5·8 4·5
	1984 1985		118·0 124·7	3.1 5.7	86·1 102·5	113-5 119-7	129·4 134·1	116·1 122·1	126·3 132·9	4·1 5·2
	1900		131.0	5.1					140.0	5.3
	1984 Q4		121.1	5·1 4·6					129-7 129-9	6·0 5·1
	Q2 Q3 Q4		122-8 126-1 128-3	5.5 6.6 5.9					131-4 134-0 135-6	5·0 6·2 4·5
	1986 Q1 Q2 Q3		131·3 131·3 130·5	7·9 6·9 3·5	 	··· •·• •·•	··· ·· ··	 	137.7 139.4 139.7	6·0 6·1 4·3
	1987 Q1		132.9	1.2		••	**	••	142.0	
	1986 Dec 1987 Jan Feb		132·3 134·5 132·3	2.6 2.3 1.1						
3 months ending:	Mar 1986 Dec		132.0	2.1						
	1987 Jan Feb Mar		132-5 133-0	2·2 1·9						

Notes: All the estimates in the two lower sections of the table are subject to revision. * Source Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Employment Topics section, October 1986 edition, p 438. * Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium (when applicable). * Source: Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted. ** Fibure: Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output. ** Figures for 1981 and earlier dates relate to gas, electricity and water supply only. ** As defined under SIC 1968; includes the four industry groups shown.

EARNINGS Ś

6

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Repub- lic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)	
Annual averages 1977 1978 1979	64·2 73·4 84·9	82·9 87·6 92·1	79 85 92	78 83 91	73·2 80·7 89·9	68·1 76·9 86·9	84 89 94	53 65 79	62 71 83	59·1 68·6 81·9	81.9 86.8 93.0	87 92 96	82 89 91		78-5 85-3 91-9	Indices 90.0 93.1 95.1	1980 = 78 85 92	10
1980 1981 1982 1983 1984 1985 1986	100·0 113·3 126·0 137·4 149·3 162·9 175·4	100.0 106.2 112.7 117.8 123.7 131.2 137.0	100 110 117 122 128 133 136	100 112 125 130 136 142 146	100.0 109.5 120.4 128.3 134.4 141.0 147.7	100·0 112·3 131·9 146·7 158·0 167·1 174·0	100 105 110 114 117 122 126	100 127 170 203 256 307	100 116 133 149 164 176	100.0 123.1 144.1 172.3 192.0 212.9 223.1	100·0 105·6 110·7 115·0 120·3 125·1 128·0 R	100 103 110 113 114 120 122	100 110 121 132 143 154	100.0 122.6 142.0 163.4 182.5 200.7	100.0 110.5 119.2 128.6 140.9 151.5 162.7	100-0 105-1 111-6 119-2 	100 110 117 121 126 131 134	
Quarterly averages 1986 Q1 Q2 Q3 Q4	170-7 173-6 176-2 181-0	135·4 138·1 136·8 137·8	137 135 134 139	145 145 145 149	143-8 147-7 148-3 151-0	170·9 172·7 174·3 175·5 R	124 125 128 129	336 341 356	183 187 190	219·3 221·9 224·0 227·4 R	128-2 R 128-5 R 127-7 128-7 R	121 121 122 123 R	160 166 173	227·1 217·0 222·3	160·8 162·8 161·9 165·3	 134	134 133 134	
Aug Sep	176·0 177·9	133·1 138·7	134	144 146	146·4 147·8				190	223·9 224·5	128-8 129-0 R	122 122			161·9 162·6	•••	133 134	
Oct Nov Dec	179·0 180·7 183·4	140-0 134-2 139-3	139	147 149 R 150	149·1 149·1 154·9	175·5 R 	129 	 		224·8 228·6 228·8	128-8 R 129-2 R 128-1 R	123 R 123 R 123 R	· · · · ·		163·5 165·4 167·1	··· ·· ··	134 134 135	
1987 Jan Feb	183-4 184-3	::		150	.:		::				130.6	123 123			166-5		135 135	
Increases on a year	earlier																	
Annual averages 1977 1978 1979	10 14 16	9 6 6	9 7 8	11 7 9	10 10 11	13 13 13	7 5 6	21 24 20	15 15 15	28 16 19	9 6 7	7 5 4	10 8 3		7 9 8	2 3 2	Per 9 8 9	cen
1980 1981 1982 1983 1984 1985 1986	18 13 11 9 9 9 8	8 6 5 5 6 4	9 10 11 4 5 4 2	10 12 12 4 5 4 3	11 9 10 7 5 5 5 5 R	15 12 17 11 8 7 4	6 5 3 3 4 R 3	27 27 33 19 26 20	21 16 15 12 10 7	22 24 17 20 11 11 5	7 65 4 4 4 2	4 3 7 3 1 5 2	10 10 10 9 11 8	20 15 15 12 10	9 11 8 8 10 8	5 5 6 7 8	9 9 7 4 4 4 2	
Quarterly averages 1986 Q1 Q2 Q3 Q4	8 7 7 8	5 5 5 3	6 3 2	4 3 3 3	5 5 4 5	5 5 4 4	4 2 4 4	16 12 14	6 7 7	6 5 4 4	4 2 2 2	2 1 1 2 R	8 9 12	16 8 15 11	8 7 7	 	2 2 2 2 2	
Monthly 1986 Aug Sep	8 7	3 6	2	. 3 3	4 4		::		·	3 3	1 2	1	· · · · ·	::	7 8		22	
Oct Nov Dec	8 8 8	3 2 5	 1	2 3 3	4 5 6	4 	4 	· · · · ·	 	3 4 5	2 2 1	2 R 2 R 2 R	 	··· ··	8 8 7	 	2 2 1	
1987 Jan Feb	8 8			3			•••	··· ··			2	2 R 2		••	5		1	

Source: OECD-Main Economic Indicators.

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

Males only.
 Hourly wage rates.
 Monthly earnings
 Including mining.

7 Including mining and transport8 Hourly earnings.9 All industries.10 Production workers.

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EARNINGS: earnings, prices, output per head: whole economy Percentage changes on a year earlier

C1





6.

RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for April 14



The rise in the index between April and May was mainly the result of increases in local authority rates and rents and in mortgage interest payments (following the reduction in income tax rates announced in the Budget). Higher prices were also recorded for some seasonal foods, motor vehicles and motor insurance. Ambinited in the budget). Higher prices were also recorded for some seasonal roods, motor vehicles and motor insurance. Food: The index for all foods increased by nearly 1 per cent. Prices of some seasonal foods, in particular those for fresh vegetables, home-killed lamb, and eggs. The index for seasonal food increased by nearly 4½ per cent. **Catering:** The index increased by a little over half a per cent. Local authority rates and rents were higher as were owner occupiers' mortgage interest payments. **Household goods:** The index for the group increased by nearly 4½ per cent. Local authority rates and rents were higher as were owner occupiers' mortgage interest payments.

RETAIL PRICES

6.2 Detailed figures for various groups, sub-groups and sections for April 14

	Index Jan 1987	Percen change (month	tage over s)		Index Jan 1987	Percen change (month	tage e over is)
	- 100	1	12		= 100	1	12
All items	<u> </u>	1.2	4.2				
Food and catering Alcohol and tobacco Housing and household expenditure Personal expenditure Travel and leisure	101-5 100-5 102-8 101-1 101-6	0-8 0-1 2-3 0-3 0-8	4·0 3·8 5·1 2·9 4·0	Tobacco Cigarettes Other tobacco Housing	99.8 99.9 99.4 105.0	-0·1 4·3	3.6 4 2 9.1
All items excluding seasonal food All items excluding food Seasonal food Food excluding seasonal	101-6 101-8 107-4 100-5	1.0 1.2 4.3 0.2	4·1 4·3 8·5 2·5	Hent Mortgage interest payments Rates Water and other charges Repairs and maintenance charges	103·8 105·6 107·7 105·6 101·1		5 16 8 - 1
All items excluding housing	101-2	0.6	3.3	Fuel and light	101-4 99-9	0.1	2 -02
Nationalised industries*	100-8	0.8	1.7	Coal and solid fuels Electricity	100·3 100·0		-1
Consumer durables:	101.0	0.2	1.4	Oil and other fuel	100-0 96-4		-13
Fod Bread Cereals Biscuits and cakes Beef Lamb of which home-killed lamb	101.6 100.1 102.0 100.7 100.0 109.9 112.9	0.9	3.6 3 5 4 1 4 2	Household goods Furniture Furnishings Electrical appliances Other household equipment Household consumables Pet care	101 -5 101-7 102-1 101-8 101-6 101-1 100-4	0.5	18 2 1 2 3 2
Pork Bacon Poultry Other meat Fish of which fresh fish	98-7 99-4 102-6 100-9 101-5 99-6		0 2 3 4 11	Household services Postal charges Telephone charges Domestic services Fees and subscriptions	100-9 100-1 100-2 100-1 101-4	0.6	4·0 6 2
Butter Oils and fats Cheese Eggs Milk fresh Milk orroducts	99-9 98-4 99-4 107-2 100-4 101-9		-10 1 6 4 2	Clothing and footwear Men's outerwear Women's outerwear Children's outerwear Other clothing Footwear	101.0 101.8 100-5 100-3 101.3 101.2	0.2	2:5 2 3 3
Tea Coffee and other hot drinks Soft drinks Sugar and preserves Sweets and chocolates	100-3 95-4 102-0 101-3 09-7		-1 0 1 2	Personal goods and services Personal articles Chemists' goods Personal services	101-3 100-1 101-8 101-6	0-6	3.7 1 3 6
Potatoes of which unprocessed potatoes Vegetables of which fresh vegetables Fruit	101-5 102-1 110-4 115-1 102-7		17 25 9 12 0	Motoring expenditure Purchase of motor vehicles Maintenance of motor vehicles Petrol and oil Vehicle tax and insurance	1 02:1 102:5 101:6 101:3 103:1	0.8	5.7 7 5 1 13
Other goods	102-8 100-8		-1 3	Fares and other travel costs Rail fares Bus and coach fares	100-2 100-1 100-9	0.3	3.5 5 2
Restaurant meals Canteen meals Take-away meals and snacks	101-4 101-5 101-2 101-2	0.6	6·2 7 4 6	Other travel costs Leisure goods Audio and visual equipment Records and tapes	99.7 100.9 99.2 100.1	0.6	0.6 -6 2
Alcoholic Drink Beer —off sales —off sales	100-8 100-8 100-6	0.2	3.9 5 5	Toys, photographic and sports goods Books and newspapers Gardening products	100-1 103-5 98-9		0 6 -4
Wine and spirits —on sales —off sales	102-2 100-8 100-8 100-9		2 3 4 2	Leisure services Television licences and rentals Entertainment and other recreation	101.5 101.0 102.0	1.4	2-6 1 5

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 levels. 2 The structure of the published components of the index was recast in February 1987. Where there is no change in the definition of a component, the percentage change over 12 months has been calculated in relation to previously published indices. (See general notes under table 6:3). In other cases, the 12-month change shown is derived in relation to reworked indices for 1986 for the coverage of the new definition. For a few cases comparable figures cannot be compiled prior to February 1987.

0 Average retail prices of selected items fairly standard items; that is, those which do not vary between

retail outlets.

Average retail prices on April 14 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

Average prices on April 14, 1987

Item*		Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
-			p	p			p	p
FOOD Beef: Sirlo	ITEMS home-killed n (without bone)	236	299	230-374	Flour Self-raising, per 1½kg	258	47	42- 51
Silve Best Fore Bris) Rum	rside (without bone) * beef mince ribs (with bone) cet (without bone) p steak *	337 347 246 303 332	208 118 149 158 292	176-244 92-152 110-184 130-181 249-329	Butter Home-produced, per 250g New Zealand, per 250g Danish, per 250g	298 272 274	51 50 56	47- 58 48- 55 54- 63
Stev	ing steak	330	149	120-170	Soft 500g tub Low fat spread 250g	212 263	32 37	24- 49 29- 44
Loin	(with bone) Ider (with bone)	279 256 272	231 123 198	168-348 90-178 158-278	Lard, per 250g	312	16	13- 22
Leg	imported	212	100	100 270	Cheese Cheddar type	272	123	99-147
Loin Sho Leg	(with bone) ulder (with bone) (with bone)	201 195 193	154 87 150	129–180 69–104 136–168	Eggs Size 2 (65-70g), per dozen Size 4 (55-60g), per dozen	226 202	109 99	89–122 78–108
Pork: Leg Belly	home-killed (foot off)	299 267 295	107 83 146	78-140 69-96 125-159	Milk Pasteurised, per pint Skimmed per pint	320 280	25 24	22- 26 21- 26
Fille	(without bone)	269	187	135–259	Tea Loose, per 125g Tea bags, per 125g	240 323	40 95	29- 50 79-110
Bacon Colla Gan Baca Baca	ar* mon* < vacuum packed < not vacuum packed	193 280 181 151	113 177 164 152	99-134 144-208 104-210 129-170	Coffee Pure, instant, per 100g Ground (filter fine), per ½lb	592 262	138 163	89–179 139–186
Ham (not shoulder), per ¼lb	332	57	44- 70	Sugar Granulated, per kg	307	48	46- 52
Sausa Pork Beel	ges L	376 274 ,	81 79	68 95 60 92	Fresh vegetables Potatoes, old loose White Red	222 98	13 13	9- 16 10- 15
Pork	uncheon meat, 12oz can	214	47	40- 58	Potatoes, new loose Tomatoes	175 334	19 81	15- 22 62- 95
Corne	d beef, 12oz can	233	99	85-117	Cabbage, greens Cabbage, hearted Cauliflower	291 284 214	28 21 57	15- 48 15- 30 40- 75
Froz	ten, oven ready th or chilled 4lb,	219	65	55- 84	Brussels sprouts Carrots	331	22	12-32
OV	ren ready	277	83	69- 90	Mushrooms, per 1/41b	338	30	24- 35
Fresh Cod Had Mac Kipp	and smoked fish fillets dock fillets kerel, whole bers, with bone	257 224 151 270	193 192 72 104	168-225 168-239 60-95 80-120	Fresh fruit Apples, cooking Apples, dessert Pears, dessert Oranges Bananas	339 352 279 266 352	30 36 41 30 48	25- 36 28- 44 32- 48 10- 48 40- 52
Canne ca Bread	d (red) salmon, half-size	221	163	129–181	Items other than food Draught bitter, per pint Draught lager, per pint Whieky, per pin	644 656 652	82 92 67	73- 94 85-104 62- 75
Whit Whit Brov Brov	te per 600g wrapped and ced loaf (e. per 800g unwrapped loaf (e. per 400g loaf, unsliced Wh, per 400g loaf, unsliced wh, per 800g loaf, unsliced	347 227 298 164 247	43 55 36 37 56	37 54 51 59 33 39 35 39 49 61	Gin, per nip Gin, per nip Cigarettes 20 king size filter Coal, per 50kg Smokeless fuel per 50kg 4-star petrol, per litre	656 3,131 439 516 636	67 143 536 739 38	62-75 133-152 450-656 615-872 37-39

Per Ib unless otherwise stated. Or Scottish equivalent.

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

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

Calculations

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

0/ -1-	Index for second month (Jan 1987=100)	×	Index for Jan 1987 (Jan 1974=100)
% change = -	Index for first month (J	an 19	74=100)

r example, take the index for March 1987 (100.6) and multiply it by the January index (394-5), then divide by the March 1986 index (381-6). Subtract 100 from the result which gives 3.9 as the percentage change in the index over the 12 months to

The index for April 1987, if translated to the old reference date (January 1974=100), would be 401 · 6.

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

General notes

Structure

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

Definitions

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

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

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

RETAIL PRICES

The averages given are subject to uncertainty, an indication of

which is shown in the ranges within which at least four-fifths of the

recorded prices fell, given in the final column below.

3

6.4 RETAIL PRICES General index of retail prices

RETAIL PRICES 6.4

					Madagadia		Fredt			Masia		Tobacco	Housing	Fuel and light	Du	urable	Clothing and	Mislan	scel- neous	Transport and	S	ervices		
UNITED KINGDOM January 15, 1974 = 100	ITEMS	All items except food	All items except seasonal food		industries	ied i	All	Seasonal food	Non- seasonal food	 means bought and consumed outside the home 	Alcoholic drink				go 	oods	footwear	go	ods	vehicles	-	06.8		(1974
1974 1975 1976 1977 1978 1980 1980 1981 1982 1983 1984 1985	108-5 134-8 157-1 182-0 197-1 223-5 263-7 295-0 320-4 335-1 351-8 373-2	109-3 135-3 156-4 179-7 195-2 222-2 265-9 299-8 326-2 342-4 358-9 383-2 289-4	108-8 135-1 156-5 181-5 197-8 224-1 265-3 296-9 322-0 337-1 353-1 353-1 375-4		108-4 147-5 185-4 208-1 227-3 246-7 307-9 368-0 417-6 440-9 454-9 454-9 454-9		106-1 133-3 159-9 190-3 203-8 228-3 255-9 277-5 299-3 308-8 326-1 326-1 326-3	103.0 129.8 177.7 197.0 180.1 211.1 224.5 244.7 276.9 282.8 319.0 314.1 326.0	106.9 134.3 156.8 189.1 208.4 231.7 262.0 283.9 303.5 313.8 327.8 340.9 260.0	108-2 132-4 157-3 185-7 207-8 239-9 290-0 318-0 341-7 364-0 390-8 413-3 429-5	109-7 135-2 159-3 183-4 196-0 217-1 261-8 306-1 341-0 366-5 387-7 412-1	115-9 147-7 171-3 209-7 226-2 247-6 290-1 358-2 413-3 440-9 489-0 532-5 584-9	105-8 125-5 143-2 161-8 173-4 208-9 269-5 318-2 358-3 367-1 400-7 452-3 478-1	147-4 182-4 211-3 227-5 250-5 313-2 380-0 433-3 485-4 478-8 499-3 506-0	10 13 14 16 18 20 22 23 24 25 25 26 26 26	779 17-2 14-2 16-8 12-1 11-9 16-3 17-2 13-8 10-4 16-7 13-9 16-7	125-7 139-4 157-4 171-0 187-2 205-4 208-3 210-5 214-8 214-6 222-9 229-2	13 16 18 20 23 27 30 30 32 34 36 39 40	126 136 138 8 3 6 6 7 6 4 9 5 8 5 6 4 7 5 8 6 4 7 2 2 2 9 2	143-9 166-0 190-3 207-2 243-1 322-6 343-5 366-3 374-7 392-5 390-1	1 1 1 2 2 3 3 3 3 3 3 3 4	55:5 59:5 73:3 92:0 13:9 62:7 00:8 31:6 42:9 57:3 81:3 00:5	Annual averages	1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1985
1900	119.9	120.4	120.5		119.9		118.3	106-6	121.1	118.7	118-2	124-0	110.3	124.9	11	8-3	118-6	12	5.2	130.3	1	15.8	Jan 14	1975
1976 Jan 13	147.9	147-9	147.6		172.8		148-3	158-6	146.6	146-2	149.0	162-6	134-8	168-7	14	1U·8	131-5	17	5.2	178.9	1	66-8	Jan 18	1977
1977 Jan 18	172-4	169-3	170.9		198-7		183-1	214-8	177.1	172-3	173.7	193-2	154-1	219.9	17	15.2	163-6	19	8.8	198.7	1	86.6	Jan 17	1978
1978 Jan 17	189-5	187.6	190-2		220.1		196-1	173-9	200.4	199.5	188-9	222-6	190-3	233.1	18	37.3	176-1	21	6.4	218.5	2	02.0	Jan 16	1979
1979 Jan 16	207-2	204-3	207.3		234.5		217.5	207.6	219-5	218.7	198.9	251-5	237.4	277.1	21	6-1	197-1	25	8.8	268.4	2	46.9	Jan 15	1980
1980 Jan 15	245-3	245.5	246-2		274.7		244.8	223.6	248.9	267.8	241.4	296-6	285.0	355-7	23	81.0	207.5	29	3-4	299.5	2	89-2	Jan 13	1981
1981 Jan 13	277.3	280.3	279.3		348.9		266.7	225.8	274.7	307.5	277.7	392-1	350-0	401-9	23	9-5	207.1	31	2.5	330.5	3	25.6	Jan 12	1982
1982 Jan 12	310-6	314.6	311.5		387.0		296-1	287.6	297.5	329.7	321.8	426-2	348-1	467-0	24	15-8	210.9	33	7.4	353-9	3	37.6	Jan 11	1983
1983 Jan 11	325-9	332.6	328.5		441.4		301.8	256.8	310-3	353.7	353.7	450-8	382.6	489-3	25	52.3	210-4	35	3.3	370.8	3	50.6	Jan 10	1984
1984 Jan 10	342.6	348.9	343.5		445.8		319.8	321.3	319.8	378.5	376.1	505-1	416-4	487.5	25	57.7	217.4	37	8-4	379.6	3	69.7	Jan 15	1985
1985 Jan 15 1986 Jan 14 Feb 11 Mar 11	359·8 379·7 381·1 381·6	367-8 390-2 391-4 391-5	361-8 381-9 383-3 383-4		465-9 489-7 489-5 489-5		330.6 341.1 343.6 345.2	306-9 322-8 328-2 337-5	335.6 344.9 346.9 347.3	401·8 426·7 428·9 429·9	397-9 423-8 425-9 426-5	545-7 549-9 553-2	463·7 465·7 467·5	507·0 507·0 507·0	26 26 26	55-2 57-8 58-8	225·2 225·7 227·9	40 40 40	2-9 16-1 15-8	393-1 391-2 386-8	3333	93·1 94·1 94·7	Jan 14 Feb 11 Mar 11	1986
Apr 15 May 13 June 10	385-3 386-0 385-8	395-6 395-8 395-3	387·0 387·3 387·0		497·8 495·9 496·8		347·4 349·4 351·4	343-7 356-8 361-8	348-7 349-4 350-3	434·3 436·2 439·3	427·6 428·8 429·4	580-8 594-4 597-3	483.5 482.7 471.6	506-8 504-2 504-8	26	39·3 38·7	227.4 227.8 227.5	40 40 40 40	18-7 18-5 19-3	385-3 383-6 387-9 386-7	44	00.5 01.2	May 13 June 10	
July 15 Aug 12 Sept 16	384·7 385·9 387·8	394-9 396-1 398-5	386-8 387-9 390-0		498·3 499·8 500·5		347-4 348-6 348-3	332·2 336·5 331·7	350·7 351·4 351·8	440·4 442·6 445·3	431-0 432-5 434-6	597-5 598-3 598-9	475-2 477-3 478-4	505-8 506-7 506-4	25	54-2 53-7 54-7	229.7 231.5 233.0	41 41 41	0.1 1.6 2.5	387.0 393.2 393.2	4	02-0 03-2 04-0	Aug 12 Sept 16 Oct 14	
Oct 14	388-4	399.6	390·9 394·3		500·4		347.6	324.9	352-2	447·8 449·5	436-6 436-0	502-2 603-1	497-4 501-1	506-1 505-3	27	76-3 67-9	234-0 234-2	41 41	3·0 4·0	395·3 396·3	4	06·2 06·7	Nov 11 Dec 9	
Dec 9	393-0	404.7	395-3		499.7		349.8	333.3	353-4	452.9	434.6	602-9	502-4	506-1	26	65-6	230.8	41	3-0	399.7	4	08-8	Jan 13	1987
1987 Jan 13 January 13, 1987 = 100	394-5	405-6	396-4	All items except housing	502-1	Consumer durables	354-0	347-3	355-9	454·8 Catering	440-7				Household goods	Househo services	old	Personal goods and services	Motoring expendi- ture	Fares and other travel costs	Leisure goods	Leisure services		
					_		_				-	38	157	61	73	44	74	38	127	22	47	30	1987	/ weights
Weights 1987	1,000	833	974	843	57	139	167	26	141	46	76	100-0	100-0	100.0	100.0	100.0	100-0	100-0 100-3	100.0	100·0 99·8	100.0	100·0 100·1	Jan 13 Feb 10	198
1987 Jan 13 Feb 10 Mar 10	100-0 100-4 100-6	100-0 100-4 100-6	100·0 100·3 100·6	100-0 100-4 100-6	100-0 100-0 100-0	100-0 100-3 100-8	100-0 100-7 100-7	100-0 103-2 103-0	100.0 100.2 100.3	100-0 100-4 100-8	100-3 100-6	99-9 99-8	100.7	99.8	101.0	100.3	100·8 101·0	100.7	101.3	99·9 100·2	100·3 100·9	100·1 101·5	Mar 10 Apr 14	
Apr 14	101-8	101.8	101.6	101-2	100-8	101.0	101.6	107.4	100.5	101-4	100.8													

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	Mis Ian goo	ce- eous ds	Transport and vehicles	S	ervices
1974 Jan 15 1975 Jan 14 1976 Jan 13 1977 Jan 13 1978 Jan 17 1979 Jan 16 1980 Jan 15 1981 Jan 13 1982 Jan 12 1983 Jan 11 1984 Jan 10 1985 Jan 14	12 20 23 17 10 9 18 13 12 5 5 5 6	20 18 25 23 7 11 13 9 11 2 6 3 3	21 19 23 18 16 10 22 15 7 7 7 7 6 6	2 18 26 17 9 5 21 15 16 10 6 6 7	0 24 31 19 15 4 17 10 32 9 6 13 7	10 10 22 14 7 16 25 20 23 -1 10 9 11	6 25 35 18 11 6 19 28 13 16 1 4 4	10 18 19 12 12 7 15 7 4 3 3 2 3	13 19 11 13 10 8 12 5 0 2 0 2 0 3 4	7 25 22 16 13 9 20 13 7 8 5 7 6		10 30 20 14 11 10 23 12 23 10 7 5 2 4	12 16 33 8 12 22 17 13 4 4 5 6	2
Feb 11 Mar 11	5 4	3 3	6 6	7 6	7 8	9 8	4 3	3 3	4 3	6 5		20	7	7
Apr 15 May 13 June 10	3 3 2	3 3 3	6 6 6	4 4 4	9 11 11	5 5 2	2 1 1	2 2 2	3 3 3	5 4 4		-2 -4 -2	5 4 5	
July 15 Aug 12 Sept 16	2 2 3	3 4 4	6 6 6	5 4 4	11 11 11	2 2 4	1 1 0	1 0 -1	2 3 2	4 4 4		-3 -2 -1	55	
Oct 14 Nov 11 Dec 9	3 4 4	4 3 3	6 6 7	3 3 3	11 11 11	5 8 8	0 0 0	-1 0 0	2 2 3	4 3 4		0 0 1	5 5 4	
1987 Jan 13	4	4	7	4	10	8	0	0	2	3		2	4	
			Catering					Household Household goods services	Ē	Personal goods and services	Motoring expendi- ture	Fares and other travel costs	Leisure goods	Leisure services
1987 Feb 10 Mar 10 Apr 14	4 4 4	4 3 4	6 7 6	4 4 4	10 9 4	8 8 9	0 0. 0	1 4 2 3 2 4	3 2 3	4 4 4	3 4 6	6 6 4	-1 0 1	3 3 3

Notes: See notes under table 6.3.

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

UNITED KINGDOM	One-pers	son pension	er househo	lds	Two-per	son pension	er househo	lds	General	index of ret	ail prices (e:	xcl. 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 1976 1977	121·3 152·3 179.0	134-3 158-3 186-9	139-2 161-4 191-1	145-0 171-3 194-2	121.0 151.5 178.9	134-0 157-3 186-3	139-1 160-5 189-4	144·4 170·2 192·3	123-5 151-4 176-8	134·5 156·6 184·2	140-7 160-4 187-6	145-7 168-0 190-8
1978 1979	197·5 214·9	202·5 220·6	205·1 231·9	207·1 239·8	195-8 213-4	200-9 219-3	203·6 231·1	205-9 238-5	194-6 211-3	199·3 217·7	202·4 233·1	205-3 239-8
1980 1981	250·7 283·2	262-1 292-1	268-9 297-2	275-0 304-5	248-9 280-3 311-8	260·5 290·3	266-4 295-6 319.8	271-8 303-0 324-1	249-6 279-3 305-9	261.6 289.8 314.7	267-1 295-0 316-3	271-8 300-5 320-2
1982 1983 1984	331·1 346·7	334·3 353·6	337·0 353·8	342·3 357·5	327·5 343·8	331·5 351·4	334-4 351-3	339-7 355-1	323-2 337-5	328·7 344·3	332·0 345·3	335·4 348·5
1985 1986	363·2 378·4	371·4 382·8	371·3 382·6	374·5 384·3	360·7 375·4	369·0 379·6	368·7 379·9	371-8 382-0	353-0 367-4	361·8 371·0	362·6 372·2	365·3 375·3
JAN 13, 1987 = 100 1987	100-3				100-3				100.3			

Note: The General Index covers all goods and services purchased by most households, excluding those for which the income is in the top 3-4 per cent and those one- and two-person pensioner households whose incomes depend mainly on state benefits; that is at least three-quarters of their income is from national retirement or similar pensions.

6.7 RETAIL PRICES Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscel- laneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PE	RSON PENSIO	ONER HOUS	SEHOLDS			-					
1982 1983 1984 1985 1986	321.7 336.2 352.9 370.1 382.0	291.5 300.7 320.2 330.7 340.1	341-6 366-7 386-6 410-2 428-4	414·1 441·6 489·8 533·3 587·2	430.6 462.3 479.2 502.4 510.4	248-2 255-3 263-0 274-3 281-3	211-6 215-3 215-5 223-4 231-0	398-8 422-3 438-3 458-6 472-1	370-8 393-9 417-3 451-6 468-4	J 305-5 311-5 321-3 343-1 257-0	AN 15, 1974 = 100 336·3 358·2 384·3 406·8 432·7
INDEX FOR TWO-PE	RSON PENSI	ONER HOUS	SEHOLDS				201 0	472 1	400.4	337.0	402 /
1982 1983 1984 1985 1986	318-8 333-3 350-4 367-6 379-2	287.8 296.7 315.6 325.1 334.6	350.7 377.3 399.9 425.5 445.3	413-1 440-6 488-5 531-6 584-4	430·5 461·2 479·2 503·1 511·3	249·4 257·4 264·3 275·8 281·2	219·9 223·8 223·9 232·4 239·5	369-6 393-1 407-0 429-9 428-5	362·3 383·9 405·8 438·1 456·0	314-1 320-6 331-1 353-8 368-4	336-3 358-2 384-3 406-7 432-9
GENERAL INDEX OF	RETAIL PRIC	CES					200 0	120 0	400 0	300.4	402 0
1982 1983 1984 1985 1986	314·3 329·8 343·9 360·7 371·5	299·3 308·8 326·1 336·3 347·3	341.0 366.5 387.7 412.1 430.6	413-3 440-9 489-0 532-5 584-9	433·3 465·4 478·8 499·3 506·0	243-8 250-4 256-7 263-9 266-7	210-5 214-8 214-6 222-9 229-2	343·5 366·3 374·7 392·5 390·1	325·8 345·6 364·7 392·2 409·2	331.6 342.9 357.3 381.3 400.5	341.7 364.0 390.8 413.3 439.5

Note: The General Index covers almost all goods and services purchased by most households, excluding those for which the income is in the top 3-4 per cent and those one- and two-person pensioner households whose incomes depend mainly on state benefits; that is at least three-quarters of their income is from national retirement or similar pensions.

6.8

RETAIL PRICES Selected countries: consumer prices indices

	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	lrish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD (1)
Annual averages 1975 1976 1977 1977 1978 1979	51.1 59.6 69.0 74.7 84.8	60.5 68.7 77.1 83.2 90.8	77-3 83-0 87-6 90-7 94-0	73.5 80.2 85.9 89.8 93.8	65-8 70-7 76-4 83-2 90-8	61 66 74 81 89	60·8 66·7 72·9 79·5 88·1	81.8 85.5 88.6 91.0 94.8	47·1 53·3 59·8 67·3 80·1	51.8 61.1 69.4 74.7 84.6	46·9 54·8 64·1 71·9 82·5	72.9 79.7 86.1 89.4 92.6	74.7 81.3 86.6 90.1 93.9	67 73 80 86 90	42.6 50.2 62.5 74.8 86.6	61 67 75 82 88	89·1 90·7 91·8 92·8 96·1	Indi 65-3 69-1 73-5 79-2 88-1	ces 1980 = 100 63·2 68·7 74·8 80·7 88·6
1980 1981 1982 1983 1984 1985 1986	100·0 111·9 121·5 127·1 133·4 141·5 146·3	100.0 109.6 121.8 134.1 139.4 148.8 162.4	100.0 106.8 112.6 116.3 122.9 126.9 129.0	100.0 107.6 117.0 126.0 134.0 140.5 142.3	100.0 112.5 124.6 131.9 137.6 143.1 149.0	100 112 123 132 140 146 152	100.0 113.4 126.8 139.0 149.3 158.0 162.2	100.0 106.3 111.9 115.6 118.4 121.0 120.7	100.0 124.5 150.6 181.0 214.4 255.8 314.7	100.0 120.4 141.1 155.8 169.3 178.5 185.2	100.0 117.8 137.3 157.3 174.3 190.3 201.4	100·0 104·9 107·7 109·7 112·1 114·4 114·9	100.0 106.7 113.1 116.2 120.0 122.7 122.9	100 114 127 137 146 154 165	100.0 114.6 131.1 147.0 163.6 178.0 193.7	100 112 122 133 143 154 160	100.0 106.5 112.5 115.9 119.3 123.3 124.2	100.0 110.4 117.1 120.9 126.1 130.5 133.1	100-0 110-5 119-1 125-3 131-7 R 137-6 R 141-2 R
Quarterly averages 1986 Q2 Q3 Q4	146-3 146-4 148-3	159·7 163·9 168·6	128·7 129·2 129·2	142·2 142·5 142·6	148-0 149-8 151-3	152 153 154	161·4 162·4 163·5	121.0 120.4 120.0	310·2 316·5 335·1	185-5 185-8 186-2	200-8 201-9 201-4	115·3 114·6 114·5	123-3 122-1 123-2	163 168 171	191∙5 195∙8 198∙1	160 160 162	124-4 123-8 124-4	132·3 133·3 134·0	140·7 R 141·4 R 142·4 R
1987 Q1	150.1				152.7		165.4	121.0			207.1	113-8	121.5					135.5	143-8
Monthly 1986 Oct Nov Dec	147·3 148·5 149·0	168-6	129·3 129·0 129·2	142·7 142·6 142·7	150·7 151·5 151·7 R	154 154 154	163∙3 163∙5 163∙7	120-0 119-9 120-1	332·6 334·9 337·8	186-2	203·4 204·4 205·1 R	115·0 114·4 114·2	123-2 123-3 123-1	170 171 171	198-1 197-7 198-4	162 162 162	124·1 124·4 124·6	133-9 134-0 134-2	142·1 R 142·4 R 142·6 R
1987 Jan Feb Mar Apr	149-6 150-2 150-5 152-3	··· ·· ··	130-3 	143·3 143·6 R 143·7	152·1 152·7 R 153·4	155 154 156	165·2 165·5 R 165·7	120.6 120.7 121.8	341.5 342.9 R	189-6 R	206·3 R 207·0 208·0	113-6 .113-5 R 114-2	121-2 121-5 121-7	174 176 178	199-9 200-3 R 201-9	164 164 165	125-4 125-7 125-8	135.0 135.5 136.1	143-2 R 143-7 144-5
Increases on a y	ear earlie	er																	
Annual averages 1975 1976 1977 1978 1979	24·2 16·5 15·8 8·3 13·4	15·1 13·6 12·3 7·9 9·1	8·4 7·3 5·5 3·6 3·7	12·8 9·2 7·1 4·5 4·5	10-8 7-4 8-1 8-9 9-1	9-6 9-0 11-1 10-0 9-6	11.8 9.7 9.4 9.1 10.8	6·0 4·5 3·7 2·7 4·1	13·4 13·3 12·1 12·6 19·0	20·9 18·0 13·6 7·6 13·3	17·0 16·8 17·0 12·1 14·8	11-8 9-3 8-1 3-8 3-6	10-2 8-8 6-5 4-1 4-2	11.7 9.1 9.1 8.1 4.8	16·9 17·7 24·5 19·8 15·7	9.8 10.3 11.4 10.0 7.2	6.7 1.8 1.3 1.1 3.6	9·1 5·8 6·5 7·7 11·3	Per cent 11-3 8-7 8-9 8-0 9-8
1980 1981 1982 1983 1984 1985 1986	18.0 11.9 8.6 4.6 5.0 6.1 3.4	10-2 9-6 11-1 10-1 4-0 6-7 9-1	6.4 6.8 5.5 3.3 5.7 3.3 1.7	6.6 7.6 8.7 7.7 6.3 4.9 1.3	10-1 12-5 10-8 5-9 4-3 4-0 4-1	12·3 11·7 10·1 6·9 6·1 4·3 4·1	13.6 13.4 11.8 9.6 7.3 5.8 2.7	5.5 6.3 5.3 3.3 2.4 2.2 -0.2	24.9 24.5 20.9 20.5 18.1 19.3 23.0	18·2 20·4 17·1 10·5 8·7 5·4 3·8	21.2 17.8 16.6 14.6 10.8 9.2 5.8	8·0 4·9 2·7 1·9 2·2 2·1	6.5 6.7 6.0 2.7 3.3 2.3 0.2	10·9 13·6 11·2 8·6 6·6 5·5 7·1	15-5 14-6 14-4 12-1 11-3 8-8 8-8	13.7 12.1 8.6 8.9 7.5 7.7 3.9	4·0 6·5 5·6 3·0 2·8 3·4 0·7	13.5 10.4 6.1 3.2 4.3 3.5 2.0	12-9 10-5 7-8 5-3 5-1 4-5 2-6 R
Quarterly averages 1986 Q2 Q3 Q4	2·8 2·6 3·4	8·4 8·9 9·8	1.5 1.7 1.3	1·3 0·8 0·7	3-9 4-2 4-3	3·4 4·1 4·1	2·4 2·1 2·1	-0·2 -0·4 -1·1	24.5 23.8 19.5	4·4 3·1	6·1 5·4 4·4	0·8 0·2 0·5	0-4 -0-4 -1-8	6·5 8·4 8·9	8·5 9·4 8·6	3.9 3.9 3.8	0∙9 0∙6 0∙2	1.6 1.7 1.3	2·5 2·5 2·1
1987 Q1	3.9				4.1		3.2	-0.5			4.1	-1.3	-1.2					2.2	2.6
Monthly Oct Nov Dec	3·0 3·5 3·7	 9·8	1.6 1.2 1.1	0·8 0·5 0·6	4·4 4·5 4·2	4·5 4·3 4·3	2·2 2·1 2·1	-0·9 -1·2 -1·1	21.9 19.8 16.9	3.2	4·7 4·4 4·1	-0.6 -0.3 -0.5	-0·2 -0·2 -0·1	8-8 8-7 8-9	9·3 8·3 8·2	4·1 3·5 3·3	0·4 0·1 0·0	1.5 1.3 1.1	2·3 2·2 2·1
1987 Jan Feb Mar Apr	3.9 3.9 4.0 4.2	··· ···	1.0 	0-9 1-0 1-3	3·9 3·9 R 4·2	4·8 4·8 5·3	3·0 3·4 3·3	-0.8 -0.5 -0.2	15·5 16·8	3·4 	3.8 4.2 4.2	-1.6 -1.4 -0.8	-1·3 -1·2 -1·1	9·5 10·0 10·4	6·0 6·0 6·2	3.5 3.4 3.8	0.6 1.0 0.9	1.4 2.4 3.0	2·3 2·4 3·0

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

Note: 1 The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

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JUNE 1987 EMPLOYMENT GAZETTE

TOURISM Overseas travel and tourism: Visits to the UK by overseas residents 8.3 THOUSAND

Western

6,816 7,770 7,865 7,873 7,910 7,055 7,082 7,164 7,551 7,904 8,247

1,379 2,171 2,798 1,557

1,536 2,017 2,933 1,761

630 430

1,899 2,134 2,306 2,417 2,429 2,291 2,418 2,464 2,763 2,782 2,695

220 130

Other areas

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

SIC group	Restaurants cafes etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade	Other tourist etc accommodation 667	Libraries, museums art galleries etc 977	Sports and other recreational service 979
Self employed * 1981	48.1	51.7	1.6	32-6	3-8	0.6	19-7
Employees in employment † 1982 March June September December	180-6 194-1 194-9 184-3	225-0 236-0 234-0 230-8	137-3 138-5 134-7 134-8	219 267 268 209	-5 -4 -2 -6	309·4 336·8 327·0 309·2	_
1983 March June September December	174-0 197-7 203-6 200-3	226-7 237-1 245-3 243-8	131-3 133-0 135-3 138-3	203 262 265 211	-2 -2 -3 -0	307-0 312-8 334-9 314-1	
1984 March June September December	200·5 213·1 216·2 208·8	239-5 251-7 259-8 259-5	136-6 137-6 137-0 139-3	202 265 262 228	-1 -7 -0 -3	311-2 333-6 330-1 315-1	
1985 March June September December	206·2 220·9 223·6 217·7	257-6 270-6 264-8 265-4	137-6 141-8 142-1 144-6	225 274 278 241	-6 -5 -1 -5	320-3 378-6 371-8 335-2	
1986 March June September December	211.5 224.8 222.7 219.5	258-2 269-5 275-2 275-5	141-3 143-1 144-0 145-4	238 284 284 250	-5 -5 -4	333-2 384-1 377-2 348-5	1-
Change Dec 1986 on Dec 1985 Absolute (thousands)	+1.8	+10-1	+0.8	+8	.9	+13-3	
Percentage	+0.8	+3.8	+0.6	+3	-7	+4.0	

Based on Census of Population. In addition the Labour Force Survey showed the following estimates (thousands) of self employment in Hotels and Catering (SIC Class 66): (1982 not available.) 1981 145 1983 142 1984 161 1985 170 1986 185
 These are comparable with the estimates for all industries and services shown in table 1-4.

Q.2	TOURISM	
0.2	Overseas travel and tourism: earnings and expenditure	

	Overseas visito (a)	ors to the UK	UK residents a (b)	broad	Balance (a) less (b)	
1980 1981 1982 1983 1984 1985 P 1986 PR	2,961 2,970 3,188 4,003 4,614 5,451 5,405	2.961 2.970 3.188 4.003 4.614 5.451 5.405 -1			+223 -302 -452 -87 -49 +574 -522	
Fercentage change 1960/1965	Overseas visito	ors to the UK	+22 UK residents a	broad	Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1985 P 1st quarter 2nd quarter 3rd quarter 4th quarter	903 1,331 2,066 1,150	1,327 1,388 1,382 1,353	846 1,153 1,879 998	1,275 1,147 1,155 1,300	+57 +178 +187 +152	+52 +241 +27 +53
1986 P 1st quarter 2nd quarter 3rd quarter 4th quarter R	912 1,250 2,055 1,188	R 1,334 1,296 1,371 1,404	896 1,456 2,539 1,105	R 1,383 1,525 1,643 1,376	+16 -206 -484 +135	R -49 -229 -272 +28
1985 P March April May June July August September October November December	334 376 459 641 823 602 466 364 320	472 443 483 462 449 487 446 437 459 458	325 324 350 480 530 677 671 476 281 241	414 390 378 378 384 377 394 396 427 475	+9 +52 +109 +16 +111 +146 -69 -10 +83 +79	+58 +53 +105 +84 +65 +110 +52 +39 +32 -17
1986 P January February March April May June July August September October R November R December R	332 264 316 364 424 463 633 778 644 440 407 341	440 451 426 441 427 439 457 473 409 510 485	259 237 399 367 497 593 695 968 877 508 326 202	414 437 527 465 562 492 528 579 539 446 517 413	+73 +27 -83 -73 -130 -62 -190 -233 -68 +81 +139	+26 +14 -86 -39 -121 -65 -89 -113 -66 -37 -7 +72
1987 P January (e) February (e)	415 270	555 462	340 300	529 541	+75 +30	+26 -79

P Provisional R Revised (e) Rounded to the nearest £5 million. For further details see Business Monitors MQ6 and MA6.

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TOURISM 8 Visits abroad by UK residents

		n Madaan						
	All areas		North America	Western Europe	Other areas			
	Actual	Seasonally adjusted						
976	11,560		579	9,954	1,027			
977 978 970	13,443		782	11,517	1,144			
980 981	17,507		1,382	14,455	1,670 1,671			
982 983	20,611 20,994		1,299 1,023	17,625 18,229	1,687 1,743			
984 985 P	22,072 21,771		919 914	19,371 19,105	1,781 1,752			
986 P	24,910		1,125	21,948	1,838			
985 1st quarter P 2nd quarter P	3,324 5,613	5,421 5,173	158 200	2,707 4,993	459 420			
3rd quarter P 4th quarter P	8,314 4,521	5,244 5,933	350 206	7,486 3,919	477 396			
1000 4		R	450	0.000	550			
2nd quarter P	3,734 6,410	6,220 6,062	159 269	5,701	440			
4th quarter PR	4,357	5,713	295	3,631	431			
985 P March April	1,384	1,871	40 57	1,209	135 196			
May June	1,661 2,300	1,691 1,754	61 82	1,490 2,103	109 114			
July August	2,293 3,172	1,703 1,763	110 138	2,080 2,864	103 170			
September October	2,849 2,064	1,778 1,794	103 94	2,542 1,841	204 129			
November December	1,435 1,022	2,192 1,948	63 49	1,232 846	140 127			
1986 P January	1,137	1,950	69	866	202			
March	1,012 1,586	2,033 2,169	40 42	1,345	199			
May	2,139	2,225	05 71	1,948	120			
July	2,896	2,000	114	2,680	102			
September October R	3,353	2,100	129	3,060	164 139			
November R December R	1,288	2,009	102	1,001 758	185 107			
1987 P January (e)	1,260	2,176	110	950	200			
Vetra 0	1,280	2,500	50	1,050	150			

North America

2,093 2,377 2,475 2,196 2,082 2,105 2,135 2,836 3,330 3,797 2,831

489 1,138 1,545 625

180 130

Seasonally adjusted

3,527 3,725 3,665 3,566

R 3,765 3,061 3,338 3,608

1,173 1,183 1,273 1,269 1,201 1,249 1,214 1,194 1,107 1,265

1,262 1,300 1,197 984 1,092 979 1,078 1,161 1,093 1,191 1,189 1,228

1,439

All areas Actual

10,808 12,281 12,646 12,486 12,421 11,452 11,636 12,464 13,644 13,644 14,483 13,722

2,351 3,957 5,419 2,755

2,560 3,312 5,054 2,910

872 1,207 1,282 1,467 1,823 2,145 1,451 1,451 1,451 1,451 1,451 1,451 1,451 1,225 1,123 1,025 1,123 1,164 1,677 2,043 1,334 1,159 883 804

1,030

quarter P quarter P quarter P quarter P

uarter P quarter P uarter P uarter PR

rch

gust ptembe tober vember cember

bruary bruary irch

gust ptember tober R vember R cember R

nuary (e) bruary (e)

e table 8.2.

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

	1984 1985 P	1986 P	1985 P				1986 P				-	
				1st Q	2nd Q	3rd Q	4th Q	1st Q	2nd Q	3rd Q	4th Q	
Total all countries	13,644	14,483	13,772	2,351	3,957	5,419	2,755	2,560	3,312	5,054	2,845	_
North America												
USA	2,764	3,166	2,285	412	927	1,308	519	437	523	863	462	
Canada	567	631	546	78	211	237	105	89	149	208	101	
Total	3,330	3,797	2,831	489	1,138	1,545	625	525	672	1,071	563	
European Community												
Belgium/Luxembourg	426	503	494	104	136	156	107	65	122	189	117	
France	1,632	1,620	1,750	332	528	507	253	404	490	545	211	
Federal Republic of Germany	1,485	1,484	1.589	232	445	540	267	284	396	585	311	
Italy	475	494	488	78	112	233	72	72	75	259	324	
Netherlands	741	762	760	122	185	266	196	125	177	240	83	
Denmark	192	201	243	37	52	65	47	48	52	73	218	
Greece	81	118	94	23	38	31	26	23	20	75	70	
Snain	293	342	363	57	72	142	60	20	20	20	25	
Portugal	59	64	81	11	10	10	15	10	05	147	78	
Irich Popublic	000	1 001	004	160	045	200	105	10	21	23	21	
insii nepublic	909	1,001	904	102	240	399	195	157	238	391	198	
Total	6,292	6,591	6,846	1,158	1,833	2,352	1,247	1,268	1,655	2,478	1,445	
Other Western Europe												
Austria	111	108	116	11	26	54	17	17	19	54	25	
Switzerland	313	339	343	57	96	101	84	51	101	105	20	
Norway	216	237	279	45	59	75	58	62	70	84	00	
Sweden	402	380	406	59	105	125	91	80	113	124	04	
Finland	72	70	67	13	16	30	12	13	22	21	68	
Others	145	179	190	37	36	61	48	44	37	68	41	
Total	1,259	1,313	1,401	221	338	445	309	268	362	455	315	
Other countries												
Middle East	610	588	533	110	126	241	110	105	107	000		
North Africa	132	110	00	22	24	50	112	105	107	229	91	
South Africa	182	147	140	27	24	50	20	20	18	40	20	
Eastern Europe	57	68	66	15	37	20	20	29	35	49	27	
lanan	201	211	205	15	40	30	15	13	11	30	12.	
Australia	456	472	205	49	49	100	48	51	37	67	50	
New Zeelend	430	4/3	467	/3	118	192	89	79	119	183	86	
Letia America	95	83	92	15	18	29	21	11	25	34	21	
Dant of Month	165	166	181	31	37	65	33	25	44	74	39	
Hest of World	865	927	912	141	232	350	205	166	227	344	176	
Iotal	2,763	2,782	2,695	483	649	1.076	574	499	623	1 050	622	

Notes: See table 8.2.

TOURISM 8.7 Overseas travel and tourism: Visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total N visits –	Mode of trav	rel	Purpose of vi	isit		
	visits	Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
P P Pance 1986/1985	12,646 12,486 12,421 11,452 11,636 12,464 13,644 13,644 14,483 13,772 -5	7,580 7,614 7,323 6,889 6,911 7,661 8,515 9,396 8,716 -7	5,067 4,872 5,098 4,563 4,724 4,803 5,129 5,086 5,056 -1	5,876 5,529 5,478 5,037 5,265 5,818 6,385 6,663 5,873 -12	2,295 2,395 2,565 2,453 2,393 2,556 2,463 2,863 3,009 3,222 +7	2,193 2,254 2,319 2,287 2,410 2,560 2,626 2,626 2,626 2,926 +1	2,283 2,308 2,058 1,675 1,568 1,530 1,770 1,912 1,751 -8
1st quarter	2,156	1,452	704	819	622	475	240
2nd quarter	3,582	2,093	1,489	1,751	744	614	473
3rd quarter	5,179	3,039	2,140	2,750	728	978	723
4th quarter	2,728	1,931	796	1,066	769	558	334
1st quarter P	2,351	1,625	726	866	655	530	299
2nd quarter P	3,957	2,458	1,499	1,985	791	737	444
3rd quarter P	5,419	3,326	2,092	2,812	755	1,045	807
4th quarter P	2,755	1,987	769	1,000	807	586	362
1st quarter P	2,560	1,721	839	927	711	588	334
2nd quarter P	3,312	2,056	1,256	1,396	890	683	344
3rd quarter P	5,054	3,004	2,051	2,501	789	1,030	735
4th quarter P	2,845	1,936	909	1,049	832	626	338

otes: See table 8-2.

Overseas travel and tourism: Visits abroad by mode of travel and purpose	8.8
OIVISIL	THOUSAN

		Total	Mode of trave	əl	Purpose of vi	sit			
		VISIUS	Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes	
8 9 0 1 2 3 4 5 P 6 P chan	ne 1986/1985	13,443 15,466 17,507 19,046 20,611 20,994 22,072 21,771 24,528 +13	8,416 9,760 10,748 11,374 12,031 12,361 13,934 13,805 15,843 +15	5,028 5,706 6,759 7,672 8,580 8,634 8,137 7,967 8,686 +9	8,439 9,827 11,666 13,131 14,224 14,568 15,246 14,942 17,366 +16	2,261 2,542 2,690 2,740 2,788 2,886 3,155 3,268 3,306 +1	1,970 2,166 2,317 2,378 2,529 2,559 2,689 2,689 2,612 2,768 +6	774 931 834 797 1,090 982 982 949 949 1,088 +15	
4 1st 2nd 3rd 4th	quarter d quarter quarter quarter quarter	3,256 5,980 8,599 4,238	2,344 3,633 5,202 2,755	912 2,347 3,396 1,483	1,892 4,198 6,615 2,541	706 885 689 875	512 659 1,001 517	146 238 293 305	
15 1st 2nd 3rc 4th	quarter P quarter P quarter P quarter P quarter P	3,324 5,612 8,314 4,521	2,395 3,518 5,013 2,878	929 2,094 3,301 1,642	1,957 3,888 6,343 2,753	714 905 752 897	518 614 965 514	136 205 253 356	
36 1st 2n 3rc 4th	L quarter P d quarter P d quarter P d quarter P	3,734 6,410 10,026 4,358	2,661 4,219 6,258 2,705	1,074 2,191 3,767 1,654	2,219 4,616 7,946 2,585	738 906 804 858	572 680 1,003 513	205 208 273 403	

8.6	TOURISM Overseas	travel a	nd tou	rism: Visi	its abroad by country visited
	1984	1985 P	1986 P	1985 P	1096 D

				1st Q	2nd Q	3rd Q	4th Q	1st Q	2nd Q	3rd Q	4th Q	
Total all countries	22,072	21,771	24,528	3,324	5,612	8,314	4,521	3,734	6,410	10,026	4,358	
North America												
USA	719	722	945	134	163	243	182	120	202	200	261	
Canada	200	193	216	24	37	108	24	20	47	115	35	
Total	919	914	1,161	158	200	350	206	159	269	437	296	
European Community												
Belgium/Luxembourg	776	755	756	148	100	101	016	100	100	004	007	
France	4 482	4 523	F 179	600	1 1 1 0	1 705	210	109	198	221	221	
Federal Republic of Cormony	1,004	4,020	5,170	022	1,110	1,725	1,058	829	1,2/1	1,994	1,084	
Itely	1,294	1,321	1,245	180	366	499	275	204	309	479	254	
Nathadarda	1,184	1,066	1,092	1/8	269	472	147	150	320	504	118	
Nethenands	868	949	853	156	346	247	201	146	278	276	158	
Denmark	126	151	152 -	37	34	56	34	28	35	56	33	
Greece	1,048	1,319	1,466	12	378	782	146	9	438	880	138	
Spain	5,022	4,175	5,475	577	1.089	1.557	951	620	1 486	2 531	838	
Portugal	573	709	905	86	191	263	170	122	244	2,001	155	
Irish Řepublic	1,552	1,623	1,657	262	397	648	316	265	405	668	319	
Total	16,935	16,591	18,784	2,249	4,388	6,440	3,515	2,482	4,984	7,994	3,324	
Other Western Europe												
Yugoslavia	477	566	652	10	177	010	01	44	101	007	EA	
Austria	600	500	677	105	101	310	01	11	191	397	54	
Switzerland	510	357	5//	105	121	188	62	230	116	197	34	
Nonwow/Sweden/Finland	519	400	515	132	106	1/5	14	160	126	166	63	
Norway/Sweden/Finland	302	346	334	5/	84	124	81	85	94	114	41	
Gibraitar/Maita/Cyprus	4/5	475	521	61	93	201	119	44	159	222	97	
Other	53	82	114	13	24	40	7	7	31	57	19	
Total	2,436	2,514	2,714	458	605	1,046	404	537	717	1,153	308	
Other countries												
Middle East	227	189	221	41	57	44	47	00		50	61	
North Africa	253	272	246	60	50	444	4/	00	41	59	60	
Fastern Europe	164	273	104	00	59	105	12	68	58	57	00	
Australia/Now Zooland	167	23/	194	3/	/9	105	16	51	49	63	30	
Commenter Contraction	167	154	188	64	35	24	31	72	56	24	35 .	
Commonwealth Caribbean	140	122	162	29	28	38	27	44	41	40	37	
Hest of world including Cruise	830	777	858	228	161	185	203	261	195	198	205	
Total	1,781	1,752	1,869	459	419	477	396	556	440	442	431	

Notes: See table 8-2.

Votes: See table 8.2.

THOUSAND

TOURISM 8.9

Marcana and Anna and						
	Overseas visitors to the UK	UK residents going abroad		Overseas visitors to the UK	UK residents going abroad	
1978 1979 1980 1981 1982 1983 1984 1985 P 1986 P 1986 P 1986 P	149-1 154-6 146-0 135-4 136-3 145-0 154-5 167-7 155-7 -7-2	176-4 205-0 227-7 251-1 261-7 264-4 277-5 270-9 304-0 +12-2	1984 1st qtr 2nd qtr 3rd qtr 4th qtr 1985 1st qtr P 2nd qtr P 3rd qtr P 4th qtr P	22-2 35-3 67-2 29-7 26-0 38-2 72-0 31-5	41-3 71-8 117-0 47-5 42-8 63.2 115-0 49-8	
			1986 1st qtr P 2nd qtr P 3rd qtr P 4th qtr P	25·4 32·9 67·0 30·4	44-7 73-7 139-1 46-4	

Notes: See table 8-2.



Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York- shire and Humber- side	North West	Northern	Wales	Scotland	Great Britain
Entrants to training† April—March 1988 Total in training† April 30, 1987	319	258	350	703	804	515	1,275	562	702	661	6,149

+ YTS entrants and those already in training include some young people on existing one-year YTS places as well as those on two-year YTS places

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

Measure	Great Britain		Scotland		Wales		
	Apr	Mar	Apr	Mar	Apr	Mar	
Community Industry Community Programme Enterprise Allowance Scheme Job Release Scheme Jobshare New Workers Scheme	8,000 238,000 85,000 23,000 318 31,515	8,000 244,000 81,000 24,000 297 34,059	1,712 30,006 8,079 1,768 24 2,773	1,723 30,672 7,747 1,848 23 2,859	917 22,131 5,393 859 20 2,046	827 22,597 5,216 901 18 2,013	
(cumulative total July 1, 1986 to April 9, 1987)	8,556	5,692	954	641	627	397	
(cumulative total July 10, 1986 to April 9, 1987)	1,285,097	1,172,103	147,564	132,266	75,594	68,068	

OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employ. ment

Registered† for employment at jobcentres, April 3, 1987 Employment registrations† taken at jobcentres, March 9 to April 3, 1987 Placed into employment by jobcentre advisory service, March 9 to April 6, 1987*

63,055 7,650 3,002

ole with

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 peo disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
 * Not including placings through displayed vacancies or onto the Community Programme.

OTHER FACTS AND FIGURES

Jobseekers and unemployed people with disabilities—jobcentres and local authority careers offices USAND

GREAT BRITAIN

INDI

DEFINITIONS

order.

NGS

BASIC WEEKLY WAGE RATES

YED LABOUR FORCE

IME WORKERS

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YEES IN EMPLOYMENT

and private domestic servants).

RAL INDEX OF RETAIL PRICES

ng those on release leave.

EHOLD SPENDING

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ms used in the tables are defined more fully in periodic articles

um entitlements of manual workers under national collec-

reements and statutory wages orders. Minimum entitle-

in this context means basic wage rates, standard rates, m guarantees or minimum earnings levels, as appropriate,

with any general supplement payable under the agree-

oss remuneration which employees receive from their em-

in the form of money. Income in kind and employers'

ions to national insurance and pension funds are ex-

ees in employment plus HM forces and self-employed.

s in the paid employment of employers (excluding home

normally working for more than 30 hours a week except

eral index covers almost all goods and services purchased

households, excluding only those for which the income of of household is in the top 3-4 per cent and those one and

son pensioner households (covered by separate indices)

ncomes depend mainly on state benefits-that is, more

service personnel of HM Regular Forces, wherever serving,

diture on housing (in the Family Expenditure Survey) in-

for owner-occupied and rent-free households, a notional ed) amount based on rateable values as an estimate of the

ree-quarters of their income is from state benefits.

ployment Gazette relating to particular statistical series.

cs of stoppages of work due to industrial disputes in the Kingdom relate only to disputes connected with terms and ons of employment. Stoppages involving fewer than 10 rs or lasting less than one day are excluded except where the

gate of working days lost exceeded 100. aggre kers involved and working days lost relate to persons both dire and indirectly involved (thrown out of work although not

parti 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 underrecording 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 1968 Orders III-XIX. SIC 1980 Divisions 2 to 4.

- Conventions The following standard symbols are used:
- not available
- nil or negligible (less than half the final digit shown)
- Drovisional break in series

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980) Divisions 1 to 4 inclusive, i.e. excluding construction.

SEASONALLY ADJUSTED Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES SIC 1968 Orders XXII-XXVII. 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, supplementary benefits or national insurance credits) at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

R	revised
e	estimated
MLH	Minimum List Heading of the SIC 1968
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 (1980 edition
EC	European Community

here ligures 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. hough 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 this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

ich would have been payable if the dwelling had been mortgage payments are therefore excluded. INDI **OF PRODUCTION INDUSTRIES** (SIC 1968)

s II-XXI: Manufacturing industries plus mining and quar-Orde rving construction, gas, electricity and water.

STRIAL DISPUTES

Disabled people

	Suitable for	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 unemploye			
1986 Jan	26.4	23.2	48.5	37.9	4.5	4.1	2.7	2.1			
July Oct	27·8 24·8	24·2 21·7	51.8 49.3	41·8 38·1	4·4 4·9 4·3	3.9 4.4 3.9	2·5 3·1 2·5	2·5 2·0			
1987 Jan	22.2	19.5	43.6	33-2	3-9	3.4	2.2	1.7			

* Includes registered disabled people and those who, although eligible, choose not to register. 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 21, 1986, the latest date for which figures are available, 389,273 people were registered under the Acts.

Regularly published statistics

Employment and working population	Fre- * quency	Latest issue	Table number	Earnings and hours (cont.)	Fre- * quency	Latest issue	Тапи
Working population: GB and UK	M (Q)	June 87:	or page	Average weekly and hourly earnings and hours worked (manual workers)			or
Labour force estimates, projections Employees in employment	in (a)	Aug 86:	317	Manufacturing and certain other industries Summary (Oct)	B (A)	May 87.	
All industries: by Division class or group	Q	May 87:	1-4	Detailed results	A	Mar 87:	
: time series, by order group	M	June 87:	1.2	Manufacturing International comparisons	М	June 87	
Occupation	IVI	Julie 07.	1.2	Aerospace	A	Aug 86:	
Administrative, technical and	Α	Dec 86 ⁻	1.10	Agriculture Coal mining	A	Mar 87: Mar 87:	
Local authorities manpower Region: GB	â	Apr 87:	1.7	Average earnings: non-manual employees Basic wage rates: manual workers	B (A)	June 87:	
Sector: numbers and indices,	Q	May 87:	1.5	Wage rates and hours (index) Normal weekly hours	A	Apr 84: Mar 87:	
: by industry		May 86:	164	Holiday entitlements	Α	Mar 87:	
GB and regions by industry				Latest figures: industry	М	June 87:	
on SIC 1980 Census of Employment: Sept 1981		Dec 83:	Supp 2	Region: summary Hours of work: manufacturing	Q M	June 87: June 87:	
UK by industry on SIC 1980 [final]	0	May 87:	1.9	Output per head			
Apprentices and trainees by industry:		lune OC:	1.14	Output per head: quarterly and	M (O)	June 87	
Apprentices and trainees by region:	A	June 86:	1.14	Wages and salaries per unit of output	Wr (Gr)	oune or.	
Manufacturing industries	A	June 86:	1.15	Manufacturing index, time series Quarterly and annual indices	M	June 87:	
Registered disabled in the public sector	A	Feb 87:	87	duatory and annual motor		ouno or.	
Labour turnover in manufacturing	Q	June 87: Feb 87	1.6 84	Labour costs Survey results 1984	Triennial	June 86	
	~	10007.	04	Per unit of output	M	June 87:	
Unemployment and vacancies				Retail prices			
Summary: UK	М	June 87:	2.1	General index (RPI)		lune 07.	
Age and duration: UK	M (Q)	June 87: June 87:	2.2	percentage changes	M	June 87:	
Broad category: UK	M	June 87:	2.1	Recent movements and the index	м	May 87	
Detailed category: GB	Q	June 87:	2.6	Main components: time series	IVI	way or.	
Region: summary	Q	June 87:	2.6 2.7	and weights Changes on a year earlier: time series	M	June 87: June 87:	
: estimated rates	Q	June 87:	2.15	Annual summary	A	Mar 87:	
Duration: time series UK Region and area	Q	June 87:	2.8	Pensioner household indices	A	Apr 87:	
Time series summary: by region	M	June 87:	2.3	All items excluding housing	M (Q) M (A)	June 87:	
: counties, local areas	M	June 87:	2.9	Revision of weights	A	May 86:	
(formerly table 2·4)	м	June 87	2.10	Food prices	M D	May 87: May 82:	
Age and duration: summary	Q	June 87:	2.6	International comparisons	М	June 87:	
GB, time series	D	May 84:	2.19	Household spending			
UK, time series	M	June 87:	2.19	All expenditure: per household	Q	Apr 87:	
GB, Regions and duration	Q	May 87:	2.23/24/26	Composition of expenditure	Q	Api 01.	
GB, Age and duration	QM	May 87:	2.21/22/25	: quarterly summary	Q Q (A)	Apr 87: Apr 87:	
Disabled jobseekers: GB	M	June 87:	9.3/4	Household characteristics	Q (A)	Apr 87:	
Ethnic origin	м	June 87: Jan 87:	2.18	Industrial disputes: stoppages of w	ork		
Temperatik stepped: UK				Summary: latest figures	M	June 87:	
Latest figures: by region	М	June 87:	2.14	time series Latest year and annual series	A	Aug 86:	
Vacancies				Industry Monthly: Broad soctor: time series	м	lune 87	
UK unfilled, inflow outflow and		1		Annual Detailed	A	Aug 86:	
Region unfilled excluding Community	M	June 87:	3.1	Prominent stoppages Main causes of stoppage	Α	Aug 86:	
Programme seasonally adjusted	M	June 87:	3.2	Cumulative	м	June 87:	
Vacancies (previous definition)	IVI	Julie of .	3.3	Latest year for main industries Size of stoppages	A	Aug 86:	
Industry UK Occupation by broad sector	(Q)	Sep 85:	3.3	Days lost per 1,000 employees in		Aug 86.	
and unit groups: UK	(Q)	Sep 85:	3.4	International comparisons	A	July 86:	
Occupation region summary	(Q)	Sep 85:	3.6				
Redundancies		1 27		Tourism		hung 97:	
Contirmed: GB latest month Regions	M	June 87: June 87:	2·30 2·30	Overseas travel: earnings and expenditure	M	June 87:	
Industries Detailed analysis	M	June 87:	2.31	Overseas travel: visits to the UK by overseas	M	June 87	
Advance notifications	Q (M)	Nov 86:	466	Visits abroad by UK residents	M	June 87:	
Payments: GB latest quarter	Q	July 86: Dec 86	284	Overseas travel and tourism: visits to the UK by country of residence	Q	June 87:	
Fornings and have		200 00.		: visits abroad by country visited	Q	June 87:	
Average earnings				: visits to the UK by mode of travel and purpose of visit	Q	June 87:	
Whole economy (new series) index		lung 07	5.4	: visits abroad by mode of travel and	0	lune 87	
Industry	M	June 87: June 87:	5.3	: visitor nights	Q	June 87:	
Underlying trend New Earnings Survey (April estimates)	Q (M)	June 87:	306				
Latest key results	A	Dec 86:	482	YTS			
lime series	M (A)	June 87:	5.6	YTS entrants: regions	M	June 87:	

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

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





e House, Civil Service College, Sunningdale

The Civil Service Senior Management Development Programme

by P R Coster

Management and Personnel Office, Cabinet Office

The Civil Service Senior Management Development Programme (SMDP) is a major new initiative in the development of senior staff. This article traces its origins, describes its current performance and outlines future plans for SMDP including monitoring and evaluation.

The SMDP is not a training course, but an integrated approach to development, through experience, training and other means of learning, such as projects, secondments and self-development. It is reliant both on individual initiative and managerial commitment. Implementation of the programme started in September 1985 and already there are nearly 3,000 senior managers drawn from every Government department who have opted to participate in the programme.

Origins

The story starts with concern about the *ad hoc* nature of much of the training and development for senior managers. Good, relevant training courses for senior managers have been available at the Civil Service College and use made of the business schools and a variety of external providers. But it was still possible for people of potential, and especially those of high potential, to go through the



Small group seminars, Civil Service College, Sunningdale.

important middle career years—say from the late 20s to the early 40s-without any significant off-the-job training. Many would of course have had substantial and relevant training at the Civil Service College in the early stages of their careers.

The problem was in part one of a culture which rightly placed high value on learning through varied and relevant job experience, but the corollary of this was less emphasis on mid-career learning by other means. It was necessary to find out more clearly and precisely what the organisation wanted in terms of knowledge, abilities and skills of its senior staff. Even if that became clear, there was still need for a route map to indicate how knowledge, ability and skill might usefully be obtained.

These and similar concerns had found expression, inter alia, in the 1977 Report of the Expenditure Committee of the House of Commons on the Civil Service (the English Committee) and in further Select Committee reports.

An important development took place soon after the Civil Service Department was abolished in late 1981 and its functions split between the Treasury and the new Management and Personnel Office (MPO). One of the MPO's Early Tasks (Cmnd 8616, pp 18-20) was to make recommendations on management development. This led to the Report on Civil Service Management Development in the 1980s by Sir Angus Fraser, now Chairman of the Board of HM Customs and Excise, then the Deputy Secretary in the MPO responsible for personnel management matters (the Fraser Report).

The study leading to the report had sought information and views from a wide range of sources including Government Departments, the Council of Civil Service Unions, public and private sector organisations, professional bodies and educational institutions. The report stressed that an effective policy for developing managers was not an optional extra. It noted that a common feature of 'excellent companies' is that they give truly overwhelming attention to training and development, believing that they must create a climate of continual learning within the company (Peters and Waterman, 1982). With this in mind, the report, among its many other important new recommendations, stressed the need for a structured approach to training and development for senior staff.

The Fraser Report also emphasised the need for an

intensive training programme for those about to enter the highest levels of the Civil Service-the Senior Open Structure—which covers the top 0.1 per cent of the Civil Service (about 500 posts). There is a wide spectrum of posts at this level, some requiring a high degree of specialist knowledge and abilities, and all having policy advice and management responsibilities. Any training programme needed to equip staff more effectively to deal with the challenges of modern society, and with the increased potential and complexity of administration and management arising from technological development and change. There was also the need to blend the traditional administrative strengths of the Civil Service with the best business management practices in order to secure maximum efficiency and effectiveness. Action on this recommendation got underway in early 1984 with the appointment of a director for this programme.

Top management programme

The programme, now known as the Top Management Programme (TMP), brings together top managers with the highest potential from both the private and public sectors of the economy and is probably the most senior programme being run regularly in the United Kingdom. It was started in February 1985 and each programme caters for about 24 participants in roughly equal numbers from the Civil Service and elsewhere including the private sector. Civil Service participants are usually new promotees to the Senior Open Structure (the Under Secretary grade, now retitled Grade 3). Participants are typically aged about 35-45. Each programme lasts for six weeks, the first four weeks being for all participants and final two weeks for civil servants only.

Participants review the major changes likely to affect their organisations and the best practices of top management in coping with change and uncertainty. The objectives of the programme are to improve ability of participants to:

- understand better the nature, extent and significance of the fundamental changes taking place in the economic, international, industrial, technological, physical and social environments;
- formulate and implement strategies to meet the

challenge of these changes and cope with the uncertainties surrounding them;

- seek increased value for money and year-on-year mprovements in productivity and efficiency of service customers;
- ead and motivate people to carry out tasks efficiently, aginatively and with commitment;
- derstand one another's attitudes, priorities and proaches to major problems and issues.

tutors for the TMP are senior faculty members from The ding management institutions, including the Civil College. The seminar leaders and visiting Servio ioners' from the private and public sectors are 'nrac' figures in their own fields of activity.

leadi TMP, which has so far run seven times, has been The eived and is getting good results from the wellonal evaluation, and positive feedback from profe ants and their organisations. parti

- plans for the TMP focused top level attention on Ea
- for more systematic training and development for the n grades immediately below Under Secretary.
 - s recognised that:
- ovision of better management training was needed people in their late 20s and in their 30s as a undation for TMP at a later stage;
- aining and career development has to be seen as a ontinuous process;
- planning called for action both at point of entry to rade 3 and earlier;
- the new TMP could only be fully effective if full cognition was given to training and development eds at an earlier stage; and
- that there was already a wide variety of courses at the vil Service College and elsewhere that were suitable or mid-career training.

The problem was in part one of take-up of these courses and of identifying particular training and developmental needs of individuals at specific points in their career. MPO's top management and Ministers were anxious to tackle this problem urgently and in a practical way, and as a result. P R Coster was commissioned in March 1984 to undertake a study with the following terms of reference: draw up outline plans for the systematic ement of the arrangements for the training and development of staff (and particularly younger staff) at Principal level and above with potential for further promotion; such plans must, inter alia, cater effectively for

those likely to get to Grade 3 or above." The report The Training for Senior Management Study Coster, May 1984) was based on the belief that development took place by combinations of many factors.

The most formative and important was job experience. What is normally thought of as 'training' could fill in the gaps between such experience; provide background to place the experience in context; deal with areas which could not or had not been dealt with by job experience; and stimulate a continuing and constructive attitude towards learning. The report focused mainly on development hrough 'training' as a means of enabling individuals to do heir current and future jobs more effectively, but stressed hat it was just one element in the wider developmental process which includes job moves and experience, econdments, special projects etc, and that any measure taken must integrate development through all relevant

Report's conclusions

In essence, the report concluded that:

- a Senior Management Development Programme (SMDP) should be set up to supply that structured approach to training and development which had so far been missing;
- the programme should be for senior staff between broadly the grades of Principal and Assistant Secretary (Grades 7 to 5 in the new terminology) and cover all occupations. It would not be slanted towards administrators but would cover all specialisms including scientists, engineers, lawyers, etc, as well as the very small number of posts at Grade 4;
- the SMDP should have two main aims: better preparation for future top managers (that is, those with the potential to reach Grade 3-Under Secretary—or above); and second, greater effectiveness in the SMDP grades for all participants whether they were likely to reach more senior levels or not;
- there should be a strong element of individual responsibility and self-help in the SMDP, but participants should be helped to plan their personal development;
- the method should be a framework covering the years spent at Grades 7-4 and would integrate development by learning and experience on-the-job; learning through formal training programmes; learning through projects; learning through secondments; learning through self-development; or by any relevant way-in effect continuous development;
- because formal training had been neglected there should be a minimum training target (taking one year with another) of five days annually for each participant (the average amount of training at this level was half a day per year-a figure itself well above the average for British managers);
- research should be undertaken into what 'competencies' the Civil Service wanted its senior staff to have;
- since the numbers were large (22,000 staff between Grades 4 and 7-of whom only 30 per cent were administrators), priority should be given to about 3,500 younger staff;
- individual responsibility and commitment would need to be matched and to be seen to be matched by management (both line and personnel) and by overt top management commitment.

The need for the SMDP was quickly accepted and a team consisting of P R Coster and Isabel Nisbet assisted by Keir Hopley, was given the task of designing the SMDP in detail and ensuring that it was implemented in all major Government departments by September 1985.

Researching competence

The most critical task was to research and find a workable answer to the question "what do senior managers need to be good at?" without which all subsequent work would be built on sand. It was obviously vital to ask this question in a variety of ways to potential participants, their peers, their managers, top management and more widely.

The work on managerial roles (Minzberg, 1973), and in particular that on the characteristics of 'competencies' of effective managers (Boyatzis, 1982) provided a conceptual framework and inspiration for our research work. It was also recognised that it was important to use the research as a means of building up confidence about the relevance of the SMDP.

There were several strands to the research. First, the existing knowledge and data. Second, the work being done for the Top Management Programme. This was a survey of staff in Grades 2 and 3 (Deputy Secretary and Under Secretary) and extensive consultations by the Director of the TMP with top managers inside and outside the Civil Service about the objectives of the TMP and the developmental needs of top managers. These findings were of direct relevance to the SMDP. Third, a survey by questionnaire of potential participants in the SMDP to which there was an 80 per cent response rate from a sample of 530, about 15 per cent of those likely to be immediately eligible to join the SMDP. This survey was statistically valid in the proportions drawn from different Government departments and from different Civil Service occupations.

Questionnaire

difficulty were:

The basic approach to this questionnaire was to draw up a long list of activities under the following headings:

general activities policy management of projects/pystems/organisations resource/financial management management of staff Ministers/Parliament/law international work contact with outside organisations handling data

Respondents were invited to score each of these activities which formed a part of their present job both for importance and for difficulty. *Table 1* shows the instructions to respondents on scoring and some sample questions. (*Tables 1, 2 and 3* are depicted on p. 296.) The activities for which the highest percentage of respondents gave a high mark for both importance and for

Rank order (all respon- dents)	Activity	Rank order (admini trators only)
1	Keeping up-to-date with developments in your own area of work/expertise	4=
2	Allocating priorities to your own work/ managing own time	1
3	Motivating your staff	4=
4	Coping with tight deadlines	4=
5	Adapting an organisation to meet changing needs	2
6	Understanding and interpreting the needs of 'users' (or customers)	8=
7	Assessing the strengths and weaknesses of assessing your staff	14=
8=	Assessing policy options	3
8=	Making or contributing to policy decisions	8=
8=	Monitoring/controlling work done by people outside your department	8=
11=	Planning the implementation of policies	7
11=	Setting targets/objectives for your unit/ section/division	8=
11=	Measuring (or supervising the measurement of) the performance of your unit/section/division	13
14=	Making or contributing to decisions about priorities in the work of your unit/section/divisio	14=

14= Monitoring the performance and/or finances of 12 outside organisations

Information was sought about areas and depth of knowledge needed for the job. Respondents were asked to indicate by a scale 1–4 (where 1 represented no knowledge or expertise and 4 represented considerable depth of specialised knowledge or expertise) the depth of knowledge required in the following areas:

administrative law	
other aspects of law	
Parliamentary procedure	
economics	
statistics	
government accounting	
financial accounting	
management accounting	
knowledge about industry and/or	comme
knowledge about other countries	
information technology	
personnel management	
industrial relations	
foreign languages	

Table 2 shows the instructions to respondents on scoring and some sample questions.

erce

The final question asked directly about training needs— "if you had the opportunity fo five days' training in any area of your choice during the next 12 months, what kind of training would you choose?" But training needs were mentioned in only one question out of nearly 100 so that respondents would focus on work needs rather than attempt to identify training and development solutions. Not all the answers to this final question were serious!

The fourth element of the research was a series of structured interviews undertaken with Permanent Secretaries, top scientists, lawyers and other professionals in order to get a view from the top on what they thought their staff needed to be good at now and how that was likely to change with time.

There were of course some differences between the findings from the TMP research; the SMDP questionnaire and the interviews with top management, but the convergence of views was also surprising and heartening. *Figure 1* highlights some of the results of this research. From all these sources it was possible to draw up two shortlists of competencies. The first was a group of 'core' competencies which were needed by staff in all the SMDP

grades and in nearly every department and occupation.



Civil Service College, 11 Belgrave Road, London SW1.



identified which combined items which were important for many staff, though less relevant for some. Table 1 Activities : Instructions to respondents and sample pages **Component activities** Important competencies Items 11 to 83 constitute a list of typical activities in senior management jobs in the Civil Service. First of all please scan this list and enter of (zero) in both boxes opposite any item which does not form a part of your current jub. Then for the remaining items please enter ratings to indicate their **importance** and difficulty, using the guidance below. Representational/presentational Representing government interests and policies skills IMPORTANCE - the importance of this activity for the successful execution of your job persuasively (0 — not a part of your job) 1 — a less important part of your job 2 — a moderately important part of your job 3 — an important part of your job 4 — a crucial part of your job Making oral presentations Negotiating skills Communicating clearly with the public Public relations and contact with In deciding the importance of an activity. Iry to take into account both the time spent on the activity and the consequence of that activity for the successful execution of your job. For example, an activity on which you spend little time but which has particularly significant consequences for your job might receive a high rating media Written/administrative skills Assessing options and formulating DIFFICULTY — the degree of difficulty you experience in dealing with this kind of activity. policy Planning implementation Policy management 1 - very little difficulty
2 - moderate difficulty
3 - quite a lot of difficulty
4 - a great deal of difficulty Assessing performance General understanding of microand macro economics Please rate how difficult you whether further training might General understanding of the economic basis of and techniques of appraising and costing options and evaluating Table 2 Areas and depth of knowledge : Instructions to respondents and sample Resource / Financial Manage questions outcomes 46. Involvement in any part of the Accounting and Finance General principles of management accounting 47. Interpreting and/or using invest Investment appraisal Types of Knowledge Required Management of Staff Quantitative skills/statistics General understanding of techniques involving numbers and personal ability to use the Opposite each item in the following list, please give a rating which indicates the depth of knowledge or expertise which you consider desirable for someone holding your current post 54 Part cipation in evi lernal r simpler techniques Virtually no knowledge/expertise required
 Familiarity/appreciation level (including understanding of most common technical terms)
 Working knowledge, but in less depth than a specialist
 Considerable depth of specialised knowledge or expertise Knowledge of statistical data available and how to use them Table 3 Personal Development Plan : sample page Knowledge of legislative Law procedures What you have Appreciation of general principles of administrative law Core Competencies (continued) Contact with trade unions vil Servants, past . . . Samuel Pepys Industrial relations D. Managing your own work 13 nior 84. Administrative law Allocating priorities to your work Negotiating skills 14 85. Other aspects of law (please specify) **Component activities** ore competencies Managing your own time 15 86. Parliamentary procedure Setting objectives Deciding on priorities Quantifying outputs and anagement of resources/ Coping with tight deadlines organisations 18 89. Government Accounting (eg PESC system, supply estimates etc) measuring performance Financial management Value for money principles and Financial accounting (eg published accounts of commercial undertakings or memorandum trading accounts) 19 techniques Motivation encouraging staff to agement of staff E. Information technology
 Awareness of potential uses of information technology give of their best 94. Information technology (computers, office automation, telecommunications) 23 Communicating with staff and listening to their views Assessing strengths and 24 weaknesses of staff 95. Personnel management Delegation/allocation of work Ability to make personal use of computerised equipment Development of staff 25 96. Industrial relations wledge/understanding of the Your role in your own department context of your work The immediate context of your work Political context F. More specialised knowledge/ expertise Broader context the private sector expertise ... in your own area of work, or a specialised function to which you may return later in your career functional specialisms, but also specialised aspects of administrative work) (see explanatory note 5) economical/social/technological trends haging your own work Allocating priorities Managing your own time Coping with tight deadlines rmation technology Awareness of its potential use Ability to make personal use of computerised equipment respecialised knowledge/ In your own area of work expertise Or a specialised function which you may return to. A second group of 'important' competencies was

... and present, Sir Michael Quinlan, KCB.



Senior Management tutorial group, Civil Service College, Belgrave Road, London.

Personal development plan

The competencies are a mixture of knowledge, abilities and skills, which form the heart of the key working document in the SMDP, the Personal Development Plan. This provides a structure to enable participants to assess, plan and review.

Participants assess where they now stand in relation to each of the competencies, and set down against each of them what they have already learnt through training or experience. They then focus on those competencies which they see as important to develop for the current post in the coming year and agree objectives for doing this with their manager. An example of a Personal Development Plan for someone moving into a finance division might include:

- "Visit each division in my department with whose finances I deal.
- work through self-instruction pack on government accounting.
- attend training course on the Public Expenditure White Paper at the Civil Service College by such and such a date."

Table 3 shows a specimen page of the Personal Development Plan.

Participants also make suggestions for development over the next three years. This provides a useful input to the central management of the department in its longer term planning.

At the end of a year the process is completed by an end-year review involving the manager which enables the participant to roll forward the Personal Development Plan and again embark on the assessment, planning and review cycle. Participants are not in the business of getting a tick against each competency and each sub-heading. (It could well be right for an individual to stay with a particular competency or group of competencies for some considerable time and acquire depth in them.) Nor are the competencies a straight-jacket. They ought to serve as a frame of reference to enable the individual and the manager to identify the most important areas for development. These competencies can be developed in a variety of ways including planned postings, job experience inside and outside the department, as well as training, which can range from the development of specific skills to a more general management education, or to a process of self-development through individual or group activities (Pedler *et al.*, 1984).

Implementation and operation of SMDP— 'Working Together'

The contribution of individual government departments has been very important in the development of SMDP. In the continuing implementation and operation of SMDP their part is critical. The central drive from the Cabinet Office (Management and Personnel Office) to make SMDP a flexible working tool of real value to participants, their departments and the Civil Service as a whole will continue; but the ongoing responsibility for the delivery of the SMDP rests with departments.

In the development stage of the SMDP the interdepartmental SMDP Contact Group and a series of sub-groups provided a forum and focus for extensive consultations with colleagues in the other government departments. These consultations were not only as part of the research for the competencies but also about the practical ways in which the SMDP would operate. In particular, the design, development and testing for the Personal Development plan was a collegiate effort.

Implementation by Departments

Departments are free, so long as they retain the common core, to make adjustments to the competencies to suit their articular needs or the needs of particular Civil Serown ccupations. This includes the ability to specify addivice departmental or functional competencies of particutional portance to them. A number of departments have lar i done this and others are planning to do so. In alrea addi on, the precise method of operation of the SMDP in lepartment varies according to its particular needs each anagement style. and

MPO and departments put a lot of energy and effort into marketing SMDP including an attractive leaflet setting out the aims and objectives of SMDP and details of how it should operate. This was issued in a custom-designed wallet with an invitation to join, normally from the Permanent Secretary of each department. Frequently, departments also invited potential participants to attend introductory meetings or seminars.

report (Coster, 1984) had concluded that it was not Th le to include all staff in the relevant grades impossi tely. Therefore, in order to make the numbers manmedi le in terms of resources at Grade 7—the most junior agea participating in the SMDP-departments were level d to invite staff aged 35 and below. At the more oblig levels all staff aged 42 and below had to be invited. seni ever, departments had discretion to widen these limits How number of departments have done so. and

This partly reflected differing age and promotion structures in different occupations and partly a desire to include as many staff in SMDP as possible. Several departments, including the Cabinet Office and the Treasury, extended invitations to all staff in the relevant grades regardless of age.

In all about 3,500 staff received invitations to participate. Of these, some 2,800 had, by April 1, 1986, opted to join the programme. As participation within the programme requires considerable commitment by each participant it was important that each individual had the freedom to make a choice on whether to opt in or out.

To get the programme under way in a relatively short timescale both MPO and departments set clear targets for the issue of invitations to join the SMDP; for ensuring that there were clear acceptances and rejections; for the issue to participants of the Personal Development Plan and other relevant documentation, such as the booklets setting out alongside the competencies relevant training available at the Civil Service College and at external institutes; and for the completion of Personal Development Plans.

Generally this went very well. But completion of Personal Development Plans was slow. By April 1, 1986 about one-third of the participants had completed their PDPs. This is not surprising—the gearing up of a new scheme takes time. Most PDPs have been completed by now.

Experience so far

It is relatively early days for the programme as yet. The initial concerns were with getting the SMDP up and running within departments. In conjunction with departments it was necessary to keep a close eye on the numbers opting in and to work hard in meeting the various target dates for successful implementation of the programme. It was also necessary to ensure that participants had enough information at their fingertips in order to complete their first PDPs. In this way plans have been laid for the longer-term evaluation of the value of the SMDP.

In order to provide a short-term view of what is happening, to highlight areas for future work and to provide a basis for longer term evaluation a survey was commissioned on the impact of the SMDP in five different government departments. This survey involved discussions with groups of participants (without their managers being present) and separate subsequent discussions with those responsible for implementing the SMDP.

Participants were asked to comment on the value of SMDP, in comparison with previous arrangements, for providing a framework for training, career development, and opportunities for self-development; to assess what value had been realised to-date; to comment particularly on the personal planning requirements involved; and to offer thoughts on how the programme might be improved.

There appeared to be both enthusiasm and scepticism about the programme. There was enthusiasm for the more positive approach to career management and the reinforcement of other efficiency measures in the personnel field. Scepticism focused on whether the momentum of the programme could be sustained given the demand required on personnel resources and the importance of top management commitment. It must be stressed that the findings were from a small number of departments and involved a small number of participants.

Use of Personal Development Plans

Virtually everybody found the individual planning process and the use of the Personal Development Plan valuable. They welcomed the rigour and discipline of the approach and felt that they had gained valuable knowledge. One department's scrutiny of the Personal Development Plans found a high level of concern with industrial relations issues, so a series of special briefings were quickly laid on. Another department found that the process had stimulated a lot of interest among 'high-flyers' in doing a management job to round out their experience. The same department felt that the planning process and the needs it exposed were likely to provide a good counter-balance to expediency in job postings. This department had ensured that a senior personnel manager had a structured interview with each participant after completion of the Personal Development Plan.

On the other hand, individuals were concerned that having identified needs and drawn up plans, management would not provide the resources to bring them into fruition. Would in fact they be released to meet their five-day training target? Would the funds be available for their preferred choice? There are undoubtedly very real problems about introducing a developmental programme of this kind at a time of resource constraint, but this is no reason for avoiding initiatives—rather the contrary.

Also, it is clear that SMDP with its strong emphasis on self-help and self-development called for a change in some attitudes towards training and development. Some participants are active in their own interest, but others still expected things to be done for them when they should be taking the initiative.

If it is to achieve its objectives, the SMDP must lead to more self-aware participants taking responsibility for their own development needs and in seeking out opportunities of fulfilling them both within the Service and externally. It should also lead line managers to see more clearly the value of developing their staff both on and off-the-job. It should enable personnel branches at the centre of departments to be better informed about the competence and capability of individuals, their preferences for particular types of work and, in the long term, lead to a better planned and more rational system of career postings which blend in with the off-the-job development process.

There are important lessons here for the consideration and further development of SMDP and the survey has given pointers for future priorities. Departments must provide more support for line managers of SMDP participants, more materials and be helped to enable more individuals to get going on self-development. Personnel and training managers in Government departments need to keep up enthusiasm and provided with support to do this.

Future steps

The careful monitoring and evaluation of the SMDP is essential to its credibility and long-term success. Regular reports on progress are being made to top management. In October 1985 and March 1986 simple and short questionnaires were issued to departments which sought basic statistical information on the launching and early progress of the SMDP. The inter-departmental Contact Group has agreed that as well as on-going review there should be an annual enquiry into the state of play of the SMDP which will include such matters as:

- numbers of newly eligible staff opting to join the programme;
- numbers dropping out of the programme (with details of reasons);
- number of participants at end-year;
- numbers completing and agreeing a Personal Development Plan during the year;
- SMDP training undertaken during the year;
- percentage of participants who did not undertake five days' SMDP training during the year;
- departmental views on what SMDP is achieving and ideas for improvement.

Market and feedback tests

This largely quantitative information will feed into medium-term evaluation of the programme by means of 'market' and 'feedback' tests.

Market tests will use this and related information to identify statistical trends in take-up and drop-out rates, the use of Personal Development Plans and the demand for SMDP training, to provide indicators of customer satisfaction levels over time.

More importantly, feedback tests will attempt a more qualitative assessment of whether the programme is felt to be cohesive and useful by participants and other staff involved, and the extent to which it is fulfilling its aims and providing value for money.

Structured interviews and questionnaires to individual participants, line and personnel managers will be an important part of this process. This more subjective approach should also be most effective in eliciting information on the effect of SMDP on posting policy, the position of specialist groups of staff, and other less tangible aspects of the programme.

The report (Coster, 1984) set out a phased minimum programme for extending eligibility by raising the age ceilings progressively each year. It is hoped to better this timetable and the longer-term aim is that the SMDP will continue to expand until all staff in the relevant grades have been included in the programme. The rate of expansion is a matter which is now under discussion with departments through the SMDP Inter-departmental Contact Group.

The short survey (mentioned above) into the impact of the SMDP has pointed towards areas which require a concentration of effort. These cover marketing and presentation, on-going top management interest, the role of line managers, links with the current staff, appraisal procedures, the role of personnel management, advice on selfdevelopment and continued advice and support on career development.

The requirements of these grades will change over time and it will be particularly important to ensure that the lists of competencies are regularly reviewed so that they remain valid and relevant for the Civil Service of 1990s. It is particularly important to ensure that they do not simply reinforce the *status quo*.

Conventional course-related training can be quite costly in terms of the actual cost of the course and time spent away from the job. One of the effects of the SMDP has been to increase the demand for such training and departments in turn have needed to adjust their priorities and look for alternative means of meeting this demand through such means as distance learning, self-instructional packages and computer-based packages.

At the centre there is a role to play in providing guidance and examples of best practice, considering possibilities for self-development and providing additional documentation related to the competencies such as reading lists.

Conclusion

To have been able to launch the SMDP has been a major opportunity. If a cultural change can be brought about by which individuals and management undertake systematic assessment of existing levels of competence and developmental need: and if those needs and the outcomes can be integrated into better management and the achievement of corporate objectives—there will have been a first-class example of continuous development not only in concept but in practice.

Not only is the SMDP a continuous process of learning and development for participants but it is also a continuous process of experiment and development for departmental and central management. There is a long way to go, and is needed continuing effort to keep up momentum and progress—but then management is about meeting and overcoming challenges.

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Photo: Commission of the European Communities

Comparability of vocational training qualifications in the EEC

by Chris Hutchings

Occupational Standards Branch Manpower Services Commission

This article gives an account of the work being carried out within the EEC on the comparability of vocational training qualifications among the twelve Member States.

The aim of research into comparability of vocational training qualifications among EEC Member States is to facilitate the movement of labour within the European Community. By enabling qualifications between Member States to be readily compared, jobseekers will find the process of job application in those countries easier, although the identification of qualifications across Member States will not confer any guarantee to employment.

The origin of comparability dates back to 1963 when the European Council adopted a decision which laid down the general principles for implementing a common vocational training policy.

In the 1970s and early 1980s some technical comparison work was carried out by the European Centre for the Development of Vocational Training known as CEDEFOP (an acronym derived from its French title).



Skilled production work at the Renault factory at Le Havre-Sandouville.

CEDEFOP, an EEC sponsored organisation, was created in 1975 for the main purpose of exchanging information and experience in the field of vocational training at European level. In addition to monitoring and disseminating information on a range of educational and training activities in the EEC Member States, and providing support to the Community's institutions and relevant national bodies, CEDEFOP conducted some initial research into the comparability of qualifications in a number of areas. These areas included construction, hotel and catering, agriculture and motor vehicle repair occupations.

However, it was not until 1985 that a more committed and systematic approach was set in motion through the European Council's decision of July 16 of that year to expedite "common action by the Member States and the Commission to establish the comparability of vocational training qualifications in the Community."

Taking the European Council's decision forward

Key steps in the way forward are:

- for the Member States to work together to produce mutually agreed job descriptions in given occupations and to link their qualifications to those descriptions;
- for each Member State to designate a co-ordinating body to work closely and consult with the social partners (industry and commerce and the workforce) and the appropriate occupational sectors, and to ensure information on comparability is communicated to all interested parties. In addition a body is to be designated by each State to maintain links with the co-ordinating bodies from other EEC countries, the European Commission and CEDEFOP;
- for the results of the work to be publicised.

Organisation and methodology

Because the area of work affects a wide range of interests and cuts across many boundaries (national, social and organisational), a number of different organisations are involved. The responsibility for taking the lead and coordinating activities rests with CEDEFOP. This includes arranging meetings and circulating information to all Member States as well as providing the technical advice and material that has been used to get the work off the ground.

The Secretary of State for Employment has designated the Manpower Services Commission (MSC) as the UK's national co-ordinating body to maintain links with all parties in the UK and the Community as outlined in the key steps above. To assist with the consultative process, a working group has been set up which is chaired by the MSC and which includes representatives from the CBI and the TUC (ensuring a dialogue with both sides of industry). The Northern Ireland Department of Economic Development and the Scottish Education Department are also represented, as is the National Council for Vocational Qualifications (NCVQ), because of its work to reform the structure of qualifications. The working group's role is to



Orchid growing requires specialist techniques, as the flowers take from 4 to 14 years to bloom. This nursery, outside Brussels, is one of the largest in Europe and exports to some ten countries. Its greenhouses have to be maintained at constant temperatures and the whole operation is supported by a complex of well equipped laboratories.

lyise on strategic issues, such as the occupational areas to considered for comparability work, and to provide a run for consultations with the social partners.

To consider and decide on the technical aspects of the work, a group of experts, comprising representatives from each country for each occupational area under consideration, is to be set up under the chairmanship of CEDEFOP. In the UK the experts are drawn from the industry training organisations appropriate to the occupations being discussed and from the Manpower Services Commission.

rocess by which comparability of qualifications is to lished begins with the selection of occupations or of occupations by the European Commission. This in consultation with the Member States, taking into such factors as mobility of labour; labour/skill es and surpluses; economic importance; the ce of "cross-frontier" occupations; the stability of ional profiles; industrial relations; the existence of ds in other countries. For each chosen group of stand ions the appropriate experts, nominated by each occui together with CEDEFOP attend a series of coun in Europe to agree the job descriptions and to meeti p the qualifications recognised by their countries in of those job descriptions. This is done in close ation with the national co-ordinators. Once the packages are agreed, CEDEFOP reports back to the ommission.

After final written consultation with the Member States, the results of the comparability work are to be published in the *Official Journal of the European Communities* which reports on the day-to-day business of the European Parliament. In addition, national co-ordinators will pass the information on to employers and other interested parties as well as making individual information sheets available to jobseekers looking for employment in other EEC countries.

Progress

Initially the work on comparability covered the following countries: Denmark, Belgium, Holland, France, West Germany, Ireland, Italy, Luxembourg and the United Kingdom. It has now been extended to take in Greece, Spain and Portugal.

The first occupational groups to be considered, building on the earlier work of CEDEFOP, were hotel and catering, motor vehicle repair and construction. By the end of April

The Family Expenditure Survey 1985

The Family Expenditure Survey provides a wealth of information about private households and how they spend their money. The survey, which is based on a representative sample of private households in the United Kingdom, has been in continuous operation since 1957 and represents a unique and reliable source of household data. It provides a perspective of the changes and developments in household circumstances and characteristics over the past two and a half decades.

ISBN 0 11 361249 £15.50

Published: December 1986



West German construction workers.

1987 the expert groups had concluded their work on occupations in hotel and catering and motor vehicle repair. The initial meeting to discuss construction has taken place with a second and final meeting set to take place in June. A further three occupational areas (agriculture, electrical and textiles/clothing) have been chosen by the European Commission for the next round of discussions and experts will be meeting to discuss them from this summer continuing through to the beginning of 1988. The European Commission have already begun consultations with Member States on the choice of occupations for the third tranche of comparability work.

For further information please contact: Chris Hutchings, Occupational Standards Branch, OS5, Room E702, Moorfoot, Sheffield, S1 4PQ (tel 0742 704151).

1985	ORDER FORM for The Family Ex To HM Stationery Office: PO BOX 276	xpenditure Survey 1985 9/21 Princess Street.						
h of information	London SW8 5DT	Manchester M60 8AS						
eir money. The e of private	13a Castle Street, Edinburgh EH2 3AR	80 Chichester Street, Belfast BT1 4JY						
reliable source	Southey House, Wine Street, Bristol BS1 2BQ	258 Broad Street, Birmingham B1 2HE						
aracteristics	Please send, and invoice me for							
	The copies should be sent to:							
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	Copies may also be purchased direct at the through booksellers.	above addresses, from HMSO agents, or						

Topics

Topics

More YTS field staff

The number of training field staff used to monitor YTS trainees on construction sites has been increased to meet criteria laid down by the Manpower Services Commission (MSC), and agreed by the Government, the Confederation of British Industry, the Trades Union Congress and the Construction Industry Training Board (CITB).

Agreement to increase the number was laid down by the MSC as essential if the CITB is to be granted full status as an approved YTS training organisation. This is designed to ensure that adequate monitoring of trainees can be undertaken when they go out on site for work experience.

Up to 320 extra staff will be recruited immediately on a temporary basis.

At present the CITB has 18,000 trainees on YTS and this figure has just been increased to 21,000 under an "action plan" on skills shortages agreed with the Government. By September the Board will have a total of 36,700 trainees made up from the present second year of the scheme and the first year of the new two year scheme.

CITB's full plan, agreed with the MSC, is as follows:

- increase numbers of staff to ensure more monitoring can be undertaken: • train staff over equal opportunity
- policies; • train staff in greater understanding of basic concepts
- of YTS; • improve site supervisors'
- understanding of their role when they get YTS trainees; • hold review meetings in each

MSC area at least twice a year. Derek Gaulter, CITB's

chairman, said: "the YTS scheme i now the accepted method of entry into the construction industry for new entrants and it is vitally important that the quality of the scheme should be maintained. YTS will have a major impact on the skills testing which the Board had introduced across all sectors of the industry.

"The Board should continue to be the main managing agent for the scheme in the construction industry, and as agents of the MSC we have to meet their criteria and requirements if we are to continue to receive £72 million from them to assist industry with its new entrant training."



Michelle shows her colours

very little about running a business.

So she enrolled on the Training

about restoring works of art but

for Enterprise Scheme run by

Gateshead Technical College.

The scheme covers a range of

Michelle Duff has added colour to her life since setting up her own business restoring oil paintings with help from the Manpower Services Commission's Training for Enterprise Scheme.

When she decided to launch her topics designed for anyone who is own business. Michelle knew a lot over 18, unemployed and planning

Racial bias in accountancy White applicants are nearly four Instead, black applicants are times as likely to be successful in disadvantaged, according to the report, by recruiters who adopt an

found in polytechnics.

receiving offers of training contracts in chartered accountancy than black inflexible and implicit 'model', applicants, according to a report by when assessing an applicants the Commission of Racial Equality suitability. Black applicants may be The two-year investigation disadvantaged by the adoption of

centred on the 14 largest firms and narrow indicators such as their extra samples of small and medium sized curricular activities and particularly by assumptions and beliefs some interviewers hold about applicants No serious evidence of any deliberate discrimination was from different cultural and racial backgrounds

found. However, a clear statistical bias in favour of white applicants-at both selection and interview stagewas clearly evident Academic qualifications provided only a partial explanation for a higher black rejection rate at

(CRE).

firms

the selection stage

- and black success rates: • improve selection and interviewing training for all
 - develop more sensitive and appropriate assessment methods to augment the findings of the

to set up their own busines

Key subjects such as marketing,

accounting and book-keeping are

covered on a full or part-time basis

course Michelle has restored a

number of paintings with plenty

Following the completion of her

use ethnic origin and biographical information to Although the Commission's Recruitment efforts also tended

to concentrate on universities. recruitment procedures. while many black applicants with the required qualifications are to be The Commission recommends

three ways in which firms can reduce the disparity between white

interviewers;

interview; and monitor applications and success rates, in order to provide a clear goal and measure of progress. findings do not have the force of law, it will continue to monitor

The Institute of Chartered Accountants, who assisted in the investigation, have issued extracts of the CRE code of practice in their education and training handbook.

Fxecutive demand up year cyclical pattern in

d demand for executives ans of breaking, announced Anderson, chairman of Mr Sc ernational (UK) Ltd. MSL attern had been evident for Th n two decades, he said. peaked at 201 in the first 1985 and declined

136 at the end of 1986. Index of advertised the N for executives was to continue downwards

her year, had it followed the cyclical pattern. Instead it to 159. two classes of job where is most buoyant, are management' and planning and control'," Anderson. "In both demand is at the highest orded by the Index in 27 here has been a rise of 17 over the last quarter of b opportunities for s in UK industry and e and this has continued dustrial classifications in Index in the first quarter management recruitment in

at its highest level for five hile in the food, drink and industries demand was up well. Appointments in anology industries were still glow plateau, running at 35 per cent of the level at the end of

Want to teach?

Abooklet which campaigns for a greater number of maths, science d technology teachers has been blished by the Engineering Want to teach maths, science or hnology? highlights rtunities available to people with the relevant industrial skills and gives practical advice. The booklet is aimed at engineers nd technicians looking for a lange of career, thinking of early

ement or after a career break. The Engineering Council is also npaigning for a new 'parafessional' post to be created in hools. This would be for people hout the appropriate teaching

alifications but who would assist chers with their work. Want to teach maths, science or mology? is available free from

e Engineering Council, Maltravers Street, London C2R 3ER.

THE POTATO THAT KILLED TEENAGER ALAN DAVIES.

injures over 300 people in Britain

In 1986 more people died in agriculture (82) than mining (22),

yet a recent HSE survey found that

86 per cent of farmers thought the

industry had a good or fair



Illustration from one of the new HSE advertisements.

The killing fields

each year.

A controversial series of advertisements with the theme-The Killing Fields-has been launched by the Health and Safety Executive in an attempt to reduce the death toll on Britain's farms. Agriculture kills or seriously



Graham Day, Chairman and Chief Executive of the Rover Group Plc, (pictured above) recently presented certificates at the National Westminster Hall, London, to 38 young engineers who have completed the Engineering Industry Training Board's Manufacturing Management Fellowship Scheme.

Over 300 people have benefited from the scheme since it was set up in 1977

For the first time a joint presentation was held with 16 Fellows also receiving their certificates for completing their EITB Fellowship in Management Training Development.

safety record. In an attempt to change this attitude a chilling series of advertisements demonstrating the risks to farmers, workers and their children will be placed in the farming press and related journals. The Killing Fields will highlight common examples of death to

emphasise the dangers. There is the mother, distracted long enough for her young child to run out of the kitchen and be run

over by her father's tractor. The teenager, caught in machinery and strangled when trying to clear a blockage on a potato harvester, without switching off first-and many others. "These advertisements will shock. Some will find them controversial, possibly

unacceptable. I believe they will save lives," said Carl Boswell, HM Chief Agricultural Inspector, commenting on the campaign.

All things equal

Employment agencies and recruitment consultants should adopt a 'positive' equal opportunities policy—not merely for legal reasons—but because it makes good commercial sense.

This is the message of Opportunities for all, a new leaflet published by the Federation of Recruitment and Employment Services (FRES),

Oppotunities for all, single copies available only, from FRES, 10 Belgrave Square, London SW1X 8PH.

Lamplugh Trust video

A video which aims to alert women and employers to the dangers they may occasionally face at work has been produced by the Suzy Lamplugh Trust.

Suzy Lamplugh was an estate agent who vanished without trace during a working day last summer. The trust has been set up to ensure the freedom and professional independence of working women by increasing their awareness, confidence and self-

protection. The video will be available this autumn through the Citizen Advice Bureau.

more work in the pipeline.

Topics

RoSPA course

Youngsters taking their first steps into the working adult world can be particularly vulnerable to accidents-finding themselves in a strange environment and surrounded by machinery which is new to them

A new YTS managing agents training course offered by the Royal Society for the Prevention of Accidents (RoSPA) is designed to help managers and those responsible for ensuring the safe placement of trainees.

Starting on September 7, the fiveday-course will equip delegates with a knowledge of hazards and precautions associated with a variety of work activities together with an understanding of safety legislation.

The course-which qualifies for the RoSPA Basic Certificate in Health and Safety-covers the Health and Safety at Work Act, Factory Act, Offices Shops and Railway Premises Act, health, hygiene and hazards (including agricultural, accident investigation and statistics)

Further details can be obtained from the RoSPA Occupational Training Centre, 22 Summer Road, Acocks Green, Birmingham B277UT. 🗆



Illustration of one of the Institute of Directors' new rooms. Room at the top

Designer interview and conference rooms, exclusively tailored to suit the needs of the business community, have recently been opened for use by members of the Institute of Directors

Called Centre 3, the new area comprises the entire third floor of the Institute's London office which has been converted into a series of interview rooms for two to three people and larger rooms which will accommodate up to ten.

Each room has its own telephone links, access to a darkroom for video or slide presentations, secretarial services and light refreshments, which will be available on request.

Making work safer

A free leaflet which explains how the Health and Safety at Work Act is put into practice has been published by the Health and Safety Executive (HSE). It describes those who are

affected, and outlines the legal requirements of the Act. Working to make work safer is

also an introduction to the Health and Safety Commission and i Executive, fulfilling a need for a basic guide to their organisation and functions.

Their membership, operation and working methods are all explained as are those of its agencies with delegated pow HSE's national network of area offices is staffed by inspectors who visit and review work activitie They give advice and guidant

issue enforcement notices an when necessary, prosecute. The inspectorates' duties and responsibilities are briefly outlined in the leaflet

Addresses and telephone numbers of area offices and information points are also listed.

Working to make work safer, is available

HSE enquiry points at London 01-221 0870; Bootle 051-951 4381; and Sheffield 0742 752539

Changes in average earnings—1st quarter 1987

For the first quarter of 1987, the average annual increase in actual weekly earnings of 7.3 per cent was slightly below the estimated underlying increase.

Back-pay was lower in this quarter than in the same quarter in 1986. Changes in the timing of pay settlements slightly inflated the actual increase but this effect was largely offset by the effect of industrial action by telecommunication employees in January and February.

This note describes the factors affecting average earnings in the first quarter of 1987.

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 incidence of public holidays in relation to the survey period. The derived underlying index was described in the April 1981 edition of

Employment Gazette page 193. These notes now appear quarterly

to normal levels. (for operatives incr quarter and is estin added between 1/4 per cent to the inc earnings in the wh with the effect for industry being abo This compares wit effect in the fourth Higher overtime been offsetting the pay settlements on earnings increases In addition, the increases are meas previous 12-month still largely include settlements in the l only about one-thi had been paid curr settlements by the quarter. The monthly rat the underlying inde fourth quarter of 1 quarter of this year per cent and 3/4 per ce

the rate of increase over the past

vear.

The underlying increase over the Whole economy average earnings index: 'underlying' series

latest 12 months fell back to 71/2 per		there even only average carrings index. underlying series									
cent in the first quarter as the impact of bonus payments returned			Seasonally adjusted	Further ad (index po	djustments ints)	Underlying index	Underlying	g (percent)			
to normal levels. Overtime working for operatives increased in the first quarter and is estimated to have			Index	Arrears	Timing* etc		Average in latest 3 months	Over latest 12 months			
added between $\frac{1}{4}$ per cent and $\frac{1}{2}$ per cent to the increase in average	1985	Jan Feb Mar	165·5 166·5 168·3	-0.7 -1.1 -0.7	+1.1 +1.9 +0.3	165·9 167·3 167·9	1/2-3/4 3/4 1/2	71/2 71/2 71/2			
earnings in the whole economy, with the effect for manufacturing industry being about ¹ / ₂ per cent.		Apr May June	170-6 169-7 170-2	$-0.5 \\ -0.6 \\ -1.1$	-0.9 +1.6 +0.6	169·2 170·7 169·7	1/2-3/4 1/2-3/4 1/2	71/2 71/2 71/2			
This compares with a negligible effect in the fourth quarter of 1986.		July Aug Sept	172·2 173·1 176·4	-0.6 -1.1 -2.0	+0·1 +0·8 -0·4	171.7 172.8 174.0	1/2 1/2 3/4	7½ 7½ 7¾			
been offsetting the effect of lower pay settlements on the average		Oct Nov Dec	174·3 175·9 178·1	-0.6 -0.9 -0.6	+1·2 +0·8 +0·2	174·9 175·8 177·7	1/2-3/4 1/2-3/4 3/4	71/2 71/2 71/2			
earnings increases. In addition, the average earnings increases are measured over the	1986	Jan Feb Mar	179·1 180·0 182·6	-0.4 -0.5 -2.1	-0·4 +0·3 -0·1	178·3 179·8 180·4	1/2-3/4 3/4 1/2	7 ¹ /2 7 ¹ /2 7 ¹ /2			
previous 12-month period and so still largely include the effect of pay		Apr May June	185·3 182·6 183·9	-2.6 -0.8 -1.7	-0.8 +1.9 +0.4	181·9 183·7 182·8	1/2-3/4 3/4 1/2	7½ 7½ 7½ 7½			
only about one-third of employees had been paid current pay round		July Aug Sept	186·3 187·0 187·1	-0.7 -1.4 -0.7	-0.9 +0.2 +0.6	184·7 185·8 187·0	1/2 1/2 3/4	7 ¹ /2 7 ¹ /2 7 ¹ /2			
settlements by the end of the first quarter. The monthly rate of increase in		Oct Nov Dec	188.7 190.2 191.3	-0.9 -0.5 -0.4	+0·4 -0·4 +0·6	188·2 189·3 191·5	1/2-3/4 1/2-3/4 3/4	7 ¹ /2 7 ³ /4 7 ³ /4			
the underlying index between the fourth quarter of 1986 and the first	1987	Jan Feb (Mar)	192·8 193·4 194·8	-0.4 -0.6 -0.7	-0.7 +0.7	191.7 193.5 194.1	1/2-3/4 3/4 1/2	71/2 71/2 71/2			
quarter of this year was between 1/2											

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



letting shipshape

reported to have asked prospective vamination has been executives to write an essay on how ed in an effort to establish a t level of professionalism to make a cup of tea or how to boil ruitment industry. anegg ploma in Recruitment When announcing details of the new exam, John Lees, chief as been developed jointly sociated Examining Board executive of the Institute of tute of Employment Employment Consultants said: "Poor recruitment techniques make ants ificate will be awarded on employment selection a lottery on of three compulsory He added that the recruitment -including an oral exam in industry needs to attend to its professional standards. wing techniques-and three subjects from a total of six, Support for the examination has clude counselling, been received from employment ment agency law and agencies and Mr L Allen, director ent advertising. unusual methods have opted by untrained is to select staff. One y has recently been

Guide to BTA services

ew edition of the British Tourist ority's guide Promoting ism to Britain—How BTA Can ? is now available imed at the British travel trade, ree booklet lists overseas rketing opportunities and BTA tacts market by market. Further sections describe the k of specialist BTA ments, with reference to ties undertaken jointly with le. Advice is also given on

of the Federation of Recruitment and Employment Services, who said: "the diploma will help recruiters do their job that much better." 🗆 advertising and listings in BTA publications, press and PR, distribution of literature overseas and bulk purchase of BTA

publications. Special mention is made of opportunities presented by BTA's British Travel Centre in Regent Street, London, opened last year. Copies may be obtained from John Goodwin, Head of Circulation Unit, BTA, 4 Bromells Road, London SW40BJ.

New ACAS leaflet

Using

ACAS

Industrial

ADVISORY CONCILIATION AND ARBITRATION SERVICE

acas

Disputes

in

A new leaflet has been published by the Advisory, Conciliation and Arbitration Service (ACAS) to explain briefly and simply the nature of its role in helping to resolve industrial disputes. It is designed to assist those who have not vet used the free ACAS

Topics

services. Entitled, Using ACAS in Industrial Disputes, the leaflet emphasises the independence and impartiality of ACAS and the

informality and flexibility of its procedures. Although conciliation is the main approach to resolving disputes, arbitration and mediation are also available where appropriate and at the request of the parties. The leaflet explains the distinctions

Since starting operations in 1974 ACAS has helped to resolve more than 19 000 disputes the overwhelming majority away from the glare of press attention. Copies of the free leaflet are available from any ACAS office.



NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor **Employment Gazette Department of Employment Caxton House Tothill Street** London SW1H9NF 01-213 3562

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Topics

Second chances

Adults looking for a "second chance" to gain educational or vocational qualifications now have an up-to-date guide to the wide range of opportunities currently available to them.

Published by the Manpower Services Commission, Second Chances is a directory of courses, programmes and packages on subjects as varied as adult literacy. moral philosophy and lift technology. Second Chances, will be of

interest and help if you: • have been made redundant or

- wish to change job or career; • missed the chance of higher
- education and want it now; · have retired and are looking for
- worthwhile things to do;
- want to return to work after a break: • have come to live in the UK from
- abroad; or • want an interesting spare time
- activity



The book maps out what is available and helps you find what you need in a systematic way. It starts by looking at "users"who are they and what are their needs?

This is followed by a section on "providers", with chapters on the main types of provision for education and training-from universities and colleges to iobcentres and skillcentres-with explanations of how they work, how to use them and where to go for more information

A useful section on money-and where to get it follows, plus a guide to qualifications, an A-Z list of subjects and a county-by-county gazetteer of main colleges and educational centres.

Second Chances, is available from the sales Manager, MSC, Dept CW, ISCO 5, The Paddock, Frizinghall, Bradford BD94HD. Price £9.95, plus £1.50 carriage charge. ISBN 0 861104358.

308 JUNE 1987



How to . . . Get that job



There has been a proliferation of books in recent years which seek to explain the secrets of successful job hunting today's labour market. However, very few are as fresh and down-to-earth in their approach as Joan Fletcher's How to

Later, the company realised that

the Thai translation said: "Pepsi

expanding overseas markets.

American approach for British

example, a section on doing

So Warlike?'

EMPLOYMENT GAZETTE

readers is difficult to evaluate. For

business in England starts with an

extract from the New York Times

entitled "British Soccer Fan: Why

However, the acceptability of an

dead

Get that job. In addition to the usual step-by step guides on identifying job opportunities, letter writing and interviews, the book also gives

Commission and getting on to training schemes-subjects not always tackled by similar publications. Although school leavers would find the book of most value-there is much to recommend for those seeking re-employment, promotion

or a new career. How To... Get That Job: The complete jöb-finders handbook, by J Fletcher. Published by Northcote House Publishers Ltd, Harper & Row House, Estover Road, Plymouth PL6 7PZ. Price £3.95 ISBN 07463 03262. advice on careers counselling, using the Manpower Services

Two tribes go to war

When Pepsi Cola entered the Thai pursued, with seven references in market, it used its American ten pages to World War II and campaign slogan, "come alive, Britain's "finest hour" you're in the Pepsi generation.' Dundee, we are informed, is "a

city of jute, jam and journalism, while in a case study, Dudley (a brings your ancestors back from the person) and "typically British," uses his "high pitched nasal

Managing cultural differences, is an American book which attempts mumblings" to avoid "precise conversation on delicate issues." to prevent this kind of problem. Readers are then invited to Aimed at "global managers," the ponder over a series of issues for book explains how to capitalise on analysis raised by the case study

before forming their opinions. If intercultural transactions are part of your business and topics as diverse as: why Hispanics have an attitude towards fatalism, and the marriage procedures of Nigerians, are of interest, you may find this book is for you. 🗆

After this dubious start, the section tackles the cultural characteristics of British business Again, the "warlike" theme is

Managing cultural differences by P Harris and R Morgan. Published by Gulf Publishing Company, distributed by Kogan Page Ltd, 120 Pentonville Road, London N1 9JN. Price £24.00. ISBN 087201 161 5. Printed for Her Majesty's Stationery Office by Adlard & Son Ltd The Garden City Press, Letchworth, Hertfordshire SG6 1JS

Workplace Industrial Relations and Technical Change, based on the DE/ESRC/PSUACAS Survey by W W Daniel. Published by Frances Pinter in association with the PSI. Price £19.95 ISBN 0.861879171.

Dd 0737369 C84 6/87

New technology at work The largest and most authoritative study of the impact of new

technology yet carried out in Britain has recently been published. Based on interviews with over 4,000 managers and shop stewards at over 2,000 workplaces in Brain, the study found that workers generally support the introducion of new technology and often co so

enthusiastically. It also found that trade unions are no obstacle to technical chan and. where they become involved union officers are more in favour of change than the workers affe The managers of overseas companies operating in Brite were found to be more succe than their British counterpart managing change and using t

most up-to-date technology. Surprisingly little worker participation was found in the introduction of technical cha especially among manual womers, says the study



WW DANIEL

However, the jobs involved in operating new technology generally involved more interest, skill, responsibility and variety that those they replaced.

But technical change was found to lead to loss of jobs, particularly less skilled manual jobs.

The study is based on the prestigious Workplace Industrial Relations Survey Series cosponsored by the Department of Employment (DE), the Economic and Social Research Council (ESRC), the Policy Studies Institute (PSI) and the Advisory, Conciliation and Arbitration Service (ACAS).

DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

No. 56: New technology and industrial relations: a review of the literature

Paul Willman, London Business School

This paper attempts to assess the contribution of the available literature to our understanding of the industrial relations consequences and implications of the introduction of new microelectronics technology. The approach adopted is to define industrial relations as being concerned with the overall process of job regulation, including arrangements for collective bargaining, joint consultation and employee relations, and takes a broad view of the sorts of research findings which might be relevant to those concerned with its analysis.

No. 53: Unfair dismissal law and employment practices in the 1980's

S Evans, Professor J Goodman, L Hargreaves, University of Manchester Institute of Science and Technology

This paper explores the recruitment, discipline and dismissal practices of 81 private sector firms of different sizes. It considers the effect of unfair dismissal legislation, including the changes made in 1979–80, and the factors affecting the way employers deal with unfair dismissal claims and industrial tribunal cases.

No. 54: Codetermination, communication and control in the workplace: A study of participation in four Midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

No. 55: Young adults in the labour market

D N Ashton and M J Maguire, University of Leicester

This paper reports on the results of a survey of 1,800 young adults aged 18–24 in four contrasting local labour markets and on a small scale survey of employers, carried out in 1982–83. It investigates the experiences of employment and unemployment of young people as they move into the adult labour market, with particular reference to the impact of initial entry points, training, and local labour market structure.

No. 58: Job evaluation and equal pay

Abby Ghobadian and Michael White, Policy Studies Institute

Based on a sample of 109 establishments using job evaluation schemes drawn from the 1980 Workplace Industrial Relations Survey, the study covered 152 job evaluated payment schemes, all of which had both male and female employees. The Report examines those aspects of job evaluation which might generally be expected to have a beneficial influence upon the equalisation of pay for work of equal value and relates them to the pay actually received by men and women within each scheme.

No. 59: The changing structure of youth labour markets

K Roberts, Sally Dench and Deborah Richardson. Department of Sociology, University of Liverpool. This paper reports the results of a major study of the ways the youth labour market is changing under the impact of YTS and other developments, and of how young people who had left school were affected by these changes. It was conducted in Chelmsford, Walsall and Liverpool. The study reports a demand for young people with qualifications but a collapse in demand for those without. Although apprenticeships were in decline there was no general collapse in youth training. New technology was helping not hindering young people's chances of jobs.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.