

## Employment GAZETTE

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Front cover shows: NUPE member,  
Royal Ulster Hospital Belfast  
Photo: Joanne O'Brien/Format

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## Competitiveness White Paper

Last month's Government White Paper, *Competitiveness: Helping Business to Win*, includes measures to raise standards in vocational education, training and management, increase support for small firms, and streamline health and safety legislation.

## EDUCATION AND TRAINING

## £300m package to raise standards



IN THE three years 1995-96 to 1997-98 the Government will provide a £300 million package designed to raise standards in vocational education and training and to help young people's transition from school to work.

The White Paper also proposes a range of cross-Departmental initiatives designed to strengthen education-business links and improve training in

small firms. Among measures to be introduced in England from April 1995 are:

- **careers guidance** will be provided for all school pupils at 13, 15 and 17, and extra training for career teachers and careers officers (£87m);
  - **'Accelerated Modern Apprenticeships'** to provide 18 and 19 year olds who have General NVQs or A levels with an average of 18 months' work-based training, organised by employers, leading to NVQ level 3 or above. By the end of the decade the aim will be to produce 30,000 new technicians, supervisors and crafts people each year. The scheme will complement the Modern Apprenticeship scheme for 16-17 year olds starting this September (£107m);
  - £63m funding for **small firms** (with fewer than 50 staff) to update or upgrade the managerial, supervisory and technical skills of some 24,000 key employees;
  - the content and structure of all existing **National Vocational Qualifications** will be reviewed by April 1996, to ensure that they remain relevant and consistent (£31m).
- Supporting these initiatives, the Department for Education will pursue a number of policies aimed at raising education standards and widening choice. These will include:
- more **vocational courses** for 14-16 year olds as part of the National Curriculum;
  - a new **General Diploma** to be awarded to 16 year olds who achieve GCSE at grades A-C in English, maths and science plus two other subjects or their

vocational equivalent; this will act as a quality check for employers and parents that the holder has mastered the basics;

- all 15-16 year olds will be given the opportunity to have at least one week's **work experience** with local employers (£23m); and
- to encourage closer cooperation between TECs and colleges in the Further Education sector, a new **Competitiveness Fund**, administered by TECs, will provide state-of-the-art equipment to enable colleges to run courses which meet labour market skill needs.

The White Paper also promises wide consultation on the practical implications of **'learning credits'** to give all young people the opportunity to buy their own education and training from schools, colleges, employers and other recognised providers.

Appropriate new measures will also be introduced in Wales, Scotland and Northern Ireland.



'Only successful local firms, and the opportunities for employment that they bring, can underpin communities. That is why the White Paper focuses not only on businesses but also on the regeneration of regions and on promoting the skills and employment prospects of individuals.'

Employment Secretary David Hunt

## MANAGEMENT

## Spreading good practice

**RESPONSIBILITY FOR improving management performance lies with individual companies, says the White Paper.**

Nevertheless, it indicates a number of ways in which Government can help in this process, from disseminating best practice to encouraging companies to improve their managerial skills base.

DTI and the CBI are currently conducting a study of 100 of the best UK companies to identify links between external influences on companies and best practice in management and innovation, the results of which will be published in September 1994.

The Government also aims to:

- promote continuous improvement by working with the British Standards Institute and industry to further develop **BS 5750 and product certification standards**;

- encourage better management through relevant training; it is sponsoring a review of the content of **management National Vocational Qualifications** by employers' group, the Management Charter Initiative;
- promote **benchmarking and employee involvement** policies; and
- improve access to **business support services** through the Business Link network.

• *Competitiveness: Helping Business to Win*, available from HMSO, price £15.40 (Cmd 2563, ISBN 010 125632 9).

• A 12-page summary guide to the White Paper is available free from the DTI, tel 071 215 6116.

## Competitiveness White Paper

## HEALTH &amp; SAFETY

## Safety regulations to be streamlined



THE GOVERNMENT has accepted Health and Safety Commission recommendations that over 40 per cent of UK health and safety regulations affecting the generality of businesses should be removed.

HSC's proposals, designed to simplify and modernise health and safety law and make it more effective, are presented in its *Review of Health and Safety Regulation*, published last month.

Seven pieces of primary legislation and around 100 sets of regulations were identified as no longer required.

The review (the first of its kind for 20 years) calls for improved communications between those responsible for enforcement and business, and recommends clarification of the respective responsibilities of

employers, contractors, suppliers, designers and others for securing health, safety and welfare at work.

While HSC found little support for exempting small firms or self-employed people from health and safety law, the report recommends that these sectors receive more information and guidance on how to comply with health and safety requirements.

The report comes as a result of a year-long review into the volume and complexity of current health and safety regulation, and its impact on

employers and employees.

During this period, HSC Task Groups consulted with employers and trade unions in a range of industry sectors including the chemicals and pharmaceuticals industry, construction, food, drink and agriculture, engineering and communications and transport.

The report also took into account the 76 recommendations on health and safety law made by the DTI's Deregulation Task Forces, and rejects only two of them.

HSC will shortly be issuing consultative documents with specific proposals for legislative changes to interested parties.

• Copies of the HSC *Review of Health and Safety Regulation* are available from HSE Books, PO Box 1999, Sudbury, Suffolk, CO10 6FS tel 0787 881165.

## ENTERPRISE

## Help for small firms

A SERIES of measures designed to help small firms are included in the White Paper.

Access to business and enterprise support services will be improved the development throughout England of Department of Trade and Industry (DTI)/TEC-funded 'one-stop shop' **Business Links**.

By 1995 some 50 Business Links will be open, with a total 200 outlets planned. Moreover, the services available from business advisers is being extended to include more help with diagnosing problems, consultancy, exports, innovation, design and technology.

In addition, Scottish Business Shops will be set up in Scotland and a prospectus is being issued this month inviting proposals for the improvement of business service delivery in Wales.

Other measures to assist small firms include:

- **'innovation credits'** worth up to £1,000 to encourage small firms to use outside consultancy advice;
- pressure to deter companies from **late payment** of bills; and
- the reduction of **'red tape'** by cutting 40 per cent of current health and safety regulations (see above).
- The **Teaching Company Scheme** (designed to encourage the exchange of people between industry and higher education) will be extended and new **Teaching Company Centres** developed to help smaller firms benefit from the skills of graduates.

## TECS

## Towards 2000

THE 82 TECs in England and Wales have been charged with playing a leading role in the drive for increased competitiveness and local economic regeneration set out in the White Paper.

A new strategic guidance document, *TECs: Towards 2000*, defines the TECs' role in creating dynamic local economies, competitive businesses and a world class workforce.

Employment Secretary David Hunt has asked each TEC to provide a vision for economic development and regeneration in their area, identifying the main challenges, needs and opportunities. They will then establish clear strategic objectives and a timetable for achieving performance milestones over a three-year period.

• Copies of *TECs: Towards 2000* are available free from Employment Department, tel 071-273 6969.

## EMPLOYEE INVOLVEMENT

## Gaining competitive edge

LINKED TO the publication of the White Paper, the ED has published a new booklet encouraging greater employee involvement.

*The Competitive Edge* highlights how businesses can achieve commercial benefits by operating voluntary measures to increase employee involvement in the everyday running and long-term development of the company.

It argues that consulting employees, involving them in problem solving and quality management, or setting up financial participation schemes, can be important tools for improving efficiency and productivity, and raising customer satisfaction.

Successful employee involvement initiatives, it says, include four key elements: communication, consultation, participation and integration.

A range of employee involvement practices already in operation at UK companies is discussed, such as self-managed teams, quality circles, employee development programmes, staff attitude surveys and share ownership schemes.

To benefit from such schemes, the booklet says, employers should see employee involvement initiatives as an integral part of the organisation's management culture and business plans.

• *The Competitive Edge: employee involvement in Britain*, PL 948, is available free from Cambertown Ltd, Unit 8, Commercial Road, Goldthorpe, Rotherham, South Yorkshire S63 9BL, tel 0709 888688, fax 0709 881673.

• Research findings into employee involvement schemes in UK business are presented in 'Employee involvement: employees' views' on page 211 of this issue

**Bank and public holidays 1995-1997**

THE EXPECTED dates of bank and public holidays in the United Kingdom, or substitute dates where weekends intervene, for the years 1995-1997 inclusive are listed below.

These dates reflect the Government's decision to move the Early May Bank Holiday in England,

Wales and Northern Ireland from the first to the second Monday in May in 1995 only to link with events on and near VE Day commemorating the 50th anniversary of the ending of World War II. In Scotland, the anniversary will be marked by an additional holiday on that day in 1995 only.

Date	Holiday	England & Wales	Northern Ireland	Scotland
<b>1995</b>				
Mon Jan 2	In lieu of Jan 1	BH*	BH*	-
Mon Jan 2	New Year	-	-	BH
Tue Jan 3	In lieu of Jan 1	-	-	BH
Fri Mar 17	St Patrick's Day	-	BH	-
Fri Apr 14	Good Friday	BH	BH	BH
Mon Apr 17	Easter Monday	BH	BH	-
Mon May 1	Early May Bank Holiday	-	-	BH
Mon May 8	Early May Bank Holiday	BH*#	BH*#	-
Mon May 8	Bank Holiday	-	-	BH*#
Mon May 29	Spring Bank Holiday	BH	BH	BH*
Wed Jul 12	Battle of the Boyne (Orangemen's Day)	-	BH*	-
Mon Aug 7	Summer Bank Holiday	-	-	BH
Mon Aug 28	Summer Bank Holiday	BH	BH	-
Mon Dec 25	Christmas Day	BH	BH	BH
Tue Dec 26	Boxing Day	BH	BH	BH*
# For 1995 only.				
<b>1996</b>				
Mon Jan 1	New Year's Day	BH*	BH*	BH
Tue Jan 2	New Year	-	-	BH
Mon Mar 18	St Patrick's Day (in lieu of March 17)	-	BH	-
Fri Apr 5	Good Friday	BH	BH	BH
Mon Apr 8	Easter Monday	BH	BH	-
Mon May 6	Early May Bank Holiday	BH*	BH*	BH
Mon May 27	Spring Bank Holiday	BH	BH	BH*
Fri Jul 12	Battle of the Boyne (Orangemen's Day)	-	BH*	-
Mon Aug 5	Summer Bank Holiday	-	-	BH
Mon Aug 26	Summer Bank Holiday	BH	BH	-
Wed Dec 25	Christmas Day	BH	BH	BH
Thu Dec 26	Boxing Day	BH	BH	BH*
<b>1997</b>				
Wed Jan 1	New Year's Day	BH*	BH*	BH
Thu Jan 2	New Year	-	-	BH
Mon Mar 17	St Patrick's Day	-	BH	-
Fri Mar 28	Good Friday	BH	BH	BH
Mon Mar 31	Easter Monday	BH	BH	-
Mon May 5	Early May Bank Holiday	BH*	BH*	BH
Mon May 26	Spring Bank Holiday	BH	BH	BH*
Mon Jul 14	Battle of the Boyne (Orangemen's Day); in lieu of 12 July	-	BH*	-
Mon Aug 4	Summer Bank Holiday	-	-	BH
Mon Aug 25	Summer Bank Holiday	BH	BH	-
Thu Dec 25	Christmas Day	BH	BH	BH
Fri Dec 26	Boxing Day	BH	BH	BH*

\* Indicates a provisional date still subject to Royal Proclamation or, in the case of 12 July (or its substitute) in Northern Ireland, a proclamation by the Secretary of State for Northern Ireland.

**Careers Service - bids invited for second round**

A PROSPECTUS inviting bids from public and private sector organisations to provide Career Services in a further 43 areas in England has been issued by the Employment Department.

The closing date for bids is 3 October 1994, and results of the exercise will be announced by the end of November. Successful bidders will be offered five-year contracts by the ED from 1 April 1995, subject to an annual review of outputs and costs.

A similar tendering exercise has been launched in Wales, while in Scotland joint tenders are invited from education authorities and local enterprise companies in the first instance.

A separate prospectus for Careers Services in London, based on the nine London TEC boundaries, will be issued in the autumn.

Following the first round of tendering held last summer, 13 'Pathfinder' organisations - partnerships involving TECs, local authorities and employers - have been running Careers Services in their areas since April (see *Employment Gazette*, p 133, May 1994).

Tying in with the package of new measures announced in the White Paper on Competitiveness, the new arrangements aim to provide high-quality and impartial guidance through Services which can respond more readily to changes in the local education and training environment, and ensure value for money for the taxpayer.

● For a full list of 2nd round areas, and a copy of the *Prospectus for the Provision of Careers Services from April 1995*, phone 0345 226677.

**Placements on target**

PARTNERSHIPS BETWEEN education and business are well on target to contribute to the UK's achievement of the National Education and Training Targets, says Employment Minister Ann Widdecombe.

Last month she congratulated TECs and Education-Business Partnerships in 38 areas which met the Government's 10 per cent target for teacher place-

ments in business in 1993-94.

Last year some 36,000 teachers in England, Scotland and Wales, representing almost 8 per cent of the teaching force, went on industrial placements at local companies.

By providing first-hand experience of business, placements can help teachers give their students a better preparation for training, employment and lifetime learning.

Placements are arranged by the ED-funded Teacher Placement Service (TPS), and managed locally by Education-Business Partnerships. Individual employers give their time free, and supply cover is met by the schools.

Since TPS was set up in 1989, over 120,000 primary and secondary school teachers have been on placement. Evaluation has shown that the majority of them have considered it worthwhile and feel that there have been concrete benefits for their schools.

The Government has reaffirmed its commitment to the 10 per cent target in the White Paper on Competitiveness (see pp 174-5) and announced that future funding for the scheme will come from the Single Regeneration Budget.

● For more information on the Teacher Placement Service, contact Jan Hussey on 0865 722585.

**Aim high**

COMPANIES WHICH are building strong links with local schools could stand to win one of the new 'Aim High' Awards.

Launched by employers group Business in the Community, the Awards will recognise and reward companies whose involvement with schools has led to substantial improvements in student performance.

The Awards are part of BITC's 'Aim High' campaign to encourage businesses to become more involved with curriculum development in primary and secondary schools.

Over 100 leading companies, including BT, National Power, Pizzaland and Toyota, are backing the campaign.

● Application forms for the Aim High Awards are available from BITC, on 071-629 1600. Closing date for entries is 30 September 1994.

# When it comes to information - talk to the people in the know.

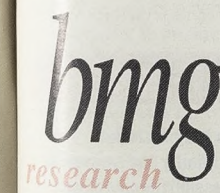
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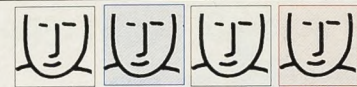
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## Partnerships for equality

**MORE AND more employers are coming to see equal opportunities not just in moral terms, but as a way of maximising employees' potential to gain competitive edge.**

Yet it is clear that making equality of opportunity a reality at work is not a soft option: for example, employers may need to change the attitudes or behaviour of staff, alter potential applicants' perceptions of the company or industry, and review recruitment and training procedures.

Among other steps, adopting best practice will involve developing a written policy; winning the ongoing commitment of top management; setting an action plan with targets; and monitoring and reviewing progress made.

Given the complexities and sensitivities involved, many companies have found that it makes good business sense to team up with others in informal employers' equality networks. By coming together in this way, employers can pool expertise and experience and raise awareness of equal opportunities issues in relation to the local labour market.

**'I find the group useful... it is the only opportunity I have to examine ideas with other companies and sectors.'**

Recent research conducted for the Employment Department has revealed that the equality networks already set up around the country are proving to be a successful mechanism for supporting the development and promotion of equal opportunities in employment. It also identified good practice for employers starting up or joining networks.

Drawing on this, the ED has now produced a booklet, *Employers' Equality Networks*, which explains how employers can set up equality networks and how they can make them work to best effect.

Over the last ten years or so a

**Why struggle in splendid isolation to develop an equal opportunities policy? A new ED booklet shows how equality networks can help employers make progress towards best practice in equal opportunities. By Nicola Baker.**

number of equality networks have sprung up, involving large and small employers from the private and public sector, and from a range of industrial/commercial sectors. They have also attracted employers at different stages of equal opportunities awareness and policy development.

**'We're very conscious that we don't reflect the communities we serve - it's good to listen to people for pointers.'**

Central to their development has been the fact that equality networks are 'owned' by employers. They are entirely voluntary, with no external pressure to adopt particular policies or practices. And, being built on informality and trust, members feel there are no bars to speaking freely about practical issues.

The focus and activities vary from group to group, depending on the needs of the individual employers or the local labour market.

Some networks tackle a range of equal opportunities issues such as race, sex and disability. Other employers have found that they make faster progress on issues affecting particular groups by focusing on them through separate networks or sub-groups.

Networks can take action

**Equality networks: some key elements for success**

- Involve senior decision makers in the group so that representatives can speak - and later act - with authority;
- encourage members to consider their own internal policies and practices and how these can be improved;
- develop projects which fit in with local employment conditions.

either as a group, (see box, below right) or individual employers can draw on the expertise of a network to take wide-ranging action.

A key objective for all the groups is that members learn from the experience of others who are 'further down the road'.

Employers who are at an early stage of equal opportunities development can find out what others have done, see what works and then adapt it to their own circumstances.

**'Each time I've attended a network meeting I've come away with something that I've never thought of before.'**

Similarly, being part of a network can reinforce the steps being taken by those who are already developing equal opportunities practices. It may help them save time and expense as they can compare their existing procedures with tried and tested practices.

The networks offer various business benefits as members make new contacts and improve their image while raising their local profile as equal opportunities employers. Membership also helps them keep abreast of any changes in legislation or other relevant developments.

Using shared resources, networks can often achieve more than employers individually, for example, by arranging joint initiatives such as training sessions and developing links with key groups in the local community.

- Copies of the *Employers' Equality Networks* booklet can be obtained free from Cambertown Ltd, Unit 8, Commercial Road, Goldthorpe, Rotherham, South Yorkshire S63 9BL, tel 0709 888688, fax 0709 881673.

### CASE STUDY

#### Leeds leads the way

**The employers who take part in 'Leeds in Equal Opportunities' meet monthly to tackle a broad range of equal opportunities issues.**

Set up in 1990, the group now has around 50 member companies and has drawn up a formal constitution.

What links all the members is a commitment to take joint action with the support of the network. For example, several companies have reviewed their internal policies and practices using an Equality Audit developed by the group; others have changed their publicity material and approach to schools in response to negative perceptions identified by other members. A number of retail firms joined the group as they are keen to ensure that they develop custom from all parts of the local community.

The group is now working on developing its own 'LEO' logo to use on recruitment literature and publicity material; compiling local statistics and lists of local contacts; putting on joint training events; and continuing to meet regularly to share good practice and develop initiatives.

#### Equal opportunities: taking action

**Group action may include:**

- running training and awareness raising sessions for members;
- identifying good practice guidelines;
- helping employers to implement good equal opportunities practices;
- setting joint equality targets;
- arranging work experience and training schemes on employers' premises;
- developing links in the community;
- organising recruitment fairs.

### AVON

**WHAT TRAINEES and training providers can realistically expect of each other is set out in a new 'Trainee Charter' launched by Avon TEC.**

The Charter sets out minimum conditions which training providers must provide for youth or adult trainees, including assessment, fair treatment, payment, holiday and interview allowances and health and safety provision. It also emphasises what is expected from the trainee in terms of attendance, consideration for others, working safely and treating property and equipment with respect.

Above all, the document underlines the need for a clear and concise written contract between provider and the trainee, which sets out terms and conditions to which both should agree and adhere.

Avon TEC is distributing the Trainee Charter to its approved training providers, and all trainees on a TEC-sponsored programme will receive a copy of the Charter in their induction pack.

- For further information, contact Jill King on 0272 277116.

### THAMES VALLEY

**SECURING INWARD investment will be a major objective of the new Thames Valley Economic Partnership.**

A limited company with public and private sector backing, the partnership is receiving first-year funding to the tune of £150,000 from the local TEC, Thames Valley Enterprise, plus other sponsorship from the county councils and private sector.

A key role for the Partnership will be to provide a central focus and point of contact for the promotion and regeneration of the area, which was hit heavily by the recession.

Among its first initiatives will be a 'meet the buyer' conference in October, when local companies can meet major regional and national buyers, and a series of workshops to advise smaller firms on how to sell to large companies. An export forum is being planned for November to boost international trading.



**ANOTHER BRICK IN THE WALL: Renovating derelict parts of Blackburn has helped 51 unemployed adults and young people build up their own job prospects. Under a work placement scheme run**

**by Blackburn City Challenge and East Lancashire TEC, the trainees spent six months learning bricklaying, joinery and general construction at Blackburn College. Their new skills were then put to good**

**use over the next six months on the City Challenge project. Following their placements with property developers and contractors, a number of the trainees have moved on into permanent jobs.**

Partnerships similar to the Thames Valley initiative are already running other areas of the country including Avon, Dorset, Hertfordshire, Kent and Milton Keynes. A new partnership has also just been launched in Somerset, setting itself the target of creating 25,000 new jobs in the county.

- For further information on the Thames Valley Economic Partnership, contact Caroline Bull on 0734 568156. For more details of the Somerset Economic Partnership, contact Sally House on 0823 321188.

### WEST LONDON

**ADULTS IN** West London looking for careers guidance can now visit the 'Next Step Shop' at 125 High Street, Acton.

Run by West London TEC,

the shop has a team of advisers who offer personal in-depth interviews to discuss all aspects of training, education, jobs and careers, including areas such as job applications, interview preparation and childcare support.

It also has a comprehensive stock of reference literature and computer-based information.

The TEC developed the shop following research which highlighted the need locally for a comprehensive advice and guidance service to help adults review their working life and career options. It aims to complement the services already provided by the local ES jobcentres, which tend to be linked to specific job vacancies.

- For further information, contact Mark Plevin on 081-896 1010.

### TECs - Action '93

**For information on the work done by Training and Enterprise Councils in England last year, refer to *TECs - Action '93*.**

This new publication demonstrates how TECs, in partnership with

others, are tackling local and national training, employment and enterprise issues in ways which meet local labour market requirements. Among other key areas, it looks at initiatives developed

to encourage more effective investment by employers, raise the skill levels of young people, and encourage individuals to take more responsibility for their own development.

Copies of *TECs - Action '93* are available free from Planning Branch C2, TEED, Moorfoot, Sheffield S1 4PQ, tel 0742 594776.

### HERTFORDSHIRE

**AN INNOVATIVE** scheme which aims to smooth the path for ex-offenders looking for a fresh start has been launched in Hertfordshire.

'Direct Results' aims to help people who are on probation or recently released from prison to reassess their employment options and get jobs.

The project - a joint venture between Hertfordshire TEC, the Employment Service and Hertfordshire Probation Service - will offer ex-offenders specially designed courses to boost their motivation and help them obtain job interviews. Local businesses are being urged to support the scheme by offering jobs to people who have suitable skills.

Recent figures show that of the 675 people on probation in the county, 457 are unemployed. Direct Results manager Liz Stringer believes that unemployment and crime are closely linked: "When people have time on their hands and little money, some may resort to crime," she says.

- For further information, contact Stuart Walker on 0727 813600.

## Employee relations surveyed



Are employee relations still important in contemporary organisations? How significant have been recent changes to traditional management-employee relations? Why do similar problems continue to surface between management and workforce?

*The Dynamics of Employee Relations* provides fresh insight

into these and other questions in an analysis of the changes and continuities in employee relations.

Using case studies drawn from a range of industries and types of employment, from ambulance drivers to steel workers, car workers to shop assistants, dockers to garment makers, the authors discuss the reality and diversity of current employee relations.

- *The Dynamics of Employee Relations* by P Blyton and P Turnbull. Published by The Macmillan Press Ltd, Houndmills, Basingstoke, Hampshire RG21 2XS. Price £14.95 pbk. ISBN 0 333 57367 6.

## TQM into practice

What does Total Quality Management really mean in practice? Employers who want the answers, or to compare other companies' experiences with their own, are the intended readership of *Cases in Total Quality Management*.

The book describes how 17 British organisations have developed TQM practices, covering both their achievements and the difficulties they have faced along the way.

The companies included range in size, business type and stage of TQM development. Few of them would claim 'best practice', and the reader is encouraged to identify how each organisation should move forward and improve.

The book complements the authors' earlier book on the theory of *Total Quality Management*.

- *Cases in Total Quality Management* by John S Oakland and Les Porter. Published by Butterworth Heinemann Ltd, Linacre House, Jordan Hill, Oxford OX2 8DP. Price £19.95 hbk. ISBN 0 7506 1565 6.

## Jobless in Europe

"All over Europe people are desperately worried about unemployment but have no clear ideas about how to remedy it." So said Sir Bryan Hopkin, former Chief Economic Adviser to the Government.

In response to this gloomy view, *Unemployment in Europe* puts forward various ideas to help decision makers focus their thoughts constructively on possible solutions to the current situation.

Comprising specialist contributions from 26 leading economists, the book discusses how government policy can influence unemployment, and examines the lessons to be drawn from the past and prospects for the future.

The book is aimed at students of labour and industrial economics, or indeed anyone interested in economic policy.

- *Unemployment in Europe* ed J Michie and J Grieve Smith. Published by Academic Press, Harcourt Brace & Co, 24-28 Oval Road, London NW1 7DX. Price £14.95 pbk. ISBN 0 12 494065 X.

## T & D revisited

To be effective, training must be properly planned and delivered, up-to-date and well-based. That, in turn, requires a thorough grasp of the principles and practice of human resource development.

Based on this principle, the revised edition of the *Gower Handbook of Training and Development* provides a grounding in training topics for anyone who has a responsibility for planning or delivering training and development.

Including contributions from some 50 personnel experts, the book discusses the growing impetus for training to raise skill levels (highlighted by the National Education and Training Targets), and how the T & D profession can respond to these demands.

It also offers practical guidance on how to plan and manage training and development, and describes the pros and cons of a wide range of training methods.

- *Gower Handbook of Training and Development, 2nd ed.* Published by Gower Publishing Ltd, Gower House, Croft Road, Aldershot, Hampshire GU11 3HR, tel 0252 331551. Price £55 hbk. ISBN 0 566 07446 X.

## Sharing jobs

Details of more than 825 books, articles and related publications concerning job-sharing as practised in the United States, Great Britain, Canada, Australia and Ireland are contained in this, the first-ever comprehensive annotated bibliography on the subject.

- *Job Sharing: An Annotated Bibliography* by Thyra K Russell. Published by Scarcrow Press Inc, New Jersey, USA. Available in the UK from Shelwing Ltd, 4 Pleydell Gardens, Folkstone, Kent CT20 2DN, tel 0303 850501. Price £29.50 ISBN 0 8108 2826 X.

## Working around the world

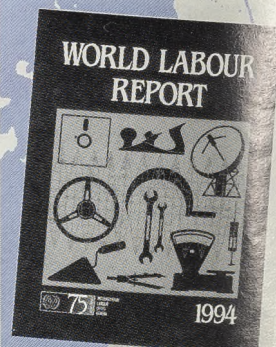
The global scarcity of jobs and the growing role of women in part-time work are two the main issues discussed in the International Labour Office's seventh annual *World Labour Report*.

This survey provides a round-up of developments, trends and major indicators in employment issues around the world.

Particular attention is paid to the need for employers' organisations to adapt to economic change; health care in developing countries; and the health risks both to individuals and the environment of chemicals used in the workplace.

The aim of the report, says the ILO, is to fuel debate.

- *World Labour Report* is available from International Labour Office, Vincent House, Vincent Square, London SW1P 2NB, tel 071-828 6001. Price £9.90 pbk.

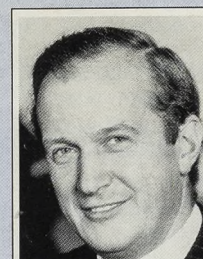


# PARLIAMENTARY questions

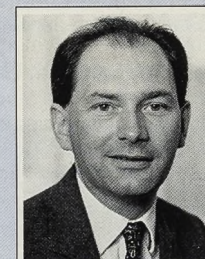


A selection of Parliamentary Questions put to Employment Department Ministers.

They are arranged by alphabetical order of the subject matter. The date on which they were answered is given at the end of each PQ.



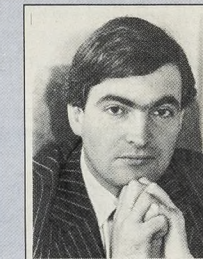
David Hunt  
Secretary of State



Michael Forsyth  
Minister of State



Ann Widdecombe  
Parliamentary Under  
Secretary of State



Lord Henley  
Parliamentary Under  
Secretary of State

## Employment Department Ministers

### BANKING INDUSTRY

*Ale Carlyle (Montgomery)* asked the Secretary of State what is the total number of redundancies that have been announced by the banking industry in each of the last three years; what is the total workforce of the industry for each of the last three years; and if he will make a statement.

*Ann Widdecombe:* The number of redundancies announced by the banking industry alone is not available. However, the Labour Force Survey (LFS) provides estimates of redundancies that took place in the three months prior to interview for the broad industry group (SIC 8) of Banking, Finance, Insurance, Business services and leasing for Great Britain. These are as follows:

#### Redundancies (not seasonally adjusted): Labour Force Survey, Great Britain

	(SIC 8)	(SIC 81)
Spring 1991	45,000	
Spring 1992	34,000	
Spring 1993	29,000	

Figures from the LFS of the number of employees employed in Banking, Finance, Insurance, Business services and leasing (SIC 8) are shown in the following table along with figures for the more specific class of Banking and Finance (SIC 81).

#### Numbers of employees (not seasonally adjusted): Labour Force Survey, Great Britain

	(SIC 8)	(SIC 81)
Spring 1991	2,455,000	643,000
Spring 1992	2,356,000	607,000
Spring 1993	2,443,000	625,000

An alternative source of employment estimates is available from the quarterly survey of employers for March of each year. These figures differ from those derived from the LFS in that they are a count of jobs rather than people and also rely on industry classification from the employer rather than from the employee as in the LFS. Estimates from this employer survey source for Banking, Finance, Insurance, Business services and leasing (SIC 8) and the Banking and Finance industry class (SIC 81) are as follows:

#### Employees in employment (not seasonally adjusted): Employer survey, Great Britain

	(SIC 8)	(SIC 81)
March 1991	2,660,100	616,500
March 1992	2,595,800	588,700
March 1993	2,631,600	568,000

(May 10)

### COMPETITIVENESS

*Ian Taylor (Esher)* asked the Secretary of State what measures his department is taking to improve the competitiveness of the United Kingdom economy.

*David Hunt:* In the submission my right hon Friend the Chancellor of the Exchequer and I made at the G7 Jobs Conference in Detroit, we said that we would improve competitiveness by: enhancing the working of the labour market; increasing the ability of unemployed people to get jobs; and encouraging investment in skills.

(May 17)

### EUROPEAN COMMUNITY

*Cynog Dafis (Ceredigion and Pembroke North)* asked the Secretary of State what plans he has for regular contact with the European Committee of the Regions.

*Michael Forsyth:* The Department will be able to provide information for the UK Members of the European Community's Committee of the Regions on proposals that come before the Committee for an opinion, where they relate to areas for which we have responsibility.

(May 11)

### EUROPEAN SOCIAL FUND

*Tony Worthington (Clydebank and Milngavie)* asked the Secretary of State what are the obstacles in the negotiations with the European Commission in the finalisation of the United Kingdom's Objective 3 budget and operation for 1994 to 1999; and when he expects these difficulties to be overcome.

*Michael Forsyth:* The UK Objective 3 Plan was submitted in early November

1993. The European Commission opened formal negotiations on 27 April 1994. It is too early to say what obstacles will emerge, or how soon the negotiations can be concluded, although the UK has consistently pressed for speedy progress and will continue to do so.

(May 3)

### FULL EMPLOYMENT

*Clive Soley (Hammersmith)* asked the Secretary of State when he expects to achieve full employment.

*Michael Forsyth:* Employment cannot be created by Act of Parliament or by Government action alone. Government policy will be directed to bringing conditions favourable to the maintenance of a high level of employment.

(May 17)

### HEALTH AND SAFETY

*Kevin Barron (Rother Valley)* asked the Secretary of State when he will publish the HSC report on the review of regulations covering health and safety.

*Michael Forsyth:* The Health and Safety Commission submitted the final report on its review of health and safety regulation to me at the end of April. The Government is currently considering the report's findings and recommendations and plans to make a statement on them as soon as possible.

(May 11)

### JOBCLUBS

*John Speller (Warley West)* asked the Secretary of State if he will make a statement on the workings of the payment-by-results contract for jobclubs.

(Answered in a letter from Mike Fogden, chief executive of the Employment Service - extract only given)

The payment-by-results approach to jobclub contracting has shown that it represents good value for money. It encourages our contractors to think more about the results to be achieved and to

improve their effectiveness at helping members to find jobs.

Payment by results contracts are divided into two parts. There is a fixed payment element which usually represents 75 per cent of the total contract price. The bonus element, which represents the remaining 25 per cent of the contract price, is divided between the number of job placings agreed in the contract. Payment of both the fixed and bonus element of the contract is made monthly in arrears.

It is explained to contractors that a bonus payment will only be made where a member has left to take up work and we have satisfactory written confirmation of their placing. Payments can be made in cases where a member leaves the jobclub to take up temporary work. However, we will not pay a bonus for the same person more than twice during their membership. Part of our role in monitoring the programme is to check a percentage of all claims for bonus payments to ensure there is no abuse of the system.

At the end of 1993/94 there were 782 payment by results jobclub contracts in operation. This represents 54 per cent of the total number of jobclubs. Payment by results contracts are one way of making our programme contracting as efficient and effective as possible. We plan to introduce further measures into our programmes with the aim of ensuring that unemployed people who join them receive the best possible help.

(May 3)

## LONE MOTHERS

**David Marshall** (Glasgow Shettleson) asked the Secretary of State what percentage of lone mothers with dependent children were in 1979; and what percentage of lone mothers with dependent children are now in work.

**Ann Widdecombe:** The latest estimates from the Labour Force Survey for autumn 1993 show that 37 per cent of lone mothers of working age with dependent children were in employment. The equivalent figure for spring 1981 – the earliest date available – is 45 per cent.

(May 17)

## LONG-TERM UNEMPLOYMENT

**David Winnick** (Walsall North) asked the Secretary of State what was the number of those unemployed for more than 12 months and more in May 1979; and what are the current figures.

**Ann Widdecombe:** The unadjusted number of United Kingdom claimants unemployed for over one year stood at 1,106,771 in January 1983, the earliest date for which equivalent figures are available. The figure for January 1994 was 1,087,877.

(May 13)

## MODERN APPRENTICESHIPS

**Robert Ainsworth** (Coventry North East) asked the Secretary of State what Government funding is envisaged for his proposed modern apprentice scheme.

**Ann Widdecombe:** £1.25 billion will be made available for Youth Credits and Modern Apprenticeships over the next three years. Employers will also play their part by contributing to the initiative.

(May 16)

## PART-TIME WORKERS

**Piara S. Khabra** (Ealing, Southall) asked the Secretary of State if the Government intends to introduce legislation to protect part-time workers.

**Ann Widdecombe:** Only 3 per cent of employees are disqualified from employment protection on the basis of hours alone. Part-timers benefit from the enhanced rights introduced by the Trade Union Reform and Employment Rights Act 1993.

(May 17)

## URBAN POLICY

**Keith Vaz** (Leicester East) asked the Secretary of State if he will list every urban policy initiative that has been instituted or operated since 1979, the date that each scheme began operating, where appropriate the date that the scheme ceased operating and the funds available on an annual basis under each scheme.

**Michael Forsyth:** Employment Department assistance has since 1979 been targeted on unemployed people – especially long term unemployed people wherever they are. However in 1989 Inner City Compacts were established, an initiative which is now part of the Single Regeneration Budget. Details are shown in the table (see below).

(May 3)

## WAGE RATES

**Tom Cox** (Tooting) asked the Secretary of State what monitoring is done by his Department of the wage rates being paid in employment that was covered by Wages Councils; and if he will make a statement.

**Michael Forsyth:** The Department monitors the earnings of workers by industrial sector, including those sectors

### Inner city Compacts – England

	Outturn		Estimated Outturn		
	89-90	90-91	91-92	92-93*	93-94*
Expenditure £m .....	3.0	5.5	5.5	4.85	4.7
Number of Compacts .....	25	38	48	50	50

\* Figures exclude Compacts which were set up from 1992-93 outside inner cities.

In addition, since the creation of the Employment Service (ES) as an executive agency in 1990, its Annual Performance Agreement has included a target for a percentage of placings to be of unemployed people.

where there were Wages Councils, through the monthly Average Earnings Indices and the annual New Earnings Survey.

(May 17)

## WOMEN MANAGERS

**Richard Ottway** (Croydon South) asked the Secretary of State what initiatives he has encouraged to improve opportunities for women to progress into senior management positions.

**David Hunt:** Our new joint initiative with the Equal Opportunities Commission, Fair Play for Women, will promote and expand the role of women at work, building on the success of our New Horizons campaign, our Out-of-School Childcare initiative and our support for the employer-led Opportunity 2000.

(May 17)

**Anne Campbell** (Cambridge) asked the Secretary of State what proportion of senior managers were women in each of the last three years for which figures are available.

**Ann Widdecombe:** The Labour Force Survey shows that in autumn 1993, 31 per cent of corporate managers or administrators were women. The equivalent figures for 1991 and 1992 were 29 per cent and 31 per cent.

(May 17)

## WORKFARE

**Llew Smith** (Blaenau Gwent) asked the Secretary of State what evaluation he has made of the options for introducing a workfare system for unemployed people aged between 18 and 24 years.

**Michael Forsyth:** 'Workfare' is usually taken to mean large-scale, all-embracing compulsory work schemes.

The Government does not believe that there can be a single approach to meeting the needs of unemployed people and therefore it rejects 'workfare' schemes. The more effective approach is to target the individual needs of particular groups and help them back into work. That is why the Government introduced in April two new pilot schemes designed to help 18-24 year olds who have been unemployed for over a year to get back to work. The pilots are: Workwise, a four week personal development and jobsearch course; and 1-2-1, a series of individual advisory interviews. Both pilots are mandatory for people who have declined all other offers of help.

(May 18)

## EMPLOYMENT BENEFITS IN UK/PACIFIC RIM

**Harry Greenway** (Ealing North): Asked the Secretary of State what are the main employment benefits in (a) the UK and (b) the Pacific Rim countries; and if he will make a statement.

**Michael Forsyth:** (holding answer 17 May 1994): In the UK the main, statutory, employment benefits include redundancy payments, maternity leave and sick pay, as well as protection against unfair dismissal and harassment, or discrimination at work.

The following table, based on information available to the Employment Department, shows that, mostly, these benefits exist in the Pacific Rim countries of Hong Kong, Singapore, South Korea and Taiwan. However, coverage of the workforce and the value of these benefits vary considerably from country to country.

### Employment Benefits in the UK – May 1994

Redundancy payments	Statutory minimum payments depend on age and length of service and are subject to a maximum (full details appear in the July 1993 <i>Employment Gazette</i> (p 317). Employees are covered if: they have worked for two years for a minimum of 16 hours a week; or have worked for five years between 8 and 16 hours a week.
Maternity leave	90 per cent of earnings for six weeks plus £47.95 a week for 12 weeks. Eligibility is on the same basis as for redundancy payments. However, the rules for maternity pay are being revised. For more detail on the current rules and the future requirements, see <i>Changes in Maternity Pay: Proposals for Implementing the EC Pregnant Workers Directive</i> published by the Department of Social Security (DSS) August 1993.
Sick pay	The statutory minimum is related to the employee's earnings and payable for a maximum of 28 weeks. All employees are covered except for a few groups such as those on contracts of three months or less. More detail is available from the DSS Guide NI270 <i>Employer's Manual on Statutory Sick Pay</i> .
Protection against harassment/discrimination	Race and sex discrimination at work is generally prohibited. The clauses are set out in: the Equal Pay Act 1970; the Sex Discrimination Act 1975; and the Race Relations Act 1976. These rights apply to all employees irrespective of length of service or hours of work. Other rights such as protection against unfair dismissal are subject to the same qualifying period as redundancy payments above.

### Employment Benefits in Pacific Rim Countries

#### Singapore

Redundancy payments	Can be claimed provided employee has been employed for at least three years. No amounts stipulated by law.
Maternity leave	Eight weeks' paid maternity leave if the employee has been employed for six months or more.
Sick pay	14 days' paid sick leave per year, in addition to any time spent in hospital up to a limit of 60 days. Employee must have worked for at least 12 months to qualify.
Protection against harassment/discrimination	Anyone who thinks they have been unfairly dismissed may appeal to the Minister for Labour. If the Minister finds against the company it must either reinstate or compensate the worker.

#### Taiwan

Redundancy payments	There is a legal entitlement to these benefits, but only in certain industries. Maternity leave cannot exceed eight weeks, and the value of other benefits depends on a number of factors including length of service, age and sex.
Maternity leave	The industries covered are: Agriculture, Forestry and Fishing; Mining and Quarrying; Manufacturing; Construction; Water, Electricity and Gas supply; Transportation, Warehousing and Communications; Mass Media; other industries designated by relevant central level authority.
Sick pay	
Protection against harassment/discrimination	There is some protection against unfair dismissal.

#### Hong Kong

Redundancy payments	An employee who has worked for an employer for more than two years is entitled to two-thirds of normal monthly salary for every year's service.
Maternity leave	Maximum 10 weeks' leave at two-thirds normal pay, as long as the employee has been in continuous employment for at least 18 hours a day for four consecutive weeks.
Sick pay	Two-thirds normal pay for continuous sickness of at least four days' duration. Same qualifying criteria as for maternity leave/pay.
Protection against harassment/discrimination	Employers may not dismiss pregnant employees who have been in continuous employment for at least 12 weeks, or employees who are on sick leave due to occupational injury or disease. Employees who are absent because they have to give evidence in criminal proceedings are similarly protected. In all these cases, if the employee is dismissed compensation must be paid.

#### South Korea

Redundancy payments	Employers must pay 30 days' wages for each year worked. This applies only to companies with five or more employees; for those firms with fewer employees the Ministry of Labour sets down guidelines depending on the company's status.
Maternity leave	A maximum of 60 days' paid leave.
Sick pay	There is no statutory sick pay, although employers must pay for 50 per cent of medical fees; the Government pays the rest.
Protection against harassment/discrimination	Discrimination based on sex, nationality, religion or social position is prohibited by the Labour Standards Act.

## Employment Department Research and Evaluation Programme 1994-95

Each year the Employment Department plans, develops and undertakes a programme of research to help to achieve its aim of promoting a competitive, efficient and flexible labour market.

Following agreement of the priorities to be addressed, the Department develops a programme of projects which is submitted to Ministers for approval. Usually, the research and evaluation are contracted out to independent research organisations, academics and consultancies, following competitive tendering.

The planned programme of research for 1994-95, by key policy areas, is given in this article.

### Information for potential contractors

The Department is keen to widen the base of contractors commissioned to undertake research, and expressions of interest to undertake any of the planned projects listed here would be welcome.

The suitability of interested parties will then be considered when inviting tenders for these projects.

Please contact:

Paul Whelan  
Research Strategy Branch  
Employment Department  
Room W441, Moorfoot  
Sheffield  
S1 4PQ  
Tel. 0742 593832

Please note that commissioning action may already have taken place on some projects.

### 1 YOUTH AND EDUCATION

#### 1a EHE GRADUATE FOLLOW UP

To demonstrate the link between the impact of Enterprise in Higher Education on institutional change (e.g. staff development, employer involvement, curriculum change) and improvements in the quality of graduate output.

#### 1b ACTION RESEARCH/CAREERS PATHFINDERS

This project will form the second stage of the evaluation. It will aim to seek information about the extent to which the new arrangements have encouraged innovative ways in which the service is being managed. For instance, to find out the extent to which services are moving towards a business culture and the impact this has had on methods of delivery and organisational structure.

#### 1c YOUTH COHORT STUDY (YCS) SURVEY METHODS

A programme of work on survey methods is needed to permit decisions regarding the overall design of the YCS. The aim is to ensure that instruments used in future sweeps of the YCS constitute the most cost effective way of collecting the data required, and meet policy monitoring needs.

#### 1d CAREERS LIBRARIES / USE OF GUIDANCE

A summative evaluation is now needed to establish the effectiveness and added value of the pump-priming initiative. It will focus on the views of the library users eg students, school and college staff, careers service staff. It will also seek to establish the value students place on the information provided and what use they make of it.

#### 1e SURVEY OF 19 YEAR OLDS

Information is needed on the foundation qualifications young people acquire and the routes they take to achieve these qualifications, to inform on-going policy developments in this area.

### 2 TRAINING STRATEGY AND INFRASTRUCTURE

#### 2a TEC IMPACT ON LOCAL ECONOMIC DEVELOPMENT

Expert opinion is needed on how the impact of TECs on local economic development can be realistically assessed. The information is needed to feed into the design of realistic, practical research projects which aim to assess TEC impact on local economic development.

#### 2b REVIEW OF RESEARCH ON OPEN AND FLEXIBLE LEARNING (OFL)

A complete picture is required of current research in progress in the area of Open and Flexible Learning across Europe. This is needed in order for policy makers to keep up-to-date with current knowledge about OFL. The findings will inform policy decisions about the promotion of Open and Flexible Learning.

#### COST EFFECTIVENESS OF OPEN AND FLEXIBLE LEARNING

At present, TECs have no means of measuring the cost-effectiveness of Open and Flexible Learning. This project would examine the feasibility of developing a model for this purpose.

#### EVALUATION OF OPEN LEARNING CREDITS PROJECTS

The current Open Learning Credits pilots are due to come to an end in 1994, but some TECs will continue with a range of Open Learning Credits development projects which should be evaluated. Final results will be used to influence decisions about future Open and Flexible Learning credit policy.

#### METHODOLOGICAL WORK ON COLLECTING QUALIFICATIONS DATA

This project will explore long standing problems surrounding the collection of actual and detailed information on qualifications gained by individuals. This work will be used to inform the use made of existing data on qualifications in relation to comparative accuracy. It will also be used as part of the developmental work for the 'new style' Youth Cohort Study. Further, it will be of use in the task of monitoring National Education and Training Targets.

#### VOCATIONAL QUALIFICATIONS HELD BY INDIVIDUALS

The National Information System for Vocational Qualifications (NISVQ) database currently holds information concerning numbers of vocational qualifications awarded at a national level. The system does not have a candidate identifier. If assumptions concerning individual attainment of awards and highest qualifications held can be obtained for the database would become a more effective research tool for the measurement of targets.

#### EMPLOYERS' MANPOWER AND SKILLS PRACTICE SURVEY: SECONDARY ANALYSIS

Improved information is needed on employers' training and manpower practices, in particular on the factors which encourage employers to train. This will inform policy development and help the Department to present a better analysis of training.

#### INDIVIDUALS SKILLS PROGRESSION

Information is needed on the extent to which individuals upgrade their skills after any initial training. The findings will inform the development of policy for example in encouraging individuals and employers to upgrade skills.

#### FAILURES IN THE MARKET FOR NATIONAL DEVELOPMENT

It is important that the Government only supports activities which the market will not provide. By exploring empirically the nature and extent of market failure in the National Development field, this project aims to provide a more solid economic rationale for intervention and secure value for money on ED-supported National Development projects.

#### INVESTORS IN PEOPLE QUANTITATIVE SWEEP 2

This research will assess progress towards ensuring that employers invest in the skills their businesses need. This will be achieved through examination of changes over time in the performance of employers. The sample will include: those who have achieved the standard; those who are committed to working toward it; and those who are not yet involved.

#### NATIONAL TRAINING AWARDS (NTAs)

Information is needed on the effectiveness of NTAs in encouraging employers to invest in training. Specific issues include: trends in the training of entrants and winners, and why some employers enquire but do not enter. A review of the quality of entrants is needed. The information is needed to support NTAs, and to assist marketing and policy direction.

#### 2i COST EFFECTIVENESS OF OPEN AND FLEXIBLE LEARNING (OFL) FOR EMPLOYERS

The study will involve the contractors in working with a number of companies at the stage of introducing OFL, and tracking the costs and outcomes. If the study finds that OFL is cost-effective the information will be used for marketing OFL to employers. If the study is inconclusive, or finds that OFL is not cost-effective, OFL promotion will be reviewed.

#### 2m INDIVIDUALS' TAKE UP OF NATIONAL VOCATIONAL QUALIFICATIONS (NVQs) /SCOTTISH VOCATIONAL QUALIFICATIONS (SVQs)

An assessment of the stimuli and obstacles which influence adults' decisions to take up NVQs. The focus is on adults as they are more likely than those in initial training to have opted positively for an NVQ. Systematic data on individuals experience of NVQs will improve production of policy on the provision of NVQ-related information/guidance.

#### 2n INDUSTRY TRAINING ORGANISATIONS

This research will examine the strategies used by ITOs to influence employers. This will allow an assessment of why the strategic interventions of some ITOs are more effective than those of others. The results will inform ED policy on ITOs, and the targeting of spending.

#### 2o SURVEY OF SMALL AWARDING BODIES

This survey aims to supplement the National Information System for Vocational Qualifications (NISVQ) database by providing information on the 25 per cent of vocational awards made by small awarding bodies, who are not currently included. The findings will supplement NISVQ results to give comprehensive estimates of awards at national level, help NISVQ to provide information for targets and update ADSET's (Association for Database Services in Education and Training) qualification aims index.

#### 2p SKILLS MONITORING SURVEY (SMS)

The survey will collect information on the scale and pattern of employers recruitment difficulties; indicators of employers' commitment to training; and awareness/participation in ED TEC initiatives. SMS is the only regular national survey of employers' skills and training practices. As such, it informs national and local training policy.

### 3 ADULT LEARNING

#### 3a MONITORING INDIVIDUAL COMMITMENT: QUESTION DEVELOPMENT

The project involves the development of questions to be used for the future monitoring of individual commitment policy. Work will need to be commissioned to review the questionnaires and responses from the three 1993/94 surveys looking at individuals, providers and employees, and to design reliable instruments.

#### 3b STUDY ON INTERMEDIATE OUTCOMES OF GUIDANCE

The ED needs to know the links in the chain between initial outcomes of guidance (e.g. improved decision-making skills) and longer-term economic benefits to society. The existing evaluations of Gateways and Skill Choice make no provision to examine the effectiveness of guidance on, for instance, jobsearch behaviour or entry to employment. This information is required to make the case for guidance.

#### 3c ATTITUDES TO LIFETIME LEARNING: SECONDARY ANALYSIS

Additional analysis will be needed to gain a better understanding of issues relating to motivation, rewards and other areas of interest. The findings will be used to improve the Department's understanding of the attitudes of individuals, employers and training providers towards individual commitment.

### 3d LEARNERS, DECISION-MAKING PROCESSES

More detailed information will provide a better understanding of the influence of individual's experiences on their attitudes to the learning system. This will influence policy development. Large-scale surveys cannot provide information in retrospect; a tracking study is necessary.

### 3e WOMEN AND TRAINING

The study will explore the inter-relations between job-related training, employment status, occupation, income and family formation. In particular, it will compare the position of women with comparable men over time. It will analyse data on, for instance, the kind of training received, its duration and funding and assess the usefulness of existing data sets in analysing training issues; and inform further research.

### 3f TEC ACCESS TO ASSESSMENT

Information is required about the extent of lasting enhancements to the training and skills infrastructure brought about by the initiative. This is needed to allow the department to judge the medium and long term effects of such an initiative. The results will assist the development of National Vocational Qualification assessment services.

### 3g CAREER DEVELOPMENT LOANS (CDLs)

The survey will provide in depth information about the views of bank employees, trainees and training providers on the effectiveness and usefulness of CDLs. The findings will provide ED and the Treasury with evidence of the effectiveness of CDLs. This will be taken into account when considering the renewal of contractual arrangements between ED and the lending banks.

### 3h CAREER DEVELOPMENT LOANS (CDLs) AND THE UNEMPLOYED

This study is needed to appraise the use and effectiveness of CDLs by and for the unemployed; it will provide evidence and recommendations as to how the scheme might develop to provide greater assistance to unemployed people. Interviews with unemployed people, banks, TECs and training providers will identify will identify the scope for additional help for the unemployed.

### 3i EVALUATION OF INDIVIDUAL COMMITMENT PRF

Information is required to establish the effectiveness of performance related funding in stimulating the development of individual commitment policies by TECs.

## 4 CROSS PROGRAMME

### 4a LABOUR MARKET RESEARCH PROGRAMME CONTRACT

Programme contracts allow a series of research projects to be agreed upon between the Department and researchers themselves, and provide a cost-effective way of producing high quality research on labour market issues. Much of the research should provide a context for labour market policy, by giving a fuller picture of how labour markets operate. Some work can also be put to more specific uses, for example, addressing particular aspects of Government policy, or provide help in costing or estimating the effects of proposed policy changes.

### 4b SHELTERED EMPLOYMENT - ECONOMIC BENEFITS

Gross figures indicate that sheltered employment appears to be very expensive in cost per job terms. The purpose of this project would be to look in detail at a number of sheltered employment projects and programmes, to establish whether the costs are justified, or if alternative, more effective ways of helping the same client group could be found.

### 4c COST BENEFIT ANALYSIS OF SUPPORTED EMPLOYMENT AGENCIES

The information obtained will be useful in considering the cost-effectiveness of supported employment agencies, and whether alternatives are available which can address the needs to the same client group in a more effective manner.

### 4d WORKING LIVES SOFTWARE DEVELOPMENT

This project is required to explore the analysis potential of existing packages and to advise on the best databank systems to use for storing the data. The findings will be used to ensure that full analysis of data collected by the Working Lives Survey will be possible. The development work will allow the Department access to all potential analyses of the survey.

### 4e ETHNIC MINORITIES AND THE INNER CITY LABOUR FORCE

This project will provide enhanced information on inner city labour markets. It will assist with the efficient targeting of programmes.

### 4f WHAT HAPPENS TO LONG-TERM UNEMPLOYED (LTU) CLAIMANTS ?

This project will select a sample of LTU claimants and follow them through time, to see what happens to them when they leave the court, the type of jobs they go into, how many exit the labour market, and so on. The information gained from this study will be very useful in developing and evaluating policies towards the LTU.

### 4g POLICIES AND PRACTICES TOWARDS OLDER WORKERS

This project is based on a recent ED-funded study of policies and practices towards older workers in 21 countries. This further research will produce a comparative overview with in-depth case studies in several European countries. The findings will be used to establish the effectiveness of selected employment policies towards older workers and inform current policy discussions.

### 4h SUPPORTED EMPLOYMENT INITIATIVES FOR DISABLED PEOPLE WITH OTHER THAN LEARNING DISABILITIES

A recent study, 'An Evaluation of Supported Employment Initiatives for Disabled People' found that Supported Employment is successful in supporting large numbers of disabled people into open paid employment. At present, the majority of agencies' clients are people with learning disabilities. The project will provide a review of initiatives aimed at people with other than learning disabilities. Its findings will inform discussions on whether and how Supported Employment can be utilised for a wider range of disabled clients.

### 4i COMMENTARY PROGRAMME

The Commentary Programme provides the opportunity three times per year for consideration of competitive bids for research. The programme is designed to cater for urgent requests for research, which cannot be specified in advance, for topical policy issues. Quick turnaround of results, based on information from employers is a key characteristic of the programme.

### 4j INCENTIVE EFFECTS OF PENSION ARRANGEMENTS

Occupational pension arrangements have an important effect on the labour supply of older workers. This study will be designed to discover whether there are adequate work incentives for older workers.

### 4k LOCAL EMPLOYER NETWORKS: GOOD PRACTICE GUIDE

This project will assist in the development of a Good Practice guide for setting up and running local employer networks on disability. It will comprise a survey of small and medium-sized employers to identify areas of knowledge deficit, and of existing employers networks to identify effective practices.

## 5 INDUSTRIAL RELATIONS

### 5a WORKPLACE INDUSTRIAL RELATIONS SURVEY (WIRS) : SECONDARY ANALYSIS

The WIRS series is the most comprehensive source of information on British industrial relations. Only by engaging in a programme of further analysis can the Department fully exploit its major investment in the series. Topics for secondary analysis will depend both on policy need as well as proposals from external academic researchers.

### 5b THE COMPETITIVE EDGE: EMPLOYERS REACTIONS

The Department has published a booklet entitled *The Competitive Edge*. Its purpose is to encourage employers to involve their employees at the workplace by illustrating the effectiveness of a range of existing practices. The proposed research would survey a sample of recipients of this booklet and explore their views about the publication. The findings will be used to ascertain how employers might be assisted further in developing and implementing schemes to involve their workforce.

### 5c EMPLOYERS USE OF THE FLEXIBLE WORKFORCE

Up-to-date information is required on employers' use of the 'flexible' workforce (e.g. part-time, temporary workers, self-employed contractors). The findings will be used to assess the extent to which the labour market is becoming more flexible, and to inform current ED policy on flexible work.

### 5d PART-TIME AND TEMPORARY EMPLOYMENT REGULATIONS: INTERNATIONAL COMPARISONS

The Department needs accurate detailed information on part-time and temporary employment regulations in each EU member state and other major industrialised countries. The research will inform the views of the Department on issues relating to the use of part-time and temporary employment.

### 5e HEALTH AND SAFETY REGULATIONS AND SMALL FIRMS

This research will determine whether information on health and safety regulations received by small firms is appropriate for their compliance needs.

### 5f EQUAL OPPORTUNITIES PRACTICES OF SMALL EMPLOYERS: REACTIONS TO THE DRAFT ED GUIDANCE PACK

This project will evaluate the reactions of small employers to draft ED guidance on promoting equal opportunities aimed at such employers.

### 5g EVALUATION OF OUT OF SCHOOL CHILDCARE GRANT STAGE 2

This work will assess the extent to which the grant is helping parents to enter or participate more fully in work and training.

### 5h INDUSTRIAL TRIBUNALS: PRE-HEARING REVIEWS

This research will evaluate the effects of the new prehearing review procedures. In particular the extent to which it prevents ill founded cases from coming to a full tribunal hearing.

### 5i INDUSTRIAL TRIBUNALS: COMPROMISE AGREEMENTS

This research will evaluate the effects of the new compromise agreements procedures. In particular the extent to which the measure has served to speed up the resolution of cases while safeguarding the interests of the parties involved.

## 6 OPERATIONS

### 6a EMPLOYERS' RESPONSES TO TEC PROVISION

More qualitative research is required to examine some of the questions raised by the 1993/94 postal survey in this area. The findings will contribute to the evaluation of TECs as a delivery mechanism; the extent to which they have met the vision outlined in the TEC prospectus, also to inform TEC good practice.

### 6b LOCAL RESPONSIVENESS AND FLEXIBILITY OF TECs

This study will involve a comprehensive and detailed examination of what influences TEC planning, the extent to which provision meets local needs and how those needs are identified. Case studies will examine the extent to which TECs have developed a coherent package.

### 6c TECs AND LOCAL ECONOMIC AUDITS

Research is needed to establish the priority given by TECs to localeconomic information, what they use and how they get it, what the gaps are. The information will help to inform TECs and will give ED an indication of relative performance on Local Economic Development.

### 6d TECs AND THEIR BOARDS

The study will examine the role of TEC Boards in shaping policy and operations. In particular it will examine the skills and expertise brought into the TEC by these people and the links they bring with other organisations. The findings will contribute to the analysis of TECs as a delivery mechanism and to inform TEC good practice.

### 6e TECs AND LOCAL ECONOMIC DEVELOPMENT (LED) PARTNERSHIP

The announcement of Integrated Regional Offices and the Single Regeneration Budget has emphasised the role of TECs in LED. Government, supported by academic opinion, has stressed that partnerships are crucial to the successful design and implementation of LED strategies. Information is needed on how effectively TECs are generating partnerships, with whom, to what end, and what the outcomes are.

## 7 INTERNATIONAL

### 7a INTERNATIONAL BASELINE INFORMATION ON LABOUR MARKETS

This project will collect baseline information on selected countries' labour practices (Industrial Relations, pay and bargaining, disputes etc), Training, assistance to the unemployed and equal opportunities. The collation of currently fragmented information will create a resource for policy sections and briefings.

### 7b EUROPEAN SOCIAL FUND (ESF) FINAL CLAIM FORM DATA ENTRY

Extensive breakdown of beneficiaries and outcomes of ESF projects is needed to improve effectiveness of ESF programmes by identifying factors associated with good outcomes.

### 7c INTEGRATED DEVELOPMENT OPERATIONS (IDO) INTERIM METHODOLOGY

The ED needs to develop a methodology of evaluating the IDO programmes in mid-season so we can quickly feed back information to policy makers to improve efficiency and effectiveness of policy delivery (e.g. training) by the European Social Fund.

### 7d EUROPEAN SOCIAL FUND (ESF) LEAVERS: FOLLOW UP WORK

We need to determine the labour market status of ESF leavers 6 months after leaving to determine the effectiveness of ESF courses and variations by for example, gender, and suggest factors underlying good practice.

### 7e RECHAR: EVALUATION OF EC INITIATIVES

RECHAR is an EC initiative that funds projects to diversify economic activity in former coal mining areas. The ED contribution will pay for the compiling of financial and evaluation performance figures, and an input into a survey of projects.

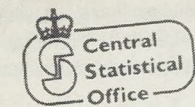
### 7f VOCATIONAL GUIDANCE IN THE ESF

The research will provide an extensive evaluation of outcomes of the European Social Fund (ESF) projects. This will allow an improvement in the effectiveness of ESF programmes by identifying factors associated with good outcomes.

### 7g EUROPEAN SOCIAL FUND (ESF) PROJECTS: FOLLOW UP WORK

This research will allow the identification of good practice in, for example, course design/delivery. This will be achieved by an in-depth study of issues suggested by a recently undertaken survey of 150 ESF applications. ■





BUSINESS MONITOR MM23

# Retail Prices Index

March 1994



A Publication of the Government Statistical Service

Available monthly from HMSO Books

# Retail Prices Index

Business Monitor MM23

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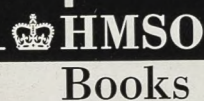
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Prepared by the Government Statistical Service

## Trade union membership and density 1992-93

an analysis based on latest information from the Certification Officer and the Labour Force Survey

Trade union membership in 1992 saw its sharpest fall since 1980 and stood at its lowest level since 1946. This article looks at union membership and density (the proportion of people in employment who are members of trade unions), using two sources for the data. Membership information is obtained from administrative details provided to the Certification Officer, and relates to the end of 1992. Density data are derived from the Labour Force Survey conducted in Autumn 1993.

The article presents analyses of the membership data first, looking at the number and size of unions and merger activity. This is followed by an examination of the distribution of union members in terms of industry, occupation, sex and workplace size.

By **Derek Bird**, Statistical Services Division, Employment Department, and **Louise Concoran**, Employment Market Research Unit, Employment Department.



Photo: Sally & Richard Greenhill

### Key findings

- At the end of 1992 there were 268 unions in the United Kingdom: seven fewer than a year earlier.
- Total union membership was 9.0 million: the lowest level since 1946.
- Both male and female membership fell between 1991 and 1992: a reversal in the case of female membership, which had risen by 20,000 in the previous year.
- This was the thirteenth consecutive fall in total membership from its peak of 13.3 million in 1979, taking it more than 30 per cent below the peak level.
- Union density among people in employment, estimated from the Labour Force Survey, fell from 32 per cent in 1992 to 31 per cent in 1993.
- Union membership among manual workers has declined by over 1 million since 1989, while the number of non-manual members has remained stable.

### Information about trade union membership from the Certification Officer<sup>1</sup>

THERE WERE 268 trade unions at the end of 1992, seven fewer than the 1991 total and a fifth of the peak number of 1,384 in 1920. *Figure 1* shows the number of unions and their membership for the period 1900 to 1992. It illustrates that from 1920 there has been a steady fall in the number of unions, while the number of members generally increased, reaching a peak in 1979. The fall in the number of unions reflects the continuing process of union mergers and transfers of membership as well as declining unionisation. Despite the net decrease in the number of unions, new unions are still formed in most years, although there were fewer unions at the end of 1992 than ever previously recorded.

### Changes in membership

Union membership would be expected to fall as the number of employees in employment falls, especially when employment in highly unionised industries is falling. Looking at the period 1980 to

1992 it can be seen that, generally, this relationship holds true, particularly for production industries.

Figure 2 shows that membership fell more sharply before 1984, when employment levels were falling, than in the period 1984-90, when the number of employees in employment increased (mainly in the service sector). Given that in most years the fall in membership was greater than the fall in employment levels in production industries, then the number of union members in the service sector must have been falling even as employment levels were rising.

Although it is not possible to draw an

accurate pattern of union membership by industry from the Certification Office returns (since many union members now belong to unions with multi-industry membership), information about this pattern drawn from the Labour Force Survey is given later in this article.

Total membership of trade unions in the UK at the end of 1992 was 9.0 million; 537,000 (5.6 per cent) lower than the total for 1991. Figure 3 shows that this was the largest fall in membership since 1980, and a continuation of the downward trend that has reduced trade union membership by over 4.2 million since 1979 (see also table 1). The 1992

total is the lowest membership figure since 1946.

### Union size

Most of the 268 unions recorded in 1992 were small; 163 (61 per cent) had fewer than 2,500 members, and together accounted for just 1 per cent of the membership of all unions. At the other end of the scale nine unions (just 3 per cent of the total), which all had more than 250,000 members, accounted for 60 per cent of the total membership (see figure 4). Similarly, we find that the 20 largest unions, all of which had more than 100,000 members, accounted for a very large majority of trade union members (79 per cent).

As in 1991, the largest union at the end of 1992 was the Transport and General Workers Union (TGWU), with a total membership of 1,036,586; 90,000 fewer than in the previous year but still 11.5 per cent of all union members. One of the smallest unions recorded was the Artists Union with just 10 members. Table 2 gives a detailed analysis of the membership and the number of unions by size of union at the end of 1992.

Table 3 gives the membership of trade unions analysed by sex for the period 1989-92 (Certification Officer data on the sex of union members are not available for the period before 1989). In 1992 the number of female trade union members was 3.58 million; 195,000 lower than in 1991 and a reversal from the previous year which had shown an increase of 20,000. Despite this fall in numbers, the proportion of female unionists increased to 40 per cent of all unionists - up from 37 per cent in 1989.

Table 4 gives, for men and women separately, the distribution of membership by size of union for 1991 and 1992. It shows that there are only slight differences in the concentration of the sexes with respect to union size. At the end of 1992, proportionately more men were in the very large unions - 63 per cent compared with 56 per cent of women.

Table 5 gives an analysis of the membership of the 10 largest unions in 1987 and in 1992, and shows that women outnumbered men in five of the ten largest unions in 1992. The union with the highest proportion of female members in 1992 - more than 90 per cent - was the Royal College of Nursing.

### Mergers

There are two types of mergers that affect the number of unions: amalgamations and transfers of engagements. During 1992 there was one amalgamation (where two or more unions join to form a new union) and three transfers of engagements (where a union is subsumed by another union and thus loses its legal identity). The largest merger in 1992 was

Figure 3 Falls in trade union membership 1980-1992

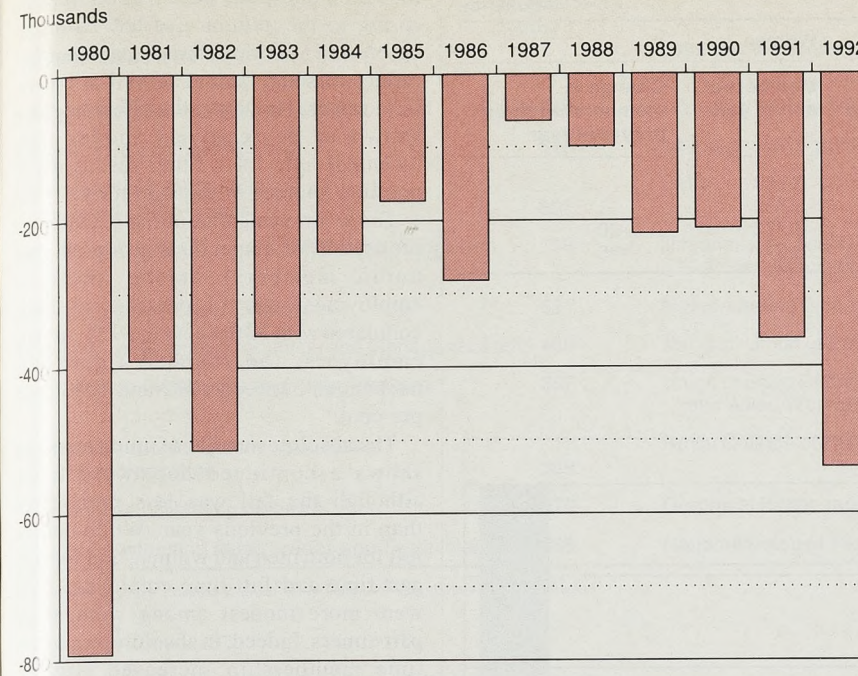


Table 1 Trade unions — numbers and membership 1979-1992

Year	Number of unions at end of year	Total membership at end of year (thousands)	Percentage change in membership since previous year	Cumulative fall in membership since 1979 (thousands)
1979	453	13,289	+1.3	
1980	438	12,947	-2.6	342
1981	414	12,106	-6.5	1,183
1982	408	11,593	-4.2	1,696
1983	394	11,236	-3.1	2,053
1984	375	10,994	-3.2	2,295
1985	370	10,821	-1.6	2,468
1986	335	10,539	-2.6	2,750
1987	330	10,475	-0.6	2,814
1988	315	10,376	-0.9	2,913
1989	309	10,158	-2.1	3,131
1990	287	9,947	-2.1	3,342
1991	275	9,585	-3.6	3,704
1992	268	9,048	-5.6	4,241

Table 2 Trade unions — numbers and membership ending 1992

Number of members	Number of unions	Membership (thousands)	Number of unions per cent (cumulative percentages)	Membership of all unions per cent (cumulative percentages)
Under 100	34	2	12.7 (12.7)	0.02
100 - 499	58	14	21.6 (34.3)	0.2 (0.2)
500 - 999	25	18	9.3 (43.6)	0.2 (0.4)
1,000 - 2,499	46	79	17.2 (60.8)	0.9 (1.3)
2,500 - 4,999	25	94	9.3 (70.1)	1.0 (2.3)
5,000 - 9,999	17	120	6.3 (76.4)	1.3 (3.6)
10,000 - 14,999	5	58	1.9 (78.3)	0.6 (4.2)
15,000 - 24,999	10	178	3.7 (82.0)	2.0 (6.2)
25,000 - 49,999	19	699	7.1 (89.1)	7.7 (13.9)
50,000 - 99,999	9	627	3.4 (92.5)	6.9 (20.8)
100,000 - 249,999	11	1,710	4.1 (96.6)	18.9 (39.7)
250,000 and more	9	5,449	3.4 (100)	60.2 (99.9)
All	268	9,048	100	100

the amalgamation of the Amalgamated Engineering Union and the Electrical Electronic Telecommunication and Plumbing Union to form the Amalgamated Engineering and Electrical Union. This took effect from 1 May 1992 and created the second largest union at the end of 1992 with 944,000 members.

### The top ten unions

As noted previously, table 5 compares details of the top ten unions in 1992 with the top ten in 1987. Most of these unions moved into their position in the table by merger or amalgamation. In 1989, for example, the General Municipal Boilermakers and Allied Trades Union (GMB) and the Association of Professional Executive Clerical and Computer Staff (APEX) joined to form the GMB. Since then, three unions have transferred to the GMB, which at the end of 1992 was the third largest with a membership of 799,000.

In 1988 the Amalgamated Union of Engineering Workers-Technical and Administrative and Supervisory Section (AEUW-TASS) and Association of Scientific Technical and Managerial Staff (ASTMS) amalgamated to form the Manufacturing Science and Finance Union (MSF). Since the amalgamation, six unions have transferred to the MSF, which with 552,000 members now accounts for 6 per cent of the total union membership figure. The Royal College of Nursing (RCN) was the only large union unaffected by any type of merger over the period; it also increased its membership from 270,000 in 1987 to 299,000 in 1992. During the five years 1987 to 1992, membership of the Transport and General Workers Union fell by 0.3 million, although it remained the largest union at the end of 1992.

### Further mergers

In July 1993 the National and Local Government Officers' Association (NALGO), the National Union of Public Employees (NUPE) and the Confederation of Health Service Employees (COHSE) merged to form a 'super' union called UNISON - the Public Service Union. UNISON is now the UK's largest union with approximately 1.5 million members, most of whom are female.

### Information from the Labour Force Survey

The union membership data which follows comes from the autumn 1993 Labour Force Survey (LFS). Table 6 presents some headline results. This illustrates changes which have taken place since the union membership question was first asked in spring 1989. However, estimates since 1992 are not directly comparable with those from earlier years because in that year the LFS became a

Figure 1 Trade unions: 1900-1992

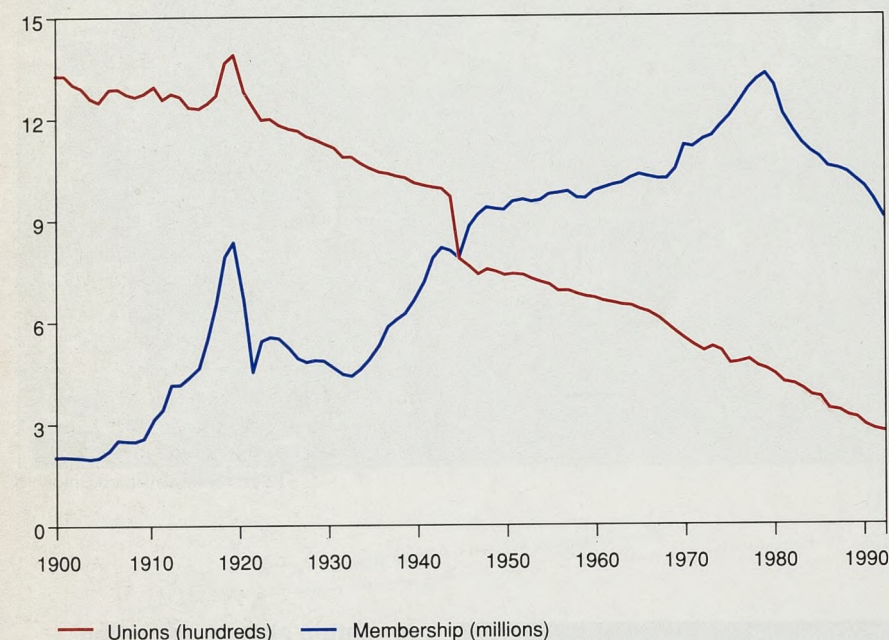


Figure 2 Year on year changes in employees in employment and trade union membership

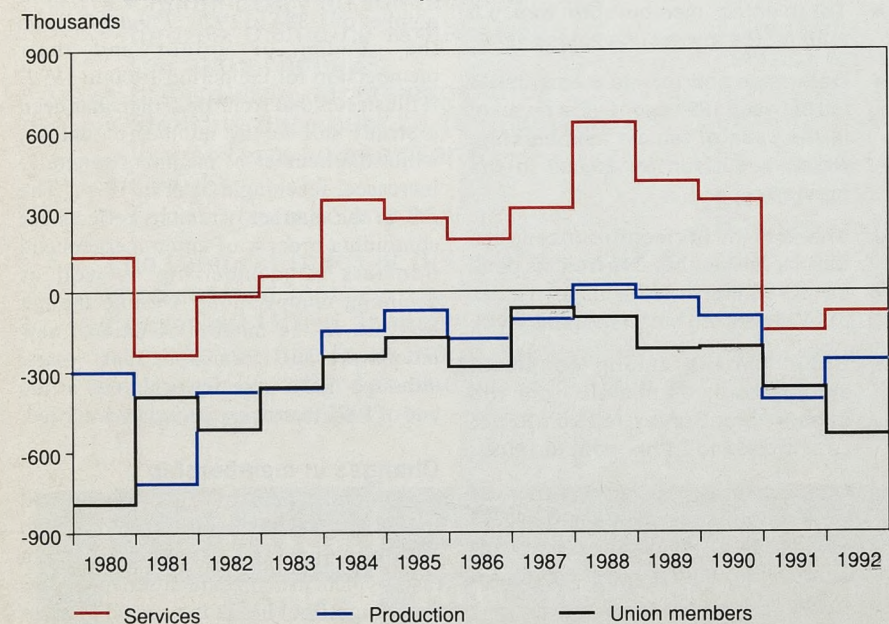


Table 3 Membership by sex 1989-1992

Year	Men		Women		Thousands
	Members at end of year	Change in membership since previous year	Members at end of year	Change in membership since previous year	
1989	6,405		3,753		
1990	6,195	-210	3,752	-1	
1991	5,813	-382	3,772	+20	
1992	5,472	-341	3,577	-195	

Figure 4 Unions and membership 1992

Percentage of unions or members

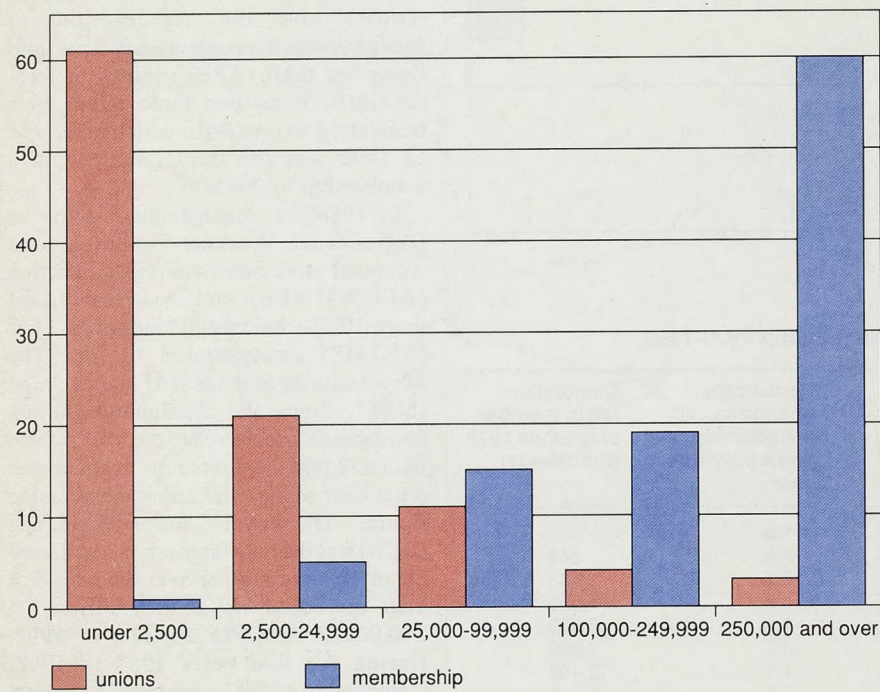


Table 4 Membership by sex, by size of union

Number of members	1991		1992		Thousands
	Men	Women	Men	Women	
Under 100	1.3	0.3	1.3	0.2	
100 - 499	11.1	5.8	9.5	4.6	
500 - 999	11.5	3.0	12.7	5.0	
1,000 - 2,499	44.6	29.2	50.4	28.8	
2,500 - 4,999	57.8	45.0	50.4	43.5	
5,000 - 9,999	62.5	48.4	63.2	56.4	
10,000 - 14,999	46.3	15.5	33.6	24.9	
15,000 - 24,999	131.1	28.6	136.4	41.5	
25,000 - 49,999	424.6	318.8	385.2	314.3	
50,000 - 99,999	321.1	275.8	385.0	242.2	
100,000 - 249,999	1,062.3	840.4	898.9	811.1	
250,000 and more	3,638.7	2,161.4	3,445.0	2,004.1	
<b>Total</b>	<b>5,813.0</b>	<b>3,772.3</b>	<b>5,471.6</b>	<b>3,576.8</b>	
<b>Broad classifications</b>					
0 - 49,999	790.8	494.8	742.7	519.3	
50,000 - 249,999	1,383.5	1,116.2	1,283.9	1,053.4	
250,000 and more	3,638.7	2,161.4	3,445.0	2,004.1	

quarterly instead of an annual survey and the union questions were moved from the spring to the autumn quarter. Estimates before and after this change may therefore reflect seasonal factors as well as longer-term trends. However, the effect has been shown to be relatively modest (see *technical note* for a fuller discussion of possible sources of discontinuity).

Table 6 reveals that union density (the proportion of a specified group who are union members) among those in employment was 31 per cent in 1993, compared with 32 per cent in 1992. Among employees, the rounded figure was unchanged between 1992 and 1993 at 35 per cent.

The absolute number of union members shows a continued downward trend, although the fall was less pronounced than in the previous year. While density fell for both men and women, and for both part-time and full-time employees, falls were more modest among women and part-timers. Indeed, in absolute terms part-time membership increased slightly, reflecting the growth in part-time employment.

The 1993 figures for manual and non-manual employees show that both groups have remarkably similar union densities of around one-third. However, changes over time reveal greater diversity between the two groups. Non-manual union density has been almost unchanged since 1989, while among manuals it has declined significantly (by seven percentage points) over the same period. As with their union density, the number of non-manual union members has been broadly stable over the last four years, whereas the number of manual union members has declined by more than one million or 25 per cent. The decline in membership overall since 1989 can thus be accounted for almost entirely by the decline in manual membership.

For the first time in 1993, respondents' workplaces were specifically categorized as public or private sector. As table 6 shows, union density varies considerably between the public and private sectors. In the public sector nearly two-thirds of employees were union members, compared with less than one quarter in the private sector.

Table 7 presents a more detailed examination of union density across different workplaces, occupations and industries.

#### Workplace size

Union density remains positively correlated with workplace size, ranging from 18 per cent in workplaces with fewer than 25 employees to 47 per cent in workplaces with more than 50 employees. However, several industries confound this general pattern. In Water Supply, Banking and Finance and Higher Education, density is higher in smaller workplaces. Several

Table 5 Membership of top ten unions in 1992 compared with membership of top ten unions in 1987

1987 top ten unions	Membership (000s)	1992 top ten unions	Membership (000s)	Men per cent	Women per cent
Transport and General Workers Union	1,349	Transport and General Workers Union	1,037	82	18
Amalgamated Engineering Union	815	Amalgamated Engineering & Electrical Union	884	93	7
General Municipal Boilermakers and Allied Trade Unions	803	GMB	799	62	38
National and Local Government Officers' Association	759	National and Local Governments Officers' Association	764	45	55
National Union of Public Employees	651	Manufacturing Science and Finance Union	552	73	27
Association of Scientific Technical and Managerial Staffs	400	National Union of Public Employees	527	30	70
Union of Shop Distributive and Allied Workers	387	Union of Shop Distributive and Allied Workers	316	40	60
Electrical Electronic Telecommunication and Plumbing Union	369	Royal College of Nursing of the UK	299	8	92
Royal College of Nursing of the UK	270	Graphical Paper and Media Union	270	82	18
Union of Construction Allied Trades and Technicians	256	National Union of Teachers	214	25	75

a The basis of these statistics is given in the technical note at the end of this article.

Table 6 Union membership in Great Britain, 1989-93

Density	Spring 1989	Spring 1990	Spring 1991	Autumn 1992	Autumn 1993
All in employment <sup>b</sup>	34	33	33	32	31
All employees <sup>c</sup>	39	38	37	35	35
of which:					
Men	44	43	42	39	38
Women	33	32	32	32	31
Full-time <sup>d</sup>	43	42	42	40	39
Part-time <sup>d</sup>	22	21	22	22	21
Non-manual	35	35	35	34	34
Manual	43	42	41	38	36
Public sector <sup>e</sup>	-	-	-	-	63
Private sector <sup>e</sup>	-	-	-	-	23
All self-employed	9	9	10	10	8
All on Government schemes	5	4	7	6	6

Number of union members	Spring 1989	Spring 1990	Spring 1991	Autumn 1992	Autumn 1993
All in employment <sup>b</sup>	8,831	8,719	8,488	7,893	7,682
All employees <sup>c</sup>	8,491	8,375	8,117	7,540	7,367
of which:					
Men	5,167	5,096	4,836	4,330	4,157
Women	3,324	3,279	3,281	3,210	3,210
Full-time <sup>d</sup>	7,382	7,293	6,992	6,406	6,214
Part-time <sup>d</sup>	1,109	1,083	1,125	1,134	1,153
Non-manual	4,264	4,401	4,352	4,295	4,271
Manual	4,221	3,956	3,746	3,225	3,080
Public sector <sup>e</sup>	-	-	-	-	3,779
Private sector <sup>e</sup>	-	-	-	-	3,582
All self-employed	313	327	338	301	266
All on Government schemes	26	16	29	19	19

Source: Labour Force Survey

- a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
- b Includes those on government schemes and those who did not report their employment status.
- c Includes those who did not provide information on one or more subsequent dimensions of the table.
- d Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.
- e Directly comparable figures are not available before 1993.
- f Those who did not report their union status are regarded as non-union members. Those respondents in households which were not contactable in the Autumn 1992 and 1993 quarters have been allocated pro-rata to union membership/non-membership according to those who did respond to the question. Autumn 1992 figures differ slightly from those reported in the *Employment Gazette* in May 1993, following a minor revision to the estimation procedure.

other industries show little or no pronounced variation by size of workplace; most notable of these are Railways, Insurance, National Government, Schools and Telecommunications. Generally it would seem that, with the exception of Banking and Finance and Insurance, workplace size is less influential in relation to density in predominantly public sector or ex-public sector industries.

#### Occupational groups

At the aggregate level, union density across major occupational groups remained constant for managers and administrators, professional and technical occupations, and clerical and secretarial occupations. However, it fell by one or two percentage points for personal and protective services, sales, plant and machine operatives, and other occupations. Density was highest among professional and technical occupations at 53 per cent, and lowest for sales occupations at just 12 per cent.

#### Industry density levels

Changes in union density between 1992 and 1993 varied across the five Standard Industrial Classification (SIC) divisions shown in bold in table 7. For the second successive year, the largest fall of three percentage points occurred in Energy and Water Supply. Despite this, at 66 per cent union density here was still far higher than in any other industry division. Both Manufacturing and Construction continued their downward trends, with falls of one and two percentage points respectively. Density in the Service sector held up at its 1992 level of 35 per cent, and actually increased by one percentage point in Agriculture, Forestry and Fishing

Table 7 Union density by industry, sector, sex, whether working full-time or part-time, whether non-manual/manual, by size of workplace, occupation and employment status

SIC code	Density (per cent) <sup>a</sup>													
	All employees				Autumn 1993, employees							Workplace size (employees)		
	Spring 1989	Spring 1990	Spring 1991	Autumn 1992	All <sup>b</sup>	Men	Women	Full-time <sup>c</sup>	Part-time <sup>c</sup>	Non-Manual	Manual	Less than 25	Less than 50	Over 50
<b>All industries<sup>d</sup></b>	<b>39</b>	<b>38</b>	<b>37</b>	<b>35</b>	<b>35</b>	<b>38</b>	<b>31</b>	<b>39</b>	<b>21</b>	<b>34</b>	<b>36</b>	<b>18</b>	<b>21</b>	<b>47</b>
<b>0 Agriculture, forestry, fishing</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>9</b>	<b>10</b>	<b>12</b>	*	<b>12</b>	*	*	<b>10</b>	<b>7</b>	<b>8</b>	*
<b>1 All energy &amp; water supply</b>	<b>76</b>	<b>75</b>	<b>73</b>	<b>69</b>	<b>66</b>	<b>70</b>	<b>52</b>	<b>67</b>	<b>52</b>	<b>56</b>	<b>79</b>	<b>54</b>	<b>61</b>	<b>67</b>
<i>of which:</i>														
11 Coal extraction, solid fuels	90	92	90	86	79	81	*	80	*	*	82	*	*	83
12-15 Coke, oil, gas extraction & nuclear	34	38	38	35	37	40	*	37	*	27	54	*	*	39
16 Electricity & gas: production & distribution	85	86	82	81	80	84	69	82	62	74	90	*	77	81
17 Water supply	82	79	74	69	60	67	*	62	*	47	79	*	66	58
<b>2-4 All manufacturing</b>	<b>41</b>	<b>40</b>	<b>38</b>	<b>35</b>	<b>34</b>	<b>37</b>	<b>24</b>	<b>36</b>	<b>12</b>	<b>17</b>	<b>45</b>	<b>11</b>	<b>13</b>	<b>43</b>
<i>of which:</i>														
21-22 Metal extraction & manufacture	64	56	55	54	55	58	*	57	*	33	66	*	*	70
23-24 Mineral extraction & manufacture	48	49	43	44	45	47	39	47	*	22	55	*	24	56
25-26 Chemicals & fibres	38	35	35	35	34	38	24	35	*	19	53	*	*	40
31 Metal goods	39	36	33	34	28	31	*	30	*	*	37	*	12	39
32 Mechanical engineering	39	38	36	32	29	31	20	31	*	13	41	12	12	41
33 Office machinery & data processing equipment	12	11	12	7	13	13	*	13	-	*	25	*	*	18
34 Electric & electronic engineering	36	34	35	30	28	30	24	29	*	15	41	15	13	34
35 Vehicles & motor parts	63	60	57	56	51	55	31	53	*	25	63	*	*	59
36 Other transport equipment	62	64	60	53	56	57	*	57	-	45	65	*	*	61
37 Instrument engineering	20	16	23	23	16	*	*	17	*	*	*	*	*	*
41-42 Food, drink & tobacco	47	44	42	39	38	41	31	40	26	19	47	13	15	46
43 Textiles	43	37	36	34	38	41	35	40	*	*	45	*	*	47
44-45 Leather, clothing & footwear	33	32	34	27	28	28	28	32	*	*	34	*	*	42
46 Timber & furniture	22	22	21	16	15	17	*	16	-	*	20	*	*	25
47 Paper, printing & publishing	43	43	40	37	35	44	18	39	*	20	52	21	22	44
48-49 Rubber, plastics & other manufacturing	34	30	29	29	25	30	13	27	*	9	35	*	*	36
<b>5 Construction</b>	<b>30</b>	<b>29</b>	<b>28</b>	<b>27</b>	<b>25</b>	<b>28</b>	<b>12</b>	<b>27</b>	*	<b>19</b>	<b>31</b>	<b>11</b>	<b>14</b>	<b>41</b>
<b>6-9 All services</b>	<b>37</b>	<b>37</b>	<b>37</b>	<b>35</b>	<b>35</b>	<b>38</b>	<b>33</b>	<b>41</b>	<b>22</b>	<b>37</b>	<b>31</b>	<b>19</b>	<b>23</b>	<b>48</b>
<i>of which:</i>														
61-63 Wholesale distribution	16	15	14	12	10	12	6	11	*	5	18	4	5	19
64-65 Retail distribution	15	16	16	14	13	13	13	16	11	12	17	6	7	24
66 Hotels & catering	11	11	11	9	10	10	10	13	8	10	10	8	8	17
67 Repairs	11	10	10	6	7	8	*	8	*	*	9	*	5	*
71 Railways	94	92	91	90	84	85	*	85	*	73	90	83	84	84
72-76 Other transport	47	44	45	41	40	46	23	43	15	26	50	15	18	57
7901 Postal services	84	84	83	81	80	89	53	88	39	61	87	51	65	87
7902 Telecommunications	80	75	73	74	73	76	63	73	*	61	88	68	70	73
81 Banking & finance	49	49	49	50	52	45	57	52	56	53	*	65	62	43
82 Insurance	36	35	39	39	39	46	30	40	*	38	*	38	41	38
83 Business services	8	9	9	8	8	11	5	9	*	7	14	4	5	11
84 Renting of movables	12	9	11	13	*	*	*	*	*	*	*	*	*	*
85 Owning & dealing in real estate	44	41	45	44	46	45	47	50	*	49	38	28	35	61
9111 National government	63	64	62	63	63	67	61	65	52	64	56	58	60	65
9112 Local government	69	64	65	61	62	66	60	67	43	63	58	54	56	64
912-919 Fire, police, justice, defence, social security	49	53	52	53	54	54	53	56	33	66	52	45	56	53
92 Sanitary services	41	38	34	37	30	40	19	42	15	44	26	19	20	42
931 Higher education	56	56	56	52	49	53	45	55	31	51	42	57	51	49
932 Schools	63	62	60	60	59	76	54	78	30	73	29	56	55	64
933-936 Other education	53	43	44	47	49	58	42	60	27	50	42	28	31	56
94 Research & development	44	40	40	37	38	43	*	39	*	35	*	*	*	43
951 Hospitals	67	66	66	60	61	64	61	68	53	67	44	36	36	66
952-956 Other medical	41	38	37	39	37	68	33	47	28	35	52	26	31	62
97 Entertainment & leisure	38	36	35	32	30	35	26	36	18	28	33	24	24	41
96,98,99,00 Other services	31	32	31	29	30	34	29	35	25	39	24	20	25	48

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members. Those respondents in households which were not contactable in the Autumn 1992 and 1993 quarters have been excluded for the purposes of calculating densities.  
 b Includes those who did not provide information on one or more of the dimensions in the table.  
 c Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.

Table 7 (continued)

Autumn 1993, employees, occupations											Great Britain (Density per cent) <sup>a</sup>			
Managers & administrators	Professional occupations	Associate professional & technical	Clerical and secretarial	Craft & related occupations	Personal & protective service occupations	Sales occupations	Plant & machine operatives	Other occupations	Self-employed	All in employment <sup>d</sup>	SIC code			
24	52	50	30	41	30	12	46	32	8	31	<b>All industries<sup>e</sup></b>			
*	*	-	*	*	*	*	*	11	17	14	<b>0 Agriculture, forestry, fishing</b>			
50	54	60	58	85	*	*	75	70	*	65	<b>1 All energy &amp; water supply</b>			
<i>of which:</i>														
*	*	*	*	92	*	-	*	*	*	79	11 Coal extraction, solid fuels			
*	*	*	*	*	*	-	61	*	*	37	12-15 Coke, oil, gas extraction & nuclear			
72	73	78	77	94	*	*	85	*	-	80	16 Electricity & gas production & distribution			
*	*	*	*	*	*	*	82	*	-	58	17 Water supply			
12	25	29	22	44	42	10	47	35	4	32	<b>2-4 All manufacturing</b>			
<i>of which:</i>														
*	*	*	*	65	*	*	68	*	*	54	21-22 Metal extraction & manufacture			
*	*	*	*	60	*	*	50	*	-	43	23-24 Mineral extraction & manufacture			
*	*	*	23	67	*	*	53	*	*	33	25-26 Chemicals & fibres			
*	*	*	*	36	-	*	41	*	*	26	31 Metal goods			
11	*	*	19	40	*	*	42	*	*	28	32 Mechanical engineering			
*	*	*	*	*	-	*	*	*	-	13	33 Office machinery & data processing equipment			
*	23	*	17	41	*	*	42	*	*	27	34 Electric & electronic engineering			
*	*	*	36	60	*	*	66	*	-	49	35 Vehicles & motor parts			
*	50	64	58	65	*	*	63	*	*	55	36 Other transport equipment			
*	*	*	*	*	-	-	*	-	-	15	37 Instrument engineering			
*	*	*	26	40	*	*	51	42	-	36	41-42 Food, drink & tobacco			
*	*	*	*	53	*	*	38	*	*	36	43 Textiles			
*	-	*	35	35	*	*	29	*	*	26	44-45 Leather, clothing & footwear			
-	-	*	17	17	-	*	26	*	*	12	46 Timber & furniture			
16	*	37	20	55	*	*	57	*	*	32	47 Paper, printing & publishing			
*	*	*	*	28	-	*	38	*	*	23	48-49 Rubber, plastics & other manufacturing			
17	24	31	17	32	*	*	28	23	5	17	<b>5 Construction</b>			
28	58	54	31	34	30	13	44	34	9	32	<b>6-9 All services</b>			
<i>of which:</i>														
*	*	*	8	*	*	*	25	*	*	10	61-63 Wholesale distribution			
14	*	*	19	10	*	12	24	13	6	12	64-65 Retail distribution			
13	-	*	*	*	7	*	-	14	*	9	66 Hotels & catering			
*	-	-	9	-	*	*	-	*	*	5	67 Repairs			
*	*	*	86	90	92	*	93	82	-	84	71 Railways			
16	*	69	24	58	57	*	52	44	12	35	72-76 Other transport			
85	*	*	43	*	*	*	*	88	*	80	7901 Postal services			
62	*	*	68	92	-	*	-	-	*	72	7902 Telecommunications			
48	53	36	57	*	*	*	*	*	*	52	81 Banking & finance			
37	*	37	33	*	-	51	-	*	*	37	82 Insurance			
7	9	10	4	*	*	*	*	*	5	7	83 Business services			
*	*	*	*	*	-	*	*	-	*	*	84 Renting of movables			
29	*	76	56	*	*	-	*	*	*	39	85 Owning & dealing in real estate			
65	59	69	60	*	82	*	*	*	*	63	9111 National government			
65	73	69	56	*	*	*	*	57	*	61	9112 Local government			
53	51	46	54	58	55	-	*	*	-	53	912-919 Fire, police, justice, defence, social security			
*	*	72	*	*	*	-	51	22	*	26	92 Sanitary services			
*	56	50	31	*	*	-	*	*	-	49	931 Higher education			
*	80	37	33	*	28	*	*	33	*	58	932 Schools			
*	57	49	*	*	*	*	*	*	*	41	933-936 Other education			
*	37	*	*	*	*	-	*	*	*	38	94 Research & development			
44	61	79	44	*	46	*	*	54	*	61	951 Hospitals			



Photo: Sally & Richard Greenhill

(though remaining low at just 10 per cent).

Over the longer term, density was lower in autumn 1993 than in spring 1989 in all five of the broad groups shown. Declines vary from a 10 percentage point fall in Energy and Water Supply, to just two percentage points for Service industries.

More detailed examination of the 47 groups of industrial classes in *table 7* shows enormous variations in densities across different industries. The highest density was recorded in Railways with 84 per cent, followed by Postal Services at 80 per cent. This compares with the lowest union densities of just 7 per cent and 8 per cent in Repairs and Business Services respectively. Of the 47 SIC classes shown, 18 recorded an increase in union density between 1992 and 1993, four recorded no change, and 25 saw declines. However, many of the changes recorded were small, and at this level of disaggregation changes may not be statistically significant.

#### Increases in density

The largest increase in density – of five percentage points – was in Office Machinery and Data Processing Equipment. While this rise pushed density above its spring 1989 level, at just 13 per cent it still represented one of the lowest industry densities. The industry also accounts for a relatively small number of employees.

Density also increased in Textiles and Other Transport and Equipment (by four and three percentage points respectively), but in neither case did this outweigh the declines witnessed since spring 1989. Other industry increases were of the order of one or two percentage points.

Over the whole period for which comparable data are available, only six

out of the 47 have bucked the trend of aggregate density decline between spring 1989 and autumn 1993. Besides Office Machinery (mentioned above) there were increases in: Fire, Police, Defence and Social Security (five percentage points), Banking and Finance; Insurance; and Coke, Oil, Gas Extraction and Nuclear (all up by three points), and Owning and Dealing in Real Estate (plus two). National Government recorded the same density level in 1993 as in 1989.

#### Declines in density

The largest decline in density between 1992 and 1993 occurred in Water Supply, which recorded a fall of nine percentage points. This large aggregate decline conceals some interesting differences within the industry. Among non-manual workers, density declined steeply from 64 to 47 per cent, but actually rose among manual workers from 77 to 79 per cent. The overall decline was also more pronounced in workplaces with fewer than 50 employees.

Declines of seven percentage points over the year were experienced in three sectors: Coal Extraction and Solid Fuels, Instrument Engineering, and Sanitary Services. In contrast to the trend in Water Supply, the decline in the Sanitary Services sector was accounted for entirely by a fall in density among manual workers, while for non-manuals density rose slightly. In the other two industries, cell sizes were generally too small to investigate the declines in more detail.

Density fell by six percentage points in Railways, Metal Goods and Vehicle and Motor Parts, and by four percentage points in Rubber, Plastics and Other Manufacturing. Among these the Railway

industry is particularly interesting, since in spite of this fall it remains the most highly unionised industry.

Looking back over a longer time scale, by far the largest decline in density between spring 1989 and autumn 1993 was in the Water Supply industry, where density fell by a massive 22 percentage points. This period coincides with the disbanding of national bargaining arrangements in 1989 and privatisation in 1992.

Other industries experiencing declines of 10 or more percentage points since spring 1989 are: Vehicle and Motor Parts (-12), Coal Extraction and Solid Fuels (-11), Metal Goods (-11), Mechanical Engineering (-10) and Railways (-10).

In summary, the downward trends in union membership and density continued in 1993. Although, if anything this was at a slower rate than in recent years, and at the disaggregated level, experiences between 1992 and 1993 were mixed. Considerable variation remains in levels of union density between different industries and different groups of workers. ■

#### Footnote

1 The basis of these statistics is given in the *technical note*.

#### Technical note

##### Basis of the statistics

The statistics cover the membership of all organisations known to the Employment Department (ED). Since 1975 they concern organisations that fall within the definition of a trade union under section 28 of the Trade Union and Labour Relations Act 1974 and more recently section 1 of the Trade Union and Labour Relations (Consolidation) Act 1992. The figures are based on data supplied by the Certification Officer for Trade Unions and Employers' Associations, which comprise those unions, branches and sections on his list at December 31.

These data are supplemented by information from the Department of Economic Development, Northern Ireland and from some individual trade unions. The statistics include home and overseas membership figures of contributory and non-contributory members, under the rules of those trade unions whose head offices are in the UK. They exclude members of trade unions with head offices elsewhere. Categories of membership are not supplied and the figure may therefore include some people who are self-employed, unemployed or retired.

All the figures given in this article are provisional and subject to revision as later information becomes available. Figures published for earlier years have been revised in line with latest information. As some workers may belong to more than one union, there may be an element of duplication in the aggregates; however, this is thought to be insignificant.

##### Statutory list of trade unions

Lists of trade unions and employers' associations are kept by the Certification Office of Trade Unions and Employers' Associations under section 2 of the Trade Union and Labour Relations (Consolidation) Act 1992. To enter the statutory list, a body must satisfy the definition in section 1 of the 1992 Act. The essential requirement is that it is an organisation composed wholly or mainly of workers which has the regulation of relations between those workers and employers as one of its main purposes.

The Certification Office also keeps records of other bodies which appear to satisfy the statutory definition of a trade union, but which have not applied for entry in the list. While application for entry into the list is voluntary, all listed and unlisted trade unions and employers' associations must, under section 32 of the 1992 Act, present annual returns, including membership figures to the Certification Officer. Unions which consist wholly or mainly of representatives of constituent or affiliated organisations, or have been in existence for less than 12 months, do not have to comply with this section.

With the cooperation of the

Certification Office the ED has been able to use the former's information about membership and so avoid having a separate survey, except for those unions in Northern Ireland. The figure of 268 unions for 1992 given in this article does not match those in the Certification Officer's annual report, and the estimates of union membership also differ. The main reason for this is that sections of certain federations and unions (e.g. areas of the National Union of Mineworkers) are listed as separate trade unions by the Certification Office. ED statisticians have continued their previous practice of counting only the 'parent' union in the total number of trade unions. The statistics in this article also include unions with their head office in Northern Ireland, while the Certification Officer figures do not.

##### The Labour Force Survey (LFS)

The LFS is a survey of around 65,000 private households throughout the UK. The survey was conducted once every two years between 1973 and 1983, and once every year between then until 1991, always in the spring. From 1992 onwards, the survey has been conducted on a quarterly basis in Great Britain.

As the LFS is a sample survey, the LFS results presented in this article are all subject to sampling error.

The LFS union membership question was included in the autumn 1993 (September to November) survey. It was asked of all individuals in employment (or away temporarily) during the reference week, either as employees or self-employed, and of people on government work-related training programmes who were based with an employer during the reference week. They were asked if they were a member of a trade union, a staff association or a member of both. In this article, union members are defined as all individuals belonging to either of these categories.

Each household in the LFS is in the sample for five consecutive quarters. For the small number of households which are not contactable in the quarter (other than the first), their responses for the previous quarter are brought forward. For questions that do not appear every quarter, such as the union membership question, a 'does not apply' response is recorded. Estimates of union membership have been derived by allocating these cases pro-rata to union membership/non-union membership, according to those who did not respond to the question. This is distinct from those instances where the respondent was interviewed in the quarter, but did not answer the question, who for the purposes of this analysis are assumed to be non-union members.

1992 and 1993 estimates are not directly comparable with those for

earlier years. In 1992 the trade union membership question was moved from the spring to the autumn quarter. Thus estimates before and after this change may reflect seasonal factors as well as longer-term trends. It is not possible to seasonally adjust the data. However, we know that at the aggregate level, seasonal variations in the number of people in employment – the group that are asked the membership questions – tend to be relatively modest (see *Employment Gazette* April and May 1993 for a fuller discussion).

There is also a minor discontinuity between 1992 and 1993 due to the inclusion in 1993 of additional questions on the subject of trade unions which preceded the membership question. While this is unlikely to have had an impact on direct respondents, it is possible that the preceding questions could have influenced replies from proxy respondents. Again, however, the overall effect is likely to have been minimal.

The industrial classification and occupational classifications used in *table 7* are the 1980 Standard Industrial Classification and the 1991 Standard Occupational Classification respectively.

Further technical information on the LFS trade union membership question can be found in a special feature in the January 1993 issue of *Employment Gazette* (Beatson M and Butcher S: 'Union Density Across the Employed Workforce' pp 673-689).

##### Further information about trade unions

The *Annual Report of the Certification Officer*, published in March 1994, contains the names of those trade unions and employers' associations listed at December 31, 1993. It includes a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1992. Both the lists and the returns are open to public inspection at the Certification Office, 27 Wilton Street, London SW1X 7AZ. For organisations with their head office in Scotland the lists and returns can be viewed at the office of the Assistant Certification Officer, 58 Frederick Street, Edinburgh EH2 1LN.

Finally, there is a *Directory of Employers' Associations, Trade Unions, Joint Associations etc*, giving the names, office addresses, telephone numbers and other information published by HMSO.

Table 6 in the feature article 'Ethnic groups and the labour market', *Employment Gazette* May 1994, pp 147-159, contained a number of errors. Below is the corrected version.

Table 6 Trends in ILO unemployment rates by ethnic origin; spring 1984 to autumn 1993, Great Britain

Sex and year	People aged 16 and over								Per cent
	All origins <sup>a</sup>	White	Ethnic minority groups						
			All	West Indian/Guyanese	Black	Indian	Pakistani/Bangladeshi	All other origins <sup>b</sup>	
<b>All</b>									
Spring 1984	11.7	11.2	21.6	24		16	34	20	
Spring 1985	11.1	10.7	20.7	22		18	30	17	
Spring 1986	11.1	10.7	20.0	23		17	28	17	
Spring 1987	10.6	10.3	17.1	18		13	29	15	
Spring 1988	8.7	8.4	13.5	15		12	24	10	
Spring 1989	7.1	6.8	12.0	14		9	22	8	
Spring 1990	6.7	6.5	11.2	11		9	17	11	
Spring 1991	8.3	7.9	15.1	15		12	25	14	
Spring 1992	9.6	9.2	17.3	21 <sup>c</sup>	22 <sup>d</sup>	13	25	17 <sup>e</sup>	13 <sup>f</sup>
Summer 1992	10.0	9.5	20.2	24 <sup>c</sup>	25 <sup>d</sup>	15	31	19 <sup>e</sup>	15 <sup>f</sup>
Autumn 1992	10.1	9.6	19.3	22 <sup>c</sup>	24 <sup>d</sup>	12	32	20 <sup>e</sup>	16 <sup>f</sup>
Winter 1992/3	10.6	10.1	20.0	22 <sup>c</sup>	26 <sup>d</sup>	12	33	21 <sup>e</sup>	15 <sup>f</sup>
Spring 1993	10.2	9.6	20.9	24 <sup>c</sup>	28 <sup>d</sup>	13	30	23 <sup>e</sup>	17 <sup>f</sup>
Summer 1993	10.4	9.8	22.3	25 <sup>c</sup>	28 <sup>d</sup>	15	35	22 <sup>e</sup>	15 <sup>f</sup>
Autumn 1993	10.1	9.5	22.1	25 <sup>c</sup>	28 <sup>d</sup>	15	30	23 <sup>e</sup>	17 <sup>f</sup>
<b>Men</b>									
Spring 1984	11.8	11.3	22.4	30		13	33	20	
Spring 1985	11.4	11.0	21.7	25		19	28	18	
Spring 1986	11.5	11.1	20.5	26		16	27	17	
Spring 1987	11.0	10.7	17.7	21		10	30	16	
Spring 1988	8.8	8.6	14.2	18		11	24	9	
Spring 1989	7.2	6.9	12.7	15		10	21	8	
Spring 1990	6.8	6.6	11.4	13		9	15	12	
Spring 1991	9.1	8.7	16.2	18		12	25	14	
Spring 1992	11.4	11.0	20.0	29 <sup>c</sup>	29 <sup>d</sup>	13	25	20 <sup>e</sup>	15 <sup>f</sup>
Summer 1992	11.8	11.2	22.6	32 <sup>c</sup>	32 <sup>d</sup>	15	31	21 <sup>e</sup>	15 <sup>f</sup>
Autumn 1992	12.0	11.5	21.5	30 <sup>c</sup>	31 <sup>d</sup>	12	32	21 <sup>e</sup>	14 <sup>f</sup>
Winter 1992/93	12.7	12.2	22.3	28 <sup>c</sup>	33 <sup>d</sup>	13	32	24 <sup>e</sup>	16 <sup>f</sup>
Spring 1993	12.3	11.7	23.5	30 <sup>c</sup>	34 <sup>d</sup>	14	31	25 <sup>e</sup>	17 <sup>f</sup>
Summer 1993	12.3	11.6	24.7	30 <sup>c</sup>	34 <sup>d</sup>	15	34	25 <sup>e</sup>	17 <sup>f</sup>
Autumn 1993	11.8	11.2	24.4	29 <sup>c</sup>	33 <sup>d</sup>	16	30	26 <sup>e</sup>	20 <sup>f</sup>
<b>Women</b>									
Spring 1984	11.5	11.1	20.4	18		20	*	21	
Spring 1985	10.7	10.4	19.0	20		17	*	16	
Spring 1986	10.6	10.2	19.4	19		19	*	17	
Spring 1987	10.1	9.9	16.3	16		16	*	15	
Spring 1988	8.4	8.2	12.3	11		13	*	10	
Spring 1989	6.9	6.7	11.0	14		9	*	8	
Spring 1990	6.4	6.2	11.0	*		11	24	9	
Spring 1991	7.2	6.9	13.6	12		11	24	14	
Spring 1992	7.2	6.9	13.6	12 <sup>c</sup>	15 <sup>d</sup>	12	*	14 <sup>e</sup>	11 <sup>f</sup>
Summer 1992	7.7	7.2	16.8	15 <sup>c</sup>	18 <sup>d</sup>	15	30	16 <sup>e</sup>	14 <sup>f</sup>
Autumn 1992	7.7	7.2	16.3	14 <sup>c</sup>	16 <sup>d</sup>	12	33	19 <sup>e</sup>	18 <sup>f</sup>
Winter 1992/93	7.8	7.4	16.8	16 <sup>c</sup>	18 <sup>d</sup>	12	37	17 <sup>e</sup>	14 <sup>f</sup>
Spring 1993	7.4	7.0	17.2	17 <sup>c</sup>	20 <sup>d</sup>	11	29	20 <sup>e</sup>	17 <sup>f</sup>
Summer 1993	8.0	7.4	19.1	18 <sup>c</sup>	21 <sup>d</sup>	15	37	18 <sup>e</sup>	13 <sup>f</sup>
Autumn 1993	7.8	7.3	18.7	19 <sup>c</sup>	23 <sup>d</sup>	14	29	19 <sup>e</sup>	14 <sup>f</sup>

Note: There are methodological and quality differences between the annual and quarterly series which may affect comparability.

Source: Labour Force Survey time series

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

a Includes those who did not state origin.

b Includes those of mixed origin.

c Black Caribbean.

d Black (i.e. black Caribbean, black African, black other).

e Includes black African, black other, black mixed, all mixed and all other origins.

f Excludes black African and black other (grouped under 'black')



Photo: The Scotsman

## Labour disputes in 1993

### Key findings

#### In the calendar year 1993:

- Some 0.6 million working days were lost – just above 1992's total of 0.5 million and below the 0.8 million in 1991 and 1.9 million in 1990.
- There were 211 stoppages of work, the lowest calendar year total for stoppages since records began in 1891.
- Nearly half of the working days lost in 1993 were in the public administration and sanitary services sector.
- There were 18 prominent stoppages, involving the loss of 5,000 or more working days; these accounted for 83 per cent of the total working days lost.
- The largest single cause of stoppages was pay issues, accounting for 36 per cent of all stoppages in 1993.
- Around 70 per cent of all stoppages lasted not more than two working days. These involved about 80 per cent of all workers and accounted for nearly 60 per cent of all working days lost.

1993 saw the lowest number of work stoppages arising from industrial disputes ever recorded in the UK. And at 0.6 million, the number of working days lost was the second lowest on record.

This article looks at the coverage of the statistics and the figures for recent years, and presents detailed analyses for 1993 by industry, region, cause and size of dispute.

By Derek Bird, Statistical Services Division, Employment Department.

### Coverage of the statistics

INFORMATION ABOUT stoppages of work arising from labour disputes in the UK is collected through the local office network of the Employment Service. This information is supplemented by data from other sources, including centralised returns from certain major industries and public bodies, from press reports and (for some large stoppages) from the employers and trade unions involved.

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

A more detailed description of the coverage of the statistics appears in the *technical note* on page 209. This article presents the final figures for 1993; a brief commentary on more recent figures (which appear in *tables 4.1 and 4.2* in the pink pages of this issue) appears in *Labour Market Update* on page S2.

### Working days lost

*Table 1* shows summary statistics for stoppages of work because of labour disputes in 1993, with the corresponding figures for 1992. The table follows the format of previous annual articles by giving details both for stoppages in progress in the year (which include stoppages continuing from 1992) and also for stoppages beginning in the year.

The 1993 total of 649,000 days lost in stoppages in progress is just above the 1992 figure of 528,000 – the lowest

calendar year total ever recorded. (Records began over 100 years ago in 1891.) The 1993 figure is lower than the 1991 total of 761,000 and approximately one eighth of the annual average for the previous ten years (1983 to 1992) which was 5.4 million days lost.

Stoppages which began in 1992 and continued into 1993 contributed 83,000 of the 649,000 days lost in 1993, (table 11 below contains details for four of these disputes). Similarly, stoppages which remained unresolved at the end of 1993 and continued into 1994 have so far resulted in the loss of a provisional total

of 1,000 working days in 1994.

#### Workers involved

The number of workers involved in stoppages in progress during 1993 was 385,000. This compares with 148,000 in 1992, 176,000 in 1991, and an annual average of 658,000 during the ten year period 1983 to 1992.

#### Number of stoppages

There were 211 stoppages in 1993 – the lowest total since records began in 1891. The 1993 total compares with 253 stoppages in progress in 1992 and an

Table 1 Stoppages, workers involved, and working days lost in 1993 and 1992

	United Kingdom	
	1993	1992
<b>Working days lost through stoppages</b>		
In progress in year <sup>a</sup>	649,000	528,000
Beginning in year <sup>b</sup>	566,000	471,000
<b>Workers involved in stoppages</b>		
In progress in year	384,800	147,600
Of which: directly involved	383,100	140,100
indirectly involved	1,600	7,500
Beginning in year	382,700	142,300
Of which: directly involved	381,000	139,700
indirectly involved	1,600	2,600
<b>Stoppages</b>		
In progress in year	211	253
Beginning in year	203	240

<sup>a</sup> Stoppages which began in 1992 and continued into 1993 accounted for 83,000 of the days lost in 1993, of which 60,000 occurred in the first two months of 1993. Stoppages which began in 1991 accounted for 57,000 of the days lost in 1992.  
<sup>b</sup> In addition, stoppages beginning in 1993 and continuing into 1994 resulted in a loss of 1,000 days in January 1994.

Table 2 Stoppages in progress 1974-93

	United Kingdom			
Year	Working days lost ('000s)	Working days lost per 1,000 employees <sup>a</sup>	Workers involved ('000s)	Stoppages
1974	14,750	647	1,626	2,946
1975	6,012	265	809	2,332
1976	3,284	146	668	2,034
1977	10,142	448	1,166	2,737
1978	9,405	413	1,041	2,498
1979	29,474	1,273	4,608	2,125
1980	11,964	521	834	1,348
1981	4,266	195	1,513	1,344
1982	5,313	248	2,103	1,538
1983	3,754	178	574	1,364
1984	27,135	1,278	1,464	1,221
1985	6,402	299	791	903
1986	1,920	90	720	1,074
1987	3,546	164	887	1,016
1988	3,702	166	790	781
1989	4,128	182	727	701
1990	1,903	83	298	630
1991	761	34	176	369
1992	528	24	148	253
1993	649	30	385	211

<sup>a</sup> Based on the latest available mid-year (June) estimates of employees in employment.

annual average of 831 over the ten year period 1983 to 1992.

#### Review of 1974-93

Table 2 presents time series for the period 1974-93, for the number of stoppages due to labour disputes, the number of workers involved, working days lost and working days lost per thousand employees in employment. The 1993 estimate of 649,000 is approximately one eighth of the average for the previous ten years (1983 to 1992), of 5.4 million. After adjusting for the number of employees in employment, which gives the incidence rate for strikes, we find there were 30 working days lost per 1,000 employees in 1993; slightly higher than the 1992 estimate of 24.

The unusually high number of working days lost in certain years, e.g. 1979 and 1984, were to a large extent the result of large individual stoppages.

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

Figure 1 shows the effect large disputes can have. It presents annual figures for total working days lost from 1970 to 1993, divided between those for smaller stoppages and for individual stoppages which involved a loss of more than 500,000 working days.

During the 1980s there was a sharp fall in the number of working days lost in small disputes (fewer than 500,000 working days lost). The annual average of days lost in these disputes was just one third of that in the 1970s (2.6 million compared with 7.1 million). This trend has continued into the 1990s and the annual average for the four years 1990-93 is just 1.0 million days lost in smaller disputes. Interestingly no large disputes have been recorded in the 1990s.

#### Stoppages by industry

Table 3 analyses stoppages in progress in 1993 by 27 industry groups (based on the 1980 Standard Industrial Classification). The Public Administration and Sanitary Services group lost 315,000 working days (49 per cent of all days lost), which was double that for the next largest group. The Transport Services and Communication group lost 160,000 working days (25 per cent of all days lost).

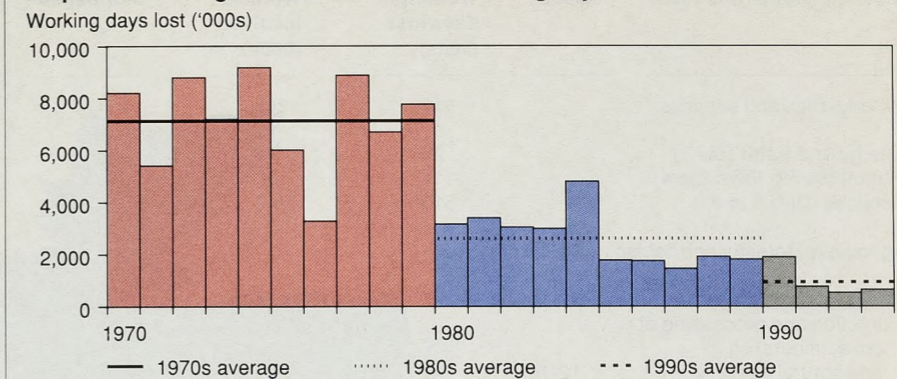
However, this comparison does not allow for the large variation in the numbers of people employed in the different industries. Incidence rates, which take industry size into account by expressing the number of days lost per 1,000 employees in each industry, give a more useful comparison. Table 4 and figure 2 present incidence rates for the Energy and Water, Manufacturing and Services sectors for the period 1986-1993. These

#### The largest disputes over the period 1974-1993

- 1974 a miners' strike for a pay increase over the maximum payable under government pay policy accounted for 5.6 million (38 per cent) of the 14.8 million days lost;
- 1975 a strike in the motor industry for a pay increase outside government guidelines accounted for 2.5 million (27 per cent) of the 9.4 million days lost;
- 1976 a strike by engineering workers accounted for 16.0 million (54 per cent) of the total of 29.5 million working days lost in that year;
- 1980 the national steel strike accounted for 8.8 million (74 per cent) of the total of 12.0 million working days lost;
- 1981 the days lost in the miners' strike in protest against pit closures accounted for 22.4 million (83 per cent) of the total of 27.1 million working days lost;
- 1982 the continuing miners' strike accounted for 4.0 million (63 per cent) of the 6.4 million days lost;
- 1983 a strike in the telecommunications industry accounted for 1.5 million (41 per cent) of the 3.5 million days lost;
- 1984 a postal workers' strike accounted for 1.0 million (28 per cent) of the 3.7 million days lost;
- 1985 a strike by council workers accounted for 2.0 million (49 per cent) of the 4.1 million days lost;
- 1986 the campaign for a 35 hour week by engineering unions accounted for 327,000 working days lost in five separate disputes. The majority were in one dispute that involved the loss of 301,000 days (16 per cent) out of the annual total.
- 1991 a strike by council workers over redundancy matters accounted for the loss of 102,000 working days (13 per cent) of the annual total.
- 1992 a strike by council workers over redundancies accounted for 81,000 working days lost (15 per cent) of the 0.5 million days total.
- 1993 a strike by civil servants over market testing, privatisation and cuts in service accounted for 162,000 working days lost (25 per cent) out of the 0.6 million days total. The workers involved in this one day strike accounted for 42 per cent of all workers on strike in 1993.

Figure 1 Annual comparisons between major and other disputes 1970 to 1993

#### Disputes involving the loss of ≤500,000 working days



#### Disputes involving the loss of >500,000 working days

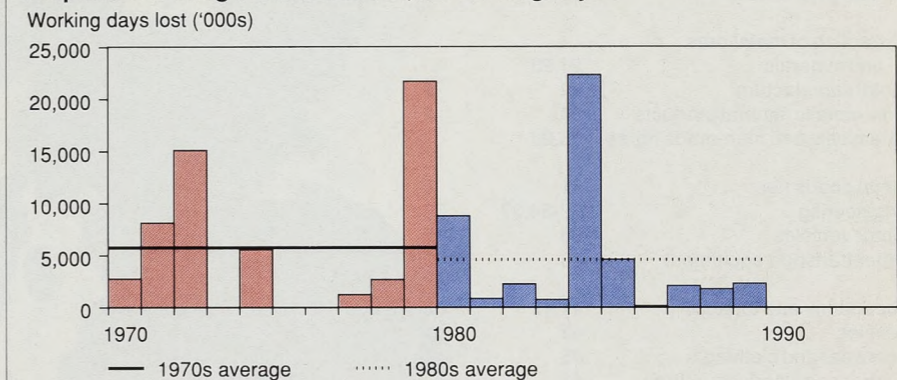
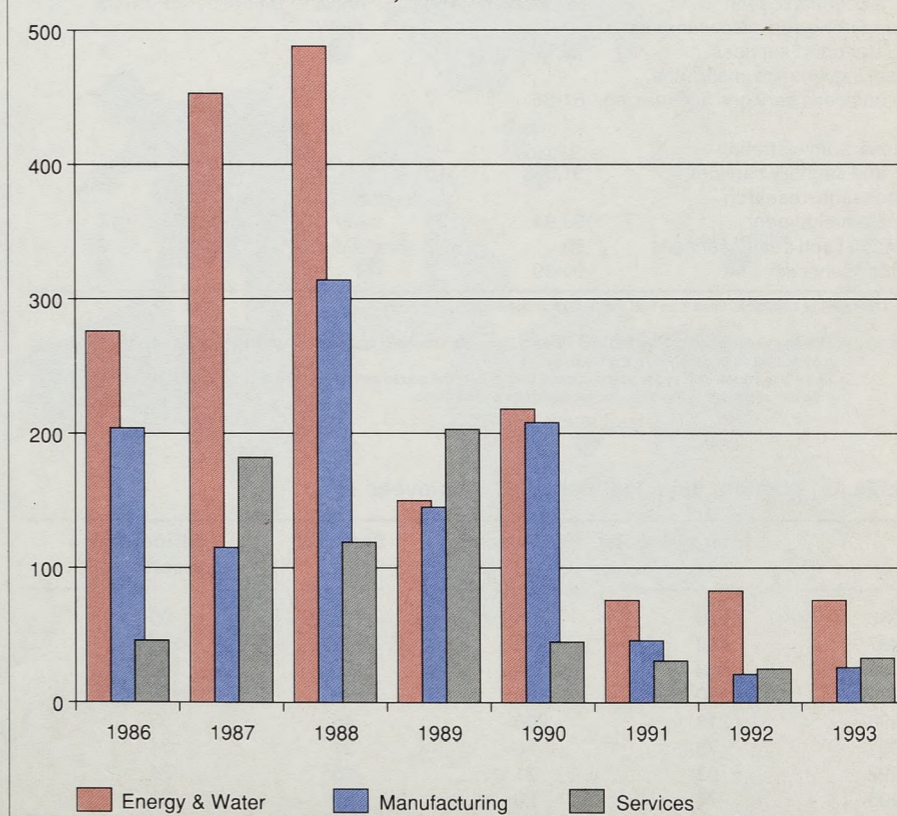


Figure 2 Working days lost per 1,000 employees Broad industrial sectors, 1986 to 1993



**Table 3 Stoppages in progress in 1993 by industry**

Industry group (SIC 1980)	Class	United Kingdom		
		Working days lost (000s)	Workers involved (000s)	Stoppages
All industries and services		649	385	211
Energy and water (Div 1)		27	14	5
Manufacturing (Divs 2 to 4)		111	30	70
Services (Divs 6 to 9)		510	340	132
Agriculture, forestry and fishing	01-03	-	-	-
Coal extraction	11	27	14	5
Extraction and processing of - coke, mineral oil and natural gas	12-14	-	-	-
Electricity, gas, other energy and water	15-17	-	-	-
Extraction of metal ores and minerals	21,23	-	-	1
Metal manufacture	22	2	-	6
Non-metallic mineral products	24	2	1	4
Chemicals and man-made fibres	25,26	-	-	-
Metal goods nes	31	3	1	4
Engineering	32-34,37	36	6	15
Motor vehicles	35	15	15	13
Other transport equipment	36	40	4	6
Food, drink and tobacco	41,42	2	2	5
Textiles	43	1	-	2
Footwear and clothing	45	1	1	5
Timber and wooden furniture	46	3	-	2
Paper, printing and publishing	47	4	-	6
Other manufacturing industries	44,48 & 49	4	-	1
Construction	50	1	1	4
Distribution, hotels and catering, repairs	61-67	1	-	2
Transport services & communication	71,72,74,75 & 79	160	71	33
Supporting and miscellaneous transport services	76,77	-	-	1
Banking, finance, insurance, business services and leasing	81-85	7	7	2
Public administration and sanitary services	91,92	315	238	72
Education, research & development	93,94	24	23	17
Medical and health services	95	2	-	3
Other services	96-99	2	-	2

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

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

**Table 4 Working days lost per 1,000 employees**

	Energy & water	Manufacturing	Services	All industries & services
1986	276	204	46	90
1987	453	115	182	164
1988	488	314	119	166
1989	150	145	203	182
1990	218	208	45	83
1991	76	46	31	34
1992	83	21	25	24
1993	76	26	33	30

show that, after adjusting for the number of employees, the Energy and Water Supply industries (which include coal mining) had the highest incidence rate in each year with the exception of 1989. In that year one large public sector strike accounted for half of all the days lost.

Table 5 presents the incidence rates for 1992 and 1993 for the 27 industry groups detailed in table 3. After adjusting for the number of people employed in an industry, it can be seen that in 1993 the Coal Industry group recorded the highest number of working days lost per 1,000 employees (762). This was followed by Other Transport Equipment (220) and Public Administration and Sanitary Services (168), which saw the largest number of days lost in 1993 and had the highest incidence rate in 1992.

Clearly then, adjusting the number of working days lost for the relative size of an industry sheds a different light on the basic number of days lost due to a labour dispute in a given sector. It should be noted, however, that comparisons between industries may also be affected by factors other than the overall size of the industry. For example, it is much more likely that industry groups with large firms will have disputes included in the statistics. In these establishments a larger number of workers indirectly affected by the dispute at the workplace may be counted, as well as those directly involved. In addition, better arrangements exist for reporting labour stoppages for some industries than others.

**Regional analysis**

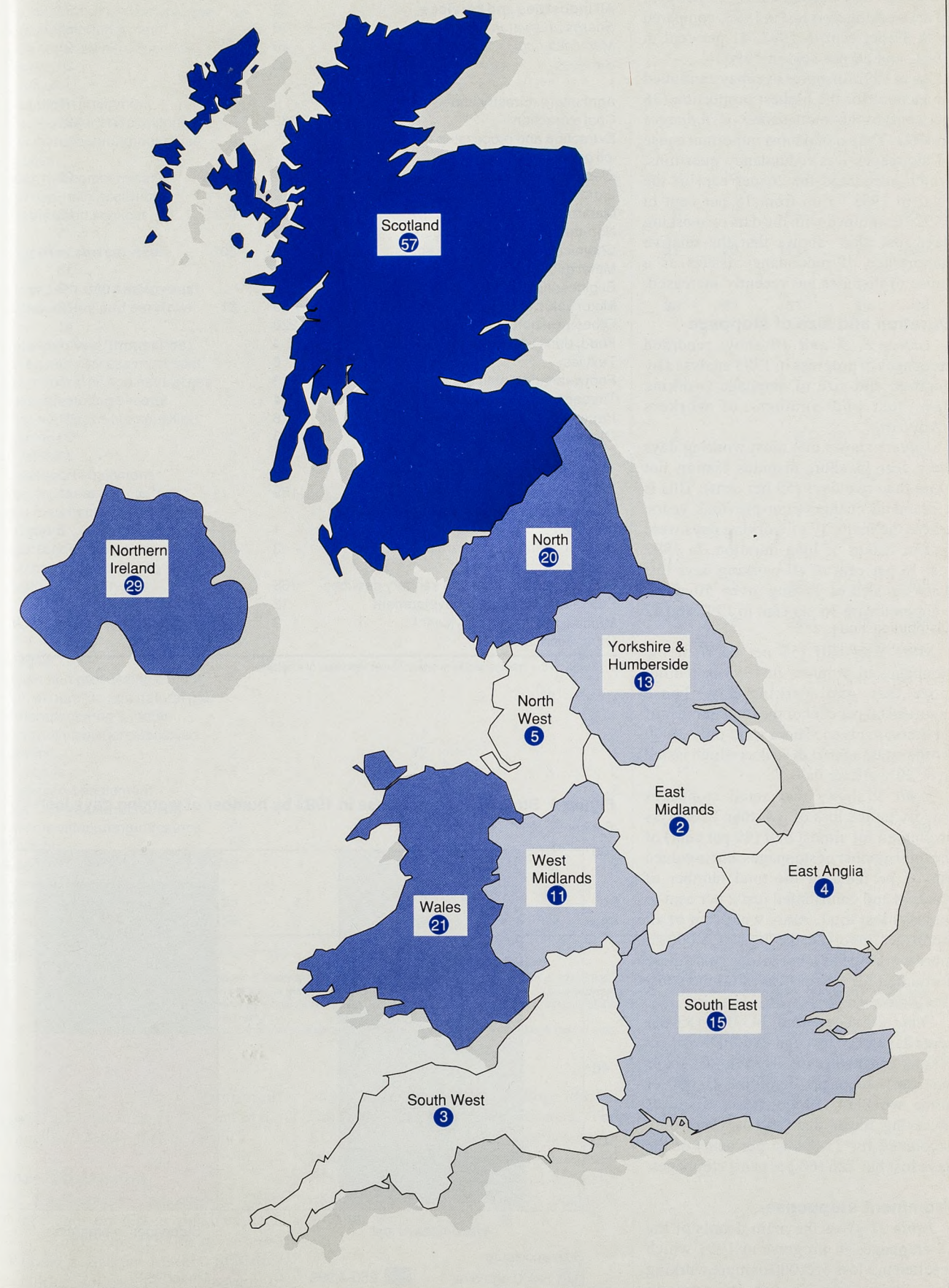
Table 6 gives a regional analysis of labour stoppages in 1993 for 10 broad industry groups. It also presents overall incidence rates calculated as the total number of working days lost per 1,000 employees, for each region. In interpreting the figures it is important to bear in mind that the labour composition of the region is a major factor influencing the scale of labour disputes it experiences. Readers should also note that not all disputes can be allocated to one region, especially where they are widespread.

In 1993 there were 309,000 working days lost in 14 stoppages of work which were widespread and cannot be allocated to any particular region. There were 264,000 workers involved in these 14 stoppages. Having noted these points, the regions recording the lowest incidence rates were the East Midlands and the South West. The highest incidence rate was in Scotland followed by Northern Ireland and then Wales. Figure 3 gives a graphical illustration of these rates.

**Causes of stoppages**

Table 7 sets out an analysis of stoppages of work by main cause and broad industry group. Stoppages over redundancy questions accounted for the highest

**Figure 3 Working days lost per 1,000 employees (All industries and services)**





proportion of *working days lost* at 60 per cent, compared with 37 per cent in 1992, 33 per cent in 1991 and 2 per cent in 1990. This increase, particularly in 1993, is partly due to the inclusion of 'Market Testing' under the redundancy issues category. Pay accounted for 23 per cent of the working days lost in 1993, compared with 37 per cent in 1992, 41 per cent in 1991, and 58 per cent in 1990.

As in 1992, disputes over pay continued to account for the highest proportion (36 per cent) of the total number of stoppages in 1993. The second most important cause of stoppages was redundancy questions, which accounted for 26 per cent of the total in 1993 – up from 18 per cent in 1992. Combined with the data on working days lost, this shows that the relative importance of redundancy issues as a cause of disputes has recently increased.

#### Duration and size of stoppage

Tables 8, 9 and 10 show recorded stoppages in progress in 1993 analysed by duration and size of stoppage (working days lost and numbers of workers involved).

Table 8 shows that most working days were lost in short disputes lasting not more than two days (59 per cent). This is a dramatic change from previous years, where the majority of working days were lost in strikes of long duration. In 1993 just 16 per cent of all working days lost were in strikes lasting over 50 days, compared with 36 per cent in 1992 and 42 per cent in 1991.

More than half (56 per cent) of the stoppages in progress in 1993 lasted not more than one working day. These involved 63 per cent of the total number of workers involved. There were only 3,000 workers taking part in strikes which lasted over 20 working days.

Table 9 shows that small stoppages (involving the loss of less than 250 days) accounted for almost half (49 per cent) of the total number of stoppages, but involved only 3 per cent of the total number of workers and contributed just 2 per cent to the days lost total. Only 9 per cent of all stoppages involved the loss of 5,000 or more working days, but in aggregate these accounted for 83 per cent of all days lost (see figure 4).

Table 10 shows that 343,000 (53 per cent) days were lost and 286,000 workers (74 per cent) were involved in just six (3 per cent) stoppages involving 10,000 or more workers. In contrast, disputes involving fewer than 250 workers only accounted for 33,000 (5 per cent) of the days lost but 126 (60 per cent) stoppages.

#### Prominent stoppages

Table 11 gives the main details of the 18 stoppages in progress in 1993 which resulted in a loss of 5,000 or more working days (there were 27 such stoppages in

Table 5 Incidence rates from stoppages of work in progress in 1993 and 1992

Industry group (SIC 1980)	United Kingdom	
	Working days lost per 1,000 employees <sup>a</sup>	
	1993	1992
<b>All industries and services</b>	30	24
Energy and water	76	83
Manufacturing	26	21
Services	33	25
Agriculture, forestry and fishing	-	2
Coal extraction	762	121
Extraction and processing of coke, mineral oil and natural gas	-	-
Electricity, gas, other energy and water	-	95
Extraction of metal ores and minerals	2	-
Metal manufacture	13	63
Non-metallic mineral products	10	5
Chemicals and man-made fibres	-	-
Metal goods	11	18
Engineering	29	36
Motor vehicles	69	36
Other transport equipment	220	41
Food, drink and tobacco	4	1
Textiles	6	1
Footwear and clothing	3	5
Timber and wooden furniture	14	-
Paper, printing and publishing	8	11
Other manufacturing industries	13	33
Construction	1	11
Distribution, hotels and catering, repairs	-	-
Transport services & communication	159	11
Supporting and miscellaneous transport services	1	5
Banking, finance, insurance, business services and leasing	3	-
Public administration and sanitary services	168	132
Education, research & development	12	41
Medical and health services	2	1
Other services	1	29

<sup>a</sup> Based on the latest available mid-year (June) estimates of employees.

Figure 4 Stoppages in progress in 1993 by number of working days lost

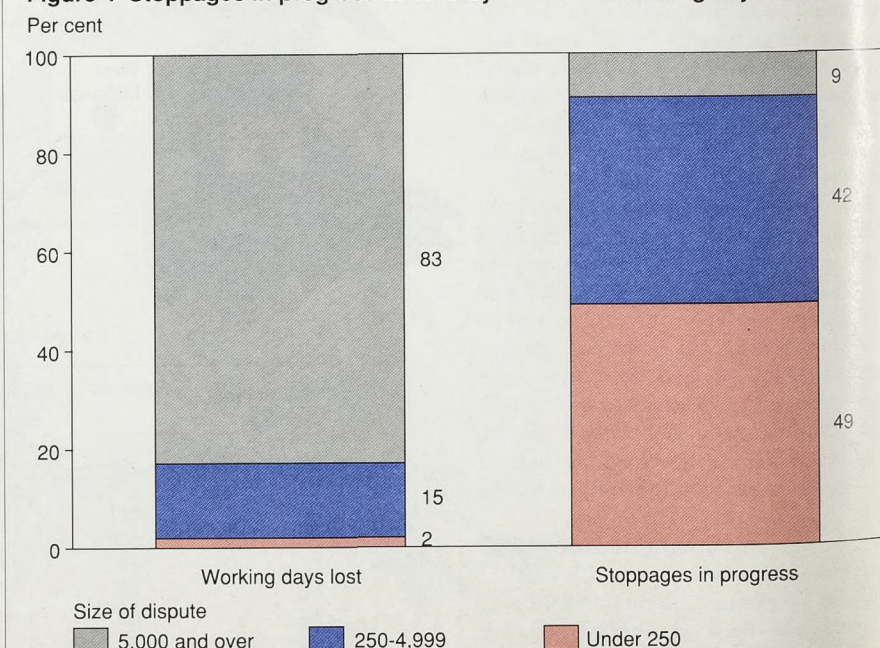


Table 6 Stoppages in progress in 1993 by region and industry group

Industry group	South East	East Anglia	South West	West Mids	East Mids	Yorks & Humb	North West	North	Wales	Scotland	Northern Ireland	UK
	<b>Working Days lost (thousands)</b>											
Extraction and processing of coal, coke, mineral oil and natural gas	-	-	-	-	3	14	-	5	4	1	-	27
Metal manufacturing & metal goods not elsewhere specified	-	-	-	2	-	-	-	1	-	1	-	4
Engineering	-	-	-	-	-	-	4	7	-	25	-	36
Motor vehicles	4	-	-	4	-	1	1	-	-	-	-	15
Other transport equipment	-	-	-	-	-	-	1	2	-	37	1	40
Textiles, footwear and clothing	-	-	-	-	-	-	-	-	-	1	-	2
All other manufacturing industries	4	3	2	1	-	1	1	-	-	1	-	13
Construction	-	-	1	-	-	-	-	-	-	-	-	1
Transport and communication	37	-	1	2	-	1	-	-	14	2	-	160
All other non-manufacturing industries and services	59	-	1	12	1	5	4	6	2	44	14	351
<b>All industries and services</b>	<b>105</b>	<b>3</b>	<b>5</b>	<b>21</b>	<b>3</b>	<b>23</b>	<b>12</b>	<b>21</b>	<b>20</b>	<b>111</b>	<b>16</b>	<b>649</b>
<b>Days lost per 1,000 employees - all industries and services</b>	<b>15</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>2</b>	<b>13</b>	<b>5</b>	<b>20</b>	<b>21</b>	<b>57</b>	<b>29</b>	<b>30</b>
<b>Workers involved (thousands)</b>												
Extraction and processing of coal, coke, mineral oil and natural gas	-	-	-	-	1	7	-	3	2	1	-	14
Metal manufacturing & metal goods not elsewhere specified	-	-	-	-	-	-	-	-	-	-	-	1
Engineering	1	-	-	-	-	-	-	2	-	2	-	6
Motor vehicles	2	-	-	6	-	-	3	-	-	-	-	15
Other transport equipment	-	-	-	-	-	-	-	1	-	2	1	4
Textiles, footwear and clothing	-	-	-	-	-	-	-	-	-	-	-	1
All other manufacturing industries	-	-	-	1	-	1	1	-	-	1	-	3
Construction	-	-	1	-	-	-	-	-	-	-	-	1
Transport and communication	10	-	-	-	-	1	-	-	1	1	-	71
All other non-manufacturing industries and services	7	-	1	-	1	3	3	6	2	17	14	269
<b>All industries and services</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>11</b>	<b>3</b>	<b>12</b>	<b>9</b>	<b>13</b>	<b>5</b>	<b>24</b>	<b>16</b>	<b>385</b>
<b>Stoppages</b>												
Extraction and processing of coal, coke, mineral oil and natural gas	-	-	-	-	2	2	-	2	2	1	-	5
Metal manufacturing & metal goods not elsewhere specified	-	-	-	1	-	-	3	2	1	3	-	10
Engineering	2	-	-	2	-	-	1	6	-	4	-	15
Motor vehicles	4	-	-	4	1	1	2	-	-	-	1	13
Other transport equipment	-	-	-	-	-	-	2	1	-	2	1	6
Textiles, footwear and clothing	1	-	-	1	-	1	1	1	-	2	-	7
All other manufacturing industries	2	1	1	3	1	3	4	-	1	2	1	19
Construction	2	1	1	-	-	-	-	-	-	-	-	4
Transport and communication	13	-	1	1	1	2	7	1	3	5	1	34
All other non-manufacturing industries and services	35	4	4	10	3	7	13	6	7	15	4	98
<b>All industries and services</b>	<b>59</b>	<b>6</b>	<b>7</b>	<b>22</b>	<b>8</b>	<b>16</b>	<b>33</b>	<b>19</b>	<b>14</b>	<b>34</b>	<b>8</b>	<b>211</b>

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

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

1992 and 32 in 1991). Prominent stoppages accounted for 83 per cent of the total number of days lost in 1992.

#### Further information

The Employment Department (ED) publishes data on labour disputes each month. They appear first in the Department's Labour Market Statistics Press Notice, followed by publication in

tables 4.1 and 4.2 in the Labour Market Data section of *Employment Gazette*. The ED also passes detailed information on labour disputes to the Economic and Social Research Centre archive of the University of Essex. Data for 1993 will be deposited with the archive shortly. ■

Table 7 Stoppages in progress in 1993 by main cause and broad industry group

Industry group (SIC 1980)	United Kingdom									
	Pay		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Staffing and work allocation	Dismissal and other disciplinary measures	All causes	
	All	of which								
		Wage rates and earnings levels	Extra wage and fringe benefits							
<b>Working days lost (thousands)</b>										
Extraction and processing of coal, coke, mineral oil and natural gas	1	1	-	-	25	-	-	1	-	27
Metal manufacturing & metal goods not elsewhere specified	4	4	-	-	-	-	-	-	-	4
Engineering	18	17	1	17	1	-	-	1	-	36
Motor vehicles	6	6	-	-	8	-	-	1	-	15
Other transport equipment	40	38	2	-	-	-	-	-	-	40
Textiles, footwear and clothing	-	-	-	-	-	-	-	1	-	2
All other manufacturing industries	8	7	1	3	-	1	-	-	1	13
Construction	1	1	-	-	-	-	-	-	-	1
Transport and communication	38	37	-	-	104	2	-	13	3	160
All other non-manufacturing industries and services	35	33	1	14	253	1	2	45	1	351
<b>All industries and services</b>	<b>150</b>	<b>145</b>	<b>5</b>	<b>34</b>	<b>391</b>	<b>4</b>	<b>3</b>	<b>62</b>	<b>6</b>	<b>649</b>
<b>Workers involved (thousands)</b>										
Extraction and processing of coal, coke, mineral oil and natural gas	-	-	-	-	13	-	-	1	-	14
Metal manufacturing & metal goods not elsewhere specified	1	1	-	-	-	-	-	-	-	1
Engineering	4	3	1	1	-	-	1	-	-	6
Motor vehicles	8	8	-	-	5	-	1	-	-	15
Other transport equipment	4	3	1	-	-	-	-	-	-	4
Textiles, footwear and clothing	-	-	-	-	-	-	-	-	-	1
All other manufacturing industries	1	1	1	-	-	1	-	-	1	3
Construction	1	1	-	-	-	-	-	-	-	1
Transport and communication	8	8	-	-	58	-	-	2	2	71
All other non-manufacturing industries and services	6	4	1	13	242	-	3	4	1	269
<b>All industries and services</b>	<b>32</b>	<b>28</b>	<b>4</b>	<b>14</b>	<b>319</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>385</b>
<b>Stoppages</b>										
Extraction and processing of coal, coke, mineral oil and natural gas	1	1	-	-	1	-	1	2	-	5
Metal manufacturing & metal goods not elsewhere specified	7	7	-	1	1	-	1	-	-	10
Engineering	7	5	2	3	3	1	-	1	-	15
Motor vehicles	6	6	-	-	3	-	1	2	1	13
Other transport equipment	5	3	2	-	-	-	-	1	-	6
Textiles, footwear and clothing	4	3	1	-	-	-	-	1	2	7
All other manufacturing industries	11	9	2	1	-	4	-	1	2	19
Construction	2	1	1	-	-	-	1	1	-	4
Transport and communication	10	8	2	2	2	2	1	7	10	34
All other non-manufacturing industries and services	23	17	6	4	44	2	6	12	7	98
<b>All industries and services</b>	<b>76</b>	<b>60</b>	<b>16</b>	<b>11</b>	<b>54</b>	<b>9</b>	<b>11</b>	<b>28</b>	<b>22</b>	<b>211</b>

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

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

Table 8 Stoppages in progress in 1993 by duration in working days

United Kingdom						
Working days	Working days lost (000s)	Per cent of all working days lost	Workers involved (000s)	Per cent of all workers	Stoppages in progress	Per cent of all stoppages
Over	Not more than					
1	240	36.9	241	62.5	119	56.4
2	142	21.9	83	21.5	33	15.6
3	2	0.4	2	0.5	8	3.8
4	12	1.8	6	1.5	11	5.2
5	36	5.5	33	8.7	5	2.4
10	12	1.9	5	1.3	9	4.3
15	66	10.1	11	2.9	8	3.8
20	30	4.7	2	0.4	3	1.4
30	-	0.1	-	-	2	0.9
50	2	0.3	-	-	2	0.9
	106	16.3	3	0.7	11	5.2
<b>All stoppages</b>	<b>649</b>	<b>100</b>	<b>385</b>	<b>100</b>	<b>211</b>	<b>100</b>

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

Notes: 1 The figures for workers involved and days lost have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.  
2 This table, which gives the figures for stoppages in progress in a year, is not comparable with the 'beginning in' figures published in the corresponding table in the annual articles for 1984 and previous years.  
3 Classification by size is based on the full duration of stoppages, but the figure for days lost include only those days lost in 1993.  
4 The working days lost figures are in general less than the product of the duration of each stoppage and the number of workers involved, because some workers would not have been involved throughout the dispute - see technical note.

Table 9 Stoppages in progress in 1993 by number of working days lost

United Kingdom						
	Working days lost (000s)	Per cent of all working days lost	Workers involved (000s)	Per cent of all workers	Stoppages in progress	Per cent of all stoppages
Under 250 days	10	1.6	12	3.2	104	49.3
250 and under 500	9	1.4	6	1.6	28	13.3
500 and under 1,000	15	2.3	12	3.0	22	10.4
1,000 and under 5,000	74	11.4	44	11.4	39	18.5
5,000 and under 25,000	78	12.0	35	9.1	9	4.3
25,000 and under 50,000	149	22.9	55	14.2	5	2.4
50,000 days and over	314	48.4	221	57.4	4	1.9
<b>All stoppages</b>	<b>649</b>	<b>100</b>	<b>385</b>	<b>100</b>	<b>211</b>	<b>100</b>

Note: 1 See footnote to table 8.

Table 10 Stoppages in progress in 1993 by total number of workers involved

United Kingdom						
	Working days lost (000s)	Per cent of all working days lost	Workers involved (000s)	Per cent of all workers	Stoppages in progress	Per cent of all stoppages
Under 25 workers	2	0.4	-	0.1	25	11.8
25 and under 50	5	0.8	1	0.2	24	11.4
50 and under 100	8	1.2	2	0.5	27	12.8
100 and under 250	18	2.8	8	2.1	50	23.7
250 and under 500	38	5.9	9	2.3	27	12.8
500 and under 1,000	100	15.4	14	3.8	21	10.0
1,000 and under 2,500	80	12.4	38	9.9	25	11.8
2,500 and under 5,000	14	2.2	12	3.2	4	1.9
5,000 and under 10,000	40	6.2	14	3.6	2	0.9
10,000 workers and over	343	52.8	286	74.2	6	2.8
<b>All stoppages</b>	<b>649</b>	<b>100</b>	<b>385</b>	<b>100</b>	<b>211</b>	<b>100</b>

Note: 1 See footnotes (1) and (2) to table 8.

Table 11 Stoppages in 1993 resulting in a loss of 5,000 or more working days

Industry and county	Date began	Date Ended	Workers involved in whole period		Working days lost in 1993	Type of workers involved		Cause or object
			Direct	Indirect		Direct	Indirect	
<b>Coal extraction</b> Various areas	2.4.93	16.4.93	12,600		25,000		Miners	Market testing, privatisation, cuts in service
<b>Engineering</b> Lothian	1.7.93	22.7.93	2,000		8,000		Manufacturing engineers	Over straight pay increase
Tayside	29.1.93	30.7.93	300		17,000		Assemblers & skilled workers	Over duration and pattern of hours worked
<b>Motor vehicles</b> Various area	12.3.93	26.3.93	3,800		6,000		Foreman	Against a particular case or threat of redundancy
<b>Other transport equipment</b> Strathclyde	4.11.93	19.11.93	600		6,000		Technical and clerical staff	Over pay increases allied to improvements in productivity
Strathclyde	5.2.93	5.3.93	1,500		30,000		Tradesmen and helpers	Over pay increases allied to improvements in productivity
<b>Transport services and communication</b> Various areas South East	4.2.93	1.7.93	6,800	500	34,000		Bus crew	Over pay increases arising out of changes in job content
Various areas	2.4.93	16.4.93	56,800		102,000		Various rail workers	Market testing, privatisation, cuts in service
South Glamorgan	2.8.93	16.8.93	1,000		11,000		Postal workers	Over workloads and their determination or revision
<b>Banking, finance insurance business</b> Services and leasing Various areas	8.1.93	8.1.93	6,500		7,000		Bank workers	Against a particular case or threat of redundancy
<b>Public administration and education</b> Greater London	26.6.92	19.1.93	1,200		9,000 (total days lost 90,000)		Council workers	Against a particular case or threat of redundancy
Greater London	2.11.92	19.3.93	800		41,000 (total days lost 73,000)		Council workers	Over permanent staffing arrangements
Strathclyde	1.12.92	1.4.93	700		27,000 (total days lost 40,000)		Finance staff	Over feared or alleged reductions in earnings
Strathclyde	24.2.93	24.2.93	10,000		10,000		Council workers	Market testing, privatisation, cuts in service
Various areas	4.5.93	2.8.93	32,700		33,000		Civil servants	Market testing, privatisation, cuts in service
Various areas	5.11.93	5.11.93	162,400		162,000		Civil servants including Industrial Civil servants	Market testing, privatisation, cuts in service
<b>Education, research and development</b> Various areas	20.5.93	20.5.93	11,000		11,000		Lecturers	Over pattern or duration of hours worked
Other services South Yorkshire	26.6.92	2.2.93	2,100		2,000 (total days lost 13,000)		Residential care workers	Over pay increase to alter differentials between workers

Technical note

Definition of stoppages

The statistics cover stoppages of work in the United Kingdom due to labour disputes between employers and workers, or between workers and other workers, connected with terms and conditions of employment.

The statistics exclude disputes which do not result in a stoppage of work, such as *work-to-rules* and *go-slows*. This is because their effects are not quantifiable to any degree of certainty. Also excluded are stoppages involving fewer than 10 workers or lasting less than one day, unless the total number of working days lost in the dispute is greater than 10.

Stoppages over issues not directly linked to *terms and conditions* between workers and employers are also omitted, though in most years these are not significant. For example, in 1986 just one stoppage (a protest in the coal industry against the visit of an MP) was judged to be political and so excluded from the figures. The total working days lost amounted to less than 1,000.

The next known dispute of this type was in 1991. This involved a boycott by self-employed market traders, prompted by increased rent and changes to the market rules. The traders kept their stalls closed for about 20 weeks.

The statistics include 'lock-outs' (where an employer prevents his or her employees from working by refusing entry to the place of work) and 'unlawful' i.e. unlawfully organised strikes. However, no distinction is made between a 'strike' and 'lock-out' or between 'lawful' and 'unlawful' stoppages. This is mainly because of the practical difficulty in deciding the category a particular stoppage falls into. It was for similar reasons that a distinction between 'official' and 'unofficial' disputes was no longer made after 1981.

Working days lost

In measuring the number of working days lost, account is taken only of the time lost in the *basic working week*. Overtime work is excluded, as is weekend working where it is not a regular practice. Where an establishment is open

every day, and runs two or more shifts, the statistics record the number of working days lost for each shift. In recording the number of days lost allowance is made for public and known annual holidays, such as factory fortnights, occurring within the strike's duration. No such allowance is made for absence from work for such reasons as sickness and unauthorised leave.

Where strikes last less than the basic working day, the hours lost are converted to full-day equivalent. Similarly, days lost by part-time workers are converted to full-day equivalents. The number of working days lost in a stoppage reflects the actual number of workers involved at each point in the stoppage. This is in general less than the total derived by multiplying the duration of the stoppage by the total number of workers involved at any time during the stoppage, because some workers would not have been involved throughout.

In disputes where employers dismiss their employees and subsequently reinstate them, the working days lost figure includes those days lost by workers during the period of dismissal.

For disputes where employers dismiss their employees and replace them with another workforce, the statistics cannot assume that working days lost by the sacked workers continue indefinitely. In such cases the number of days lost is measured in terms of the size of the replacement workforce. For example, where an employer initially recruits 100 workers and wishes to build up to 300, the number of working days lost on day one will be 200 and will then progressively reduce on subsequent days, eventually to zero when the new workforce reaches the target of 300.

Number of stoppages

There are difficulties in ensuring complete recording of stoppages, in particular for short disputes lasting only a day or so or involving only a few workers. Because of this recording difficulty and the cut-off applied, the number of working days lost is considered to be a better

indicator of the impact of labour disputes than the number of recorded stoppages.

Workers involved

The figures for workers involved are for workers both *directly and indirectly involved* at the establishment where the dispute occurred. Workers indirectly involved are those who are not themselves parties to the dispute but are laid off because of it. However, the statistics exclude workers at *other* sites who are indirectly affected. This is primarily because of the difficulty in deciding to what extent a particular firm's production problems are due to the effects of a strike elsewhere or to some other cause. Workers involved in more than one stoppage during the year are counted in the statistics for each stoppage in which they take part. Part-time workers are counted as whole units.

The statistics try to record the number of all workers involved at any time in the stoppage. For example, consider a three-day strike where there were 200 workers involved on the first day, 300 on the second day (of whom 100 were involved for the first time) and 200 on the third day (of whom 50 were involved for the first time). The total number of workers involved in the dispute is 350 – the sum of all those involved on the first day, and those joining for the first time on subsequent days. However, the number of workers joining industrial action for the first time during a dispute cannot always be easily ascertained. In such cases the statistics record the highest number involved at any one time (300 in the above example).

Taking another example, where there are 200 workers involved in a stoppage on each of days one, two and three: it may be necessary to assume that there was a total of 200 workers involved, although it is possible (but unlikely) that as many as 600 workers could have been involved. For this reason, the statistics may underestimate the number of workers involved in a dispute. However, the estimate of the number of working days lost is unaffected by this consideration.



The main findings of the survey are presented in this article (for details of the research methodology see the *technical note*).

### Defining employee involvement and participation

The terms 'employee involvement' and 'employee participation' have often been used interchangeably. However, *Marchington et al* (1992) have emphasised the distinction between employment practices which *involve* workers in everyday activities at the workplace, and the mechanisms which afford them the opportunity to *participate* in or influence the decision-making process. While techniques for involving the workforce are targeted at individuals, they said, systems enabling employees to participate are usually focused on collective representative structures such as joint consultative committees.

The term 'employee involvement' has been applied to the broad range of techniques implemented by employers to tap employee potential, strengthen management-employee relations and enhance employee commitment to the organisation. Such initiatives are invariably used by management to inform workers about the organisation and its operations, and to encourage them to make a greater contribution to its performance and economic success. For example, new initiatives in the area of training, such as *Investors in People*, can enable employees to play a greater part in their own career and personal development.

Any examination of recent research into employee involvement highlights the lack of consensus regarding what practices actually constitute 'employee involvement'.

For example, a study<sup>1</sup> of stated employee involvement practices in companies' annual reports incorporated the incidence of participative practices (health and safety committees) as well as reviewing schemes for involving employees, such as written communications, team briefings and quality circles (*Hibbett, 1991*).

By comparison, *Leighton et al's* (1992) study of employee involvement in 735 organisations in East Anglia suggested 20 ways in which employees can be involved at the workplace. As well as forms of representative participation and traditional involvement practices, their study included activities such as staff development interviews, employee appraisals and peer involvement.

In their study of involvement practices *Marchington et al* identified three distinct categories of employee involvement:

- downward communication systems – both written and verbal, including face-to-face meetings between management

and employees. Used to transmit information to the workforce, these include forms of involvement such as briefing groups, company journals and newspapers;

- upward problem-solving – designed to tap employees' knowledge and opinions, either individually or through small groups, via techniques such as quality circles and suggestion schemes; and

- financial involvement – through schemes which seek to link individual effort and reward with the overall performance of the unit or enterprise.

Although these categories formed the basis of inquiry for the NOP survey, it should be noted that there is some overlap between upward and downward communication systems. For example, meetings between managers and employees may be a two-way exchange of information.

### Extent of communication and consultation

Evidence from the 1990 Workplace Industrial Relations Survey (*Millward et al, 1992*) showed that the proportion of employees reporting the use of one or more method of consultation or communication at work had remained relatively high and stable at 90 per cent<sup>2</sup> since the previous survey conducted in 1984.

Other findings from the 1990 survey indicate that employers are increasingly introducing new ways to involve their employees at the workplace alongside traditional structures such as formal consultative committees.

### THE NOP SURVEY

In spring 1993 a series of questions about employee involvement and associated issues were inserted in two sweeps of an NOP Omnibus survey.

A nationally representative sample of 1,520 randomly selected employees were questioned about their experiences of traditional employee involvement practices, for instance formal downward communications from management via company reports, in-house journals and internal correspondence; and interactive practices, such as formal meetings with management.

Employees' views about other methods for receiving information and putting across their views to management, for example, through suggestion schemes, team meetings and informal conversations with managers, were also sought.

A further set of questions were put to respondents to explore employee-management relations, job satisfaction and the degree of influence employees exerted

over decision-making at their workplace.

The picture of widespread employee involvement was confirmed by individuals approached in the survey: over four-fifths of employees questioned reported the use of at least one method of employee involvement at their workplace.

### Downward communication

The NOP survey revealed that both formal and informal methods of downward communication were used. Management most commonly transmitted information through written communications and formal meetings between managers and groups of employees for briefing and problem-solving purposes. Over half the respondents said they received information through informal conversations with their managers (*table 1*).

Not surprisingly, the use of downward communication systems was found to be more extensive in workplaces with 500 or more employees. Overall, the larger the establishment, the more likely it was to have company newsletters and company reports and to internal written communications. Regular meetings between managers and groups of employees were also more frequently cited by respondents working in larger establishments.

Employees in workplaces where trade unions<sup>3</sup> were recognised were generally more likely to report the use of downward communications than counterparts in non-unionized workplaces. This may be due in part to the higher incidence, and more frequent use, of communication systems in unionized workplaces where management may wish to use separate channels when communicating information to union representatives and employees on different types of issues.

The use of both written communications and face-to-face contact was reported more frequently by employees in establishments where trade unions were recognised: 71 per cent of such employees reported the use of internal memoranda and noticeboards to convey information, compared with 48 per cent of employees in non-unionized workplaces. Also, 48 per cent of employees in unionized workplaces indicated that they had meetings with managers compared with 34 per cent of those working in non-unionized workplaces.

These differences in responses between employees from unionized organisations and non-unionized organisations can be explained, in part, by the tendency for unions to be present in larger organisations. Among the survey sample, 41 per cent of respondents employed at workplaces with between 25-99 employees indicated the presence of trade unions, compared with 75 per cent of those in workplaces with over 500 employees.

Table 1 Percentage of employees in each type of workplace indicating the presence of downward communication techniques

Methods used	All	Unionized				Non-unionized			
		All	Public	Private	500+ employees	All	Public	Private	500+ employees
<b>From management</b>									
Memos/noticeboard	59	71	75	68	74	48	55	48	61
House magazine	33	47	43	50	59	21	19	22	36
Company report	24	31	24	37	38	17	15	19	35
Videos on policy/performance	17	25	16	33	34	9	8	10	16
<b>From managers</b>									
Meetings/briefings/TQM/problem solving groups	41	48	44	53	53	34	39	33	44
Staff appraisals	27	34	32	35	36	21	25	20	34
<b>From trade union/staff association</b>									
Circulars/newsheets	41	41	45	38	44	-	-	-	-
Employees' meetings with their representatives	37	37	30	42	43	-	-	-	-
<b>Informally</b>									
Conversations with managers	54	54	55	53	53	53	46	56	44
Conversations with other colleagues	48	51	53	49	53	46	53	46	50
None of these	15	9	9	9	12	20	26	17	19
<b>Bases (weighted)</b>	<b>1,657</b>	<b>793</b>	<b>366</b>	<b>422</b>	<b>227</b>	<b>864</b>	<b>150</b>	<b>685</b>	<b>77</b>

Table 2 Percentage of employees in each type of workplace indicating the presence of upward communication techniques

Methods used	All	Unionized				Non-unionized			
		All	Public	Private	500+ employees	All	Public	Private	500+ employees
<b>Formally through</b>									
Meetings/briefings/TQM/problem solving groups	45	53	54	51	58	38	52	35	56
Staff appraisals	29	37	36	37	39	23	28	22	35
Suggestion schemes	24	34	29	38	43	16	15	17	20
Letters to house magazine/memo	17	21	23	19	24	13	16	13	25
Employee attitude survey	13	18	15	21	27	8	10	8	9
<b>Through trade union/staff association</b>									
Via representatives	44	44	43	44	50	-	-	-	-
<b>Informally</b>									
Conversations with managers	57	59	58	59	60	55	51	57	45
Conversations with other colleagues	44	43	47	38	45	45	46	46	52
None of these	14	10	10	11	12	17	21	15	18
<b>Bases (weighted)</b>	<b>1,657</b>	<b>793</b>	<b>366</b>	<b>422</b>	<b>227</b>	<b>864</b>	<b>150</b>	<b>685</b>	<b>77</b>

Note: Percentages may sum to more than 100 because respondents could select more than one category.

### Upward communication

Compared with downward communication techniques, employees were less likely to report the presence of upward communication.

Upward communication systems comprising meetings between managers or supervisors and groups of employees (for briefing, quality management or problem-solving purposes) were reported by almost half the respondents. Less than one-fifth said that they used written methods for communicating their views to management, suggesting that upward communication relies more on face-to-face discussion than on written communication.

As in the case of downward communication, the incidence of upward communication systems was more often reported in workplaces with over 500 employees – whether unionized or non-unionized. In larger organisations, techniques such as staff appraisals and suggestion schemes are more frequently used to obtain employees' views and contributions.

As table 2 shows, there are again differences between the range of practices used in unionized establishments compared with those in non-unionized establishments. Over half of those employed in unionized workplaces said they used meetings to make their views known to management, compared with just over one-third of respondents in non-unionized ones. Respondents in unionized establishments were twice as likely as their counterparts working in non-unionized workplaces to be able to put their views to management via practices such as suggestion schemes and employee attitude surveys.

Despite the widespread use of formal employee involvement practices, workers still seem to rely on informal communication channels both for receiving information and for putting forward their views to management. Around 54 per cent of respondents said they found out what was happening at their workplace through conversations with managers; 57 per cent communicated their views to management via informal conversations.

The frequency of upward communication techniques was reported to be higher in unionized workplaces than in non-unionized ones. Generally, trade unions were not the most widely reported channels either for transmitting information to workers or for representing their views to management. Respondents in unionized workplaces who were members of a trade union were more likely to report having heard about events at their workplace directly from management (through internal memoranda, house journals and meetings with management) than they were through their trade union.

Workers' views were reportedly more likely to be put directly to management either in group meetings or in informal conversations with managers or supervisors, than via their trade union representatives.

### Financial participation

The growth in profit sharing and employee share ownership arrangements has been well documented.

In the Workplace Industrial Relations Survey, the proportion of trading sector establishments with employee share ownership schemes was found to have risen from 23 per cent in 1984 to 32 per cent in 1990. Meanwhile, the incidence of cash or share-based profit sharing rose from 18 to 43 per cent of establishments (employing over 25 people) over the same period.

One in ten private sector employees questioned in the NOP survey said that their employer operated an employee share ownership scheme. Of these employees, almost half said they participated in their firm's scheme (i.e. around 12 per cent of all private sector employees). The incidence of share schemes was found to be highest in banking, finance and insurance, where 35 per cent of employees reported schemes operating at their workplace. Those working in unionized workplaces (40 per cent) and in larger establishments (47 per cent) were more likely to have the opportunity to own shares in their company.

Some 27 per cent of those working in private sector firms said that their employer operated an employee share ownership scheme. Of these employees, almost half said they participated in their firm's scheme (i.e. around 12 per cent of all private sector employees). The incidence of share schemes was found to be highest in banking, finance and insurance, where 35 per cent of employees reported schemes operating at their workplace. Those working in unionized workplaces (40 per cent) and in larger establishments (47 per cent) were more likely to have the opportunity to own shares in their company.

### Provision of information

In investigating the range of issues employees are informed about at their workplace, respondents were asked to indicate those items of information they normally receive from management.<sup>4</sup>

The most widely cited items were those on health and safety (59 per cent), details about pay negotiations (48 per cent) and their organisation's future plans (44 per cent). Around 19 per cent of employees stated that they received no information on any of the items listed.

In line with findings from other surveys, for example Millward et al (1992), foreign-owned companies were more likely than UK-owned ones to provide their employees with certain types of information. Details of departmental performance were given to 60 per cent of individuals working in foreign-owned companies, compared with 36 per cent of workers in UK firms. And while 27 per cent of workers in UK-owned companies were informed about internal career opportunities, 47 per cent of their

counterparts in foreign-owned companies received this information.

Employees in unionized establishments were also more likely to report receiving information on certain matters; for instance, 66 per cent of these employees said they received information about health and safety matters compared with the 53 per cent of those in non-unionized workplaces. Around 42 per cent of employees in unionized establishments received information about the performance of the section or department where they worked, and 43 per cent about the overall efficiency of their organisation, compared with 35 per cent and 36 per cent respectively of those working in non-unionized establishments.

### Consultation

Over half the employees questioned said they were usually consulted over health and safety matters and on working methods or practices, and around one-third said they were consulted over the introduction of new technology, quality control and pay. However, one-fifth claimed they had not been consulted over any of the nine main issues listed (table 3).

One-third of employees working in unionized establishments reported the existence of joint consultative committees, compared with 14 per cent of employees in non-unionized firms.

Respondents in management or supervisory positions were more likely to say they had been consulted across a range of issues than other employees; notably, 61 per cent of managers and 65 per cent of supervisors said they were consulted over working methods or practices, compared with 45 per cent of other employees.

There were some differences between public and private sector organisations regarding the subject matter of consultation. A higher proportion of workers in the public sector reported that they were consulted over technological innovation, staffing levels and training provision; those in private sector organisations were more likely to be consulted about quality control and pay. There was little difference between sectors on employers consulting over health and safety, physical working conditions or working practices.

With the exception of pay, individuals working for foreign-owned or mixed-ownership organisations were more likely to be consulted over a range of issues than those employed by UK-owned companies (table 3). This finding is in line with evidence presented in other surveys (Advisory, Conciliation and Arbitration Service, 1991).

### Managing change

Three-quarters of employees questioned in the survey reported that at least one organisational change had taken place

Table 3 Issues over which employees consulted

	Percentage of employees			
	All employees	Employees of UK-owned organisations	Employees of foreign-owned organisations	Employees of mixed ownership organisations
<b>Ownership</b>				
Health and safety	54	52	67	63
Working methods/practices	52	52	61	63
Training provision	37	30	42	53
Pay	33	38	35	37
Quality control	33	33	55	46
New technology	32	28	43	44
Physical working conditions	29	28	33	39
Staffing levels	25	23	26	31
Environmental policies	13	11	26	13
None of these	21	20	17	10
<b>Base (weighted)</b>	<b>1,657</b>	<b>740</b>	<b>92</b>	<b>122</b>

during the preceding 18 months, with changes in working methods or practices and in staffing levels being the most frequently cited. Those working in foreign-owned and mixed-ownership organisations were more likely to say they had experienced changes than employees in UK-owned organisations.

Overall, where changes had occurred, 80 per cent of employees said they had been consulted prior to changes being implemented. Employees at establishments where unions were recognised were more likely to report having been consulted: while 85 per cent of employees in unionized organisations said that changes had been discussed with them prior to being introduced, 78 per cent of employees in non-unionized organisations were consulted prior to changes being made.

The incidence of management consultation with employees varied according to the type of changes being introduced. For instance, issues associated with physical working conditions and training provision were more often discussed prior to implementation than revisions in staffing levels. Around 40 per cent of employees reporting changes in staffing levels said that these had been discussed with management prior to being implemented, while just over one-fifth said that changes had been introduced without any prior discussion. On organisational issues other than staffing levels, however, a high degree of consultation was evident.

### Working relations and morale

The extent of discussions between management and workers over

organisational change suggests that open communication systems and relatively good relations between management and the workforce are fairly widespread.

To explore this element further, respondents were asked about relations with their line manager. More than 80 per cent of the sample reported either 'very good' or 'fairly good' relations with their immediate manager or supervisor. Very few respondents admitted to having a poor relationship with their boss. When asked about the extent to which their line manager was prepared to discuss issues, only 7 per cent of the sample stated that he or she was seldom or never prepared to discuss these.

With regard to workers' occupations, professional and white-collar staff tended to report more often that they experienced very good relations with managers who were always prepared to listen, while those engaged in blue-collar occupations were more likely to report relations with line managers as being fairly good.

When the data regarding morale were analysed, smaller workplaces tended to score more highly. While 75 per cent of those working in establishments with under 25 employees reported 'very high'/'fairly high' morale, only 52 per cent of employees in establishments with over 500 employees expressed similar levels. There was, however, only a marginal decline in numbers reporting high levels of morale in establishments with between 100 and 500 employees.

Overall, 62 per cent of employees said that morale at their workplace was high, but there were differences between sectors, occupations and industries. For example, over three-quarters of those working in

Table 4 Effectiveness of upward communication systems

Methods used	Unionized - effective				Non-unionized - effective			
	Very	Fairly	Not very	Not at all	Very	Fairly	Not very	Not at all
<b>Formally through</b>								
Meetings/briefings								
TQM/etc	29	56	11	2	38	51	8	3
Staff appraisals	29	50	12	6	29	51	15	2
Suggestion schemes	19	43	26	9	23	49	16	8
Letters to house								
magazine/memo	17	44	27	11	20	55	17	4
Employee attitude survey	15	51	19	10	25	38	27	7
<b>Through trade union/staff association</b>								
Via representatives	21	52	19	5	-	-	-	-
<b>Informally</b>								
Conversations with managers	32	50	12	5	36	49	12	2
Conversations with other colleagues	29	50	16	4	32	50	12	6

Base: 1,657 weighted. Percentages may not sum to 100 because one to five per cent of respondents offered no opinion.

distribution, catering and repairs, sales and personal and protective services — all areas involving a high degree of contact and interaction with others — reported high levels of morale. By contrast, nearly half of those in the transport, communications, and energy supply industries described morale as low. Almost half of the individuals in professional occupations reported low morale.

#### Effectiveness of employee involvement practices

Having identified existing communication methods, the survey sought to probe employees' views on their effectiveness for obtaining information and for communicating employee opinions.

Although most respondents reported that all downward communication techniques used at their workplaces were an effective way of acquiring information, meetings with managers or employees' representatives were most often reported as an effective means of gaining details about their workplace. Eighty-seven per cent of respondents said that, where they occurred, meetings between managers and employees in the form of briefing, quality management or problem solving groups, were either very or fairly effective in obtaining information or for putting employees' views forward.

Among employees working in unionized establishments, 78 per cent of trade union members said that meetings with their representatives were an effective means of finding out what was happening at their workplace; 70 per cent favoured trade union or staff association newsheets and circulars. Overall, trade unions and staff associations were less frequently cited as effective mechanisms for obtaining information than organisational systems.

Some interesting findings emerge when employees' satisfaction with downward communications are analysed according to establishment size and by trade union presence. *Gallie and White* (1993, p 41) concluded from their recent survey that it was "...far more difficult to obtain satisfactory communications in large establishments than in small". To some extent, this is borne out by results from the NOP survey.

When employees' satisfaction with upward communications is examined according to establishment size, there is a clearer contrast between large and small establishments. Employees in small establishments (employing fewer than 100 people) were found to be the most positive, believing that methods of upward and downward communication work well in their workplace. Interestingly, however, employees working in the largest establishments (employing 500 people or more) are more likely to hold a positive view than their counterparts in medium-

sized workplaces (with 100-499 employees).

Employees' attitudes to the effectiveness of particular techniques for upward communication varied according to whether their workplace was unionized or not (table 4). For example, while 62 per cent of employees drawn from unionized workplaces which operated suggestion schemes found these effective for putting across their views to management, the proportion rose to 72 per cent among employees in non-unionized establishments with similar schemes.

#### Conclusions

The NOP survey findings indicate that formal structures for communicating with employees tended to be more prevalent in larger establishments and those where trade unions were recognised.

Overall, the evidence from this employee-based survey substantiates other research findings showing widespread use by employers of a diverse range of communication and involvement practices. ■

#### Footnotes

1 Under sections 234, 246 and Schedule 8 of the Companies Act 1985 (as amended by the Companies Act 1989 and The Companies Act 1985 (Accounts of Small and Medium-sized Enterprises and Publication of Accounts in ECUs) Regulations 1992, SI 1992 No. 2452, the directors of companies with a turnover in excess of £2.8 million, a balance sheet total in excess of £1.4 million and more than 250 employees are required to include in their annual reports a statement of measures taken during the financial year to further employee involvement. Schedule 7 Part V of the 1985 Act defines the measures which should be reported upon in that statement.

Prior to the implementation of the 1992 Regulations, all companies with over 250 employees were required to comply with the provisions of section 234 and Schedule 7 Part V of the Companies Act 1985. The 1992 regulations, however, disapplied those provisions where a company qualified as small in terms of its turnover or balance sheet total, but still had more than 250 employees.

2 This figure is the proportion of employees working in establishments in which management use a range of consultation and communication techniques, not the number of employees covered by such methods.

3 References to trade unions also incorporate staff associations.

4 Respondents were asked to select from a showcard all of the items about which they normally received information from management:

- the organisation's plans for the future
- performance of the section/ department where you work
- information about the overall efficiency of the organisation
- information regarding the organisation's environmental policies, e.g. purchasing of raw materials, recycling of paper etc.
- health and safety issues
- details about pay
- job/ career opportunities with the organisation
- none of these.

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#### Technical note

##### The NOP Random Omnibus Survey

The survey on which these findings are based was commissioned by the Employment Department and conducted by NOP Market Research Ltd.

The survey aimed to collect detailed information on a range of subjects to provide details of workers' attitudes towards employment, their perception of the effectiveness of internal communication and their experience of employee involvement policies and practices at work. This information was not readily available from any other nationally representative source.

The most appropriate and cost-effective method for obtaining the information was to use an Omnibus survey. Conducted on a regular basis, these multi-purpose data collection exercises are organised mainly by market research companies and enable a variety of organisations to purchase space in the questionnaire and interview time.

Based on a two-stage stratified random sample, the NOP Random Omnibus Survey is a representative survey of around 2,000 adults in Great Britain drawn from the electoral register, with a sample of non-electors chosen by a systematic method. Face-to-face interviews are conducted in the respondent's own home.

The Employment Department inserted questions in two consecutive sweeps of the Omnibus survey conducted between 14 and 26 April 1993. The achieved sample over the two sweeps was 1,831 working adults, of whom 1,520 were employed on a permanent or temporary basis.

The overall response rate in the survey was 55 per cent. In order to compensate for the effects of non-response bias, the data has been weighted on factors such as age, sex, social class and region of residence. The findings presented in this article are based on the weighted data.



## Economic activity in local areas: some new results from the Labour Force Survey



Photo: Steve Benbon/IMPACT

#### Key findings

In autumn 1993:

- The highest economic activity rates in counties in GB were found in rural areas in Northern Scotland and in the Midlands and South of England; the lowest rates were in counties with urban centres and in South and West Wales.
- The proportion of the population aged 16 and over in employment was lowest in metropolitan counties and Wales, and highest mainly in rural parts of Central and Southern England.
- The ILO unemployment rate for Inner London (at 18.1 per cent) was higher than that for any county or metropolitan county.
- The ILO unemployment rate for Greater London as a whole (14.3 per cent) was comparable with those for Merseyside (14.8 per cent), West Midlands Metropolitan County (14.7 per cent) and Tyne and Wear (13.5 per cent).
- Counties containing large cities had the highest ILO unemployment rates in GB. Predominantly rural counties had the lowest rates.
- Those in employment in agricultural areas in the West were more likely to be self employed, while their counterparts in metropolitan areas were least likely to be so.

How do economic activity rates in Cornwall compare with those in Cumbria? And how does self-employment in Strathclyde match up to that in Surrey?

For the first time ever, a wide range of labour market information is now available at county, TEC and LEC, and local authority level in Great Britain from the Employment Department's Labour Force Survey. This article outlines the type of information presented, for which geographies it is available and gives some guidance on its usage. In particular, it looks at several key indicators using data produced at county level for autumn 1993.

By Robin Ellison and Peter Newman, Statistical Services Division, Employment Department.

#### Introduction

WITH EFFECT from spring 1992 the Employment Department's (ED) Labour Force Survey (LFS) was enhanced to produce full results for Great Britain every quarter rather than annually. At the same time, the sampling scheme was altered, so that a systematic sample of about 60,000 households began to be drawn covering every area of the country each quarter.

This improved design has facilitated the production of LFS data for smaller areas than Standard Regions and Metropolitan Counties (all that was previously available). A range of LFS data for local areas is therefore now available from spring 1992 onwards.

Data have been made available for Training and Enterprise Councils, local enterprise companies, and local authority districts, as well as for counties. Key figures for counties and the larger local authority districts will be published

regularly in the *LFS Quarterly Bulletin* from this month onwards.

#### Key findings at county level

The following maps and discussion give some key findings at county level for autumn 1993, as an illustration of what is available. Note that Inner London is presented separately from Outer London in view of its distinct characteristics; the local authority districts that make up these areas are listed in the *technical note* at the end of the article. Scottish regions are included in the term 'county'.

This analysis should be read in conjunction with the section *Guidance on using the data*. See the section *Dissemination* for details on how to obtain the data underlying these maps. The *technical note* has details of the variables presented and a map giving the names of all counties.

Continued overleaf ►

**ECONOMIC ACTIVITY**

In autumn 1993, the counties with the highest economic activity rates were found in the Highlands and Islands of Scotland, the rural areas of the Midlands and South of England (especially Bedfordshire - the highest at 70.3 per cent - and surrounding counties), and counties bordering on Wales.

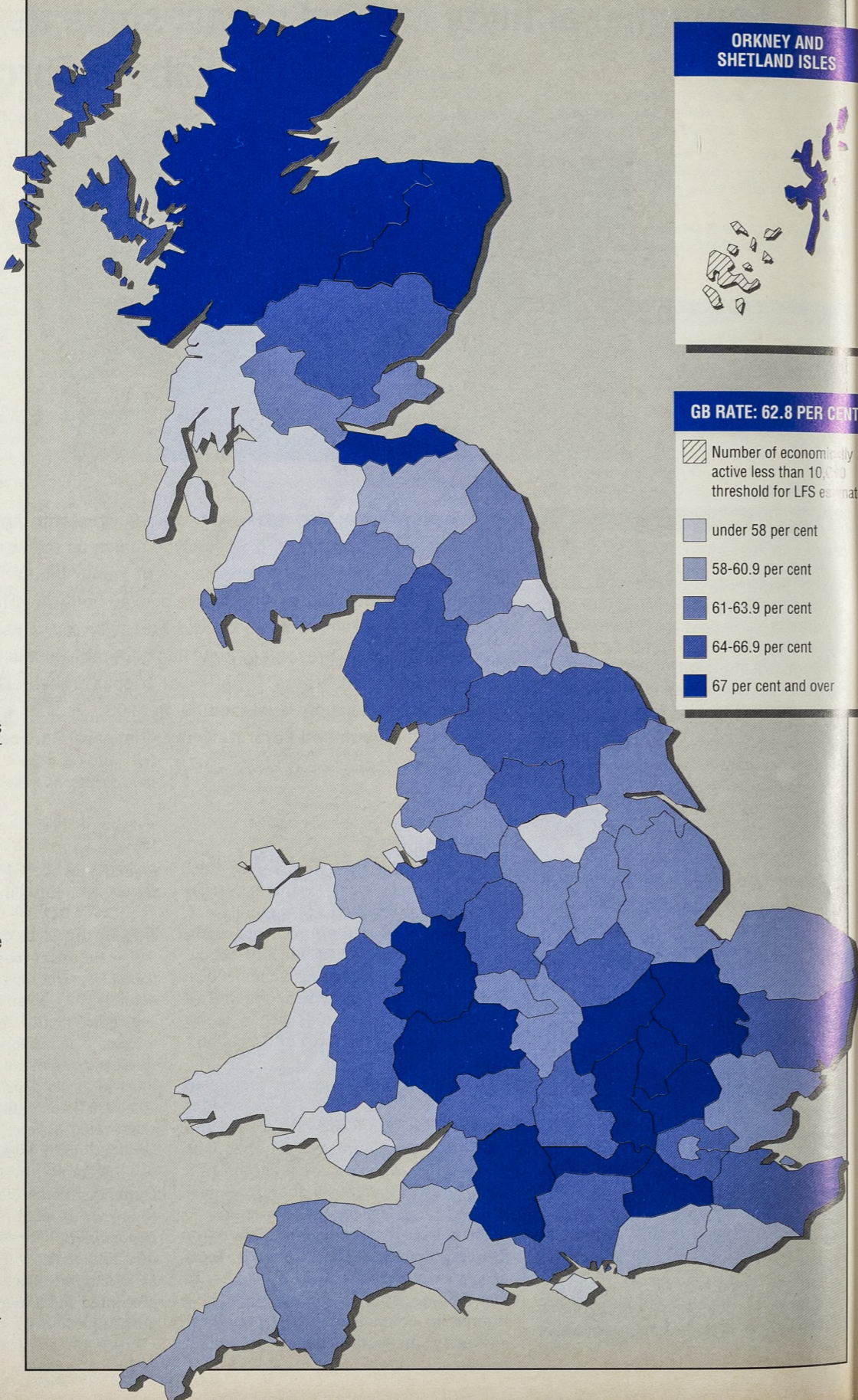
Counties with major urban centres - Merseyside, South Yorkshire, Strathclyde and Tyne and Wear - tended to have lower rates than neighbouring counties, and they provided some of the areas of lowest economic activity. (Lothian, which includes Edinburgh, was an exception.) Other areas of low activity were found in South and West Wales, and the Isle of Wight. Gwynedd had the lowest rate of any county at 53.6 per cent.

Men's and women's economic activity rates were at different levels: the overall rate for men was 10 percentage points higher than the combined rate, while the rate for women was 9 percentage points lower than the rate for all persons. However, counties with relatively high rates for men tended also to have relatively high rates for women, and those with low men's rates tended to have low women's rates as well. This explains why all three maps look similar to each other.

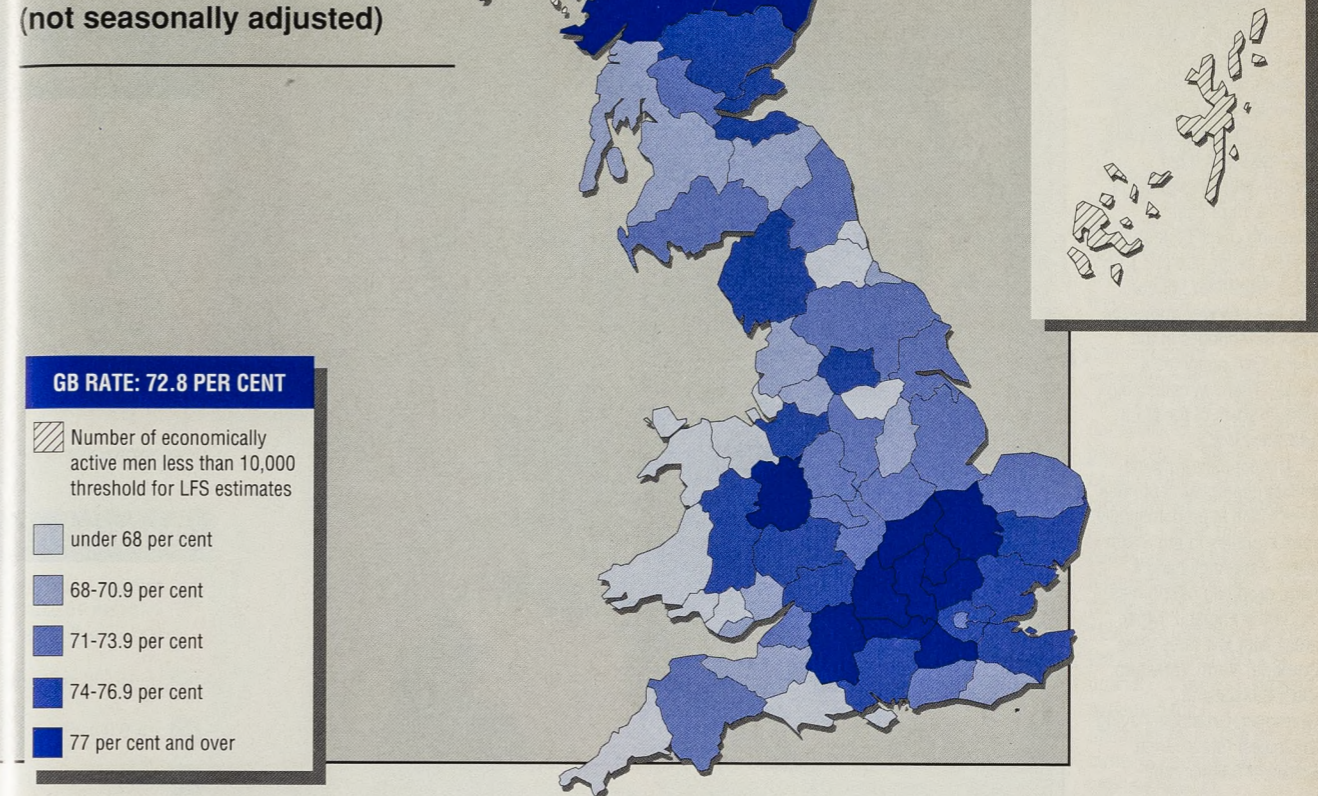
There were, though, a few exceptions: Oxfordshire and Fife, where the gap between men's and women's rates was larger than is generally the case, and Northumberland, where the difference between the rates for men and women was less marked than is usual.

Note that any area indicated by a diagonal black striped pattern has an estimate of economically active persons which is too small to be a reliable estimate, ie. it fell below 10,000. For a further explanation see the section *Guidance on using the data.*

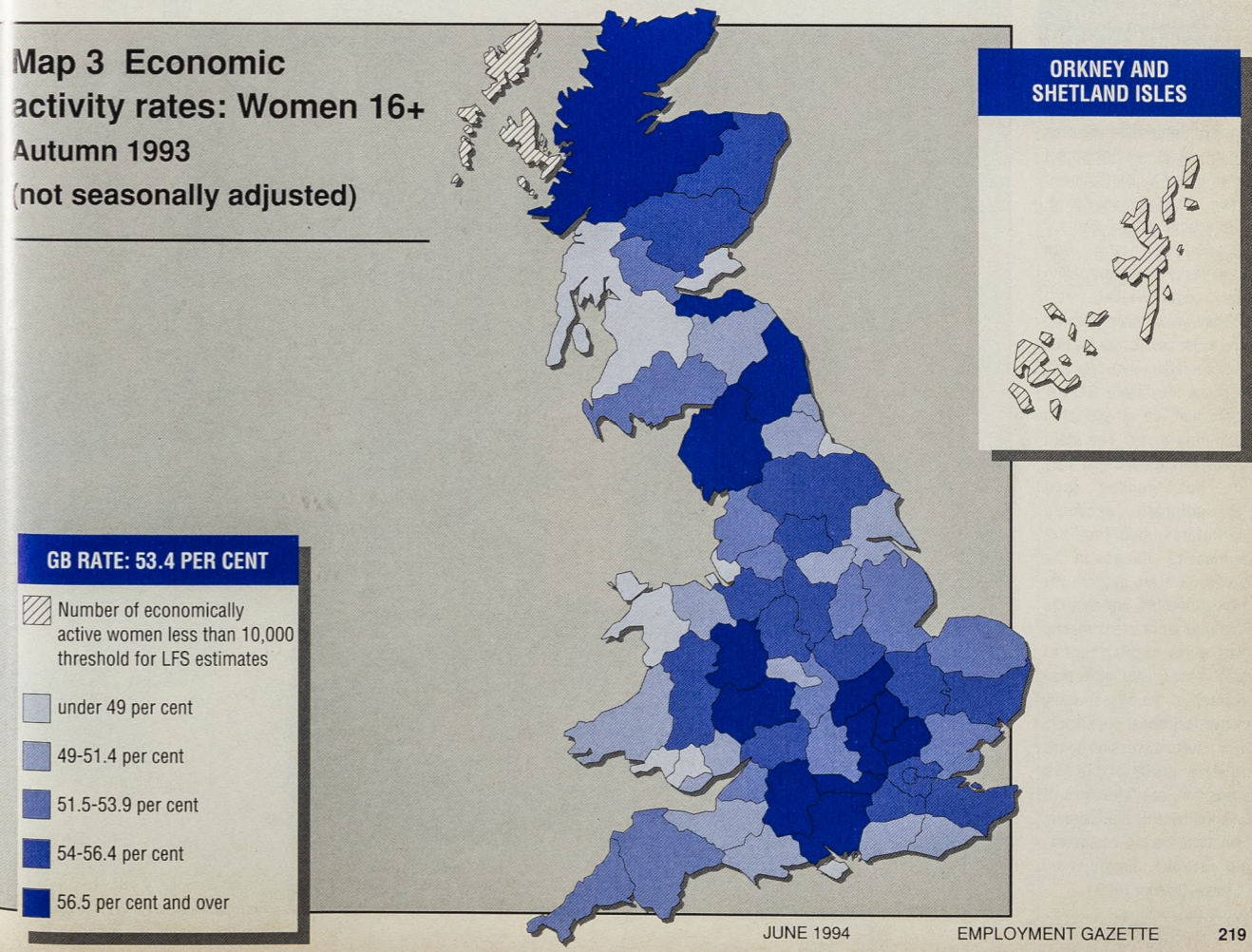
**Map 1 Economic activity rates: all persons 16+ Autumn 1993 (not seasonally adjusted)**



**Map 2 Economic activity rates: Men 16+ Autumn 1993 (not seasonally adjusted)**



**Map 3 Economic activity rates: Women 16+ Autumn 1993 (not seasonally adjusted)**





**ILO UNEMPLOYMENT RATES**

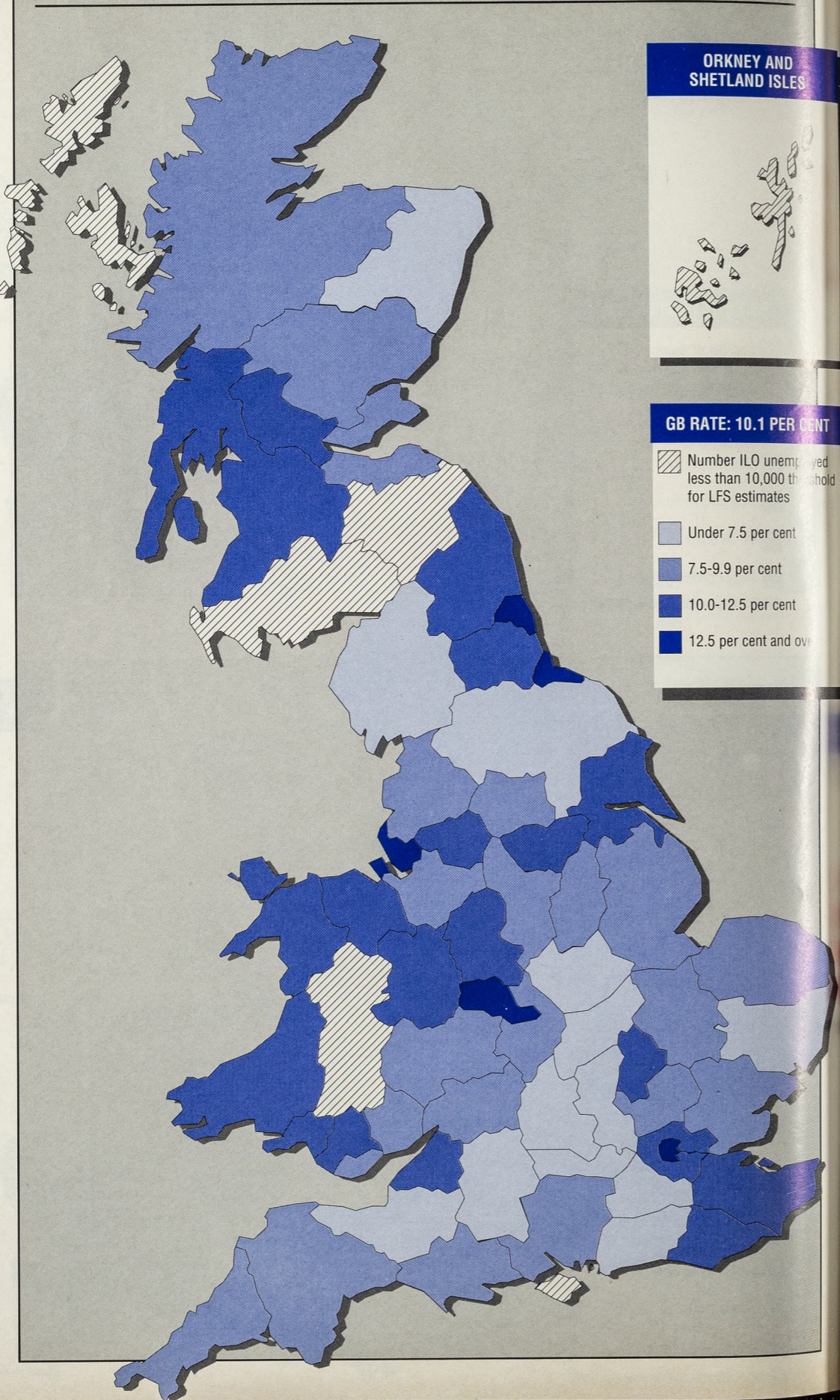
The highest ILO unemployment rates were found in the counties containing large cities and in the South East of England. Merseyside, West Midlands, Strathclyde and Tyne and Wear all had very high rates and Inner London had the highest of all at 18.1 per cent. Although Outer London had a much lower rate (12.1 per cent) than Inner London, this was still well above the rates for counties in the South East region as a whole. There were also high rates in parts of the North and West Wales.

The counties with the lowest unemployment rates were found in predominantly rural counties in the South West, East Anglia and a large grouping of counties in Central England. Other areas with low rates were Cumbria, North Yorkshire, West Sussex and Grampian, Grampian having the lowest rate in Great Britain at 5.6 per cent.

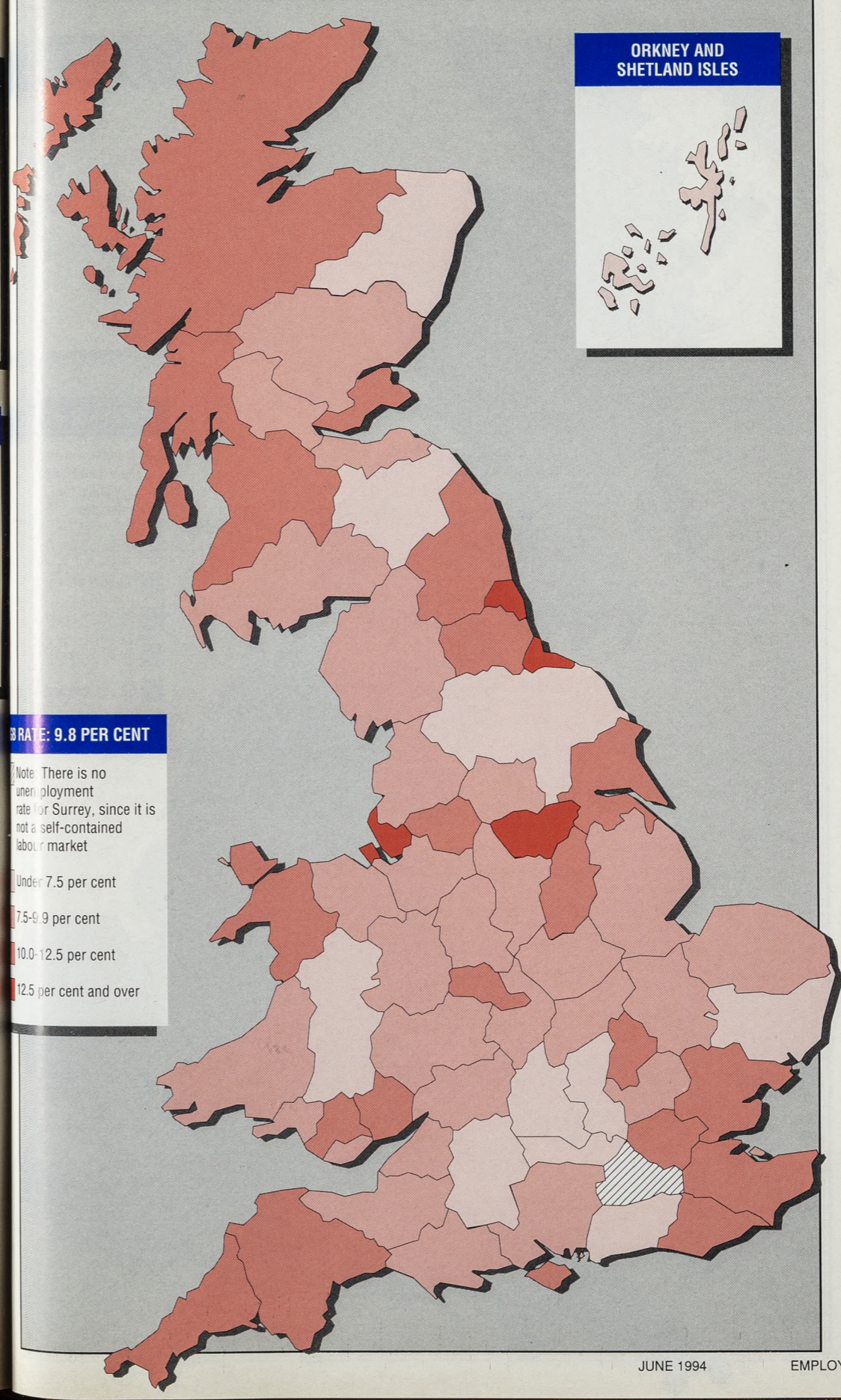
**ILO AND CLAIMANT COUNT UNEMPLOYMENT RATES AT COUNTY LEVEL**

The Employment Department has for some time released county level unemployment rates based on the Claimant Count. The Claimant Count-based figures (Map 5) have certain strengths and weaknesses compared with the county-level ILO unemployment rates (Map 4). The major advantages are that they are more up-to-date and, because they are a 100 per cent count, are not subject to sampling error. The main disadvantages are that they are not founded upon internationally accepted definitions; that they are subject to changes in the administrative system for paying benefits, and that the denominators are a mainly workplace-based count of jobs in the county rather than a count of the economically active residential population. (For a fuller discussion on the relative merits of the two measures, see 'Measures of unemployment: the claimant count and the LFS compared', pp 455-464, *Employment Gazette*, October 1993.)

**Map 4 ILO unemployment rates**  
Autumn 1993 (not seasonally adjusted)



**Map 5 Claimant Count unemployment rates**  
October 1993 (not seasonally adjusted)



**GB RATE: 9.8 PER CENT**

Note: There is no unemployment rate for Surrey, since it is not a self-contained labour market.

Under 7.5 per cent  
7.5-9.9 per cent  
10.0-12.5 per cent  
12.5 per cent and over

**CLAIMANT COUNT UNEMPLOYMENT RATES**

The highest Claimant Count unemployment rates were found in the counties containing large cities. Cleveland, the highest at 14.8 per cent, Merseyside, Tyne and Wear and South Yorkshire all had high rates. The rate for Greater London at 11.4 per cent was lower than these, but above the rates for other counties in the South East, except East Sussex and the Isle of Wight.

Please note that claimant count unemployment rates for Inner and Outer London are not available, and no rate is presented for Surrey because of the high level of cross-border commuting.

Map 5 gives the corresponding picture based on the Claimant Count at October 1993 (the middle month for the LFS autumn 1993/94 quarter). It shows a similar pattern to the ILO unemployment map in terms of counties with high and low rates of unemployment throughout Great Britain.

Looking at the claimant count suggests a slightly worse picture in rural areas in the South West and a chain of central counties from South Yorkshire through Nottinghamshire and Leicestershire to Northamptonshire; and a slightly better one in Wales (except Gwent).

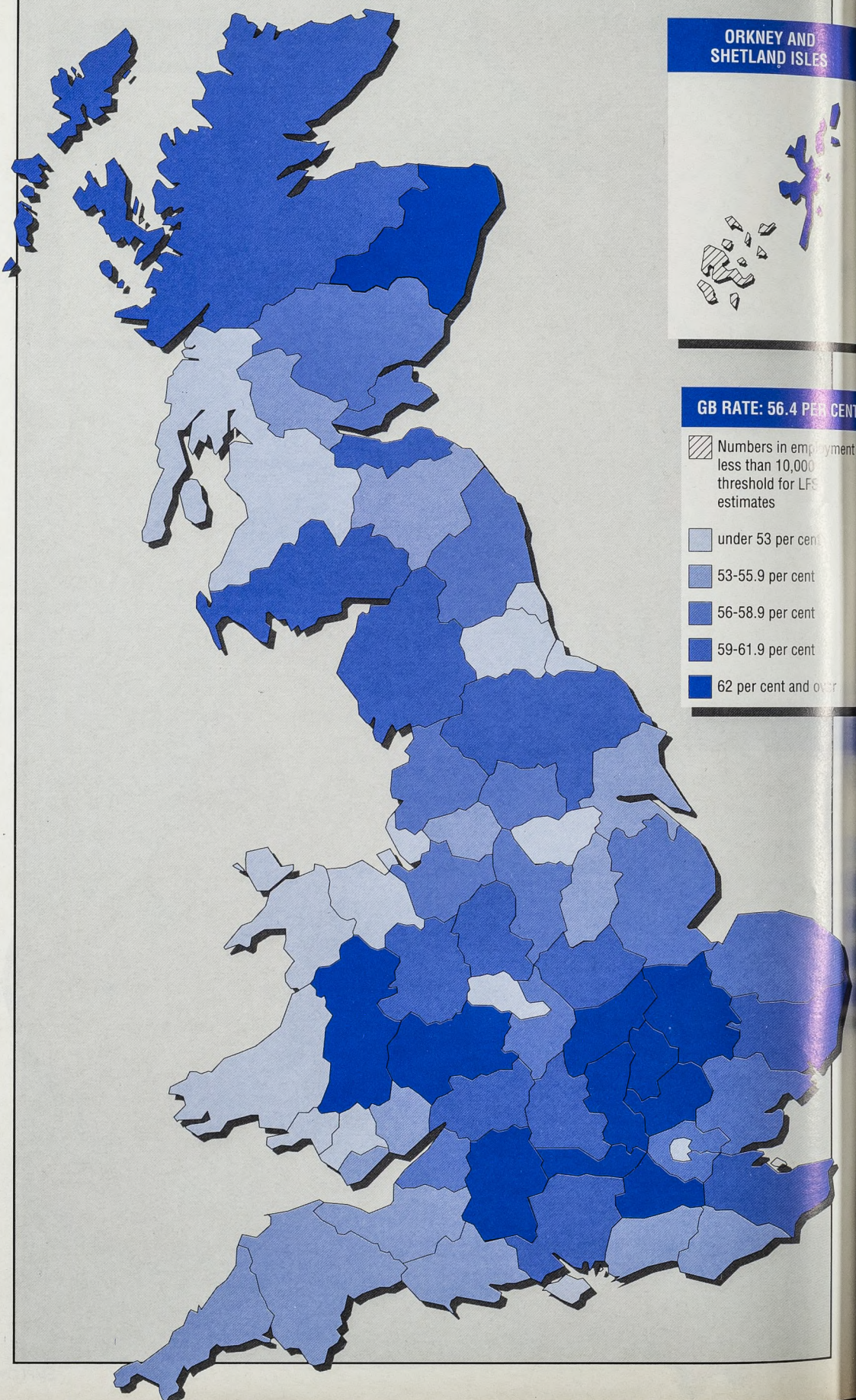
**PERCENTAGE OF THE POPULATION AGED 16 AND OVER IN EMPLOYMENT**

There are inherent links between economic activity rates, ILO unemployment rates and the percentage of the population in employment. For example, a county with high economic activity and low ILO unemployment *must* have a high percentage of the population in employment. This explains some similarities between this map on the one hand and the overall one for economic activity rates and the one for the ILO unemployment rates on the other.

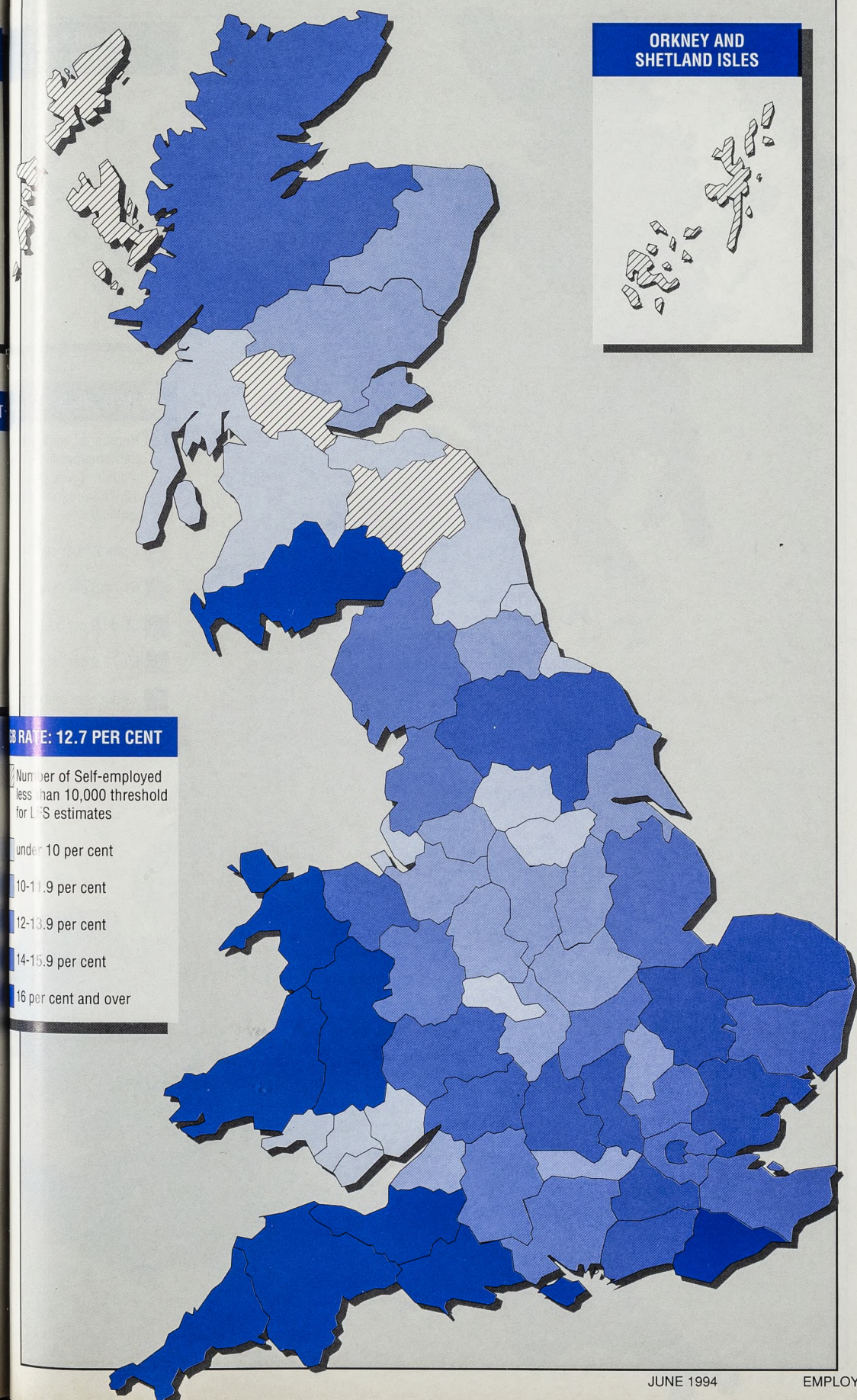
Counties with the highest percentages of people aged 16 and over in employment were in the rural areas of the Midlands and South of England, some counties around the Welsh border, and Grampian. The Shetland Islands had the highest percentage of all at 69.6 per cent.

Merseyside has the lowest percentage of any county at 47.4 per cent; indeed, the lowest percentages were found in counties containing large cities: Tyne and Wear, West Midlands, Cleveland, Strathclyde and Inner London were other examples. Wales (with the exception of Powys) and the Isle of Wight were other areas with low employment rates.

**Map 6 Percentage in employment 16+ Autumn 1993 (not seasonally adjusted)**



**Map 7 Self-employed as a percentage of all in employment Autumn 1993 (not seasonally adjusted)**



**SELF-EMPLOYED AS A PERCENTAGE OF ALL IN EMPLOYMENT**

The percentage of people in employment who are self-employed ranged significantly from 39.6 per cent in Powys to 7.0 per cent in Tyne and Wear. The highest percentages were found in agricultural areas in West and North Wales, and in the south west corners of England and Scotland. Other areas with relatively high percentages of self-employed people were East Sussex and the Isle of Wight.

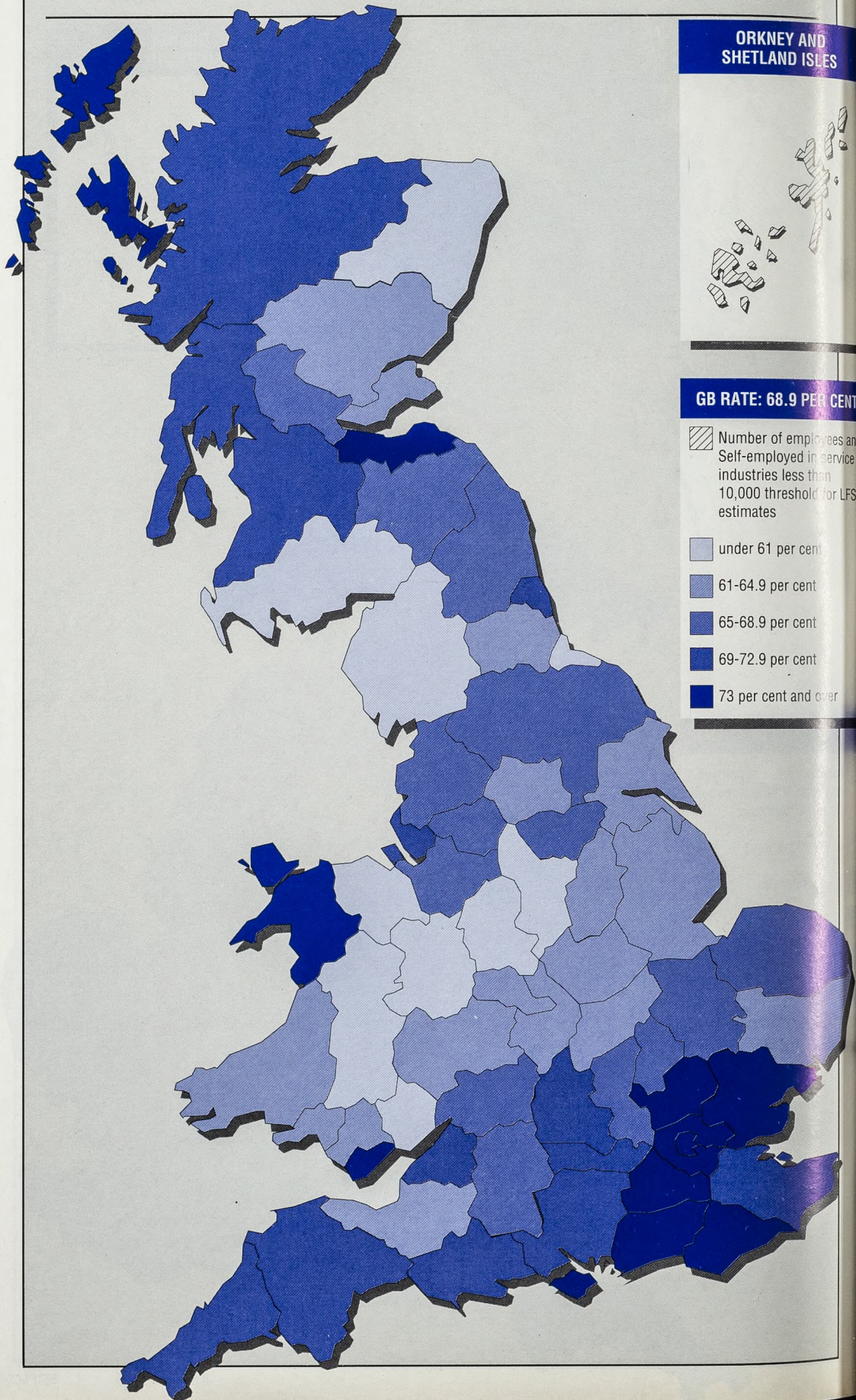
Counties with major urban centres, such as those in Scotland, South Wales, the Midlands and the North of England, tended to have lower percentages of self-employed people.

**PERCENTAGE OF EMPLOYEES AND SELF-EMPLOYED IN SERVICE INDUSTRIES**

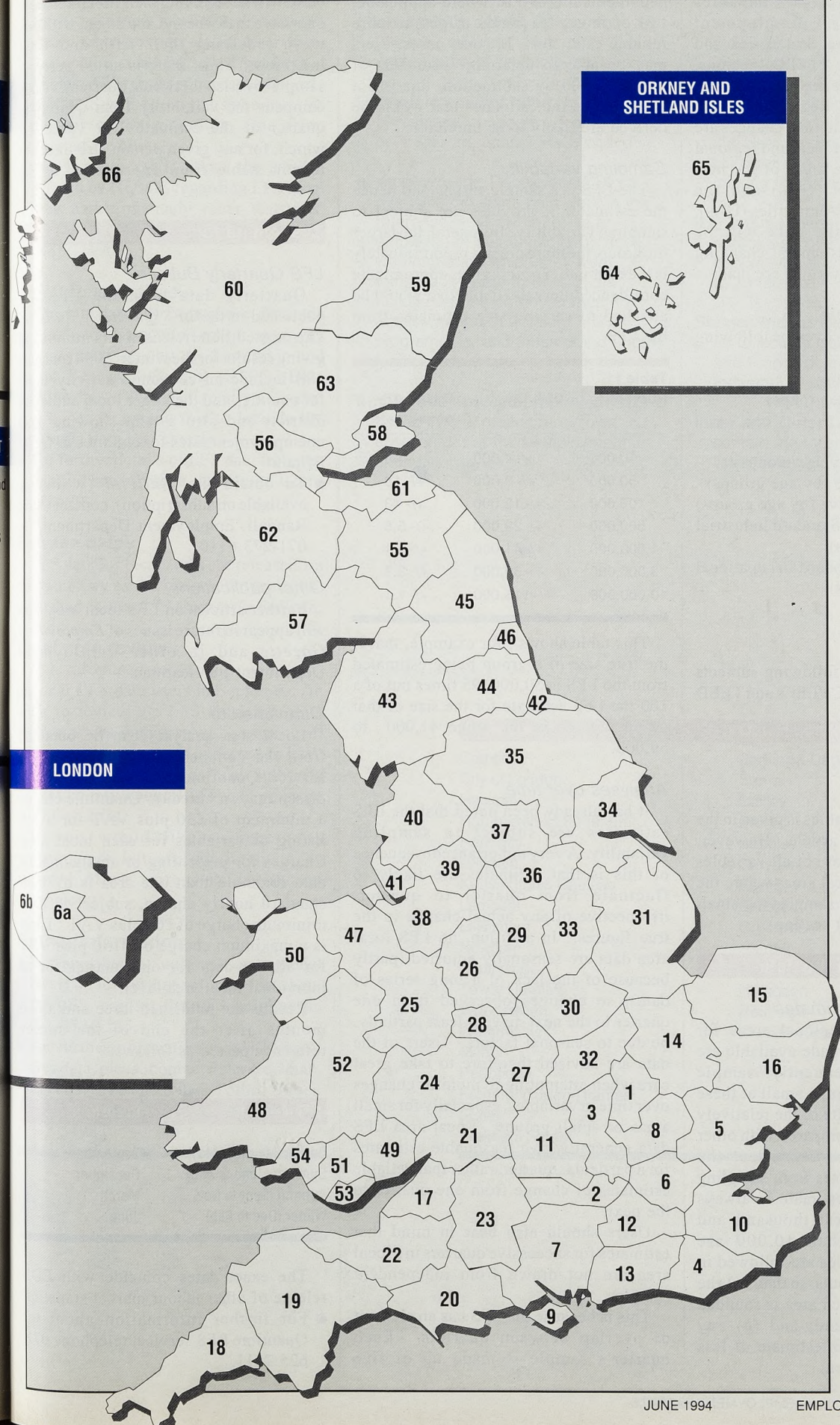
The counties with the highest percentages of employees and self-employed people working in service industries were mainly located in the South East of England. Inner and Outer London had the two highest percentages, at 85.9 per cent and 80.1 per cent respectively. Other areas with high proportions in services were Lothian region, which includes Edinburgh; South Glamorgan, which includes Cardiff; Gwynedd and the Western Isles.

Counties with the lowest percentages working in service industries were found in the Midlands (particularly in the rural areas of the West Midlands region), and the Welsh Border counties (especially Powys - the lowest of any county at 53.4 per cent). Other areas with low percentages were rural areas such as Cumbria, Dumfries and Galloway and Grampian.

**Map 8 Percentage of employees and self-employed in service industries (Divs. 6-9)**  
Autumn 1993 (not seasonally adjusted)



**Map 9 Index of counties**



- Bedfordshire 1
- Berkshire 2
- Buckinghamshire 3
- East Sussex 4
- Essex 5
- London 6
- Inner London 6a
- Outer London 6b
- Hampshire 7
- Hertfordshire 8
- Isle of Wight 9
- Kent 10
- Oxfordshire 11
- Surrey 12
- West Sussex 13
- Cambridgeshire 14
- Norfolk 15
- Suffolk 16
- Avon 17
- Cornwall 18
- Devon 19
- Dorset 20
- Gloucestershire 21
- Somerset 22
- Wiltshire 23
- Hereford and Worcester 24
- Shropshire 25
- Staffordshire 26
- Warwickshire 27
- West Midlands 28
- Derbyshire 29
- Leicestershire 30
- Lincolnshire 31
- Northamptonshire 32
- Nottinghamshire 33
- Humberside 34
- North Yorkshire 35
- South Yorkshire 36
- West Yorkshire 37
- Cheshire 38
- Greater Manchester 39
- Lancashire 40
- Merseyside 41
- Cleveland 42
- Cumbria 43
- Durham 44
- Northumberland 45
- Tyne and Wear 46
- Clwyd 47
- Dyfed 48
- Gwent 49
- Gwynedd 50
- Mid Glamorgan 51
- Powys 52
- South Glamorgan 53
- West Glamorgan 54
- Borders 55
- Central 56
- Dumfries and Galloway 57
- Fife 58
- Grampian 59
- Highlands 60
- Lothian 61
- Strathclyde 62
- Tayside 63
- Orkney Islands 64
- Shetland Islands 65
- Western Isles 66

## Areas covered

So far, LFS local area data have been produced for counties, local authority districts, Training and Enterprise Councils (TECs), local enterprise companies (LECs), and the Employment Department's Training, Enterprise and Education Directorate (TEED) regions. (Comparable aggregate analyses for Great Britain and Standard Regions are also produced). From time to time changes are made to the make-up of local and regional areas, for example the areas of the new Government Offices (GOs) and the proposed new Unitary Authorities (UAs). Wherever feasible the data will be amended to reflect customers' changing needs over time, as revisions are made.

## Information available

Local area LFS data cover the following subjects:

- Employment (by age groups)
- Employees
- Self employed
- ILO unemployed (by age groups)
- Economically active (by age groups)
- Economically inactive (by age groups)
- Industry sectors (by Standard Industrial Classification codes)
- Occupations (by Standard Occupational Classification codes)
- Ethnic minorities
- Full-time education

Information on the following subjects is also available for TECs/LECs and TEED regions only:

- Qualifications
- Job-related training

A full list of the variables is given in the box at the end of this article. However, readers should note that not all variables are available for all local areas where the estimates are based on samples too small to be reliable (see next section).

## Guidance on using the data

### Size of areas and estimates

Many of the sub-regional areas for which data are being made available are fairly small. Consequently, sample numbers can become quite small at these local area levels (in spite of the relatively large size of the LFS compared with other household surveys). To reflect the imprecision, which arises from sampling variability, any LFS estimate is always rounded to the nearest thousand and estimates of less than 10,000 are suppressed. These rules are followed in the LFS local area outputs, so that: (a) the base population for each area is rounded to the nearest thousand; and (b) any proportion based on an estimate of less than 10,000 is not given.

## Aggregation of data

The degree of data suppression is therefore a concern at sub-regional level. It is possible, though, to merge geographical areas, or where applicable, two or more age bands to obtain more reliable estimates. In some cases, users may be able to determine estimates of below 10,000 by subtraction: this is not advisable as the estimates that would be derived are likely to be unreliable.

## Sampling variability

The LFS is a sample survey and hence the estimates it provides are subject to sampling variability. In general, the larger the group, the more precise proportionately is the estimate. Table 1 gives approximate confidence intervals (C.I.s) that would be attached to varying size estimates from the LFS.

Number	95% C.I.	C.I. as a % of estimate
10,000	+/- 4,000	+/- 40
50,000	+/- 9,000	+/- 18
100,000	+/- 13,000	+/- 13
500,000	+/- 29,000	+/- 5.8
1,000,000	+/- 41,000	+/- 4.1
3,000,000	+/- 69,000	+/- 2.3
10,000,000	+/- 115,000	+/- 1.1

This table shows, for example, that if the true size of a group being estimated from the LFS is 50,000, 95 times out of a 100 the LFS estimate for the size of that group will be in the range 41,000 to 59,000.

## Analyses over time

It has already been noted that the LFS estimates are subject to sampling variability. A very important consequence of this is that estimates are likely to fluctuate from quarter to quarter, irrespective of any actual change in the true figures. In addition, no LFS local area data are seasonally adjusted (partly because of the lack of a long series of data), so changes observed from one quarter to the next may, at least partially, be due to seasonal factors. Users of the data are advised therefore to take great care when attempting to monitor changes over time in variables, especially for small areas or small groups. Local area LFS data generally give reasonable estimates for a particular quarter, rather than reliable estimates of change from one quarter to the next.

Users should also bear in mind that estimates for successive quarters in a local area are not drawn from independent samples.

This is because the LFS has an element of overlap between quarters. Each quarter's sample is made up of five

'waves', each consisting of about 12,000 households. Every sampled address in a wave is interviewed in five successive quarters, such that in any one quarter one wave will be receiving their first interview, one wave their second and so on, with one wave receiving their fifth and final interview. Thus, there is an 80 per cent sample overlap between quarters. This dampens the variability from quarter to quarter of the estimates for variables, which, for any given person, are likely to remain stable from one quarter to the next.

## Dissemination

### LFS Quarterly Bulletin

Quarterly data from the LFS are published in the *LFS Quarterly Bulletin*. The next edition (released this month and giving results for the winter 93/94 quarter) will include an economic activity table for counties and the larger local authority districts and also a map showing ILO unemployment rates for counties in Great Britain.

- To obtain the *Bulletin* (which is available on subscription), contact Chris Randall, Employment Department, on 071-273 6110.

### Other publications

Further articles on LFS local area data will appear in future issues of *Employment Gazette* and in other Employment Department publications.

### Quantime Ltd

Local area analyses can be obtained from the commercial computer bureau service Quantime Ltd (the ED's LFS dissemination bureau). Quantime charge a minimum of £30 plus VAT for a full listing of variables for each local area. Charges for presenting or amalgamating data for more than one area is by their standard hourly charge, subject to their minimum charge of £65 plus VAT. There is a maximum charge of £150 plus VAT for all the data for one quarter for an individual local area level.

Results are published three and a half months after the end of the survey reference period as follows:

LFS results for:	Published:
Spring (March to May)	September
Summer (June to Aug)	December
Autumn (Sept to Nov)	March
Winter (Dec to Feb)	June

The exact dates coincide with ED's release of other labour market statistics.

- For further information about the Quantime LFS service, telephone 071-625 7111.

## NOMIS

All LFS local area data are available on NOMIS (ED's National Online Manpower Information System). The LFS local area data on NOMIS can be outputted in three ways: by accessing pre-defined variables; standard tables; or user-defined variables based on the standard set of predefined variables. Charging for access to the data via NOMIS will be on the same basis as for other statistics, but is free from additional royalties.

- For further details about the service offered by NOMIS regarding LFS local area data and many other statistics, contact the NOMIS team on 091-374 2468/ 2490.

## ESRC Data Archive

The standard LFS database is made available to academic users for approved research purposes by the Economic and Social Research Council (ESRC) Data Archive, based at the University of Essex. It is hoped to extend this to include the local area data sets shortly.

- For further details of LFS data from the ESRC Data Archive, telephone 0206-872570.

## Release dates

LFS data for local areas are released on the same day as the main LFS results are published in the *LFS Quarterly Bulletin*.

## Local area review

It is proposed to consult with sub-regional LFS data users in September in order to review the LFS local area data service. Questionnaires will be sent to all known users and others expected to have a potential interest like local authority district/county council officials or those in TECs/LECs.

If you would like to receive a questionnaire but are not likely to be included, please write to Peter Newman (see below).

## Further information

- For analyses at national or regional level, or for further information about the LFS, contact the LFS helpline on 071-273 5585.
- For further information about LFS local area data, please contact Peter Newman, Level 1, Caxton House, Tothill Street, Victoria, London SW1H 9NF, tel 071-273 5498.

## Technical note

Definitions of terms used in the Labour Force Survey:

**Economically active:** People aged 16 and over who are either in employment or unemployed.

**Economic activity rate:** The percentage of people aged 16 and over who are economically active.

**In employment:** People aged 16 or over who did some paid work in the reference week (whether as an employee or self employed); those who had a job which they were temporarily away from (e.g. on holiday); those on government employment and training programmes; and those doing unpaid family work.

**Employees and self-employed:** This is based on the respondents' own assessment of their employment status.

**International Labour Office (ILO) measure of unemployment:** People without a job who were available to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained. This measure of unemployment is the standard measure for the EC set by Eurostat and is very useful for making international comparisons.

**ILO unemployment rate:** The percentage of economically active people who are unemployed on the ILO measure.

**Service Industries:** This is defined so as to include industry divisions 6, 7, 8 and 9 according to 1980 Standard Industrial Classification (SIC) codes.

**Inner and Outer London:** These areas contain the local authority districts listed below.

Inner London	Outer London
Camden	Barking & Dagenham
City of London	Barnet
Hackney	Bexley
Hammersmith & Fulham	Brent
Haringey	Bromley
Islington	Croydon
Kensington & Chelsea	Ealing
Lambeth	Enfield
Lewisham	Greenwich
Newham	Harrow
Southwark	Havering
Tower Hamlets	Hillingdon
Wandsworth	Hounslow
Westminster	Kingston upon Thames
Merton	
Redbridge	
Richmond upon Thames	
Sutton	
Waltham Forest	

# Employment Department

free leaflets

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

## ● GENERAL INFORMATION

**Just the job**  
Details of the extensive range of ED employment and training programmes and business help. EMPL45

## ● EMPLOYMENT LEGISLATION

**Written statement of employment particulars** PL700  
**Example form of a written statement of employment particulars** PL700  
**Redundancy consultation and notification** PL833  
**Employee's rights on insolvency of employer** PL718  
**Employment rights for the expectant mother** PL710  
**Suspension on medical grounds under health and safety regulations** PL705  
**Facing redundancy? Time off for job hunting or to arrange training** PL703  
**Union membership and non-membership rights** PL871  
**Itemized pay statement** PL704  
**Guarantee payments** PL724  
**Employment rights on the transfer of an undertaking** PL699  
**Rules governing continuous employment and a week's pay** PL711  
**Time off for public duties** PL702  
**Unfairly dismissed?** PL712  
**Rights of notice and reasons for dismissal** PL707  
**Redundancy payments** PL808  
**Limits on payments** PL827  
**Unjustifiable discipline by a trade union** PL865  
**Trade union executive elections** PL866  
**Trade union funds and accounting records** PL867  
**Trade union political funds** PL868  
**The payment of trade union subscriptions through the check-off** PL944

**Industrial Action and the law**  
A guide for individuals on their right to stop the unlawful organisation of industrial action. PL943

**Trade Union Reform and Employment Rights Act 1993 - a Guide** PL945

**Industrial action and the law - Employees' version** PL869

**Industrial action and the law - Employers' version** PL870

**Fair and unfair dismissal**  
A guide for employers PL714

**Individual rights of employees**  
A guide for employers PL716

**Offsetting pensions against redundancy payments**  
A guide for employers RPL1 (1983)

**Code of practice - picketing** PL928

**Code of practice - trade union ballots on industrial action** TUBALACT

## ● HEALTH AND SAFETY

**AIDS and work -**  
A guide for employees PL916

**AIDS and the workplace**  
A guide for employers PL893

**Alcohol in the workplace**  
A guide for employers PL859

**Drug misuse and the workplace**  
A guide for employers PL880

## ● INDUSTRIAL TRIBUNALS

**Industrial tribunals procedure - for those concerned in industrial tribunal proceedings** ITL1 (1986)

**Application to an industrial tribunal** IT1

**Industrial tribunals - appeals concerning improvement or prohibition notices under the Health and Safety at Work etc Act 1974** ITL19 (1983)

**Recoupment of benefit from industrial tribunal awards**  
A guide for employers PL720

## ● WAGES LEGISLATION

**The law on payments of wages and deductions**  
A guide to part 1 of the Wages Act 1986 PL810

**In cases of difficulty or for bulk supplies, orders should be sent to:**

**Cambertown Ltd**  
**Goldthorpe Industrial Estate**  
**Goldthorpe**  
**Rotherham**  
**S63 9BL**

Tel: 0709 888688

## ● SEX EQUALITY

**Rising to the Challenge**  
Realising women's potential in the workplace PL940

**Sexual harassment in the Workplace**  
A guide for employers PL923

**Sexual harassment in the workplace**  
A guide for employers PL924

**Sex discrimination in employment** PL867

**Collective agreements and sex discrimination** PL858

**A guide to the Sex Discrimination Act** PL858

## ● MISCELLANEOUS

**Equal Opportunities: Ten Point Plan for Employers** PL922(Rev)

**Be flexible**  
A guide to flexible working PL927

**The best of both worlds**  
A guide for employers on the benefits of a flexible approach to working arrangements DEMPJ074NJ

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

**The Employment Agencies Act 1973**  
Guidance on the Employment Agencies Act, 1973 and regulations. Employment agency licensing and service standards PL 919

**Quarterly Labour Force Survey**  
A guide to the new quarterly LFS: what is it, how it works, what it covers and how to obtain a copy PP6

**Note:** This list does not include the publications of the Training, Enterprise and Education Directorate (TEED) or the Employment Service, nor does it include any priced publications of the Employment Department.

# LABOUR FORCE SURVEY

071 273 5585

# HELP-LINE

Prepared by  
the Government  
Statistical Service

## CONTENTS FOR JUNE 1994

- 1 Trade union membership by region
- 2 Participation in full-time education and the labour force by age
- 3 How employees obtained their current job
- 4 ILO unemployed - jobsearch methods
- 5 Homeworkers

This monthly feature describes some of the recent requests for information from the Employment Department (ED)'s Labour Force Survey (LFS).

Most of the requests have been received by telephone via the ED's LFS Help-Line (071 273 5585).

The LFS covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the ED by the Office of Population Censuses and Surveys. Questions are asked about employment, self-employ-

ment, hours of work, unemployment, education and training and many other topics including demographic information such as age and ethnic origin.

This feature draws on results from the autumn (September to November 1993) LFS. Key results from the Survey were released in the LFS Quarterly Bulletin on 16 March 1994 and are summarised in tables 7.1, 7.2 and 7.3 of the 'Labour Market Data' pages of this month's Employment Gazette.

## 1 TRADE UNION MEMBERSHIP BY REGION

In the LFS autumn quarter survey, people in employment at that time are asked whether or not they are members of a trade union. This allows union membership to be analysed by a variety of personal characteristics.

For example, **figure 1** shows union densities (i.e. the percentages of employees who are members of a union) for all employees, men and women separately, and by region. It is clear from the maps that there

are quite distinct regional patterns in union density, with the highest occurring in Wales and the North. However, one-third of trade union members who were employees (2.43 million) lived in the South of England (London, Rest of the South East, and the South West).

**Figure 1** also shows that men are a little more likely to be members of a trade union: in autumn 1993, 38 per cent of male employees were trade

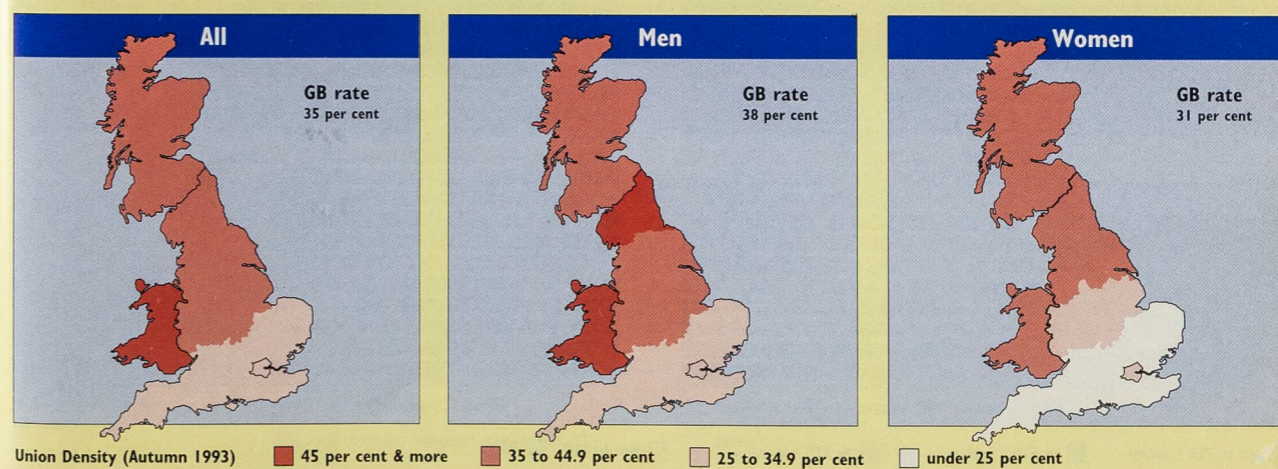
union members, compared with 31 per cent of women. (A more detailed feature article on trade union membership, based in part on LFS data for autumn 1993, appears elsewhere in this issue of *Employment Gazette*).

### UNION DENSITY IN THE LFS

Percentage of employees in a region who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members. Those respondents who were not contactable in the autumn 1993 quarter have been excluded for the purpose of calculating densities.

*Note:* Comparisons between years may be affected by variable rates of non-contacts.

**Figure 1** Union density of employees by region of residence (Great Britain, autumn 1993, not seasonally adjusted)



## 2 PARTICIPATION IN FULL-TIME EDUCATION AND THE LABOUR FORCE BY AGE

The LFS classifies people by their economic activity whether or not they are also in full-time education. It is also able to link this type of information with demographic details such as age. For example, **Figure 2** shows how full-time education

and participation in the labour force are combined to varying degrees by men and women of different ages.

According to autumn 1993 data, most full-time study takes place up to about age 25 and many students in this age group

are also economically active, usually with part-time jobs.

The proportion who are economically active, however, falls from 39 per cent of 16 year olds in school or college to 28 per cent of 22-25 year olds at college.

### LFS DEFINITIONS

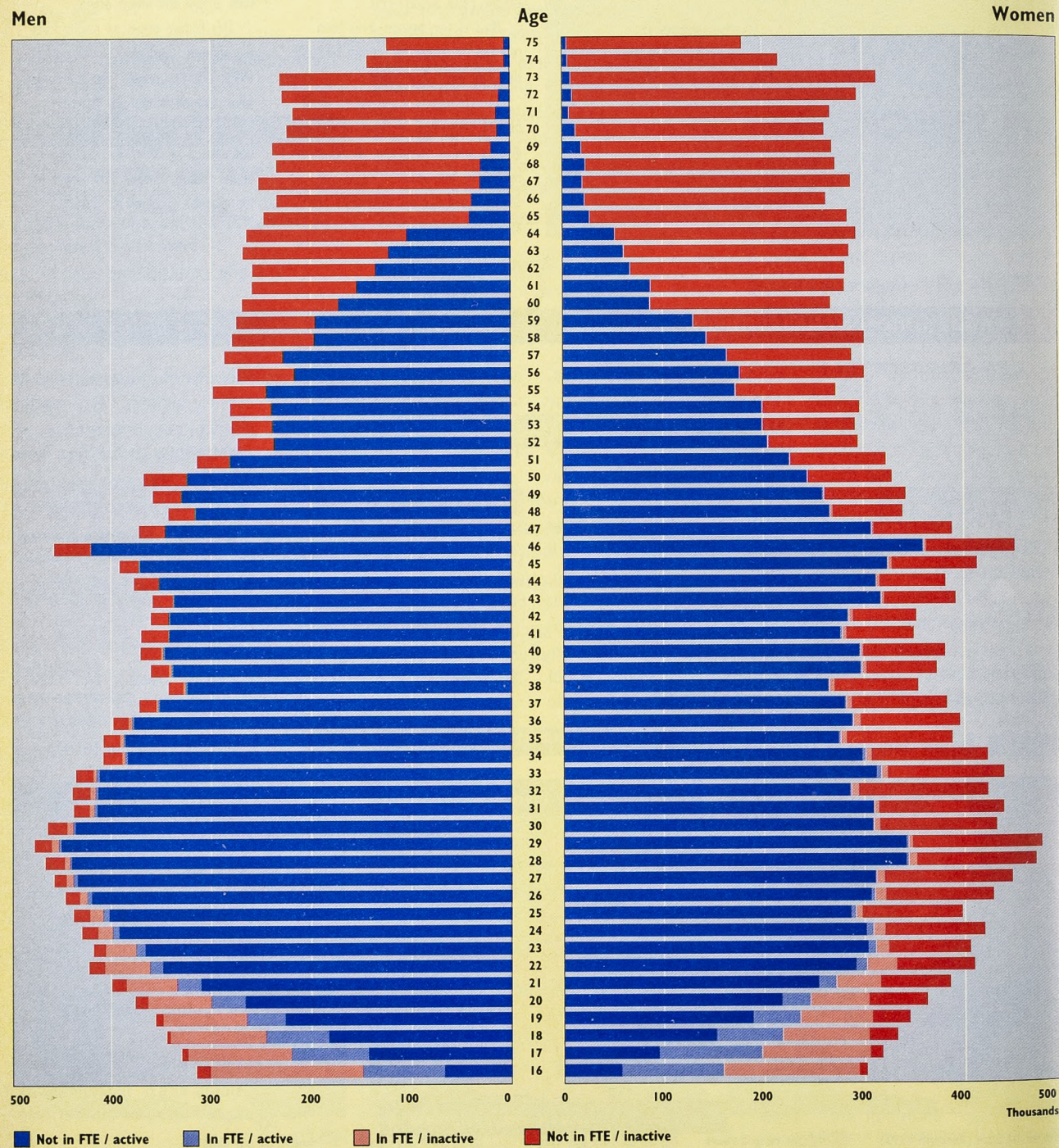
#### Economically active

People aged 16 and over who are either in employment or ILO unemployed.

#### Economically inactive

People who are neither in employment nor unemployed on the ILO measure.

**Figure 2** Men and women in full-time education (FTE) and the labour force by age (Great Britain, autumn 1993, not seasonally adjusted)



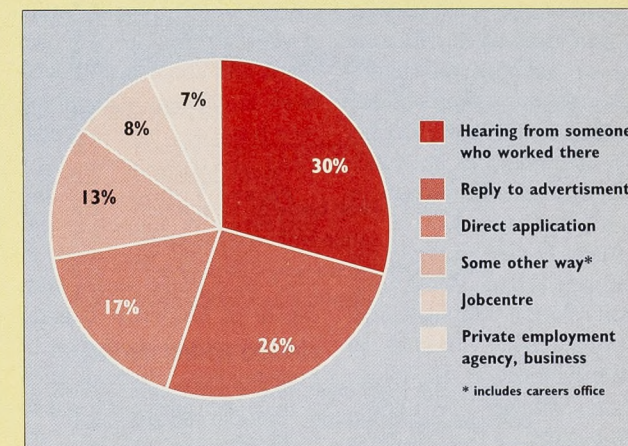
## 3 HOW EMPLOYEES OBTAINED THEIR CURRENT JOB

The LFS can identify how employees who had been with their employer for three months or less at the time of interview obtained their current job.

**Figure 3** shows that at the time of interview in autumn 1993, 30 per cent of such employees said they had obtained the job by hearing about it from someone already with the employer concerned; 26 per cent by replying to an advertisement; and 17 per cent by direct application. Because the pattern of replies from men and women were very similar, separate analyses have not been shown.

The figures are likely to understate the proportion of jobs that are obtained through Employment Service jobcentres. Earlier comparisons between surveys of individuals and other measures of different recruitment channels' shares of engagements suggest that people tend to understate the role of jobcentres in helping them find jobs. The LFS also omits many temporary and short-term engagements. Jobs which a respondent had started during the three months before interview but had left by the time of their survey interview are not included.

**Figure 3** How employees obtained their current job (within last three months) (Great Britain, autumn 1993, not seasonally adjusted)



## 4 ILO UNEMPLOYED - JOBSSEARCH METHODS

The Help-Line receives occasional requests for information about how unemployed people go about finding work.

**Figure 4** shows the main methods that the ILO unemployed used to look for work. For both men and women the two most frequent main methods of jobsearch were visiting a jobcentre or jobclub and

studying situations vacant columns in newspapers. Men are more likely than women to visit a Jobcentre or Jobclub as their main means of seeking work.

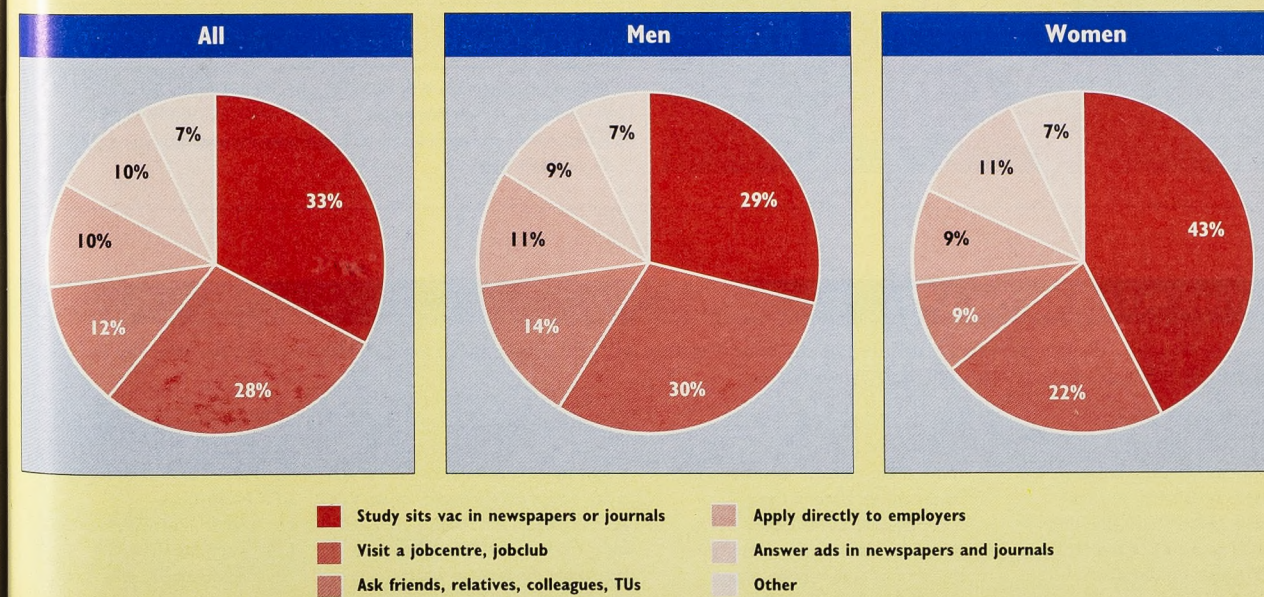
A full article about the characteristics of the unemployed appeared in the June 1993 Gazette and will be updated later this year.

### ILO DEFINITION OF UNEMPLOYED

The International Labour Office measure of unemployment refers to people without a job who are available to start work within the next two weeks and had either looked for work in the four weeks prior to interview; or were waiting to start a job they had already obtained.

This definition of unemployment is in accordance with that adopted by the 13th International Labour Statisticians, further clarified at the 14th ICLS, and promulgated by the ILO in its publications.

**Figure 4** Main method of looking for work (Great Britain, autumn 1993, not seasonally adjusted)



## 5 HOMEWORKERS

Many calls to the Help-Line ask for figures about people who work at home.

Table 1 shows the numbers of men and women who work in their own home, the industry sector and the occupations they work in. It also shows whether they are working for an outside firm, on their own account or for a family business.

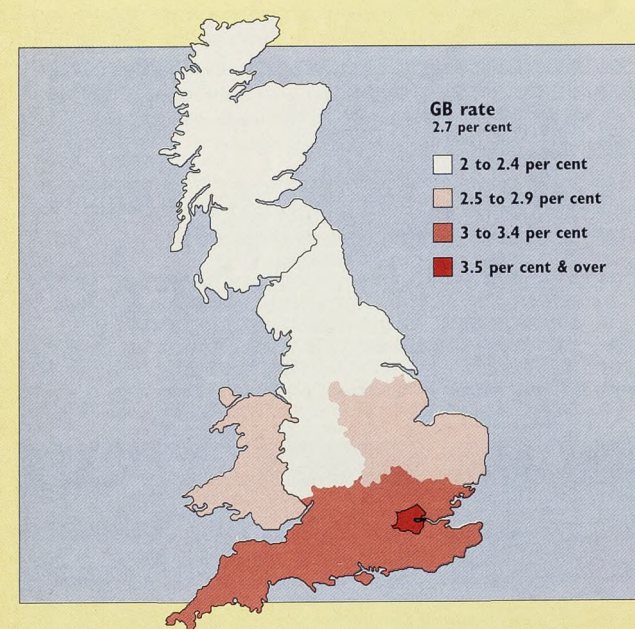
Many homeworkers in the managerial, professional, technical, clerical and secretarial occupations are likely to be using information technology to carry out their jobs at home, and this figure (472,000) therefore provides an indication of

the possible extent of teleworking.

Table 1 also includes information about unpaid family workers working in their own home and about people who work in different places using their home as a base (e.g. travelling sales representatives).

Figure 5 shows how the percentage of employees and self-employed who work in their own home varies with region of residence. London has the greatest proportion of homeworkers, although even here the percentage is less than 4 per cent.

**Figure 5** Employees and self-employed working in their own home by region (Great Britain, autumn 1993, not seasonally adjusted)



**Table 1** People working at home in main job by industry and occupation (Great Britain, autumn 1993, not seasonally adjusted)

(000s) <sup>a</sup>	All	Men	Women
<b>Paid employees and self-employed working in own home</b>	<b>662</b>	<b>195</b>	<b>466</b>
Industry:			
Manufacturing	97	23	74
Non-manufacturing	564	172	390
Occupation:			
Managers & administrators	151	64	86
Professional	70	40	30
Associate professional & technical	105	49	56
Clerical & secretarial	147	*	142
Craft & related	49	15	33
Plant & machine operatives	16	*	14
Other <sup>b</sup>	124	20	104

Who they work for:	All	Men	Women
for an outside organisation	113	32	80
on their own account	346	126	219
for a family business	203	37	165

### Others working in own home or using home as a base

Unpaid family workers working in their own home	65	15	50
People doing paid work in different places with home as a base	1,581	1,268	316

<sup>a</sup> Those who were non-contactable in the Autumn 1993 quarter have been allocated pro-rata according to those who responded to the homeworking question.

<sup>b</sup> Includes personal & protective occupations, sales occupations and other occupations.

\* Less than 10,000 in cell.



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## GETTING ACCESS TO THE LFS

There are several ways for users to get access to data from the quarterly LFS either in the form of published tables or in the form of anonymised individual data records for their own analysis.

### Labour Force Survey Quarterly Bulletin

Key results from the quarterly LFS are first published in the LFS Quarterly Bulletin (LFSQB) which is issued on a subscription basis by the Employment Department in September, December, March and

June. In addition, the LFSQB provides detailed technical notes about the concepts, definitions and methodology used in the LFS.

A full-page advertisement elsewhere in this issue describes the Bulletin. For subscription details telephone 071 273 6110.

### Quantime Bureau Service

The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, seven days a week, or you can get the results for analysis yourself using the Quantime database interrogation package with a standard personal computer.

For further details about the QUANTIME BUREAU SERVICE, telephone 071-625 7111.

### LFS Help-Line

For further information about the LFS, telephone the LFS HELP-LINE on 071-273 5585.

## Publication dates of main economic indicators June - August 1994

### Labour market statistics

Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.	
June .....	15 Wednesday
July .....	13 Wednesday
August .....	17 Wednesday

### Retail prices index

June .....	15 Wednesday
July .....	13 Wednesday
August .....	17 Wednesday

# LABOUR MARKET *update*

## Economic background

Table 0.1

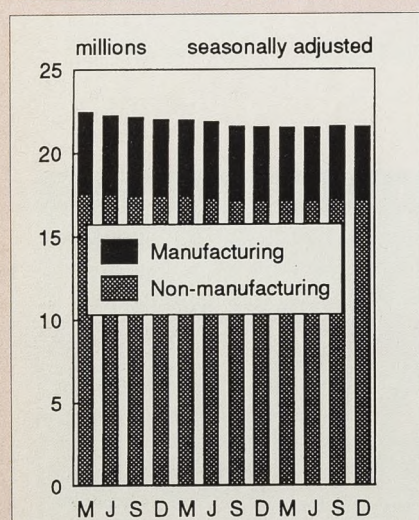
- **Gross Domestic Product (GDP)** in the first quarter of 1994 was 0.7 per cent higher than the previous quarter and 2.6 per cent higher than a year earlier.
- **Excluding oil and gas GDP** in the first quarter of 1994 was 0.6 per cent higher than the previous quarter and 2.0 per cent higher than a year earlier.
- **Retail Sales volumes** in the three months to April were 1.0 per cent higher than in the previous three months and 3.7 per cent higher than a year earlier.
- **Manufacturing output** in the first quarter of 1994 was 1.4 per cent higher than in the previous quarter and 1.9 per cent higher than a year earlier.
- The **balance of visible trade** in the three months to February was in deficit by £3.0 billion. This compares to a deficit of £3.6 billion in the previous three months and £4.2 billion a year earlier.
- Excluding oil and erratics **export volumes** in the three months to February were ½ per cent lower than the previous three months but ½ per cent higher than a year earlier.
- Excluding oil and erratics **import volumes** in the three months to February were 1½ per cent lower than the previous three months and ½ per cent higher than a year earlier.

## Employment

Figure 1. Tables 1.1 to 1.12, except 1.8

- Manufacturing employment in Great Britain fell by 12,000 in March following revised figures showing a fall of 3,000 in February and a rise of 3,000 in January. (Table 1.2)
- The March total of 4,241,000 employees in the manufacturing industries is now at its lowest recorded level. (Table 1.2)
- Overtime worked by operatives rose in March to 9.7 million hours per week, the highest level since July 1993. (Table 1.11)

Figure 1: Manufacturing and non manufacturing employees in employment: UK



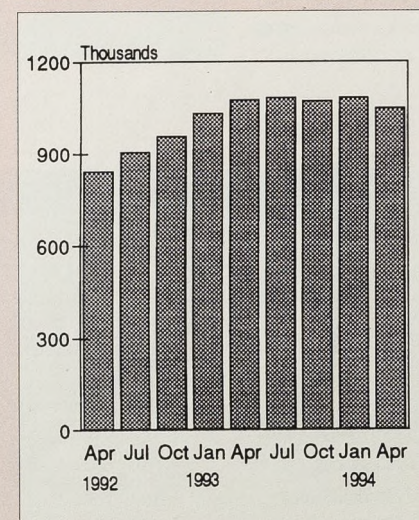
- Hours lost through short-time working fell slightly to 0.23 million hours per week in March, and still remain very low. (Table 1.11)
- In the quarter to December 1993, the workforce in employment in the UK fell by 6,000, following a rise of 111,000 in September. (Table 1.1)
- December's quarterly fall was made up of rises of 32,000 self-employed and 22,000 participants on work-related government training schemes, offset by falls of 51,000 employees and 8,000 HM forces. (Table 1.1)
- Service sector employees in Great Britain fell by 20,000 in the quarter to December following a rise of 140,000 in September. (Table 1.2)

## Claimant unemployment

Figures 2 and 3. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 36,800 in April to 2,682,500. (Table 2.1)
- Unemployment level 1,090,100 (68 per cent) higher than in April 1990 when claimant unemployment reached its last trough.
- Unemployment level is 259,400 (9 per cent) lower than a year ago. (Table 2.1)
- The seasonally adjusted rate of claimant unemployment, at 9.5 per cent of the workforce, was down 0.2 percentage points on the previous month. Lowest rate for two years. (Table 2.1)
- United Kingdom unemployment rate is 0.9 percentage points lower than 12 months ago and is lower than a year ago in all regions. (Tables 2.1 & 2.3)
- Between March and April 1994 the level of seasonally adjusted claimant unemployment fell in all regions except Northern Ireland where it remained the same. The largest percentage falls occurred in the South West, East Anglia and the South East. (Table 2.3)

Figure 2: Long term Claimant unemployment (over 1 year): UK



- The UK unadjusted total of claimants fell by 43,111 from last month to 2,734,434 or 9.7 per cent of the workforce, a fall of 0.2 percentage points on the rate for the previous month. (Table 2.1)
- UK long term (over 1 year) claimant unemployment fell by 36,314 in the quarter ended April 1994 to 1,045,563. (Tables 2.6,2.8)
- Unadjusted UK youth (18-24) claimant unemployment fell by 61,106 over the quarter ended April 1994 to 724,469. (Tables 2.5,2.6)

## Jobcentre vacancies

Tables 3.1-3.3

- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) increased by 5,300 to stand at 145,900 in April. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres fell sharply by 13,500 to 182,200 in April. However, this is still 6,600 (4 per cent) higher than April last year. (Table 3.1)
- The seasonally adjusted number of people placed into jobs by the Employment Service also fell sharply, by 12,000, to 136,000. (Table 3.1)

## Labour disputes

Figure 4. Tables 4.1, 4.2

- It is provisionally estimated that 8,000 working days were lost due to stoppages of work in March 1994. This compares with 4,000 in February 1994 and 74,000 in March 1993.
- The number of working days lost in the twelve months to March 1994 is provisionally estimated to be 0.5 million, equivalent to 22 days lost per 1,000 employees. This is lower than the corresponding period a year ago, and the annual total for 1993 (both 0.6 million), but equal to the 1992 total (0.5 million), the lowest for any calendar year on record.

Figure 3: UK Claimant youth unemployment (18-24 years old) as a share of total unemployment.

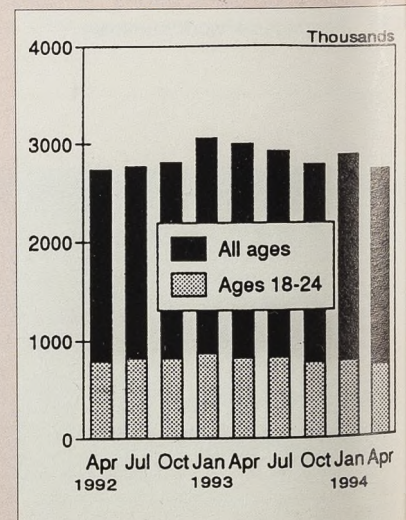
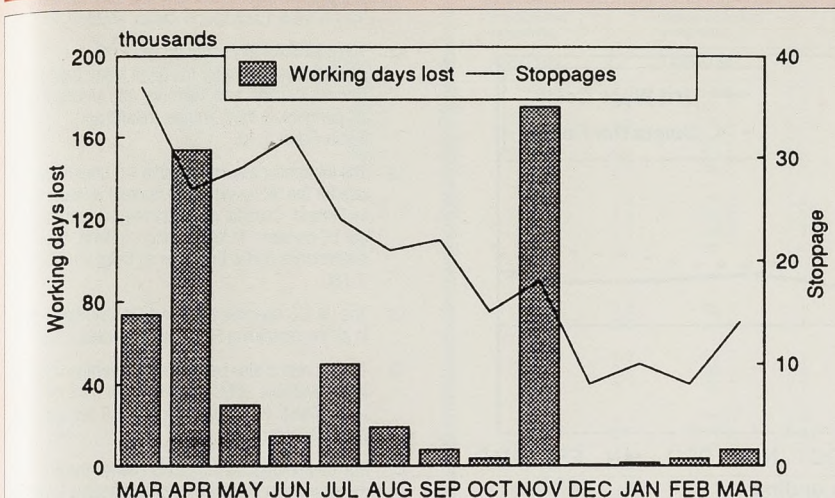


Figure 4: Working days lost and stoppages due to labour disputes: UK



- Of the 0.5 million days lost in the latest twelve month period, 46 per cent (217,000) were lost in public administration and sanitary services, and 31 per cent (144,000) were lost in the transport services and communication group.
- A provisional total of 14 stoppages were recorded as being in progress in March 1994. The twelve months to March total (168) is the lowest twelve months total on record. Data on stoppages in progress were first recorded in 1920.

## Average earnings

Figure 5. Tables 5.1,5.3

- Underlying rate of increase in average earnings for the whole economy in the year to March 1994 was provisionally estimated to be 4 per cent. This is ¼ per cent up on the revised February figure. Both the January and February rates have been revised up ¼ per cent as a result of much higher bonus payments. (Table 5.1)
- The September to November rate of 3 per cent was the lowest since 1967.
- Actual increase in whole economy average earnings was 4.3 per cent. (Table 5.1)
- In the manufacturing industries the increase was 4¾ per cent. The same as the revised February figure. The November manufacturing rate of 4 per cent was the lowest since 1967. (Table 5.1)
- The production industries increase was 5 per cent. This is ¼ per cent higher than the revised February figure. The October to December production industries rate of 4¼ was the lowest since 1967. (Table 5.1)
- In the service industries the increase was 3¾ per cent. This is ¼ per cent up on the revised February figure. The September and October figure of 2¾ per cent for the service sector was the lowest rate since series began in 1985. (Table 5.1)

## Productivity and unit wage costs

Figure 6. Tables 1.8,5.8

- Manufacturing output rose by 1.9 per cent in the three months ending March 1994, compared with a year earlier. (Table 1.8)

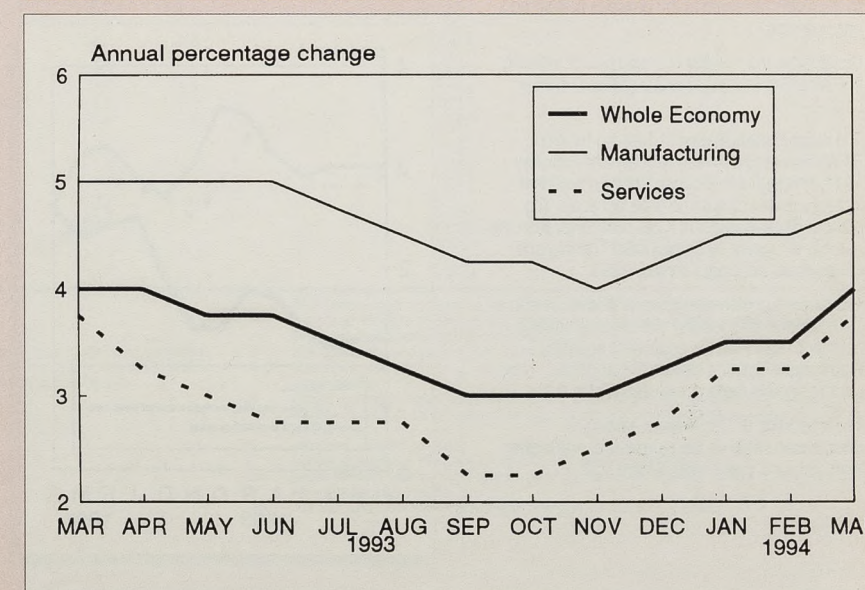
- Manufacturing productivity in terms of output per head rose 2.6 per cent in the three months ending March 1994. (Table 1.8)
- Manufacturing unit wage costs rose 2.0 per cent in the three months ending March 1994. (Table 5.8)
- Whole economy output per head was 2.4 per cent higher in the fourth quarter of 1993, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs rose 0.5 per cent in the fourth quarter of 1993, compared with a year earlier. (Table 5.8)

## Prices

Figure 7. Tables 6.1-6.5

- The increase over the 12 months to April in the "all-items" RPI was 2.6 per cent, up from 2.3 per cent for the 12 months to March. The increase mainly reflected the introduction of VAT on fuel

Figure 5: Underlying average earnings index: GB



... bills, a rise in average council tax bills (in contrast to reductions last April when it replaced the community charge) and the change in tax relief on mortgage interest payments. These increases more than offset last April's Budget increases in excise duties falling out of the 12-month comparison. (Table 6.1)

- Between March and April the "all-items" index rose by 1.2 per cent, compared to an increase of 0.9 per cent in April 1993. (Table 6.1)
- The increase in the index in April reflects rises in housing costs and in fuel bills. Motoring costs also rose and there were price rises for food and leisure services. There were, however, offers on household and leisure goods. (Table 6.2)
- Excluding mortgage interest payments, the latest 12-month rate of price increases was 2.3 per cent for April, down from 2.4 per cent for March and this remains the lowest on record for this series which began in 1975. On the nearest comparable basis, this rate remains the lowest since November 1967. (Table 6.2)
- The Tax and Price Index for April showed an increase over the latest 12 months of 3.0 per cent, up from 2.5 per cent for March.
- The 12-month rate of increase in the price index for the output of manufactured products is 2.2 per cent for April 1994, down from 2.8 per cent for March 1994. The index of prices of materials and fuels purchased by manufacturing industry decreased by 1.5 per cent over the year to April 1994, compared with a decrease of 2.8 per cent (revised) to March 1994.

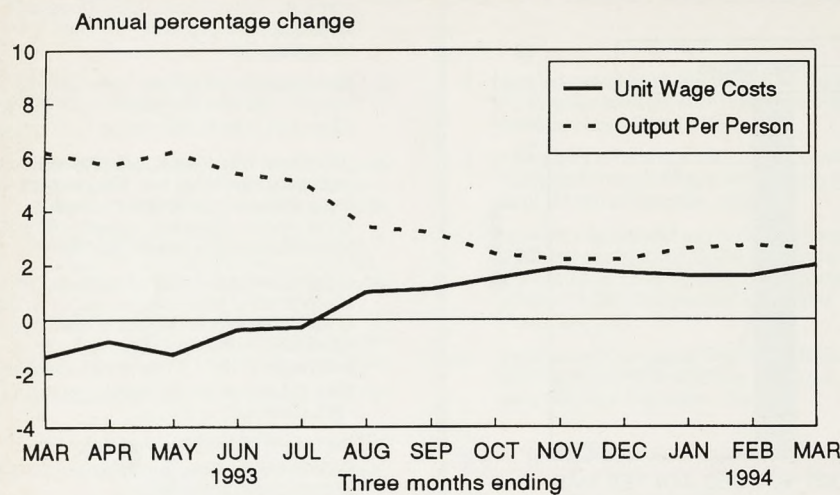
## Labour Force Survey

Figure 8. Tables 7.1-7.3

- The autumn 1993 LFS shows there were 2.81 million people unemployed on the internationally agreed ILO definition in Great Britain, a fall of 45,000 (seasonally adjusted) since summer 1993. (Table 7.1)
- This corresponds to an ILO unemployment rate of 10.1 per cent; by gender, the rate was 11.8 per cent for men and 7.8 per cent for women. (Table 7.3)



Figure 6: Manufacturing unit wage costs and output per person: UK



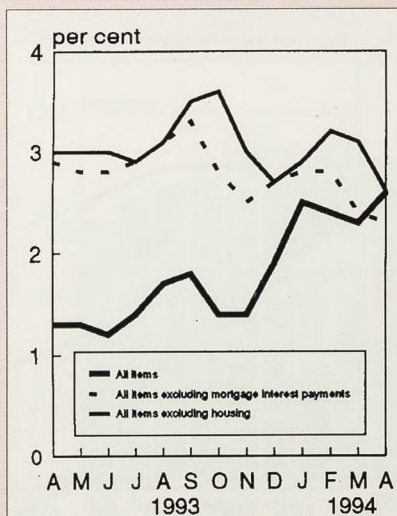
- The ILO unemployment rate was highest among those aged 16-19 (20.2 per cent) and lowest among those aged 35-49 (7.2 per cent). (Table 7.3)
- ILO unemployment from the LFS was 57,000 higher (seasonally adjusted) than the average level of the claimant count during the months September to November.
- For men ILO unemployment was 248,000 lower than the claimant count, while for women, ILO unemployment was 304,000 higher.
- The number of economically inactive people has exceeded 16.5 million (seasonally adjusted) for the first time since the consistent series began in 1984. (Table 7.1)
- The number of Youth Training (YT) participants fell slightly between January and February 1994, although this fall is consistent with a seasonal fall seen at the same time last year. The number of participants was 1 per cent higher in February 1994 than in February 1993. (Table 9.1)
- The proportions of YT leavers in a job 6 months after leaving was slightly higher in February 1994 than a year earlier, as were the proportion who gained a qualification while on YT. The current trends in both proportions continue fairly flat. (Table 9.4)
- The number of people on the Business Start-Up Scheme increased slightly between January and February 1994. However, for the same period last year there was no increase. (Table 9.1)

Training

Tables 9.1-9.10

- Seasonally adjusted, 13.6 per cent of employees of working age (2.8 million) had received training related to their current job in the four weeks prior to interview during Autumn 1993. This is similar to the levels observed in the previous quarter and one year ago.
- Unadjusted, the number of employees of working age receiving training was 2.9 million (14.0 per cent).
- The number participating in Training for Work (TFW) increased between January and February 1994, although this is consistent with seasonal increase seen at the same time last year. The number of participants is 8 per cent fewer than the number who were on Employment Training and Employment Action in February 1993.
- The proportion of leavers from TFW who were in a job 6 months after leaving was slightly higher in February 1994 than the equivalent figure for Employment Training leavers a year earlier. The current trend is more or less flat. (Table 9.2)
- The proportion of TFW leavers gaining a qualification while on the programme was higher than that for a year earlier. (Table 9.3)

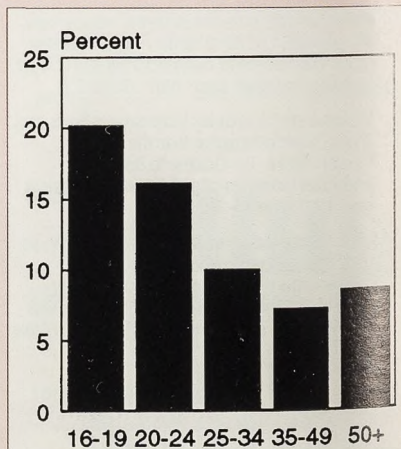
Figure 7: RPI, annual percentage change: UK



International comparisons

- International figures relating to the year ending December 1993 show civilian employment falling in France, Western Germany and Italy but rising in the UK, USA, Canada and Japan. (Table 1.9)
- The internationally comparable OECD unemployment rate for the UK is lower than in Finland, Canada, and Australia, and amongst our EC partners, in Italy, France, Ireland and Spain. (Table 2.18)
- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Finland, Canada, and Australia, and amongst our EC partners, in Italy, France, Ireland, Spain, Netherlands and is the same as Belgium. (Table 2.18)
- The UK ILO unemployment rate is still higher than in all the remaining EC countries. (Table 2.18)
- The UK rate is also below the EC average using the latest available SOEC data (10.0 per cent for the UK in March 1994 compared to 10.9 per cent for the EC average).
- The unemployment rate is also below the EC average using the latest available figures from the OECD (9.7 per cent for the UK in March 1994 compared with a February 1994 average for the EC -excluding Denmark, Greece and Luxembourg- of 11.1 per cent). (Table 2.18)
- Manufacturing average earnings increase higher than in 10 OECD countries. (Table 5.9)
- Manufacturing productivity growing faster than in 4 OECD countries shown in table 5.9 (excluding Belgium and Denmark).
- In EU countries there was an average rise in consumer prices of 3.2 per cent over the 12 months to March 1994, compared with 2.3 per cent in the UK. Over the same period consumer prices rose in France by 1.5 per cent and in West Germany by 3.2 per cent, while outside the EC, consumer prices rose by 2.5 per cent in the United States, 0.2 per cent in Canada and 1.3 per cent in Japan.
- It should be noted that these comparisons can be affected by variations in the way national indices are compiled. In particular, the treatment of housing costs differs between countries.

Figure 8: ILO unemployment rates by age (autumn 1993 LFS, not seasonally adjusted): GB



Seasonally adjusted

	Output				Income					
	GDP		Index of output UK		Real personal disposable income		Gross trading profits of companies <sup>4</sup>			
	1990=100	£ billion	1990=100	%	1990=100	%	£ billion	%		
1983	97.3	465.7	98.2	4.8	93.4	6.0	62.2	19.1		
1983 Q1	99.4	476.2	100.3	2.1	98.0	4.9	67.1	7.9		
1983 Q2	100.0	478.9	100.0	-0.3	100.0	2.0	67.3	0.3		
1983 Q3	97.7	467.7	96.0	-4.0	99.5	-0.5	71.6	6.4		
1983 Q4	97.2	465.4 r	95.6	-0.4	102.0	2.5	71.0	-0.8		
1983	99.0	474.3	98.1	2.6	103.5	1.5	81.5	14.8		
1983 Q1	98.2	117.5	96.7	1.8	103.5	3.2	19.2	15.1		
1983 Q2	98.6	118.0	97.4	2.6	103.7	1.7	19.3	8.1		
1983 Q3	99.4	119.0	98.5	2.6	103.5	0.7	20.8	13.9		
1983 Q4	100.0	119.8	99.6	3.1	103.5	0.6	22.2	21.9		
1984 Q1	100.7 P	..	..	..	..	..	..	..		
1983 Aug	..	..	98.5	2.9	95.3	1.1	..	..		
1983 Sep	..	..	98.6	2.7	95.5	1.4	..	..		
1983 Oct	..	..	99.6	2.2	95.7	1.1	..	..		
1983 Nov	..	..	99.9	2.6	95.8	1.4	..	..		
1983 Dec	..	..	99.3	3.1	95.6	1.7	..	..		
1984 Jan	..	..	99.9	3.7	96.6	2.0	..	..		
1984 Feb	..	..	100.7	3.7	97.2	2.0	..	..		
	Expenditure				Base lending rates <sup>8</sup>				Effective exchange rate <sup>+13</sup>	
	Consumer expenditure 1980 prices		Retail sales volumes <sup>1</sup>		Fixed investments <sup>5</sup>		General government consumption at 1990 prices		Stock changes 1990 prices <sup>7</sup>	
	£ billion	%	1990=100	%	£ billion	%	£ billion	%	£ billion	%
					All industries 1990 prices <sup>6</sup>					
					Manufacturing industries 1990 prices <sup>3,6</sup>					
1983	334.6	7.5	97.3	..	73.4	..	13.8	..	0.27	13.00
1983 Q1	345.4	3.2	99.3	2.1	82.0	11.7	15.0	8.2	0.48	15.00
1983 Q2	347.5	0.6	100.0	0.7	81.8	-0.2	14.2	-5.1	1.32	14.00
1983 Q3	340.0	-2.2	98.9	-1.1	75.4	-7.8	12.8	-10.0	3.47	10.50
1983 Q4	339.9	..	99.5	0.6	73.8	-2.2	11.9	-7.0	-2.17	7.00
1983	348.3	2.5	103.0	3.5	..	..	..	..	-1.02	5.50
1983 Q1	86.0	2.0	101.8	3.2	18.8	1.6	3.0	2.8	-0.74	6.00
1983 Q2	86.4	2.1	102.4	3.0	18.1	-1.1	2.9	-2.7	0.27	6.00
1983 Q3	87.5	2.7	103.4	3.7	18.2	0.6	3.0	-0.4	-0.59	6.00
1983 Q4	88.4	3.2	104.3	3.8	..	..	3.0 P	-2.4	0.04	5.50
1984 Q1	..	..	105.5 r	3.6	..	..	..	..	..	5.50
1983 Oct	..	..	104.0	3.4	..	..	..	..	..	6.00
1983 Nov	..	..	104.4	3.4	..	..	..	..	..	5.50
1983 Dec	..	..	104.4	3.8	..	..	..	..	..	5.50
1984 Jan	..	..	105.4 r	4.0	..	..	..	..	..	5.25
1984 Feb	..	..	105.2	3.8	..	..	..	..	..	5.25
1984 Mar	..	..	105.8	3.6	..	..	..	..	..	5.25
1984 Apr	..	..	106.2	3.7	..	..	..	..	..	5.25
	Visible trade		Balance of payments		Prices					
	Export volume <sup>1</sup>	Import volume <sup>1</sup>	Visible balance	Current balance	Tax and price index <sup>+1,10</sup>	Producer price index <sup>+1,3,10</sup>				
	1990=100	%	£ billion	£ billion	Jan 1987=100	%				
					Materials and fuels	Home sales				
					1990=100	%				
					1990=100	%				
1988	89.0	..	92.4	..	103.3	2.9	..	..		
1989	94.2	5.8	99.9	8.1	110.6	7.1	..	..		
1990	100.0	6.2	100.0	0.1	119.7	8.2	100.0	99.9		
1991	101.2	1.2	94.7	-5.3	126.2	5.4	97.8	-2.2		
1992	103.4	2.2	100.9	6.5	129.8	2.8	97.4	-0.4		
1993	106.4 r	2.9	104.4 r	3.5	131.4	1.3	101.8	4.5		
1992 Q4	105.6 r	..	103.4 r	..	..	..	..	..		
1993 Q1	106.1	4.3	104.5	7.6	129.5	0.6	103.7	7.8		
1993 Q2	105.2	1.9	102.0	0.9	131.6	1.2	104.2	6.6		
1993 Q3	107.2	4.1	104.1	2.2	132.1	1.7	100.1	-0.6		
1993 Q4	107.1	1.4	106.8	3.3	132.6	1.6	100.1	-2.5		
1993 Oct	109.8 r	..	106.5 r	..	132.6	1.7	98.7	3.8		
1993 Nov	104.5	..	104.9	..	132.4	1.5	100.1	1.2		
1993 Dec	107.0	..	108.9	..	132.7	1.6	101.6	-0.6		
1994 Jan	109.9	..	105.6	..	132.1	2.0	100.5	-1.9		
1994 Feb	109.3	..	101.9	..	132.9	2.4	101.3	-2.5		
1994 Mar	..	..	..	..	133.4	2.5	101.4 P	-3.0		
1994 Apr	..	..	..	..	135.3	2.7	101.8 P	-2.4		

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

1 The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
2 Production industries: SIC divisions 1 to 4.  
3 Manufacturing industries: SIC divisions 2 to 4.  
4 Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
5 Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.  
6 Including leased assets.  
7 Value of physical increase in stocks and work in progress.  
8 Base lending rate of the London clearing banks on the last Friday of the period shown.  
9 Average of daily rates.  
10 Annual and quarterly figures are average of monthly indices.

# 1.1 EMPLOYMENT Workforce\*

		THOUSAND								
Employees in employment		Male		Female		Self-employed persons (with or without employees)**	HM Forces #	Work-related government training programme ++	Workforce in employment ##	Workforce* \$
All	Part-time +	All	Part-time +	All	Part-time +					
<b>UNITED KINGDOM</b>										
<b>Unadjusted for seasonal variation</b>										
1990	Mar	12,018		10,750		3,532	306	436	27,042	28,687 \$
	Jun	12,046		10,872		3,547	303	423	27,191	28,747 \$
	Sep	12,043		10,829		3,508	303	413	27,096	28,770 \$
	Dec	11,884		10,891		3,469	300	418	26,963	28,813 \$
1991	Mar	11,642		10,727		3,431	298	406	26,504	28,646 \$
	Jun	11,530		10,731		3,393	297	353	26,305	28,546 \$
	Sep	11,447	1,015	10,664	4,738	3,347	297	338	26,094	28,544 \$
	Dec	11,343		10,709		3,301	295	355	26,002	28,554 \$
1992	Mar	11,228		10,675		3,254	293	363	25,813	28,521 \$
	Jun	11,211		10,695		3,208	290	325	25,728	28,406 \$
	Sep	11,042		10,508		3,211	284	315	25,360	28,208 \$
	Dec	10,969	1,140	10,585	4,830	3,167	280	354	25,355	28,338 \$
1993	Mar	10,904	1,107	10,527	4,789	3,122	275	352	25,181	28,178 \$
	Jun	10,829		10,622		3,178	271	311	25,311	28,176 \$
	Sep	10,945		10,620		3,183	267	305	25,319	28,231 \$
	Dec	10,873	1,153	10,678	4,940	3,232	258	326	25,368	28,150 \$
<b>UNITED KINGDOM</b>										
<b>Adjusted for seasonal variation</b>										
1990	Mar	12,060		10,798		3,521	306	436	27,121	28,719
	Jun	12,040		10,852		3,537	303	423	27,155	28,770
	Sep	12,005		10,856		3,498	303	413	27,075	28,750
	Dec	11,878		10,841		3,459	300	418	26,997	28,747
1991	Mar	11,682		10,767		3,421	298	406	26,574	28,666
	Jun	11,514		10,706		3,383	297	353	26,254	28,554
	Sep	11,419	1,049	10,693	4,803	3,336	297	338	26,084	28,536
	Dec	11,341		10,670		3,290	295	355	25,950	28,498
1992	Mar	11,265		10,707		3,243	293	363	25,872	28,524
	Jun	11,186		10,664		3,196	290	325	25,661	28,393
	Sep	11,022		10,538		3,228	284	315	25,387	28,228
	Dec	10,970	1,119	10,552	4,793	3,168	280	354	25,324	28,296
1993	Mar	10,940	1,109	10,555	4,796	3,116	275	352	25,238	28,172
	Jun	10,900		10,590		3,166	271	311	25,238	28,153
	Sep	10,928		10,650		3,200	267	305	25,349	28,251
	Dec	10,877	1,130	10,649	4,906	3,232	258	326	25,343	28,114
<b>GREAT BRITAIN</b>										
<b>Unadjusted for seasonal variation</b>										
1990	Mar	11,741	964	10,493	4,605	3,460	306	423	26,423	27,970 \$
	Jun	11,768	1,016	10,612	4,700	3,471	303	410	26,565	28,025 \$
	Sep	11,762	973	10,567	4,604	3,432	303	397	26,462	28,037 \$
	Dec	11,603	1,036	10,624	4,728	3,394	300	402	26,322	28,077 \$
1991	Mar	11,363	1,043	10,462	4,657	3,355	298	390	25,868	27,912 \$
	Jun	11,253	1,049	10,467	4,703	3,316	297	333	25,666	27,808 \$
	Sep	11,170	981	10,399	4,632	3,270	297	318	25,454	27,801 \$
	Dec	11,067	1,043	10,439	4,731	3,224	295	336	25,360	27,811 \$
1992	Mar	10,953	1,033	10,407	4,699	3,178	293	345	25,176	27,779 \$
	Jun	10,936	1,070	10,427	4,725	3,132	290	307	25,091	27,665 \$
	Sep	10,787	1,035	10,239	4,603	3,135	284	297	24,722	27,459 \$
	Dec	10,695	1,105	10,314	4,717	3,091	280	337	24,717	27,595 \$
1993	Mar	10,632	1,072	10,256	4,676	3,046	275	336	24,545	27,436 \$
	Jun	10,655	1,084	10,353	4,737	3,103	271	296	24,678	27,440 \$
	Sep	10,670	1,097	10,349	4,721	3,109	267	288	24,682	27,486 \$
	Dec	10,597	1,114	10,403	4,823	3,157	258	311	24,727	27,410 \$
<b>GREAT BRITAIN</b>										
<b>Adjusted for seasonal variation</b>										
1990	Mar	11,783	963	10,540	4,622	3,449	306	423	26,501	28,002
	Jun	11,762	1,001	10,592	4,673	3,461	303	410	26,528	28,047
	Sep	11,725	1,003	10,593	4,665	3,422	303	397	26,440	28,021
	Dec	11,598	1,021	10,576	4,681	3,383	300	402	26,259	28,014
1991	Mar	11,403	1,042	10,501	4,671	3,345	298	390	25,937	27,932
	Jun	11,236	1,032	10,441	4,674	3,306	297	333	25,613	27,815
	Sep	11,142	1,016	10,427	4,693	3,260	297	318	25,445	27,796
	Dec	11,065	1,024	10,402	4,690	3,213	295	336	25,311	27,757
1992	Mar	10,990	1,034	10,438	4,708	3,166	293	345	25,233	27,782
	Jun	10,911	1,052	10,395	4,698	3,120	290	307	25,023	27,650
	Sep	10,747	1,071	10,269	4,662	3,152	284	297	24,749	27,483
	Dec	10,697	1,083	10,284	4,679	3,092	280	337	24,689	27,555
1993	Mar	10,667	1,073	10,284	4,683	3,040	275	336	24,601	27,430
	Jun	10,625	1,066	10,319	4,713	3,092	271	296	24,603	27,415
	Sep	10,653	1,132	10,378	4,777	3,126	267	288	24,712	27,510
	Dec	10,602	1,091	10,377	4,789	3,158	258	311	24,705	27,376

Definitions of terms used will be found at the end of the section.  
 \* Workforce in employment plus claimant unemployed.  
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.  
 \*\* Estimates of the self-employed are based on the results of the Labour Force Survey. The Northern Ireland estimates are not seasonally adjusted.  
 ++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.  
 ## Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See *Employment Gazette*, p S6, August 1988.  
 \$ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes to the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YT guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see table 2.1 and 2.2 and their footnotes.  
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

# EMPLOYMENT 1.2 Employees in employment in Great Britain\*

		THOUSAND							
GREAT BRITAIN		All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*	
SIC 1980 Divisions or classes		All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted
	June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
	June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
	June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
	June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
	June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
	June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
	June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
	June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613
	June	22,380	22,353	4,994	5,014	5,434	5,456	6,494	6,516
	June	21,719	21,677	4,599	4,614	5,029	5,046	5,994	6,011
1991	Oct			4,544	4,515	4,966	4,936		
	Nov			4,533	4,504	4,950	4,920		
	Dec	21,506	21,467	4,517	4,503	4,931	4,917	5,865	5,849
1992	Jan			4,454	4,473	4,866	4,884		
	Feb			4,438	4,465	4,845	4,870		
	Mar	21,360	21,428	4,428	4,455	4,834	4,861	5,738	5,770
	Apr			4,402	4,435	4,804	4,837		
	May			4,395	4,426	4,792	4,825		
	June	21,363	21,307	4,412	4,419	4,806	4,815	5,692	5,702
	July			4,394	4,380	4,788	4,775		
	Aug			4,373	4,345	4,766	4,737		
	Sep	21,006	21,016	4,364	4,326	4,755	4,716	5,625	5,581
	Oct			4,332	4,304	4,721	4,691		
	Nov			4,308	4,282	4,692	4,666		
	Dec	21,010	20,981	4,274	4,267	4,653	4,645	5,502	5,492
1993	Jan			4,245	4,269	4,622	4,644		
	Feb			4,238	4,265	4,611	4,636		
	Mar	20,888	20,951	4,243	4,270	4,611	4,637	5,442	5,474
	Apr			4,235	4,265	4,596	4,627		
	May			4,234	4,263	4,587	4,618		
	June	21,008	20,945	4,269	4,270	4,615	4,617	5,427	5,431
	July			4,294	4,277	4,639	4,623		
	Aug			4,302	4,273	4,644	4,615		
	Sep	21,018	21,031	4,293	4,257	4,630	4,592	5,425	5,383
	Oct			4,300	4,273	4,636	4,607		
	Nov			4,300	4,277	4,633	4,609		
	Dec	21,001	20,978	4,256	4,253	4,583	4,579	5,364	5,357
1994	Jan R			4,229	4,25				

# 1.2 EMPLOYMENT

## Employees in employment in Great Britain

THOUSAND

SEASONALLY ADJUSTED										
Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber plastics etc (46,48-49)	Paper products printing and publishing (47)	Construction (50)*	Wholesale distribution and repairs (61-63,67)	
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)	
1981 June	361	349	410	664	614	500	510	1,100	1,112	
1982 June	315	337	385	638	577	473	495	1,038	1,115	
1983 June	296	318	344	599	548	469	481	1,017	1,125	
1984 June	278	290	332	582	547	472	477	1,013	1,157	
1985 June	271	277	328	576	550	476	480	995	1,150	
1986 June	263	264	319	557	555	488	469	964	1,135	
1987 June	257	245	322	544	544	459	476	982	1,139	
1988 June	268	232	334	544	547	519	479	1,019	1,169	
1989 June	262	228	334	532	515	533	488	1,055	1,207	
1990 June	246	243	315	527	478	541	483	1,060	1,199	
1991 June	222	221	283	530	415	484	463	965	1,132	
1991 Oct	226	208	275	508	414	477	453			
1991 Nov	225	205	273	505	413	476	455			
1991 Dec	207	207	274	506	414	472	455	933	1,122	
1992 Jan	228	199	272	504	413	466	457			
1992 Feb	227	202	272	503	414	467	450			
1992 Mar	225	202	269	503	417	473	451	909	1,115	
1992 Apr	224	200	268	504	417	465	446			
1992 May	224	199	267	504	416	462	446			
1992 June	226	195	270	502	414	465	453	888	1,095	
1992 July	228	192	269	502	404	458	455			
1992 Aug	225	190	264	501	403	455	452			
1992 Sep	223	188	259	501	411	456	450	865	1,066	
1992 Oct	216	187	261	500	404	457	451			
1992 Nov	212	185	259	499	404	457	446			
1992 Dec	209	184	258	497	406	455	446	847	1,068	
1993 Jan	203	184	257	498	409	457	447			
1993 Feb	205	183	257	494	409	458	450	837	1,067	
1993 Mar	208	182	258	494	416	459	451			
1993 Apr	206	181	259	490	416	461	450			
1993 May	203	180	260	484	419	464	449			
1993 June	202	180	260	488	425	465	447	814	1,082	
1993 July	199	179	260	491	429	474	448			
1993 Aug	193	178	260	488	430	475	449			
1993 Sep	196	175	260	484	434	465	454	791	1,092	
1993 Oct	198	180	261	491	435	460	452			
1993 Nov	199	180	262	493	437	463	455			
1993 Dec	200	175	262	490	436	466	449	778 P	1,081	
1994 Jan	200	174 R	263	487 R	434	468 R	453			
1994 Feb	202	173	262	485	433	470	455			
1994 Mar	202	172	263	473	435	474	450			

### SEASONALLY ADJUSTED

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance, business services and leasing (81-85)*	Public administration etc + (91-92)*	Education (93)*	Medical and other health services, veterinary services (95)	Other services ** (94,96-98)*	
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(94,96-98)*	
1981 June	2,069	891	973	429	1,706	1,842	1,552	1,251	1,274	
1982 June	2,001	920	930	427	1,766	1,824	1,534	1,262	1,295	
1983 June	1,982	911	900	424	1,846	1,861	1,526	1,251	1,302	
1984 June	2,032	960	895	424	1,942	1,880	1,535	1,254	1,384	
1985 June	2,062	994	887	419	2,041	1,864	1,547	1,303	1,465	
1986 June	2,079	995	865	412	2,140	1,871	1,581	1,313	1,526	
1987 June	2,083	1,000	851	413	2,253	1,911	1,631	1,337	1,594	
1988 June	2,159	1,078	870	430	2,431	1,922	1,680	1,389	1,698	
1989 June	2,269	1,169	902	438	2,595	1,863	1,711	1,418	1,656	
1990 June	2,325	1,225	925	436	2,699	1,932	1,726	1,450	1,640	
1991 June	2,315	1,198	901	428	2,628	1,948	1,702	1,493	1,654	
1991 Oct										
1991 Nov										
1991 Dec	2,311	1,152	888	425	2,609	1,821	1,807	1,522	1,685	
1992 Jan										
1992 Feb										
1992 Mar	2,323	1,164	894	416	2,597	1,800	1,842	1,536	1,703	
1992 Apr										
1992 May										
1992 June	2,309	1,176	884	409	2,604	1,793	1,832	1,554	1,694	
1992 July										
1992 Aug										
1992 Sep	2,255	1,170	869	383	2,589	1,810	1,808	1,550	1,675	
1992 Oct										
1992 Nov										
1992 Dec	2,250	1,181	872	380	2,608	1,819	1,803	1,554	1,698	
1993 Jan										
1993 Feb										
1993 Mar	2,248	1,174	866	379	2,632	1,785	1,820	1,547	1,700	
1993 Apr										
1993 May										
1993 June	2,255	1,161	867	372	2,656	1,792	1,827	1,543	1,711	
1993 July										
1993 Aug										
1993 Sep	2,272	1,194	866	370	2,689	1,808	1,813	1,554	1,730	
1993 Oct										
1993 Nov										
1993 Dec	2,287	1,189	857	367	2,706	1,793	1,798	1,558	1,738	
1994 Jan										
1994 Feb										
1994 Mar										

Note: Estimates for groups of industry classes are now seasonally adjusted from September 1981 for quarterly data and from September 1984 for monthly data. For unadjusted figures, please see tables 1.3 and 1.4.  
A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures are available for September 1991; the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article in *Employment Gazette*, pp 117-126, April 1993 for further details.

# EMPLOYMENT 1.3

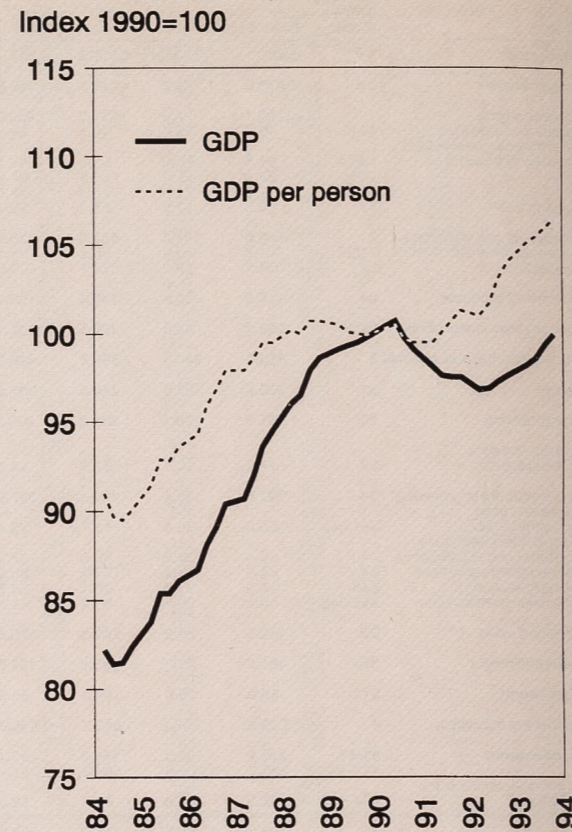
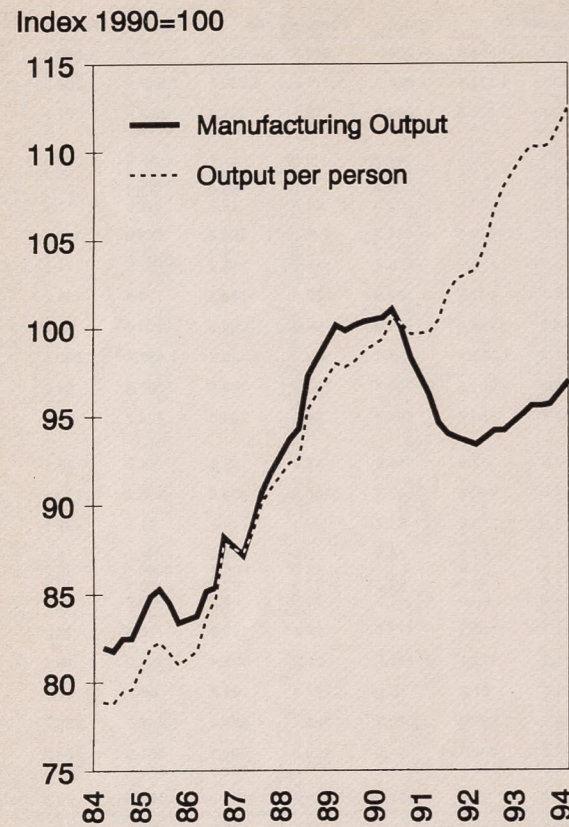
## Employees in employment: industry: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Mar 1993 R			Jan 1994 R			Feb 1994 R			Mar 1994		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,260.1	1,350.8	4,610.8	3,212.4	1,342.4	4,554.8	3,209.8	1,344.2	4,554.0	3,191.7	1,340.8	4,532.5
Manufacturing industries	2-4	2,970.0	1,273.2	4,243.1	2,959.8	1,269.7	4,229.4	2,958.9	1,271.7	4,230.5	2,947.1	1,268.9	4,216.1
Energy and water supply	1	290.1	77.6	367.7	252.7	72.7	325.4	250.9	72.5	323.5	244.6	71.9	316.5
Coal extraction and solid fuels	111	46.7	2.7	49.4	24.0	1.9	26.0	23.1	1.9	25.0	19.5	1.9	21.4
Extraction of mineral oil and natural gas/mineral oil processing	13/14	54.8	11.0	65.8	48.4	10.1	58.5	47.8	9.8	57.6	47.9	9.7	57.7
Electricity	161	88.0	27.3	115.3	84.2	26.2	110.4	83.9	26.0	110.0	82.4	25.7	108.1
Gas	162	51.6	21.6	73.3	48.6	20.5	69.1	48.4	20.5	69.0	46.9	20.5	67.4
Water supply industry	17	36.5	11.9	48.3	35.4	11.2	46.6	35.8	11.4	47.2	35.9	11.3	47.3
Metal manufacturing and chemicals	2	446.8	148.5	595.3	430.7	148.6	579.3	431.2	149.6	580.8	433.0	148.8	581.8
Extraction of metal ores and minerals	21/23	21.7	3.9	25.6	21.1	3.9	25.0	21.0	3.9	24.9	21.0	4.5	25.5
Metal manufacture	22	106.7	16.0	122.7	100.5	14.7	115.2	100.4	14.8	115.2	100.8	14.2	115.0
Non-metallic mineral products	24	110.5	35.9	146.4	108.0	35.8	143.7	109.9	36.4	146.3	110.5	36.2	146.7
Chemical industry/man-made fibres	25/26	207.9	92.6	300.5	201.2	94.2	295.4	199.9	94.5	294.5	200.6	93.9	294.5
Metal goods, engineering and vehicles	3	1,453.6	390.6	1,844.2	1,438.1	381.2	1,819.3	1,438.4	382.0	1,820.3	1,436.7	380.5	1,817.1
Metal goods nes	31	200.9	55.6	256.5	207.5	54.2	261.8	205.7	53.9	259.6	207.0	54.5	261.5
Mechanical engineering	32	501.0	100.3	601.3	495.0	94.6	589.6	494.7	94.3	589.0	490.7	95.1	585.8
Office machinery and data processing equipment	33	44.9	18.4	63.3	44.5	17.5	62.0	44.8	17.5	62.3	44.5	18.1	62.6
Electrical and electronic engineering	34	307.6	143.8	451.4	307.5	144.9	452.4	308.7	145.3	454.0	306.2	143.6	449.7
Wires, cables, and basic electrical equipment	341/342	85.6	30.6	116.2	82.4	33.0	115.3	82.7	33.1	115.8	81.9	32.5	114.4
Electrical equip. for industrial use and batteries and accumulators	343	35.4	17.6	52.9	37.0	17.9	54.9	36.6	18.1	54.7	36.1	16.7	52.8
Telecommunications equipment	344	88.0	37.8	125.8	88.2	36.4	124.6	88.3	36.8	125.1	86.1	36.0	122.0
Other electronic equipment	345	58.3	37.8	96.1	58.9	37.8	96.7	58.3	37.9	96.2	58.0	38.9	96.9
Lighting/Appliances/installation	346-348	40.3	20.1	60.4	41.1	19.7	60.9	41.2	19.5	60.7	42.0	19.4	61.5
Motor vehicles and parts	35	182.5	24.2	206.8	176.8	22.2	199.1	177.5	22.4	199.9	178.3	22.2	200.5
Other transport equipment	36	161.7	22.2	183.9	151.5	21.2	172.7	151.2	21.2	172.4	154.2	19.6	173.8
Instrument engineering	37	55.0	26.0	80.9	55.3	26.5	81.8	55.8	27.4	83.2	55.7	27.4	83.2
Other manufacturing industries	4	1,069.6	734.1	1,803.7	1,090.9	739.8	1,830.8	1,089.3	740.1	1,829.4	1,077.5	739.7	1,817.2
Food, drink and tobacco	41/42	292.2	195.1	487.3	293.1	192.0	485.1	291.1	190.0	481.1	281.0	184.2	465.2
Food	411-423	233.7	172.5	406.2	241.1	171.2	412.3	239.7	169.5	409.3	232.1	164.3	396.5
Alcoholic, soft drink and tobacco manufacture	424-429	58.5	22.6	81.1	52.0	20.8	72.8	51.3	20.5	71.8	48.9	19.9	68.7
Textiles	43	9											

# 1.8 EMPLOYMENT

Indices of output, employment and productivity



SIC 1992	Whole economy			Production industries			Manufacturing industries		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1986	88.6	92.0	96.3	90.1	102.5	88.0	85.6	101.3	84.6
1987	92.7	93.8	98.9	93.7	101.2	92.6	89.6	100.5	89.2
1988	97.3	96.9	100.4	98.2	102.0	96.2	95.9	101.8	94.2
1989	99.4	99.3	100.1	100.3	102.0	98.3	100.2	102.1	98.1
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.7	97.3	100.4	96.0	93.7	102.5	94.7	93.5	101.2
1992	97.2	94.8	102.5	95.6	88.8	107.7	93.9	88.9	105.7
1993	99.1	93.7	105.8	98.1	86.0	114.0	95.5	86.7	110.1
1986 Q4	90.4	92.3	97.9	92.0	101.3	90.8	88.2	100.3	87.9
1987 Q1	90.7	92.6	97.9	92.0	100.7	91.3	87.2	99.9	87.3
1987 Q2	92.0	93.3	98.6	92.9	101.1	92.0	88.8	100.4	88.4
1987 Q3	93.6	94.1	99.5	94.5	101.4	93.2	90.7	100.7	90.1
1987 Q4	94.5	95.0	99.5	95.4	101.6	93.9	91.8	101.1	90.9
1988 Q1	96.0	95.8	100.2	96.5	101.9	94.7	93.7	101.5	92.4
1988 Q2	96.5	96.5	100.0	97.2	102.0	95.3	94.3	101.8	92.6
1988 Q3	97.9	97.3	100.7	99.4	102.1	97.3	95.4	101.9	95.4
1988 Q4	98.6	97.9	100.7	99.6	102.2	97.5	98.3	102.1	96.3
1989 Q1	99.1	98.6	100.5	99.9	102.3	97.7	100.2	102.3	98.0
1989 Q2	99.3	99.2	100.1	99.9	102.1	97.8	99.9	102.2	97.8
1989 Q3	99.5	99.5	100.0	100.5	102.0	98.6	100.2	102.1	98.1
1989 Q4	99.8	99.9	99.9	100.8	101.6	99.2	100.4	101.7	98.7
1990 Q1	100.4	100.1	100.3	100.3	101.1	99.1	100.6	101.2	99.4
1990 Q2	100.7	100.2	100.5	101.6	100.5	101.1	100.4	100.6	100.6
1990 Q3	99.8	100.1	99.7	99.8	99.8	100.0	99.8	100.3	99.7
1990 Q4	99.1	99.6	99.5	98.3	98.6	99.8	98.3	98.5	99.7
1991 Q1	98.1	98.6	99.5	97.1	96.6	100.6	96.2	96.4	99.8
1991 Q2	97.6	97.5	100.1	95.9	94.4	101.6	94.6	94.2	100.5
1991 Q3	97.5	96.8	100.7	95.4	92.4	103.2	94.0	92.2	102.0
1991 Q4	97.5	96.2	101.3	95.8	91.4	104.7	93.8	91.3	102.8
1992 Q1	96.8	95.8	101.0	95.0	90.5	105.0	93.4	90.4	103.3
1992 Q2	96.9	95.3	101.7	94.9	89.6	106.0	93.8	89.6	104.6
1992 Q3	97.3	94.4	103.1	96.0	88.2	108.9	94.2	88.3	106.7
1992 Q4	97.6	93.8	104.0	96.6	87.0	111.1	94.2	87.1	108.0
1993 Q1	98.2	93.5	105.1	96.6	86.4	111.8	95.1	86.7	109.7
1993 Q2	98.6	93.5	105.5	97.4	86.0	113.2	95.6	86.6	110.3
1993 Q3	99.4	93.8	106.0	98.6	85.9	114.8	95.6	86.8	110.2
1993 Q4	100.0	93.9	106.5	99.6	85.7	116.2	95.7	86.7	110.4
1994 Q1	..	..	..	100.3	85.0	118.0	97.0	86.1	112.6

\* Gross domestic product for whole economy.  
 + The employed labour force comprises, employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.  
 The Manufacturing index has been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1988=100 basis were last published in *Employment Gazette*, September 1993.

# EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (000)	Percentage of all operatives	Average hours per operative working overtime	Actual (million)	Seasonally adjusted	Stood off for whole week		Working part of week		Stood off for whole or part of week				
						Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Operatives (000)	Percentage of all operatives	Hours lost (000)	Seasonally adjusted	Average per operative on short-time
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	302	13.7
1990	1,322	37.7	9.4	12.44		7	263	15	132	9.0	22	0.6	395	19.6
1991	1,055	34.6	9.1	9.63		8	323	52	478	9.3	60	2.0	800	13.6
1992	998	34.6	9.5	9.46		6	215	41	382	9.4	46	1.5	597	12.8
1993	938	32.7	9.7	9.09		4	138	27	242	8.6	31	0.7	381	12.2
Week ended														
1992 Apr 10	1,051	36.3	9.3	9.76	10.03	5	193	48	477	10.0	53	1.8	670	52.2
1992 May 15	1,093	37.8	9.7	10.65	10.66	3	98	30	265	8.9	32	1.1	363	44.8
1992 June 12	996	34.3	9.5	9.43	9.59	5	177	32	301	9.3	37	1.3	478	57.4
1992 July 10	1,031	35.7	9.6	9.94	9.54	2	75	23	246	10.7	25	0.9	321	51.1
1992 Aug 14	949	33.0	9.5	9.02	9.22	3	120	26	260	10.1	29	1.0	380	49.7
1992 Sep 11	950	33.1	9.9	9.38	9.16	5	189	33	288	8.8	38	1.3	478	57.9
1992 Oct 9	1,004	35.1	9.6	9.65	8.95	4	134	34	307	9.0	37	1.3	440	57.2
1992 Nov 13	994	34.9	9.6	9.59	9.11	7	266	47	372	7.9	54	1.9	638	62.2
1992 Dec 18	916	32.3	9.8	8.99	8.45	11	440	51	521	10.2	63	2.2	961	92.2
1993 Jan 15	879	31.1	9.5	8.33	9.20	6	240	54	482	8.9	60	2.1	722	57.0
1993 Feb 12	898	31.8	9.8	8.77	9.09	10	370	54	532	9.9	63	2.2	903	58.6
1993 Mar 12	892	31.4	9.5	8.51	9.13	4	151	45	415	9.3	49	1.7	576	43.4
1993 Apr 16	844	29.8	9.3	7.89	8.13	3	100	25	192	7.8	27	1.0	292	23.2
1993 May 14	967	34.0	9.7	9.42	9.26	3	110	22	154	7.0	25	0.9	264	35.9
1993 Jun 11	918	32.0	9.6	8.84	9.02	3	127	25	278	11.2	28	1.0	405	48.7
1993 Jul 9	1,036	35.8	10.0	10.33	9.86	1	20	24	152	6.5	24	0.8	172	29.1
1993 Aug 13	886	30.5	10.1	8.98	9.15	1	30	15	130	8.6	16	0.6	160	22.6
1993 Sep 10	948	32.6	9.8	9.27	9.11	3	111	12	74	6.4	15	0.5	184	23.4
1993 Oct 15	1,012	34.7	9.6	9.73	9.13	4	157	13	125	9.5	17	0.6	283	35.0
1993 Nov 12	977	33.5	9.5	9.32	8.98	5	171	22	202	9.3	26	0.9	373	34.1
1993 Dec 10	1,001	34.7	9.6	9.65	9.18	2	73	18	169	9.2	20	0.7	242	22.5
1994 Jan 14 R	920	32.1	9.2	8.46	9.30	4	151	19	152	8.2	23	0.8	303	24.5
1994 Feb 11 R	939	32.7	9.2	8.65	9.22	5	175	24	251	10.7	28	1.0	426	55.1
1994 Mar 11	993	34.7	9.5	9.40	9.72	3	94	22	199	9.2	24	0.9	292	23.0

SIC 1980	Operatives (000)	Percentage of all operatives	Average hours per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Operatives (000)	Percentage of all operatives	Hours lost (000)	Seasonally adjusted	Average per operative on short-time
Week ended 11 Mar 1994														
Extraction of metal ores & minerals (21/23)	11.9	61.9	14.8	0.2										
Metal Manufacturing (22)	27.0	34.0	9.5	0.3					0.4	13.2			0.4	13.2
Non-metallic mineral products (24)	41.1	40.6	11.4	0.5			0.5	0.5	5.4	11.9	0.5	0.5	5.9	12.6
Chemical industry														
Man-made fibres (25/26)	50.0	30.7	10.5	0.5										
Metal goods nes (31)	99.4	49.3	9.5	0.9			0.7	2.0	15.2	7.6	2.0	1.0	15.9	7.8
Mechanical engineering (32)	177.3	47.3	10.0	1.8		0.5	20.3	1.4	15.3	11.0	1.9	0.5	35.6	18.4
Office machinery & data processing equipment (33)	4.9	18.0	8.7				0.5	0.2	1.1	6.0	0.2	0.7	1.6	8.2
Electrical and electronic engineering (34)	85.7	32.6	8.4	0.7				1.3	21.2	16.3	1.3	0.5	21.2	16.3
Wires, cables, batteries & other electrical equipment (341/342)	31.1	42.5	9.9	0.3				0.2	8.1	36.8	0.2	0.3	8.1	36.8
Industrial electrical equipment (343)	9.4	27.9	8.7	0.1			0.3	6.2	20.0	0.3	0.9	6.2	20.0	
Telecommunication equipment (344)	18.0	31.4	6.9	0.1										
Other electronic equipment (345)	16.0	28.1	7.7	0.1			0.7	5.8	8.0	0.7	1.3	5.8	8.0	
Lighting/appliances installation (346-348)	11.2	26.9	7.7	0.1				1.1	22.0		0.1	1.1	22.0	
Motor vehicles (35)	45.0	29.4	8.3	0.4		0.5	19.9	0.7	3.7	5.7	1.2	0.8	23.6	20.1
Other transport equipment (36)	37.9	35.1	8.3	0.3				0.1	0.4	0.1	0.1	0.4	4.0	
Instrument engineering (37)	17.1	33.9	8.7	0.1										
Food, drink and tobacco (41/42)	118.0	31.4	9.7	1.1			1.5	0.9	3.2	3.6	0.9	0.2	4.6	5.0
Food														

## 1.12 EMPLOYMENT

### Hours of work-operatives in: manufacturing industries

Seasonally adjusted  
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1989 R	97.1	98.4	90.3	90.3	95.5	101.0	100.7	104.2	98.7	101.2
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991 R	78.4	75.2	76.9	68.5	88.3	99.3	98.2	102.0	97.4	99.9
1992 R	73.9	69.8	69.5	67.3	84.0	99.5	98.3	100.2	98.0	99.9
1993 R	72.6	67.5	63.2	69.4	80.7	98.0	97.6	99.2	98.3	99.0
<b>Week ended</b>										
1992 Mar 13 R	75.0	71.9	72.7	68.6	84.9	99.8	98.8	100.8	98.4	100.1
Apr 10	75.2					100.1				
May 15	75.2					100.2				
Jun 12 R	74.4	71.2	71.5	68.2	84.7	99.6	98.7	100.6	98.4	100.2
Jul 10	74.3					99.9				
Aug 14	73.6					99.8				
Sep 11 R	73.2	68.8	70.7	66.8	84.1	99.5	97.9	100.5	97.7	100.0
Oct 9	72.5					99.0				
Nov 13	72.2					99.1				
Dec 18 R	71.4	67.5	63.4	65.8	82.4	98.2	97.6	98.8	97.5	99.1
1993 Jan 15	72.1					98.7				
Feb 12	72.1					98.8				
Mar 12 R	72.3	67.5	65.0	67.7	81.7	98.6	97.7	99.3	98.0	98.8
Apr 16	72.0					97.6				
May 14	72.4					98.4				
Jun 11 R	72.5	67.7	63.6	69.0	80.8	97.9	97.6	99.6	97.9	99.0
Jul 9	73.1					98.1				
Aug 13	72.8					97.7				
Sep 10 R	73.0	67.6	62.3	70.5	80.1	97.8	97.5	98.7	98.6	99.3
Oct 15	73.1					97.7				
Nov 12	73.0					97.4				
Dec 10 R	73.0	67.2	61.9	70.6	80.3	97.6	97.5	99.2	98.6	98.8
1994 Jan 14	73.2					97.5				
Feb 11	73.2					97.2				
Mar 11	73.0	67.9	62.1	70.9	77.6	97.6	98.1	100.0	99.1	98.8

## 1.13 EMPLOYMENT

### Overtime and short-time Operatives in manufacturing industries in March 1994 : regions

Week ended March 11 1994	Overtime				Short-time				Hours lost				
	Operatives (000)	Percent age of all operatives	Average per operative working overtime (000)	Hours of overtime worked (000)	Operatives (000)	Hours lost (000)	Working part of week		Stood off for whole week or part of week		Operatives (000)	Percent- age of all opera- tives (000)	Average per operative on short time (000)
							Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)			
<b>Analysis by region</b>													
South East	200.1	36.2	10.1	2,013.1	1.0	37.2	4.2	49.5	11.8	5.1	0.9	86.7	17.2
Greater London *	60.3	33.1	10.9	660.3	0.2	8.7	0.4	2.6	6.7	0.6	0.3	11.3	18.1
East Anglia	43.1	39.6	9.4	406.5	..	0.9	0.8	4.4	5.4	0.8	0.8	5.3	6.9
South West	77.8	39.2	9.0	703.6	..	..	0.7	3.5	5.1	0.7	0.4	3.5	5.1
West Midlands	140.3	34.2	9.0	1,263.8	0.3	10.9	2.6	20.7	8.0	2.9	0.7	31.6	11.0
East Midlands	107.5	33.8	9.1	981.3	0.2	8.5	5.3	38.7	7.4	5.5	1.7	47.1	8.6
Yorkshire and Humberside	124.5	39.3	9.8	1,218.2	0.1	2.2	4.0	35.7	9.0	4.0	1.3	37.9	9.4
North West	116.5	32.0	9.6	1,120.6	0.7	25.8	1.1	19.9	18.9	1.7	0.5	45.7	26.3
North	51.6	29.2	9.0	466.8	0.1	5.0	0.4	3.6	8.7	0.5	0.3	8.6	15.7
Wales	41.7	25.1	8.7	361.2	..	..	0.8	6.6	8.5	0.8	0.5	6.6	8.5
Scotland	89.3	36.5	9.7	862.5	0.1	3.1	2.0	16.0	8.2	2.0	0.8	19.1	9.4

\* Included in the South East

# TIME RATES OF WAGES AND HOURS OF WORK

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## 2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1990	Annual averages	1,664.4	5.8	1,660.8	5.8					
1991		2,291.9	8.0	2,286.1	8.0					
1992		2,778.6	9.8	2,765.0	9.7					
1993		2,919.2	10.4	2,900.6	10.3					
1992	Apr 9	2,736.5	9.6	2,687.1	9.5	35.3	33.4	302	2,387	47
	May 14	2,707.9	9.5	2,717.3	9.6	30.2	27.3	254	2,407	48
	June 11	2,678.2	9.4	2,731.7	9.6	14.4	26.6	258	2,373	47
	July 9	2,774.0	9.8	2,765.3	9.7	33.6	26.1	369	2,359	46
	Aug 13	2,845.5	10.0	2,812.6	9.9	47.3	31.8	324	2,476	45
	Sept 10	2,847.4	10.0	2,840.6	10.0	28.0	36.3	315	2,488	45
	Oct 8	2,814.4	9.9	2,871.7	10.1	31.1	35.5	345	2,425	44
	Nov 12	2,864.1	10.1	2,908.4	10.2	36.7	31.9	331	2,488	45
	Dec 17	2,983.3	10.5	2,971.7	10.5	63.3	43.7	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,962.6	10.5	-9.1	30.3	314	2,700	48
	Feb 11	3,042.6	10.8	2,959.0	10.5	-3.6	16.9	296	2,700	47
	Mar 11	2,996.7	10.6	2,933.7	10.4	-25.3	-12.7	269	2,681	46
	Apr 8	3,000.5	10.6	2,941.9	10.4	8.2	-6.9	301	2,653	46
	May 13	2,916.6	10.4	2,919.7	10.4	-22.2	-13.1	257	2,613	46
	June 10	2,865.0	10.2	2,915.1	10.3	-4.6	-6.2	248	2,572	45
	July 8	2,929.3	10.4	2,917.2	10.4	2.1	-8.2	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.5	10.4	4.3	0.6	309	2,609	42
	Sept 9	2,912.1	10.3	2,902.0	10.3	-19.5	-4.4	290	2,581	41
	Oct 14	2,793.6	9.9	2,850.9	10.1	-51.1	-22.1	305	2,450	39
	Nov 11	2,769.4	9.8	2,812.9	10.0	-38.0	-36.2	284	2,447	38
	Dec 9	2,782.7	9.9	2,770.8	9.8	-42.1	-43.7	272	2,473	38
1994	Jan 13	2,887.1	10.2	2,790.6	9.9	19.8	-20.1	283	2,565	39
	Feb 10	2,841.4	10.1	2,752.9	9.8	-37.7	-20.0	272	2,532	37
	Mar 10 R	2,777.5	9.9	2,719.3	9.7	-33.6	-17.2	246	2,496	35
	Apr 14 P	2,734.4	9.7	2,682.5	9.5	-36.8	-36.0	266	2,435	33

## 2.2 CLAIMANT UNEMPLOYMENT GB Summary

1990	Annual averages	1,567.3	5.6	1,565.5	5.6					
1991		2,191.5	7.9	2,187.0	7.9					
1992		2,672.4	9.7	2,660.3	9.6					
1993		2,814.1	10.3	2,796.9	10.2					
1992	Apr 9	2,632.1	9.5	2,583.6	9.3	35.1	33.0	295	2,291	46
	May 14	2,604.1	9.4	2,613.0	9.4	29.4	26.7	247	2,310	46
	June 11	2,573.9	9.3	2,626.9	9.5	13.9	26.1	250	2,278	46
	July 9	2,663.8	9.6	2,659.7	9.6	32.8	25.4	357	2,262	45
	Aug 13	2,734.1	9.9	2,706.1	9.8	46.4	31.0	316	2,374	44
	Sept 10	2,737.0	9.9	2,734.5	9.9	28.4	35.9	305	2,388	44
	Oct 8	2,708.0	9.8	2,765.6	10.0	31.1	35.3	337	2,328	43
	Nov 12	2,759.4	10.0	2,802.9	10.1	37.3	32.3	325	2,391	44
	Dec 17	2,877.9	10.4	2,865.8	10.4	62.9	43.8	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,857.0	10.4	-8.8	30.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,853.3	10.4	-3.7	16.8	289	2,600	46
	Mar 11	2,890.7	10.5	2,828.7	10.3	-24.6	-12.4	263	2,583	45
	Apr 8	2,895.2	10.6	2,837.6	10.3	8.9	-6.5	295	2,555	45
	May 13	2,813.7	10.3	2,816.3	10.3	-21.3	-12.3	251	2,517	45
	June 10	2,762.2	10.1	2,811.5	10.2	-4.8	-5.7	241	2,477	44
	July 8	2,821.1	10.3	2,813.2	10.3	1.7	-8.1	349	2,430	42
	Aug 12	2,850.6	10.4	2,816.7	10.3	-3.5	-.1	302	2,508	41
	Sept 9	2,804.1	10.2	2,798.1	10.2	-18.6	-4.5	282	2,482	40
	Oct 14	2,690.8	9.8	2,748.5	10.0	-49.6	-21.6	297	2,356	38
	Nov 11	2,668.7	9.7	2,711.5	9.9	-37.0	-35.1	277	2,354	37
	Dec 9	2,682.7	9.8	2,670.7	9.7	-40.8	-42.5	266	2,380	37
1994	Jan 13	2,786.9	10.2	2,691.0	9.8	20.3	-19.2	276	2,473	38
	Feb 10	2,741.8	10.0	2,653.5	9.7	-37.5	-19.3	266	2,440	36
	Mar 10 R	2,678.9	9.8	2,620.3	9.6	-33.2	-16.8	240	2,404	34
	Apr 14 P	2,636.1	9.6	2,583.5	9.4	-36.8	-35.8	260	2,344	32

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.  
R Revised.  
\* National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1993 for 1993 and 1994 figures and at the corresponding mid-year estimates for earlier years. Workforce-based denominators have been revised back to 1971 at national and regional level to incorporate revisions to the employees in employment and self-employed components of the workforce in employment series. Fuller details are given in the article "Revised estimates of the workforce in employment in Great Britain" in the May 1994 of the *Employment Gazette*.

## CLAIMANT UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED #		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	
1990	Annual averages	1,222.3	7.5	1,230.4	7.5	433.2	3.5	430.4	3.5
1991		1,737.1	10.7	1,784.0	10.6	554.9	4.5	552.1	4.5
1992		2,126.0	13.2	2,118.6	13.1	652.6	5.3	646.5	5.3
1993		2,286.1	14.0	2,225.7	14.0	683.1	5.6	674.9	5.5
1992	Apr 9	2,100.1	13.0	2,059.3	12.7	636.5	5.2	627.8	5.1
	May 14	2,085.1	12.9	2,083.7	12.9	622.8	5.1	633.6	5.2
	June 11	2,061.2	12.7	2,093.9	13.0	617.0	5.0	637.8	5.2
	July 9	2,108.7	13.0	2,117.7	13.1	665.3	5.4	647.6	5.3
	Aug 13	2,193.4	13.3	2,153.3	13.3	696.1	5.7	659.3	5.4
	Sept 10	2,100.9	13.4	2,176.8	13.5	686.5	5.6	663.8	5.4
	Oct 8	2,111.9	13.3	2,202.7	13.6	662.5	5.4	669.0	5.5
	Nov 12	2,199.7	13.6	2,233.5	13.8	664.4	5.4	674.9	5.5
	Dec 17	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
1993	Jan 14	2,333.8	14.8	2,275.3	14.3	708.2	5.8	687.3	5.6
	Feb 11	2,335.9	14.6	2,271.3	14.2	706.7	5.8	687.7	5.6
	Mar 11	2,303.2	14.4	2,252.9	14.1	693.5	5.7	680.8	5.6
	Apr 8	2,314.2	14.4	2,257.7	14.2	696.3	5.7	684.2	5.6
	May 13	2,288.4	14.1	2,243.3	14.1	668.1	5.5	676.4	5.5
	June 10	2,292.2	13.8	2,239.9	14.0	655.8	5.4	675.2	5.5
	July 8	2,211.1	14.0	2,238.2	14.0	698.2	5.7	679.0	5.6
	Aug 12	2,244.4	14.0	2,235.3	14.0	725.6	5.9	686.2	5.6
	Sept 9	2,207.2	13.8	2,221.5	13.9	704.9	5.8	680.5	5.6
	Oct 14	2,155.5	13.4	2,186.6	13.7	658.1	5.4	664.3	5.4
	Nov 11	2,174.1	13.3	2,157.3	13.5	645.3	5.3	655.6	5.4
	Dec 9	2,166.0	13.4	2,129.5	13.3	636.7	5.2	641.3	5.2
1994	Jan 13	2,233.0	13.9	2,146.4	13.5	664.0	5.4	644.2	5.3
	Feb 10	2,144.3	13.7	2,114.8	13.3	657.1	5.4	638.1	5.2
	Mar 10 R	2,166.5	13.4	2,088.6	13.1	641.1	5.2	630.7	5.2
	Apr 14 P	2,111.3	13.2	2,058.9	12.9	633.1	5.2	623.6	5.1

## CLAIMANT UNEMPLOYMENT 2.2 GB Summary

1990	Annual averages	1,159.1	7.2	1,158.1	7.2	408.2	3.4	407.4	3.4
1991		1,600.4	10.5	1,658.0	10.5	531.1	4.5	529.1	4.5
1992		2,044.6	13.0	2,037.9	13.0	627.8	5.3	622.5	5.3
1993		2,165.4	13.9	2,145.7	13.8	658.8	5.5	651.2	5.5
1992	Apr 9	2,019.1	12.8	1,979.2	12.6	613.0	5.1	604.4	5.1
	May 14	2,040.5	12.7	2,003.2	12.7	599.6	5.1	609.8	5.2
	June 11	1,980.9	12.6	2,013.1	12.8	593.0	5.1	613.8	5.2
	July 9	2,028.1	12.9	2,086.5	13.3	637.7	5.2	623.2	5.3
	Aug 13	2,065.1	13.1	2,071.6	13.2	668.0	5.3	634.5	5.4
	Sept 10	2,077.6	13.2	2,094.9	13.3	659.4	5.4	639.6	5.4
	Oct 8	2,070.6	13.2	2,120.9	13.5	637.4	5.4	644.7	5.5
	Nov 12	2,119.1	13.5	2,152.1	13.7	640.2	5.5	650.8	5.5
	Dec 17	2,218.1	14.1	2,201.7	14.0	659.9	5.6	664.1	5.6
1993	Jan 14	2,270.5	14.6	2,193.9	14.1	683.5	5.6	663.1	5.6
	Feb 11	2,283.3	14.5	2,190.0	14.1	682.2	5.6	663.3	5.6
	Mar 11								

# 2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
<b>SOUTH EAST</b>												
1990 )	372.4	273.3	99.2	3.9	5.1	2.4	372.0	3.9			273.0	99.0
1991 ) Annual	638.8	477.9	160.9	6.9	9.0	4.0	637.7	6.9			477.3	160.4
1992 ) averages	854.1	645.4	208.7	9.3	12.4	5.2	851.0	9.2			643.8	207.3
1993 )	929.9	700.3	229.6	10.2	13.6	5.9	925.6	10.2			698.0	227.6
1993 Apr 8	957.0	722.5	234.5	10.5	14.0	6.0	938.6	10.3	1.8	-0.9	708.3	230.3
May 13	934.4	707.2	227.2	10.3	13.7	5.8	932.5	10.3	-6.1	-3.2	703.9	228.6
June 10	919.4	695.7	223.7	10.1	13.5	5.7	930.1	10.2	-2.4	-2.2	701.4	228.7
July 8	930.7	698.7	232.0	10.3	13.6	5.9	930.8	10.3	0.7	-2.6	700.8	230.0
Aug 12	942.4	700.9	241.5	10.4	13.6	6.2	932.0	10.3	1.2	-0.2	699.9	232.1
Sept 9	931.6	693.8	237.8	10.3	13.5	6.1	928.6	10.2	-3.4	-0.5	697.9	230.7
Oct 14	897.6	673.0	224.6	9.9	13.1	5.7	912.6	10.1	-16.0	-6.1	687.4	225.2
Nov 11	886.1	666.9	219.2	9.8	12.9	5.6	899.5	9.9	-13.1	-10.8	678.1	221.4
Dec 9	885.7	670.7	215.0	9.8	13.0	5.5	882.2	9.7	-17.3	-15.5	666.8	215.4
1994 Jan 13	905.0	685.4	219.6	10.0	13.3	5.6	887.1	9.8	4.9	-8.5	670.9	216.2
Feb 10	893.9	676.1	217.8	9.9	13.1	5.6	872.7	9.6	-14.4	-8.9	659.2	213.5
Mar 10 R	875.1	661.9	213.2	9.6	12.8	5.4	860.2	9.5	-12.5	-7.3	649.6	210.6
Apr 14 P	862.3	651.2	211.1	9.5	12.6	5.4	845.6	9.3	-14.6	-13.8	638.0	207.6
<b>GREATER LONDON (included in South East)</b>												
1990 )	211.8	154.7	57.1	5.0	6.3	3.2	211.6	5.0			154.6	57.0
1991 ) Annual	332.1	244.3	87.8	8.1	10.3	5.0	331.7	8.0			244.1	87.6
1992 ) averages	430.3	320.1	110.2	10.5	13.6	6.4	429.2	10.5			319.6	109.6
1993 )	469.6	348.6	121.0	11.6	14.9	7.1	467.9	11.6	347.8	120.2		
1993 Apr 8	478.2	355.8	122.4	11.8	15.2	7.2	472.0	11.7	1.5	1.0	350.9	121.1
May 13	471.5	351.5	120.0	11.7	15.0	7.1	470.7	11.7	-1.3	0.1	349.9	120.8
June 10	468.4	349.1	119.3	11.6	14.9	7.0	470.6	11.7	-0.1	0.0	349.5	121.1
July 8	473.5	350.6	122.9	11.7	15.0	7.2	470.7	11.7	0.1	-0.4	349.2	121.5
Aug 12	479.6	352.4	127.3	11.9	15.1	7.5	471.5	11.7	0.8	0.3	349.3	122.2
Sept 9	476.2	350.3	125.8	11.8	15.0	7.4	470.6	11.7	-0.9	0.0	349.0	121.6
Oct 14	461.2	341.3	120.0	11.4	14.6	7.1	465.0	11.5	-5.6	-1.9	345.5	119.5
Nov 11	454.8	337.8	117.1	11.3	14.4	6.9	460.4	11.4	-4.6	-3.7	342.5	117.9
Dec 9	454.2	338.8	115.4	11.3	14.5	6.8	453.5	11.2	-6.9	-5.7	338.2	115.3
1994 Jan 13	457.8	341.8	116.0	11.3	14.6	6.8	455.6	11.3	2.1	-3.1	339.7	115.9
Feb 10	454.9	339.2	115.6	11.3	14.5	6.8	451.3	11.2	-4.3	-3.0	336.2	115.1
Mar 10 R	450.0	335.9	114.1	11.1	14.4	6.7	447.0	11.1	-4.3	-2.2	333.2	113.8
Apr 14 P	446.5	333.2	113.3	11.1	14.2	6.7	441.1	10.9	-5.9	-4.8	328.7	112.4
<b>EAST ANGLIA</b>												
1990 )	37.5	27.3	10.2	3.7	4.7	2.3	37.4	3.7			27.2	10.2
1991 ) Annual	59.1	44.2	15.0	5.9	7.6	3.5	58.9	5.8			44.0	14.9
1992 ) averages	77.7	58.3	19.4	7.6	9.9	4.5	77.3	7.6			58.1	19.2
1993 )	84.0	63.1	20.9	8.2	10.7	4.7	83.4	8.1	62.8	20.7		
1993 Apr 8	88.5	66.7	21.8	8.6	11.3	4.9	85.1	8.3	0.4	-0.2	64.1	21.0
May 13	85.1	64.2	20.9	8.3	10.9	4.7	84.0	8.2	-1.1	-0.5	63.3	20.7
June 10	82.4	62.3	20.0	8.0	10.6	4.5	84.2	8.2	0.2	-0.2	63.5	20.7
July 8	83.2	62.3	20.9	8.1	10.6	4.7	84.2	8.2	0.0	-0.3	63.4	20.8
Aug 12	83.4	61.8	21.6	8.1	10.5	4.9	84.1	8.2	-0.1	0.0	63.1	21.0
Sept 9	81.6	60.6	20.9	7.9	10.3	4.7	83.2	8.1	-0.9	-0.3	62.4	20.8
Oct 14	78.4	58.6	19.8	7.6	10.0	4.5	81.7	7.9	-1.5	-0.8	61.4	20.3
Nov 11	78.2	58.5	19.8	7.6	9.9	4.5	80.2	7.8	-1.5	-1.3	60.1	20.1
Dec 9	79.0	59.4	19.5	7.7	10.1	4.4	78.3	7.6	-1.9	-1.6	58.7	19.6
1994 Jan 13	83.9	63.2	20.7	8.1	10.7	4.7	80.1	7.8	1.8	-0.5	60.3	19.8
Feb 10	82.7	62.2	20.5	8.0	10.6	4.6	78.2	7.6	-1.9	-0.7	58.7	19.5
Mar 10 R	80.8	60.8	20.0	7.8	10.3	4.5	76.8	7.5	-1.4	-0.5	57.6	19.2
Apr 14 P	78.8	59.1	19.6	7.6	10.0	4.4	75.5	7.3	-1.3	-1.5	56.6	18.9
<b>SOUTH WEST</b>												
1990 )	97.3	69.8	27.5	4.3	5.4	2.8	97.2	4.3			69.7	27.4
1991 ) Annual	161.2	121.1	40.1	6.9	9.1	4.1	160.7	6.9			120.9	39.9
1992 ) averages	208.9	158.7	50.2	9.2	12.4	5.2	207.8	9.2			158.1	49.7
1993 )	217.8	164.6	53.2	9.5	12.7	5.5	216.4	9.5	163.8	52.6		
1993 Apr 8	226.8	172.2	54.7	9.9	13.3	5.6	221.5	9.7	0.3	-1.0	167.9	53.6
May 13	216.7	165.0	51.7	9.5	12.8	5.3	218.7	9.6	-2.8	-1.6	165.8	52.9
June 10	210.1	160.2	49.8	9.2	12.4	5.1	217.7	9.5	-1.0	-1.2	165.0	52.7
July 8	213.6	161.5	52.2	9.4	12.5	5.4	217.3	9.5	-0.4	-1.4	164.5	52.8
Aug 12	215.8	161.3	54.4	9.4	12.5	5.6	216.8	9.5	-0.5	-0.6	163.5	53.3
Sept 9	213.0	159.5	53.5	9.3	12.3	5.5	215.1	9.4	-1.7	-0.9	162.2	52.9
Oct 14	205.5	154.5	51.0	9.0	12.0	5.3	211.0	9.2	-4.1	-2.1	159.2	51.8
Nov 11	204.9	154.1	50.9	9.0	11.9	5.2	206.8	9.1	-4.2	-3.3	155.9	50.9
Dec 9	207.2	156.7	50.5	9.1	12.1	5.2	202.7	8.9	-4.1	-4.1	153.2	49.5
1994 Jan 13	217.1	163.7	53.4	9.5	12.7	5.4	205.2	9.0	2.5	-1.9	155.1	50.1
Feb 10	212.8	160.2	52.6	9.3	12.4	5.3	201.5	8.8	-3.7	-1.8	152.2	49.3
Mar 10 R	205.9	155.3	50.6	9.0	12.0	5.1	198.7	8.7	-2.8	-1.3	150.2	48.5
Apr 14 P	199.6	151.1	48.5	8.7	11.7	4.9	194.9	8.5	-3.8	-3.4	147.3	47.6

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1990 )	152.7	111.7	41.1	5.7	7.2	3.7	152.6	5.7			111.6	41.0
1991 ) Annual	218.7	165.1	53.6	8.4	10.9	4.9	218.3	8.4			164.9	53.5
1992 ) averages	270.5	206.3	64.1	10.4	13.6	5.9	269.6	10.3			205.9	63.7
1993 )	281.9	215.6	66.3	10.9	14.6	6.1	280.6	10.9	214.9	65.8		
1993 Apr 8	290.7	223.1	67.6	11.3	15.1	6.2	286.3	11.1	0.7	-0.8	219.4	66.9
May 13	282.9	217.8	65.0	11.0	14.7	5.9	283.0	11.0	-3.3	-1.8	217.0	66.0
June 10	278.5	214.4	64.1	10.8	14.5	5.9	282.1	11.0	-0.9	-1.2	216.3	65.8
July 8	284.2	216.4	67.8	11.0	14.6	6.2	282.1	11.0	0.0	-1.4	216.2	65.9
Aug 12	287.3	216.9	70.3	11.2	14.7	6.4	282.4	11.0	0.3	-0.2	216.0	66.4
Sept 9	282.8	213.8	69.0	11.0	14.4	6.3	280.0	10.9	-2.4	-0.7	214.0	66.0
Oct 14	268.8	204.6	64.2	10.4	13.8	5.9	274.3	10.7	-5.7	-2.6	209.6	64.7
Nov 11	263.7	201.3	62.4	10.2	13.6	5.7	269.6	10.5	-4.7	-4.3	205.6	64.0
Dec 9	263.6	202.3	61.2	10.2	13.7	5.6	264.8	10.3	-4.8	-5.1	202.5	62.3
1994 Jan 13	271.5	208.2	63.3	10.5	14.1	5.8	264.0	10.3	-0.8	-3.4	201.9	62.1
Feb 10	267.2	204.5	62.7	10.4	13.8	5.7	260.5	10.1	-3.5	-3.0	199.2	61.3
Mar 10 R	260.7	199.5	61.2	10.1	13.5	5.6	256.0	9.9	-4.5	-2.9	195.5	60.5
Apr 14 P	256.0	195.2	60.9	9.9	13.2	5.6	252.1	9.8	-3.9	-4.0	191.9	60.2
<b>EAST MIDLANDS</b>												
1990 )	99.4	72.2	27.2	5.1	6.5							

# 2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #				THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>												
1990	122.9	93.4	29.5	8.7	11.5	4.9	122.7	8.7			93.3	29.4
1991	143.7	111.1	32.6	10.3	13.9	5.4	143.3	10.2			110.9	32.5
1992	157.8	123.9	34.0	11.1	15.3	5.6	157.0	11.1			123.4	33.6
1993	169.3	134.9	34.6	12.0	16.7	5.7	168.3	11.9	134.3	34.0		
1993 Apr 8	171.7	136.8	34.9	12.2	16.9	5.8	168.3	11.9	2.3	0.4	134.0	34.3
May 13	168.3	135.2	33.2	11.9	16.7	5.5	168.4	11.9	0.1	0.1	134.8	33.6
June 10	167.2	134.3	32.9	11.8	16.6	5.4	170.1	12.0	1.7	1.4	136.2	33.9
July 8	170.2	135.3	35.0	12.0	16.7	5.8	170.4	12.1	0.3	0.7	136.3	34.1
Aug 12	171.1	134.7	36.4	12.1	16.7	6.0	171.2	12.1	0.8	0.9	136.6	34.6
Sept 9	170.7	134.9	35.8	12.1	16.7	5.9	170.4	12.1	-0.8	0.1	136.1	34.3
Oct 14	164.8	131.6	33.2	11.7	16.3	5.5	168.3	11.9	-2.1	-0.7	134.7	33.6
Nov 11	165.1	132.2	32.9	11.7	16.3	5.5	166.5	11.8	-1.8	-1.6	133.1	33.4
Dec 9	166.0	133.7	32.3	11.8	16.5	5.4	165.0	11.7	-1.5	-1.8	132.2	32.8
1994 Jan 13	173.6	139.3	34.4	12.3	17.2	5.7	166.7	11.8	1.7	-0.5	133.8	32.9
Feb 10	169.6	135.8	33.8	12.0	16.8	5.6	164.3	11.6	-2.4	-0.7	131.7	32.6
Mar 10 R	165.8	132.9	33.0	11.7	16.4	5.5	162.9	11.5	-1.4	-0.7	130.4	32.5
Apr 14 P	164.2	131.6	32.6	11.6	16.3	5.4	161.0	11.4	-1.9	-1.9	129.0	32.0
<b>WALES</b>												
1990	86.3	65.7	20.6	6.8	8.9	3.8	86.2	6.7			65.6	20.6
1991	113.2	88.6	24.6	9.0	12.2	4.6	112.9	9.0			88.5	24.4
1992	127.2	100.2	27.0	10.0	13.7	5.0	126.6	9.9			99.9	26.7
1993	131.1	103.2	28.0	10.4	14.4	5.1	130.4	10.3	102.7	27.6		
1993 Apr 8	132.6	104.7	27.8	10.5	14.6	5.1	130.6	10.3	0.1	-0.6	103.2	27.4
May 13	128.6	102.1	26.5	10.2	14.2	4.9	130.1	10.3	-0.5	-0.6	102.8	27.3
June 10	126.0	100.2	25.8	10.0	14.0	4.7	130.5	10.3	0.4	0.0	103.1	27.4
July 8	130.9	102.1	28.8	10.4	14.2	5.3	131.5	10.4	1.0	0.3	103.4	28.1
Aug 12	133.1	102.9	30.3	10.5	14.3	5.5	132.3	10.5	0.8	0.7	103.7	28.6
Sept 9	131.6	102.0	29.5	10.4	14.2	5.4	131.3	10.4	-1.0	0.3	102.9	28.4
Oct 14	126.0	99.0	27.0	10.0	13.8	4.9	128.9	10.2	-2.4	-0.9	101.3	27.6
Nov 11	126.7	99.9	26.8	10.0	13.9	4.9	127.7	10.1	-1.2	-1.5	100.6	27.1
Dec 9	128.3	101.6	26.7	10.2	14.2	4.9	126.4	10.0	-1.3	-1.6	99.9	26.5
1994 Jan 13	134.6	106.0	28.6	10.6	14.8	5.2	127.4	10.1	1.0	-0.5	100.4	27.0
Feb 10	131.5	103.5	28.0	10.4	14.4	5.1	126.4	10.0	-1.0	-0.4	99.6	26.8
Mar 10 R	127.8	100.7	27.1	10.1	14.0	5.0	125.2	9.9	-1.2	-0.4	98.5	26.7
Apr 14 P	125.0	98.2	26.8	9.9	13.7	4.9	123.5	9.8	-1.7	-1.3	96.9	26.6
<b>SCOTLAND</b>												
1990	202.5	148.7	53.8	8.2	10.6	5.0	202.0	8.2			148.5	53.6
1991	220.2	165.5	54.7	8.8	11.7	5.0	219.3	8.8			165.0	54.3
1992	241.0	183.8	57.3	9.6	13.0	5.2	238.8	9.5			182.5	56.3
1993	246.4	189.5	56.9	9.9	13.7	5.1	243.3	9.7	187.7	55.7		
1993 Apr 8	250.1	192.2	57.9	10.0	13.9	5.2	245.5	9.8	1.0	-0.8	188.9	56.6
May 13	243.7	188.6	55.1	9.8	13.7	4.9	244.9	9.8	-0.6	-0.9	188.9	56.0
June 10	240.8	186.4	54.3	9.6	13.5	4.9	244.6	9.8	-0.3	0.0	189.1	55.5
July 8	254.2	191.8	62.4	10.2	13.9	5.6	246.4	9.9	1.8	0.3	190.0	56.4
Aug 12	253.9	191.2	62.7	10.2	13.9	5.6	245.9	9.8	-0.5	0.3	189.4	56.5
Sept 9	241.2	185.2	56.0	9.7	13.4	5.0	242.7	9.7	-3.2	-0.6	187.1	55.6
Oct 14	234.0	181.1	52.9	9.4	13.1	4.7	238.7	9.6	-4.0	-2.6	184.2	54.5
Nov 11	234.2	181.7	52.5	9.4	13.2	4.7	236.7	9.5	-2.0	-3.1	182.9	53.8
Dec 9	236.5	184.1	52.4	9.5	13.3	4.7	234.7	9.4	-2.0	-2.7	181.6	53.1
1994 Jan 13	251.0	194.6	56.4	10.1	14.1	5.0	238.4	9.5	3.7	-0.1	184.6	53.8
Feb 10	246.5	190.5	56.0	9.9	13.8	5.0	236.8	9.5	-1.6	0.0	183.3	53.5
Mar 10 R	240.1	185.9	54.2	9.6	13.5	4.9	234.7	9.4	-2.1	0.0	182.0	52.7
Apr 14 P	237.6	184.2	53.4	9.5	13.3	4.8	233.6	9.4	-1.1	-1.6	181.5	52.1
<b>NORTHERN IRELAND</b>												
1990	97.2	73.2	24.0	13.3	17.0	8.0	95.3	13.0			72.2	23.1
1991	100.4	76.7	23.8	13.4	17.4	7.7	99.1	13.2			76.1	23.0
1992	106.1	81.4	24.8	14.1	18.5	7.9	104.7	13.9			80.7	24.0
1993	105.1	80.7	24.4	14.1	18.6	7.8	103.7	13.9	80.1	23.6		
1993 Apr 8	105.3	81.3	24.1	14.1	18.7	7.7	104.3	14.0	-0.7	-0.4	80.3	24.0
May 13	102.8	79.7	23.1	13.8	18.4	7.4	103.4	13.9	-0.9	-0.8	79.8	23.6
June 10	102.9	79.3	23.5	13.8	18.3	7.5	103.6	13.9	0.2	-0.5	80.0	23.6
July 8	108.3	81.5	26.8	14.5	18.8	8.6	104.0	13.9	0.4	-0.1	80.3	23.7
Aug 12	109.4	81.8	27.6	14.7	18.8	8.8	104.8	14.0	0.8	0.5	80.5	24.3
Sept 9	108.0	81.6	26.4	14.5	18.8	8.5	103.9	13.9	-0.9	0.1	80.2	23.7
Oct 14	102.8	78.9	23.9	13.8	18.2	7.7	102.4	13.7	-1.5	-0.5	79.4	23.0
Nov 11	100.8	78.0	22.8	13.5	18.0	7.3	101.4	13.6	-1.0	-1.1	78.7	22.7
Dec 9	99.9	77.9	22.1	13.4	17.9	7.1	100.1	13.4	-1.3	-1.3	77.8	22.3
1994 Jan 13	100.2	78.6	21.6	13.4	18.1	6.9	99.6	13.3	-0.5	-0.9	77.6	22.0
Feb 10	99.6	78.2	21.4	13.3	18.0	6.9	99.4	13.3	-0.2	-0.7	77.4	22.0
Mar 10 R	98.6	77.4	21.2	13.2	17.8	6.8	99.0	13.3	-0.4	-0.4	76.9	22.1
Apr 14 P	98.4	77.0	21.4	13.2	17.7	6.9	99.0	13.3	0.0	-0.2	76.8	22.2

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment by Travel-to-Work Areas\* as at April 14 1994

Travel-to-Work Area	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #				THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
<b>TRAVEL-TO-WORK AREAS *</b>												
England	122.9	93.4	29.5	8.7	11.5	4.9	122.7	8.7			93.3	29.4
Accrington and Rossendale	3,206	870	4,076	8.4	7.2							
Alfreton and Ashfield	5,252	1,251	6,503	10.7	9.7							
Amble	1,239	356	1,595	13.4	10.8							
Andover	1,497	615	2,112	6.5	5.7							
Ashford	2,667	662	3,329	9.5	8.0							
Aylesbury and Wycombe	9,213	2,912	12,125	7.0	6.0							
Barnbury	1,886	732	2,618	9.0	7.7							
Barnsley	8,243	2,058	10,301	14.7	12.9							
Barnstaple and Ilfracombe	2,723	861	3,584	12.4	10.2							
Barnwell-in-Furness	3,693	882	4,575	11.6	10.1							
Basingstoke and Alton	4,068	1,306	5,374	6.3	5.7							
Bath	4,619	1,720	6,339	9.3	8.1							
Beccles and Halesworth	1,184	438	1,622	10.3	7.9							
Bedford	5,289	1,682	6,971	9.5	8.4							
Benwick-on-Tweed	726	199	925	9.5	7.9							
Bicester	952	409	1,361	7.7	6.4							
Bideford	1,226	413	1,639	16.1	13.0							
Birmingham	71,134	21,477	92,611	12.7	11.4							
Bishop Auckland	4,109	1,008	5,117	12.4	10.8							
Blackburn	5,360	1,256	6,616	10.1	8.8							
Blackpool	9,300	2,349	11,649	9.8	8.1							
Blairgowrie	528	190	718	7.8</								





# 2.6 UNEMPLOYMENT

## Age and duration: April 14 1994

### Regions

Duration of unemployment in weeks	Male				Female				Male				Female				
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	
<b>SOUTH EAST</b>																	
2 or less	7,064	16,254	5,731	29,363	3,986	7,253	1,946	13,448	2,553	4,988	1,436	9,107	1,262	1,635	361	3,364	
Over 2 and up to 4	8,860	14,720	4,433	26,309	3,808	6,081	1,328	11,467	2,454	4,535	1,298	8,415	1,233	1,578	321	3,206	
4	12,141	25,398	6,207	44,255	6,684	9,590	2,040	18,749	4,052	7,468	1,852	13,580	1,810	2,288	490	4,721	
8	14,078	29,020	7,064	50,628	7,761	10,571	2,266	20,964	4,519	7,582	1,803	14,057	2,103	2,424	504	5,174	
13	25,570	57,023	15,373	98,377	12,358	19,048	4,682	36,423	9,144	15,664	4,264	29,244	3,873	4,512	1,100	9,590	
26	34,754	75,271	21,452	131,761	16,696	25,692	6,705	49,348	11,346	18,294	5,295	35,034	4,705	5,396	1,413	11,609	
52	25,465	78,667	22,574	126,768	9,447	18,048	6,768	34,303	7,849	16,743	4,927	29,530	2,297	3,121	1,284	6,712	
104	10,584	48,897	12,315	72,106	2,991	7,720	3,280	13,991	3,317	10,389	2,601	16,307	770	1,429	625	2,824	
156	4,711	30,526	7,468	42,705	1,038	3,987	1,721	6,746	1,724	8,110	1,161	11,661	355	357	414	1,726	
208	955	9,884	2,572	13,411	243	1,372	708	2,323	511	3,506	899	4,916	105	427	227	750	
260	305	9,851	5,372	15,528	95	1,573	1,623	3,291	269	5,778	3,830	9,877	62	784	1,129	1,975	
All	142,797	395,511	110,561	651,211	65,107	110,935	33,067	211,053	47,738	103,057	30,032	181,728	18,575	24,551	7,868	51,669	
<b>YORKSHIRE AND HUMBERSIDE</b>																	
2 or less	3,173	7,496	2,192	12,943	1,936	3,482	838	6,345	3,320	5,836	1,844	11,196	1,642	2,228	500	4,497	
Over 2 and up to 4	3,214	7,203	1,720	12,245	1,883	3,196	828	5,815	3,315	5,485	1,419	10,411	1,472	1,816	400	3,809	
4	5,994	12,724	2,530	21,447	3,499	5,014	929	9,631	5,523	9,060	1,976	16,850	2,437	2,882	567	6,106	
8	6,910	15,008	2,971	25,098	4,058	5,815	1,038	11,064	6,105	9,577	2,064	18,026	2,680	3,016	659	6,559	
13	26	11,950	27,827	6,082	46,039	6,365	9,843	2,087	18,449	12,352	20,204	4,869	37,644	5,159	5,486	1,328	12,145
26	18,097	40,817	9,167	68,207	9,547	14,034	3,169	26,879	15,470	24,417	6,074	46,131	6,246	6,772	1,723	14,367	
52	104	13,450	42,991	10,399	66,865	5,504	10,463	3,419	19,411	10,939	23,353	5,797	40,120	3,340	4,366	1,608	9,330
104	156	5,829	26,970	5,947	38,746	1,749	4,745	1,723	8,217	4,643	14,447	3,044	22,134	1,061	1,962	747	3,770
156	208	2,585	16,867	3,787	23,239	654	2,433	921	4,008	2,175	10,028	2,000	14,203	456	1,047	449	1,952
208	260	563	5,811	1,433	7,807	165	853	393	1,411	772	4,398	970	6,140	149	534	258	941
260	214	6,914	3,436	10,564	63	1,025	942	2,030	409	9,112	4,926	14,447	69	1,004	1,289	2,362	
All	71,979	210,628	49,664	333,200	35,423	60,903	16,087	113,260	65,023	135,917	34,983	237,302	24,711	31,113	9,528	66,338	
<b>GREAT LONDON (Included in South East)</b>																	
2 or less	825	1,578	508	2,968	518	714	143	1,418	1,614	3,621	1,021	6,354	769	990	238	2,085	
Over 2 and up to 4	779	1,423	463	2,708	439	630	133	1,249	1,671	3,348	915	6,018	648	970	180	1,857	
4	1,318	2,653	762	4,804	651	942	193	1,837	2,672	5,699	1,146	9,659	1,105	1,363	257	2,822	
8	1,490	2,717	788	5,048	763	961	226	2,000	2,938	5,129	1,190	9,352	1,274	1,441	283	3,081	
13	3,079	5,678	1,865	10,670	1,922	517	3,931	6,316	11,495	2,912	20,824	2,467	28,222	2,822	662	6,011	
26	3,397	6,146	2,281	11,853	1,492	634	4,374	8,562	14,054	3,637	26,505	3,122	33,580	952	7,690		
52	104	2,309	5,744	2,069	10,125	785	1,355	607	2,749	5,827	12,811	3,295	21,941	1,507	2,179	741	4,430
104	156	928	3,306	1,017	5,251	229	539	259	1,027	2,388	7,653	1,742	11,783	456	961	387	1,804
156	208	408	2,197	655	3,260	93	295	132	520	1,086	5,658	1,180	7,924	208	602	254	1,064
208	260	98	824	236	1,158	14	142	75	231	374	2,523	566	3,463	71	283	142	496
260	31	755	507	1,293	6	128	177	311	201	4,615	2,970	7,786	29	443	748	1,220	
All	14,662	33,021	11,151	59,138	6,432	9,857	3,096	19,647	33,649	76,606	20,774	131,609	11,656	15,634	4,844	32,560	
<b>EAST ANGLIA</b>																	
2 or less	1,935	4,409	1,785	8,239	1,064	1,716	460	3,339	1,339	2,417	740	4,559	721	1,109	217	2,099	
Over 2 and up to 4	1,758	3,776	1,252	6,892	914	1,345	333	2,665	1,285	2,300	522	4,177	658	782	156	1,633	
4	3,004	5,915	1,751	10,834	1,613	2,139	525	4,414	2,244	3,618	739	6,713	1,031	1,125	201	2,438	
8	3,486	6,437	1,841	11,939	1,775	2,317	544	4,740	2,493	4,050	814	7,460	1,169	1,278	234	2,742	
13	6,875	13,860	4,470	25,344	3,398	4,609	1,264	9,387	5,361	8,928	1,995	16,368	2,181	2,434	516	5,199	
26	8,514	16,307	5,790	30,698	3,832	5,637	1,733	11,254	6,795	10,835	2,562	20,253	2,372	2,885	706	6,007	
52	104	5,483	15,192	5,468	26,155	1,731	3,606	1,598	6,944	4,491	9,734	2,461	16,691	1,119	1,705	685	3,515
104	156	2,314	9,418	2,857	14,589	572	1,451	698	2,721	1,815	6,229	1,314	9,358	341	762	330	1,433
156	208	1,126	6,544	1,758	9,428	202	820	476	1,498	791	4,629	868	6,288	124	448	200	772
208	260	230	2,197	667	3,094	41	313	180	534	233	1,824	386	2,443	29	199	90	313
260	85	2,186	1,573	3,844	19	470	534	1,023	97	2,473	3,923	12	299	357	680		
All	34,810	86,241	29,212	151,056	15,161	24,423	8,345	48,519	26,944	57,037	13,754	98,233	9,757	13,026	3,692	26,813	
<b>WEST MIDLANDS</b>																	
2 or less	2,223	4,401	1,511	8,223	1,287	1,986	563	3,904	2,811	5,543	1,467	10,155	1,371	2,268	512	4,332	
Over 2 and up to 4	2,272	3,864	1,161	7,404	1,227	1,621	401	3,331	2,502	4,794	1,204	8,736	1,074	1,592	317	3,138	
4	4,090	6,417	1,800	12,485	1,921	2,448	531	5,049	4,216	7,693	1,605	13,916	1,895	2,464	494	5,182	
8	4,412	7,096	1,988	13,631	2,174	2,547	579	5,415	4,651	8,218	1,716	14,944	2,207	2,701	555	5,740	
13	8,517	14,792	4,371	27,792	3,916	4,806	1,278	10,104	9,823	17,453	4,074	31,651	4,029	5,078	1,170	10,479	
26	11,629	18,616	6,061	36,382	5,555	6,632	1,922	14,177	11,319	20,144	5,034	36,691	4,134	5,505	1,376	11,182	
52	104	9,082	20,516	6,673	36,287	3,100	4,368	1,868	9,341	7,208	17,076	4,502	28,820	2,013	3,238	1,292	6,566
104	156	4,344	14,353	3,809	22,506	1,164	2,135	971	4,270	2,793	9,815	2,345	14,953	615	1,417	656	2,688
156	208	2,141	10,433	2,464	15,038	449	1,281	598	2,328	1,273	6,455	1,491	9,219	236	793	386	1,415
208	260	605	3,954	970	5,529	116	499	256	871	454	2,751	772	3,977	81	353	224	658
260	262	5,748	3,882	9,892	76	838	1,156	2,070	287	6,097	4,753	11,137	49	721	1,237	2,007	
All	49,577	110,180	34,690	195,169	20,985	29,161	10,123	60,860	47,337	106,039	28,963	184,199	17,704	26,130	8,219	53,376	
<b>SCOTLAND</b>																	
2 or less	1,636	3,625	1,198	6,562	916	1,363	338	2,699	706	1,078	322	2,112	447	573	141	1,168	
Over 2 and up to 4	1,660	3,120	962	5,820	850	1,227	293	2,437	707	1,023	259	1,992	367	531	147	1,050	
4	2,820	5,742	1,383	10,094	1,431	1,817	386	3,748									

## 2.7 CLAIMANT UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages*
<b>MALE AND FEMALE</b>										
1993	Apr	2,983.0	221.8	602.7	512.8	662.4	496.9	433.0	53.4	3,000.5
	July	2,911.4	216.3	614.6	495.9	642.8	414.7	414.7	48.3	2,929.3
	Oct	2,776.7	210.3	565.2	472.6	616.8	461.5	406.0	44.2	2,793.6
1994	Jan	2,870.3	209.2	575.6	490.4	647.6	481.5	421.9	44.0	2,887.1
	Apr	2,716.7	194.9	529.5	462.1	619.7	461.8	409.9	38.7	2,734.4
<b>MALE</b>										
1993	Apr	2,294.3	143.4	443.6	401.8	541.2	380.8	330.7	52.9	2,304.2
	July	2,221.1	138.8	441.8	387.4	524.2	365.9	315.2	47.8	2,231.1
	Oct	2,125.8	133.5	410.3	369.8	505.2	354.3	308.9	43.8	2,135.5
1994	Jan	2,213.4	134.5	421.2	386.0	534.0	372.1	322.0	43.6	2,223.0
	Apr	2,091.3	126.0	387.5	363.2	509.6	355.1	311.5	38.3	2,101.3
<b>FEMALE</b>										
1993	Apr	688.7	78.5	159.1	111.0	121.2	116.1	102.3	0.5	696.3
	July	690.3	77.5	172.8	108.6	118.6	113.0	99.5	0.5	698.2
	Oct	650.8	76.7	155.0	102.9	111.6	107.1	97.1	0.4	658.1
1994	Jan	656.9	74.8	154.4	104.4	113.6	109.4	99.9	0.5	664.0
	Apr	625.4	68.9	142.0	98.9	110.1	106.7	98.4	0.4	633.1

\* Including some aged under 18.

## 2.8 CLAIMANT UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
<b>MALE AND FEMALE</b>									
1993	Apr	301.3	993.6	630.5	569.3	260.3	245.4	3,000.5	1,075.1
	July	360.0	881.6	606.6	543.6	279.4	258.2	2,929.3	1,081.2
	Oct	305.0	895.1	522.5	513.8	279.6	277.6	2,793.6	1,071.0
1994	Jan	282.9	988.5	535.2	501.0	272.6	306.8	2,887.1	1,080.4
	Apr	265.9	866.0	557.0	465.6	248.8	331.1	2,734.4	1,045.6
<b>Proportion of number unemployed</b>									
1993	Apr	10.0	33.1	21.0	19.0	8.7	8.2	100.0	35.8
	July	12.3	30.1	20.7	18.6	9.5	8.8	100.0	36.9
	Oct	10.9	32.0	18.7	18.4	10.0	9.9	100.0	38.3
1994	Jan	9.8	34.2	18.5	17.4	9.4	10.6	100.0	37.4
	Apr	9.7	31.7	20.4	17.0	9.1	12.1	100.0	38.2
<b>MALE</b>									
1993	Apr	212.5	725.8	473.3	464.2	222.8	205.8	2,304.2	892.7
	July	237.1	640.7	456.7	440.6	238.5	217.6	2,231.1	896.7
	Oct	216.5	637.2	394.4	414.0	237.8	235.6	2,135.5	887.4
1994	Jan	198.0	726.9	400.6	403.4	231.5	262.5	2,223.0	897.5
	Apr	187.7	633.6	412.6	372.7	210.4	284.3	2,101.3	867.4
<b>Proportion of number unemployed</b>									
1993	Apr	9.2	31.5	20.5	20.1	9.7	8.9	100.0	38.7
	July	10.6	28.7	20.5	19.7	10.7	9.8	100.0	40.2
	Oct	10.1	29.8	18.5	19.4	11.1	11.0	100.0	41.6
1994	Jan	8.9	32.7	18.0	18.1	10.4	11.8	100.0	40.4
	Apr	8.9	30.2	19.6	17.7	10.0	13.5	100.0	41.3
<b>FEMALE</b>									
1993	Apr	88.9	267.8	157.2	105.1	37.5	39.7	696.3	182.3
	July	122.9	240.9	149.9	103.0	40.9	40.6	698.2	184.5
	Oct	88.5	257.8	128.1	99.9	41.8	42.0	658.1	183.7
1994	Jan	84.9	261.6	134.5	97.6	41.1	44.3	664.0	183.0
	Apr	78.2	232.4	144.3	92.9	38.4	46.8	633.1	178.1
<b>Proportion of number unemployed</b>									
1993	Apr	12.8	38.5	22.6	15.1	5.4	5.7	100.0	26.2
	July	17.6	34.5	21.5	14.8	5.9	5.8	100.0	26.4
	Oct	13.5	39.2	19.5	15.2	6.3	6.4	100.0	27.9
1994	Jan	12.8	39.4	20.3	14.7	6.2	6.7	100.0	27.6
	Apr	12.4	36.7	22.8	14.7	6.1	7.4	100.0	28.1

## CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts as at April 14 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +	
				Per cent employees and unemployed	Per cent workforce				Per cent employees and unemployed	Per cent workforce
<b>SOUTH EAST</b>										
Bedfordshire	18,034	5,625	23,659	10.5	9.3	Three Rivers	1,901	583	2,484	
Luton	7,835	2,198	10,033			Watford	2,830	931	3,761	
Mid Bedfordshire	2,445	921	3,366			Welwyn Hatfield	2,535	792	3,327	
North Bedfordshire	4,600	1,448	6,048			<b>Isle of Wight</b>				
South Bedfordshire	3,154	1,058	4,212			Medina	5,186	1,510	6,696	14.3
<b>Berkshire</b>										
Bracknell	2,433	706	3,139	7.3	6.5	South Wight	2,961	864	3,825	
Newbury	2,882	899	3,781				2,225	646	2,871	
Reading	5,314	1,357	6,671			<b>Kent</b>				
Slough	4,361	1,363	5,724			Ashford	54,429	15,304	69,733	11.8
Windsor and Maidenhead	2,724	932	3,656			Canterbury	2,759	685	3,444	
Wokingham	2,412	790	3,202			Dartford	4,268	1,144	5,412	
<b>Buckinghamshire</b>										
Aylesbury Vale	16,446	5,298	21,744	7.8	6.8	Dover	4,310	1,104	5,414	
Chiltern	1,629	528	2,157			Gillingham	3,678	1,156	4,834	
Milton Keynes	6,297	2,042	8,339			Gravesham	4,086	1,151	5,237	
South Buckinghamshire	1,246	425	1,671			Maidstone	3,771	1,153	4,924	
Wycombe	3,695	1,100	4,795			Rochester-upon-Medway	6,376	1,947	8,323	
<b>East Sussex</b>										
Brighton	27,695	8,547	36,242	14.0	11.5	Sevenoaks	2,669	779	3,448	
Eastbourne	9,192	2,827	12,019			Shepway	4,215	957	5,172	
Hastings	4,178	1,106	5,284			Swale	4,883	1,469	6,352	
Hove	4,130	1,503	5,633			Thanet	5,901	1,577	7,478	
Lewes	2,600	818	3,418			Tonbridge and Malling	2,456	758	3,214	
Rother	2,333	709	3,042			Tunbridge Wells	2,332	634	2,966	
Wealden	2,486	764	3,250			<b>Oxfordshire</b>				
<b>Essex</b>										
Basildon	51,110	16,408	67,518	12.2	10.3	Cherwell	12,309	4,153	16,462	6.6
Braintree	6,250	1,990	8,240			Oxford	2,634	1,010	3,644	
Brentwood	3,557	1,258	4,815			Oxford	3,688	1,165	4,853	
Castle Point	1,511	504	2,015			South Oxfordshire	2,611	797	3,408	
Chelmsford	2,910	860	3,770			Vale of White Horse	1,924	614	2,538	
Chelmsford	3,779	1,389	5,168			West Oxfordshire	1,452	567	2,019	
Colchester	4,599	1,566	6,165			<b>Surrey</b>				
Epping Forest	3,516	1,180	4,696			Elmbridge	20,799	6,828	27,627	
Harlow	2,877	997	3,874			Epsom and Ewell	2,226	813	3,039	
Maldon	1,608	490	2,098			Guildford	2,268	423	2,691	
Rochford	2,046	684	2,730			Mole Valley	2,534	821	3,355	
Southend-on-Sea	7,492	2,242	9,734			Reigate and Banstead	1,451	468	1,919	
Tendring	4,645	1,221	5,866			Runnymede	2,520	779	3,299	
Thurrock	4,996	1,529	6,525			Spelthorne	1,617	530	2,147	
Uttlesford	1,324	498	1,822			Surrey Heath	2,175	764	2,939	
<b>Greater London</b>										
Barking and Dagenham	333,200	113,260	446,460	12.4	11.0	Tandridge	1,517	502	2,019	
Barnet	6,649	1,810	8,459			Waverley	1,490	474	1,964	
Bexley	9,687	3,766	13,453			Woking	2,062	715	2,777	
Brent	7,026	2,291	9,317			<b>West Sussex</b>				
Bromley	15,880	5,558	21,438			Adur	17,523	5,150	22,673	7.9
Camden	8,533	2,732	11,265			Arun	1,676	471	2,147	
City of London	10,424	4,422	14,846			Chichester	3,643	1,015	4,658	
City of Westminster	113	52	165			Chichester	2,339	643	2,982	
Croydon	8,543	3,450	11,993			Craxley	1,676	471	2,147	
Ealing	12,984	4,093	17,077			Horsham	3,643	1,015	4,658	
Enfield	11,834	4,035	15,869			Mid Sussex	2,339	643	2,982	
Enfield	11,214	3,715	14,929			Worthing	2,354	767	3,121	
Greenwich	11,439	3,764	15,203			<b>EAST ANGLIA</b>				
Hackney	15,364	5,056	20,420			<b>Cambridgeshire</b>				
Hammersmith and Fulham	8,962	3,544	12,506			Cambridge	18,113	6,082	24,195	8.5
Haringey	15,718	5,451	21,169			East Cambridgeshire	2,955	1,009	3,964	
Harrow	5,822	2,125	7,947			East Cambridgeshire	1,233	470	1,703	
Havering	7,260	2,165	9,425			Fenland	2,545	885	3,430	
Hillingdon	6,966	2,264	9,230			Huntingdon	3,089	1,224	4,313	
Hounslow	7,879	2,775	10,654			Peterborough	6,339	1,777	8,116	
Islington	11,953	4,545	16,498			South Cambridgeshire	1,952	717	2,669	
Kensington and Chelsea	6,482	3,168	9,650			<b>Norfolk</b>				
Kingston-upon-Thames	3,731	1,220	4,951			Breckland	23,732	7,860	31,592	10.6
Lambeth	19,524	6,678	26,202							

# 2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts as at April 14 1994

	Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce		Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce
South Hams	1,929	690	2,619				North West Leicestershire	1,681	474	2,155			
Teignbridge	3,097	932	4,029				Cadby and Wigston	631	213	844			
Torbay	5,440	1,494	6,934				Rutland	470	208	678			
Torridge	1,889	639	2,528				<b>Lincolnshire</b>	<b>17,517</b>	<b>5,917</b>	<b>23,434</b>	<b>10.8</b>	<b>9.0</b>	
West Devon	1,259	418	1,677				Boston	1,693	509	2,202			
<b>Dorset</b>	<b>20,908</b>	<b>6,184</b>	<b>27,092</b>	<b>11.1</b>	<b>9.3</b>		East Lindsey	3,901	1,286	5,187			
Bournemouth	7,588	2,159	9,747				Lincoln	4,089	1,177	5,266			
Christchurch	1,201	350	1,551				North Kesteven	1,840	721	2,561			
East Dorset	1,501	495	1,996				South Holland	1,491	514	2,005			
North Dorset	828	281	1,109				South Kesteven	2,388	918	3,306			
Poole	4,488	1,190	5,678				West Lindsey	2,115	792	2,907			
Purbeck	1,094	364	1,458				<b>Northamptonshire</b>	<b>16,154</b>	<b>5,700</b>	<b>21,854</b>	<b>8.7</b>	<b>7.7</b>	
West Dorset	1,816	643	2,459				Corby	2,098	702	2,800			
Weymouth and Portland	2,392	702	3,094				Daventry	1,278	576	1,854			
<b>Gloucestershire</b>	<b>15,203</b>	<b>4,895</b>	<b>20,098</b>	<b>9.2</b>	<b>7.9</b>		East Northamptonshire	1,390	522	1,912			
Cheltenham	3,157	1,018	4,175				Kettering	2,010	665	2,675			
Cotswold	1,382	524	1,906				Northampton	6,155	2,054	8,209			
Forest of Dean	1,932	633	2,565				South Northamptonshire	1,228	496	1,724			
Gloucester	4,016	1,051	5,067				Wellingborough	1,995	685	2,680			
Stroud	2,758	1,013	3,771				<b>Nottinghamshire</b>	<b>43,605</b>	<b>11,725</b>	<b>55,330</b>	<b>12.7</b>	<b>11.4</b>	
Tewkesbury	1,958	656	2,614				Ashfield	4,763	1,103	5,866			
<b>Somerset</b>	<b>13,143</b>	<b>4,362</b>	<b>17,505</b>	<b>10.0</b>	<b>8.2</b>		Bassetlaw	4,434	1,196	5,630			
Mendip	2,846	1,022	3,868				Broxtowe	3,237	1,083	4,320			
Sedgemoor	3,148	1,007	4,155				Gedling	3,386	1,030	4,416			
South Somerset	3,379	1,184	4,563				Mansfield	4,757	1,098	5,855			
Taunton Deane	2,725	793	3,518				Newark	3,898	989	4,887			
West Somerset	1,045	356	1,401				Nottingham	16,535	4,362	20,897			
<b>Wiltshire</b>	<b>14,500</b>	<b>5,109</b>	<b>19,609</b>	<b>8.0</b>	<b>7.0</b>		Rushcliffe	2,595	864	3,459			
Kennet	1,518	625	2,143				<b>YORKSHIRE AND HUMBERSIDE</b>						
North Wiltshire	2,768	1,049	3,817				<b>Humberside</b>	<b>33,395</b>	<b>9,733</b>	<b>43,128</b>	<b>11.7</b>	<b>10.3</b>	
Salisbury	2,386	843	3,229				Beverley	2,256	868	3,124			
Thamesdown	5,148	1,627	6,775				Boothferry	1,972	641	2,613			
West Wiltshire	2,680	965	3,645				Cleethorpes	2,286	696	2,982			
<b>WEST MIDLANDS</b>							East Yorkshire	2,511	914	3,425			
<b>Hereford and Worcester</b>	<b>18,302</b>	<b>6,405</b>	<b>24,707</b>	<b>9.4</b>	<b>7.9</b>		Glanford	1,615	560	2,175			
Bromsgrove	2,287	848	3,135				Great Grimsby	4,408	1,092	5,500			
Hereford	1,665	588	2,253				Holderness	1,404	454	1,858			
Leominster	911	357	1,268				Kingston-upon-Hull	14,475	3,880	18,355			
Malvern Hills	1,984	691	2,675				Scunthorpe	2,468	638	3,106			
Redditch	2,517	902	3,419				<b>North Yorkshire</b>	<b>16,384</b>	<b>5,925</b>	<b>22,309</b>	<b>7.8</b>	<b>6.5</b>	
South Herefordshire	1,099	443	1,542				Craven	886	353	1,239			
Worcester	2,743	791	3,534				Hambleton	1,412	583	1,995			
Wychavon	2,135	830	2,965				Harrogate	2,556	1,038	3,594			
Wyre Forest	2,961	955	3,916				Richmondshire	634	360	994			
<b>Shropshire</b>	<b>10,680</b>	<b>3,788</b>	<b>14,468</b>	<b>9.0</b>	<b>7.5</b>		Ryedale	1,528	555	2,083			
Bridgnorth	1,074	477	1,551				Scarborough	3,465	1,209	4,674			
North Shropshire	1,061	420	1,481				Selby	2,239	767	3,006			
Oswestry	942	382	1,324				York	3,664	1,060	4,724			
Shrewsbury and Atcham	2,264	793	3,057				<b>South Yorkshire</b>	<b>58,175</b>	<b>14,924</b>	<b>73,099</b>	<b>14.3</b>	<b>12.6</b>	
South Shropshire	815	314	1,129				Barnsley	9,211	2,298	11,509			
The Wrekin	4,524	1,402	5,926				Doncaster	13,682	3,275	16,957			
<b>Staffordshire</b>	<b>30,234</b>	<b>9,755</b>	<b>39,989</b>	<b>10.0</b>	<b>8.8</b>		Rotherham	11,412	2,766	14,178			
Cannock Chase	3,107	1,004	4,111				Sheffield	23,870	6,585	30,455			
East Staffordshire	3,127	1,014	4,141				<b>West Yorkshire</b>	<b>73,774</b>	<b>21,087</b>	<b>94,861</b>	<b>10.5</b>	<b>9.2</b>	
Lichfield	2,301	798	3,099				Bradford	18,165	4,843	23,008			
Newcastle-under-Lyme	3,362	1,079	4,441				Calderdale	6,076	2,017	8,093			
South Staffordshire	2,924	1,084	4,008				Kirkstall	12,030	3,612	15,642			
Stafford	2,869	1,006	3,875				Leeds	25,706	7,418	33,124			
Staffordshire Moorlands	1,686	636	2,322				Wakefield	11,797	3,197	14,994			
Stoke-on-Trent	8,335	2,310	10,645				<b>NORTH WEST</b>						
Tamworth	2,623	924	3,547				<b>Cheshire</b>	<b>27,250</b>	<b>8,362</b>	<b>35,612</b>	<b>8.7</b>	<b>7.7</b>	
<b>Warwickshire</b>	<b>13,123</b>	<b>4,790</b>	<b>17,913</b>	<b>8.9</b>	<b>7.6</b>		Chester	3,497	1,064	4,561			
North Warwickshire	1,705	578	2,283				Congleton	1,647	633	2,280			
Nuneaton and Bedworth	4,050	1,298	5,348				Crowe and Nantwich	3,087	1,085	4,172			
Rugby	2,940	988	3,928				Ellesmere Port and Neston	2,675	766	3,441			
Stratford-on-Avon	2,108	897	3,005				Halton	5,633	1,466	7,099			
Warwick	2,920	1,029	3,949				Macclesfield	2,876	932	3,808			
<b>West Midlands</b>	<b>122,830</b>	<b>36,122</b>	<b>158,952</b>	<b>12.9</b>	<b>11.7</b>		Vale Royal	2,958	969	3,927			
Birmingham	54,275	15,500	69,775				Warrington	4,877	1,447	6,324			
Coventry	13,590	4,064	17,654				<b>Greater Manchester</b>	<b>97,195</b>	<b>26,823</b>	<b>124,018</b>	<b>11.2</b>	<b>9.9</b>	
Dudley	10,803	3,729	14,532				Bolton	11,102	2,094	13,196			
Sandwell	14,506	4,182	18,688				Bury	4,531	1,414	5,945			
Solihull	6,283	2,109	8,392				Manchester	26,695	7,083	33,778			
Walsall	11,149	3,100	14,249				Oldham	8,001	2,281	10,282			
Wolverhampton	12,224	3,438	15,662				Rochdale	7,654	2,158	9,812			
<b>EAST MIDLANDS</b>							Salford	9,815	2,490	12,305			
<b>Derbyshire</b>	<b>32,007</b>	<b>9,181</b>	<b>41,188</b>	<b>10.8</b>	<b>9.4</b>		Stockport	7,421	2,087	9,508			
Amber Valley	2,670	925	3,595				Tameside	7,317	2,106	9,423			
Bolsover	3,399	722	4,121				Trafford	6,746	2,098	8,844			
Chesterfield	4,484	1,216	5,700				Wigan	10,007	3,012	13,019			
Derby	9,191	2,467	11,658				<b>Lancashire</b>	<b>41,091</b>	<b>11,402</b>	<b>52,493</b>	<b>9.4</b>	<b>8.0</b>	
Derbyshire Dales	1,705	635	2,340				Blackburn	5,121	1,186	6,307			
Erewash	3,572	1,097	4,669				Blackpool	6,243	1,538	7,781			
High Peak	2,100	714	2,814				Burnley	2,747	695	3,442			
North East Derbyshire	3,339	974	4,313				Chorley	2,318	791	3,109			
South Derbyshire	1,547	431	1,978				Fylde	1,056	335	1,391			
<b>Leicestershire</b>	<b>25,400</b>	<b>8,365</b>	<b>33,765</b>	<b>8.6</b>	<b>7.6</b>		Hyndburn	2,030	538	2,568			
Blaby	1,672	625	2,297				Lancaster	4,247	1,317	5,564			
Charmwood	3,096	1,198	4,294				Pendle	2,197	692	2,889			
Harborough	1,179	453	1,632				Preston	5,021	1,289	6,310			
Hinckley and Bosworth	2,256	920	3,176				Ribble Valley	584	192	776			
Leicester	13,638	3,968	17,606				Rossendale	1,461	408	1,869			
Melton	777	306	1,083				South Ribble	2,299	773	3,072			
							West Lancashire	3,546	1,100	4,646			

# CLAIMANT UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts as at April 14 1994

	Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce		Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce
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# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at April 14 1994

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Kensington	3,707	1,756	5,463
<b>Bedfordshire</b>				Kingston-upon-Thames	2,112	700	2,812
Luton South	5,062	1,327	6,389	Lewisham East	4,010	1,270	5,280
Mid Bedfordshire	2,749	972	3,721	Lewisham Deptford	4,883	1,539	6,422
North Bedfordshire	3,623	1,144	4,767	Leyton	6,510	2,257	8,767
North Luton	3,538	1,142	4,680	Mitcham and Morden	5,282	1,686	6,978
South West Bedfordshire	3,062	1,040	4,102	Newham North East	4,022	1,209	5,231
<b>Berkshire</b>				Newham North West	5,682	1,448	7,130
East Berkshire	2,962	880	3,842	Newham South	4,858	1,410	6,268
Newbury	2,280	703	2,983	Norwood	4,956	1,352	6,308
Reading East	3,335	920	4,255	Old Bexley and Sidcup	6,419	2,180	8,599
Reading West	2,987	780	3,767	Orpington	1,557	579	2,136
Slough	4,361	1,363	5,724	Peckham	1,863	602	2,465
Windsor and Maidenhead	2,195	758	2,953	Putney	6,463	1,997	8,460
Wokingham	2,006	643	2,649	Ravensbourne	3,029	1,214	4,243
<b>Buckinghamshire</b>				Richmond-upon-Thames and Barnes	1,933	799	2,732
Aylesbury	2,556	856	3,412	Romford	2,272	707	2,979
Beaconsfield	1,686	552	2,238	Ruislip-Northwood	1,835	656	2,491
Buckingham	1,369	494	1,863	Southwark and Bermondsey	5,892	1,917	7,809
Chesham and Amersham	1,616	518	2,134	Streatham	5,623	2,011	7,634
Milton Keynes N.E. CC	2,646	916	3,562	Surbiton	1,619	520	2,139
Milton Keynes S.W. BC	3,651	1,126	4,777	Sutton and Cheam	2,034	630	2,664
Wycombe	2,922	836	3,758	Tooting	5,174	1,924	7,098
<b>East Sussex</b>				Tottenham	9,258	2,889	12,147
Bexhill and Battle	2,074	605	2,679	Twickenham	2,185	792	2,977
Brighton Kempdown	4,773	1,307	6,080	Upminster	2,534	721	3,255
Brighton Pavilion	4,419	1,520	5,939	Uxbridge	2,379	748	3,127
Eastbourne	2,984	898	3,882	Vauxhall	7,482	2,487	9,969
Hastings and Rye	4,672	1,275	5,947	Walthamstow	4,040	1,230	5,270
Hove	4,130	1,503	5,633	Wanstead and Woodford	2,111	795	2,906
Lewes	2,679	857	3,536	Westminster North	5,257	2,146	7,403
Wealden	1,964	582	2,546	Wimbledon	2,391	902	3,293
<b>Essex</b>				Woolwich	4,732	1,511	6,243
Basildon	4,416	1,345	5,761	<b>Hampshire</b>			
Billerica	2,858	992	3,850	Aldershot	2,933	997	3,930
Braintree	3,070	1,087	4,157	Basingstoke	2,969	932	3,901
Brentwood and Ongar	1,896	612	2,508	East Hampshire	2,488	809	3,297
Castle Point	2,910	860	3,770	Eastleigh	3,066	867	3,933
Chelmsford	2,878	1,069	3,947	Fareham	2,337	854	3,191
Epping Forest	2,695	921	3,616	Gosport	2,474	889	3,363
Harlow	3,313	1,148	4,461	Havant	3,714	961	4,675
Harwich	3,987	1,000	4,987	New Forest	2,049	574	2,623
North Colchester	3,247	1,091	4,338	North West Hampshire	1,918	699	2,617
Rochford	2,566	872	3,438	Portsmouth North	3,448	1,025	4,473
Saffron Walden	2,192	801	2,993	Portsmouth South	5,340	1,495	6,835
South Colchester and Maldon	3,618	1,186	4,804	Romsey and Waterside	2,496	723	3,219
Southend East	4,160	1,268	5,428	Southampton Itchen	4,712	1,185	5,897
Southend West	3,332	974	4,306	Southampton Test	4,396	1,064	5,460
Thurrock	3,972	1,182	5,154	Winchester	2,146	635	2,781
<b>Greater London</b>				<b>Hertfordshire</b>			
Barking	3,342	900	4,242	Broxbourne	3,220	1,270	4,490
Battersea	4,927	1,739	6,666	Hertford and Stortford	2,227	873	3,100
Beckenham	2,953	972	3,925	Hertsmer	2,536	807	3,343
Bethnal Green and Stepney	6,691	1,687	8,378	North Hertfordshire	3,080	963	4,043
Bexleyheath	2,127	682	2,809	South West Hertfordshire	2,258	704	2,962
Bow and Poplar	6,445	1,713	8,158	St Albans	2,191	707	2,898
Brent East	6,210	2,121	8,331	Stevenage	3,569	1,125	4,694
Brent North	3,421	1,364	4,785	Watford	3,348	1,119	4,467
Brentford and Isleworth	6,249	2,073	8,322	Welford Hatfield	2,569	794	3,363
Carshalton and Wallington	3,528	1,335	4,863	West Hertfordshire	2,870	852	3,722
Chelsea	2,826	795	3,621	<b>Isle of Wight</b>			
Chingford	2,775	1,412	4,187	Isle of Wight	5,186	1,510	6,696
Chipping Barnet	2,551	906	3,457	<b>Kent</b>			
Chislehurst	2,039	750	2,789	Ashford	2,759	685	3,444
City of London	1,895	588	2,483	Canterbury	3,097	883	3,980
and Westminster South	3,399	1,356	4,755	Dartford	3,242	945	4,187
Croydon Central	3,091	882	3,973	Dover	3,983	1,008	4,991
Croydon North East	3,868	1,255	5,123	Faversham	4,684	1,400	6,084
Croydon North West	4,006	1,274	5,280	Folkestone and Hythe	4,215	957	5,172
Croydon South	2,019	682	2,701	Gillingham	3,747	1,186	4,933
Dagenham	3,307	910	4,217	Gravesham	4,086	1,151	5,237
Dulwich	4,139	1,413	5,552	Maidstone	2,911	858	3,769
Ealing North	3,707	1,211	4,918	Medway	3,625	1,177	4,802
Ealing Acton	3,795	1,399	5,194	Mid Kent	3,611	1,065	4,676
Ealing Southall	4,332	1,425	5,757	North Thanet	4,369	1,117	5,486
Edmonton	4,540	1,497	6,037	Sevenoaks	2,152	624	2,776
Eltham	3,106	900	4,006	South Thanet	3,160	856	4,016
Enfield North	3,852	1,241	5,093	Tonbridge and Malling	2,456	758	3,214
Enfield Southgate	2,822	977	3,799	Tunbridge Wells	2,332	634	2,966
Erith and Crayford	3,342	1,030	4,372	<b>Oxfordshire</b>			
Feltham and Heston	4,351	1,440	5,791	Banbury	2,434	946	3,380
Finchley	2,426	1,101	3,527	Henley	1,389	453	1,842
Fulham	4,003	1,721	5,724	Oxford East	3,223	925	4,148
Greenwich	3,601	1,353	4,954	Oxford West and Abingdon	1,831	641	2,472
Hackney North and Stoke Newington	7,592	2,694	10,286	Wantage	1,780	557	2,337
Hackney South and Shoreditch	7,772	2,362	10,134	Witney	1,652	631	2,283
Hammersmith	4,959	1,823	6,782	<b>Surrey</b>			
Hampstead and Highgate	4,286	1,135	5,421	Chertsey and Walton	2,143	691	2,834
Harrow East	3,320	1,218	4,538	East Surrey	1,490	474	1,964
Harrow West	2,502	907	3,409	Salisbury	1,751	539	2,290
Hayes and Harlington	2,752	860	3,612	Epsom and Ewell	1,389	518	1,907
Hendon North	2,590	927	3,517	Esher	2,074	687	2,761
Hendon South	2,632	988	3,620	Guildford	1,545	486	2,031
Holborn and St Pancras	6,138	2,287	8,425	Mole Valley	2,186	725	2,911
Hornchurch	2,454	737	3,191	North West Surrey	2,037	663	2,700
Hornsey and Wood Green	6,460	2,562	9,022	Reigate	1,736	608	2,344
Ilford North	2,483	852	3,335	South West Surrey	2,175	764	2,939
Ilford South	3,696	1,095	4,791	Spelthorne	2,273	673	2,946
Islington North	6,666	2,538	9,204	Woking			
Islington South and Finsbury	5,287	2,007	7,294				

# CLAIMANT UNEMPLOYMENT 2.10

## Area statistics

Unemployment in Parliamentary constituencies as at April 14 1994

	Male	Female	All		Male	Female	All
<b>West Sussex</b>				Leominster	2,003	777	2,780
Arundel	3,094	882	3,976	Mid Worcestershire	3,362	1,236	4,598
Chichester	2,339	643	2,982	South Worcestershire	2,208	763	2,971
Crawley	2,784	929	3,713	Worcester	2,973	882	3,855
Horsham	2,179	731	2,910	Wyre Forest	2,961	955	3,916
Mid Sussex	2,053	623	2,676	<b>Shropshire</b>			
Shoreham	2,225	604	2,829	Ludlow	1,889	791	2,680
Worthing	2,849	738	3,587	North Shropshire	2,331	906	3,237
<b>EAST ANGLIA</b>				Shrewsbury and Atcham	2,264	793	3,057
<b>Cambridgeshire</b>				The Wrekin	4,196	1,298	5,494
Cambridge	2,682	918	3,600	<b>Staffordshire</b>			
Huntingdon	2,534	995	3,529	Burton	3,127	1,014	4,141
North East Cambridgeshire	3,173	1,112	4,285	Cannock and Burntwood	3,083	1,027	4,110
Peterborough	5,704	1,536	7,240	Mid Staffordshire	2,413	810	3,223
South East Cambridgeshire	1,731	672	2,403	Newcastle-under-Lyme	2,505	725	3,230
South West Cambridgeshire	2,289	849	3,138	South East Staffordshire	3,124	1,146	4,270
<b>Norfolk</b>				Stafford	2,824	1,084	3,908
Great Yarmouth	4,353	1,356	5,709	Stafford	2,469	825	3,294
Mid Norfolk	2,280	856	3,136	Staffordshire Moorlands	1,686	636	2,322
North Norfolk	2,294	771	3,065	Stoke-on-Trent Central	3,264	903	4,167
North West Norfolk	2,987	918	3,905	Stoke-on-Trent North	3,035	830	3,865
Norwich North	2,867	886	3,753	Stoke-on-Trent South	2,704	755	3,459
Norwich South	4,044	1,177	5,221	<b>Warwickshire</b>			
South Norfolk	2,226	872	3,098	North Warwickshire	2,876	971	3,847
South West Norfolk	2,681	1,024	3,705	Nuneaton	3,046	1,004	4,050
<b>Suffolk</b>				Rugby and Kenilworth	2,549	1,041	3,590
Bury St Edmunds	2,447	905	3,352	Stratford-on-Avon	2,108	897	3,005
Central Suffolk	2,207	774	2,981	Warwick and Leamington	2,544	877	3,421
Ipswich	3,192	875	4,067	<b>West Midlands</b>			
South Suffolk	2,769	950	3,719	Aldridge-Brownhills	2,471	864	3,335
Suffolk Coastal	2,482	859	3,341	Birmingham Edgbaston	3,648	1,224	4,872
Waveney	4,196	1,342	5,538	Birmingham Erdington	4,732	1,302	6,034
<b>SOUTH WEST</b>				Birmingham Hall Green	3,783	1,123	4,906
<b>Avon</b>				Birmingham Hodge Hill	4,716	1,182	5,898
Bath	3,213	1,196	4,409	Birmingham Ladywood	6,152	1,701	7,853
Bristol East	4,082	1,253	5,335	Birmingham Northfield	5,142	1,471	6,613
Bristol North West	3,838	1,062	4,900	Birmingham Perry Barr	5,038	1,428	6,466
Bristol South	5,289	1,524	6,813	Birmingham Small Heath	6,204	1,422	

# 2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies as at April 14 1994

	Male	Female	All		Male	Female	All
<b>Nottinghamshire</b>				Littleborough and Saddleworth	2,155	695	2,850
Ashfield	4,210	1,007	5,217	Makerfield	2,689	919	3,608
Bassettlaw	3,982	982	4,964	Manchester Central	6,689	1,581	8,270
Broxtowe	2,596	869	3,465	Manchester Blackley	4,097	955	5,052
Gedling	2,788	881	3,669	Manchester Gorton	4,538	1,253	5,791
Mansfield	4,085	967	5,052	Manchester Withington	4,381	1,468	5,849
Newark	3,035	934	3,969	Manchester Wythenshawe	4,066	931	4,997
Nottingham East	6,756	1,926	8,682	Oldham Central and Royton	3,862	1,015	4,877
Nottingham North	5,068	1,123	6,191	Oldham West	2,709	805	3,514
Nottingham South	4,711	1,313	6,024	Rochdale	3,644	980	4,624
Rushcliffe	2,595	864	3,459	Salford East	4,621	1,070	5,691
Sherwood	3,779	859	4,638	Stalybridge and Hyde	3,207	903	4,110
				Stockport	2,318	649	2,967
				Stretford	5,118	1,552	6,670
				Wigan	3,632	1,077	4,709
				Worsley	3,043	919	3,962
<b>YORKSHIRE AND HUMBERSIDE</b>							
<b>Humberside</b>				<b>Lancashire</b>			
Beverley	2,088	774	2,862	Blackburn	4,158	882	5,040
Booth Ferry	2,602	948	3,550	Blackpool North	3,183	790	3,973
Bridlington	3,453	1,155	4,608	Blackpool South	3,060	748	3,808
Brigg and Cleethorpes	3,310	1,021	4,331	Burnley	2,747	695	3,442
Glanford and Scunthorpe	3,059	863	3,922	Chorley	2,423	851	3,274
Great Grimsby	4,408	1,092	5,500	Fylde	1,309	398	1,707
Kingston-upon-Hull East	4,506	1,117	5,623	Hyndburn	2,030	538	2,568
Kingston-upon-Hull North	5,256	1,381	6,637	Lancaster	1,968	646	2,614
Kingston-upon-Hull West	4,713	1,382	6,095	Morecambe and Lunesdale	2,465	735	3,200
				Pendle	2,197	692	2,889
<b>North Yorkshire</b>				Preston	4,275	1,070	5,345
Harrogate	1,865	711	2,576	Ribble Valley	1,077	348	1,425
Richmond	1,871	858	2,729	Rossendale and Darwen	2,424	712	3,136
Ryedale	1,873	747	2,620	South Ribble	2,299	773	3,072
Scarborough	3,184	1,079	4,263	West Lancashire	3,441	1,040	4,481
Selby	2,350	790	3,140	Wyre	2,035	484	2,519
Skipton and Ripon	1,577	680	2,257				
York	3,664	1,060	4,724	<b>Merseyside</b>			
				Birkenhead	5,668	1,386	7,054
<b>South Yorkshire</b>				Bootle	5,932	1,398	7,330
Barnsley Central	3,199	773	3,972	Crosby	2,994	1,033	4,027
Barnsley East	3,109	746	3,855	Knowsley North	4,264	1,090	5,354
Barnsley West and Penistone	2,903	779	3,682	Knowsley South	4,736	1,200	5,936
Don Valley	4,030	1,013	5,043	Liverpool Broadgreen	4,935	1,360	6,295
Doncaster Central	4,700	1,110	5,810	Liverpool Garston	3,782	1,077	4,859
Doncaster North	4,952	1,152	6,104	Liverpool Mossley Hill	4,108	1,286	5,394
Rother Valley	3,569	987	4,556	Liverpool Riverside	5,411	1,439	6,850
Rotherham	3,985	898	4,883	Liverpool Walton	5,981	1,518	7,499
Sheffield Central	5,798	1,489	7,287	Liverpool West Derby	4,812	1,187	5,999
Sheffield Attercliffe	3,486	975	4,461	Southport	2,869	825	3,794
Sheffield Brightside	4,808	1,053	5,861	St Helens North	3,353	960	4,313
Sheffield Hallam	2,309	899	3,208	St Helens South	4,752	1,043	5,795
Sheffield Heeley	4,283	1,158	5,441	Wallasey	4,567	1,360	5,927
Sheffield Hillsborough	3,186	1,011	4,197	Wirral South	2,176	710	2,886
Wentworth	3,858	881	4,739	Wirral West	2,426	779	3,205
				<b>NORTH</b>			
<b>West Yorkshire</b>				<b>Cleveland</b>			
Batley and Spen	3,180	899	4,079	Hartlepool	5,166	1,169	6,335
Bradford North	4,728	1,144	5,872	Langbaurgh	4,562	1,107	5,669
Bradford South	3,655	942	4,597	Middlesbrough	5,835	1,274	7,109
Bradford West	5,325	1,322	6,647	Redcar	4,762	1,012	5,774
Calder Valley	2,349	858	3,207	Stockton North	5,055	1,177	6,232
Colne Valley	3,223	834	4,057	Stockton South	4,431	1,159	5,590
Dewsbury	3,136	859	3,995				
Elmet	2,143	659	2,802	<b>Cumbria</b>			
Halifax	3,727	1,159	4,886	Barrow and Furness	3,627	844	4,471
Hemsworth	3,308	775	4,083	Carlisle	2,284	686	2,970
Huddersfield	3,391	1,020	4,411	Copeland	3,159	843	4,002
Keighley	2,476	810	3,286	Penrith and the Border	1,605	633	2,238
Leeds Central	5,149	1,307	6,456	Westmorland	1,281	509	1,790
Leeds East	4,523	1,076	5,599	Workington	2,894	860	3,754
Leeds North East	2,835	989	3,824				
Leeds North West	2,369	751	3,120	<b>Durham</b>			
Leeds West	3,559	974	4,533	Bishop Auckland	2,981	776	3,757
Morley and Leeds South	2,754	911	3,665	City of Durham	2,541	737	3,278
Normanton	2,428	804	3,232	Darlington	3,437	882	4,319
Pontefract and Castleford	3,265	788	4,053	Easington	3,189	604	3,793
Pudsey	1,869	618	2,487	North Durham	3,468	813	4,281
Shipley	1,981	625	2,606	North West Durham	2,847	728	3,575
Wakefield	3,301	963	4,264	Sedgfield	2,267	582	2,849
				<b>Northumberland</b>			
<b>NORTH WEST</b>				Berwick-upon-Tweed	2,439	673	3,112
<b>Cheshire</b>				Blyth Valley	3,286	870	4,156
City of Chester	2,914	837	3,751	Hexham	1,327	524	1,851
Congleton	1,756	686	2,442	Wansbeck	3,783	878	4,661
Crewe and Nantwich	2,978	1,032	4,010				
Eddisbury	2,319	791	3,110	<b>Tyne and Wear</b>			
Ellesmere Port and Neston	2,942	869	3,811	Blaydon	3,070	746	3,816
Halton	4,443	1,172	5,615	Gateshead East	3,858	940	4,798
Macclesfield	1,799	575	2,374	Houghton and Washington	4,315	1,099	5,414
Tatton	2,032	659	2,691	Jarrow	4,194	867	5,061
Warrington North	3,092	891	3,983	Newcastle upon Tyne Central	3,520	1,057	4,577
Warrington South	2,975	850	3,825	Newcastle upon Tyne East	4,415	1,119	5,534
				Newcastle upon Tyne North	3,477	861	4,338
<b>Greater Manchester</b>				South Shields	4,677	1,068	5,745
Altrincham and Sale	1,992	693	2,685	Sunderland North	5,444	1,117	6,561
Ashton-under-Lyne	2,712	747	3,459	Sunderland South	4,670	1,137	5,807
Bolton North East	2,964	647	3,611	Tyne Bridge	5,505	1,129	6,634
Bolton South East	3,524	776	4,300	Tynemouth	3,629	957	4,586
Bolton West	2,520	671	3,191	Wallsend	4,609	1,123	5,732
Bury North	2,274	670	2,944				
Bury South	2,257	744	3,001	<b>WALES</b>			
Cheadle	1,508	518	2,026	<b>Clwyd</b>			
Davyhulme	2,560	748	3,308	Alyn and Deeside	2,345	689	3,034
Denton and Reddish	3,134	853	3,987				
Eccles	2,889	724	3,613				
Hazel Grove	1,859	523	2,382				
Heywood and Middleton	3,285	944	4,229				
Leigh	2,948	793	3,741				

# CLAIMANT UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies as at April 14 1994

	Male	Female	All		Male	Female	All
Clwyd North West	2,852	836	3,688	<b>Highlands Region</b>			
Clwyd South West	1,984	678	2,662	Caithness and Sutherland	1,663	486	2,149
Delyn	2,269	666	2,935	Inverness, Nairn and Lochaber	3,853	1,236	5,089
Wrexham	2,533	814	3,347	Ross, Cromarty and Skye	3,344	896	4,240
				<b>Lothian Region</b>			
<b>Dyfed</b>				East Lothian	2,656	691	3,347
Carmarthen	2,156	647	2,803	Edinburgh Central	2,881	997	3,878
Ceredigion and Pembroke North	1,968	742	2,710	Edinburgh East	2,420	611	3,031
Llanelli	2,378	647	3,025	Edinburgh Leith	3,876	1,033	4,909
Pembroke	4,176	1,136	5,312	Edinburgh Pentlands	2,140	580	2,720
				Edinburgh South	2,294	702	2,996
<b>Gwent</b>				Edinburgh West	1,630	439	2,069
Blaenau Gwent	2,845	641	3,486	Linlithgow	2,529	660	3,189
Islwyn	1,943	537	2,480	Livingston	2,704	789	3,493
Monmouth	1,893	683	2,576	Mid Lothian	2,311	625	2,936
Newport East	3,053	873	3,926				
Newport West	3,332	923	4,255	<b>Strathclyde Region</b>			
Torfaen	3,252	837	4,089	Argyll and Bute	2,072	721	2,793
				Ayr	2,590	869	3,459
<b>Gwynedd</b>				Carrick Cunnock and Doon Valley	3,052	824	3,876
Caernarfon	2,163	683	2,846	Clydebank and Milngavie	2,742	704	3,446
Conwy	2,465	744	3,209	Clydesdale	2,780	726	3,506
Meirionnydd Nant Conwy	1,213	435	1,648	Cumbernauld and Kilsyth	2,059	674	2,733
Ynys Mon	2,717	869	3,586	Cunningham North	2,827	864	3,691
				Cunningham South	2,958	891	3,849
<b>Mid Glamorgan</b>				Dumfries	2,951	870	3,821
Bridgend	2,308	635	2,943	East Kilbride	2,601	893	3,494
Caerphilly	3,350	792	4,142	Eastwood	1,847	605	2,452
Cynon Valley	2,760	671	3,431	Glasgow Cathcart	2,021	540	2,561
Merthyr Tydfil and Rhymney	3,089	692	3,781	Glasgow Central	3,782	960	4,742
Orgreave	2,434	593	3,027	Glasgow Garscadden	3,071	657	3,728
Pontypridd	2,633	722	3,355	Glasgow Govan	2,845	759	3,604
Rhondda	2,969	666	3,635	Glasgow Hillhead	3,099	1,170	4,269
				Glasgow Maryhill	4,005	1,096	5,101
<b>Powys</b>				Glasgow Pollock	3,398	810	4,208
Brecon and Radnor	1,537	551	2,088	Glasgow Provan	3,643	794	4,437
Montgomery	953	358	1,311				

## 2.15 CLAIMANT UNEMPLOYMENT Rates by age

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
<b>MALE AND FEMALE</b>								
1991								
Apr	15.1	13.1	9.7	7.0	5.3	7.5	2.8	7.8
July	16.3	14.8	10.4	7.4	5.6	7.7	3.1	8.4
Oct	17.0	14.5	10.7	7.7	5.8	8.0	3.3	8.6
1992								
Jan	19.7	16.2	11.9	8.5	6.5	8.6	3.7	9.5
Apr	19.6	16.2	12.1	8.9	6.7	8.9	3.8	9.7
July	19.9	17.1	12.1	8.9	6.7	8.8	3.6	9.9
Oct	20.6	16.7	12.3	9.1	6.9	9.1	3.5	10.0
1993								
Jan	21.3	18.0	13.4	10.1	7.6	9.9	3.8	10.9
Apr	19.9	17.1	13.1	10.0	7.6	10.1	3.7	10.7
July	19.4	17.4	12.7	9.7	7.3	9.7	3.4	10.4
Oct	18.9	16.0	12.1	9.3	7.1	9.5	3.1	9.9
1994								
Jan	18.8	16.4	12.5	9.8	7.4	9.8	3.1	10.3
Apr	17.5	15.0	11.8	9.3	7.1	9.6	2.7	9.7
<b>MALE</b>								
1991								
Apr	18.7	17.0	12.7	9.7	7.3	9.9	4.2	10.3
July	20.0	18.8	13.5	10.4	7.8	10.1	4.6	11.1
Oct	20.6	18.7	14.0	10.8	8.1	10.5	5.0	11.4
1992								
Jan	23.6	21.3	15.7	12.0	9.1	11.6	5.6	12.8
Apr	23.7	21.5	16.1	12.4	9.4	12.0	5.7	13.1
July	23.8	22.1	16.0	12.5	9.4	11.9	5.4	13.2
Oct	24.4	22.0	16.3	12.8	9.8	12.4	5.3	13.5
1993								
Jan	25.5	23.7	17.9	14.2	10.8	13.5	5.7	14.7
Apr	24.0	22.6	17.4	14.0	10.7	13.7	5.6	14.4
July	23.2	22.5	16.8	13.5	10.3	13.0	5.1	14.0
Oct	22.2	20.9	16.0	13.1	10.0	12.8	4.6	13.4
1994								
Jan	22.5	21.4	16.7	13.8	10.5	13.5	4.6	13.9
Apr	21.1	19.7	15.7	13.2	10.0	12.9	4.1	13.1
<b>FEMALE</b>								
1991								
Apr	11.2	8.1	5.5	3.1	2.8	4.3	0.1	4.4
July	12.3	9.7	5.9	3.4	3.0	4.4	0.1	4.8
Oct	13.1	9.1	6.0	3.5	3.1	4.5	0.1	4.8
1992								
Jan	15.2	9.8	6.4	3.8	3.3	4.7	0.1	5.2
Apr	14.8	9.6	6.4	3.9	3.5	4.8	0.1	5.3
July	15.3	10.8	6.5	4.0	3.5	4.8	0.1	5.5
Oct	16.2	10.2	6.5	4.0	3.5	4.9	0.1	5.5
1993								
Jan	16.5	10.8	7.1	4.4	3.9	5.3	0.1	5.8
Apr	15.2	10.2	6.9	4.4	3.9	5.5	0.1	5.7
July	15.0	11.1	6.7	4.3	3.8	5.3	0.1	5.8
Oct	14.9	9.9	6.4	4.0	3.6	5.2	0.1	5.4
1994								
Jan	14.5	9.9	6.5	4.1	3.7	5.3	0.1	5.5
Apr	13.4	9.1	6.1	4.0	3.6	5.3	0.1	5.2

\* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18-year olds introduced in September 1988. See also note + to tables 2.1 and 2.2.

Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1992 for 1992, 1993 and 1994, and at the corresponding mid-year estimates for earlier years.

2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.



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Caxton House  
Tothill St  
London SW1H 9NF  
Tel: 071 273 6105/5130

# 2.18 UNEMPLOYMENT Selected countries

	EC average	Major 7 nations (G7)	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)
<b>OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)</b>											
1990	8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.8
1991	8.6	6.3	8.7	9.5	..	7.2	10.2	..	7.5	9.4	4.2
1992	9.5	6.9	9.9	10.7	..	7.9	11.2	..	13.0	10.3	4.6
1993	10.7	6.9	10.3	10.8	..	9.1	11.1	..	17.7	11.5	5.8
1993 Mar	10.4	6.9	10.4	10.7	..	8.7	11.0	..	16.9	11.2	5.5
Apr	10.5	6.9	10.3	10.7	..	8.9	11.3	..	17.1	11.4	5.6
May	10.6	7.0	10.3	10.7	..	9.0	11.3	..	17.0	11.5	5.6
June	10.7	7.0	10.3	11.0	..	9.1	11.2	..	18.5	11.6	5.7
July	10.8	7.0	10.4	10.7	..	9.2	11.4	..	18.2	11.7	5.8
Aug	10.9	7.0	10.4	11.0	..	9.4	11.2	..	18.1	11.9	5.9
Sep	11.0	7.0	10.3	10.8	..	9.5	11.1	..	18.5	12.0	6.1
Oct	11.0	7.0	10.2	11.0	..	9.6	11.1	..	18.5	12.1	6.2
Nov	11.1	6.9	10.0	10.9	..	9.6	10.9	..	18.1	12.2	6.3
Dec	11.1	6.9	9.9	10.5	..	9.7	11.1	..	18.9	12.2	6.3
Jan	11.1	7.0	9.9	10.4	..	9.7	11.3	..	19.6	12.2	6.4
Feb	11.1	7.0	9.8	10.4	..	9.7	11.0	..	18.3	12.2	6.5
1994 Mar	..	..	9.7	10.2	..	9.7	10.5	..	..	..	..
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
1990	1,661	590	166	403	1,109	269	106	2,505	1,876	..	..
1991	2,286	823	185	429	1,417	294	234	2,709	1,687	..	..
1992	2,765	935	193	472	1,556	315	362	2,911	1,822	..	..
1993	2,901	949	224	550	1,561	344	483	3,171	2,314	..	..
1993 Apr	2,942	914	225	532	1,591	344	462	3,112	2,205	..	..
May	2,920	925	225	539	1,580	341	478	3,141	2,232	..	..
June	2,915	966	235	546	1,576	346	493	3,186	2,491	..	..
July	2,917	924	228	554	1,603	348	504	3,212	2,312	..	..
Aug	2,922	964	236	564	1,576	347	507	3,216	2,345	..	..
Sep	2,902	947	227	571	1,565	349	509	3,242	2,396	..	..
Oct	2,851	964	223	578	1,555	347	507	3,283	2,454	..	..
Nov	2,813	958	222	580	1,532	348	504	3,286	2,487	..	..
Dec	2,771	922	226	580	1,568	349	500	3,290	2,494	..	..
Jan	2,791	918	210	583	1,592	..	497	3,307	2,524	..	..
Feb	2,753	914	219	586	1,559	..	495	3,312	2,550	..	..
Mar	2,719	903	213	587	1,551	..	494	3,321	2,572	..	..
1994 Apr	2,683	875	..	588	..	..	494	..	2,588	..	..
% rate:latest month	9.5	10.1	6.5	13.9	11.1	12.4	19.9	12.2	9.3	..	..
Latest 3 months:change on previous 3 months	-0.3	-0.4	-0.3	+0.1	+0.1	N/C	-0.2	+0.2	+0.2	..	..
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
1993 Apr	3,001	922	223	509	1,622	357	457	3,037	2,197	..	..
May	2,917	924	201	505	1,595	334	461	2,994	2,148	..	..
June	2,865	915	185	511	1,550	329	485	3,003	2,166	..	..
July	2,929	892	185	570	1,656	325	504	3,109	2,326	..	..
Aug	2,960	916	186	592	1,575	342	491	3,200	2,315	..	..
Sep	2,912	932	191	594	1,425	339	490	3,300	2,288	..	..
Oct	2,794	902	211	586	1,422	340	498	3,368	2,359	..	..
Nov	2,769	894	233	586	1,482	342	499	3,362	2,408	..	..
Dec	2,783	942	269	592	1,518	347	537	3,399	2,514	..	..
Jan	2,889	980	286	594	1,671	..	531	3,426	2,736	..	..
Feb	2,841	1,007	272	586	1,607	..	524	3,387	2,742	..	..
Mar	2,778	949	229	572	1,696	..	507	3,327	2,640	..	..
1994 Apr	2,734	883	..	563	..	..	489	..	2,590	..	..
% rate:latest month	9.7	10.1	7.0	13.3	12.3	12.4	19.5	12.2	9.4	..	..
Latest month:change on a year ago	-0.9	-0.7	-0.3	+1.3	N/C	+0.7	+0.9	+0.9	+1.5	..	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.  
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.

The following symbols apply only to the figures on national definitions.  
\* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).  
+ Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

# UNEMPLOYMENT 2.18 Selected countries

	Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
<b>OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)</b>												
1990	..	13.4	10.3	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991	..	14.9	9.9	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992	..	16.1	10.5	2.2	..	6.8	5.9	4.1	18.1	4.8	..	7.3
1993	..	16.8	..	2.5	..	..	6.0	..	..	8.2	..	6.7
1993 Mar	..	15.8	..	2.3	..	8.2	..	..	..	7.1	..	6.9
Apr	..	15.8	10.6	2.3	..	8.0	..	..	..	7.7	..	6.9
May	..	15.9	..	2.5	..	8.0	6.2	5.7	22.1	7.5	..	6.9
June	..	15.8	..	2.5	..	7.9	..	..	..	9.0	..	6.9
July	..	15.7	10.3	2.5	..	8.3	..	..	..	9.6	..	6.7
Aug	..	15.7	..	2.5	..	8.4	6.1	5.6	23.0	9.4	..	6.7
Sep	..	15.7	..	2.6	..	8.7	..	..	..	8.7	..	6.6
Oct	..	15.8	10.7	2.7	..	8.9	..	..	..	8.5	..	6.6
Nov	..	15.7	..	2.7	..	9.0	5.7	5.9	23.4	8.4	..	6.4
Dec	..	15.9	..	2.8	..	9.6	..	..	..	8.0	..	6.3
Jan	..	15.5	..	2.7	..	9.9	..	..	..	8.8	..	6.6
Feb	..	15.5	..	2.9	..	..	..	6.6	..	8.3	..	6.4
1994 Mar	..	15.4	..	..	..	..	..	..	..	7.8	..	6.5
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>												
1990	140	225	2,751	1,340	2.1	346	93	307	2,349	..	16.0	6,874
1991	173	254	2,653	1,360	2.3	319	101	293	2,289	..	35.1	8,426
1992	185	283	2,799	1,420	2.7	303	114	317	2,260	..	82.4	9,384
1993	174	294	2,363	1,656	3.5	399	118	350	2,539	..	164.6	8,727
1993 Apr	174	294	2,444	1,490	3.2	363	121	350	2,480	..	149.1	8,954
May	170	297	..	1,660	3.2	372	119	345	2,518	..	158.0	8,895
June	171	294	..	1,650	3.4	375	121	344	2,588	..	169.0	8,869
July	176	294	2,360	1,670	3.5	389	124	346	2,606	..	176.0	8,732
Aug	177	293	..	1,670	3.5	422	119	348	2,572	..	183.7	8,642
Sep	174	293	..	1,690	3.9	441	118	349	2,587	..	190.9	8,540
Oct	166	294	2,573	1,780	3.9	452	117	354	2,620	..	187.0	8,639
Nov	176	293	..	1,820	4.1	458	116	357	2,638	..	184.4	8,330
Dec	177	296	..	1,870	4.2	478	114	363	2,645	..	176.0	8,237
Jan	171	290	..	1,820	4.5	486	114	373	2,699	..	167.7	8,696
Feb	175	289	..	1,910	4.7	506	111	379	2,691	..	169.8	8,518
Mar	173	288	..	..	4.7	..	..	384	2,688	..	..	8,543
1994 Apr	..	284	..	..	..	..	..	..	..	..	..	8,408
% rate:latest month	N/A	N/A	11.3	2.9	N/A	7.9	5.2	N/A	17.4	..	4.9	6.4
Latest 3 months:change on previous 3 month	N/A	N/A	+0.9	+0.1	N/A	+0.6	-0.2	N/A	+0.3	..	N/C	-0.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>												
1993 Apr	180	295	2,389	1,570	3.1	387	120	353	2,510	329	155.2	8,635
May	150	290	..	1,690	3.0	394	108	339	2,486	322	157.4	8,606
June	153	293	..	1,590	3.2	394	124	333	2,521	402	160.4	9,252
July	157	298	2,344	1,590	3.4	416	135	333	2,497	435	165.3	9,002
Aug	154	297	..	1,670	3.4	421	128	335	2,472	411	169.0	8,470
Sep	147	290	..	1,720	3.9	438	109	335	2,532	376	172.1	8,128
Oct	157	286	2,567	1,760	4.0	448	105	346	2,628	363	173.5	8,101
Nov	185	287	..	1,760	4.3	453	105	356	2,680	357	180.3	7,990
Dec	205	297	..	1,750	4.3	480	112	365	2,706	339	184.4	7,764
Jan	205	297	2,524	1,840	4.8	495	1					



# 2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted \*

THOUSAND

UNITED KINGDOM		INFLOW +						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1993	Apr 8	364.8	-1.6	256.8	-4.8	108.0	+3.2	41.6
	May 13	313.1	-9.7	222.7	-6.2	90.4	-3.5	32.2
	June 10	313.0	-9.5	221.5	-5.3	91.4	-4.2	31.4
	July 8	438.0	-10.0	289.2	-7.1	148.8	-3.0	39.3
	Aug 12	395.6	-12.4	261.9	-13.4	133.7	+0.9	40.6
	Sept 9	361.4	-26.6	244.4	-20.2	117.0	-6.4	34.6
	Oct 14	384.8	-46.8	268.9	-32.4	115.9	-14.3	33.4
	Nov 11	358.2	-50.7	253.3	-37.7	105.0	-13.0	33.8
	Dec 9	331.6	-33.8	243.6	-22.7	88.0	-11.1	27.7
1994	Jan 13	348.4	-42.3	243.7	-23.8	104.7	-18.5	34.3
	Feb 10	340.7	-29.5	238.4	-19.8	102.2	-9.6	31.5
	Mar 10	312.0	-26.0	221.3	-17.7	90.7	-8.3	29.8
	Apr 14	321.3	-43.6	225.0	-31.8	96.2	-11.8	33.6
	OUTFLOW -							
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1993	Apr 8	360.7	+25.7	255.7	+21.1	105.1	+4.6	36.9
	May 13	385.8	+38.2	271.0	+29.1	114.8	+9.0	42.3
	June 10	368.8	+14.2	264.1	+11.4	104.7	-2.8	37.5
	July 8	368.3	+24.1	265.4	+20.6	103.0	+3.4	34.2
	Aug 12	369.1	+23.0	259.1	+19.1	110.0	+3.9	34.5
	Sept 9	413.2	+27.2	273.8	+21.7	139.4	+5.6	46.8
	Oct 14	487.5	+20.3	331.1	+20.0	156.4	+0.3	44.3
	Nov 11	384.4	+18.5	265.6	+16.0	118.8	+2.5	39.1
	Dec 9	317.2	+55.2	219.8	+40.2	97.4	+15.0	30.6
1994	Jan 13	256.0	-49.4	176.0	-32.8	80.0	-16.5	28.1
	Feb 10	392.5	+1.3	281.6	+3.9	110.9	-2.7	36.4
	Mar 10	381.2	-6.6	273.2	-1.3	108.1	-5.2	36.1
	Apr 14	358.6	-2.1	255.5	-0.2	103.1	-2.0	34.7

\* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.  
 + The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

# CLAIMANT UNEMPLOYMENT 2.20

Flows by age (GB): standardised: \* not seasonally adjusted: computerised claims only

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1993	Nov 11	3.1	21.7	53.8	41.9	31.1	42.6	35.2	12.8	5.5	247.6
	Dec 9	3.0	20.9	50.3	40.9	31.0	42.0	33.4	12.1	5.0	238.5
	Jan 13	2.9	19.9	50.6	39.8	30.3	42.0	34.7	12.8	5.4	238.3
	Feb 10	4.3	22.0	49.6	39.2	29.7	40.3	31.9	11.3	4.6	233.1
1994	Mar 10	4.0	19.1	43.9	36.5	28.2	38.6	30.8	10.9	4.3	216.5
	Apr 14	3.9	17.2	42.9	35.7	27.5	39.2	34.6	13.5	5.5	220.1
	Nov 11	2.4	14.2	26.5	16.4	9.5	14.8	14.4	4.1	0.0	102.1
	Dec 9	2.1	12.2	21.6	13.8	8.3	12.4	12.0	3.4	0.0	85.8
1994	Jan 13	2.1	13.8	26.6	15.9	9.7	15.3	14.5	4.0	0.0	101.8
	Feb 10	3.2	15.2	24.9	16.0	9.5	14.2	12.9	4.0	0.0	99.6
	Mar 10	2.8	12.0	20.9	13.9	8.8	13.4	12.8	3.5	0.0	88.2
	Apr 14	2.8	10.9	20.8	14.5	9.5	15.3	15.0	4.4	0.0	93.3
Changes on a year earlier											
1993	Nov 11	0.2	-4.0	-8.8	-6.9	-4.3	-6.9	-3.8	-1.5	-1.6	-37.5
	Dec 9	0.2	-2.2	-5.2	-4.5	-2.0	-4.4	-2.8	-0.9	-1.1	-22.7
	Jan 13	0.3	-2.3	-5.0	-4.0	-2.0	-4.0	-2.7	-1.5	-2.1	-23.0
	Feb 10	0.4	-1.6	-3.9	-4.0	-1.5	-3.4	-2.6	-1.0	-1.6	-19.4
1994	Mar 10	0.6	-1.6	-4.1	-2.9	-0.9	-2.8	-2.5	-1.4	-1.7	-17.3
	Apr 14	0.7	-2.6	-5.7	-4.7	-2.8	-5.4	-5.1	-3.5	-2.8	-32.0
	Nov 11	0.2	-2.3	-3.8	-2.6	-1.4	-2.2	-0.4	0.1	0.0	-12.8
	Dec 9	0.1	-1.8	-3.2	-2.4	-1.1	-2.0	-0.7	0.0	0.0	-11.0
1994	Jan 13	0.1	-3.2	-5.3	-3.3	-1.6	-2.8	-1.2	-0.4	0.0	-17.7
	Feb 10	0.2	-1.1	-2.6	-2.0	-1.2	-1.7	-0.8	-0.2	0.0	-9.3
	Mar 10	0.4	-1.2	-2.7	-1.9	-0.7	-1.5	-0.6	-0.2	0.0	-8.5
	Apr 14	0.3	-1.6	-3.1	-2.1	-1.0	-2.2	-1.7	-0.6	0.0	-12.0
Changes on a year earlier											
1993	Nov 11	2.4	18.9	56.7	42.0	30.2	41.5	32.5	12.9	7.4	244.4
	Dec 9	1.8	15.0	46.3	34.9	25.2	35.2	28.1	10.9	6.7	203.7
	Jan 13	1.9	10.3	34.0	27.5	20.8	28.8	23.4	9.1	5.6	161.3
	Feb 10	2.7	16.7	55.9	45.7	34.6	47.6	36.6	13.7	8.4	261.9
1994	Mar 10	2.6	16.8	55.2	44.4	34.1	46.1	36.0	13.6	7.8	256.7
	Apr 14	2.5	16.0	50.3	40.8	31.4	43.3	34.6	15.6	7.6	242.0
	Nov 11	1.9	14.3	31.0	17.3	10.4	15.8	14.3	4.4	0.2	109.5
	Dec 9	1.5	12.0	25.7	14.6	8.8	12.3	11.6	3.5	0.2	90.1
1994	Jan 13	1.4	7.8	18.9	12.4	7.5	11.6	10.4	3.2	0.2	73.4
	Feb 10	2.1	12.1	27.2	17.4	10.6	14.8	13.7	4.3	0.3	102.4
	Mar 10	2.0	12.0	26.7	16.8	10.3	15.0	14.2	4.3	0.2	101.6
	Apr 14	2.0	11.2	24.9	15.7	9.8	14.6	14.0	4.8	0.2	97.2
Changes on a year earlier											
1993	Nov 11	0.6	0.0	2.3	3.2	2.6	3.4	3.5	2.0	0.0	17.6
	Dec 9	0.7	2.6	8.9	6.6	5.4	7.0	5.7	2.6	1.0	40.3
	Jan 13	-0.2	-2.2	-5.7	-5.1	-2.9	-4.7	-2.8	-0.7	-1.4	-25.6
	Feb 10	0.5	-0.5	1.2	1.7	2.0	2.3	1.9	0.9	-0.5	9.6
1994	Mar 10	0.4	-0.8	0.2	0.2	1.7	1.3	1.9	1.0	-0.5	5.4
	Apr 14	0.3	-0.2	-0.7	0.8	1.7	2.5	2.5	2.6	-0.5	8.9
	Nov 11	0.4	-0.9	0.3	0.0	0.2	0.7	1.9	0.9	0.1	3.3
	Dec 9	0.5	1.3	3.8	1.9	1.5	1.7	2.7	1.0	0.0	14.6
1994	Jan 13	-0.2	-2.3	-3.9	-3.0	-1.4	-1.9	-1.2	-0.1	0.0	-14.0
	Feb 10	0.2	-0.6	-0.9	-0.7	-0.1	-0.5	0.8	0.7	0.1	-1.0
	Mar 10	0.3	-0.9	-1.6	-0.8	-0.2	-0.6	0.6	0.3	0.1	-2.8
	Apr 14	0.3	-1.0	-1.2	-0.7	0.2	0.7	1.7	1.0	0.1	1.2

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

## 2.32 REDUNDANCIES IN GREAT BRITAIN

		THOUSANDS									
		1989	1990	1991	1992	1992	1992	1992	1993	1993	1993
		Spring	Spring	Spring	Spring	Summer	Autumn	Winter	Spring	Summer	Autumn
Now in employment	All	48	63	98	79	66	87	62	58	55	44
(found new job since redundancy)											
Not in employment	All	94	117	290	243	212	223	283	204	183	161
All people	All	142	181	388	322	278	310	344	262	237	205
	Men	94	118	268	217	185	207	238	169	162	139
	Women	48	64	120	105	92	103	106	93	75	66

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

## 2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (thousands)													
All													
Autumn 1992	310	20	27	19	12	99	63	36	24	30	29	15	34
Winter 1992	344	20	27	27	10	107	64	43	29	34	45	19	25
Spring 1993	262	18	25	23	*	77	48	29	22	27	28	11	22
Summer 1993	237	16	23	19	*	76	44	32	19	22	24	16	16
Autumn 1993	205	15	17	13	*	69	41	28	13	20	17	12	21
Redundancy rates (redundancies per 1,000 employees)													
All													
Autumn 1992	14.4	17.9	14.2	11.9	14.8	14.5	14.6	14.3	13.4	15.2	12.1	15.2	17.0
Winter 1992	16.1	18.1	14.2	16.6	12.1	15.7	14.9	17.0	16.5	17.4	18.9	13.7	13.0
Spring 1993	12.4	16.5	13.0	13.9	*	11.3	11.2	11.4	12.5	13.9	12.3	11.4	11.5
Summer 1993	11.2	14.1	12.2	11.8	*	11.1	10.2	12.6	10.9	11.2	10.6	15.8	8.4
Autumn 1993	9.6	13.7	9.1	8.2	*	10.1	9.5	11.2	7.0	10.3	7.3	12.0	10.8

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

## 2.34 REDUNDANCIES BY AGE

Years	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (thousands)						
Autumn 1992		71	81	55	61	43
Winter 1992		78	87	69	68	43
Spring 1993		61	64	51	46	39
Summer 1993		49	65	44	45	34
Autumn 1993		47	46	40	43	29
Redundancy rates (redundancies per 1,000 employees)						
Autumn 1992		17.8	14.3	10.9	14.1	17.3
Winter 1992		27.6	15.3	13.6	15.5	17.8
Spring 1993		16.6	11.4	10.1	10.5	16.5
Summer 1993		13.5	11.3	8.8	10.3	14.3
Autumn 1993		12.5	7.9	8.0	9.7	12.3

## 2.35 REDUNDANCIES BY INDUSTRY

SIC	Agriculture	Energy and water supply	Mineral extraction	Metal goods etc	Other manufacturing	Construction	Hotels, distribution	Transport, communication	Financial services	Other services
Redundancies (thousands)										
Autumn 1992 All	*	10	12	54	39	38	65	19	39	32
Winter 1992 All	*	10	15	64	48	42	70	20	41	29
Spring 1993 All	*	*	*	45	40	24	62	22	19	31
Summer 1993 All	*	17	10	34	25	26	50	12	28	27
Autumn 1993 All	*	*	*	35	27	25	40	*	22	34
Redundancy rates (redundancies per 1,000 employees)										
Autumn 1992 All	*	20.0	16.9	23.0	21.1	37.5	15.4	13.7	16.1	4.6
Winter 1992 All	*	20.7	21.4	27.8	26.1	42.5	16.6	14.6	17.0	4.2
Spring 1993 All	*	*	*	19.8	22.1	25.3	15.1	16.1	7.8	4.6
Summer 1993 All	*	37.0	15.7	15.1	13.7	28.1	12.2	8.9	11.6	4.0
Autumn 1993 All	*	*	*	15.4	14.0	26.4	9.6	*	9.0	4.3

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

## 2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (thousands)									
Autumn 1992	38	15	19	48	60	17	25	51	35
Winter 1992	38	16	18	53	74	19	28	60	36
Spring 1993	26	13	17	36	49	15	28	49	28
Summer 1993	30	11	16	37	49	16	17	32	28
Autumn 1993	27	11	*	29	46	14	14	24	27
Redundancy rates (redundancies per 1,000 employees)									
Autumn 1992	12.9	6.9	9.9	13.1	24.0	7.2	14.1	23.8	17.1
Winter 1992	12.9	7.4	9.5	14.7	30.7	8.0	15.6	27.8	18.3
Spring 1993	8.6	6.1	9.0	10.1	20.7	6.6	15.3	23.2	14.8
Summer 1993	10.0	5.0	8.1	10.4	21.3	7.0	9.7	15.3	14.2
Autumn 1993	9.0	5.5	*	8.0	19.4	5.7	7.9	11.3	13.8

Note: Tables 2.35 and 2.36 assume that people do not change industry or occupation when starting employment after having been made redundant.

## UK vacancies at jobcentres:\* seasonally adjusted 3.1

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1990 Annual averages	173.6			201.2		207.4		147.0	
1991 Annual averages	117.9			171.3		172.5		126.6	
1992 Annual averages	117.1			169.0		168.8		124.2	
1993 Annual averages	127.9			185.6		183.7		138.2	
1992 Apr	117.0	-0.6	-0.1	164.1	-0.8	167.9	-0.9	121.5	-1.1
May	117.5	0.5	-0.2	163.5	-1.1	167.5	0.6	121.5	0.7
June	118.3	0.8	0.2	176.0	1.8	173.8	1.3	127.0	1.5
July	118.9	0.6	0.6	171.6	2.5	170.1	0.7	125.1	1.2
Aug	117.8	-1.1	0.1	165.6	0.7	164.8	-0.9	120.9	-0.2
Sept	112.5	-5.3	-1.9	166.5	-3.2	169.6	-1.4	125.6	-0.5
Oct	114.5	2.0	-1.5	172.2	0.2	168.7	-0.5	127.4	0.8
Nov	117.0	2.5	-0.3	167.9	0.8	163.2	-0.5	122.9	0.7
Dec	119.0	2.0	2.2	176.4	3.3	173.3	1.2	131.9	2.1
1993 Jan	119.6	0.6	1.7	179.1	2.3	179.5	3.6	134.0	2.2
Feb	120.0	0.4	1.0	176.3	2.8	174.3	3.7	131.6	2.9
Mar	123.1	3.1	1.4	180.2	1.3	175.7	0.8	129.9	-0.7
Apr	123.7	0.6	1.4	175.6	-1.2	179.1	-0.1	132.3	-0.6
May	124.1	0.4	1.4	175.1	-0.4	178.8	1.5	132.4	0.3
June	122.5	-1.6	-0.2	183.8	1.2	184.1	2.8	137.7	2.6
July	127.5	5.0	1.3	188.7	4.4	182.0	1.0	136.9	1.5
Aug	128.7	1.2	1.5	186.3	3.7	183.6	1.6	138.3	2.0
Sept	128.2	-0.5	1.9	190.3	2.2	188.1	1.3	143.4	1.9
Oct	135.6	7.4	2.7	190.9	0.7	184.2	0.7	140.0	1.0
Nov	140.4	4.8	3.9	199.3	4.3	195.2	3.9	150.4	4.0
Dec	140.8	0.4	4.2	201.1	3.6	199.6	3.8	150.9	2.5
1994 Jan	140.9	0.1	1.8	196.6	1.9	196.8	4.2	148.1	2.7
Feb	141.1	0.2	0.2	200.4	0.4	198.9	1.2	150.7	0.1
Mar	140.6	-0.5	-0.1	195.7	-1.8	195.8	-1.3	148.0	-1.0
Apr P	145.9	5.3	1.7	182.2	-4.8	180.6	-5.4	136.0	-4.0

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres, and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month.  
\* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, p 143, October 1985.  
P The latest national and regional seasonally adjusted vacancy figures are provisional and subject to revision, mainly in the following month.  
R Revised

## Regions: vacancies remaining unfilled at jobcentres:\* seasonally adjusted 3.2

	South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1992 Mar	30.7	8.0	3.5	9.1	7.8	7.6	7.7	14.4	6.0	8.4	18.0	113.3	4.3	117.6
Apr	29.8	8.0	3.4	8.6	7.9	7.3	7.6	14.5	5.7	8.8	19.3	112.8	4.2	117.0
May	28.4	8.0	3.6	9.0	7.7	7.4	7.7	14.8	6.1	8.9	19.9	113.3	4.2	117.5
June	29.0	8.1	3.4	8.9	7.8	7.7	7.8	15.0	6.2	8.7	19.8	114.3	4.0	118.3
July	29.7	8.4	3.6	9.0	7.6	7.7	8.2	15.3	6.3	8.7	18.8	114.8	4.1	118.9
Aug	29.0	8.4	3.7	9.1	7.8	7.5	7.7	15.3	6.2	8.7	18.7	113.5	4.3	117.8
Sept	27.2	8.0	3.5	8.8	7.0	6.9	7.7	14.5	5.7	8.3	18.4	108.1	4.4	112.5
Oct	27.6	8.4	3.4	8.7	7.0	6.9	8.1	15.2	5.7	8.3	18.9	109.8	4.7	114.5
Nov	28.1	8.6	3.5	8.8	7.4	7.1	8.2	15.2	5.7	8.5	19.8	112.3	4.7	117.0
Dec	29.1	9.1	3.6	8.9	7.7	7.4	8.4	15.3	5.8	8.8	19.3	114.5	4.5	119.0
1993 Jan	29.8	9.3	3.7	8.6	7.7	7.6	8.6	14.8	5.9	8.8	19.3	114.7	4.9	119.6
Feb	29.9	9.4	3.7	8.7	7.9	7.9	8.9	14.8	5.6	8.7	19.4	115.4	4.6	120.0
Mar	30.1	9.6	4.0	8.6	8.6	8.3	9.3	15.2	5.7	9.1	19.4	118.5	4.6	

### 3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at Jobcentres: total +</b>														
1990 )	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991 ) Annual	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.6
1992 ) averages	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	3.2	116.0
1993 )	31.4	10.0	4.2	9.6	8.9	8.8	9.9	15.7	6.1	9.6	18.5	122.7	4.0	126.6
1993 Apr	31.0	9.9	4.1	9.9	8.2	8.6	9.4	15.3	5.9	9.5	18.9	120.7	3.4	124.1
May	32.8	10.0	4.3	10.8	8.9	8.8	10.3	16.0	6.3	10.3	19.0	127.6	3.8	131.5
June	33.4	10.2	4.6	11.2	9.4	9.2	10.9	16.0	6.5	10.6	19.0	130.9	4.2	135.0
July	32.4	9.9	4.5	10.4	9.3	9.2	10.3	15.4	6.4	10.3	18.2	126.4	4.2	130.6
Aug	30.9	9.6	4.4	10.3	8.9	8.7	10.2	15.3	6.1	10.1	18.4	123.3	4.0	127.3
Sept	34.4	10.9	4.9	11.4	10.1	9.6	11.1	17.4	6.9	10.8	19.9	136.5	4.3	140.8
Oct	38.4	12.5	5.4	11.7	11.0	10.8	12.3	19.2	7.5	11.3	20.1	147.7	4.9	152.6
Nov	35.8	11.7	5.0	10.4	10.5	10.2	11.6	18.1	6.8	10.4	19.7	138.4	4.7	143.0
Dec	31.9	10.5	4.2	9.0	9.3	8.8	9.6	15.9	5.5	9.1	17.6	120.9	4.3	125.2
1994 Jan	29.7	9.9	3.7	8.4	8.9	8.1	9.1	15.3	5.4	8.8	15.8	113.1	4.0	117.1
Feb	30.9	10.2	4.2	9.6	9.4	8.3	9.4	16.3	5.7	9.2	16.3	119.4	4.2	123.6
Mar	31.5	10.8	4.6	10.8	10.2	9.1	10.1	17.1	6.0	10.0	17.5	126.8	4.2	131.0
Apr	36.4	11.5	5.4	12.6	11.2	10.3	11.2	18.2	6.7	11.2	19.1	142.3	4.7	146.9
<b>Vacancies at careers offices</b>														
1990 )	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.9	0.6	19.4
1991 ) Annual	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1992 ) averages	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1993 )	2.8	1.7	0.3	0.5	0.8	0.3	0.4	0.5	0.3	0.1	0.5	6.6	0.6	7.2
1993 Apr	2.5	1.5	0.2	0.5	0.7	0.3	0.4	0.4	0.3	0.1	0.5	5.8	0.5	6.4
May	2.4	1.4	0.3	0.5	0.9	0.4	0.4	0.6	0.3	0.1	0.5	6.4	0.6	7.0
June	3.7	2.2	0.4	0.5	0.9	0.5	0.6	0.6	0.4	0.1	0.6	8.3	0.7	8.9
July	5.1	3.6	0.4	0.6	0.9	0.5	0.5	0.6	0.3	0.1	0.6	9.7	0.7	10.4
Aug	3.1	1.6	0.3	0.5	0.9	0.4	0.5	0.6	0.3	0.1	0.6	7.3	0.6	7.9
Sept	2.8	1.5	0.3	0.5	0.9	0.5	0.6	0.6	0.3	0.1	0.6	7.3	0.7	8.0
Oct	2.9	1.6	0.3	0.5	1.2	0.4	0.5	0.5	0.3	0.1	0.5	7.2	0.7	7.9
Nov	2.4	1.3	0.2	0.5	1.0	0.4	0.4	0.5	0.2	0.1	0.4	6.1	0.7	6.8
Dec	2.4	1.4	0.2	0.3	0.9	0.3	0.3	0.4	0.2	0.1	0.4	5.5	0.6	6.1
1994 Jan	2.7	1.8	0.2	0.3	0.9	0.3	0.3	0.4	0.1	0.1	0.5	5.6	0.5	6.2
Feb	2.7	1.6	0.2	0.4	0.9	0.3	0.3	0.4	0.1	0.1	0.4	5.8	0.6	6.4
Mar	3.1	1.8	0.2	0.4	1.0	0.3	0.4	0.5	0.2	0.1	0.5	6.7	0.6	7.3
Apr	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4

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

\* Included in South East.

+ Excluding vacancies on government programmes. See note to table 3.1.

### INDUSTRIAL DISPUTES 4.1

Stoppages of work

#### Stoppages in progress: industry

United Kingdom	12 months to March 1993			12 months to March 1994		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
<b>SIC 1980</b>						
Agriculture, forestry and fishing	1	100	#	-	-	-
Coal extraction	6	2,700	5,000	3	12,700	26,000
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	6	6,300	26,000	-	-	-
Metal processing and manufacture	6	500	9,000	5	600	2,000
Mineral processing and manufacture	4	700	1,000	3	200	1,000
Chemicals and man-made fibres	-	-	-	-	-	-
Metal goods nes	5	1,500	5,000	3	400	1,000
Engineering	23	6,700	41,000	14	5,600	25,000
Motor vehicles	11	11,400	15,000	9	8,900	7,000
Road transport equipment	6	4,200	35,000	4	1,800	9,000
Food, drink and tobacco	6	300	1,000	3	1,300	2,000
Textiles	2	+	#	1	200	1,000
Footwear and clothing	1	100	#	4	700	#
Timber and wooden furniture	1	+	#	1	200	3,000
Paper, printing and publishing	3	1,100	4,000	6	500	4,000
Other manufacturing industries	5	700	12,000	1	+	1,000
Construction	10	3,400	6,000	3	200	#
Distribution, hotels and catering, repairs	1	100	#	2	300	1,000
Transport services and communication	23	14,100	28,000	31	70,900	144,000
Supporting and misc. transport services	3	500	2,000	-	-	-
Banking, finance, insurance, business services and leasing	2	7,300	8,000	2	2,800	5,000
Public administration and sanitary services	79	58,100	303,000	55	213,300	217,000
Education, research and development	25	40,800	73,000	14	18,000	18,000
Health services	5	1,600	1,000	2	300	2,000
Other services	12	7,400	33,000	2	400	1,000
<b>All industries and services</b>	<b>246*</b>	<b>169,700</b>	<b>607,000</b>	<b>168*</b>	<b>339,400</b>	<b>470,000</b>

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

+ Less than 50 workers involved.

# Less than 500 working days lost.

#### Stoppages: March 1994

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	14	6,600	8,000
of which, stoppages:			
Beginning in month	11	3,100*	5,000
Continuing from earlier months	3	3,500**	3,000

\* All directly involved

\*\* includes 690 involved for the first time in the month

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the 'Labour Market Data' section. The figures for 1994 are provisional.

#### Stoppages in progress: cause

United Kingdom	12 months to March 1994		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	48	24,200	68,000
extra wage and fringe benefits	16	4,400	5,000
Duration and pattern of hours worked	8	11,500	19,000
Redundancy questions	42	285,100	348,000
Trade union matters	7	1,000	4,000
Working conditions and supervision	8	1,500	1,000
Manning and work allocation	22	7,400	20,000
Dismissal and other disciplinary measures	17	4,200	6,000
<b>All causes</b>	<b>168</b>	<b>339,400</b>	<b>470,000</b>

#### There were no prominent stoppages in quarter ending March 31 1994

# 4.2 INDUSTRIAL DISPUTES \* Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (000)		Working days lost in all stoppages in progress in period (000)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involvement in period	All industries and services	All manufacturing industries
1987	1,004	1,016	884	887	3,546	595
1988	770	781	759	790	3,702	1,639
1989	693	701	727	727	4,128	751
1990	620	630	285	298	1,903	1,072
1991	357	369	175	176	761	222
1992	240	253	142	148	528	93
1993	203	211	383	385	649	111
1992 Mar	29	40	11	12	35	4
Apr	21	35	7	9	24	10
May	13	24	10	11	28	9
Jun	33	41	11	13	33	13
Jul	22	39	12	15	37	11
Aug	20	29	17	19	54	5
Sep	15	26	14	27	70	7
Oct	14	20	10	11	47	6
Nov	17	24	25	28	65	4
Dec	11	22	2	4	53	2
1993 Jan	20	28	12	14	49	4
Feb	19	27	20	22	71	31
Mar	27	37	27	33	74	23
Apr	21	27	80	87	154	9
May	20	29	18	25	30	5
Jun	18	32	5	9	15	8
Jul	15	24	42	43	50	10
Aug	15	21	3	3	19	4
Sep	16	22	3	4	8	5
Oct	12	15	2	4	4	3
Nov	14	18	170	170	175	10
Dec	6	8	1	1	1	-
1994 Jan	8	10	2	2	2	1
Feb	6	8	3	3	4	1
Mar	11	14	4	7	8	1

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

United Kingdom	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods n.e.s.	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services (01-03, 15-17, 61-67, 81-85, 91-99 and 00)
	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43,45)	(23-26,41,42,44,46-49)	(50)	(71-79)	
1987	217	36	197	158	67	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1990	94	31	92	490	340	24	95	14	177	545
1991	29	21	111	4	44	1	40	14	60	436
1992	8	13	47	8	8	1	16	10	13	404
1993	27	4	36	15	40	2	13	1	160	351
1992 Mar	2	-	2	1	-	1	-	4	-	24
Apr	4	-	7	1	-	-	1	-	-	11
May	-	-	1	2	1	-	4	1	7	12
Jun	-	7	4	1	1	-	1	3	-	18
Jul	-	4	3	3	-	-	1	1	1	25
Aug	-	-	4	-	-	-	1	1	1	48
Sep	-	-	3	-	1	-	3	-	-	64
Oct	-	-	3	-	-	-	3	1	-	40
Nov	-	-	3	-	-	-	1	-	1	61
Dec	-	-	1	-	-	-	1	2	-	49
1993 Jan	-	2	-	-	-	-	1	-	-	45
Feb	1	1	6	1	23	-	1	-	1	38
Mar	-	-	5	7	10	-	1	1	16	33
Apr	25	-	3	4	-	-	3	-	115	4
May	-	-	3	-	-	-	-	-	8	17
Jun	-	-	3	1	1	1	-	-	5	2
Jul	-	-	9	-	-	-	-	-	39	3
Aug	-	-	-	-	-	-	3	-	12	3
Sep	-	1	3	1	-	-	-	-	1	2
Oct	-	-	2	-	-	-	-	-	1	1
Nov	-	-	2	-	6	-	1	-	-	165
Dec	-	-	-	-	-	-	-	-	-	1
1994 Jan	-	-	1	-	-	-	-	-	-	1
Feb	-	1	-	-	1	-	-	-	-	3
Mar	-	-	-	-	-	-	-	2	-	6

\* See 'Definitions' page at the end of 'Labour Market Data' section for notes of coverage. The figures for 1994 are provisional.

# EARNINGS 5.1 Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC=1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)					
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted				
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months					
1990=100												
1988 } Annual averages	83.5		84.1		83.8		83.8					
1989 } averages	91.1		91.4		91.4		91.2					
1990 } averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				
1991 } averages	108.0		108.2		108.6		107.7					
1992 } averages	114.6		115.3		115.8		114.1					
1993 } averages	118.5		120.5		121.0		117.5					
1989 Jan	87.1	87.7	9.2	9	87.6	88.4	8.8	8%	87.3	88.1	9.2	9
Feb	87.4	88.4	9.4	9 1/4	88.3	89.0	9.9	8 1/2	87.9	88.6	10.2	8 3/4
Mar	89.6	88.9	9.2	9 1/2	88.9	88.6	7.9	8 3/4	88.8	88.8	8.4	8 3/4
Apr	89.6	89.7	9.7	9 1/4	90.7	89.9	9.1	8 1/2	90.4	89.8	9.2	8 3/4
May	89.8	89.9	9.2	9	90.8	90.5	8.8	8 3/4	90.5	90.3	8.7	8 3/4
June	91.1	90.5	9.2	8 3/4	92.0	91.0	8.7	8 1/2	91.8	90.9	9.1	8 3/4
July	92.1	91.1	8.8	8 3/4	92.8	91.7	9.2	8 1/2	92.8	91.7	9.4	9
Aug	91.1	91.5	8.5	8 3/4	91.1	92.3	8.8	8 3/4	91.5	92.4	9.3	9 1/4
Sept	92.5	93.0	9.7	9	92.1	93.1	9.3	8 3/4	92.0	92.9	9.3	9
Oct	93.3	94.0	9.7	9 1/4	93.0	93.7	8.7	9	93.0	93.6	8.9	9 1/4
Nov	94.6	94.3	9.1	9 1/4	94.4	94.2	8.3	8 3/4	94.6	94.2	8.8	9
Dec	95.8	94.3	7.3	9 1/4	95.7	94.8	8.0	8 1/2	95.7	94.9	8.6	9
1990 Jan	95.0	95.8	9.2	9 1/2	94.7	95.5	8.0	8 3/4	94.8	95.5	8.6	9 1/4
Feb	95.2	96.4	9.0	9 1/2	95.8	96.4	8.3	9 1/4	95.7	96.4	8.8	9 1/2
Mar	98.0	97.3	9.4	9 1/2	98.2	98.0	10.6	9 1/2	98.0	98.0	10.4	9 3/4
Apr	98.0	98.1	9.4	9 3/4	98.5	97.7	8.7	9 1/2	98.3	97.6	8.8	9 3/4
May	99.0	99.2	10.3	9 3/4	99.1	98.8	9.2	9 1/2	98.9	98.7	9.3	9 3/4
June	100.7	100.1	10.6	10	101.0	99.9	9.8	9 1/2	101.1	100.2	10.2	9 3/4
July	101.3	100.2	10.0	10 1/4	101.6	100.4	9.5	9 1/2	101.5	100.4	9.5	10
Aug	101.0	101.5	10.9	10	99.9	101.3	9.8	9 1/2	100.2	101.2	9.5	9 3/4
Sept	101.3	101.9	9.6	10	101.1	102.2	9.8	9 1/2	101.3	102.3	10.1	9 3/4
Oct	101.7	102.5	9.0	9 3/4	101.6	102.4	9.3	9 1/2	101.8	102.5	9.5	9 3/4
Nov	103.4	103.1	9.3	9 3/4	103.4	103.3	9.7	9 1/2	103.5	103.2	9.6	9 3/4
Dec	105.5	103.8	10.1	9 3/4	105.1	104.0	9.7	9 1/2	104.9	103.9	9.6	9 3/4
1991 Jan	103.8	104.6	9.2	9 1/2	103.7	104.6	9.5	9 1/2	104.0	104.9	9.8	9 1/2
Feb	104.1	105.4	9.3	9 1/4	104.5	105.2	9.1	8 3/4	104.8	105.6	9.5	9
Mar	106.5	105.7	8.6	9	106.1	105.8	8.0	8 1/2	106.2	106.2	8.4	9
Apr	106.4	106.5	8.6	8 3/4	107.6	106.7	9.2	8 1/2	107.6	107.0	9.6	9
May	107.0	107.2	8.1	8 1/2	107.4	107.0	8.3	8 3/4	108.2	107.9	9.3	9
June	107.9	107.3	7.2	8	109.0	107.8	7.9	8 1/4	109.1	108.1	7.9	8 3/4
July	109.0	107.8	7.6	7 3/4	109.3	108.1	7.7	8 1/4	109.5	108.3	7.9	8 1/2
Aug	109.2	109.8	8.2	7 3/4	108.2	109.8	8.4	8	109.0	110.0	8.7	8 1/2
Sept	109.3	110.0	7.9	7 3/4	108.6	109.8	7.4	8	109.6	110.6	8.1	8 1/2
Oct	109.3	110.2	7.5	7 1/2	110.0	110.8	8.2	8	110.3	111.0	8.3	8 1/2
Nov	111.4	111.0	7.7	7 1/2	111.5	111.3	7.7	8	112.0	111.7	8.2	8 1/4
Dec	112.3	110.5	6.5	7 1/4	112.7	111.6	7.3	7 3/4	112.9	111.9	7.7	8
1992 Jan	111.1	111.9	7.0	7 1/4	111.6	112.5	7.6	7 3/4	112.1	113.0	7.7	7 3/4
Feb	111.9	113.3	7.5	7 1/2	112.6	113.4	7.8	8 1/4	113.1	113.9	7.9	8 1/4
Mar	115.8	114.9	8.7	7 1/2	117.0	116.7	10.3	8	117.2	117.2	10.4	8
Apr	113.0	113.1	6.2	7	113.0	112.1	5.1	7 1/2	113.8	113.1	5.7	7 1/2
May	113.9	114.1	6.4	6 1/4	114.8	114.4	6.9	6 1/4	115.3	115.0	6.6	6 1/2
June	114.5	113.8	6.1	6 1/4	115.4	114.2	5.9	6 1/4	115.8	114.8	6.2	6 1/2
July	115.1	113.9	5.7	6	116.1	114.8	6.2	6 1/4	116.6	115.2	6.4	6 1/2
Aug	114.6	115.3	5.0	5 3/4	115.3	116.9	6.5	6	115.6	116.7	6.1	6 1/4
Sept	114.7	115.4	4.9	5 1/2	114.9	116.1	5.7	6	115.3	116.4	5.2	6
Oct	116.0	117.0	6.2	5 1/4	116.9	117.8	6.3	5 3/4	117.3	118.1	6.4	5 3/4
Nov	116.4	116.1	4.6	5	117.7	117.6	5.7	5 3/4	118.2	117.9	5.6	5 3/4
Dec	117.9	116.0	5.0	4 3/4	118.8	117.5	5.3	5 1/2	119.2	118.2	5.6	5 1/2
1993 Jan	116.1	117.0	4.6	4 3/4	117.1	118.1	5.0	5 1/4	117.6	118.6	5.0	5 1/4
Feb	116.7	118.2	4.3	4 1/2	118.3	119.2	5.1	5	118.7	119.6	5.0	5
Mar	119.6	118.7	3.3	4	121.9	121.6	4.2	5	122.1	122.2	4.3	5
Apr	117.5	117.6	4.0	4	119.0	118.0	5.3	5	119.7	118.9	5.1	5
May	118.0	118.3	3.7	3 3/4	120.3	119.9	4.8	5	120.8	120.4	4.7	5
June	118.5	117.8	3.5	3 3/4	121.0	119.6	4.7	5	121.3	120.2	4.7	5
July	119.5	118.3	3.9	3 1/2	121.9	120.5	5.0	4 3/4	122.4	121.0	5.0	4 3/4
Aug	118.2	118.9	3.1	3 1/4	119.5	121.1	3.6	4 1/2	119.9			

# 5.3 EARNINGS

Average earnings index: all employees: by industry (unadjusted)

GREAT BRITAIN SIC 1980	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods (31)	Food, drink and tobacco (41,42)
1990=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988 } Annual averages	83.4	80.0	79.0	82.2	86.6	84.0	81.6	83.8	83.8	83.7	79.6	85.1	82.2
1989 } Annual averages	90.0	90.6	87.0	90.3	92.8	91.9	88.9	92.0	91.7	92.0	89.7	91.8	89.8
1990 } Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991 } Annual averages	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	110.6
1992 } Annual averages	113.8	123.8	116.1	117.5	112.0	110.8	116.2	116.9	115.9	117.2	114.0	114.0	118.7
1993 } Annual averages	117.7	131.2	119.6	122.2	116.9	115.9	121.2	122.7	121.7	119.5	118.8	118.6	125.0
1989 Jan	80.3	85.4	84.1	82.8	93.4	88.0	83.6	87.9	88.0	88.0	86.1	89.0	85.6
1989 Feb	79.3	85.8	82.1	83.7	86.4	89.5	85.5	89.5	88.4	89.6	86.1	90.1	84.4
1989 Mar	82.1	88.8	82.1	87.7	86.2	88.6	84.6	89.8	89.9	91.5	89.3	88.4	86.2
1989 Apr	85.1	89.8	83.6	86.7	100.7	90.1	87.3	90.9	90.8	89.4	88.9	90.6	91.7
1989 May	86.3	87.6	87.1	88.2	88.8	92.9	88.2	91.3	90.4	91.5	88.8	91.4	90.1
1989 June	86.0	88.5	84.7	90.3	88.5	93.4	88.7	92.7	92.0	92.7	92.4	91.7	89.3
1989 July	92.1	90.0	90.5	94.3	105.4	92.3	87.5	92.7	92.6	93.6	91.1	93.7	90.9
1989 Aug	99.6	92.5	87.6	97.3	87.6	91.3	89.4	91.5	91.9	90.2	88.6	91.5	89.5
1989 Sept	105.3	92.1	86.8	91.2	89.2	93.3	88.5	92.4	92.8	91.0	89.9	92.9	90.6
1989 Oct	100.3	93.8	86.9	92.9	102.7	93.0	89.4	93.5	93.9	92.1	91.0	93.2	91.1
1989 Nov	93.0	97.8	95.1	94.5	94.5	95.8	94.9	94.9	95.1	93.9	92.0	94.7	93.0
1989 Dec	90.3	95.7	93.8	94.1	90.2	95.9	98.5	96.9	95.2	99.9	92.1	94.3	95.2
1990 Jan	86.9	99.8	97.2	92.6	96.5	94.5	94.4	95.9	95.2	91.5	91.8	95.9	92.6
1990 Feb	86.5	99.6	93.3	93.2	90.8	96.1	95.6	97.4	96.8	91.6	94.1	96.4	93.8
1990 Mar	90.1	99.6	95.0	94.5	93.4	97.2	96.0	99.6	99.3	102.7	98.6	98.3	94.8
1990 Apr	92.3	99.3	96.0	95.7	104.9	99.0	98.1	98.0	97.4	102.0	96.9	98.8	99.0
1990 May	92.2	97.4	97.3	97.7	94.7	100.2	98.6	99.2	98.9	99.0	99.8	99.6	100.5
1990 June	102.2	98.5	98.9	104.1	103.7	101.9	100.6	100.5	100.0	102.3	101.7	101.1	101.8
1990 July	104.1	98.0	103.2	102.3	114.0	102.3	99.5	101.8	100.5	101.5	101.4	101.2	102.2
1990 Aug	111.1	100.7	102.0	104.6	97.4	99.3	100.1	99.1	99.8	99.9	101.4	100.4	100.4
1990 Sept	116.0	100.7	103.2	103.5	99.2	100.5	99.5	100.5	101.7	99.6	101.4	101.2	101.7
1990 Oct	113.3	102.6	102.9	104.4	105.6	101.2	99.8	101.1	102.4	101.6	101.9	101.2	101.0
1990 Nov	105.4	104.8	103.7	104.3	97.8	102.9	106.2	102.5	103.5	103.7	105.2	103.3	104.6
1990 Dec	100.0	98.9	107.2	103.2	101.9	104.8	111.7	104.5	104.6	104.6	105.8	102.6	107.6
1991 Jan	98.9	110.2	110.2	103.4	106.6	102.8	103.0	104.1	103.6	104.2	107.5	102.0	104.4
1991 Feb	101.7	112.8	103.8	105.1	99.4	102.4	105.8	106.1	105.1	104.4	105.5	103.6	105.5
1991 Mar	100.7	114.2	107.4	104.0	101.2	102.6	110.4	107.1	106.7	104.5	108.1	103.8	107.9
1991 Apr	108.2	111.5	110.5	105.1	110.1	103.9	105.9	108.1	106.6	116.0	109.9	104.3	111.4
1991 May	105.3	112.5	111.2	115.9	103.4	105.7	106.6	108.3	108.5	106.0	106.1	105.5	111.7
1991 June	105.9	113.8	111.8	106.1	103.7	107.5	107.4	110.2	110.8	109.7	107.9	105.9	111.4
1991 July	112.0	111.8	114.5	109.8	111.3	107.1	108.0	109.8	109.8	108.3	108.3	108.4	110.6
1991 Aug	133.6	113.2	111.1	115.8	108.9	106.2	109.8	109.3	108.4	104.5	108.5	105.8	110.4
1991 Sept	123.0	112.5	110.8	120.2	104.6	106.8	110.5	109.4	108.7	106.2	107.7	107.8	110.7
1991 Oct	114.7	113.4	111.4	112.1	112.6	106.9	111.5	111.1	110.5	108.0	111.4	107.1	111.0
1991 Nov	108.7	122.2	111.3	114.4	105.4	108.0	114.7	112.7	111.5	110.0	110.7	108.9	116.1
1991 Dec	108.1	114.2	115.7	113.2	108.4	109.3	117.8	113.2	112.9	112.3	109.6	110.1	116.3
1992 Jan	105.5	125.0	112.2	112.3	112.6	107.5	113.1	112.8	112.9	111.9	111.0	109.9	113.3
1992 Feb	101.2	124.5	113.2	112.8	107.5	108.6	113.3	114.0	113.1	115.2	111.7	111.1	114.7
1992 Mar	106.7	127.1	123.0	113.3	109.2	109.5	122.6	117.8	117.5	118.4	114.7	114.4	123.0
1992 Apr	114.2	129.0	112.7	117.2	116.4	109.1	113.3	113.8	113.9	115.1	111.8	112.6	115.6
1992 May	116.3	122.7	113.8	118.8	109.3	110.6	113.7	114.3	115.9	127.2	111.9	113.4	117.8
1992 June	115.2	119.6	116.6	118.1	109.8	112.2	114.8	116.3	116.6	120.5	113.2	114.8	118.1
1992 July	117.2	124.3	116.5	118.2	120.9	111.5	115.3	118.0	116.6	119.5	112.7	115.7	117.4
1992 Aug	124.0	121.2	115.6	116.7	108.0	112.1	115.5	116.6	115.1	115.6	116.8	114.8	117.5
1992 Sept	126.3	121.3	114.9	117.5	108.5	111.4	114.2	116.2	115.3	114.1	113.9	115.1	118.1
1992 Oct	119.1	117.5	115.5	123.5	121.4	111.7	115.3	122.7	116.0	114.6	116.8	114.3	118.8
1992 Nov	113.3	126.3	117.5	120.9	108.5	112.4	120.0	119.4	115.8	117.0	117.0	115.9	126.1
1992 Dec	107.0	127.2	121.6	120.4	111.9	113.0	123.1	120.5	119.6	117.9	116.5	115.6	124.5
1993 Jan	109.7	127.6	116.6	119.5	121.9	112.4	119.4	120.3	117.8	115.1	114.6	113.9	120.4
1993 Feb	108.9	127.2	116.1	120.1	110.0	114.4	119.2	121.5	119.1	117.7	116.6	114.5	123.9
1993 Mar	113.0	127.6	125.3	121.0	111.6	114.6	130.4	124.5	122.7	119.3	121.4	117.3	129.2
1993 Apr	114.4	132.0	119.3	121.8	118.7	114.6	118.6	121.0	120.1	116.8	118.5	118.8	123.3
1993 May	114.7	130.4	117.8	122.9	113.9	115.3	118.9	121.5	123.4	119.2	117.3	119.4	125.9
1993 June	118.6	132.2	118.3	120.5	113.2	117.5	120.9	123.5	122.2	118.4	118.4	119.3	123.7
1993 July	124.1	132.7	122.4	124.1	130.5	116.6	120.2	124.0	122.8	122.2	121.9	120.3	123.9
1993 Aug	134.7	126.8	118.9	121.9	110.1	116.1	118.5	121.1	120.9	119.0	118.5	118.5	123.5
1993 Sep	126.0	130.9	118.4	121.6	113.9	116.0	118.6	122.6	120.5	118.0	119.2	119.5	123.2
1993 Oct	121.2	133.0	119.0	122.9	127.4	115.6	119.2	123.6	122.5	119.8	119.9	120.0	123.6
1993 Nov	117.8	135.7	119.4	126.4	113.3	116.3	124.4	124.9	123.7	120.7	120.1	120.7	129.0
1993 Dec	108.7	138.6	123.7	124.0	118.3	120.9	126.5	124.4	124.1	123.2	118.9	121.0	130.3
1994 Jan	112.6	139.5	121.4	123.2	124.6	117.4	123.2	125.2	124.2	122.9	120.0	121.3	126.0
1994 Feb	112.5	134.5	123.6	123.8	114.7	118.6	124.1	126.7	124.6	124.7	119.9	124.2	126.2
1994 Mar P	116.3	136.6	127.6	123.9	117.8	120.7	134.2	130.2	128.8	130.1	121.3	126.5	137.6

Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette* in October 1989; the 1985=100 series was discontinued after July 1989. The index has been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1988=100 basis were last published in *Employment Gazette* in September 1993.  
\* England and Wales only.

# EARNINGS 5.3

Average earnings index: all employees: by industry (unadjusted)

Textiles	Leather, footwear and clothing	Paper products printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication	Banking, finance and insurance services	Public administration	Education and health services	Other services #	Whole economy	GREAT BRITAIN SIC 1980
(43)	(44,45)	(47)	(46,48,49)	(50)	(61,62,64,65,67)	(66)	(71,72,75-77,79)	(81-82,83pt-84pt)	(91-92pt)	(93,95)	(92pt,94,96 pt,97,98pt)	(99)	1990=100
85.0	86.4	88.1	85.1	80.3	85.2	84.5	84.2	82.5	82.8	84.7	81.3	83.5	1988
91.3	92.5	93.5	91.6	89.7	92.6	90.9	90.6	90.7	90.1	92.0	90.5	91.2	1989
100.0	100.0	100.0	100.0	100.									



## 6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal food

	All Items				All items except seasonal foods			
	Index Jan 13 1987=100	Percentage change over			Index Jan 13 1987=100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1993 Apr	140.6	-0.1	0.5	1.3	141.3	1.1	0.4	0.4
May	141.1	0.4	1.0	1.3	141.6	0.2	0.8	0.8
Jun	141.0	-0.1	1.3	1.2	141.7	0.1	1.3	1.3
Jul	140.7	-0.2	2.0	1.4	141.5	-0.1	2.1	2.1
Aug	141.3	0.4	1.8	1.7	142.1	0.4	1.9	1.9
Sep	141.9	0.4	1.9	1.8	142.8	0.5	2.1	2.1
Oct	141.8	-0.1	0.9	1.4	142.7	-0.1	1.0	1.0
Nov	141.6	-0.1	0.4	1.4	142.5	-0.1	0.6	0.6
Dec	141.9	0.2	0.6	1.9	142.8	0.2	0.8	0.8
1994 Jan	141.3	-0.4	0.4	2.5	142.1	-0.5	0.4	0.4
Feb	142.1	0.6	0.6	2.4	142.9	0.8	0.6	0.6
Mar	142.5	0.3	0.4	2.3	143.2	0.2	0.3	0.3
Apr	144.2	1.2	1.7	2.6	144.9	1.2	1.5	1.5

Between March and April there were increases in housing costs and fuel bills. Motoring costs also rose and there were price rises for food and leisure services. There were, however, offers on household and leisure goods.

**Food:** Between March and April, seasonal food prices rose by 0.2 per cent. Home-killed lamb and fresh fruit were cheaper. Amongst non-seasonal foods there were price increases for delivered milk, sweets and chocolates and poultry. However, prices for beef fell and there were offers on various processed foods.

**Housing:** The reduction in the rate of tax relief on mortgage interest payments took effect this April and there were annual increases in rents, water and sewerage charges. Average council tax bills also went up, in contrast to reductions last April, when the council tax replaced the community charge.

**Fuel and light:** The monthly rise in this index was caused by the introduction of VAT at 8 per cent on domestic fuel bills this April.

**Household goods:** Between March and April there were offers for some items of furniture and furnishings but also some increases following earlier sales.

**Motoring expenditure:** Petrol prices rose between March and April and there were also increases in second-hand car prices and vehicle maintenance charges.

**Leisure services:** The increase in this index mainly reflected higher admission charges for recreational activities and tourist attractions. Foreign holidays were also dearer.

## 6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for April 19

	Index Jan 1987=100			Percentage change over				Index Jan 1987=100			Percentage change over		
	1 month			12 months				1 month			12 months		
	1 month	6 months	12 months	1 month	6 months	12 months		1 month	6 months	12 months	1 month	6 months	12 months
<b>ALL ITEMS</b>	144.2	1.2	2.6	167.7	0.4	7.7	<b>Tobacco</b>	167.7	0.4	7.7			
<b>Food and catering</b>	138.2	0.3	1.6	168.9		8	Cigarettes	168.9		8			
<b>Alcohol and tobacco</b>	160.7	0.3	3.9	159.3		7	Tobacco	159.3		7			
<b>Housing and household expenditure</b>	144.8	2.8	2.6	<b>Housing</b>	156.2	3.7	4.1						
<b>Personal expenditure</b>	131.9	0.3	1.4	Rent	191.2	5							
<b>Travel and leisure</b>	145.7	0.4	2.9	Mortgage interest payments	149.5	6							
<b>All items excluding seasonal food</b>	144.9	1.2	2.5	Rates, community charge and council tax	127.8	2							
<b>All items excluding food</b>	146.5	1.2	2.8	Water and other payments	222.6	7							
<b>Seasonal food</b>	115.3	0.2	2.0	Repairs and maintenance charges	150.9	3							
<b>Food excluding seasonal</b>	134.8	0.3	0.6	Do-it yourself materials	143.4	1							
				Dwelling insurance & ground rent	195.2	-1							
<b>All items excluding housing</b>	141.6	0.7	2.3	<b>Fuel and Light</b>	134.3	7.9	5.7						
<b>All items exc mortgage interest</b>	143.9	0.9	2.3	Coal and solid fuels	128.4	8							
				Electricity	148.4	4							
<b>Consumer durables</b>	116.0	-0.2	-0.9	Gas	122.4	8							
				Oil and other fuels	116.0	1							
<b>Food</b>	131.9	0.2	0.8	<b>Household goods</b>	128.0	-0.4	-0.5						
Bread	137.1			Furniture	128.0	-1							
Cereals	136.3			Furnishings	123.5	0							
Biscuits and cakes	145.2			Electrical appliances	110.0	-3							
Beef	134.2			Other household equipment	134.0	1							
Lamb	134.3			Household consumables	146.4	0							
of which, home-killed lamb	147.8			Pet care	126.6	4							
Pork	119.7			<b>Household services</b>	142.2	0.2	0.0						
Bacon	134.2			Postage	145.5	4							
Poultry	111.0			Telephones, telemessages, etc	114.7	-6							
Other meat	124.3			Domestic services	161.4	4							
Fish	123.4			Fees and subscriptions	158.4	3							
of which, fresh fish	130.3			<b>Clothing and footwear</b>	121.3	0.2	0.3						
Butter	135.2			Men's outerwear	121.2	1							
Oil and fats	129.5			Women's outerwear	109.0	-2							
Cheese	144.3			Children's outerwear	118.3	0							
Eggs	128.6			Other clothing	140.9	2							
Milk fresh	145.7			Footwear	127.7	1							
Milk products	141.0			<b>Personal goods and services</b>	151.5	0.4	2.7						
Tea	147.4			Personal articles	116.9	1							
Coffee and other hot drinks	99.6			Chemists goods	156.6	2							
Soft drinks	156.5			Personal services	185.9	4							
Sugar and preserves	144.4			<b>Motoring expenditure</b>	149.8	0.4	3.5						
Sweets and chocolates	133.2			Purchase of motor vehicles	132.9	5							
Potatoes	126.7			Maintenance of motor vehicles	185.7	2							
of which, unprocessed potatoes	124.6			Petrol and oil	147.4	2							
Vegetables	113.7			Vehicles tax and insurance	197.8	4							
of which, other fresh vegetables	106.1			<b>Fares and other travel costs</b>	154.7	0.0	2.9						
Fruit	114.6			Rail fares	168.5	4							
of which, fresh fruit	110.8			Bus and coach fares	162.9	1							
Other foods	136.8			Other travel costs	140.2	3							
<b>Catering</b>	160.8	0.5	4.1	<b>Leisure goods</b>	122.6	-0.2	-0.2						
Restaurant meals	159.4			Audio-visual equipment	78.0	-5							
Canteen meals	168.0			Tapes and discs	115.3	1							
Take-aways and snacks	159.9			Toys, photographic and sport goods	122.4	1							
<b>Alcoholic drink</b>	157.6	0.3	2.1	Books and newspapers	160.7	2							
Beer	163.5			Gardening products	142.6	1							
on sales	166.7			<b>Leisure services</b>	161.8	0.8	3.9						
off sales	142.0			Television licences and rentals	119.1	-1							
Wines and spirits	149.6			Entertainment and other recreation	192.0	8							
on sales	159.3			Foreign Holidays (Jan 1993 = 100)	103.0	0							
off sales	143.0			UK Holidays (Jan 1994 = 100)*	100.4	2							

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number.

\* Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993.

Source: Central Statistical Office

## RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on April 19 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

### Average prices on April 19 1994

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>				<b>Margarine</b>			
Best beef-killed, per lb				Soft 500g tub	335	49	35- 89
Best beef mince	687	159	109- 219	Low fat spread, 250g	330	49	43- 51
Topside	636	283	238- 328	<b>Cheese</b>			
Brisket (without bone)	509	203	158- 249	Cheddar type, per lb	327	192	168- 229
Rump steak *	658	386	348- 449	<b>Eggs</b>			
Stewing steak	690	216	178- 299	Size 2 (65-70g), per dozen	314	136	104- 164
<b>Lamb: home-killed, per lb</b>				Size 4 (55-60g), per dozen	286	118	96- 150
Loin (with bone)	650	356	235- 449	<b>Milk</b>			
Shoulder (with bone)	628	170	129- 212	Pasteurised, per pint	351	36	25- 31
Leg (with bone)	601	262	200- 299	Skimmed, per pint	20	40	36- 40
<b>Lamb: imported (frozen), per lb</b>				<b>Tea</b>			
Loin (with bone)	277	216	164- 294	Loose, per 125g	323	63	46- 75
Leg (with bone)	260	176	139- 209	Tea bags, per 250g	329	125	92- 156
<b>Pork: home-killed, per lb</b>				<b>Coffee</b>			
Leg (foot off)	578	137	99- 190	Pure, instant, per 100g	338	156	147- 179
Loin (with bone)	670	171	149- 210	Ground (filter fine), per 8oz	329	140	89- 189
Shoulder (with bone)	577	134	95- 175	<b>Sugar</b>			
<b>Bacon, per lb</b>				Granulated, per kg	340	67	65- 72
Streaky *	516	146	109- 199	<b>Fresh vegetables</b>			
Gammon *	522	230	169- 296	Potatoes, old loose, per lb	535	19	12- 26
Back, Danish	459	225	169- 299	Potatoes, new loose, per lb	670	28	19- 38
Back, home produced	459	205	169- 269	Tomatoes, per lb	725	69	59- 89
<b>Ham</b>				Cabbage, greens, per lb	684	44	26- 65
Ham (not shoulder), per 4oz	543	71	55- 99	Cabbage, hearted, per lb	673	28	18- 39
<b>sausages, per lb</b>				Cauliflower, each	727	58	39- 79
Pork	556	118	95- 142	Brussels sprouts, per lb	720	26	20- 29
<b>Canned meats</b>				Onions, per lb	730	27	20- 32
Corned beef, 12oz can	333	84	77- 99	Mushrooms, per 4oz	726	31	23- 39
<b>Chicken: roasting, oven ready, per lb</b>				Cucumber, each	735	44	35- 59
Frozen	312	72	63- 84	Lettuce - iceberg, each	729	60	52- 69
Fresh or chilled	665	94	84- 107	<b>Fresh fruit</b>			
<b>Fresh and smoked fish, per lb</b>				Apples, cooking, per lb	714	43	35- 49
Cod fillets	561	270	199- 319	Apples, dessert, per lb	729	39	30- 49
Rainbow trout	529	220	150- 399	Pears, dessert, per lb	728	41	35- 49
<b>Canned fish</b>				Oranges, each	708	18	12- 29
Red salmon, half size can	324	111	96- 119	Bananas, per lb	726	49	45- 55
<b>Bread</b>				Grapes, per lb	697	104	69- 129
White loaf, sliced, 800g	357	51	29- 77	<b>Items other than food</b>			
White loaf, unwrapped, 800g	355	75	59- 85	Draught bitter, per pint	840	139	123- 160
Brown loaf, sliced, 400g	354	52	39- 59	Draught lager, per pint	844	156	

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	National- ised industries**	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal +	Non- seasonal + food		
1987 Weights	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1989	1,000	846	977	840	960	46	135	154	23	131	49	83
1990	1,000	842	976	815	925	—	132	158	24	134	47	77
1991	1,000	849	976	808	924	—	128	151	24	127	47	77
1992	1,000	848	978	828	936	—	127	152	22	130	47	80
1993	1,000	856	979	836	952	—	127	144	21	123	45	78
1994	1,000	858	980	842	956	—	127	142	20	122	45	76
1987 Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988	106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990	126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991	133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
1992	138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6	147.9	148.1
1993	140.7	142.6	141.4	138.4	140.5	—	115.9	130.6	111.4	134.0	155.6	154.7
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988 Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989 Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
1991 Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
1992 Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
1992 Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1	146.3	147.1
May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0	147.2	147.9
Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0	147.9	148.4
Jul 14	138.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9	148.3	149.2
Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107.0	131.1	148.8	149.6
Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1	149.6	150.1
Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	150.2	150.9
Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7
Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2	150.0
1993 Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7	151.0
Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2	151.7
Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0	152.4
Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4	154.4
May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1	154.8
Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8	155.1
Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3	156.4	155.7
Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7	156.0
Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3	156.5
Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9	156.9
Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3	156.1
Dec 14	141.9	144.3	142.8	139.7	141.8	—	117.6	129.4	109.7	133.0	158.8	156.6
1994 Jan 18	141.3	143.5	142.1	139.3	141.3	—	113.0	130.0	110.3	133.5	159.1	156.9
Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5	157.3
Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0	157.2
Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8	157.6

Source: Central Statistical Office

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

\*\* The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

# 6.4 RETAIL PRICES

## General index of retail prices

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi- ture	Fares and other travel	Leisure goods	Leisure services	1987 Weights
38	157	61	73	44	74	38	127	22	47	30	1987
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
34	185	50	71	40	69	39	131	21	48	30	1990
32	192	46	70	45	63	38	141	20	48	30	1991
36	172	47	77	48	59	40	143	20	47	32	1992
35	164	46	79	47	58	39	136	21	46	62	1993
35	158	45	76	47	58	37	142	20	48	71	1994
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	104.2	108.1	1989
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991
144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992
156.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988
105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989
108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992
145.7	161.1	127.8	126.4	136.6	120.0	141.3	139.1	142.6	120.8	149.6	Apr 14
146.1	161.4	128.2	126.9	136.6	120.0	141.8	140.0	142.9	121.1	150.0	May 12
146.1	161.1	128.3	126.8	136.6	120.3	142.0	140.3	145.0	120.9	150.2	Jun 9
146.0	161.5	128.4	125.1	138.1	115.5	143.1	140.3	144.9	120.7	150.2	Jul 14
145.9	161.8	127.8	126.0	137.9	115.4	143.2	140.0	145.0	120.9	150.4	Aug 11
145.9	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7	Sep 8
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4	Oct 13
147.1	160.4	127.8	127.9	138.5	121.1	144.6	140.3	145.1	121.6	153.0	Nov 10
149.5	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1	Dec 8
150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6	1993
150.0	152.0	127.1	126.7	140.5	117.0	145.5	139.2	149.2	122.4	153.9	Feb 9
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2	Mar 16
155.7	150.0	127.0	128.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8	Apr 20
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1	May 18
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4	Jun 15
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7	Jul 20
158.5	151.0</										



# 6.8 RETAIL PRICES Selected countries

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
<b>Annual averages</b>											
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.5	115.9
1993	148.7	139.1	120.6	128.3	119.8	352.6	160.6	125.6	126.9	153.8	120.1
<b>Monthly</b>											
1993 Feb	146.7	137.3	119.6	127.3	118.6	335.5	157.8	124.7	126.4	151.4	118.9
Mar	147.3	137.9	119.8	127.6	119.0	345.9	158.4	125.3	..	151.8	119.2
Apr	148.6	138.5	119.9	127.7	119.4	350.4	159.0	125.4	..	152.5	119.5
May	149.2	138.9	120.1	128.5	119.8	351.2	159.5	125.7	126.1	153.2	119.7
Jun	149.1	139.1	120.1	128.4	120.0	355.1	159.9	125.5	..	153.9	119.8
Jul	148.8	139.3	120.9	128.2	120.2	348.3	160.5	125.7	..	154.3	120.2
Aug	149.4	139.6	121.4	128.4	120.2	349.8	161.5	125.7	127.3	154.6	120.6
Sep	149.4	140.0	121.2	128.8	120.3	358.5	162.4	126.1	..	154.9	120.7
Oct	149.9	140.4	121.4	129.2	120.6	365.4	163.0	126.4	..	155.8	121.1
Nov	149.7	140.6	121.5	129.4	120.9	368.3	163.3	126.5	127.7	156.3	121.5
Dec	150.0	140.8	121.7	129.1	121.1	371.9	164.0	126.4	..	156.4	121.6
1994 Jan	149.4	141.3P	122.2	129.2	122.2	369.3	165.6	126.6	..	157.4P	121.6
Feb	150.3	141.8P	122.6	129.6	122.6	370.1	165.7	126.8	128.5	158.0P	122.0
Mar	150.7	142.2P	122.6	129.7	122.8	381.0	166.2	127.2P	..	158.3P	122.0
<b>Increases on a year earlier</b>											
											Per cent
<b>Annual averages</b>											
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	3.1
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.2	3.1
1993	1.6	3.3	2.8	1.3	4.1	14.4	4.6	2.1	1.4	4.3	3.6
<b>Monthly</b>											
1993 Feb	1.8	3.5	2.8	1.3	4.2	14.5	4.1	2.1	1.9	4.5	3.8
Mar	1.9	3.5	2.9	1.1	4.2	16.4	4.1	2.2	4.3	3.7	3.7
Apr	1.3	3.4	2.9	1.1	4.3	16.2	4.5	2.1	..	4.4	3.8
May	1.3	3.3	2.7	1.0	4.2	16.4	4.6	2.0	1.0	4.3	3.5
Jun	1.2	3.3	2.4	0.9	4.2	15.8	4.9	1.9	..	4.6	3.3
Jul	1.4	3.5	2.6	1.2	4.3	15.7	4.9	2.1	..	4.6	3.5
Aug	1.7	3.5	3.2	1.2	4.2	14.6	4.6	2.2	1.3	4.5	3.7
Sep	1.8	3.4	2.8	1.2	4.0	12.8	4.3	2.3	..	4.5	3.7
Oct	1.4	3.3	2.7	1.5	3.9	12.3	4.6	2.2	..	4.6	3.5
Nov	1.4	3.2	2.5	1.5	3.6	12.3	4.8	2.2	1.5	4.3	3.5
Dec	1.9	3.4	2.7	1.5	3.7	12.1	4.9	2.1	..	4.3	3.6
1994 Jan	2.5	3.4P	2.4	1.8	3.5	11.1	5.0	1.9	..	4.4P	2.6
Feb	2.4	3.3P	2.5	1.8	3.4	11.0	5.0	1.7P	1.7	4.4P	2.6
Mar	2.3	3.2P	2.3	1.7	3.2	10.2	5.0	1.5P	..	4.3P	2.3

Source: Central Statistical Office/Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.  
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

# RETAIL PRICES 6.8 Selected countries

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	1985=100
<b>Annual averages</b>										
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
1993	114.9	220.0	134.3	113.8	128.7	124.0	146.5	158.2	139.7	135.8
<b>Monthly</b>										
1993 Feb	113.6	215.7	133.1	112.7	127.7	122.8	145.1	157.1	139.4	135.4
Mar	114.1	216.4	133.5	113.0	128.4	123.3	146.4	157.9	139.5	135.3
Apr	114.6	217.5	133.9	113.8	128.8	123.3	146.8	158.5	140.1	135.3
May	114.5	218.6	134.1	113.9	128.9	123.5	146.8	158.1	140.2	135.5
Jun	114.2	219.1	134.3	113.8	128.9	123.8	146.9	157.6	140.0	136.6
Jul	115.0	220.6	134.3	114.1	128.7	125.2	146.8	157.3	139.7	135.9
Aug	115.5	221.5	134.6	114.4	129.3	125.6	146.4	158.2	139.4	136.0
Sep	116.0	222.2	134.9	114.5	129.2	124.7	147.1	159.0	139.7	136.1
Oct	116.0	223.5	135.5	114.4	129.3	124.6	147.2	159.5	139.9	136.3
Nov	116.0	225.0	135.6	113.8	129.2	124.7	147.1	159.5	139.7	137.0
Dec	115.5	225.6	135.6	113.9	129.3	124.9	147.0	158.9	139.6	136.7
1994 Jan	115.9	227.4	136.0	114.0	129.5	125.8	146.7	159.7	139.3	136.7
Feb	116.5	228.8	136.4	114.0P	130.0	126.6	147.2	160.2	139.8	135.7
Mar	117.2P	229.3	136.8	114.3P	130.0	127.0	147.9	160.8	140.1	135.5
<b>Increases on a year earlier</b>										
										Per cent
<b>Annual averages</b>										
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.4	9.4	4.2	5.6	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
1993	2.1	6.4	2.9	1.3	3.3	3.6	2.2	4.7	2.7	1.8
<b>Monthly</b>										
1993 Feb	2.6	8.0	3.2	1.4	3.4	3.7	2.6	4.9	2.9	2.3
Mar	2.6	7.3	3.1	1.2	3.7	3.9	2.5	4.9	2.7	1.9
Apr	2.4	6.2	3.2	0.9	3.8	3.9	2.6	5.1	2.6	1.8
May	2.4	5.7	3.2	0.9	3.6	3.7	2.5	4.8	2.6	1.8
Jun	2.3	5.5	3.0	0.9	3.2	3.6	2.3	4.7	2.0	1.6
Jul	2.5	5.7	2.8	1.9	3.4	3.5	2.2	4.6	2.1	1.6
Aug	3.0	5.6	2.8	1.9	3.6	3.4	2.2	5.2	2.1	1.7
Sep	2.8	5.9	2.7	1.5	3.4	3.4	2.2	4.2	1.7	1.9
Oct	2.8	6.3	2.8	1.3	3.3	3.5	2.0	4.3	1.6	1.9
Nov	2.6	6.4	2.7	1.0	2.5	3.5	1.8	4.8	1.4	1.9
Dec	2.6	6.4	2.7	1.0	2.5	3.5	1.8	4.0	1.6	1.7
1994 Jan	3.0	6.4	2.5	1.2	2.1	3.1	1.4	1.9	0.2	1.3
Feb	3.0	6.1	2.5	1.1P	1.8	3.1	1.4	1.9	0.3	0.2
Mar	2.9P	6.1	2.5	1.1P	1.3	3.1	1.0	1.5	0.4	0.2

Source: Central Statistical Office/Eurostat

# 7.1 LABOUR FORCE SURVEY

## Economic activity <sup>+</sup>, seasonally adjusted §§

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
<b>ALL</b>									
Spring 1979	22,600	1,769	-	-	24,369	1,466 X	25,836 X	15,310 X	41,146
Spring 1981	21,574	2,191	-	-	23,765	2,521 X	26,286 X	15,654 X	41,940
Spring 1983	20,446	2,292	366	-	23,103	2,891 X	25,994 X	16,399 X	42,394
Spring 1984	20,613	2,608	325	-	23,547	2,954 X	26,501 X	16,174 X	42,675
Spring 1985	20,613	2,608	325	-	23,547	3,132	26,678	15,997	42,675
Spring 1986	20,772	2,704	408	-	23,884	3,005	26,889	16,063	42,952
Spring 1987	20,836	2,716	410	-	23,962	3,004	26,966	16,180	43,146
Spring 1988	20,873	2,998	503	-	24,368	2,913	27,281	16,148	43,429
Spring 1989	21,529	3,131	535	-	25,195	2,409	27,604	15,996	43,600
Spring 1990	22,157	3,414	493	-	26,064	2,010	28,074	15,671	43,745
Spring 1991	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,846
Spring 1992	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,903
Spring 1993	21,489	3,120	359	179	25,147	2,681	27,828	16,226	44,054
Summer 1992	21,351	3,152	342	176	25,021	2,756	27,777	16,302	44,079
Autumn 1992	21,288	3,092	340	179	24,900	2,818	27,719	16,381	44,099
Winter 1992	21,244	3,040	320	154	24,757	2,903	27,666	16,424	44,090
Spring 1993	21,275	3,092	335	148	24,849	2,838	27,687	16,458	44,145
Summer 1993	21,228	3,126	318	153	24,825	2,854	27,679	16,489	44,168
Autumn 1993	21,271	3,158	327	143	24,899	2,809	27,708	16,502	44,210
<b>Estimated changes</b>									
Summer 93 - Autumn 93	42	32	*	-10	74	-45	29	13	42
Percent	0.2	1.0	*	-6.6	0.3	-1.6	0.1	0.1	0.1
<b>MEN</b>									
Spring 1979	13,361	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spring 1981	12,427	1,763	-	-	14,180	1,583 X	15,763 X	4,324 X	20,087
Spring 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spring 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spring 1985	11,607	1,986	203	-	13,797	1,862	15,658	4,831	20,489
Spring 1986	11,634	2,036	262	-	13,933	1,810	15,743	4,894	20,637
Spring 1987	11,546	2,053	280	-	13,880	1,807	15,687	5,061	20,748
Spring 1988	11,451	2,241	326	-	14,019	1,737	15,756	5,130	20,886
Spring 1989	11,771	2,364	340	-	14,475	1,416	15,890	5,089	20,980
Spring 1990	11,908	2,613	314	-	14,835	1,164	15,999	5,066	21,065
Spring 1991	11,867	2,634	297	-	14,818	1,106	16,024	5,109	21,133
Spring 1992	11,695	2,519	251	-	14,465	1,450	15,915	5,254	21,168
Spring 1993	11,299	2,360	236	53	13,948	1,802	15,750	5,505	21,255
Summer 1992	11,237	2,356	224	53	13,870	1,847	15,717	5,551	21,268
Autumn 1992	11,160	2,313	224	56	13,751	1,896	15,647	5,634	21,282
Winter 1992	11,090	2,292	205	46	13,632	1,961	15,593	5,689	21,282
Spring 1993	11,082	2,309	219	41	13,650	1,922	15,572	5,747	21,319
Summer 1993	11,057	2,323	210	46	13,637	1,903	15,540	5,793	21,333
Autumn 1993	11,077	2,343	224	42	13,685	1,861	15,546	5,810	21,357
<b>Estimated changes</b>									
Summer 93 - Autumn 93	19	20	13	*	48	-42	*	17	23
Percent	0.2	0.9	6.4	*	0.4	-2.2	*	0.3	0.1
<b>WOMEN</b>									
Spring 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spring 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spring 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spring 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spring 1985	9,138	622	122	-	9,750	1,270	11,020	11,166	22,186
Spring 1986	9,290	667	146	-	10,082	1,195	11,146	11,169	22,315
Spring 1987	9,428	744	177	-	10,349	1,197	11,279	11,119	22,398
Spring 1988	9,758	767	195	-	10,720	993	11,713	11,018	22,543
Spring 1989	10,249	801	179	-	11,229	846	12,075	10,605	22,680
Spring 1990	10,367	827	161	-	11,354	794	12,149	10,565	22,713
Spring 1991	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Spring 1992	10,190	760	123	126	11,199	879	12,078	10,721	22,799
Summer 1992	10,114	795	118	124	11,151	910	12,061	10,750	22,811
Autumn 1992	10,129	779	117	124	11,149	922	12,071	10,746	22,817
Winter 1992	10,154	748	114	108	11,125	949	12,073	10,735	22,808
Spring 1993	10,192	782	116	108	11,199	916	12,115	10,711	22,826
Summer 1993	10,171	802	108	107	11,188	951	12,139	10,696	22,835
Autumn 1993	10,194	815	104	101	11,213	948	12,162	10,692	22,853
<b>Estimated changes</b>									
Summer 93 - Autumn 93	23	12	*	*	26	*	23	*	18
Percent	0.2	1.5	*	*	0.2	*	0.2	*	0.1

\* Less than 10,000 in cell: estimate not shown.  
<sup>+</sup> Since 1984, the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see 'The quarterly Labour Force Survey: a new dimension to labour market statistics', *Employment Gazette*, pp 483-490, October 1992.  
<sup>#</sup> People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.  
<sup>§</sup> Those on employment and training programmes have been classified as in employment since spring 1983.  
<sup>X</sup> The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.  
<sup>\*\*</sup> Unpaid family workers have been classified as in employment since spring 1992.  
<sup>++</sup> Includes those who did not state whether they were employees or self-employed.  
<sup>§§</sup> The seasonally adjusted estimates have been revised since they appeared in *Employment Gazette*, March 1994.

# LABOUR FORCE SURVEY

## Economic activity <sup>+</sup>, not seasonally adjusted

# 7.2

GREAT BRITAIN	In employment #					ILO unemployed ##	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
<b>ALL</b>									
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spring 1981	21,405	2,201	-	-	23,606	2,463 X	26,069 X	15,851 X	41,940
Spring 1983	20,288	2,301	355	-	22,944	2,833 X	26,797 X	16,598 X	42,394
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spring 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194	42,675
Spring 1986	20,629	2,714	396	-	23,739	2,968	26,708	16,244	42,952
Spring 1987	20,706	2,727	396	-	23,829	2,969	26,798	16,347	43,146
Spring 1988	20,762	2,997	488	-	24,247	2,879	27,126	16,303	43,429
Spring 1989	21,422	3,143	520	-	25,085	2,376	27,461	16,138	43,600
Spring 1990	22,055	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spring 1991	21,876	3,318	408	-	25,601	1,869	28,044	15,802	43,846
Spring 1992	21,386	3,131	357	179	25,064	2,322	27,903	16,000	43,903
Summer 1992	21,485	3,135	330	176	25,127	2,649	27,713	16,342	44,054
Autumn 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Winter 1992	21,129	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Spring 1993	21,185	3,103	337	148	24,773	2,804	27,577	16,568	44,145
Summer 1993	21,378	3,109	310	153	24,950	2,894	27,844	16,324	44,168
Autumn 1993	21,329	3,157	327	143	24,956	2,792	27,748	16,462	44,210
<b>Estimated changes</b>									
Summer 1993 - Autumn 1993	-49	49	17	-10	*	-102	-96	138	42
Percent	-0.2	1.6	5.5	-6.6	*	-3.5	-0.3	0.8	0.1
<b>MEN</b>									
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X	19,684
Spring 1981	12,348	1,745	-	-	14,093	1,560 X	15,653 X	4,434 X	20,087
Spring 1983	11,601	1,751	212	-	13,565	1,815 X	15,379 X	4,952 X	20,332
Spring 1984	11,537	1,978	195	-	13,710	1,777 X	15,487 X	5,002 X	20,489
Spring 1985	11,537	1,978	195	-	13,710	1,838	15,548	4,942	20,489
Spring 1986	11,572	2,029	252	-	13,853	1,788	15,642	4,936	20,637
Spring 1987	11,491	2,047	268	-	13,806	1,786	15,592	5,155	20,748
Spring 1988	11,403	2,235	313	-	13,951	1,717	15,669	5,217	20,886
Spring 1989	11,728	2,358	327	-	14,413	1,398	15,811	5,168	20,980
Spring 1990	11,866	2,608	303	-	14,777	1,148	15,924	5,141	21,065
Spring 1991	11,943	2,628	289	-	14,860	1,091	15,950	5,183	21,133
Spring 1992	11,647	2,512	248	-	14,407	1,434	15,841	5,327	21,168
Spring 1993	11,248	2,353	236	53	13,890	1,785	15,676	5,579	21,255
Summer 1992	11,341	2,352	221	53	13,966	1,867	15,833	5,435	21,268

# 7.3 LABOUR FORCE SURVEY

## Economic activity\* by age, not seasonally adjusted

THOUSAND

GREAT BRITAIN	All aged 16 and over			Age groups					
	All	Men	Women	16-19	20-24	25-34	35-49	50-64 (Men) 50-59 (Women)	65 and over (Men) 60 and over (Women)
<b>In employment*</b>									
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722
Spring 1985	23,739	13,953	9,886	1,976	3,075	5,280	8,053	4,684	672
Spring 1986	23,828	13,806	10,023	1,927	3,086	5,412	8,166	4,598	640
Spring 1987	24,247	13,951	10,296	1,985	3,186	5,624	8,262	4,545	644
Spring 1988	25,085	14,413	10,672	2,072	3,227	5,973	8,570	4,575	668
Spring 1989	25,962	14,777	11,186	2,081	3,350	6,311	8,785	4,669	765
Spring 1990	26,175	14,860	11,315	1,917	3,264	6,563	8,950	4,717	764
Spring 1991	25,601	14,407	11,194	1,707	3,022	6,537	8,958	4,617	761
Spring 1992	25,064	13,890	11,174	1,505	2,826	6,471	8,932	4,535	794
Summer 1992	25,127	13,966	11,160	1,548	2,858	6,489	8,927	4,518	788
Autumn 1992	24,967	13,779	11,188	1,441	2,812	6,501	8,975	4,477	780
Winter 1992	24,655	13,560	11,095	1,370	2,720	6,454	8,909	4,464	737
Spring 1993	24,773	13,591	11,182	1,307	2,702	6,557	8,983	4,468	757
Summer 1993	24,950	13,748	11,201	1,387	2,753	6,597	8,992	4,469	751
Autumn 1993	24,956	13,712	11,243	1,351	2,695	6,632	9,021	4,499	757
<b>ILO unemployed*</b>									
Spring 1984	3,094	1,838	1,256	541	632	726	691	447	58
Spring 1985	2,968	1,788	1,180	484	592	730	702	411	49
Spring 1986	2,990	1,800	1,190	495	607	754	682	406	46
Spring 1987	2,879	1,717	1,161	434	523	762	680	437	42
Spring 1988	2,376	1,398	978	326	437	621	551	401	40
Spring 1989	1,978	1,148	831	239	352	530	455	349	52
Spring 1990	1,869	1,091	779	250	325	501	444	314	35
Spring 1991	2,302	1,434	868	298	439	620	553	352	40
Spring 1992	2,649	1,785	863	296	494	729	684	414	31
Summer 1992	2,797	1,867	930	420	537	733	668	411	28
Autumn 1992	2,801	1,873	928	351	523	758	692	447	31
Winter 1992	2,920	1,981	939	322	541	793	752	484	28
Spring 1993	2,804	1,804	900	310	528	754	709	471	23
Summer 1993	2,894	1,823	971	418	562	741	709	441	33
Autumn 1993	2,792	1,838	954	342	519	741	704	456	31
<b>Economically inactive</b>									
Spring 1984	16,194	4,942	11,253	1,090	833	1,600	1,666	2,235	8,770
Spring 1985	16,244	4,996	11,249	1,018	841	1,560	1,636	2,280	8,930
Spring 1986	16,347	5,155	11,192	971	854	1,552	1,664	2,273	9,034
Spring 1987	16,303	5,217	11,086	931	832	1,510	1,666	2,241	9,122
Spring 1988	16,138	5,168	10,970	881	822	1,477	1,584	2,232	9,142
Spring 1989	15,804	5,141	10,664	840	717	1,425	1,570	2,176	9,076
Spring 1990	15,802	5,183	10,620	859	727	1,417	1,519	2,156	9,125
Spring 1991	16,000	5,327	10,673	854	798	1,470	1,557	2,165	9,156
Spring 1992	16,342	5,579	10,762	1,011	899	1,534	1,555	2,194	9,148
Summer 1992	16,156	5,435	10,721	809	804	1,545	1,610	2,218	9,170
Autumn 1992	16,331	5,630	10,701	954	827	1,524	1,564	2,245	9,217
Winter 1992	16,515	5,741	10,774	1,021	872	1,553	1,592	2,239	9,236
Spring 1993	16,568	5,824	10,744	1,073	872	1,520	1,606	2,251	9,246
Summer 1993	16,324	5,662	10,662	958	758	1,514	1,626	2,299	9,270
Autumn 1993	16,462	5,806	10,656	956	822	1,497	1,624	2,286	9,277
<b>Economic activity rate +</b>	per cent								
Spring 1984	62.1	75.9	49.3	69.3	81.1	78.6	83.7	70.0	8.2
Spring 1985	62.2	75.8	49.6	70.7	81.3	79.4	84.3	69.3	7.5
Spring 1986	62.1	75.2	50.0	71.4	81.2	79.9	84.2	68.8	7.1
Spring 1987	62.5	75.0	50.8	72.2	81.7	80.9	84.3	69.0	7.0
Spring 1988	63.0	75.4	51.5	73.1	81.7	81.7	85.2	69.0	7.2
Spring 1989	63.9	75.6	53.0	73.4	83.8	82.8	85.5	69.8	8.3
Spring 1990	64.0	75.5	53.2	71.6	83.2	83.3	86.1	70.0	8.1
Spring 1991	63.6	74.8	53.1	70.1	81.3	83.0	85.9	69.6	8.0
Spring 1992	62.9	73.8	52.8	64.0	78.7	82.4	86.1	69.3	8.3
Summer 1992	63.3	74.4	53.0	70.9	80.9	82.4	85.6	69.0	8.2
Autumn 1992	63.0	73.5	53.1	65.2	80.1	82.6	86.1	68.7	7.9
Winter 1992	62.5	73.0	52.8	62.3	78.9	82.4	85.8	68.8	7.7
Spring 1993	62.5	72.7	52.9	60.1	78.7	82.8	85.8	68.7	7.9
Summer 1993	63.0	73.5	53.3	67.8	81.4	82.9	85.6	68.1	7.7
Autumn 1993	62.8	72.8	53.4	63.9	79.6	83.1	85.7	68.4	7.8
<b>ILO unemployment rate #</b>	per cent								
Spring 1984	11.7	11.8	11.5	22.0	17.7	12.3	8.1	8.6	7.4
Spring 1985	11.1	11.4	10.7	19.7	16.2	12.2	8.0	8.1	6.8
Spring 1986	11.1	11.5	10.6	20.4	16.4	12.2	7.7	8.1	6.7
Spring 1987	10.6	11.0	10.1	17.9	14.1	11.9	7.6	8.8	6.2
Spring 1988	8.7	8.8	8.4	13.6	11.9	9.4	6.0	8.1	5.6
Spring 1989	7.1	7.2	6.9	10.3	9.5	7.8	4.9	7.0	6.3
Spring 1990	6.7	6.8	6.4	11.5	9.1	7.1	4.7	6.2	4.3
Spring 1991	8.3	9.1	7.2	14.9	12.7	8.7	5.8	7.1	5.0
Spring 1992	9.6	11.4	7.2	16.4	14.9	10.1	7.1	8.4	3.8
Summer 1992	10.0	11.8	7.7	21.3	15.8	10.1	7.0	8.3	3.5
Autumn 1992	10.1	12.0	7.7	19.6	15.7	10.4	7.2	9.1	3.9
Winter 1992	10.6	12.7	7.8	19.0	16.6	10.9	7.8	9.8	3.7
Spring 1993	10.2	12.3	7.4	19.2	16.3	10.3	7.3	9.5	4.1
Summer 1993	10.4	12.3	8.0	23.1	17.0	10.1	7.3	9.0	3.0
Autumn 1993	10.1	11.8	7.8	20.2	16.1	10.0	7.2	9.2	3.9

\* See corresponding notes to table 7.1  
 + The economic activity rate is the percentage of people aged 16 and over who are economically active.  
 # The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

# GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

## Number of people participating in the programmes

9.1  
THOUSAND

Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)	Business Start-Up Scheme		
	Great Britain	Great Britain	Great Britain	England and Wales	Scotland*	Great Britain
1992 Apr	17.6	139.8	280.3			40.8
May	19.8	130.3	276.1			40.7
Jun	21.4	127.2	276.9			42.5
Jul	23.3	120.0	279.1			42.7
Aug	24.6	113.4	277.9			42.0
Sep	25.8	112.6	276.1			41.8
Oct	28.1	122.2	285.0			41.2
Nov	29.7	129.1	288.6			40.3
Dec	30.6	129.4	291.3			39.3
1993 Jan	31.5	128.5	293.7			38.3
Feb	33.2	134.1	289.9			38.2
Mar	33.4	134.7	282.1			37.3
<b>Training For Work</b>						
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 Apr	134.0	15.6	149.6	241.5	34.2	275.7
May	131.6	15.2	146.8	237.7	33.1	270.8
Jun	129.1	14.5	143.6	237.2	33.9	271.1
Jul	123.0	14.0	137.0	245.1	33.9	279.0
Aug	119.6	13.7	133.3	246.2	33.5	279.7
Sep	119.4	13.9	133.3	243.8	33.5	277.3
Oct	130.3	14.0	144.3	255.1	33.6	288.7
Nov	133.6	14.1	147.7	256.8	33.6	290.4
Dec	134.5	14.1	148.6	258.8	32.9	291.7
1994 Jan	135.1	14.3	149.4	260.8	33.8	294.6
Feb	139.4	14.8	154.2	259.2	33.1	292.2

\* Because of the different ways in which the programmes are administered in England, Wales and Scotland, the Scotland figures, provided by the Scottish Office are shown separately. See Employment Gazette, pp57-8, December 1993 for more detail.

# GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

## Number of starts on the programmes

9.2  
THOUSAND

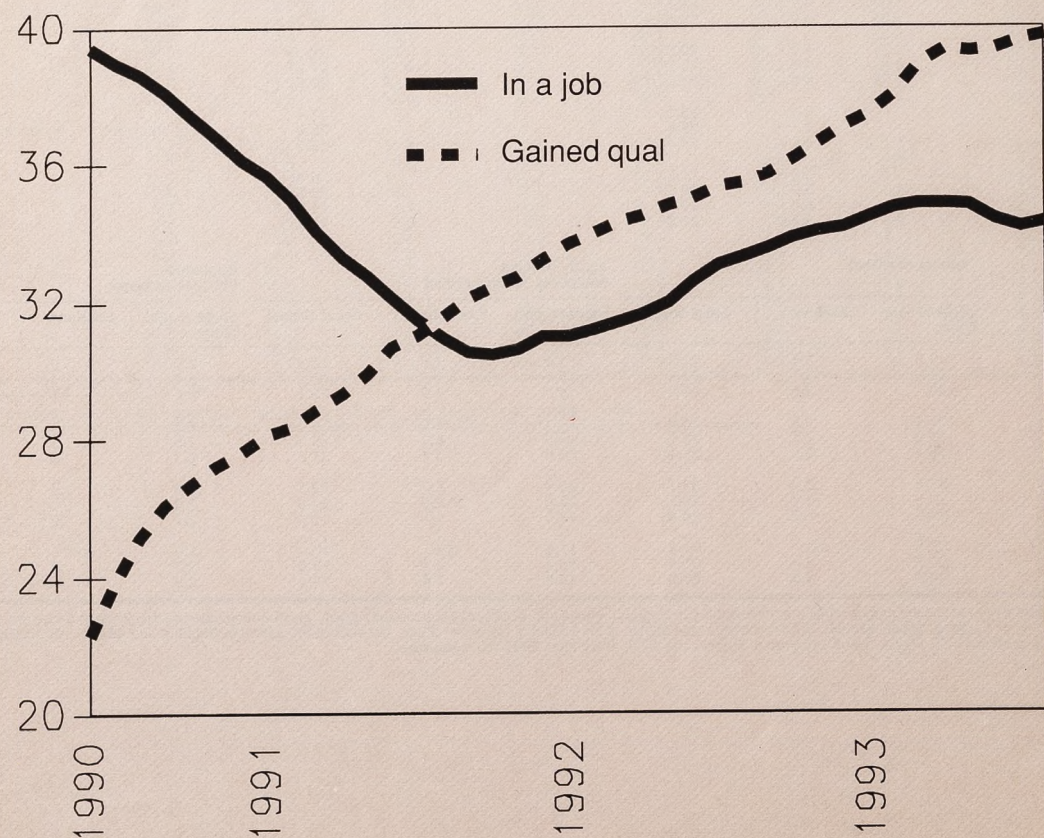
Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)	Business Start-Up Scheme		
	Great Britain	Great Britain	Great Britain	England and Wales	Scotland*	Great Britain
1992 26 Apr	4.3	18.2	11.9			4.0
24 May	4.7	21.4	12.0			3.7
21 Jun	4.4	18.6	26.7			3.3
19 Jul	4.6	20.8	37.0			3.3
16 Aug	4.5	19.2	27.2			3.1
13 Sep	4.6	21.6	33.6			2.8
11 Oct	5.6	33.3	37.4			3.0
8 Nov	6.1	26.5	22.0			3.1
6 Dec	6.0	24.4	19.3			3.1
1993 3 Jan	2.9	11.7	9.4			2.2
31 Jan	5.9	28.7	20.9			2.8
28 Feb	6.5	26.7	15.8			2.9
28 Mar	5.2	22.8	13.7			3.3
<b>Training For Work</b>						
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 25/30 Apr	19.6	2.6	22.3	11.5	1.9	13.4
23/28 May	21.6	2.1	23.8	10.8</		

## 9.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/ Employment Training## leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving TFW/ET##	In a job*	In a positive outcome#	Unemployed §	Completed their agreed course of training **	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
1991 Oct	(Apr 91)	32	36	57	48	49	31
Nov	(May 91)	32	36	57	52	51	34
Dec	(Jun 91)	31	37	55	56	53	39
1992 Jan	(Jul 91)	29	37	55	58	53	38
Feb	(Aug 91)	30	37	54	59	51	37
Mar	(Sep 91)	29	39	53	58	54	38
Apr	(Oct 91)	30	34	58	53	47	31
May	(Nov 91)	32	36	57	53	49	31
Jun	(Dec 91)	34	37	55	60	49	33
Jul	(Jan 92)	32	35	57	55	51	34
Aug	(Feb 92)	33	37	55	54	48	32
Sep	(Mar 92)	33	38	54	56	50	34
Oct	(Apr 92)	35	41	52	59	49	33
Nov	(May 92)	36	42	51	57	53	37
Dec	(Jun 92)	38	46	47	61	57	42
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	53	60	54	38
Mar	(Sep 92)	32	42	50	60	58	41
Apr	(Oct 92)	34	39	54	58	52	36
May	(Nov 92)	35	38	55	57	54	36
Jun	(Dec 92)	36	39	54	56	54	39
Jul	(Jan 93)	35	38	53	58	55	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Current and previous year to date							
Oct 92-Feb 93	(Apr 92-Aug 92)	35	42	50	60	54	39
Oct 93-Feb 94	(Apr 93-Aug 93)	34	42	49	62	57	41

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.  
 # According to respondents' own classification.  
 + In a positive outcome = In a job, full-time education or other government training.  
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
 \*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"  
 ## Training For Work (TFW) superseded Employment Training (ET) and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

ET Leavers in jobs gaining qualifications – smoothed

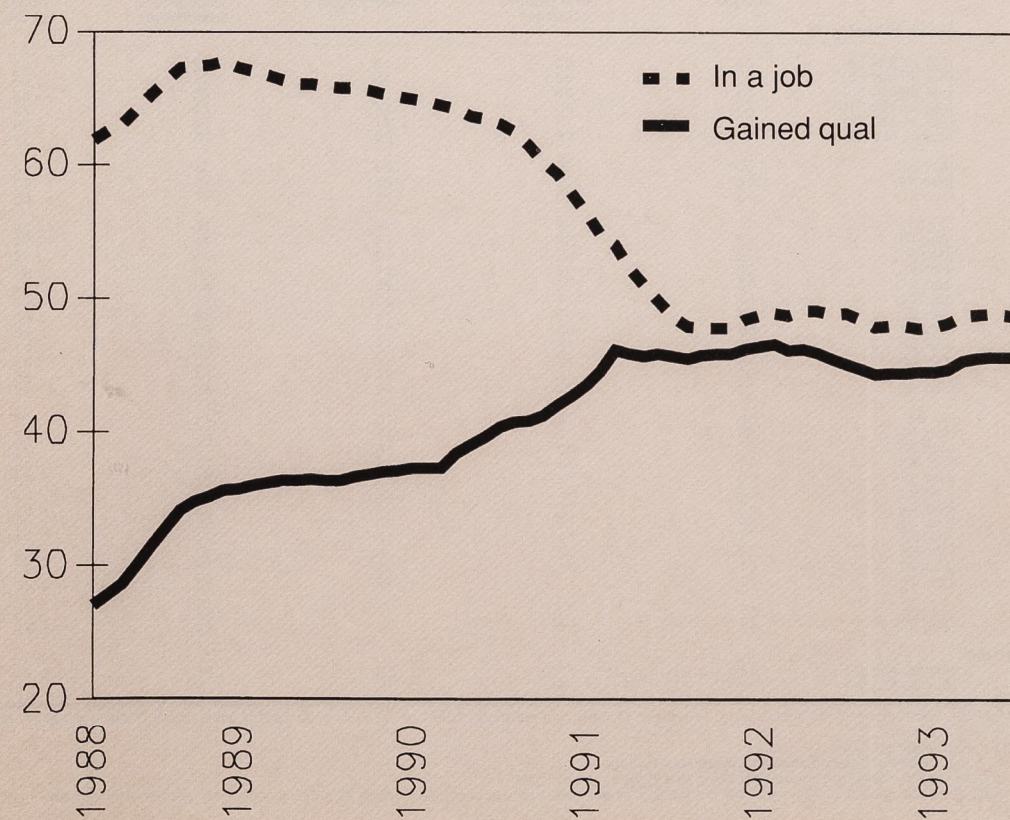


## GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES 9.4 Destinations and qualifications of Youth Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job*	In a positive outcome#	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
1991 Oct	(Apr 91)	42	59	33	23	48	40
Nov	(May 91)	48	63	29	34	54	49
Dec	(Jun 91)	62	74	20	63	68	68
1992 Jan	(Jul 91)	55	71	22	54	64	62
Feb	(Aug 91)	55	73	19	50	65	56
Mar	(Sep 91)	54	75	18	50	61	53
Apr	(Oct 91)	44	61	30	26	52	36
May	(Nov 91)	44	60	32	23	50	35
Jun	(Dec 91)	47	61	31	29	54	38
Jul	(Jan 92)	44	57	36	22	54	37
Aug	(Feb 92)	41	56	37	21	55	37
Sep	(Mar 92)	49	64	30	36	57	41
Oct	(Apr 92)	45	59	34	32	57	41
Nov	(May 92)	48	62	33	38	62	47
Dec	(Jun 92)	59	71	24	61	70	61
1993 Jan	(Jul 92)	56	72	23	56	69	58
Feb	(Aug 92)	51	71	23	47	64	52
Mar	(Sep 92)	47	73	22	44	61	48
Apr	(Oct 92)	44	63	31	30	55	37
May	(Nov 92)	44	60	34	28	56	36
Jun	(Dec 92)	46	59	35	26	57	40
Jul	(Jan 93)	45	60	34	30	57	38
Aug	(Feb 93)	45	60	34	44	63	49
Sep	(Mar 93)	55	68	27	33	60	43
Oct	(Apr 93)	47	62	32	36	64	48
Nov	(May 93)	48	63	32	57	72	61
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Current and previous year to date							
Oct 92-Feb 93	(Apr 92-Aug 92)	53	69	26	50	66	54
Oct 93-Feb 94	(Apr 93-Aug 93)	53	68	26	47	67	54

\* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.  
 # According to respondents' own classification.  
 + In a positive outcome = In a job, full-time education or other government training.  
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
 \*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

YT Leavers in jobs gaining qualifications – smoothed



## 9.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training## leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving TFW/ET##	In a job*	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
1991 Oct	(Apr 91)	36	41	52	54	45
Nov	(May 91)	36	40	53	56	47
Dec	(Jun 91)	34	42	50	59	52
1992 Jan	(Jul 91)	33	42	50	58	51
Feb	(Aug 91)	34	42	50	57	49
Mar	(Sep 91)	32	42	50	61	52
Apr	(Oct 91)	35	41	53	53	45
May	(Nov 91)	38	41	52	54	46
Jun	(Dec 91)	38	41	51	53	45
Jul	(Jan 92)	35	38	54	57	48
Aug	(Feb 92)	38	42	51	54	47
Sep	(Mar 92)	37	43	50	55	48
Oct	(Apr 92)	39	45	47	52	45
Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	52
Mar	(Sep 92)	36	46	46	64	57
Apr	(Oct 92)	39	44	49	57	51
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	50	58	51
Jul	(Jan 93)	38	41	51	60	53
Aug	(Feb 93)	39	43	49	60	54
Sep	(Mar 93)	37	41	51	64	58
Oct	(Apr 93)	36	43	48	60	51
Nov	(May 93)	39	46	46	57	49
Dec	(Jun 93)	35	45	47	66	57
1994 Jan	(Jul 93)	36	47	44	67	58
Feb	(Aug 93)	39	46	46	62	54
<b>Current and previous year to date</b>						
Oct 92-Feb 93	(Apr 92-Aug 92)	37	45	47	59	52
Oct 93-Feb 94	(Apr 93-Aug 93)	37	45	46	63	54

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.

+ According to respondents' own classification.

# In a positive outcome = In a job, full-time education or other government training.

§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".

\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

## Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

## 9.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving YJ	In a job	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one #
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	88	10	73	66
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	75	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
1991 Oct	(Apr 91)	55	66	28	54	54
Nov	(May 91)	62	71	23	63	65
Dec	(Jun 91)	73	80	15	77	80
1992 Jan	(Jul 91)	70	78	16	76	78
Feb	(Aug 91)	72	80	14	79	77
Mar	(Sep 91)	72	83	12	75	74
Apr	(Oct 91)	62	69	24	69	64
May	(Nov 91)	64	72	22	68	64
Jun	(Dec 91)	67	74	20	71	65
Jul	(Jan 92)	63	69	26	68	62
Aug	(Feb 92)	59	68	27	69	65
Sep	(Mar 92)	66	75	19	75	61
Oct	(Apr 92)	58	67	27	65	59
Nov	(May 92)	64	71	25	72	66
Dec	(Jun 92)	70	77	19	80	76
1993 Jan	(Jul 92)	69	79	18	81	76
Feb	(Aug 92)	69	79	17	81	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	65
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	66	69	26	67	63
Nov	(May 93)	61	71	28	74	69
Dec	(Jun 93)	71	79	17	80	76
1994 Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	68	80	16	81	77
<b>Current and previous year to date</b>						
Oct 92-Feb 93	(Apr 92-Aug 92)	68	77	19	79	74
Oct 93-Feb 94	(Apr 93-Aug 93)	68	78	18	79	75

\* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.

+ According to respondents' own classification.

# In a positive outcome = In a job, full-time education or other government training.

§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".

\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

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

# A.1

Placed into employment by jobcentre advisory service, 5 March 1994 - 8 April 1994 +  
Registered as disabled on 18 April 1994 #

4,235  
374,182

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

## DEFINITIONS

### CLAIMANT UNEMPLOYED

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

### EARNINGS

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

### ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

### ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

### INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting

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

less than one day are excluded except where the aggregate of working days lost exceeded 100.

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

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

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

## CONVENTIONS

*The following standard symbols are used:*

- .. not available
- nil or negligible (less than half the final digit shown)
- P provisional
- break in series
- R revised
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

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

### 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.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX

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

### TEMPORARILY STOPPED

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the claimant unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

## REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
<b>Background economic indicators</b>	M	Jun 94	0.1	<b>Labour costs</b>			
<b>Employment and workforce</b>				Survey results 1988	Quadrennial	Dec 90	431
Workforce: UK and GB				Annual update	A	Aug 93	381
Quarterly series	M(Q)	Jun 94	1.1	<b>Retail prices</b>			
Labour force estimates, projections		Apr 93	139	General index (RPI)			
Employees in employment industry: GB				Latest figures: detailed indices	M	Jun 94	6.2
All industries: by division, class or group	Q	May 94	1.4	: percentage changes	M	Jun 94	6.2
: time series, by order group	M	Jun 94	1.2	Recent movements and the index			
Manufacturing: by division, class or group	M	Jun 94	1.3	excluding seasonal foods	M	Jun 94	6.1
Administrative, technical and clerical in manufacturing	A	Dec 92	1.10	Main components: time series and weights	M	Jun 94	6.4
Local authorities manpower	Q	Jan 94	1.7	Changes on a year earlier: time series	M	Jun 94	6.5
Region: GB				<b>Pensioner household indices</b>			
Sector: number and indices	Q	May 94	1.5	All items excluding housing	D	Sep 93	6.6
Census of Employment				Group indices: annual averages	D	Sep 93	6.7
UK and regions by industry (Sept 1989)		Apr 93	117	<b>Food prices</b>	M	Jun 94	6.3
GB and regions by industry (Sept 1989)		Apr 93	117	International comparisons	M	Jun 94	6.8
International comparisons	Q	May 94	1.9	<b>Labour Force Survey</b>			
Registered disabled in the public sector	A	Feb 93	61	Economic activity: seasonally adjusted	M	Jun 94	7.1
Trade union membership	A	May 93	189	Economic activity: not seasonally adjusted	M	Jun 94	7.2
				Economic activity by age: not seasonally adjusted	M	Jun 94	7.3
<b>Claimant unemployment and vacancies</b>				<b>Industrial disputes: stoppages of work</b>			
Claimant unemployment				Summary: latest figures	M	Jun 94	4.1
Summary: UK	M	Jun 94	2.1	: time series	M	Jun 94	4.2
: GB	M	Jun 94	2.2	Latest year and annual series	A	May 93	197
Age and duration: UK	M(Q)	Jun 94	2.5	Industry			
Broad category: UK	M	Jun 94	2.1	Monthly: broad sector time series	M	Jun 94	4.1
Detailed category: UK and GB	Q	Jun 94	2.2	Annual: detailed	A	May 93	197
Region: summary	Q	Jun 94	2.6	: prominent stoppages	A	May 93	197
Age: time series UK	M(Q)	Jun 94	2.7	<b>Main causes of stoppage</b>			
: estimated rates	M(Q)	Jun 94	2.15	Cumulative	M	Jun 94	4.1
Duration: time series UK	M(Q)	Jun 94	2.8	Latest year for main industries	A	May 93	197
Region and area				Size of stoppages	A	May 93	197
Time series summary: by region	M	Jun 94	2.3	Days lost per 1,000 employees in recent			
: assisted areas, travel-to work areas	M	Jun 94	2.4	years by industry	A	May 93	197
: counties, local areas	M	Jun 94	2.9	International comparisons	A	Dec 93	545
: parliamentary constituencies	M	Jun 94	2.10	<b>Tourism</b>			
Age and duration: summary	Q	Dec 93	2.6	Employment in tourism: by industry			
Flows				Time series GB	M	May 94	8.1
UK, time series	M	May 94	2.19	Overseas travel: earnings and expenditure	D	May 94	8.2
Age time series	M	May 94	2.20	Overseas travel: visits to the UK by			
Students: by region	Q	Mar 93	2.13	overseas residents	D	May 94	8.3
Disabled jobseekers: GB	M	May 94	A1	Visits abroad by UK residents	D	May 94	8.4
International comparisons	M	May 94	2.18	Overseas travel and tourism			
Ethnic origin		Feb 93	25	Visits to the UK by country of residence	D	Apr 94	8.5
Temporarily stopped				Visits abroad by country visited	D	Apr 94	8.6
Latest figures: by UK region	Q	Nov 93	2.14	Visits to the UK by mode of travel and			
<b>Vacancies</b>				purpose of visit	D	Apr 94	8.7
Unfilled, inflow, outflow and				Visits abroad by mode of travel and			
placements seasonally adjusted	M	Jun 94	3.1	purpose of visit	D	Apr 94	8.8
Unfilled seasonally adjusted by region	M	Jun 94	3.2	Visitor nights	D	Apr 94	8.9
Unfilled unadjusted by region	M	Jun 94	3.3	<b>Training and enterprise programmes</b>			
<b>Redundancies</b>				Participants in the programmes	M	Jun 94	9.1
In Great Britain	M	Jun 94	2.32	New starts on the programmes	M	Jun 94	9.2
by region	M	Jun 94	2.33	Destinations and qualifications			
by age	M	Jun 94	2.34	ET leavers	M	Jun 94	9.3
by industry	M	Jun 94	2.35	YT leavers	M	Jun 94	9.4
by occupation	M	Jun 94	2.36	ET leavers completing agreed training	M	Jun 94	9.5
<b>Earnings and hours</b>				YT leavers completing agreed training	M	Jun 94	9.6
Average earnings				Characteristics of ET starts for England and Wales	Q	Apr 94	9.7
Whole economy (New series) index	M	Jun 94	5.1	Characteristics of young people leaving ET for England			
Main industrial sectors	M	Jun 94	5.3	and Wales	Q	Apr 94	9.8
Industries	M	Jun 94	5.3	Outcomes of ET by their characteristics for England			
Time series	M(A)	May 94	5.6	and Wales	Q	Apr 94	9.9
Average weekly and hourly earnings				Outcomes of YT by their characteristics for England			
and hours worked [Manual workers]				and Wales	Q	Apr 94	9.10
Manufacturing and certain other industries				<b>Disabled jobseekers</b>			
Summary (Oct)	B(A)	May 94	5.4	Registrations and placements into employment		Jun 94	A1
Detailed results	A	Feb 93	23	<b>Regional aid</b>			
Average earnings: non-manual employees	M	May 94	5.5	Selective Assistance by region	Q	Apr 94	A2
Manufacturing				Selective Assistance by region and company	Q	Apr 94	A3
International comparisons	M	Jun 94	5.9	Development Grants by region	Q	May 94	A4
Overtime and short-time: manufacturing				Development Grants by region and company	Q	May 94	A5
Latest figures: industry	M	Jun 94	1.11	<b>Output per head</b>			
Regions: summary	Q	Jun 94	1.13	Output per head: quarterly and annual indices	M(Q)	Jun 94	1.8
Hours of work: manufacturing	M	Jun 94	1.12	Wages and salaries per unit of output			
<b>Output per head</b>				Manufacturing index, time series	M	Jun 94	5.8
Output per head: quarterly and annual indices	M(Q)	Jun 94	1.8	Quarterly and annual indices	M	Jun 94	5.8

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

## STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers is given below.

### GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the public enquiry office  
071 273 6969

Press enquiries 071 273 4961

### FOR STATISTICAL INFORMATION ON:

Employment 0928 792563

Employment census 0928 792690

Employment Training and Youth Training 0742 594027

Industrial disputes 0928 792825

Labour Force Survey; labour force projections 071 273 5585

Monthly Average Earnings Index 0928 794847

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked  
0928 794903/4

Redundancies 071 273 5530

Retail Prices Index (Central Statistical Office)  
Ansafone service 071 217 4905  
Enquiries 071 217 4310

Skills surveys and research into skills shortages 0742 594216

Small firms (DTI) 0742 597538

Trade union membership 0928 792825

Trade unions (density only) 071 273 4882

Travel-to-Work Areas (TTWAs), composition and review of 071 273 5530

Unemployment (claimant count) 071 273 5532

Unit wage costs, productivity, international comparisons of earnings and labour costs 071 273 5535

Vacancies notified to jobcentres 071 273 5532

Vocational qualifications 0742 594216

Wage rates, basic hours 071 273 5571

Workforce training 0742 593489

Youth Cohort Study 0742 594215

Sources of labour market statistics 071 273 5525

### FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training  
0742 594027

### FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System)  
091 374 2468/2490

Quantime Ltd (on-line and other access to Labour Force Survey data)  
071 625 7111

Skills and Enterprise Network 0742 594075

### STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 9.30am.

The number to ring is 0336 416036. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 071 270 6363 if you have any problems.

