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COVER PICTURE
Helen Beardsall, BA Tristar pilot. See *New Horizons* for *Women* pages 3 and 8.
Photo: Jacky Chapman

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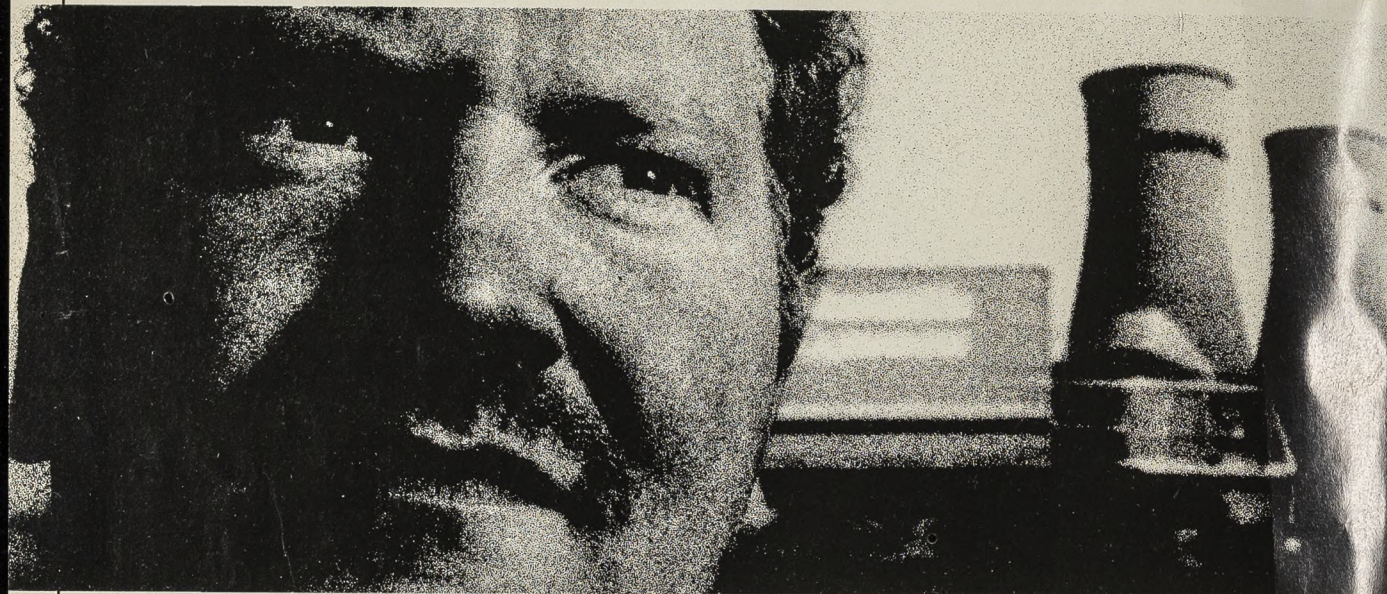
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RICHARD WAS BORN DEAF.

Richard Stacey had to be different.
As a kid he always wanted to drive a lorry, not a train. And he saw no reason why being born 95% deaf should stop him.
He can hear a lorry reversing. He can hear a police siren. He can hear, let's face it, about as much as you're going to hear in the cab of a 40-foot artic.
So when he was refused a provisional HGV licence, he went to court. Spoke for himself. And won his case. Trouble was, it cost him all the money he'd saved for his driving lessons.
Tuffnells Parcels Express, the international carriers, stepped in to pay for the lessons. He passed first time. They gave him a job.



WHEN THEY REFUSED HIM AN HGV LICENCE HE JUST WOULDN'T LISTEN.

Three years on, Richard is one of their best representatives. To communicate with customers, he talks, signs and lip-reads.
To communicate with head office, he has a mobile phone with a keyboard and text display. This is all it takes to put Richard on the same level of ability as any other driver. It was provided by us, the Employment Service.
It's our job to encourage employers to offer opportunities to people like Richard. On the basis of what they can do, not what they can't.
Sometimes we supply equipment. Sometimes, advice. And always, the most valuable commodity of all: information.
Call Freephone 0800 567 667 (or minicom line for text telephone users 0742 596117) for our booklet "Employing people with disabilities." It spells out how your company can make a real commitment to disabled people. And how we can help.
The booklet explains how you can use the new disability symbol when you advertise for staff.
And the symbol, in turn, tells people with disabilities that they're in with an equal chance.
In our experience, not one of them would ask for anything more.



What a waste!



New Horizons for Women

ANED campaign, which aims to remedy a situation which is "a waste for women and a waste for the country", has got off to a flying start.

The first 'New Horizons for Women' event, held in Manchester last month, won a positive response from both its key audiences.

Over 200 local employers, training providers and opinion formers attended a presentation hosted by Employment Secretary Gillian Shephard. And women from all over the North West visited the accompanying exhibition, to meet and get advice from organisations ranging from the local TECs and women's organisations to the Equal Opportunities Commission, the Engineering Council and the Public Appointments Unit.

The campaign has two messages. First, it aims to raise women's awareness of the opportunities available to them in employment, training, public life and voluntary work. Second, it is also about encouraging employers, trainers and local, regional and national public bodies (such as school governing boards, consumer councils and tribunals) to make sure they do not overlook the massive resource represented by women.

"My aim is quite simple," explained Mrs Shephard. "I want to widen the horizons for women in the world of work, and in public life generally. Not just more women in top jobs. I want women to be able to make the most of their potential at all levels of the career ladder - and that may mean getting a first foothold on the lower rungs to start with."

New Horizons for Women, she stressed, is

Professional women - the vital statistics

Management - Of the 144,000 managers in large companies only 8 per cent are female.

Public appointments - The ratio of men to women holding public appointments is 3:1.

Education - Women make up 46 per cent of all university students; but only 3 per cent become professors or principal lecturers.

Medicine - 50 per cent of medical students are female; only 15 per cent of medical consultants are women.

Engineering - Of a total of 537,000 qualified engineers only 25,000 are female.

Law - 50 per cent of legal students are women; but in the last five years only two women became circuit judges.

not about altruism. The costs of women doing jobs below their capabilities or being effectively barred from certain occupations by outmoded attitudes goes beyond the individuals concerned. The paucity of women in key positions in the professions (see above) is "a waste for women and a waste for the country," she said. Employers and society as a whole risk losing out.

TEC TALK Employment Secretary Gillian Shephard visits Oldham TEC's stand at the 'New Horizons for Women' exhibition in Manchester. Accompanying her is Kay Coleman, a member of her Advisory Group on Women's Issues, who is chief executive of Harvey's & Co (Clothing) and a director of Oldham TEC.

Photo: Margaret Robinson

Moreover, the campaign calls for those responsible for filling public and community appointments to attract good candidates from the widest spectrum: "This will never be the case if the talents of half the population are under-used."

Two new ED publications were launched at Manchester, which support the campaign objectives.

Through examples and case studies, *Rising to the challenge* shows how some leading employers, organisations and individual women are succeeding in breaking down the attitudinal barriers that often prevent women from realising their potential.

Public Appointments - a Handbook for Women lists details of national public appointments and gives practical advice to women on how to apply for these posts. It also suggests how women's organisations can develop their members' skills and encourage them to volunteer to serve on public bodies. Details on how to obtain these publications are on page 00.

● The next New Horizons for Women 'opportunity shop' event will take place at the Eldon Square Leisure Centre in Newcastle upon Tyne on 22 March.

APPOINTMENTS

ES chief executive to stay. New ACAS chairman



Mike Fogden

MIKE FOGDEN has been reappointed as chief executive of the Employment Service following an open competition in which candidates from the private and public sectors were considered.

Employment Secretary Gillian Shephard described his reappointment as "a tribute to the tremendous work which has been carried out under his leadership to bring the Employment Service up to its present level of performance. I am sure we have the right person for the job".

Mr Fogden has been in post since the launch of the ES as an executive agency in April 1990, and his reappointment will run until May 1996.

He plans to use the opportunity to further develop the organisation's professionalism.

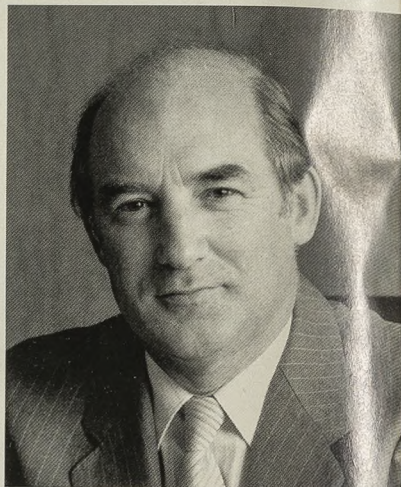
"We have a strong commitment, through our high street Jobcentres, to improving our standard of service to the public," he said, "My energies will be totally devoted to that aim."

Mike Fogden began his career in a local National Insurance office and served as Private Secretary to Richard Crossman and Sir Keith Joseph. He has also worked on aspects of policy on health, social security and manpower.

JOHN HOUGHAM has been appointed chairman of the Advisory, Conciliation and Arbitration Service (ACAS). He succeeds Sir Douglas Smith who retired at the end of January.

Mr Hougham has over 30 years' experience in industrial relations, most recently as Director of Personnel at Ford UK. He has also served on a number of industrial, professional and public bodies including the Engineering Training Authority, the Institute of Personnel Management National Council for Equal Opportunities, the CBI Employment Policy Committee and the Careers Research and Advisory Centre.

Commenting on the two-year appointment, John Hougham said he was delighted to be taking on "one of the most interesting and prestigious jobs in British industrial relations."



John Hougham



SHAKING HANDS ON IT: Partnership was the name of the game at the first national conference on Careers Service Partnerships. Over 50 ED-sponsored Partnerships between local education authority-run careers services and TECs are up and running, with more planned for next year. By integrating careers services with the local business community the aim is to provide a better service for clients. Pictured above are Arthur Ridings, director of education in Lincolnshire (left) with Alan Davies, head of the ED Careers Service Branch.

Your local library — open for learning

A THREE-YEAR programme to provide an open learning centre in one public library per local authority has been launched by the Employment Secretary, Gillian Shephard.

Twenty-five library authorities in England, working in conjunction with their local TECs, are setting up 'Open for Learning' centres, with more coming on stream later this year throughout Britain.

The centres enable anyone who wants to develop their occupational skills at a time and pace which suits them to have easy access to all the necessary materials and guidance.

Open learning courses (comprising workbooks, audio tapes, videos and computer packages) can either be taken out on loan or used in the centre, which has video and

computer equipment.

As well as core subjects such as management, information technology, business start-up, returning to work and basic literacy/numeracy skills, each centre can buy in other packages to meet individual needs or local job opportunities.

If required, the library will arrange further support with the local Further Education college or other training provider.

Complementing this programme, thirteen pilots are being set up in 1993/94 to trial open learning credits for unemployed people, to give them the means to purchase open learning materials and support.

Both initiatives meet the Government's commitments in the *People, Jobs and Opportunity* White Paper to make open learning more accessible and to encourage

individuals to take more responsibility for their own skills development.

The following TECs and LECs will run the open learning credits pilots:

- South Glamorgan
- Scottish Borders
- Lochaber
- CENTEC
- Coventry and Warwickshire
- Devon and Cornwall
- Essex/ Hertfordshire
- Greater Nottingham/ North Nottinghamshire
- Hampshire
- Humberside
- Manchester/ Stockport and High Peak/ South and East Cheshire
- NORMID (North and Mid Cheshire)
- Tyneside OR Northumberland/ Wearside

The choice is yours

FOLLOWING ON the success of training credits for young people, over the next two years some 250,000 adults will be offered credits to pay for professional career guidance.

The Employment Department has chosen 13 Training and Enterprise Councils in England to pilot the 'Skill Choice' initiative.

Starting this April, each of these TECs will develop a network of approved providers of assessment and guidance, which operate to the highest standards.

Employed people receiving the credits will then be free to choose a provider from this network to help them analyse their existing skills and career potential. They will also be able to plan ongoing training or receive formal recognition of prior learning which will set them on the road to gaining NVQs.

The TECs are: AZTEC (Kingston/ Merton/ Wandsworth); Birmingham; CambsTEC; CEWTEC (Chester/ Ellesmere Port/ Wirral); Coventry and Warwickshire; Dorset; Greater Nottingham; Hampshire; Hertfordshire; Northumberland; South & East Cheshire; Tyneside; and Wiltshire.

If the pilot scheme proves successful and cost-effective, the ED intends to make the credits available nationwide.



BUILDING A FUTURE! A new drive to promote vocational qualifications among the UK's 1.5 million construction workers has got off to an auspicious start. To launch the campaign a banner was unfurled by Employment Secretary Gillian Shephard with the slogan 'Building on a Future with NVQs,' on the refurbishment site opposite 10 Downing Street. Similar banners will be displayed on building sites up and down the country as part of the Construction Industry Training Board campaign. The CITB already offers National Vocational Qualifications in 28 construction skills.

Photo: Julian Anderson.

LONDON TECs

COMPANIES IN the capital can now get access to recommended business consultants via a new database register set up jointly by London's nine TECs.

Called 'TECassure', the new system provides employers with easy access to a wide list of consultants who meet high standards of quality and performance. During the life of a project, their performance will also be audited to ensure they continue meeting the necessary standards.

Explains Martine Wilkinson, product development manager at London East TEC, "Our clients are demanding a more professional approach to the selection and assessment of consultants. With TECs helping firms in their efforts to achieve quality standards such as Investors in People and BS5750, quality assurance of consultancy providers is now essential."

● For further information, call the London TEC Information Line on freephone 0800 282 583.

TYNESIDE

YOUNG PEOPLE who slip through the training/employment net are the focus of the 'Youth Choices' initiative being run by Tyneside TEC and the National Association for the Care and Resettlement of Offenders (NACRO).

Around the country there are disadvantaged young people who, while eligible for training places, do not always take part in YT. They may have been discharged from care or custody, be homeless, have a record of truancy, be drug or alcohol misusers or have children themselves.

Youth Choices aimed to identify the 'missing' young people (an estimated 900 in the Newcastle area) to find out why they do not take up training, and to encourage them to make use of suitable opportunities.

In 1991/92 Youth Choices contacted 209 young people. Following consultation and a chance to try out different areas of training, 52 of them took up YT, 24 began further education, 12 found jobs and 56 were actively considering YT.

Three features of the project contributed greatly to this success: outreach work to contact non-participants 'on their own territory' and examine their attitudes and the barriers (real or perceived) to taking up training; the provision of introductory training activities at the local NACRO centre; and strong cooperation with the careers service and other local agencies involved.

During its second year, Youth Choices plans to develop training specifically for homeless young people, which will include courses in home management, life skills, and vocational training in 3-month modules.

As well as describing the Tyneside project, the report recommends how other

TECs can develop similar schemes which are responsive to particular client needs.

● The Youth Choices report is available, price £1.50 plus 50p postage, from NACRO, 169 Clapham Road, London SW9 0PU.

GLOUCESTERSHIRE

A STUDY into how small firms operate and what services they need in order to be successful has been commissioned by Gloucestershire TEC.

Working with the DTI Small Firms Division, the TEC is sponsoring research by a local marketing consultancy into the regional small firms sector.

With over 90 per cent of firms in the county employing fewer than 25 people, the TEC aims to use the resulting report as the basis for developing future policy for small firms.

● For further information, contact Mike Waring on 0242 243343.

LINCOLNSHIRE

COME UP with suggestions for revitalising the rural economy and we will help make them happen. That is the invitation being made by Lincolnshire TEC's Rural Action Team to communities in this predominantly rural county.

In conjunction with a number of government agencies, the National Farmers Union, Lincolnshire County Council, and local training bodies, the Team has launched the 'Rural Challenge' competition.

As agriculture contracts in the county, new businesses and jobs must be created in order to regenerate the local economy. Rural Challenge encourages rural communities to appraise their area's needs in terms of employment and quality of life, and develop ideas for improvements. The best entries will receive funding in order to help put the plans into action. The overall project will receive the Rural Challenge Award.

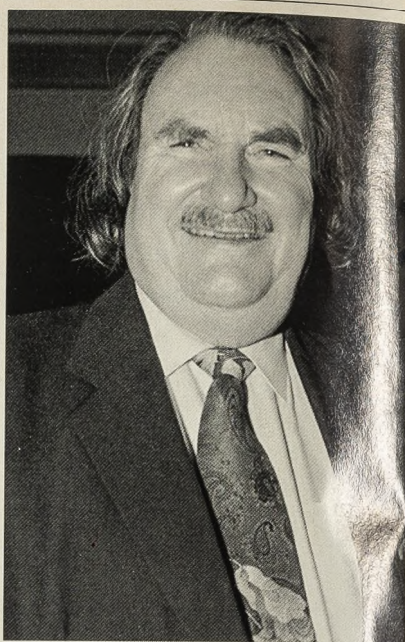
In the first year Lincolnshire TEC is investing over £100,000 to support the initiative by providing advice, training and some funding for projects.

● For further information, contact Nicky Shier on 0522 532266.

WEST WALES

A QUALITY circle set up with the help of West Wales TEC is paying high dividends at minimum cost.

Ten small manufacturing and engineering companies are taking part in a 6-month programme designed to help them gain the quality standard BS5750. They meet regularly at a central location, to pool experiences and help solve common difficulties. Eighty per cent funding by the TEC means that individual firms pay less than £200 for the professionally-led programme. So far, seven of the companies



TOUGH MESSAGE: "If you want to compete in world class markets you must invest more in people and plant," urges management guru Sir John Harvey-Jones who described himself as a passionate believer in TECs. He was addressing over a hundred East London employers at a conference organised by LETEC to promote Investors in People.

have already gained the standard.

Says project manager Gary Jones, "People want results, not hot air. The proof of the effectiveness of the training is the registration certificates to the quality systems BS5750 issued to our clients."

● For further information, contact Simon Mears on 0792 460355.

AZTEC

THE SINGLE European Market has just begun and AZTEC is losing no time in making sure that its area (south west London) stands to benefit.

In partnership with Wandsworth, Kingston and Merton local authorities, the TEC is going all out to access European funding for local firms.

They have also appointed a European officer, Gerry Smith, to raise awareness among local firms and education institutions of opportunities in Europe, and identify available funding in the EC to develop local business and employment opportunities. He will also coordinate bids for EC funding, including the European Social Fund.

AZTEC also aims to promote the area's interests in Brussels and Strasbourg, and establish working links with authorities and agencies in Europe.

● For more information, contact Gerry Smith on 081-547 3534.

How green is my valley...!

Down today through the Rhondda Valleys and you would never know that here, a hundred years ago, more coal was mined than anywhere else on earth.

The slag heaps have been greened and new manufacturers have moved in, led by Bosch, Ford and Jaguar. But other legacies of industrial decline live on: Mid Glamorgan ranks bottom of the British league on GDP, household income is 76 per cent of the national average, and in 1991 half the county's workforce had no qualifications of any kind.

"We've a dependency culture, used to others like coal and steel providing our jobs for us," admits tec's chief executive, Allen Williams.

"There's also a widespread poverty of aspiration - a lack of hope after three generations of joblessness." Yet he aims to turn the Valley into the 'manufacturing heartland of Wales' by the year 2010. To achieve this, two priorities have been set: to change employers' and individuals' attitudes to training on the one hand and to transform the quality of tec and private sector training schemes on the other.

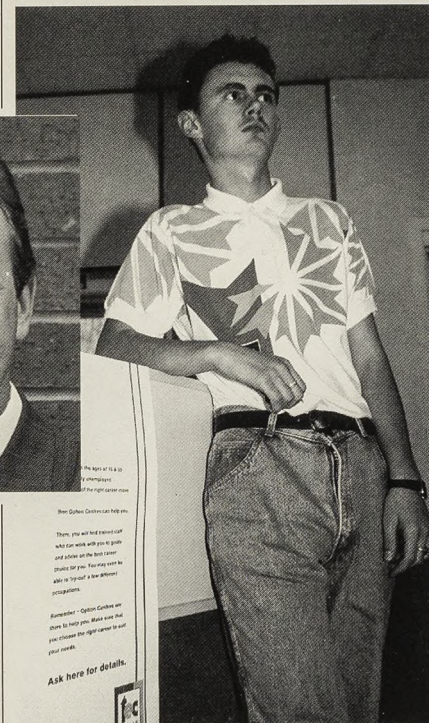
From the assault on attitudes has come tec's first big innovation: a chain of 'Options Centres' which give unemployed people hands-on experience of a work placement before committing themselves down a certain route. Six centres have been set up around the county since April 1992, taking referrals of all ages from the Employment and Careers Service.

"The Centres take us into completely new territory," says tec's operations director, Gary Owen. "Prior to that we had Initial Training, but that didn't use the wider resources available through employers and other partners for helping people experience work situations."

"We're tackling needs that haven't been tackled before, in the way that clients are given individual support and time to make up their minds against the background of very practical assessments," adds Pat Cowan, a trainer at the Merthyr Tydfil centre. "We'll target those returning to work, for example ex-miners, who've lost their self-social skills and self-esteem. We can lead them quite gently through a programme, even attaching them to one member of staff if necessary."

Options Centres are working closely with another tec initiative aimed at helping the

Coal mining may be almost at an end in Mid Glamorgan, but tec, as the local Training and Enterprise Council is known, has soaring ambitions for the future. 'Options Centres' for the unemployed, and consortia which share the costs of training are two of its boldest moves so far.



CHANGING TACK: 18 year-old Mark Meade from Bedling switched careers from retailing to computing after attending Merthyr's Options Centre. **INSET:** tec chief executive Allen Williams

county's people raise their sights. High-street 'Opportunity Shops', staffed mainly by Careers Service staff, offer an 'ageless' guidance service on careers, training and education. As well as administering tec's training credits for 16 to 18 year olds when these are launched in April this year, they will offer assessment and access to open learning materials to anyone - employed or jobless - who cares to drop in. Six Shops are planned by April.

In its efforts to spark a training revolution in Mid Glamorgan, tec has gone farther than almost any other in promoting training consortia. The trend began in 1990 when engineering firms were surveyed on what training they most needed to avoid having staff poached by electronics giant Bosch - a

big new rival for skilled staff in the county. To everyone's surprise, middle managers' inter-personal skills came out as the biggest weakness, and after three companies had joined forces to tackle the problem, the project soon snowballed to include some 100 firms.

Now, 50 per cent funded by tec, three such middle management consortia have been joined by others covering sectors including plastics, residential care homes, funeral directors and indoor market traders in Pontypridd.

"I'm amazed at the amount of support they're giving to one another, from initially being very cautious and concerned about poaching," says tec business development executive Norma Gardner. "It's obviously more cost effective, because with the numbers you've got purchasing clout and can get courses delivered to the standard you want at the times you want, and as far as possible within the county."

"The general feeling is that consortia are raising skills levels generally, and there's a real buzz in the meetings because they're so anxious to get on!"

Meanwhile, some 150 new small businesses have been given a flying start in the county since April under tec's pioneering Enterprise Rehearsal (ER) programme - a development of the Enterprise Allowance Scheme.

ER gives unemployed would-be entrepreneurs the chance to try out their idea without financial commitment before moving onto the main allowance scheme. Participants follow a four-week core course in bookkeeping and other skills as part of Employment Training, followed by a further nine weeks setting up and running the business. They are supported throughout by the training provider, who takes all the responsibility for finance. If the business looks like a winner, the trainee moves onto Enterprise Support proper.

"There's a huge leap from being unemployed to running your own business, and this scheme takes some of the risk away," says business development manager Richard Jenkins. "It saves us a lot of the heartache of seeing new businesses fail." Survival rates under the scheme have been very promising, he says.

If all goes according to plan, these and a raft of other initiatives - covering everything from NVQs and Investors in People to the local campaign to help women in the workforce - will transform Mid Glamorgan by 2010 into 'the preferred location in the UK for inward investment'. So, despite the fact that only one colliery in the once-mighty South Wales coalfield is still open, tec's vision for the future is nothing if not ambitious.

A game of two halves

IN THE face of demographic and cultural changes, as well as fierce international competition, more and more employers are reappraising their views of the roles of men and women at work.

With women making up over half the UK population and nearly half its labour force, they represent both a large proportion of the customer base and a wealth of ability waiting to be tapped.

Forward-looking companies and organisations realise that business success increasingly depends on having a well-trained, competent and diverse workforce, which capitalises on the talents of *all* the available workforce.

Nevertheless, many companies are still wary of the changes, practical and attitudinal, they need to make in order to redress the balance.

A major challenge facing UK employers today is how best to realise women's potential in the workforce. Help is at hand from a new Employment Department booklet which sets out how any company can rise to the challenge.

Advice on how to do this is offered in a new Employment Department booklet, *Rising to the Challenge*, which accompanies the New Horizons for Women campaign (see page 3).

It focuses on the vital elements of a successful equal opportunities programme: setting targets, monitoring and evaluating progress, communicating the equal opportunities message; training and networking; and gaining commitment from the top.

Also included are case studies describing how individual women and leading public and private sector organisations (such as Rank Xerox, Shell UK, British Airways and the Employment Department) have tackled the issues and are making equal opportunities work for them.

● Copies of *Rising to the Challenge* and other useful ED publications: *Equal Opportunities - Ten Point Plan for Employers* and *The Best of Both Worlds* (a guide for employers on the benefits of a flexible approach to working arrangements) are available free from Department 16, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.

● *Public Appointments - a Handbook for Women* can be obtained free from the Women's National Commission Secretariat, Caxton House, Tophill Street, London SW1H 9NF.

'If you want to succeed in any field... prove yourself as a valuable team member.'

Rosemary Thomas, finance director, Sainsbury's



'Women should be given the opportunity to prove themselves. Since joining the BBC five years ago I've had training in all aspects of technical production, camerawork, cameras, vision operation, sound recording and graphics.'

Nichola Wood, BBC television operator.



'Rover takes active steps to develop everyone's careers, and I expect to see the proportion of women rising. An important factor in this is the presence of women role models to inspire those further down the line.'

Rita Crowe, supply manager in purchasing at Rover Group.

Engineering change

THE 'Women in Lucas Project' shows how a well-structured approach can lead to a positive, all-round equal opportunities strategy that's good for women and good for business.

"WE RECOGNISE that women are a vital part of the workforce. The perspective and style they bring to managerial work contributes significantly to improved performance. Therefore, it makes good business sense to attract and retain our share of available talent and remove barriers which prevent women realising their full potential."

Says Sir Anthony Gill, chairman of multinational engineering firm Lucas Industries, explaining why he initiated the 'Women in Lucas Project'.

Of Lucas' 25,000 workforce in the UK, just under a third are women. The majority work in light assembly work, with a much smaller number in professional and managerial positions - a situation which is typical of the engineering industry as a whole.

But far from neglecting its female staff, Lucas has recognised the need to adapt to changing patterns in the labour force. It is essential, it believes, to move away from one standard set of employment policies to reflect a broader diversity in the workforce.

And this belief has the full commitment and support of senior management.

In 1990 the company launched the 'Women in Lucas Project' based on the findings of a thorough investigation of the situation inside and outside the company. The project was designed to answer the questions: "Why does Lucas have such a poor record in developing women with professional and managerial potential - and what can we do about it?"

Data was collected on national trends and statistics relating to demographic changes, employment patterns, education and skills acquisition. Other organisations in a range of sectors were contacted to find out what action they were taking.

Information was also collected inside the company from a target group of women already in professional/managerial roles and



those likely to reach these levels in the future.

This produced interesting insights into women's experience of working for Lucas. For example, only half of the sample expected to stay long-term within Lucas - giving lack of prospects as the main reason for leaving.

What would encourage them to stay? Flexible working arrangements, childcare support, and planned career development. Gathering all the information together, Lucas then drew up proposals for action.

These are now being developed through the 'Women in Lucas Project', which includes moves to:

- introduce career development programmes for women;
- examine recruitment and selection criteria;
- develop flexible working, maternity and childcare support;
- promote networking; and
- liaise with schools to promote engineering as a career for girls.

As well as encouraging women's career development through networking, conferences and training opportunities, the project puts equal emphasis on the 'demand side'.

'When I joined Lucas, I felt I had to prove myself as a woman in a predominately male world, but the intensive training and the opportunity to assume responsibility soon helped me build up my confidence.'

Swati Shah, manufacturing systems engineer.

Line managers are urged to set and work towards measurable targets in promoting women up the line. A key goal is to increase the representation of women in the top three bands by 1996, a target which will in turn stimulate a long-term structural change throughout the company. Lucas reports that steady progress is being made, backed up by regular monitoring and evaluation.

As Kate Corfield, director of the project, explains, "Our aim is to put in place processes which, over time, generate and sustain continuous improvement rather than an ad hoc set of quick fix solutions. In this way, Lucas can make sure it continually attracts and retains enough talented people. It is not about favours for women but ensuring the company has competitive capability. It is about creating the conditions which enable all employees to give of their best."

Teleworking study

THE DEPARTMENT of Trade and Industry is conducting a year-long study into the business, employment and economic implications of teleworking. The study is due to report in June 1993.

• Companies (including those who already use teleworking) wishing to participate in the study should contact Carole Head, DTI Teleworking Study Coordinator, Brameur Ltd, 237 High Street, Aldershot, Hampshire GU11 1TJ, tel 0252 313437.

Carrot or stick?

THE NEED to tailor reward systems to organisational needs, rather than attempt to fit the organisation to the system, is highlighted in a new Occasional Paper from the Advisory Conciliation and Arbitration Service (ACAS).

This paper brings together and evaluates current thinking on motivating and rewarding employees, and discusses such approaches as profit sharing, share ownership, job evaluation and payment for new skills acquired by employees. It highlights the important role played by line managers and supervisors in motivating staff.

• *Rewarding Employees: Some aspects of Theory and Practice*, Occasional Paper No 51, is available free from ACAS offices or by sending a cheque or postal order for £1 (made out to ACAS Reader) to ACAS Reader, PO Box 797, London SE8 4JX.

Next Steps Review

INFORMATION ON last year's performance by all 76 Government Executive Agencies is brought together in the *Next Steps Agencies Review 1992*.

Half the Civil Service - around 300,000 people - now work on Next Steps lines, aiming for quantifiable improvements in efficiency, productivity and value for money.

The review reports that the Employment Service met the targets set for finding work for people unemployed for 26 weeks or more, people with disabilities and clients living in inner city areas, and exceeded the target for job placings of longterm clients.

• *The Next Steps Agencies Review 1992* is available from HMSO, price £13.30.

Business Education Partnerships

A REVISED and updated edition of *The Directory of Local Contacts for Business Education Partnerships* is now available, price £7.50, from Janet Jones Associates Ltd, King's College Hampstead, Bay House, Kidderpore Avenue, London NW3 7ST, tel 071-794 0649.

'Health and safety makes sense'

MANAGING HEALTH and safety makes good commercial sense, says Employment Minister Patrick McLoughlin.

Those businesses that do it will be better placed financially than those that do not. And the obvious potential for reducing the pain and suffering of workpeople is there to be realised.

"The costs of failing to prevent accidents and ill-health at work are much more than many people imagine and they significantly affect a firm's overall performance."

Addressing European health and safety experts at a conference in London last month, Mr McLoughlin continued: "In a recent survey of companies the costs of accidents in all cases were between 8 and 36 times greater than the insured costs.

"Successful health and safety management reduces costs and liabilities as well as preserving and developing a company's human resources.

"Here in the UK we have taken the

opportunity provided by the implementation of the Framework Directive to require the management of health and safety in law. If that duty can be developed into good and effective management - something that implies a change of culture and not just compliance with the law - then some of the large percentage of accidents attributed to bad management can be reduced.

In conclusion, Mr McLoughlin said: "No one should underestimate the important task that lies ahead for employers and government in fully implementing new Directives. Employers in particular need time to assimilate the new requirements they have to face and to make them work. We must make sure that the requirements of directives are properly understood by employers and employees alike.

"We must be equally sure that legislation is carried through on the ground throughout the community. The benefits of EC legislation can only be felt if it is properly implemented and enforced in all Member States."

Don't panic, report it

YOU ARE in charge of a workplace when an accident happens. You know you have to make a report on it but to whom, how and when? The answers can be found in a new leaflet from HSE, Reporting under RIDDOR.

This outlines what duties employers, the self-employed and those in control of work premises have under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985.

The leaflet makes it clear that failure to comply with the Regulations is a criminal

offence but it also explains that reporting injuries, diseases and dangerous occurrences allows HSE to identify trends in frequency and causation, and thereby help and advise on suitable preventative action.

• *Reporting under RIDDOR* is available free from HSE Information Centre, Broad Lane, Sheffield S3 7HQ, tel 0742 892346.

• More detailed information is available in *A Guide to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985*, price £4, from HMSO bookshop and accredited agents.

Directory of women speakers

ONE OF the best ways to promote career development for women is for audiences to hear it 'straight from the horse's mouth', in other words, from women who are experts in their field.

To meet the growing demand for women speakers at conferences, careers fairs and on TV or radio a new directory and database has been produced by the Women's Advisory Group of the RSA.

The Directory of Women Speakers sponsored by the Employment Department, lists the names and addresses of 200 experienced women speakers divided into 16

subject areas according to expertise ranging from arts/ design and education to law, management and science. It indicates the type of engagements they are prepared to undertake, from TV interviews to school speech days, and their fees.

It should prove particularly useful for employers involved in the Opportunity 2000 campaign who want to motivate female employees or girls into non-traditional careers.

• Copies of *The Directory of Women Speakers* are available, price £5, from Peta Clark, RSA 8 John Adam Street, London WC2N 6EZ. The database is available, price £25.

New challenge for NCVQ

THE NATIONAL Council for Vocational Qualifications (NCVQ) begins 1993 with a change of faces at the helm and an extended remit to promote vocational training in the UK.

Eight new experts from business and education have been appointed to the Council, joining five reappointees (see below). Sir Bryan Nicholson continues as Chairman.

Their objective for 1993 and beyond is to make the operation of the NVQ system simpler and more accessible for individuals and employers. In particular, seven key priorities have been identified by the Government.

NCVQ has been charged with ensuring that:

- the National Vocational Qualifications framework is completed (a target has been set for NVQs at levels 1-4 to be accredited to cover 90 per cent of the employed population by the end of 1995);

- a strategy for higher level NVQs (levels 4 and 5) is developed so that these qualifications can be incorporated into the framework;

- the Awarding Bodies move rapidly towards

providing ready access to cost effective assessment and certification of NVQ units;

- all stages in the NVQ system are cost-effective for employers and individuals;

- General NVQs are developed into a credible and effective method of demonstrating achievement by 16-19 year olds which is of a high academic standard and occupationally relevant, with a good evaluation programme put in place; and that

- the purpose and benefits of the NVQ system are clearly publicised to boost NVQ uptake by employers and individuals.

As well as these specific objectives, NCVQ will continue its current work managing the distribution of the National Record of Achievement, building up links with the TEC network, and beginning to develop information services in relation to EC work on qualifications.

Reappointed members of NCVQ are:

John Barnes, senior lecturer in political science, London School of Economics and Political Science

Dr John Capey, principal, Exeter College
Professor Ray Cowell, director and chief executive, Nottingham Trent University
Peter Reay, previously personnel director, Cadbury Schweppes plc
Dr John Spence, chairman, Richardsons Fertilisers Ltd

The new members are:

David Gwyther, chairman, Somerset Training and Enterprise Council
Peter Hill, managing director, Rolls Royce Motor Cars Ltd

Prudence Leith, managing director, Prudence Leith Ltd

Kevin Lyden, managing director, Shotton Paper plc

Leif Mills, general secretary, Banking Insurance and Finance Union

John Randall, director of training, Law Society

Ruth Silver, principal, Lewisham College
George Stevenson, managing director, Mathiesons Family Bakers.

ITOs making headway

LESS COMPETITION and more collaboration has been the main achievement of the past year says the latest progress report on Industry Training Organisations (ITOs).

They have raised their profile in the national training framework, are working towards greater efficiency, and are improving their relationship with Training and Enterprise Councils.

The *ITO Network Review Implementation Group Final Report* shows that work is under way to clarify the respective roles of TECs and ITOs in local and sectoral training development, pool labour market information, and promote examples of model partnerships.

The report also reviews the development of the ITO network, both in terms of national coverage (six new ones have been created since 1991, bringing the current total to over 120) and in their value to the various industrial sectors they serve. It highlights the continuing debate over how best to measure and improve performance, given the diversity inherent in the network.

It also shows that ITOs are working hard to get their message over to key audiences.

• *ITO Network Review Implementation Group Final Report*. Available free from NCITO, 5 George Lane, Royston SG8 9AR, tel 0763 247285.



A FITTING WINNER: Having a stimulating, well-paid job and good prospects make Dawn Fitt pleased she chose a career in engineering. Twenty-five year old Dawn, a commissioning engineer at Worcester engineering firm Froude Consine, has been named Young Woman Engineer of the Year 1992. This award is presented annually by the Institution of Electronics and Electrical Incorporated Engineers (IEEIE).

DIARY dates

ACCESS TO NVQs

22-23 February, London
Conference for training providers, FE colleges, industry lead bodies, TECs and others to discuss access to NVQs for people with special training needs.
Tel: 0788 860540.

LONE PARENTS - THEIR POTENTIAL IN THE WORKFORCE

3 March, London
Annual conference of the National Council for One Parent Families.
Tel: 071-267 1361.

VARYING TERMS IN EMPLOYMENT CONTRACTS

11 March, London
Detailed programme for personnel professionals covering all aspects of the employment contract.
Tel: 071-490 1713.

HUMAN RESOURCES DEVELOPMENT

30 March - 1 April, London
This year's conference and exhibition focus on HRD issues in relation to the European Single Market.
Tel: 081-742 2828.

DISABILITY AND THE LABOUR MARKET

21 April, Leeds
How TECs, voluntary bodies, local authorities and employers can help lower barriers to the employment of disabled people.
Tel: 0532 832600 ext 4368.

MEASURING THE EFFECTIVENESS OF TRAINING

22 April, Brighton
Institute of Management Studies seminar.
Tel: 0273 678181.

RURAL EMPLOYMENT OPPORTUNITIES

22 April, Cambridge
'Using telematics to link major employers to labour markets in rural and post-industrial areas'. Conference supported by Consortium of Rural TECs, DTI and National Association of Teleworkers.
Tel: 0223 421911.

ED research report

A COMPREHENSIVE listing of research commissioned or carried out last year by the Employment Department is now available.

The *Annual Report on Research 1992* includes a full list of ED research publications, publication dates and contacts for further information.

It describes the aims, methodology and findings of each research study and indicates how the information has assisted the Department in planning its objectives and policies.

Using a central research budget (£7.5 million in 1993/94), the Employment Department commissions expert research contractors to carry out a wide range of research and evaluation work in order to obtain accurate,

up-to-date information about current labour market, training and employment issues.

This work is specified and managed by specialists in the Department, who work in close cooperation with their 'policy customers'. The Department is one of the major funders of employment research and places contracts (obtained by competitive tender) with academic bodies, commercial research agencies and consultants, and independent research institutes.

One of the main vehicles for publication of this work is in the ED Research Series.

• Free copies of the *Annual Report on Research 1992* are available from Employment Department, Research Management Branch, Room W441, Moorfoot, Sheffield S1 4PP, tel 0742 593932.

Work it through

HELPING PEOPLE to find ways out of redundancy will be the theme of a campaign on BBC radio later this month.

Under the title, *Work it through*, 'The Jimmy Young Show', 'Hayes over Britain', 'You and Yours' and other programmes across the network will include talks and phone-ins on every aspect of redundancy ranging from the legal and benefit rights to retraining, how to set

up your own business, and job hunting.

The campaign will be broadcast on 16, 17 and 18 February.

For confidential advice from experts, listeners will be able to ring a helpline sponsored by the Employment Department. The helpline will run from 10am to 7pm on freephone 0800 100 900.



STICKY PROBLEM SOLVED: "It's not easy to get a 13-year-old lad to wear a paper hat," says teacher Keith Scott (far right). But it was all part of bringing a real-life work situation (including hygiene regulations) into the classroom. Smith and Nephew production supervisor Richard Clipson (left) set pupils at a Hull school the task: Work out the most cost-effective method of producing a box of Elastoplast. The boys rose to the challenge and even managed to show a profit. This is just one of many local school-industry projects set up by the Humberside Education Business Partnership, with backing from Humberside TEC.

Photo: Hull Daily Mail

Skill needs in Britain 1992

monitoring skill needs and training activity



There were a number of skills which employers felt could be improved, including computer and IT and communications.
Photo: Joanne O'Brien/FORMAT

This article presents a number of results from *Skill Needs in Britain-1992*¹ and compares

them both with the two previous

Skill Needs surveys and also

with the sister survey of 1992

looking at the needs of small

firms. Joanna Selden, of the

Employment Department's

Statistical Services Division

reports.

- Five per cent of large establishments were experiencing hard-to-fill vacancies at the time of the interview, as were six per cent of small establishments.
- In large establishments hard-to-fill vacancies were most often reported in the distribution and consumer services sector, while in small establishments the engineering sector is most affected.
- Three-quarters of large establishments had funded or arranged

off-the-job training for their employees in the past year. A third of employees in these establishments received off-the-job training during the year.

- Three in ten of the small establishments had funded or arranged off-the-job training for their employees in the past year, while six in ten had provided on-the-job training in the past year. One in six employees in small establishments received off-the-job training during the year.

IN RECENT years there has been much concern about skill shortages holding back growth in the economy. The CBI Quarterly Industrial Trends survey reports the percentage of manufacturing firms which expect a lack of skilled labour to limit their output over the coming four months. In October 1988 the figure reached a peak of 28 per cent. A survey, *Skill Needs in Britain*, was developed with the aim of monitoring, on a regular basis, employers' recruitment difficulties. The third survey in the annual series, *Skill Needs in Britain-1992*, was published in October 1992, and in November an additional survey looking at similar issues in small firms was published. Results from both surveys of 1992 are reproduced here.

Skill Needs in Britain -1992

This was the third survey in the skills monitoring series. The survey was commissioned by the Employment Department and conducted by IFF Research Limited, between April and July 1992. The survey consisted of a telephone interview with around 4,000 establishments with 25 or more employees. All business sectors were covered except for agriculture, forestry and fishing. As it was a telephone survey it was not possible to collect very detailed information from the employers questioned. In the first survey, published in 1990, the focus was very much on recruitment difficulties, the impact of the vacancies on the business, and the measures taken to reduce the problems caused by recruitment

difficulties. Since 1990, the level of recruitment difficulties has fallen and is of less interest than some other issues. As a result the survey has diversified and now collects much more information on training practices. Questions are asked about recruitment difficulties at the establishment and employers' awareness of, and involvement in, a number of Employment Department initiatives. Employers are also asked a number of questions about their provision of training.

Small firms' skill needs and training survey

This year a similar telephone survey was conducted amongst establishments with fewer than 25 employees. Again, all business sectors were included except agriculture, forestry and fishing. This survey covered the same broad areas, although the questions were not exactly the same. In addition to questions about off-the-job training the small firms were also asked about on-the-job training. Fieldwork for this survey was conducted between July and August 1992.

Throughout this article the term larger establishments refers to those with 25 or more employees, while smaller establishments are those with fewer than 25 employees.

Reported hard-to-fill vacancies

Skill Needs in Britain-1992 reports that the current low level of skill shortages is being maintained. Just five per cent of establishments with 25 or more employees were experiencing hard-to-fill vacancies at the time of the interview. The small firms survey reports that six per cent of small establishments had hard-to-fill vacancies at the time of the interview. Over the previous 12 months 16 per cent of larger establishments had hard-to-fill vacancies while the figure was 14 per cent for the smaller establishments. *Figure 1* gives a breakdown of these results by establishment size, and indicates the decline in the percentage of firms affected by difficulties since 1990.

Skill Needs in Britain-1990 reported that 22 per cent of larger firms had hard-to-fill vacancies at the time of the interview, and 46 per cent had experienced them over the past 12 months. Thus there has been a decline in hard-to-fill vacancies since 1990.

Results from the survey can also be given by industry sector or region. *Figures 2a* and *2b* present the percentage of establishments with current hard-to-fill vacancies by industry. It can be seen that engineering is the sector in which most small establishments are experiencing recruitment difficulties, while for larger establishments distribution and consumer services is the sector which is most affected. At a more detailed industry sector

What are skill shortages?

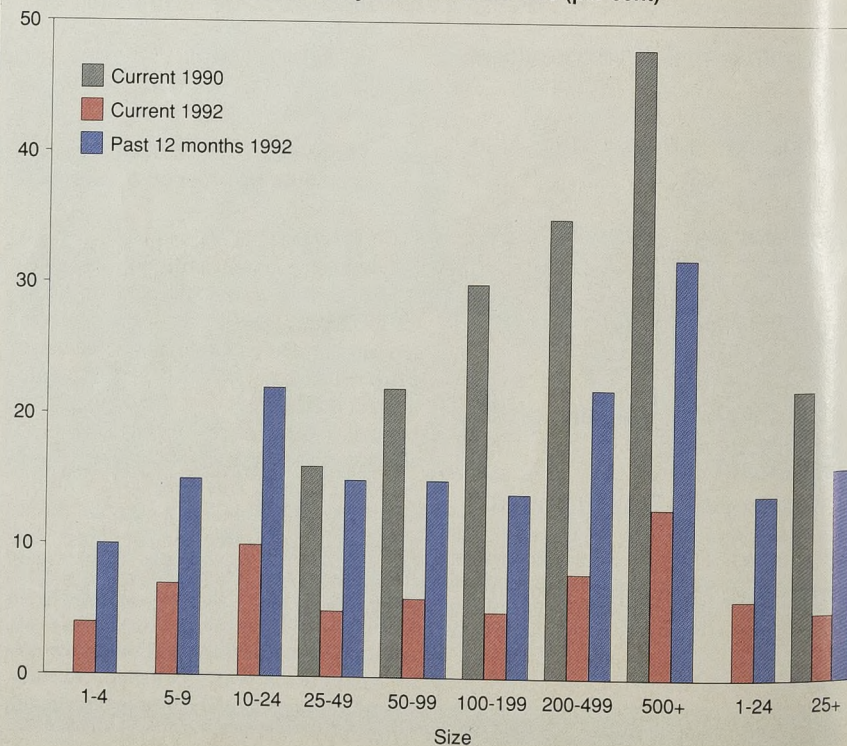
A skill shortage exists when there are not enough people available with the skills needed to do the jobs that need to be done. There will always be some mis-match between skills supply and demand. Demand for skills changes as new firms are established, new technologies develop and new products emerge. It takes time for individuals to acquire new skills, and so skill supply cannot respond immediately to changing demand.

Skill Needs in Britain-1992 uses hard-to-fill vacancies as a measure of skill shortages. The survey provides data on the number of establishments affected, and also on the size of the shortage. There are limitations to measuring skill shortages in this way. Not all hard-to-fill vacancies are due to a lack of skills in the labour force. Other causes of hard-to-fill vacancies include unrealistically high recruitment standards, or lack of labour market competitiveness, such as unattractive

pay or conditions. On the other hand skill shortages can exist which do not show themselves in current recruitment difficulties. Employers may respond to skill shortages by reducing the quality of their product or service, or accepting reduced efficiency rather than putting more effort into recruitment. This situation, where existing employees need more skills to do their job effectively is known as a 'skills gap', but cannot easily be measured.

Measures of skill shortages are the differences between two, much larger, numbers; the total demand for a skill, and the total supply. As a result comparatively small changes in total demand or supply can lead to large changes in measured skill shortages. A downturn in employment is likely to lead to reductions in reported skill shortages, and an upturn to increases, even when the stock of skills in the workforce changes little.

Figure 1 Hard to fill vacancies by establishment size (per cent)



level *Skill Needs in Britain-1992* reports just four sectors in which more than one in ten establishments had hard-to-fill vacancies at the time of the interview. These were hotels and catering, other manufacturing, medical and health services and education.

There are regional variations in reported levels of skill shortages. Amongst larger establishments the highest level was in Yorkshire and Humberside where one in ten reported a current hard-to-fill vacancy. The highest level amongst the smaller establishments was similar and found in the South West and East Midlands. Further analysis indicates that the regional variations can be explained by differences in the industrial structure of the regions. *Table 1* presents detailed regional results.

Number of hard-to-fill vacancies

Employers who had or were currently experiencing hard-to-fill vacancies were asked more detailed questions about these and their effect on business. In the larger establishments 21,000 hard-to-fill vacancies were reported, grossed up, this is an average of 2.6 hard-to-fill vacancies per 'affected' employer, and fewer than the averages of 4.4 in 1990 and 2.9 in 1991. The fall in the number of hard-to-fill vacancies has been faster than the drop in the total number of vacancies. Hard-to-fill vacancies accounted for 15 per cent of the vacancies reported at the time of the 1992 interview. In 1990 hard-to-fill vacancies accounted for nearly half of all current vacancies. Employers without hard-to-fill vacancies were asked what they felt was the main reason behind this. Since 1990 the reason cited by most establishments has changed from 'no problems finding recruits' to 'not doing much recruitment' with almost two-thirds stating this reason in 1992. These results suggest that low levels of reported hard-to-fill vacancies are mainly due to a drop in demand rather than improvements in labour supply.

Similar questions were asked in the small firms survey. Here around 118,500 hard-to-fill vacancies were reported. These are grossed up figures. Hard-to-fill vacancies accounted for 55 per cent of current vacancies reported. Employers with hard-to-fill vacancies had an average of 1.7 vacancies each. The smaller establishments with no hard-to-fill vacancies were also asked about the reasons behind this. As in the larger establishments the employers 'not doing much recruitment' outnumbered those having 'no problems finding recruits' by two to one.

Another way to look at the extent of hard-to-fill vacancies is to look at the number of hard-to-fill vacancies per thousand employees. In larger establishments there were 1.3 hard-to-fill

Figure 2a Current hard to fill vacancies by industry sector (per cent)

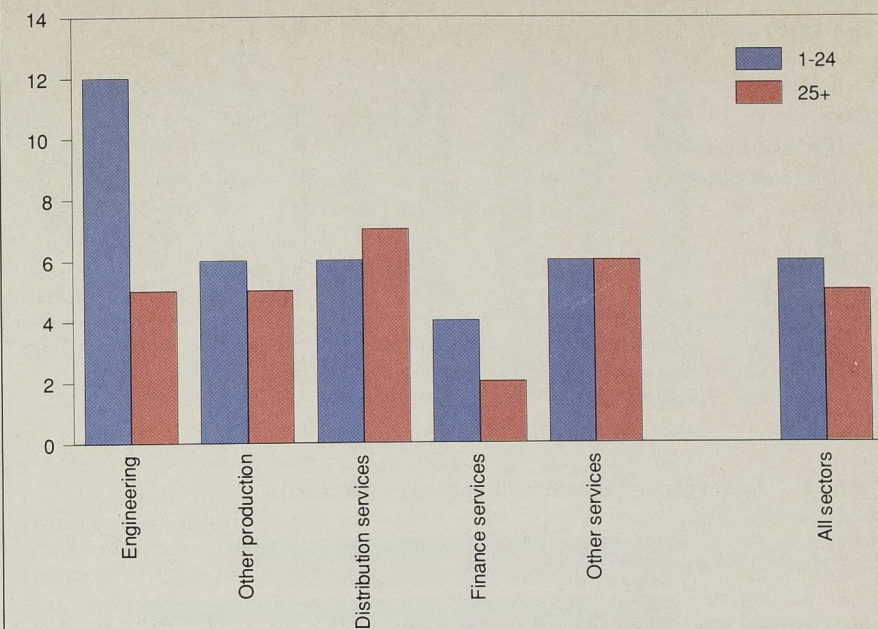
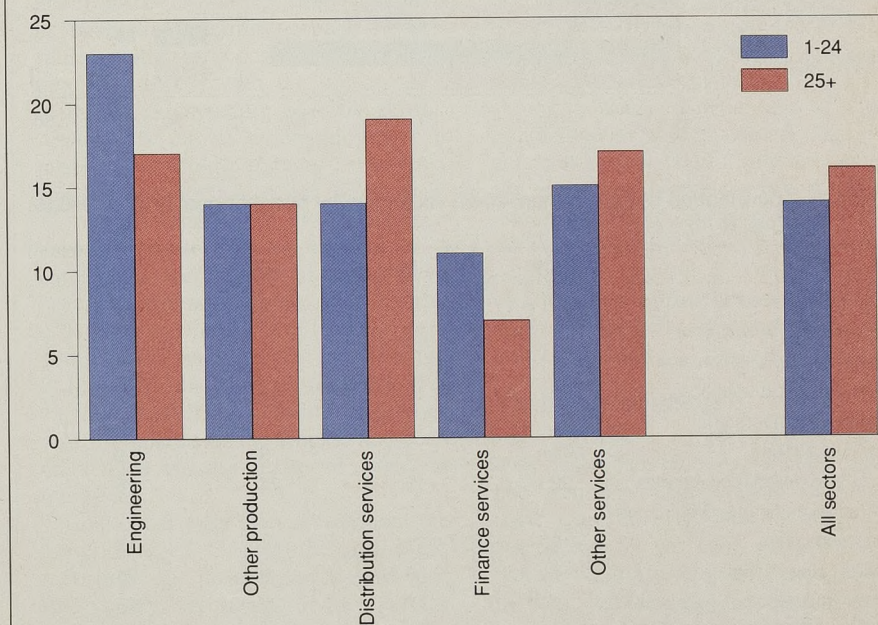


Figure 2b Past hard to fill vacancies by industry sector (per cent)



vacancies per thousand employees in 1992, compared to 8.6 in 1990. In small establishments there were 16.8 hard-to-fill vacancies per thousand employees.

Impact of hard-to-fill vacancies

There are many possible effects that hard-to-fill vacancies could have on a business. The most common impact reported in larger establishments is that of increased running costs. This was cited by 42 per cent of establishments. A third of larger establishments also said that hard-to-fill vacancies led to a loss of quality in customer service and a similar number

reported that they increased recruitment costs.

The results were different in smaller establishments. Here a lower level of customer service was the most common result, stated by a third of employers. A quarter reported that hard-to-fill vacancies had increased running costs, restricted business development or loss of business. *Figure 3* illustrates these results.

Occupations

The employers with hard-to-fill vacancies were asked in which occupations these existed, both currently and over the

Table 1 Establishments reporting hard-to-fill vacancies by region 1990-92 (per cent)

	1990 ^a	1991 ^a	1992 ^a	1992 ^b
South East	26	7	4	7
London	23	6	4	3
South West	28	4	6	9
West Midlands	21	4	6	4
East Midlands and Eastern	24	12	5	9
Yorkshire and Humberside	19	8	10	6
North West	21	6	4	7
Northern	11	9	6	4
Scotland	15	9	5	6
Wales	15	11	9	4

Source: Skill Needs in Britain-1992 and Small Firms' Skill Needs and Training Survey

a Establishments with 25 or more employees.
b Establishments with fewer than 25 employees.

Figure 3 Impact of current hard to fill vacancies (per cent)

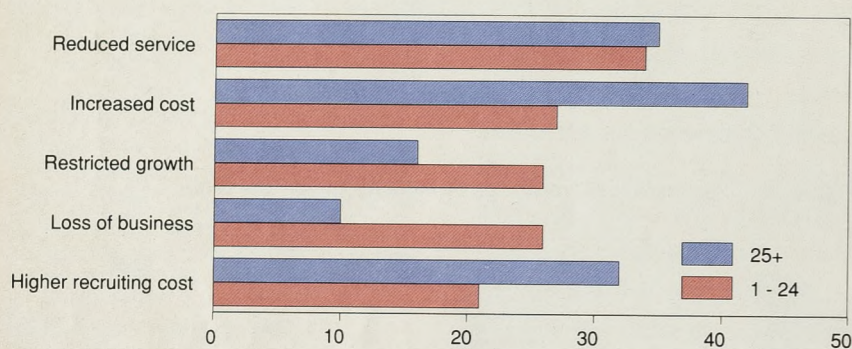


Table 2 Distribution of current hard-to-fill vacancies by occupational group 1990-92 (per cent)

	1990 ^a	1991 ^a	1992 ^a	1992 ^b
Managers and administrators	3	6	4	3
Professional occupations	18	23	17	2
Associate professional and technical occupations	13	17	12	8
Clerical and secretarial occupations	15	9	8	9
Craft and related occupations	22	15	21	16
Personal and protective service occupations	6	11	16	15
Sales occupations	7	8	9	21
Plant and machine operatives	9	7	6	15
Miscellaneous occupations	7	4	7	10

Source: Skill Needs in Britain-1992 and Small Firms' Skill Needs and Training Survey

a Establishments with 25 or more employees
b Establishments with fewer than 25 employees

past year. At the time of the interview in larger establishments it was the personal and protective service occupations in which the most employers were experiencing difficulties, but this was still only one per cent of all employers. Difficulties in any other occupational areas were cited by less than one per cent of employers. At a more detailed occupational level the areas causing current concern include textiles and related

trades, engineers and technologists, catering occupations and health occupations.

In the smaller establishments it was the craft, sales, and personal and protective occupations in which most employers had current difficulties, with just over one per cent of establishments having a hard-to-fill vacancy in these areas. Other occupations were causing less difficulty. More detailed occupational data for small

establishments is not available.

In the larger establishments the most current hard-to-fill vacancies occurred in craft and related occupations. This sector accounted for a fifth of all current hard-to-fill vacancies. The majority of other hard-to-fill vacancies occurred in the professional occupations and in personal and protective service occupations. In the smaller establishments a fifth of current hard-to-fill vacancies occurred in a sales occupation, while most of those remaining were in craft, machine operative or personal and protective occupations. Table 2 presents the distribution of hard-to-fill vacancies.

Skill needs

The larger establishments were asked if they felt that the level of skills needed by their 'average' employee were increasing. Sixty per cent of establishments said that this was the case. The main reasons were the introduction of computers and other new technology. A substantial minority, 15 per cent felt that there was a significant gap between the skills their employees had and those needed to meet business objectives. There were a number of skills which employers felt could be improved, including computer and IT and communication skills.

Off-the-job training

In both surveys employers were asked about their training provision. The results provide useful information about the pattern of training, although employers are likely to under-estimate the volume of training because they were not promoted with examples of the types of training that may be included. Thus, some informal types of training may have been excluded. The information about the volume of training in *Training in Britain*² does not have these shortcomings and is thus better data.

The high percentage of larger establishments providing training has been maintained, with 77 per cent providing training for some employees in the past year. In the smaller establishments 29 per cent of employers had provided off-the-job training for at least some employees in the past year. Overall the surveys estimated that 36 per cent of employees in larger establishments had received training, while in smaller establishments the figure was 17 per cent. In numerical terms it is estimated that 5.5 million employees in larger establishments received off-the-job training while the figure is 1.2 million for smaller establishments.

By combining volume and employee data it can be estimated that the average amount of off-the-job training per employee trained, in larger establishments, is 5.3 days. This is equivalent to an average of 1.8 days off-the-job

training per employee. In smaller establishments the average is estimated to be 5.6 days per employee trained or one man-day per employee. Overall, it is estimated that in larger establishments the volume of training in the previous 12 months was about 30 million days, while smaller establishments provided 6.8 million days off-the-job training. *Skill Needs in Britain-1991* reported that around 40 million days of off-the-job training had been provided. Employers were asked to compare last year's training with the previous year and comment on changes in the average number of training days. Most of the smaller establishments report that the average number of off-the-job training days was the same, while over a third said that the number has increased. A similar situation is reported in larger establishments. Figure 4 provides information about the level of training provision.

Organisation of off-the-job training

This year employers were asked some questions about their organisation of off-the-job training. Almost one in five of larger establishments have a separate training facility, and a similar number employ full time staff to design and teach training courses. Almost half of the larger establishments which had provided training have someone at board level responsible for training. Two-thirds of larger training establishments have taken steps to assess the effectiveness of training.

Three-quarters of larger establishments that provided training had used an outside training provider for at least some of their off-the-job training in the past 12 months. The most commonly used types were private sector training companies and Further Education colleges. These were both used by one in three training establishments. Other providers of training less commonly used include equipment suppliers, professional associations and Higher Education establishments. Employers were then asked about their satisfaction with the training providers which had been used. Generally satisfaction levels were very high with more than half of the establishments being very satisfied.

Not surprisingly three-quarters of smaller establishments conduct their off-the-job training away from the company premises. The most commonly used methods in smaller establishments were courses provided by private sector training companies or Further Education colleges. The larger small establishments are more likely to have a company training officer to provide and arrange courses. For advice about off-the-job training small establishments are likely to turn to a private sector training company, FE college or equipment suppliers. Again

Figure 4 Training establishments by establishment size (per cent)



two-thirds of establishments had taken steps to assess the effectiveness of training, and half of these had used management assessment.

On-the-job training

Employers in smaller establishments were also asked a number of questions about on-the-job training. This was defined as 'instruction at the normal place of work (during which little or no useful output is being produced) with the objective of learning or enhancing specific skills.' Around six out of ten employers had provided on-the-job training for at least some of their employees over the previous 12 months. There was little difference between industry sectors, but multi-unit enterprises were more likely to have provided on-the-job training than single-unit enterprises. Employers also commented on whether the average volume of on-the-job training per employee had changed from the previous year. In most cases the volume had been maintained and in a quarter of cases had increased.

Employers were then asked about the methods used to provide on-the-job training. In most cases, and not surprisingly, the owner or most senior person in the business conducted the training. Three in ten employers said that training is conducted by experienced staff or line managers. Around two-thirds of employers take steps to assess the effectiveness of the training they provide. Management assessment is the most common method and is used by 58 per cent of establishments that carry out assessment.

Training planning

Both large and small establishments were asked if they had manpower, business or training plans or training budgets. In addition they were asked if these were formal written documents or if they were held on a less formal basis. Three-quarters

of larger establishments currently hold a business plan, and over half a manpower plan. Two-thirds of larger establishments hold a training plan and the same proportion hold a training budget. Most of these are formal statements. Employers in the service sector are more likely to have training plans and budgets than those in manufacturing. The incidence of training plans and budgets increases as the size of the establishments increases.

Smaller establishments were also asked about planning. Almost half of these establishments hold a business plan. It is almost as likely to be an informal document as a formal one. Nearly one in five smaller establishments hold a manpower plan and the same proportion a training plan, while slightly fewer hold a training budget. Multi-unit enterprises are more likely to hold training plans and budgets than single unit enterprises.

Training courses

Employers in larger establishments were asked about the type of courses that had been undertaken and the reasons for their training. The vast majority of employers, 89 per cent, said that they were providing training to help employees in their current jobs. Nearly half were providing training to enable their employees to perform a wider range of jobs, while a quarter were giving training to help their employees do different jobs. A wide range of training courses have been undertaken by employees. Almost two-thirds of establishments had funded or arranged health and safety training in the past 12 months, with a similar number arranging management training. Six out of ten employers had provided training in new technology, and induction and supervisory training was also provided.

Six out of ten employers stated that some of the training they provided over the previous 12 months was leading to formal qualifications. In almost all cases these were nationally recognised

qualifications. A few employers, six per cent, are providing training in basic skills such as literacy and numeracy, while four per cent give training in English for speakers of other languages.

Participation

All the employers were asked if they had participated in an ED or TEC programme over the past year. Six out of ten larger establishments have participated in at least one of the programmes discussed, while one in three of small establishments have participated. Employers in large establishments are most likely to have taken part in providing work experience for pupils on TVEI or Youth Training, and the same is true in smaller establishments although participation was at a lower rate. *Figure 5* shows the results in more detail.

Links built

All employers were asked if they had built links with other organisations specifically to meet their longer term skill needs. Two-thirds of large establishments and one-third of smaller establishments have built links of this type. The most common link was with schools, closely followed by Further Education establishments. *Figure 6* shows more details.

Awareness of training initiatives

Employers were asked if they were aware of a number of ED skills and training initiatives. Three-quarters of large establishments and half of the smaller establishments are aware of at least one of the initiatives mentioned. The most well known initiative is NVQs/SVQs. There is little difference between large and small establishments in the awareness of the Loan Guarantee Scheme and the National Education and Training Targets (NETTS). *Figure 7* shows more detailed results.

Conclusion

The surveys confirm that skill shortages are remaining at a low level. However, it is possible that skill shortages could re-emerge when demand for labour increases. Training helps to prevent skill shortages and it is encouraging that most of the employers in the survey report that they are increasing or maintaining their provision of training. TECs have an important role to play in achieving higher levels of training by making employers aware of the importance of training and the opportunities that are available to them and their employees. The levels must continue to increase if the training targets are to be met. ■

Acknowledgement:

Thanks to Julie Clifford for her help producing the tables and figures.

Figure 5 Participation in ED and TEC/LEC programmes (per cent)

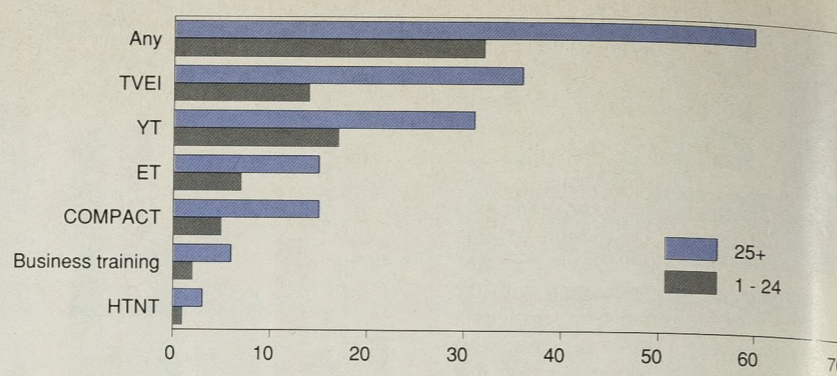


Figure 6 Organisations with which links built (per cent)

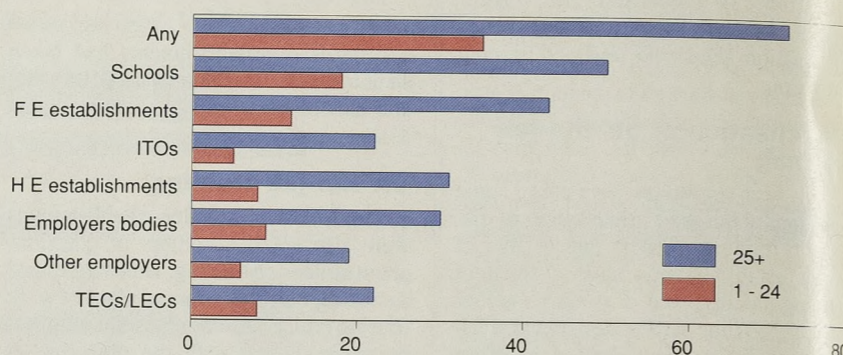
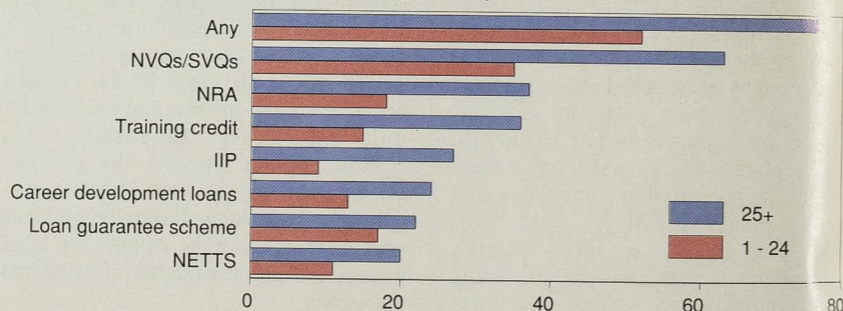


Figure 7 Awareness of ED initiatives (per cent)



Footnotes

- The *Skill Needs in Britain* surveys, and the *Small Firms' Skill Needs and Training Survey* are available from IFF Research Limited, 26 Whiskin Street, London EC1R 0BP priced £35 each.
- The main *Training in Britain* report and research reports are available from HMSO stockists.

LFS Help-Line

CONTENTS THIS MONTH

Women in employment
Housing tenure

This monthly feature describes some of the requests for Labour Force Survey (LFS) data which are dealt with by the Employment Department. Brief details are given of the sort of information requested, the types of

Hotel & catering sector Jobs
Work restricted by ill-health
or disability

organisations requesting the data and the way they are used. Most of the requests have been received via the LFS Help-Line, which gives advice on sources of labour force information and provides some LFS data to the

Job related training by
region

general public. Other requests have been received by Quantime Ltd which provides LFS data on a bureau basis. This feature draws on results from the summer (June to August) 1992 LFS. Key results from the

Sickness absence of
managers and others

Survey were released in the LFS Quarterly Bulletin on the 17 December 1992 and are summarised in Tables 7.1, 7.2 and 7.3 of the "Labour Market Data" pages of the Employment Gazette.

Women in Employment

One of the most frequent topics of enquiry on the LFS Help-Line is the labour market characteristics of women. Two of the tables asked for most often are the percentage of women in professional jobs and the employment of women by industry.

In summer 1992 there were 10.1 million women employees, 47 per cent of all employees. 2.8 million (27 per

cent of women employees) worked in the clerical & secretarial occupation and 2.4 million (23 per cent of all women employees) were employed in the distribution, hotels & catering industry.

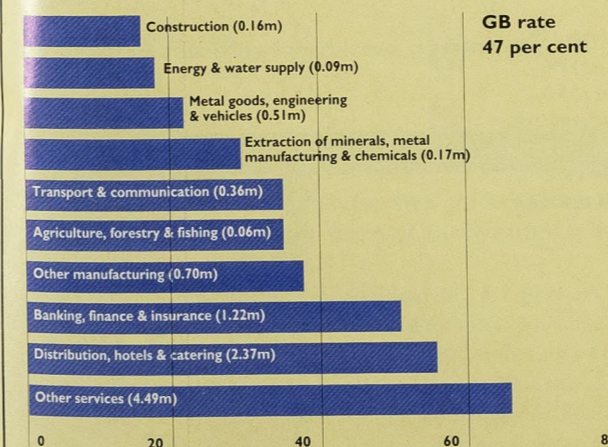
A significant difference between men and women employees is that a much larger proportion of women employees work part-time, 44 per cent in summer 1992,

compared with only 6 per cent of men employees. The section on part-time workers in the January LFS Help-Line feature showed that only 9 per cent of the women employees who were working part-time did so because they could not find full-time work. The following charts include employees in both full-time and part-time work.

Analyses of the percentage of employees in each industry

and occupation who are women are shown in figures 1 and 2 below. It can be seen that 75 per cent of all clerical & secretarial employees were women compared to only 13 per cent in the craft & related occupations. Only 16 per cent of the construction industry's employees were women and banking, finance & insurance had almost an equal proportion of men and women employees.

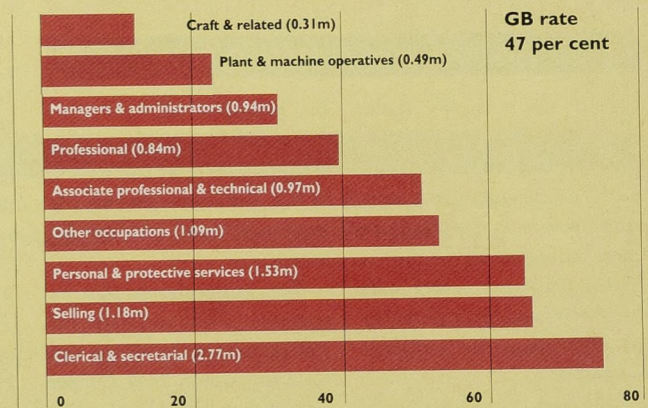
Figure 1 Percentage of employees that are women by industry (Great Britain, summer 1992, not seasonally adjusted)



Percentage of employees that are women

Industries are coded according to the Standard Industrial Classification (SIC). The figures shown in brackets are the number of women employees in each industry.

Figure 2 Percentage of employees that are women by occupation (Great Britain, summer 1992, not seasonally adjusted)



Percentage of employees that are women

Occupations are coded according to the Standard Occupational Classification (SOC). The figures shown in brackets are the number of women employees in each occupation.

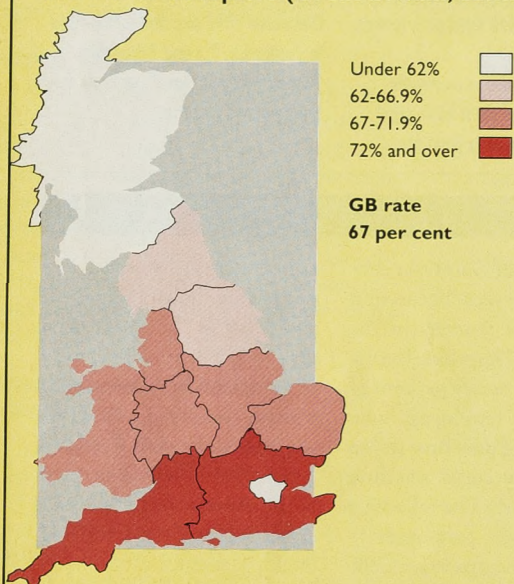
Housing Tenure

Information about household tenure (i.e. owner occupied etc.) is collected in the LFS and allows all LFS information to be looked at for different tenure groups. This is of interest to enquirers who wish to relate household characteristics to people's positions in the labour force.

Figure 3 shows the percent-

age of heads of households who are owner-occupiers by region. People in Scotland are much less likely to live in owner-occupied housing than those in the South East (except for Greater London), and much more likely to live in local authority and housing association accommodation.

Figure 3 Percentage of heads of households who are owner-occupiers (Great Britain, summer 1992)



Owner-occupiers paying just ground rent are treated as owning or buying not just renting.

If the property is leasehold and the original length of lease is for less than 21 years then the res-

pondent is coded as renting.

Co-ownership schemes are included as owning or buying as long as the household will eventually own all or part of their accommodation.

Jobs in the hotels and catering sector

One of the strengths of the LFS is that not only does it provide information about both employees and self-employed people working in each industrial sector, but it allows estimates of total jobs to be obtained by aggregating peoples' main jobs and their second jobs.

Although the LFS Quarterly Bulletin provides summary figures by industry, figures for more detailed industry groups are often provided to enquirers

by Quantime Ltd.

Table 1 shows the sort of analysis that can be obtained, using the example of the important Hotels and Catering sector.

The table shows that in summer 1992 there were 1.3 million jobs in the Hotels and Catering sector, over 60 per cent of them filled by women. A total of 155,000 second jobs (17 per cent of all second jobs) were in this sector.

Table 1 Jobs as employees and self-employed in Hotels and Catering Sector (SIC Class 66) (Great Britain, summer 1992, not seasonally adjusted)

(Thousands)	Employee and self-employed jobs in sector			People employed in sector	
	Main jobs	Second jobs	Total jobs	People with main & second job in sector	Total people working in sector
Men	431	55	486	-	480
Women	714	100	815	-	806
Total	1145	155	1300	14	1286

- Sample size is too small to give reliable estimates

In addition to the figures shown there were 10,000 people on Government employment & training programmes and 15,000 unpaid family workers who had their main job in the hotels and catering sector.

Work restricted by ill-health or disability

Enquiries about disabilities and health problems are received by the LFS Help-Line not only from medical institutions but also from social and commercial organisations. Many people ask about the distribution of where disabled people live and have used this information, for example, in the planning of services for disabled people and in the evaluation of regional health hazards.

The LFS collects information on people who have health problems or disabilities

which limit the kind of paid work that they can do, which is useful for understanding the labour market but it should be noted that such people do not conform to usual definitions of people with disabilities because these people may be temporarily or permanently limited.

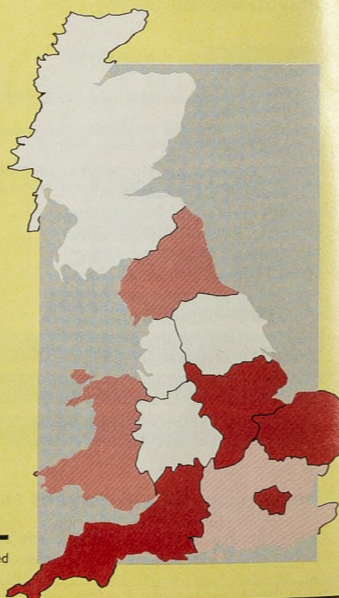
Percentages of people in each region who answered 'yes' to having health problems or disabilities which limit the type of paid work they can do are given in Figure 4.

Figure 4 Percentage of people^a who are limited by health problems or disabilities in the kind of paid work they can do by region (Great Britain, summer 1992)

Legend:

- Under 12%
- 12-13.9%
- 14-15.9%
- 16% and over

GB rate
14 per cent



^a All persons in employment and other men aged 16-64 and women aged 16-59.

Job related training by region

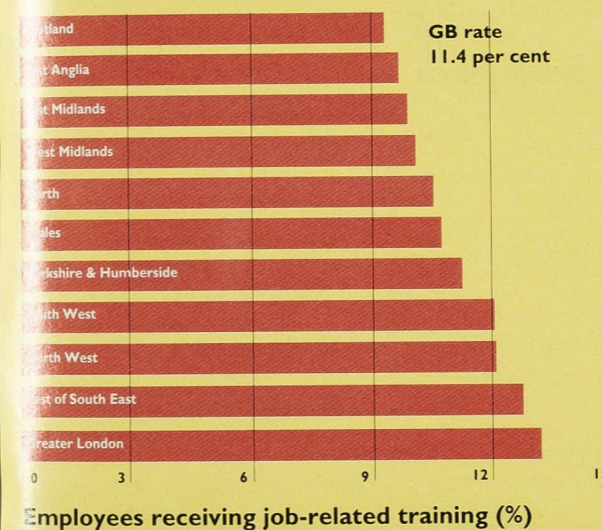
Training is regarded by many employers as an essential investment for the future. Requests for LFS training data are received from employers of ED's Training Statistics Help-Line (0742-594027).

There is much interest in figures for individual parts of Great Britain. Figure 5 shows the regional differences in the percentage of employees of working age receiving job-related training in the four weeks prior to interview.

Regional variations around the 11.4 per cent GB average were relatively small with the

proportion of employees of working age receiving training ranging from a high of 13.3 per cent in Greater London to a low of 9.4 per cent in Scotland. Not surprisingly, the South East (including London), with the largest regional total employees of working age, contributed the most trainees - 85,000 or more than a third of the overall total. In contrast East Anglia exhibited the smallest regional total, at 78,000 or 3 per cent of the national total of employees of working age receiving job related training.

Figure 5 Percentage of employees of working age receiving job-related training in four weeks prior to interview by region (Great Britain, summer 1992, not seasonally adjusted)



Employees receiving job-related training (%)

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

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

The advertisement following describes the Bulletin and provides a subscription form.

Quantime Bureau Service
The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, 7 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 LFS SERVICE, telephone 071-625 7111

LFS Help-Line

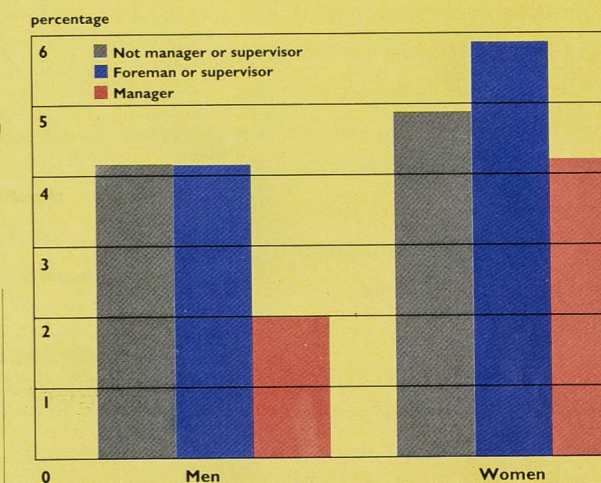
For further information about the LFS, telephone LFS HELP-LINE 071-273 5585

Sickness absence of managers and others

Studies of sickness absence within large companies and within the civil service show that staff at higher grades and men tend to have less sickness absence. The Help-Line has tested this observation using LFS data and has found, as

shown by Figure 6, that, whereas there is a clear difference between the sickness absence rates of male managers and other men and between male and female managers, there are relatively small differences otherwise.

Figure 6 Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by sex and managerial responsibilities (Great Britain, summer 1992, not seasonally adjusted)



GRADES OF EMPLOYEES

Organisational hierarchies tend to vary a great deal and to allow maximum comparability, LFS respondents are asked to allocate themselves to one of only three broad groups. The groups are composed of "managers" (who manage employees directly or through supervisors and who have a

general responsibility for policy or long-term planning); "foremen and supervisors" (who have day to day control over a group of workers whom they supervise directly and who sometimes do some of the work they supervise); and people who are not managers, foremen or supervisors.

Labour Force Survey Quarterly Bulletin

The Labour Force Survey Quarterly Bulletin (LFSQB) is a full colour publication with summary charts, tables and commentary providing an easy-to-use guide to the latest results from the quarterly LFS, and showing how these compare with the results for previous quarters and years. The LFSQB is published in March, June, September and December.

LAYOUT AND CONTENTS

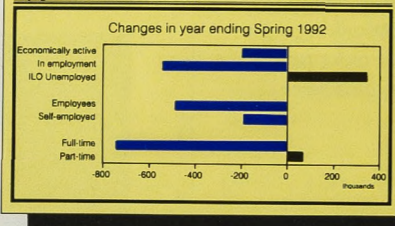
The LFS is a vital source of information about the labour market using internationally agreed concepts and definitions. Key data on the following topics will be presented in all editions of the LFSQB, and a special feature, concentrating on a different major labour market topic will also be included each quarter.



This bulletin presents the main results of the Employment Department's Labour Force Survey (LFS) for Great Britain, a sample survey of around 60,000 households each quarter which is conducted on behalf of the Department by the Social Survey Division of the Office of Population Censuses and Surveys. The contents of this bulletin are listed on page 2. More detailed results from the LFS are published in the *Employment Gazette*.

Key results for Spring 1992 and changes since Spring 1991 are:

- 27.7 million people were economically active, a fall of 0.7 per cent.
- 25.1 million people were in employment, a fall of 2.1 per cent.
- 21.4 million people were employees and 3.1 million were self-employed, falls of 2.2 per cent and 5.6 per cent respectively. A further 0.4 million people were on government employment & training programmes.
- 18.8 million people were in full-time employment (down 3.8 per cent) and 5.7 million in part-time employment (up 1.2 per cent).
- 2.6 million people were unemployed (according to the internationally agreed ILO definition), a rise of 15.0 per cent.



People made redundant

In Spring 1992, around 0.7 million people were made redundant in the three months prior to their survey date. This is a decrease of 17 per cent on the 0.8 million made redundant in the same period in Spring 1991. The number of people made redundant has fallen since the start of the recession in 1980.

Persons made redundant

The number of persons made redundant in Spring 1992 was 0.7 million, a fall of 17 per cent on the 0.8 million in Spring 1991. The number of persons made redundant has fallen since the start of the recession in 1980.

Economic inactivity

People who are not in employment or training and are not searching for work are classified as economically inactive. In Spring 1992, the figure was 27.7 million, a fall of 0.7 million since Spring 1991.

Discouraged workers

The number of discouraged workers, those who are not in employment or training and are not searching for work, has fallen since Spring 1991. In Spring 1992, the figure was 1.5 million, a fall of 0.1 million since Spring 1991.

- Economic Activity and Employment
- Self-Employment
- Full-time and Part-time Employment
- Second jobs
- Unemployment
- Economic Activity by Sex & Age Group
- Occupation
- Industrial Sectors
- Hours of Work
- Job related training
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STATISTICAL update

Quarterly projections of the New Earnings Survey - October 1992

This article presents the results of projecting the April 1992 New Earnings Survey to October 1992. An article¹ in the November 1991 *Employment Gazette* presented the July projections along with the methodology and background.

Table 1 Average gross weekly earnings for full time employees, October 1992

Occupations	Major Group	All employees on adult rates		
		Male	Female	All
Managers and administrators	1	485.5	326.7	447.0
Professional occupations	2	468.5	380.5	436.4
Associate professional and technical occupations	3	403.4	307.4	361.2
Clerical and secretarial occupations	4	255.9	214.3	226.6
Craft and related occupations	5	293.4	171.5	283.0
Personal and protective service occupations	6	289.8	187.6	245.5
Sales occupations	7	296.1	182.9	247.8
Plant and machine operatives	8	276.4	182.5	259.2
Other occupations	9	239.2	161.5	223.8
All non-manual occupations		408.1	262.8	341.5
All manual occupations		273.1	173.7	255.3
All occupations	1-9	346.7	247.1	310.9

Table 2 Average gross weekly earnings for full time employees on adult rates, October 1992

Industry Division	SIC code	Males			Females			Males and Females		
		Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Agriculture, forestry and fishing	0	206.7	314.6	229.4	155.8	226.2	188.7	202.3	293.8	224.5
Energy and water supply industries	1	366.5	495.4	424.7	*	285.0	282.1	364.1	429.0	399.5
Extraction of minerals & ores other than fuels; manufacture of metals, mineral products and chemicals	2	298.0	424.6	346.7	194.1	257.4	235.2	285.2	376.6	325.2
Mechanical engineering	32	284.3	395.3	326.9	183.8	217.1	208.9	278.6	355.1	311.8
Electrical and electronic engineering	34	275.1	400.2	338.4	179.1	232.1	203.7	246.8	357.5	301.5
Metal goods, engineering & vehicles industries	3	287.3	407.7	337.6	185.0	239.2	216.8	273.2	368.0	315.9
Food, drink and tobacco	41-42	285.7	425.7	334.0	195.3	237.7	214.8	262.8	360.5	299.6
Paper products, printing and publishing	47	316.8	441.3	374.7	197.8	270.3	248.8	294.7	376.2	338.3
Other manufacturing industries	4	275.1	409.2	324.5	171.9	242.1	203.2	244.8	349.1	285.9
Construction	50	279.6	397.5	321.7	*	212.0	210.8	279.0	357.9	311.8
Distribution and repairs	61, 62, 64, 65, 67	231.4	325.5	291.3	156.4	198.4	194.6	222.0	269.5	256.9
Hotels and catering	66	187.7	305.9	231.5	140.6	207.7	168.0	165.3	255.8	200.4
Distribution, hotels and catering; repairs	6	222.8	324.2	283.9	146.7	199.5	189.4	205.6	268.6	248.5
Transport	71-77	285.3	409.4	326.2	250.0	241.6	243.8	282.8	349.9	310.8
Postal services & telecommunications	79	289.7	432.4	341.5	248.5	283.7	277.0	286.7	379.6	328.7
Transport and communication	7	286.9	418.1	331.7	249.5	257.6	256.1	284.2	361.2	317.3
Banking and finance	81	350.8	506.0	499.4	*	267.6	267.7	339.2	375.1	374.3
Business services	83	259.4	485.2	446.3	189.4	276.6	274.2	251.8	388.8	373.5
Banking, finance, insurance, business services and leasing	8	263.9	476.9	444.9	193.4	267.9	266.5	257.1	375.3	364.5
Public administration	91	235.7	374.3	354.4	199.1	254.4	251.9	228.7	320.5	311.0
Education and health services	93, 95	226.5	429.8	388.3	159.3	306.9	296.2	200.3	346.2	328.7
Other services	9	232.6	395.0	356.7	165.0	286.4	272.6	207.9	332.0	310.9
All industries and services	0-9	273.1	408.1	346.7	173.7	262.8	247.1	255.3	341.5	310.9

* Not available.

Table 3 Average gross weekly earnings for full time employees, October 1992

Region	Males			Females			Males and Females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
South East	291.0	459.6	399.5	194.8	297.6	284.1	273.3	386.7	355.8
East Anglia	272.5	381.8	327.6	163.9	240.7	227.3	256.2	318.5	294.3
South West	254.7	374.1	321.3	166.0	243.3	230.6	239.5	314.7	288.9
West Midlands	264.2	375.9	318.2	165.2	237.4	222.0	246.8	313.0	285.7
East Midlands	263.5	366.6	312.0	163.4	241.4	221.2	243.9	311.4	281.8
Yorkshire & Humberside	268.5	362.6	313.5	163.8	239.3	223.5	250.6	306.0	283.0
North West	268.6	380.4	326.3	166.8	244.0	229.5	250.4	316.2	291.4
North	273.5	375.8	320.4	168.8	240.7	226.1	256.4	311.5	288.1
England	273.7	412.1	350.3	174.8	265.9	250.2	256.1	345.7	314.4
Scotland	275.5	385.9	330.9	167.8	241.7	227.4	255.5	315.9	282.6
Wales	258.9	358.5	305.0	165.1	241.2	224.1	241.5	302.4	276.5
Great Britain	273.1	408.1	346.7	173.7	262.8	247.1	255.3	341.5	310.9

Estimated average earnings in October 1992

It is estimated that the average gross weekly earnings of full-time adult employees in October 1992 was £310.9. Tables 1, 2 and 3 show the detailed figures for nine occupation groups (and manual/non-manual), selected industry groups, and standard regions of Great Britain.

For categories not shown in tables 1-3, users can construct their own October 1992 projections by applying the appropriate multiplier from table 4 to the NES estimates for April 1992.

The multipliers are produced by scaling the equivalent 3 x 3 table of

Table 4 Multipliers used for ratio projections

	Males	Females	All
Manuels	1.0180	1.0209	1.0182
Non-manuels	1.0191	1.0244	1.0206
All	1.0194	1.0247	1.0206

annual increases in weekly earnings obtained from the 1991 and 1992 New Earnings Surveys so that the overall increase (which was 7.0 per cent) equals the 2.06 per cent increase in the Average Earnings Index (AEI) between April and October 1992. The AEI used is an unpublished series which excludes arrears of pay.

- Articles in this series appear quarterly

Footnote

1 Quarterly projections of New Earnings Survey results, *Employment Gazette*, November 1992, pp 590-591.

The pay of young people in Wages Council trades since the 1986 Wages Act

There was an error in the fourth key finding of the above special feature, which appeared in the January 1993 edition of *Employment Gazette*. The finding should read as follows:

- Nor is there evidence of systematic falls in the pay of young people relative to the pay of employees aged 21 years and over in the period following the Wages Act, **when comparing the figures in wages council trades with the averages for all industries.**

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LABOUR MARKET DATA

prepared by the Government Statistical Service

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Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.	
February	18 Thursday
March	18 Thursday
April	22 Thursday

● RETAIL PRICES INDEX	
February	12 Friday
March	19 Friday
April	16 Friday

LABOUR MARKET commentary

Summary

The workforce in employment in the United Kingdom was 24,933,000 in September 1992. This represents a fall of 409,000 in the third quarter of 1992 and a fall of 877,000 over the year to September 1992.

The number of employees employed in manufacturing industry in Great Britain, at 4,344,000, is estimated to have fallen by 31,000 in November 1992. Employment in manufacturing fell by 253,000 over the year to November 1992, compared with a fall of 373,000 in the previous twelve months.

Claimant unemployment in the UK (seasonally adjusted) rose by 60,800 between November and December to 2,973,500. The level is now 1,378,000 higher than in April 1990 when the current upward trend began. The unemployment rate in December was 10.5 per cent of the workforce, an increase of 0.2 percentage points on the rate for November.

The underlying rate of

increase in average earnings in Great Britain in the year to November was 5 per cent (provisional estimate), down 1/4 percentage point on the revised October rate.

In the three months ending November, manufacturing output has shown the smallest year on year fall (0.1 per cent) since August 1990 and unit wage costs were 1/2 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 2.6 per cent in December, down from 3.0 per cent in November.

It is provisionally estimated that 0.5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to November 1992, compared with 0.8 million days in the previous 12 months.

Overseas residents made an estimated 1,460,000 visits to the United Kingdom in October 1992, while United Kingdom residents made about 3,090,000 visits abroad.

Economic background

The latest output based estimate for the United Kingdom economy shows that *Gross Domestic Product* (GDP) in the third quarter of 1992 grew by 0.1 per cent from the previous quarter but was 0.7 per cent lower than a year earlier.

Output of the production industries in the three months to November 1992 increased by 1.1 per cent compared with the previous three months, and was 0.2 per cent higher than the same period a year earlier.

Manufacturing output in the three months to November fell by 0.5 per cent compared to the previous three months, and was 0.1 per cent lower than the same period a year earlier.

In the three months to November the output of oil and natural gas rose by 8.9 per cent, and other energy and water supply rose by 2.5 per cent, compared with the previous three months. Compared with a year earlier, the output of oil and natural gas rose by 3.0 per cent,

but other energy and water supply fell by 1.3 per cent.

Latest estimates suggest that in the third quarter of 1992 *consumers' expenditure* was £67.3 billion (at 1985 prices and seasonally adjusted), 0.4 per cent higher than the previous quarter and 0.3 per cent higher than the same period a year earlier.

The provisionally estimated December index of the volume of *retail sales* is 120.7 (1985=100). This is down by 0.7 per cent from the October and November figures. Over the period October to December 1992, the volume of sales was 0.3 per cent higher compared with the previous three months (after seasonal adjustment) and 1.3 per cent higher than in the same period a year earlier.

New credit advanced to consumers in November (excluding loans by banks on personal accounts, insurance companies and retailers) was £4.01 billion (seasonally adjusted), compared to £3.8 billion in October 1992. *Total consumer credit* outstanding at the end of November is estimated to have been £29.6 billion (seasonally adjusted), 2.5 per cent lower than a year earlier.

Fixed investment (capital expenditure, see Table 0.1 note 5 for definition) in the third quarter of 1992 at 1985 prices was estimated to have been 2.8 per cent lower than in the previous quarter and 0.2 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the third quarter of 1992 was estimated to be 0.3 per cent higher than the previous quarter, but 1.1 per cent lower than a year ago.

The estimate of *stockbuilding* in the second quarter of 1992 (at 1985 prices and seasonally adjusted) indicates a fall of £167 million following a fall of £216 million in the previous quarter. Manufacturers increased their stocks by £22 million following a fall of £696 million in the previous quarter. Wholesalers' stocks fell by £287 million in the second quarter following a fall of £106 million in the previous quarter. The level of wholesalers' stocks has now fallen for nine successive quarters. Retailers stocks fell by £376 million following an increase of £245 million in the previous quarter.

The latest figures indicate >

that *visible trade* in the three months to November was in deficit by £3.5 billion, £0.3 billion more than the previous three months. In November the surplus on trade in oil was £0.1 billion, compared with £0.2 billion in October. The deficit in non-oil trade in November was £1.5 billion, £0.2 billion larger than in October.

The *volume of exports*, excluding oil and erratic items, in the three months to November was 3.5 per cent higher than the previous three months and 6.2 per cent higher than a year earlier. *Import volume*, excluding oil and erratic items, in the three months to November was 0.1 per cent higher than in the previous three months and 7.6 per cent higher than a year earlier.

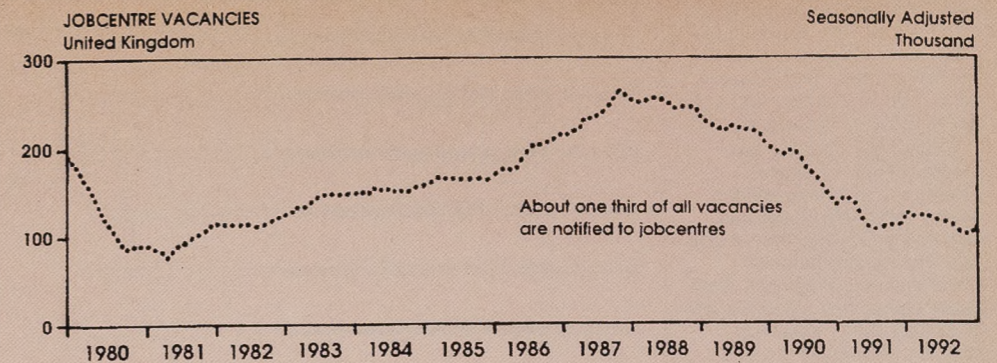
The *current account of the balance of payments* in the three months to November was estimated to have been in deficit by £2.1 billion, £0.3 billion larger than in the previous three months.

Steering's effective *Exchange Rate Index* (ERI) for December was provisionally estimated to be 80.1 (1985=100), a rise of 2.3 per cent from November 1992.

On 3 November 1992, the UK *minimum lending rate* (MLR) reduced by 1 percentage point to 7 per cent, following the previous 1 percentage point reduction on 16 October.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in December is provisionally estimated to have been £3.4 billion. Privatisation proceeds were £1.3 billion. The PSBR excluding privatisation proceeds was £2.0 billion in the first nine months of 1992-93, compared with £7.2 billion in the same period last year.

JOBCENTRE VACANCIES: United Kingdom



Employment

New figures this month estimate that the number of employees employed in the manufacturing industry in Great Britain fell by 31,000 in November to 4,344,000. This follows a fall of 13,000 in October and 50,000 in September and 50,000 in August. Over the year to November 1992, employment in manufacturing industries fell by 253,000 compared with a fall of 373,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 24,933,000 in September 1992. This represents a fall of 877,000 over the year and a fall of 409,000 in the third quarter of 1992. It is now 1,987,000 below the June 1990 peak.

The number of employees in the energy and water supply industries in Great Britain fell by 6,000 in November 1992 to 384,000. This follows a fall of

6,000 in October and a fall of 1,000 in September.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 8.85 million hours per week in November 1992, a rise of 0.07 million hours per week since October.

Short-time working by operatives stood at 0.77 million hours per week in November 1992, a rise of 0.20 million hours per week since October.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short-time as well as normal basic hours) stood at 98.7 in November 1992 compared with 98.8 in October.

Unemployment and vacancies

The seasonally adjusted level of claimant unemployment in the United Kingdom increased by 60,800 between November and December 1992 to 2,973,500. This was the thirty-second consecutive month that

unemployment has risen, and it is now at its highest level since February 1987. The unemployment level is 1,378,000 (86%) higher than in April 1990 when unemployment stopped falling and the current upward trend began. The claimant unemployment rate in December 1992 was 10.5 per cent of the workforce, an increase of 0.2 percentage points on the rate for November.

The December 1992 rise in seasonally adjusted unemployment compares with rises of 44,900 in November and 24,400 in October. Over the three months to December unemployment has increased by an average of 43,400 per month. This compares with an average monthly rise of 41,500 over the latest six months.

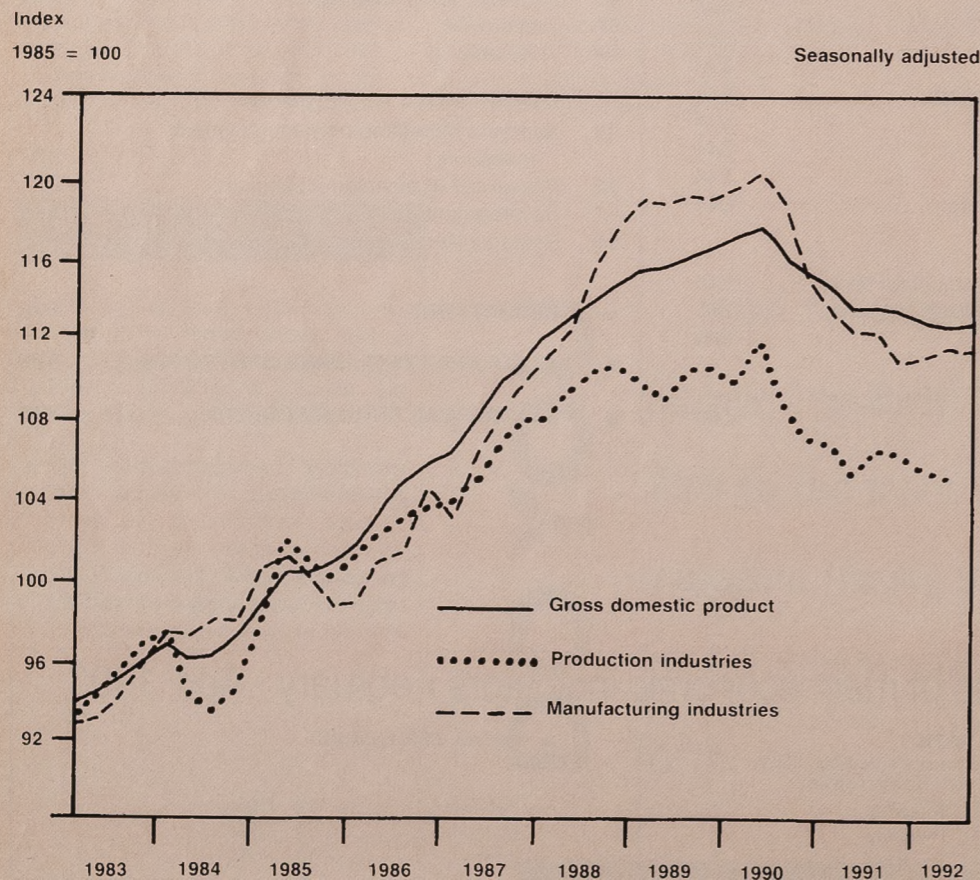
Between November and December there were increases in the level of seasonally adjusted unemployment in all regions of the UK. The largest percentage rises occurred in the East Midlands, East Anglia, and the North.

Over the last 12 months, however, regions in the south have witnessed the largest increases in claimant unemployment. Greater London and the South East have each had an increase of 2 percentage points in their rates of unemployment over the past year as against an increase of 1.5 percentage points for the UK as a whole.

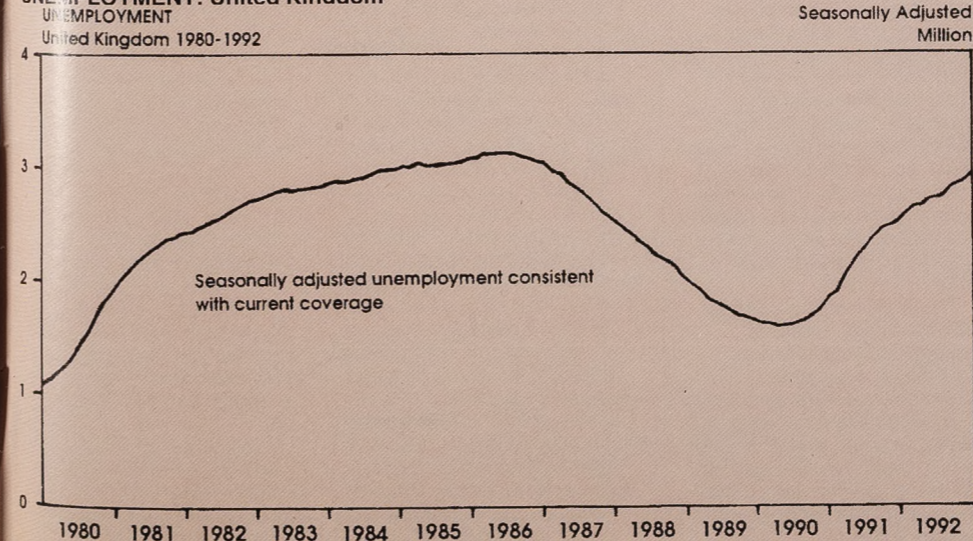
The UK unadjusted total of claimants increased by 119,270 between November and December 1992 to 2,983,339 or 10.6 per cent of the workforce, an increase of 0.5 percentage points on the rate for the previous month. The rise in the unadjusted total is larger than the rise in the seasonally adjusted total because seasonal influences tend to increase the unadjusted total between November and December by about 57,000.

The number of vacancies remaining unfilled at Jobcentres (UK, seasonally adjusted) >

OUTPUT INDICES: United Kingdom



UNEMPLOYMENT: United Kingdom



rose sharply by 8,300 between November and December to stand at 109,100. However this increase was from a low November total. This follows a fall of 1,900 in October and a rise of 2,600 in November.

Seasonally adjusted, the number of new vacancies notified to Jobcentres and the number of people placed into jobs by the Employment Service also rose sharply between November and December. Both totals rose to their highest levels since May 1991. However, monthly movements in these figures tend to be volatile.

Labour Force Survey

Among people aged 16 and over, 74.0 per cent of men and 52.9 per cent of women (seasonally adjusted) were economically active in summer 1992. Over recent years, economic activity rates for women have been increasing, while those for men have shown little change. Since spring 1990, however, activity rates have been decreasing; there have been falls since spring 1992 of 1.8 percentage points in the male economic activity rate and 0.6 points in that for women.

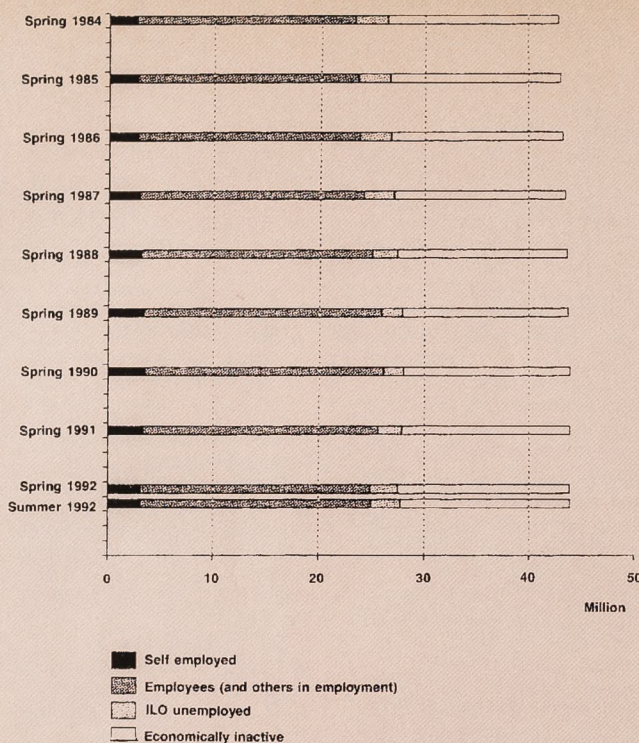
Of the 25.0 million people in employment (seasonally adjusted - table 7.2) in summer 1992, 3.1 million were self-employed, 0.3 million were on employment and training programmes and 0.2 million were unpaid family workers. The remaining 21.4 million were employees. Estimates of employment from the LFS differ from those derived from surveys of employers partly because they are based on numbers of people rather than numbers of jobs. People with two or more jobs are counted only once in the LFS. There are also differences in the coverage of the two series.

Since spring 1992, there has been a rise in the overall economic activity rate (not seasonally adjusted). As table 7.3 shows, this is mainly due to a substantial rise in the activity rate of people aged 16-19. Activity rates for people aged 35 and over have fallen slightly since spring 1992.

Numbers of people in employment (not seasonally adjusted) rose for all age groups under 35, and fell for ages 35 and over. Since spring 1984, employment numbers have fallen for the 16-19, 20-24 and 50-59/64 age groups and risen for the others.

Table 7.3 also shows that there has been a very sharp rise since spring 1992 in the ILO unemployment rate among those aged 16-19. This is partly due to seasonal factors, in particular the entry of school and college leavers into the labour market.

ECONOMIC ACTIVITY: Great Britain, population aged 16 and over



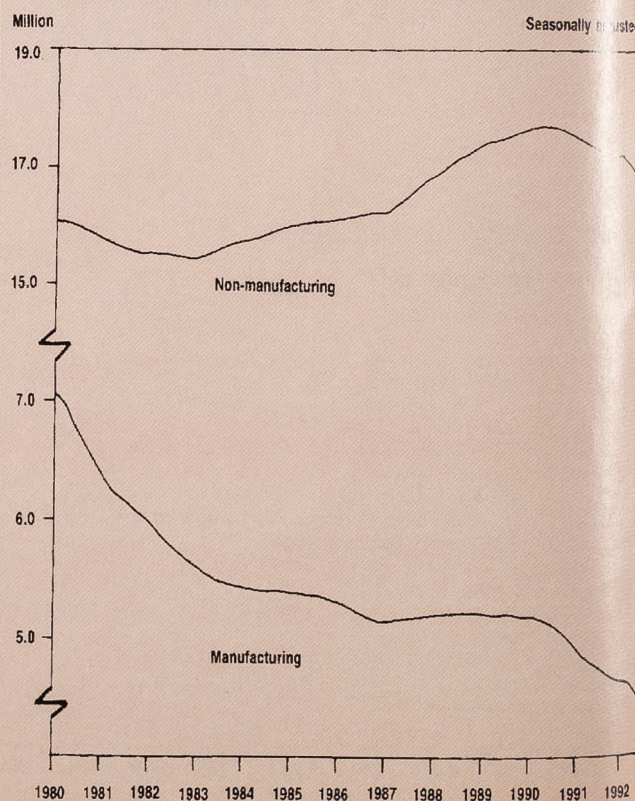
Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to November 1992 was provisionally estimated to be 5 per cent, 1/4 percentage point down on the rate for October (which has been revised down by 1/4 percentage point). Thus the rate has fallen by 2 percentage points since April 1992 and stood 5 1/4 points below the peak rate of 10 1/4 per cent recorded in July 1990.

In the production industries the provisional underlying increase in average earnings in the year to November was 5 3/4 per cent, unchanged from the October rate. The rate of increase in the energy and water industries was about 5 1/2 per cent. This was 1/4 percentage point below the underlying increase for manufacturing, which stood at 5 3/4 per cent in November. The underlying increase for manufacturing in October has been revised down from 6 per cent to 5 1/4 per cent. Overtime working in November in terms of hours per operative was at about the same level as in the months July-October 1992.

The provisional estimate for the underlying increase in average earnings in service industries in the year to November was 5 per cent, which is 1/4 percentage point below the rate for October, which has been revised down from 5 1/2 per cent. The November increase is the lowest since the series began in January 1985.

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



1991 but in a different month in 1992.

Productivity and unit wage costs

For the three months ending November 1992, manufacturing output was down 0.1 per cent, the smallest fall since negative growth rates were recorded in the three months ending August 1990. The November figure follows a fall of 0.8 per cent in September and 0.2 per cent in October.

Manufacturing productivity in terms of output per head showed a rise of around 5 per cent for the three months ending November 1992. This was the largest rise since June 1989.

Wages and salaries per unit of output in manufacturing in the three months to November were 0.5 per cent higher than in the same period a year earlier. Unit wage cost growth has declined by over 10 percentage points from the peak of 10.8 per cent in April 1991.

Productivity figures for the whole economy in the third quarter of 1992 show that output per head was 2.4 per cent higher than in the same quarter of 1991. Output, as measured by GDP, fell by 0.7 per cent in the year to the third quarter of 1992 but this was accompanied by a 3.1 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the third

quarter of 1992 showed an increase of 3 per cent on the third quarter of 1991. This was 1.3 percentage points lower than the corresponding rate in the previous quarter, and 7.7 percentage points below the 10.7 per cent peak rate of the third quarter of 1990.

Prices

The annual rate of increase in the 'all-items' retail prices index for December was 2.6 per cent, down from 3.0 per cent in November. Excluding mortgage interest payments, the annual rate of price increases rose to 3.7 per cent in December from 3.6 per cent.

Between November and December, the 'all-items' index fell by 0.1 per cent compared with a rise of 0.1 per cent a year ago. Reductions in mortgage interest rates lowered the 'all-items' index by nearly 0.5 per cent. There were also pre-Christmas discounts on alcoholic drinks and reductions in second-hand car prices. However, there were price rises for food, tobacco and household goods.

The annual rate for the tax and price index in December was 1.9 per cent, down from 2.0 per cent in November.

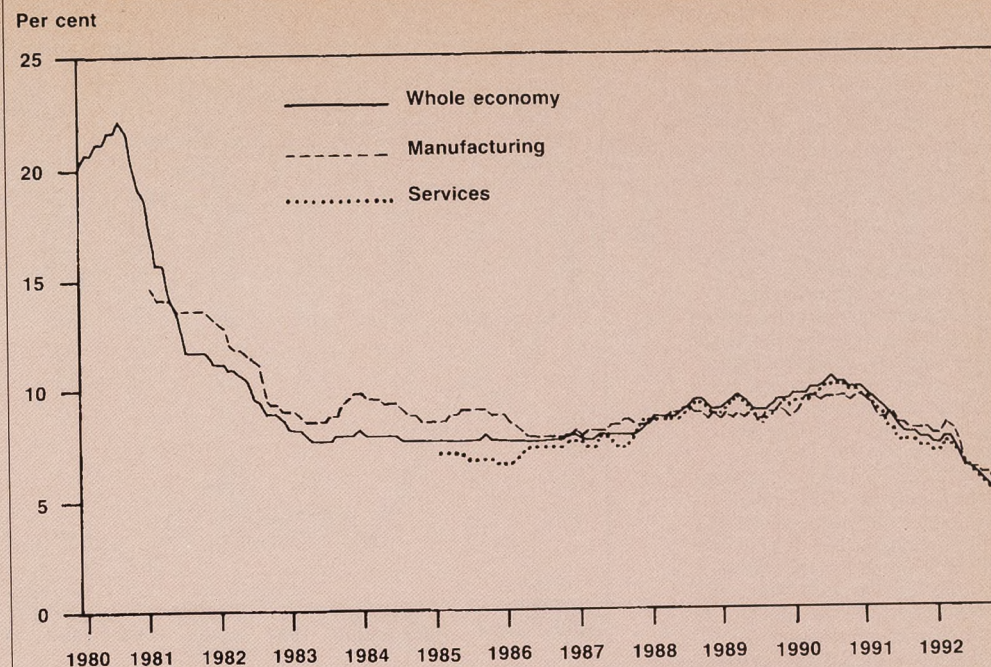
The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 3.5 per cent for December 1992, up from 3.3 per cent (provisional) for November. The index of prices of materials and fuels purchased by manufacturing industry increased by 5.2 per cent over the year to December 1992, compared with an increase of 4.3 per cent (revised) to November.

Industrial disputes

It is provisionally estimated that 64,000 working days were lost through stoppages of work due to industrial disputes in November 1992. Of this provisional total 55,000 working days were lost in public administration and education. The estimate of 64,000 working days lost this November compares with 46,000 in both October 1992 and November 1991. It also compares with an average of 475,000 for November during the ten-year period 1982 to 1991. In the 12 months to November 1992 a provisional total of 0.5 million working days were lost compared with a figure of 0.8 million days in the previous 12 months and an annual average over the ten year period ending November 1991 of 5.9 million days.

During the 12 months to November 1992 a provisional total of 243 stoppages has been recorded as being in progress; this figure is expected to be

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



revised upwards because of late notifications. The figure compares with 387 stoppages in the 12 months to November 1991 and an annual average in the ten year period ending November 1991 of 975 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 1,460,000 visits to the UK by overseas residents in October 1992, which was a 1 per cent increase on the same month of 1991. There was an increase of 2 per cent in visits by residents of Western Europe, a decrease of 1 per cent in visits from residents of North America, and a decrease of 2 per cent in visits from other parts of the world. Of the total number of visits, 870,000 were by residents of Western Europe, 310,000 by residents of North America and 280,000 by residents of other parts of the world.

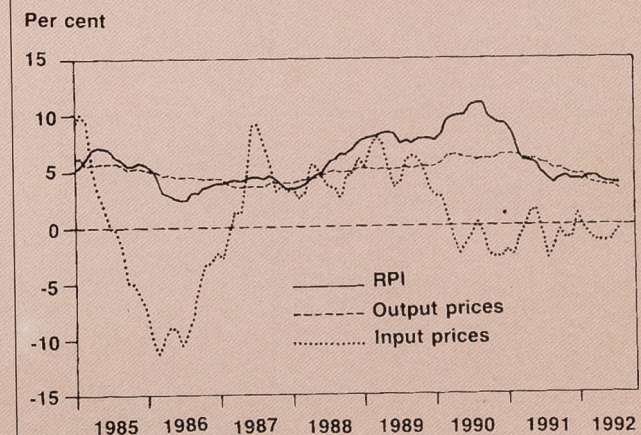
UK residents made an estimated 3,090,000 trips abroad in October 1992, a rise of 2 per cent compared with October 1991. The number of visits to Western Europe rose by 3 per cent, visits to North America rose by 4 per cent, and visits to other parts of the world fell by 9 per cent. Western Europe remains the most popular destination with an estimated 2,500,000 visits being made in October 1992. There were an estimated 340,000 visits to North America, and an estimated 250,000 visits to other parts of the world.

UK residents spent an

estimated £1,065 million abroad in October 1992, an increase of 2 per cent compared with October 1991, while overseas residents spent an estimated £630 million in the UK, a fall of 3 per cent compared with October 1991. This resulted in a balance of payments' deficit of £435 million on the travel account for October 1992, compared with £399 million in October 1991.

During the first ten months of 1992 the number of visits to the UK by overseas residents increased by 8 per cent compared with the previous twelve months, to 17,870,000. The number of visits abroad by UK residents rose by 10 per cent compared with the previous twelve months to 33,390,000. Expenditure by overseas residents in the twelve months to October 1992 increased by 7 per cent compared with the previous 12 months to £7,595 million. ▶

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



1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week				Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost			
									(Thou)	Average per operative working part of the week			Actual (Thou)	Seasonally adjusted	Average per operative on short-time	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.5	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4	
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	12.43		7	263	15	133	9.0	22	0.6	396		19.5	
1991	1,075	34.5	9.1	9.82		8	327	53	486	9.3	61	1.9	813		13.5	
weekended																
1990	Dec 14	1,296	38.9	9.5	12.34	11.25	7	261	20	173	8.9	27	0.9	435	504	16.3
1991	Jan 11	1,096	33.6	9.0	9.80	10.80	11	432	28	290	10.1	39	1.3	722	674	18.5
	Feb 8	1,061	32.9	8.7	9.22	9.57	10	393	55	523	9.5	65	2.0	917	727	14.0
	Mar 15	1,060	33.3	9.0	9.49	10.00	11	420	94	836	9.1	104	3.2	1,255	956	12.0
	Apr 12	1,052	33.4	8.8	9.21	9.70	10	385	88	842	9.7	98	3.0	1,226	984	12.5
	May 17	1,052	33.8	9.0	9.36	9.65	11	431	61	545	9.1	72	2.3	976	906	16.5
	June 14	1,041	33.6	9.2	9.57	9.83	7	278	48	452	9.4	55	1.8	730	938	13.5
	July 12	1,104	35.7	9.3	10.32	10.50	6	212	48	422	8.7	53	1.7	634	723	15.5
	Aug 16	1,020	33.0	9.3	9.54	9.94	12	451	43	386	9.0	54	1.8	837	899	15.5
	Sep 13	1,047	34.1	9.3	9.69	9.41	8	325	47	411	8.7	55	1.8	736	819	15.5
	Oct 11	1,134	37.2	9.4	10.70	9.58	3	115	44	373	8.4	47	1.5	488	604	11.0
	Nov 15	1,133	37.2	9.2	10.46	9.45	5	200	42	405	9.7	47	1.5	605	697	12.5
	Dec 13	1,098	36.3	9.5	10.44	9.34	7	283	34	352	10.3	41	1.4	634	730	15.5
1992	Jan 10	977	32.8	8.9	8.73	9.73	15	563	48	437	9.1	62	2.1	999	944	16.5
	Feb 14	1,086	36.6	8.9	9.70	10.06	2	71	61	606	9.9	63	2.1	677	537	10.5
	Mar 13	1,019	34.5	9.1	9.31	9.85	7	286	60	554	9.2	68	2.3	840	634	12.0
	Apr 10	1,088	37.0	9.2	10.00	10.51	5	200	50	500	10.0	55	1.9	700	558	12.0
	May 15	1,134	38.6	9.6	10.92	11.24	3	103	31	276	8.8	34	1.2	379	351	11.0
	June 12	1,037	35.2	9.3	9.67	9.95	5	185	34	314	9.2	39	1.3	499	643	12.0
	July 10	1,076	36.7	9.5	10.23	10.40	2	80	24	255	10.6	26	0.9	335	397	12.0
	Aug 14	994	34.1	9.3	9.29	9.65	3	126	27	270	10.0	30	1.0	396	424	12.0
	Sep 11	996	34.2	9.7	9.65	9.36	5	197	34	299	8.8	39	1.3	497	548	12.0
	Oct 9 P	1,053	36.3	9.4	9.92	8.78	4	140	36	320	9.0	39	1.4	460	574	11.0
	Nov 13 P	1,044	36.2	9.4	9.85	8.85	7	280	49	387	7.9	57	2.0	667	774	11.0

1.12 EMPLOYMENT

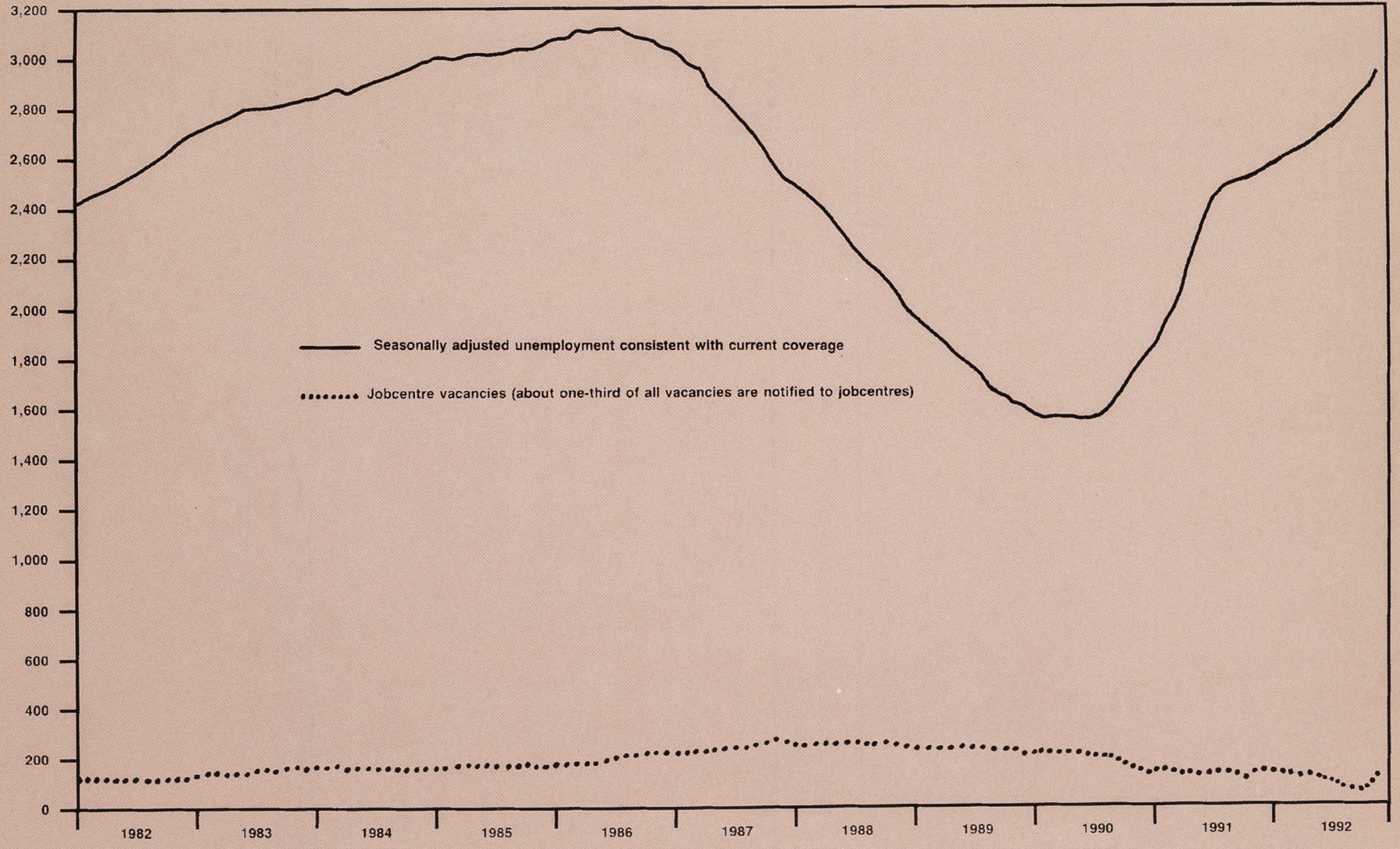
Hours of work-operatives in: manufacturing industries

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 manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1987	96.2	97.3	92.8	98.8	97.6	100.6	100.7	101.4	100.3	99.9
1988	97.7	100.7	91.4	97.4	97.4	101.2	101.4	103.3	99.5	101.5
1989	97.1	98.8	90.9	90.2	95.0	101.0	100.6	104.2	98.7	101.3
1990	90.9	89.5	90.8	81.3	90.9	100.4	100.4	105.5	98.1	100.4
1991	R	79.8	76.9	78.0	71.9	88.6	99.1	98.1	103.0	97.1
Weekended										
1990	Nov 9	87.0				99.8				
	Dec 14	86.0	85.8	89.5	77.2	91.1	99.8	100.2	106.6	97.6
1991	Jan 11	84.7				99.3				
	Feb 8	82.9				98.2				
	Mar 15	81.8	79.5	83.1	73.1	91.4	98.3	97.4	104.6	95.8
	Apr 12 R	81.5				98.7				
	May 17 R	80.5				98.9				
	June 14 R	79.9	76.8	79.5	71.8	90.4	99.2	97.8	104.6	96.8
	July 12 R	79.3				99.9				
	Aug 16 R	78.5				99.4				
	Sep 13 R	77.6	75.7	74.6	71.7	87.8	98.9	98.2	100.3	97.3
	Oct 11 R	77.4				99.4				
	Nov 15 R	77.0				99.3				
	Dec 13 R	76.8	75.6	74.8	70.8	84.9	99.3	99.0	102.5	98.4
1992	Jan 10 R	76.2				99.3				
	Feb 14 R	76.8				99.6				
	Mar 13 R	76.2	73.4	73.0	71.0	84.7	99.4	98.6	101.2	98.1
	Apr 10 R	76.7				100.0				
	May 15 R	77.1				100.9				
	Jun 12 R	76.0	73.4	72.5	70.8	84.1	99.4	98.5	101.6	98.8
	Jul 10 R	75.6				100.0				
	Aug 14 R	74.5				99.3				
	Sep 11 R	73.8	71.8	70.4	68.2	83.9	99.0	98.2	101.1	98.5
	Oct 9 PR	73.1				98.8				
	Nov 13 P	72.5				98.7				

Seasonally adjusted

Thousand



2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at December 17 1992

Table with columns for region, county/district, Male, Female, All, Rate +, Percent employees and unemployed, Percent workforce. Rows include South Hams, Dorset, Gloucestershire, Somerset, Wiltshire, Hereford and Worcester, Shropshire, Staffordshire, Warwickshire, West Midlands, Derbyshire, Leicestershire, and North West Leicestershire.

CLAIMANT UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at December 17 1992

Table with columns for region, county/district, Male, Female, All, Rate +, Percent employees and unemployed, Percent workforce. Rows include Merseyside, North West Leicestershire, Lancashire, Yorkshire and Humberside, and various regions like Borders, Central, Dumfries and Galloway, Fife, Grampian, Highlands, Lothian, Strathclyde, Tayside, and Orkney Islands.

*Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.

2.13 CLAIMANT UNEMPLOYMENT Students: regions

	South East	Greater London *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991 Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912
1992 Jan 9	445	316	23	60	99	42	56	81	33	33	50	922	—	922
Feb 13	463	321	17	58	105	39	65	86	38	32	46	949	—	949
Mar 12	474	316	15	54	100	48	68	88	41	31	45	964	—	964
Apr 9	513	330	19	59	107	55	79	96	42	35	50	1,055	—	1,055
May 14	493	317	18	58	112	53	76	98	40	37	55	1,040	—	1,040
June 11	508	329	22	65	121	59	97	96	39	40	77	1,124	—	1,124
July 9	765	411	51	154	297	112	245	202	107	136	158	2,227	—	2,227
Aug 13	878	486	48	153	280	117	240	213	111	129	155	2,324	—	2,324
Sept 10	800	466	43	136	285	112	229	207	125	127	104	2,168	—	2,168
Oct 8	628	419	23	81	163	64	210	101	46	58	65	1,439	—	1,439
Nov 12	668	475	43	71	155	59	153	82	40	50	58	1,379	—	1,379
Dec 17	718	513	24	84	147	58	99	85	38	52	64	1,369	—	1,369

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From September 1990 the vast majority of students have no longer been entitled to claim unemployment related benefits, via Unemployment Benefit Offices, during their vacations.
* Included in South East.

CLAIMANT UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1989 Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990 Jan	10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr	9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July	9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991 Jan	12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr	13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July	14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct	15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
1992 Jan	16.4	15.2	12.0	8.8	6.7	8.5	3.9	9.4
Apr	17.8	15.8	12.2	9.0	6.8	9.0	3.8	9.7
July	18.0	16.7	12.2	9.1	6.8	8.9	3.6	9.8
Oct	18.7	16.3	12.4	9.2	7.0	9.2	3.5	10.0
MALE								
1989 Oct	10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990 Jan	11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr	11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991 Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr	16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July	17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct	18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
1992 Jan	19.5	19.9	15.8	12.3	9.3	11.2	5.5	12.6
Apr	22.0	20.7	16.0	12.6	9.5	11.9	5.6	13.0
July	22.1	21.3	16.0	12.7	9.5	11.8	5.3	13.0
Oct	22.7	21.1	16.2	13.0	9.8	12.2	5.2	13.3
FEMALE								
1989 Oct	7.9	6.2	4.8	2.7	2.5	4.5	.1	3.8
1990 Jan	8.6	6.3	4.6	2.6	2.4	4.3	.1	3.7
Apr	8.1	5.9	4.4	2.5	2.3	4.1	.1	3.5
July	8.2	6.6	4.3	2.5	2.3	3.9	.1	3.5
Oct	9.0	6.1	4.3	2.4	2.2	3.8	.1	3.5
1991 Jan	9.9	7.0	4.9	2.8	2.6	4.0	.1	3.9
Apr	10.8	7.8	5.5	3.2	2.9	4.2	.1	4.4
July	10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct	12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8
1992 Jan	12.8	9.2	6.5	3.8	3.5	4.7	0.1	5.2
Apr	13.1	9.6	6.6	4.0	3.5	5.0	.1	5.3
July	13.6	10.7	6.7	4.1	3.6	5.0	.1	5.5
Oct	14.4	10.1	6.7	4.1	3.6	5.1	.1	5.5

* 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: Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1991 for 1991 and at the corresponding mid-year for earlier years. These rates are consistent with the unadjusted rates in table 2.1.
While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 CLAIMANT UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991 Dec 12	283	73	53	183	1,227	321	604	485	122	175	769	4,222	1,350	5,572
1992 Jan 9	467	125	67	63	971	525	489	602	155	180	2,384	5,903	1,513	7,415
Feb 13	441	157	64	142	2,761	353	1,217	1,022	269	325	5,539	12,133	1,773	13,902
Mar 12	291	154	71	73	2,353	291	1,087	1,194	412	340	1,425	7,537	1,924	9,461
Apr 9	251	112	87	108	2,195	249	995	897	205	278	1,453	6,718	1,904	8,622
May 14	200	129	41	86	1,461	291	853	657	242	225	950	5,006	1,321	6,327
June 11	212	70	42	125	1,370	174	584	573	225	215	1,009	4,529	979	5,508
July 9	121	53	27	117	1,193	765	639	480	173	134	935	4,584	965	5,549
Aug 13	209	76	45	105	1,293	748	682	452	149	243	684	4,610	884	5,494
Sept 10	86	36	23	65	797	327	755	410	191	86	1,136	3,876	868	4,744
Oct 8	95	41	67	86	1,693	747	725	520	178	129	906	5,146	954	6,100
Nov 12	129	47	79	127	1,266	775	996	519	238	315	1,157	5,601	638	6,239
Dec 17	122	62	91	119	1,334	221	1,400	499	303	255	1,944	6,288	287	6,575

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

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	Greece +
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1991 Dec	2,552	920	224	459	1,384	303	341	2,919	1,731	207
1992 Jan	2,674	960	250	461	1,551	340	337	2,966	1,875	225
Feb	2,710	998	235	451	1,575	332	344	2,938	1,863	220
Mar	2,707	949	199	443	1,695	330	339	2,877	1,768	213
Apr	2,737	911	185	439	1,552	319	342	2,824	1,747	187
May	2,708	920	168	430	1,548	304	338	2,770	1,704	160
June	2,678	914	153	436	1,553	292	370	2,753	1,716	168
July	2,774	926	153	488	1,615	290	389	2,829	1,828	164
Aug	2,846	906	157	506	1,590	310	377	2,896	1,822	161
Sep	2,847	926	165	502	1,434	312	385	2,969	1,784	159
Oct	2,814	903	189	501	1,433	..	404	3,009	1,830	..
Nov	2,864	865	213	501	1,591	..	420	3,028	1,885	183
Dec	2,983	989	..	..	..	..	..	..	2,026	..
Percentage rate: latest month	10.6	11.3	6.5	12.0	11.5	11.2	16.9	10.8	7.4	4.7
latest month: change on a year ago	+1.6	+0.7	+0.4	+1.2	+1.4	+0.6	+4.6	+0.8	+0.9	-0.1
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	459	1,150	217	142	2,621	2,231	110
1988	2,275	575	159	459	1,031	236	129	2,564	2,234	109
1989	1,784	509	150	419	1,018	259	104	2,533	2,029	118
1990	1,663	590	169	403	1,110	267	106	2,505	1,870	140
Monthly										
1991 Dec	2,551	908	184	446	1,420	303	306	2,827	1,676	183
1992 Jan	2,607	894	186	450	1,429	303	314	2,860	1,700	192
Feb	2,645	908	183	454	1,451	305	322	2,876	1,700	187
Mar	2,653	900	176	457	1,525	305	333	2,858	1,725	190
Apr	2,695	887	186	461	1,511	308	347	2,898	1,766	183
May	2,716	906	192	466	1,536	310	362	2,913	1,783	179
June	2,724	963	196	470	1,603	310	377	2,925	1,803	188
July	2,760	960	195	474	1,606	314	390	2,911	1,824	185
Aug	2,811	948	196	478	1,607	316	401	2,881	1,845	187
Sep	2,843	928	202	482	1,567	316	408	2,911	1,872	188
Oct	2,868	980	203	486	1,561	..	413	2,942	1,920	195
Nov	2,913	980	202	491	1,645	..	416	2,971	1,951	178
Dec	2,974	979	..	..	..	..	..	..	1,972	..
Percentage rate: latest month	10.5	11.3	6.2	11.7	11.8	11.3	16.6	10.5	7.2	4.6
latest three months: change on previous three months	+0.4	+0.4	+0.2	+0.3	+0.1	+0.2	+0.8	+0.1	+0.3	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Nov	Nov	..	Nov	Nov	..	Oct	Oct	Oct	..
Percent	10.5	11.3	..	8.1	11.8	..	14.3	10.4	4.9	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
 2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
 3 The following symbols apply only to the figures on national definitions.
 * The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).
 + Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people and farmers.

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1991 Dec	268	..	1,270	2.5	322	107	297	2,329	159	52.8	8,569
1992 Jan	277	2,713	1,410	2.8	316	121	309	2,336	181	60.9	9,949
Feb	277	..	1,370	2.8	314	115	313	2,338	178	65.2	10,161
Mar	277	..	1,510	2.7	314	113	313	2,327	187	68.0	9,691
Apr	281	2,622	1,410	2.6	299	118	313	2,286	185	71.0	8,945
May	281	..	1,420	2.4	286	105	309	2,218	196	73.4	9,169
June	281	..	1,330	2.4	278	118	308	2,187	209	75.4	10,095
July	281	2,667	1,340	2.5	274	130	310	2,143	245	80.2	9,845
Aug	281	..	1,440	2.6	288	122	315	2,134	259	84.4	9,390
Sep	281	..	1,470	2.9	307	105	319	2,195	229	90.8	9,090
Oct	281	..	1,450	2.9	324	103	325	2,272	227	96.9	8,600
Nov	281	..	..	2.9	..	105	334	2,323	..	..	8,848
Dec	281	..	..	..	..	..	..	..	..	..	8,829
Percentage rate: latest month	17.0	11.0	2.2	1.8	4.5	4.8	7.3	15.3	5.2	3.5	7.0
latest month: change on a year ago	-2.0	+0.4	+0.2	+0.1	+0.1	+0.1	+0.7	-0.1	+2.1	+2.0	+0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	281	..	1,729	2.7	..	32.3	319	2,924	84	21.9	7,412
1988	281	2,885	1,552	2.5	432	49.9	306	2,858	72	19.5	6,696
1989	281	2,656	1,417	2.3	391	83.5	312	2,550	62	15.1	6,521
1990	281	2,751	1,344	2.1	345	93.2	307	2,349	70	16.0	6,884
1991 Dec	281	..	1,410	2.4	297	108	292	2,291	162	49.2	8,984
1992 Jan	281	2,655	1,390	2.5	307	104	295	2,274	167	51.0	8,929
Feb	281	..	1,320	2.7	304	105	296	2,273	175	58.0	9,244
Mar	281	..	1,360	2.6	313	108	298	2,280	188	63.7	9,242
Apr	281	2,679	1,320	2.7	310	120	305	2,264	194	68.5	9,155
May	281	..	1,400	2.6	304	116	308	2,243	205	75.0	9,504
June	281	..	1,390	2.7	292	116	314	2,238	224	80.7	9,975
July	281	2,675	1,410	2.7	281	126	318	2,220	244	86.5	9,760
Aug	281	..	1,450	2.8	287	113	325	2,203	250	93.2	9,624
Sep	281	..	1,450	2.9	303	113	329	2,232	222	102.0	9,550
Oct	281	..	..	2.9	316	115	331	2,266	223	105.9	9,379
Nov	281	..	..	2.9	..	113	335	2,295	..	..	9,301
Dec	281	..	..	..	..	..	..	..	..	..	9,280
Percentage rate: latest month	17.0	11.1	2.2	1.8	4.4	5.1	7.3	15.1	5.1	3.7	7.3
latest three months: change on previous three months	N/C	+0.2	+0.1	+0.1	+0.1	-0.3	+0.2	+0.3	+0.4	+0.6	-0.3
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Dec 16	Jul 9.9	Oct 2.3	..	Oct 7.1	Aug 6.0	Aug 4.1	Aug 18.3	Nov 5.3	..	Nov 7.1
Percent	..	..	..	..	..	..	..	..	..	..	..

Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 \$ Insured unemployed. Rates are calculated as percentages of total insured labour force.
 ** Labour force sample survey. Rates are calculated as percentages of total labour force.
 ++ Numbers registered at employment offices. Rates are calculated as a percentage of total labour force.
 ## Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C No change

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	
1991	Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3	33.7
1992	Jan 9	362.2	+34.8	249.5	+23.2	112.6	+11.7	41.1
	Feb 13	389.6	+1.9	274.6	-0.1	115.0	+2.0	41.3
	Mar 12	352.4	-25.7	249.3	-20.5	103.0	-5.2	38.9
	Apr 9	366.5	+7.3	261.6	+9.3	104.9	-2.0	40.3
	May 14	322.8	-11.9	228.9	-8.7	93.9	-3.2	36.5
	June 11	322.4	-3.9	226.8	-4.4	95.6	+0.5	34.8
	July 9	448.0	+6.1	296.2	+2.7	151.8	+3.4	42.3
	Aug 13	408.0	+22.2	275.2	+16.2	132.8	+6.1	43.4
	Sept 10	387.9	+15.6	264.6	+12.4	123.4	+3.2	39.7
	Oct 8	431.5	+44.3	301.3	+30.6	130.2	+13.7	41.3
Nov 12	408.9	+34.1	291.0	+24.7	118.0	+9.4	41.2	
Dec 17	365.4	+12.0	266.3	+7.9	99.1	+4.1	34.7	

UNITED KINGDOM		OUTFLOW +						
Month Ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1991	Dec 12	266.8	+44.4	180.8	+31.0	86.0	+13.4	28.9
1992	Jan 9	229.8	+21.0	154.2	+14.7	75.6	+6.3	28.3
	Feb 13	357.9	+62.9	249.4	+47.2	108.5	+15.7	39.9
	Mar 12	355.6	+61.3	248.7	+44.8	106.9	+16.6	38.9
	Apr 9	335.0	+36.9	234.6	+30.4	100.4	+6.6	36.4
	May 14	347.6	+29.5	241.9	+22.2	105.7	+7.3	39.7
	June 11	354.6	+51.9	252.7	+41.3	101.9	+10.6	37.7
	July 9	344.3	+39.4	244.7	+32.1	99.5	+7.3	34.5
	Aug 13	346.0	+33.5	240.0	+24.9	106.1	+8.6	34.8
	Sept 10	385.9	+27.0	252.1	+17.7	133.8	+9.4	46.3
	Oct 8	467.2	+53.3	311.1	+36.3	156.2	+16.9	44.9
Nov 12	365.9	+30.8	249.6	+23.2	116.3	+7.6	40.0	
Dec 17	262.0	-4.8	179.6	-1.2	82.4	-3.6	27.9	

* 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 1/2 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

Flows by age (GB); standardised * ; not seasonally adjusted computerised rates 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
MALE	1992 July 9	2.8	31.6	83.9	46.3	31.5	42.6	31.9	12.1	6.0	288.7
	Aug 13	3.0	28.3	68.3	44.9	30.6	42.1	34.1	12.7	5.5	269.5
	Sept 10	2.9	31.5	60.6	42.1	29.7	41.4	32.0	11.8	5.5	257.5
	Oct 8	3.0	34.1	68.0	49.2	34.4	47.9	36.8	13.8	7.0	294.3
	Nov 12	2.9	25.6	62.6	48.8	35.4	49.5	39.0	14.2	7.1	285.1
	Dec 17	3.5	28.9	69.3	56.6	41.4	58.0	45.2	16.2	7.7	326.4
FEMALE	1992 July 9	2.3	23.2	52.2	20.5	11.5	17.9	13.9	3.7	—	145.3
	Aug 13	2.4	19.6	39.5	19.5	11.2	18.6	14.7	3.9	—	129.4
	Sept 10	2.2	23.5	31.8	18.0	10.5	16.2	12.9	3.7	—	118.9
	Oct 8	2.3	25.1	33.5	19.4	11.2	16.7	13.9	3.9	—	126.1
	Nov 12	2.2	16.8	30.3	19.0	10.9	16.9	14.8	4.0	—	114.9
	Dec 17	2.5	17.4	31.0	20.2	11.8	18.0	15.9	4.2	—	121.0
Changes on a year earlier											
MALE	1992 July 9	0.5	0.1	-0.5	-0.6	0.9	0.5	2.4	0.3	-0.9	2.7
	Aug 13	0.5	0.6	2.2	2.3	2.0	2.1	5.8	1.4	-0.7	16.2
	Sept 10	0.5	-1.4	1.6	1.4	2.1	2.6	4.6	1.2	-0.2	12.4
	Oct 8	0.6	4.7	5.4	3.7	4.1	5.0	5.7	1.4	0.1	30.7
	Nov 12	0.5	—	2.2	3.4	4.2	5.2	7.0	2.1	0.6	25.2
	Dec 17	0.9	5.2	12.7	12.5	10.0	13.3	13.1	4.4	1.5	73.5
FEMALE	1992 July 9	0.5	0.7	0.1	—	0.4	0.1	1.1	0.2	—	3.3
	Aug 13	0.5	-0.1	1.9	0.4	0.8	1.2	1.4	0.2	—	6.1
	Sept 10	0.5	-1.3	0.4	0.7	0.9	0.4	1.5	0.4	—	3.4
	Oct 8	0.6	4.4	2.4	1.6	1.2	1.2	1.9	0.4	—	13.7
	Nov 12	0.4	0.2	1.5	1.6	1.3	1.3	2.5	0.4	—	9.2
	Dec 17	0.8	3.5	6.3	4.9	3.0	4.0	4.8	1.3	—	28.5
Changes on a year earlier											
MALE	1992 July 9	1.6	17.2	52.2	39.6	27.9	38.5	29.0	10.8	7.9	224.6
	Aug 13	1.6	16.8	53.7	37.4	26.6	36.3	27.5	10.6	7.5	217.8
	Sept 10	1.9	19.0	58.6	39.7	27.7	38.3	28.3	10.6	6.9	231.0
	Oct 8	2.3	32.9	77.8	47.2	32.5	43.4	31.0	11.4	7.7	286.0
	Nov 12	1.8	18.9	54.4	38.8	27.6	38.1	29.0	10.9	7.3	226.8
	Dec 17	1.5	15.5	46.7	34.7	24.8	35.3	28.0	10.4	7.3	204.2
FEMALE	1992 July 9	1.3	12.1	25.8	15.5	9.2	13.1	10.6	3.1	0.1	90.8
	Aug 13	1.4	12.7	30.3	15.8	9.1	13.3	10.8	3.2	0.1	96.7
	Sept 10	1.7	14.7	38.1	19.3	11.3	18.7	14.5	4.0	0.1	122.4
	Oct 8	1.9	26.3	45.4	21.4	12.4	18.4	14.1	3.9	0.1	143.9
	Nov 12	1.6	15.2	30.8	17.3	10.3	15.1	12.3	3.5	0.1	106.3
	Dec 17	1.2	13.3	27.4	15.8	9.1	13.2	11.1	3.1	0.1	94.4
Changes on a year earlier											
MALE	1992 July 9	0.8	0.1	3.9	5.4	4.6	5.5	6.2	2.3	2.2	31.1
	Aug 13	0.8	-0.8	2.3	3.6	3.7	4.2	4.9	2.0	1.9	22.7
	Sept 10	0.9	-2.0	0.9	2.1	2.7	3.8	4.9	1.8	1.2	16.4
	Oct 8	1.1	1.3	7.0	4.5	4.6	5.6	5.3	1.9	1.2	32.6
	Nov 12	0.7	-0.1	3.2	3.0	3.0	3.7	4.8	1.7	1.1	21.0
	Dec 17	0.6	0.7	6.6	6.1	4.9	7.0	7.3	2.5	1.8	37.6
FEMALE	1992 July 9	0.6	0.3	0.9	0.9	1.0	1.0	1.6	0.5	—	6.9
	Aug 13	0.8	—	1.0	1.3	1.1	1.6	2.2	0.6	—	8.5
	Sept 10	0.8	-1.3	1.7	1.3	1.2	1.7	2.5	0.7	—	8.6
	Oct 8	0.9	1.4	4.7	1.9	1.7	1.8	2.4	0.6	—	15.4
	Nov 12	0.7	-0.1	1.4	0.9	1.1	0.9	1.5	0.4	—	6.8
	Dec 17	0.5	1.2	3.4	2.6	1.7	2.1	2.6	0.6	—	14.8

* Flows figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 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.

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 n.e.s. (31)	Food, drink and tobacco (41,42)
1988=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988) 1989) 1990) 1991)	Annual averages												
1988	Jan	Feb	Mar										
	Apr	May	June										
	July	Aug	Sept										
	Oct	Nov	Dec										
1989	Jan	Feb	Mar										
	Apr	May	June										
	July	Aug	Sept										
	Oct	Nov	Dec										
1990	Jan	Feb	Mar										
	Apr	May	June										
	July	Aug	Sept										
	Oct	Nov	Dec										
1991	Jan	Feb	Mar										
	Apr	May	June										
	July	Aug	Sept										
	Oct	Nov	Dec										
1992	Jan	Feb	Mar										
	Apr	May	June										
	July	Aug	Sept										
	Oct	Nov	P										

* England and Wales only.
Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette*, October 1989; the 1985=100 series was discontinued after July 1989.

EARNINGS 5.3

Average earnings index: all employees: by industry (unadjusted)

Textiles (43)	Leather, footwear and clothing (44,45)	Paper products printing and publishing (47)	Rubber, plastics, timber and other manufacturing (46,48,49)	Construction (50)	Distribution and repairs (61,62,64,65,67)	Hotels and catering (66)	Transport and communication (71,72,75-77,79)	Banking, finance and insurance and business services (81-82, 83pt-84pt)	Public administration (91-92pt)	Education and health services (93,95)	Other services # (92pt,94,96 pt,97,98pt)	Whole economy	GREAT BRITAIN SIC 1980
1988=100	(43)	(44,45)	(47)	(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)		1988=100
1988) 1989) 1990) 1991)	Annual averages												Annual averages
1988	Jan	Feb	Mar										1988
	Apr	May	June										Jan
	July	Aug	Sept										Feb
	Oct	Nov	Dec										Mar
1989	Jan	Feb	Mar										1989
	Apr	May	June										Jan
	July	Aug	Sept										Feb
	Oct	Nov	Dec										Mar
1990	Jan	Feb	Mar										1990
	Apr	May	June										Jan
	July	Aug	Sept										Feb
	Oct	Nov	Dec										Mar
1991	Jan	Feb	Mar										1991
	Apr	May	June										Jan
	July	Aug	Sept										Feb
	Oct	Nov	Dec										Mar
1992	Jan	Feb	Mar										1992
	Apr	May	June										Jan
	July	Aug	Sept										Feb
	Oct	Nov	P										Mar

* Excluding sea transport.
Excluding private domestic and personal services.

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings	Weekly earnings (£)		Hours	Hourly earnings		
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	
April of each year										
ADULTS										
Manual occupations										
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	203.2	44.4	4.59	4.44
1990+	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87
1992	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27
1992	250.2	258.9	43.2	5.98	5.79	244.3	250.7	43.7	5.76	5.60
Non-manual occupations										
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	237.6	237.6	38.8	6.13	6.07	215.0	217.4	37.8	5.63	5.60
1988	250.4	250.3	39.0	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990+	313.3	315.1	38.9	7.86	7.86	288.4	291.2	37.9	7.49	7.49
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36
1992	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09
1992	351.6	355.5	39.0	8.90	8.89	330.8	334.6	37.8	8.68	8.67
All occupations										
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.5	5.02	5.02	213.6	218.4	40.6	5.29	5.29
1989	231.7	238.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990+	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98
1992	290.7	299.7	41.5	7.09	7.02	298.5	304.6	39.9	7.50	7.49
MEN										
Manual occupations										
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.2	45.2	4.63	4.62	196.3	199.3	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990+	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12
1992	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54
1992	272.5	279.7	44.0	6.35	6.17	262.9	268.3	44.5	6.05	5.89
Non-manual occupations										
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	273.7	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990+	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74
1992	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56
1992	399.3	403.2	39.5	9.99	10.01	397.2	400.4	38.6	10.21	10.23
All occupations										
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.25
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990+	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.88
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57
1992	319.8	328.3	42.3	7.62	7.58	333.6	340.1	41.4	8.07	8.10
WOMEN										
Manual occupations										
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990+	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
1991	145.2	152.8	40.5	3.77	3.69	142.4	148.4	40.0	3.71	3.65
1992	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95
1992	165.6	174.4	40.2	4.34	4.25	163.3	170.1	39.8	4.28	4.21
Non-manual occupations										
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.80	4.80	192.5	195.0	36.9	5.22	5.20
1990+	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70
1992	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.36
1992	235.6	237.7	37.7	6.26	6.24	253.2	256.5	36.8	6.90	6.88
All occupations										
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.43	4.44	197.0	201.5	37.5	5.30	5.28
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89
1992	199.3	207.1	38.9	5.28	5.24	235.8	241.1	37.3	6.40	6.38

Note: * Results for manufacturing industries relate to divisions 2,3, and 4 of the 1980 Standard Industrial Classification + Manual and non-manual results for each year up to and including 1989 together with the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See the "Technical Note" on page 610 of the November 1991 issue of the Employment Gazette.

UNIT WAGE COSTS* 5.8

All employees: index for main industrial sectors

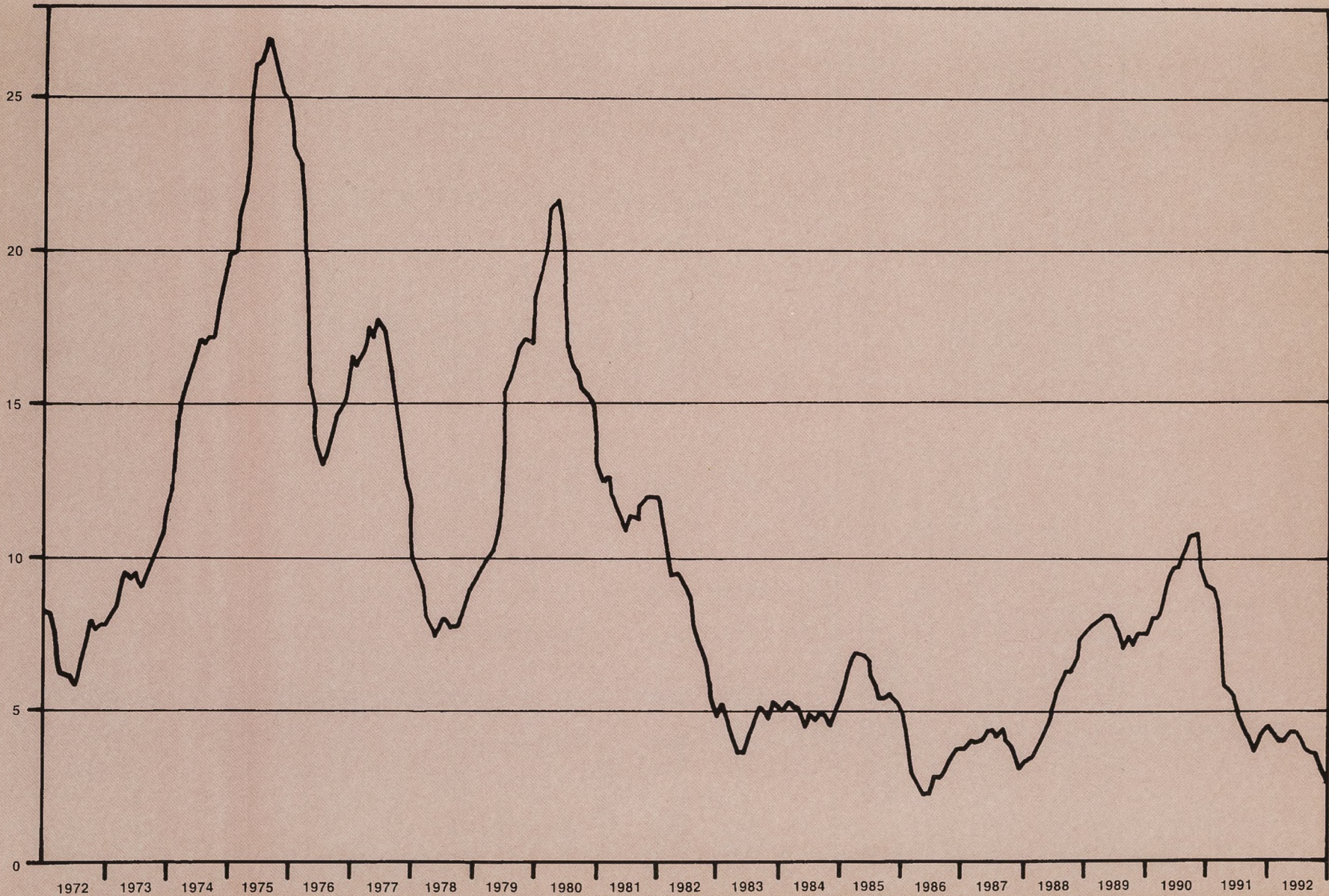
UNITED KINGDOM	Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy
	Per cent change from a year earlier					Per cent change from a year earlier
1980	80.1	22.3	101.8	85.6	79.9	75.2
1981	87.5	9.3	106.6	91.3	91.8	82.3
1982	91.2	4.4	106.5	93.4	89.8	86.6
1983	91.7	4	100.4	91.9	91.1	89.6
1984	94.5	3.1	86.8	95.4	95.5	94.9
1985	100.0	5.8	100.0	100.0	100.0	100.0
1986	104.0	4.0	99.1	103.2	103.2	104.6
1987	105.9	1.8	100.3	106.2	107.1	109.3
1988	108.6	2.5	110.2	115.7	112.3	117.1
1989	113.6	4.6	128.4	119.8	133.8	128.2
1990	123.2	8.5	138.9	130.6	146.4	141.1
1991	132.6	7.6	144.9	137.3	155.6	151.9
1986						
Q1	104.9	8.3	..	..	..	103.6
Q2	104.0	5.8	..	..	..	104.4
Q3	104.0	3.0	..	..	..	104.6
Q4	103.1	-7	..	..	..	105.8
1987						
Q1	105.8	9	..	..	..	106.9
Q2	105.4	1.3	..	..	..	108.4
Q3	105.5	1.4	..	..	..	109.6
Q4	106.9	3.7	..	..	..	112.3
1988						
Q1	107.8	1.9	..	..	..	113.8
Q2	108.9	3.3	..	..	..	115.6
Q3	108.2	2.6	..	..	..	118.1
Q4	109.4	2.3	..	..	..	121.1
1989						

5.9 EARNINGS

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

	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.4	113	160.3	155.4	117
Quarterly averages														
1990														
Q2	149.3	116	122	134.1	119.4	124	207	128	133.6	120.7	109	146.1	149.6	110
Q3	152.1	115	122	134.3	120.6	125	211	129	135.8	118.1	110	148.8	149.1	110
Q4	155.0	120	125	135.9	121.7	126	224	131	137.9	121.8	109	152.5	150.9	110
1991														
Q1	157.9	119	127	136.1	123.2	126	230	133	142.0	121.1	111	155.0	152.7	110
Q2	160.9	120	128	140.9	124.4	132	241	135	146.7	125.7	112	158.7	155.1	110
Q3	163.9	121	128	140.7	125.8	133	251	136	150.3	122.5	114	161.2	155.8	110
Q4	167.0	127	130	141.6	126.7	134	261	138	152.5	125.5	114	165.6	158.2	110
1992														
Q1	171.4	124	132	141.1	127.6	..	271	..	155.0	124.6	116	167.3	158.3	110
Q2	170.5	128	133	145.3	129.1	..	275	..	155.5	128.6	118	171.4	163.5	110
Q3	174.1	127	132	145.2	130.2	..	..	..	156.0	..	119	..	163.6	110
Monthly														
1990														
Nov	155.1	..	126	135.1	..	..	..	..	138.7	121.5	109	..	149.9	110
Dec	156.2	120	127	137.6	..	..	..	..	139.0	124.0	109	..	153.5	110
1991														
Jan	157.0	..	128	136.1	123.2	126	..	..	141.7	121.0	111	..	151.5	110
Feb	157.9	..	129	135.5	..	..	..	..	142.1	121.4	111	..	152.1	110
Mar	158.8	119	130	136.7	..	..	..	..	142.2	120.9	111	..	153.7	110
Apr	160.1	..	130	139.9	124.4	132	..	..	142.7	121.5	112	..	153.9	110
May	160.7	..	130	141.8	..	..	..	..	148.5	122.7	113	..	156.3	110
Jun	161.9	120	130	140.9	..	..	..	135	148.7	132.8	113	..	154.9	110
Jul	162.2	..	127	143.6	125.8	133	..	..	149.9	120.8	114	..	156.1	110
Aug	164.8	..	127	138.6	..	..	..	..	150.6	124.2	114	..	154.7	110
Sep	164.8	121	129	139.8	..	..	..	..	150.6	122.6	114	..	156.5	110
Oct	166.3	..	129	140.7	126.7	134	..	..	150.6	123.3	114	..	156.3	110
Nov	167.1	..	130	140.8	..	..	..	..	153.5	124.8	114	..	157.3	110
Dec	167.5	127	131	143.4	..	..	..	138	153.5	128.4	114	..	160.9	110
1992														
Jan	168.9	..	131	140.7	127.6	..	..	..	155.0	126.7	115	..	158.7	110
Feb	170.2	..	132	140.5	..	..	..	..	155.0	123.4	116	..	158.1	110
Mar	175.2	124	133	142.1	..	..	..	..	155.1	123.6	116	..	158.1	110
Apr	168.2	..	133	144.7	129.1	..	..	..	155.3	123.6	118	..	162.2	110
May	171.8	..	133	144.8	..	..	..	..	155.4	124.2	117	..	164.0	110
Jun	171.4	128	132	146.4	..	..	..	..	155.7	138.0	118	..	164.4	110
Jul	172.4	..	131	148.0	130.2	..	..	..	155.9	123.8	118	..	165.6	110
Aug	175.5	..	132	143.4	..	..	..	..	155.9	122.1	118	..	162.0	110
Sep	174.3	127	133	144.3	..	..	..	..	156.2	..	119	..	163.2	110
Oct	176.8	..	..	..	..	..	..	..	156.8	..	119	..	..	110
Nov	176.6	..	..	..	..	..	..	..	..	..	..	..	..	110
Increases on a year earlier														
Annual averages														
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	5
1986	8	2	3	9	3	4	13	7	5	2	2	11	7	5
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	5
1988	9	1	4	7	3	5	18	4	6	5	1	6	8	5
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	5
1990	9	5	5	5	5	5	19	6	7	5	3	9	9	5
1991	8	5	5	4	4	6	17	5	10	4	4	8	5	5
Quarterly averages														
1990														
Q2	9	5	6	5	4	6	20	6	7	7	3	10	10	5
Q3	10	5	5	5	5	6	20	5	7	3	4	9	9	5
Q4	10	3	5	5	5	6	19	5	7	6	3	8	8	5
1991														
Q1	9	5	7	4	5	6	14	6	8	4	4	7	6	5
Q2	8	3	5	5	4	6	16	5	10	4	3	9	4	5
Q3	8	5	5	4	4	6	19	5	11	4	4	8	4	5
Q4	8	6	4	4	4	6	17	5	11	3	5	9	5	5
1992														
Q1	9	4	4	4	4	..	18	..	9	3	5	8	4	5
Q2	6	7	4	3	4	..	14	..	6	2	5	5	5	5
Q3	6	5	3	3	3	..	..	..	4	..	4	..	5	5
Monthly														
1990														
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	5
Dec	10	3	6	4	..	..	..	..	7	6	3	..	9	5
1991														
Jan	9	..	6	4	5	5	..	..	8	1	4	..	8	5
Feb	9	..	7	4	..	..	..	..	8	6	4	..	4	5
Mar	8	5	7	4	..	..	..	..	8	4	4	..	5	5
Apr	9	..	7	5	5	6	..	..	9	4	3	..	3	5
May	8	..	6	6	..	..	..	..	10	4	4	..	5	5
Jun	8	3	6	5	..	..	..	..	10	5	4	..	3	5
Jul	8	..	5	5	4	6	..	..	10	2	4	..	4	5
Aug	8	..	5	5	..	..	..	..	11	3	4	..	5	5
Sep	7	5	6	4	..	..	..	..	11	3	5	..	4	5
Oct	8	..	6	4	4	6	..	..	11	3	5	..	5	5
Nov	8	..	5	4	..	..	..	..	11	3	5	..	5	5
Dec	7	6	3	4	..	..	..	..	10	4	5	..	5	5
1992														
Jan	8	..	2	3	4	..	..	..	9	5	4	..	5	5
Feb	8	..	2	4	..	..	..	..	9	2	5	..	4	5
Mar	10	4	2	4	..	..	..	..	9	2	5	..	3	5
Apr	5	..	2	3	4	..	..	..	9	2	5	..	5	5
May	7	..	2	2	..	..	..	..	5	1	4	..	5	5
Jun	6	7	2	4	..	..	..	..	5	4	4	..	6	5
Jul	6	..	3	3	3	..	..	..	4	2	4	..	6	5
Aug	7	..	4	3	..	..	..	..	4	-2	4	..	5	5
Sep	6	5	3	3	..	..	..	..	4	..	4	..	4	5
Oct	6	..	..	..	..	..	..	..	4	..	4</			

Per cent



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal food

(Source: Central Statistical Office)

	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
1991 Dec	135.7	0.1	1.2	4.5	136.0	0.1	1.3	
1992 Jan	135.6	-0.1	1.3	4.1	135.9	-0.1	1.3	
Feb	136.3	0.5	1.6	4.1	136.6	0.5	1.6	
Mar	136.7	0.3	1.6	4.0	137.0	0.3	1.3	
Apr	138.8	1.5	2.7	4.3	139.2	1.6	2.7	
May	139.3	0.4	2.7	4.3	139.7	0.4	2.8	
Jun	139.3	0.0	2.7	3.9	139.9	0.1	2.9	
Jul	138.8	-0.4	2.4	3.7	139.6	-0.2	2.7	
Aug	138.9	0.1	1.9	3.6	139.7	0.1	2.3	
Sep	139.4	0.4	2.0	3.6	140.3	0.4	2.4	
Oct	139.9	0.4	0.8	3.6	140.7	0.3	1.1	
Nov	139.7	-0.1	0.3	3.0	140.5	-0.1	0.6	
Dec	139.2	-0.4	-0.1	2.6	139.9	-0.4	0.0	

Between November and December mortgage interest rates fell and there were a variety of other price reductions, notably for motor vehicles and alcoholic drinks. There were, however, some price increases for food, tobacco and household goods.

Food: The group index rose by 0.9 per cent between November and December. Seasonal food prices rose, as usual in December. The rise of 4.0 per cent in the month reflected dearer fresh fruit and vegetables, eggs and home-killed lamb. The index for non-seasonal food rose by 0.5 per cent over the month. There were price increases for bread, biscuits and cakes and most meats although there were pre-Christmas offers on poultry.

Catering: The index rose by 0.3 per cent over the month, reflecting price increases across the group, particularly for restaurant meals.

Alcoholic drinks: Prices fell by 0.5 per cent on average over the month. There were widespread Christmas discounts for off-sales, especially for wines and spirits.

Tobacco: The index rose by 1.6 per cent in December as manufacturers' price increases continued to feed into the index.

Housing: A decrease of 2.6 per cent between November and December mainly reflected reductions in mortgage interest rates.

Fuel and light: On average, prices fell by 0.3 per cent over the month. There were reductions in the prices

of heating oil and a further phased reduction in gas prices.

Household goods: Overall, prices increased by 0.7 per cent in December. This mainly reflected price increases for furniture, furnishings and electrical appliances as new stocks entered the shops.

Household services: The group index fell by 0.3 per cent over the month. There were reductions for fees and subscriptions.

Clothing and footwear: Prices fell by 0.5 per cent on average over the month. There were widespread special offers on a range of clothing items, particularly children's wear, although there were some increases as new stocks arrived in the shops.

Personal goods and services: On average, prices fell by 0.2 per cent between November and December. This reflected special offers for some chemists goods and personal articles.

Motoring expenditure: On average, prices fell by 0.4 per cent. Continuing reductions in the price of second-hand cars were partially offset by increases in petrol prices.

Fares and other travel costs: This index fell by 0.3 per cent between November and December reflecting reductions in miscellaneous travel costs.

Leisure goods: Overall, there was no change to this group index.

Leisure services: The index rose by 0.1 per cent over the month.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for December 8

(Source: Central Statistical Office)

	Index Jan 1987=100			Index Jan 1987=100		
	Index	Percentage change over		Index	Percentage change over	
		1 month	12 months		1 month	12 months
ALL ITEMS	139.2	-0.4	2.6	149.5	1.6	9.1
Food and catering	133.4	0.8	1.9	150.4		9
Alcohol and tobacco	149.8	0.2	6.2	143.0		8
Housing and household expenditure	143.4	-1.2	1.3			
Personal expenditure	128.7	-0.4	1.3	Housing	156.3	-2.6
Travel and leisure	138.0	-0.3	3.8	Rent	170.8	0.5
				Mortgage interest payments	163.7	-12
				Rates and community charges	136.6	13
All items excluding seasonal food	139.9	-0.4	2.9	Water and other payments	191.8	10
All items excluding food	141.3	-0.6	2.8	Repairs and maintenance charges	145.0	3
Seasonal food	110.6	4.0	-9.9	Do-it-yourself materials	142.3	2
Food excluding seasonal	131.5	0.5	2.7	Dwelling insurance & ground rent	198.8	3
				Fuel and Light	127.4	-0.5
				Coal and solid fuels	118.6	1
				Electricity	142.7	2
				Gas	113.9	-5
				Oil and other fuels	113.5	3
All items excluding housing	135.7	0.1	3.0	Household goods	128.8	0.7
All items exc mortgage interest	138.1	0.1	3.7	Furniture	131.5	2
				Furnishings	125.5	1
				Electrical appliances	113.9	0
Consumer durables	117.1	0.3	-0.4	Other household equipment	130.9	0
Food	128.4	0.9	0.9	Household consumables	145.7	5
Bread	137.6			Pet care	121.2	2
Cereals	134.9			Household services	138.1	-0.3
Biscuits and cakes	137.9			Postage	138.2	0
Beef	128.3			Telephones, telemessages, etc	120.6	0
Lamb	112.2			Domestic services	153.1	5
of which, home-killed lamb	110.1			Fees and subscriptions	147.4	7
Pork	123.3			Clothing and footwear	120.5	-0.5
Bacon	138.0			Men's outerwear	121.1	-2
Poultry	109.3			Women's outerwear	111.2	-2
Other meat	125.5			Children's outerwear	118.3	-2
Fish	129.3			Other clothing	136.5	1
of which, fresh fish	146.2			Footwear	124.0	-1
Butter	128.1			Personal goods and services	144.3	-0.2
Oil and fats	125.1			Personal articles	114.8	3
Cheese	135.2			Chemists goods	148.8	5
Eggs	119.7			Personal services	173.1	9
Milk fresh	139.4			Motoring expenditure	139.7	-0.4
Milk products	137.8			Purchase of motor vehicles	125.2	-2
Tea	149.0			Maintenance of motor vehicles	156.9	6
Coffee and other hot drinks	90.8			Petrol and oil	138.4	7
Soft drinks	152.9			Vehicles tax and insurance	175.0	15
Sugar and preserves	138.3			Fares and other travel costs	145.7	-0.3
Sweets and chocolates	122.4			Rail fares	152.2	7
Potatoes	121.3			Bus and coach fares	156.0	5
of which, unprocessed potatoes	99.7			Other travel costs	133.9	4
Vegetables	111.3			Leisure goods	121.6	0.0
of which, other fresh vegetables	103.1			Audio-visual equipment	82.5	-5
Fruit	117.1			Records and tapes	112.5	1
of which, fresh fruit	114.5			Toys, photographic and sport goods	120.9	1
Other foods	135.4			Books and newspapers	155.4	6
				Gardening products	139.2	3
Catering	151.2	0.3	5.2	Leisure services	153.1	0.1
Restaurant meals	150.6			Television licences and rentals	118.4	1
Canteen meals	155.1			Entertainment and other recreation	173.6	8
Take-aways and snacks	150.5					
Alcoholic drink	150.0	-0.5	5.0			
Beer	155.0					
on sales	157.9					
off sales	134.9					
Wines and spirits	143.0					
on sales	151.2					
off sales	137.3					

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

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on December 8 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.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets.

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

Average prices on December 8 1992

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef, home-killed, per lb				Soft 500g tub	319	46	32-85
Beef mince	660	161	128-202	Low fat spread, 250g	321	47	44-52
Tomato	639	273	218-309	Cheese			
Brisket (with bone)	536	203	176-229	Cheddar type, per lb	323	178	154-215
Roast steak *	671	373	299-399	Eggs			
String steak	649	186	174-272	Size 2 (65-70g), per dozen	297	127	105-146
Lamb, home-killed, per lb				Size 4 (55-60g), per dozen	255	112	89-126
Leg (with bone)	661	255	199-299	Milk			
Shoulder (with bone)	631	119	99-155	Pasteurised, per pint	352	34	27-32
Leg (with bone)	615	203	185-238	Skimmed, per pint	342	33	26-31
Lamb imported (frozen), per lb				Tea			
Leg (with bone)	265	179	149-279	Loose, per 125g	328	65	46-76
Leg (with bone)	278	178	158-198	Tea bags, per 250g	324	137	75-159
Pork, home-killed, per lb				Coffee			
Leg (with bone)	557	146	120-180	Pure, instant, per 100g	653	124	65-159
Shoulder (with bone)	652	174	139-209	Ground (filter fine), per 8oz	316	135	89-209
Leg (with bone)	564	147	108-179	Sugar			
Bacon per lb				Granulated, per kg	327	65	59-69
Strips *	482	142	119-174	Fresh vegetables			
Galton *	487	246	188-296	Potatoes, old loose, per lb			
Beef vacuum packed	433	224	159-295	White	495	12	9-18
Bacon vacuum packed	430	214	169-249	Red	189	14	10-18
				Potatoes, new loose, per lb	531	28	12-39
				Tomatoes, per lb	705	70	68-89
				Cabbage, greens, per lb	661	39	24-59
				Cabbage, hearted, per lb	686	22	15-35
				Cauliflower, each	707	46	38-59
				Brussels sprouts, per lb	688	32	22-42
				Carrots, per lb	716	17	12-19
				Onions, per lb	717	23	15-29
				Mushrooms, per 4oz	709	32	25-37
				Cucumber, each	712	55	48-65
				Lettuce - iceberg, each	705	68	59-75
				Fresh fruit			
				Apples, cooking, per lb	697	35	29-39
				Apples, dessert, per lb	715	41	29-45
				Pears, dessert, per lb	704	45	38-55
				Oranges, each	702	21	13-30
				Bananas, per lb	712	46	39-49
				Grapes, per lb	617	116	59-199
				Items other than food			
				Draught bitter, per pint	818	134	117-154
				Draught lager, per pint	826	149	132-169
				Whisky per nip	832	104	92-116
				Gin, per nip	831	104	92-116
				Cigarettes 20 king size filter	5,283	214	179-227
				Coal, per 50kg	436	633	515-770
				Smokeless fuel per 50kg	532	896	725-1093
				4-star petrol, per litre	643	52	50-55
				Derv per litre	601	47	45-50
				Unleaded petrol ord, per litre	650	48	46-51
				Super unleaded petrol, per litre	368	51	48-53

* Or Scottish equivalent.

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	Nationalised industries**	Consumer durables	Food	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	825	940	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
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
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	109.6
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	121.2	118.1	116.3
1990	Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	129.9
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.9
1991	Feb 12	130.9	132.2	131.1	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
1991	Mar 12	131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.4
1991	Apr 16	133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	136.5
1991	May 14	133.5	135.1	133.8	128.5	130.2	—	116.0	125.6	122.5	126.2	139.1	140.2
1991	Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.2
1991	Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
1991	Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	121.6	127.3	141.2	142.0
1991	Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.0
1991	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.9
1991	Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	126.8	121.3	127.8	143.2	149.9
1991	Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0	143.7	142.0
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.5
1992	Feb 11	136.3	137.8	136.6	132.3	133.8	—	114.4	129.1	126.0	129.7	144.8	144.8
1992	Mar 10	136.7	138.2	137.0	133.0	134.5	—	115.7	129.4	124.8	130.2	145.3	145.3
1992	Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1	146.3	147.9
1992	May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0	147.2	147.9
1992	Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0	147.9	148.9
1992	Jul 14	138.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9	148.3	149.2
1992	Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107.0	131.1	148.8	149.9
1992	Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1	149.6	150.7
1992	Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	150.2	150.7
1992	Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7
1992	Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2	150.7

+ 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 6.7.

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel	Leisure goods	Leisure services		
1987	157	61	73	44	74	38	127	22	47	30	1987	Weights
1988	160	55	74	41	72	37	132	23	50	29	1988	
1989	175	54	71	41	73	37	128	23	47	29	1989	
1990	185	50	71	40	69	39	131	21	48	30	1990	
1991	192	46	70	45	63	38	141	20	48	30	1991	
1992	172	47	77	48	59	40	143	20	47	32	1992	
1987	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987	Annual averages
1988	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988	
1989	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989	
1990	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990	
1991	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991	
1987	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987	Jan 13
1988	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988	Jan 12
1989	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989	Jan 17
1990	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990	Jan 16
1990	169.6	120.5	118.5	124.0	118.6	126.2	123.0	126.2	115.1	129.6	1990	Dec 11
1991	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991	Jan 15
1991	171.4	121.6	118.2	125.6	115.2	128.4	122.8	132.2	115.7	130.8	1991	Feb 12
1991	172.2	120.2	119.5	126.1	116.8	129.0	123.6	132.7	115.3	130.8	1991	Mar 12
1991	161.8	121.3	121.6	128.5	119.3	131.9	128.1	133.6	117.2	137.8	1991	Apr 16
1991	159.6	123.5	123.2	129.0	119.8	132.9	129.9	134.9	118.1	138.4	1991	May 14
1991	158.9	125.7	123.6	129.0	120.0	133.5	130.5	136.5	117.8	139.0	1991	Jun 11
1991	157.2	127.2	122.4	130.2	115.6	135.3	132.2	136.7	118.0	139.7	1991	Jul 16
1991	156.1	127.6	123.8	130.2	115.8	135.9	132.5	137.2	118.2	140.1	1991	Aug 13
1991	156.0	128.0	124.8	131.0	120.1	136.1	132.9	137.4	118.2	144.5	1991	Sep 10
1991	154.8	128.0	124.8	132.6	121.5	137.0	134.5	137.8	119.1	144.6	1991	Oct 15
1991	155.0	128.3	125.4	133.3	121.8	137.1	134.7	138.3	119.5	144.5	1991	Nov 12
1991	155.5	128.0	126.1	133.0	121.9	136.9	134.3	138.1	119.8	144.6	1991	Dec 10
1992	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992	Jan 14
1992	156.5	127.8	125.0	135.3	117.2	139.2	135.0	141.4	119.9	145.6	1992	Feb 11
1992	155.1	127.6	126.3	135.5	118.9	139.9	136.4	141.8	120.4	145.8	1992	Mar 10
1992	161.1	127.8	126.4	136.6	120.0	141.3	139.1	142.6	120.8	149.6	1992	Apr 14
1992	161.4	128.2	126.9	136.6	120.0	141.8	140.0	142.9	121.1	150.0	1992	May 12
1992	161.1	128.3	126.8	136.6	120.3	142.0	140.3	145.0	120.9	150.2	1992	Jun 9
1992	161.5	128.4	125.1	138.1	115.5	143.1	140.3	144.9	120.7	150.2	1992	Jul 14
1992	161.8	127.8	126.0	137.9	115.4	143.2	140.0	145.0	120.9	150.4	1992	Aug 11
1992	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7	1992	Sep 8
1992	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4	1992	Oct 13
1992	160.4	127.8	127.9	138.5	121.1	144.6	140.3	146.1	121.6	153.0	1992	Nov 10
1992	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1	1992	Dec 8

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.7).

6.5 RETAIL PRICES

General index of retail prices: percentage changes on a year earlier

(Source: Central Statistical Office)

		All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988	Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1988	Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1990	Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
1990	Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991	Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
	Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
	Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
	Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
	May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
	Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
	Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.2
	Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.2
	Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.0
	Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.2
	Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.1
	Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.1
1992	Jan 14	4.1	4.5	9.2	10.9	16.2	-8.6	5.0	6.2	7.8	1.3	8.8	9.1	7.7	3.8	11.1
	Feb 11	4.1	3.8	9.0	10.5	16.2	-8.7	5.1	5.8	7.7	1.7	8.4	9.9	7.0	3.6	11.1
	Mar 10	4.0	4.0	9.0	10.4	16.1	-9.9	6.2	5.7	7.5	1.8	8.4	10.4	6.9	4.4	11.1
	Apr 14	4.3	2.4	6.1	5.6	10.3	-0.4	5.4	3.9	6.3	0.6	7.1	8.6	6.7	3.1	6.1
	May 12	4.3	3.1	5.8	5.6	9.7	1.1	3.8	3.0	5.9	0.2	6.7	7.8	5.9	2.5	6.1
	Jun 9	3.9	1.7	5.7	5.1	9.6	1.4	2.1	2.6	5.9	0.2	6.4	7.5	6.2	2.6	6.1
	Jul 14	3.7	1.5	5.4	5.1	9.5	2.7	0.9	2.2	6.1	-0.1	5.8	6.1	6.0	2.3	6.1
	Aug 11	3.6	0.9	5.4	4.9	9.5	3.7	0.2	1.8	5.9	-0.3	5.4	5.7	5.7	2.3	6.1
	Sep 8	3.6	1.4	5.4	4.8	9.5	3.9	-0.4	1.8	5.1	-0.1	5.7	4.8	5.7	2.4	6.1
	Oct 13	3.6	1.4	5.3	5.1	9.5	4.8	-0.2	2.0	4.1	0.1	5.3	4.3	5.7	1.8	6.1
	Nov 10	3.0	0.4	5.2	5.1	8.5	3.5	-0.4	2.0	3.9	-0.6	5.5	4.2	5.6	1.8	5.1
	Dec 8	2.6	0.9	5.2	5.0	9.1	0.5	-0.5	2.1	3.8	-1.1	5.4	4.0	5.5	1.5	5.1

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (except housing)

(Source: Central Statistical Office)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.0
1991	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5
1992	130.8	132.2	131.6	...	131.5	133.2	132.6	...	132.3	134.8	134.5	...

RETAIL PRICES 6.7

Group indices: annual averages

(Source: Central Statistical office)

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
January 1987=100														
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	111.3	113.4	109.0	111.2	112.0	113.7	100.4
1988	104.8	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6	103.3
1989	110.6	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5	106.1
1990	118.9	130.8	126.4	122.3	113.8	131.5	116.5	116.4	115.3	132.3	124.1	121.7	124.8	111.2
1991	127.4	126.1	139.2	137.4	130.2	124.5	123.9	126.7	119.7	143.6	135.0	134.3	134.2	119.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1	112.1
1991	127.8	126.2	138.9	138.5	129.9	124.7	123.2	125.0	120.5	140.4	133.2	135.7	133.6	120.6
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1
1990	119.2	119.4	126.4	123.8	113.6	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5
1991	128.3	125.6	139.1	139.2	129.9	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8

Notes: 1 The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.

General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette*.

Definitions

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

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

Structure

With effect from February 1987 the structure of the published components was recast. In some cases, therefore, no direct comparison of the new component with the old is possible. The relationship between the old and the new index structure is shown in *Employment Gazette*, September 1986, page 179.

6.8 RETAIL PRICES Selected countries

(Source: CENTRAL STATISTICAL OFFICE)

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
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	140.2P	112.4
Monthly											
1991 Nov	143.4	131.4	115.9	125.7	112.5	285.2	148.3	121.5	122.9	143.3	114.0
Dec	143.5	131.6	115.7	125.3	112.6	290.1	148.4	121.6	..	143.7	114.1
1992 Jan	143.4	132.1	116.0	125.1	113.1	290.4	150.6	121.9	..	144.6	114.5
Feb	144.1	132.8	116.4	125.7	113.8	291.2	151.6	122.2	124.0	145.2	114.5
Mar	144.5	133.2	116.4	126.2	114.2	297.1	152.2	122.5	..	145.8	115.0
Apr	146.7	134.0	116.5	126.4	114.5	301.6	152.1	122.8	..	146.3	115.1
May	147.3	134.5	117.0	127.3	115.0	301.6	152.5	123.2	124.9	147.0	115.7
Jun	147.3	134.6	117.3	127.3	115.2	306.7	152.5	123.3	..	147.4	115.9
Jul	146.7	134.7P	117.9	126.7	115.2	301.0	153.0	123.6	..	147.6P	116.2
Aug	146.8	135.0P	117.7	126.8	115.4	305.2	154.3	123.7	125.6	147.7P	116.3
Sep	147.4	135.5P	117.9	127.3	115.7	317.7	155.6	123.8	..	148.1P	116.4
Oct	147.9	136.1P	118.1	127.2	116.1	325.4	155.7	124.1P	..	149.1P	117.0
Nov	147.7	136.3P	118.5	127.5	116.7	..	155.9	121.5P	125.7	150.3P	117.3
Dec	147.2	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.5	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.0
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	1.6
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.4	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	6.4P	3.1
Monthly											
1991 Nov	4.3	4.7	2.8	2.3	4.2	18.0	5.8	3.0	3.6	6.0	2.6
Dec	4.5	4.8	2.8	2.3	4.2	18.0	5.6	3.1	..	6.1	2.6
1992 Jan	4.1	4.6	2.3	2.1	4.0	18.1	5.9	2.9	..	6.1	2.9
Feb	4.1	4.7	2.3	2.3	4.3	18.2	6.7	3.0	3.7	5.7	2.8
Mar	4.0	4.8	2.7	2.6	4.8	18.3	6.8	3.2	..	5.4	3.0
Apr	4.3	4.8	2.8	2.5	4.6	16.0	6.5	3.1	..	5.4	3.6
May	4.3	4.8	2.8	2.5	4.6	15.8	6.5	3.1	3.6	5.5	3.6
Jun	3.9	4.5	2.6	2.3	4.3	15.1	6.2	3.0	..	5.4	3.0
Jul	3.7	4.1	2.6	2.2	3.3	13.6	5.2	2.9	..	5.2	3.3
Aug	3.6	4.1P	2.1	2.1	3.5	15.3	5.7	2.7	2.8	4.9P	3.1
Sep	3.6	4.0P	2.3	2.0	3.6	15.3	5.8	2.6	..	4.7P	3.0
Oct	3.6	4.0P	2.2	1.6	3.7	15.9	5.2	2.4	..	4.7P	3.1
Nov	3.0	3.7P	2.2	1.4	3.7	..	5.1	2.1	2.3	4.9P	2.6
Dec	2.6	..	..	..	..	..	..	..	..	..	..

Source: 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

(Source: Central Statistical office)

1985=100	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	111.7	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	122.2	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	133.9	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	151.0	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	170.9	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	189.5	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
Monthly										
1991 Nov	194.3	194.3	128.1	112.0	122.4	115.9	141.2	150.4	133.4	132.2
Dec	195.5	195.5	128.2	111.4	122.1	115.7	141.2	150.1	134.0	131.6
1992 Jan	197.2	197.2	128.4	111.2	122.6	117.3	141.2	149.7	134.7	132.2
Feb	199.9	199.9	128.9	111.1	123.5	118.4	141.5	149.8	135.0	132.3
Mar	201.6	201.6	129.5	111.7	123.9	118.7	142.8	150.4	135.4	132.8
Apr	204.8	204.8	129.7	112.8	124.0	118.7	143.1	150.8	135.9	132.9
May	206.9	206.9	129.9	112.9	124.4	119.1	143.3	150.9	136.0	133.1
Jun	207.7	207.7	130.4	112.8	124.9	119.5	143.6	150.6	136.3	133.4
Jul	208.7	208.7	130.7	112.0	124.5	120.9	143.7	150.4	136.1	133.7
Aug	209.7	209.7	131.0	112.3	124.9	121.4	143.3	150.5	135.9	133.7
Sep	209.9	209.9	131.4	112.8R	125.0	120.6	144.0	152.6	136.4	133.6
Oct	210.7	210.7	131.9	112.9	125.2	120.4	144.3	152.9	136.9	133.8
Nov	..	..	131.9	112.8	126.4	120.4	144.3	152.4	..	134.4
Dec	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier										
Annual averages										
1985	2	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	11.8	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.1
1987	9.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	4.4	3.4
1988	9.6	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	12.8	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	13.2	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	10.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
Monthly										
1991 Nov	9.0	9.0	3.0	3.1	5.5	3.3	2.6	8.0	3.3	4.2
Dec	8.9	8.9	3.1	2.7	5.2	3.1	2.9	7.9	3.9	3.8
1992 Jan	8.6	8.6	2.6	1.8	4.9	3.9	2.4	5.2	2.9	1.6
Feb	8.0	8.0	2.8	2.0	4.6	4.1	2.3	2.4	2.6	1.7
Mar	8.5	8.5	3.2	2.0	4.9	4.1	2.5	2.4	2.8	1.6
Apr	9.6	9.6	3.2	2.4	4.8	4.0	2.4	2.1	2.8	1.7
May	9.8	9.8	3.0	2.0	4.2	4.3	2.4	2.1	2.4	1.3
Jun	9.6	9.6	3.1	2.3	4.2	4.0	2.5	2.0	2.7	1.1
Jul	9.6	9.6	3.2	1.7	3.8	4.0	2.5	1.9	2.6	1.3
Aug	9.2	9.2	3.1	1.7	3.5	3.8	2.3	2.0	2.3	1.2
Sep	9.3	9.3	3.0	2.0	3.5	3.9	2.0	2.4	2.6	1.3
Oct	9.0	9.0	3.2	1.1	3.5	4.0	2.2	2.2	2.7	1.6
Nov	..	..	3.0	0.7	3.3	3.9	2.2	1.3	..	1.7
Dec	..	..	..	..	..	..	..	..	..	..

7.1 LABOUR FORCE SURVEY

Economic activity+, not 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 ++				
ALL									
Spring 1979	22,218	1,762	..	..	24,210	..	..	41,146	
Spring 1981	21,187	2,177	..	..	23,605	..	..	41,940	
Spring 1983	20,236	2,295	355	..	22,944	..	..	42,394	
Spring 1984	20,454	2,518	315	..	23,387	3,094	26,481	16,194	42,575
Spring 1985	20,629	2,714	396	..	23,739	2,968	26,708	16,244	42,952
Spring 1986	20,703	2,726	396	..	23,828	2,990	26,797	16,347	43,144
Spring 1987	20,755	2,996	488	..	24,247	2,879	27,126	16,303	43,429
Spring 1988	21,419	3,142	520	..	25,085	2,376	27,461	16,138	43,600
Spring 1989	22,055	3,426	481	..	25,962	1,978	27,941	15,804	43,745
Spring 1990	22,254	3,472	448	..	26,175	1,869	28,044	15,802	43,846
Spring 1991	21,876	3,318	408	..	25,601	2,302	27,903	16,000	43,903
Spring 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Summer 1992	21,485	3,135	300	176	25,127	2,797	27,923	16,156	44,079
Estimated changes									
Spring 1992 - Summer 1992	89	*	-27	*	63	148	211	-186	25
Percent	0.4	*	-7.6	*	0.3	5.6	0.8	-1.1	0.1
MALE									
Spring 1979	13,179	1,429	..	..	14,743	..	..	19,684	
Spring 1981	12,212	1,726	..	..	14,093	..	..	20,087	
Spring 1983	11,571	1,747	212	..	13,565	..	..	20,827	
Spring 1984	11,537	1,978	195	..	13,710	1,838	15,548	4,942	20,489
Spring 1985	11,572	2,029	252	..	13,853	1,788	15,642	4,996	20,637
Spring 1986	11,490	2,046	258	..	13,806	1,800	15,592	5,155	20,746
Spring 1987	11,399	2,234	313	..	13,951	1,717	15,669	5,217	20,896
Spring 1988	11,727	2,358	327	..	14,413	1,398	15,811	5,168	20,990
Spring 1989	11,866	2,608	303	..	14,777	1,148	15,924	5,141	21,065
Spring 1990	11,943	2,628	289	..	14,860	1,091	15,950	5,183	21,133
Spring 1991	11,647	2,512	248	..	14,407	1,434	15,841	5,327	21,168
Spring 1992	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
Estimated changes									
Spring 1992 - Summer 1992	93	*	-16	*	76	82	158	-144	13
Percent	0.8	*	-6.6	*	0.5	4.6	1.0	-2.6	0.1
FEMALE									
Spring 1979	9,039	333	..	..	9,467	..	..	21,462	
Spring 1981	8,975	451	..	..	9,512	..	..	21,852	
Spring 1983	8,665	549	143	..	9,379	..	..	22,062	
Spring 1984	8,918	639	120	..	9,678	1,256	10,933	11,253	22,166
Spring 1985	9,057	685	144	..	9,886	1,180	11,066	11,249	22,315
Spring 1986	9,214	690	128	..	10,023	1,190	11,205	11,192	22,397
Spring 1987	9,356	782	175	..	10,296	1,161	11,457	11,095	22,543
Spring 1988	9,692	785	193	..	10,672	978	11,650	10,970	22,629
Spring 1989	10,189	819	178	..	11,186	831	12,016	10,664	22,690
Spring 1990	10,311	845	159	..	11,315	779	12,094	10,620	22,719
Spring 1991	10,229	806	160	..	11,194	868	12,062	10,673	22,735
Spring 1992	10,148	778	121	126	11,174	863	12,037	10,762	22,799
Summer 1992	10,144	783	109	124	11,160	930	12,090	10,721	22,811
Estimated changes									
Spring 1992 - Summer 1992	*	*	-12	*	-13	66	53	-41	19
Percent	*	*	-9.8	*	-0.1	7.7	0.4	-0.4	0.1

* Less than 10,000 in cell; estimate not shown.
 + 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, October 1992, pp 483-490.
 # People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.
 § Those on employment and training programmes have been classified as in employment since spring 1983.
 ** Unpaid family workers have been classified as in employment since spring 1992.
 ++ Includes those who did not state whether they were employees or self-employed.
 ## The definition of unemployment recommended by the International Labour Organisation (ILO) was first used in spring 1984.

LABOUR FORCE SURVEY 7.2

Economic activity +, 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 +				
ALL									
Spring 1984	20,587	2,627	328	..	23,542	3,105	26,647	16,033	42,680
Spring 1985	20,758	2,723	408	..	23,889	2,980	26,869	16,085	42,954
Spring 1986	20,827	2,739	410	..	23,976	2,981	26,957	16,191	43,148
Spring 1987	20,878	3,009	502	..	24,389	2,880	27,270	16,151	43,430
Spring 1988	21,535	3,154	534	..	25,222	2,385	27,607	15,993	43,600
Spring 1989	22,171	3,433	495	..	26,099	1,983	28,082	15,663	43,847
Spring 1990	22,379	3,477	462	..	26,318	1,871	28,189	15,854	44,057
Spring 1991	22,008	3,323	420	..	25,751	2,301	28,051	16,199	44,257
Spring 1992	21,524	3,138	369	179	25,209	2,649	27,858	16,263	44,069
Summer 1992	21,387	3,136	348	176	25,048	2,758	27,806	16,263	44,069
Estimated changes									
Spring 1992 - Summer 1992	-136	*	-20	*	-161	109	-52	63	12
Percent	-0.6	*	-5.5	*	-0.6	4.1	-0.2	0.4	0.0
MALE									
Spring 1984	11,607	1,980	203	..	13,790	1,848	15,639	4,851	20,490
Spring 1985	11,639	2,032	260	..	13,931	1,798	15,730	4,908	20,637
Spring 1986	11,554	2,055	278	..	13,886	1,796	15,682	5,066	20,748
Spring 1987	11,462	2,246	324	..	14,032	1,724	15,756	5,130	20,886
Spring 1988	11,783	2,372	338	..	14,492	1,401	15,893	5,087	20,980
Spring 1989	11,924	2,620	314	..	14,858	1,146	16,004	5,061	21,065
Spring 1990	12,006	2,641	300	..	14,946	1,085	16,031	5,103	21,134
Spring 1991	11,716	2,527	257	..	14,500	1,424	15,924	5,247	21,170
Spring 1992	11,318	2,368	245	53	13,983	1,775	15,758	5,499	21,257
Summer 1992	11,260	2,351	230	53	13,894	1,850	15,743	5,522	21,265
Estimated changes									
Spring 1992 - Summer 1992	-58	-17	-15	*	-89	75	-15	23	*
Percent	-0.5	-0.7	-6.2	*	-0.6	4.2	-0.1	0.4	*
FEMALE									
Spring 1984	8,980	647	125	..	9,751	1,257	11,008	11,181	22,190
Spring 1985	9,119	691	148	..	9,958	1,181	11,139	11,177	22,317
Spring 1986	9,273	684	132	..	10,090	1,186	11,275	11,125	22,400
Spring 1987	9,416	763	178	..	10,357	1,166	11,523	11,021	22,544
Spring 1988	9,752	782	198	..	10,730	984	11,714	10,906	22,620
Spring 1989	10,247	813	181	..	11,241	836	12,077	10,622	22,680
Spring 1990	10,373	836	163	..	11,372	785	12,158	10,556	22,713
Spring 1991	10,291	797	163	..	11,251	877	12,128	10,607	22,735
Spring 1992	10,206	770	124	126	11,226	874	12,100	10,701	22,801
Summer 1992	10,127	785	119	124	11,154	909	12,063	10,741	22,804
Estimated changes									
Spring 1992 - Summer 1992	-79	15	*	*	-72	35	-37	41	*
Percent	-0.8	1.9	*	*	-0.6	4.0	-0.3	0.4	*

* Less than 10,000 in cell; estimate not shown.
 + See corresponding notes to table 7.1.
 # The seasonally adjusted estimates may be subject to revision as more quarterly data become available.

7.3 LABOUR FORCE SURVEY Economic activity* by age, not seasonally adjusted

THOUSAND

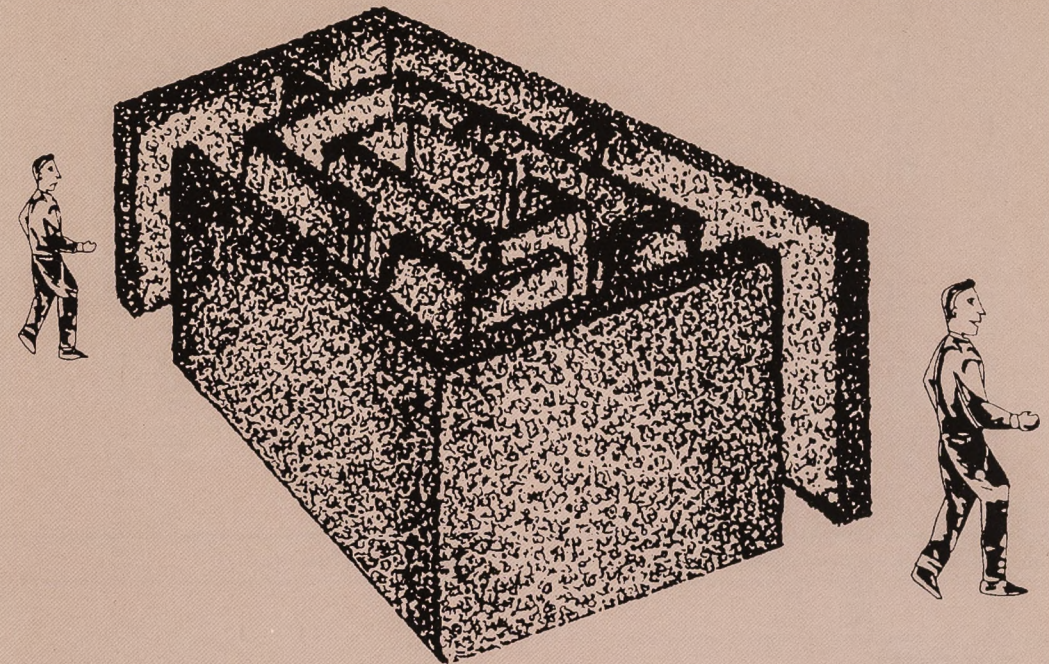
GREAT BRITAIN	All aged 16 and over			Age groups					65 and over	
	All	Male	Female	16-19	20-24	25-34	35-49	50-64 (Male) 50-59 (Female)	60 and over (Male) 60 and over (Female)	
In employment*										
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722	
Spring 1985	23,739	13,853	9,886	1,976	3,075	5,280	8,053	4,684	672	
Spring 1986	23,823	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	
ILO unemployed*										
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	236	494	729	684	414	31	
Summer 1992	2,797	1,867	930	220	537	733	668	411	28	
Economically inactive										
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	2,260	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	2,185	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	
Economic activity rate+									percent	
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	
ILO unemployment rate #									percent	
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	

* See corresponding note 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.

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8.1 TOURISM

Employment in tourism-related industries in Great Britain

		THOUSAND					
		Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All
		661	662	663	665, 667	977, 979	
Self-employed*							
1981		48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment							
1986	Mar	215.3	249.9	137.1	226.5	322.0	1150.8
	June	229.2	259.8	138.2	270.5	370.9	1268.6
	Sept	227.7	264.3	138.5	268.4	362.0	1260.9
	Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987	Mar	223.8	257.0	138.4	220.9	328.5	1168.6
	June	240.4	263.1	136.9	265.4	375.1	1280.9
	Sept	242.2	264.1	139.9	270.1	367.0	1283.3
	Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988	Mar	245.3	274.3	139.3	240.9	352.7	1252.4
	June	265.1	289.3	140.5	281.2	373.5	1349.7
	Sept	265.9	304.5	139.5	287.3	374.3	1371.6
	Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989	Mar	268.4	316.4	139.9	259.1	343.2	1327.0
	June	290.1	326.2	140.4	301.0	373.3	1431.0
	Sept	295.3	329.1	143.3	310.6	378.0	1456.4
	Dec	296.3	336.3	144.5	282.1	343.1	1402.3
1990	Mar	294.3	325.5	140.9	281.6	346.5	1388.8
	June	306.4	337.2	142.5	323.1	394.6	1503.8
	Sept	310.7	335.9	145.1	329.2	392.7	1513.6
	Dec	302.9	328.6	150.4	302.2	365.8	1450.0
1991	Mar	287.1	310.8	146.0	296.1	361.8	1401.7
	June	296.0	317.3	145.7	325.6	401.8	1486.4
	Sept	282.3	322.9	145.4	326.6	406.3	1483.4
	Dec	281.4	305.4	144.0	282.3	379.6	1392.6
1992	Mar	276.6	299.8	141.9	282.2	382.9	1383.4
	June	296.5	318.6	141.8	321.2	408.6	1486.8
	Sept	289.5	313.6	140.4	316.3	400	1459.9
CHANGES:							
Sep 1992-1991							
no. (thousands)		7.2	-9.3	-5.0	-10.3	-6.3	-23.5
Percentage		2.6	-2.9	-3.4	-3.2	-1.6	-1.6

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

1981	163	1986	211	1990	190
1983	159	1987	200	1991 P	183
1984	187	1988	204		
1985	190	1989	191		

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

8.2 TOURISM

Overseas travel and tourism: earnings and expenditure

		£ MILLION AT CURRENT PRICES			
		Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)	
1982		3,188	3,640	-452	
1983		4,003	4,090	-87	
1984		4,614	4,663	-49	
1985		5,442	4,871	571	
1986		5,553	6,083	-530	
1987		6,260	7,280	-1,020	
1988		6,184	8,216	-2,032	
1989		6,945	9,357	-2,412	
1990		7,785	9,916	-2,131	
1991		7,168	9,834	-2,666	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted
1991	Q1	1,119	1,658	1,572	2,312
	Q2	1,692	1,793	2,383	2,481
	Q3	2,596	1,771	3,838	2,466
	Q4	1,761	1,946	2,041	2,576
1992	Q1	1,345	1,984	1,945	2,863
	Q2 R	1,879	1,970	2,738	2,819
	Q3 (e)	2,625	1,802	4,205	2,693
1991	Jan	408	560	507	770
	Feb	282	524	446	748
	Mar	429	575	619	794
	Apr	477	583	746	906
	May	586	635	698	795
	June	628	576	940	779
	July	835	578	1,093	815
	Aug	977	595	1,436	829
	Sept	784	599	1,309	821
	Oct	647	614	1,046	855
	Nov	596	711	574	883
	Dec	518	622	421	837
1992	Jan	494	656	657	961
	Feb	368	657	587	972
	Mar	483	671	701	930
	Apr R	580	709	823	951
	May R	640	642	899	1,014
	Jun R	651	619	1,016	854
	Jul (e)	850	583	1,210	900
	Aug (e)	995	595	1,580	909
	Sep (e)	780	624	1,415	884
	Oct (e)	630	576	1,065	874

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

TOURISM 8.3

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

		THOUSAND			
		All areas	North America	Western Europe	Other areas
		Actual	Seasonally adjusted		
1978		12,646		2,475	7,865
1979		12,486		2,196	7,873
1980		12,421		2,082	7,910
1981		11,452		2,105	7,055
1982		11,636		2,135	7,082
1983		12,464		2,836	7,164
1984		13,644		3,330	7,551
1985		14,449		3,797	7,870
1986		13,897		2,843	8,355
1987		15,566		3,394	9,317
1988		15,799		3,272	9,669
1989		17,338		3,481	10,689
1990		18,021		3,749	10,645
1991		16,664		2,772	10,880
1991	Jan	2,775	3,781	391	1,860
	Feb	4,187	4,153	750	2,752
	Mar	5,809	4,203	986	3,700
	Apr	3,894	4,528	644	2,567
1992	Jan	3,284	4,548	616	2,040
	Feb R	4,820	4,641	878	3,203
	Mar (e)	5,860	4,211	1,120	3,550
1991	Jan	992	1,280	171	586
	Feb	769	1,287	80	565
	Mar	1,014	1,215	141	709
	Apr	1,288	1,402	178	924
	May	1,436	1,432	256	935
	June	1,463	1,319	316	893
	July	1,939	1,361	349	1,223
	Aug	2,204	1,398	359	1,458
	Sept	1,666	1,444	279	1,019
	Oct	1,449	1,439	312	853
	Nov	1,272	1,535	187	881
	Dec	1,173	1,553	145	834
1992	Jan	1,178	1,503	223	708
	Feb	948	1,521	159	614
	Mar	1,158	1,524	234	718
	Apr R	1,625	1,554	207	1,211
	May R	1,568	1,535	326	996
	Jun R	1,627	1,552	345	946
	Jul (e)	1,930	1,329	390	1,180
	Aug (e)	2,300	1,460	390	1,470
	Sep (e)	1,630	1,422	340	900
	Oct (e)	1,460	1,414	310	870

Notes: See table 8.2.

TOURISM 8.4

Visits abroad by UK residents

		THOUSAND			
		All areas	North America	Western Europe	Other areas
		Actual	Seasonally adjusted		
1978		13,443		782	11,517
1979		15,466		1,087	12,959
1980		17,507		1,382	14,455
1981		19,046		1,514	15,862
1982		20,611		1,299	17,625
1983		20,994		1,023	18,229
1984		22,072		919	19,371
1985		21,610		914	18,944
1986		24,949		1,167	21,877
1987		27,447		1,559	23,678
1988		28,828		1,823	24,519
1989		31,030		2,218	26,128
1990		31,182		2,349	25,817
1991		30,497		2,321	25,383
1991	Q1	5,089	7,439	366	4,071
	Q2	7,824	7,540	595	6,577
	Q3	11,290	7,496	777	9,686
	Q4	6,295	8,022	583	5,048
1992	Q1	6,022	8,854	490	4,733
	Q2 R	8,971	8,573	668	7,534
	Q3 (e)	12,040	8,118	910	10,210
1991	Jan	1,674	2,575	132	1,277
	Feb	1,414	2,378	92	1,162
	Mar	2,001	2,485	142	1,632
	Apr	2,671	2,939	188	2,218
	May	2,290	2,408	167	1,936
	June	2,863	2,193	240	2,424
	July	3,304	2,521	201	2,881
	Aug	4,275	2,499	307	3,676
	Sept	3,710	2,476	289	3,129
	Oct	3,029	2,558	327	2,428
	Nov	1,901	2,708	143	1,558
	Dec	1,364	2,755	112	1,062
1992	Jan	1,862	2,821	181	1,386
	Feb	1,786	2,944	128	1,406
	Mar	2,374	3,089	171	1,941
	Apr R	2,900	3,034	159	2,429
	May R	2,983	3,017	223	2,538
	Jun R	3,087	2,522	286	2,567
	Jul (e)	3,640	2,796	220	3,180
	Aug (e)	4,470	2,614	320	3,790
	Sep (e)	3,930	2,708	370	3,240
	Oct (e)	3,090	2,610	340	2,500

Notes: See table 8.2.

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	England
Business and Enterprise Support as at 6 December 1992	32,300

Note: Community industry figures which were formally provided in Table 9.2 are no longer being published as they now form part of Youth Training.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, 7 November 1992 - 4 December 1992 +	3,560
Registered as disabled on 7 April 1992 #	372,089

+ Not including placings 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.

9.7 OTHER FACTS AND FIGURES

Regional Development Grants: July-September 1992

	North East	North West	Yorkshire and Humberside	East Midlands	South West	England	Scotland	Wales	Great Britain
Original Scheme	566,498	0	0	0	0	566,498	602,850	0	1,169,348
Revised Scheme	4,077,714	391,692	779,168	23,196	0	5,271,770	157,474	701,000	6,130,244

Note: For enquiries about these figures, see footnote to table 9.8.

OTHER FACTS AND FIGURES 9.8

Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): July-September 1992*

Region and company	Area+	Value (£)	Region and company	Area+	Value (£)
ORIGINAL SCHEME			REVISED SCHEME		
SCOTLAND			WALES		
National Semi-Conductor (UK) Ltd	Greenock	174,111	EGA Ltd	Shotton, Flint & Rhyl	132,000
National Semi-Conductor (UK) Ltd	Greenock	84,922	Huurre (UK) Ltd	Shotton, Flint & Rhyl	215,000
National Semi-Conductor (UK) Ltd	Greenock	110,950	Pilkington Micronics Ltd	Shotton, Flint & Rhyl	193,000
National Semi-Conductor (UK) Ltd	Greenock	86,970	Total		540,000
National Semi-Conductor (UK) Ltd	Greenock	145,897	NORTH EAST		
Total		602,850	Presswork (Metals) Ltd	Bishop Auckland	123,287
NORTH EAST			Dunlop Coflexip Umbilicals Ltd	Newcastle upon Tyne	360,000
NSK Bearings Europe	Peterlee	239,900	Ikedo Hoover Ltd	Sunderland	149,165
Edward Thompson (Printers) Ltd	Sunderland	32,119	Nissan Motor Manuf (UK) Ltd	Sunderland	2,940,000
Edward Montagu Industrial Leasing (UK) Ltd	Sunderland	91,370	Total		3,572,452
Natwest Premier Leasing Ltd	Sunderland	25,075	NORTH WEST		
Total		388,464	Bristol-Myers Squibb Pharmaceut Ltd	Wirral and Chester	239,834
			Total		239,834
			YORKSHIRE AND HUMBERSIDE		
			Devalit UK	Scunthorpe	773,126
			Total		773,126

Note: Enquiries regarding the published information should be addressed to:
English cases - Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2596).
Scottish cases - Scottish Office Industry Department, IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (041-242 5803/5698).
Welsh cases - Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
* Companies listed here may have received one or more payments.
+ Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

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
Employment and workforce				
Workforce: UK and GB				
Quarterly series	M(Q)	Feb 93	1.1	
Quarterly labour force estimates, projections		May 91	269	
Employees in employment				
Industry: GB				
Manufacturing industries: by division, class or group	Q	Feb 93	1.4	
Services: time series, by order group	M	Feb 93	1.2	
Manufacturing: by division, class or group	M	Feb 93	1.3	
Occupation				
Administrative, technical and clerical in manufacturing	A	Jul 91	1.10	
Local authorities manpower	Q	Jan 93	1.7	
Region: GB				
Sector: numbers and indices	Q	Feb 93	1.5	
Self-employed: by region	Q	Apr 90	224	
Self-employed: by industry	Q	Apr 90	222	
Census of Employment				
UK and regions by industry (Sept 1989)		Apr 91	209	
GB and regions by industry (Sept 1989)		May 91	308	
International comparisons	Q	Feb 93	1.9	
Apprentices and trainees				
Manufacturing industries: by industry	D	Aug 89	1.14	
Services: by region	D	Aug 89	1.15	
Employment measures	M	Feb 93	9.2	
Registered disabled in the public sector	A	Feb 93	61	
Labour turnover in manufacturing	D	Mar 90	1.6	
Trade union membership	A	Jun 91	337	
Claimant unemployment and vacancies				
Claimant unemployment				
Summary: UK	M	Feb 93	2.1	
Summary: GB	M	Feb 93	2.2	
Age and duration: UK	M(Q)	Feb 93	2.5	
Age and duration: GB	M	Feb 93	2.1	
Detailed category: UK and GB	Q	Feb 93	2.2	
Region: summary	Q	Dec 92	2.6	
Age: time series UK	M(Q)	Feb 93	2.7	
Age: estimated rates	M	Feb 93	2.15	
Age: time series UK	M(Q)	Feb 93	2.8	
Region and area				
Time series summary: by region	M	Feb 93	2.3	
Age: assisted areas, travel-to work areas	M	Feb 93	2.4	
Age: counties, local areas	M	Feb 93	2.9	
Age: parliamentary constituencies	M	Feb 93	2.10	
Age and duration: summary	Q	Dec 92	2.6	
Age: flows				
Age: UK, time series	M	Feb 93	2.19	
Age: GB, time series	D	May 84	2.19	
Age: time series	M	Feb 93	2.20	
Age and duration	D	Oct 88	2.23/24/26	
Age and duration	D	Oct 88	2.21/22/25	
Students: by region	M	Feb 93	2.13	
Disabled jobseekers: GB	M	Feb 93	9.3	
International comparisons	M	Feb 93	2.18	
Ethnic origin		Feb 93	25	
Temporarily stopped				
Latest figures: by UK region	M	Feb 93	2.14	
Vacancies				
Unfilled, inflow, outflow and placements seasonally adjusted	M	Feb 93	3.1	
Unfilled seasonally adjusted by region	M	Feb 93	3.2	
Unfilled unadjusted by region	M	Feb 93	3.3	
Redundancies				
Confirmed: GB time series	D	Sep 92	2.30	
Regions	D	Sep 92	2.30	
Industries	D	Sep 92	2.31	
In Great Britain	M	Feb 93	2.32	
by region	M	Feb 93	2.33	
by age	M	Feb 93	2.34	
by industry	M	Feb 93	2.35	
by occupation	M	Feb 93	2.36	
Advance notifications	S(M)	Feb 91	48	
Payments: GB latest quarter	D	Jul 86	284	
Earnings and hours				
Average earnings				
Whole economy (New series) index				
Main industrial sectors	M	Feb 93	5.1	
Industries	M	Feb 93	5.3	
Underlying trend	Q(M)	Jul 91	364	
New Earnings Survey (April estimates)	A	Nov 90	571	
Latest key results				
Time series	M(A)	Feb 93	5.6	
Average weekly and hourly earnings and hours worked [Manual workers]				
Manufacturing and certain other industries				
Summary (Oct)	B(A)	Feb 93	5.4	
Detailed results	A	Feb 93	23	

	Frequency	Latest issue	Table number	or page
Output per head				
Output per head: quarterly and annual indices	M(Q)	Feb 93	1.8	
Wages and salaries per unit of output				
Manufacturing index, time series	M	Feb 93	5.8	
Quarterly and annual indices	Q	Feb 93	5.8	
Labour costs				
Survey results 1988	Quadrennial	Dec 90	431	
Per unit of output	Q	Dec 92	5.7	
Retail prices				
General index (RPI)				
Latest figures: detailed indices	M	Feb 93	6.2	
Percentage changes	M	Feb 93	6.2	
Recent movements and the index excluding seasonal foods	M	Feb 93	6.1	
Main components: time series and weights	M	Feb 93	6.4	
Changes on a year earlier: time series	M	Feb 93	6.5	
Annual summary	A	May 89	242	
Revision of weights	A	Apr 89	197	
Pensioner household indices				
All items excluding housing	M(Q)	Feb 93	6.6	
Group indices: annual averages	M(A)	Feb 93	6.7	
Revision of weights	A	Jun 91	351	
Food prices	A	Feb 93	6.3	
London weighting: cost indices	D	May 82	267	
International comparisons	M	Feb 93	6.8	
Labour Force Survey				
Economic activity: not seasonally adjusted	M	Feb 93	7.1	
Economic activity: seasonally adjusted	M	Feb 93	7.2	
Economic activity by age: not seasonally adjusted	M	Feb 93	7.3	
Industrial disputes: stoppages of work				
Summary: latest figures	M	Feb 93	4.1	
Time series	M	Feb 93	4.2	
Latest year and annual series	A	Jul 89	349	
Industry				
Monthly: broad sector time series	M	Feb 93	4.1	
Annual: detailed	A	Jul 90	337	
Time series: prominent stoppages	A	Jul 90	344	
Main causes of stoppage				
Cumulative	M	Feb 93	4.1	
Latest year for main industries	A	Jul 90	341	
Size of stoppages	A	Jul 90	342	
Days lost per 1,000 employees in recent years by industry	A	Jul 90	339	
International comparisons	A	Dec 92	653	
Tourism				
Employment in tourism: by industry				
Time series GB	M	Feb 93	8.1	
Overseas travel: earnings and expenditure	M	Feb 93	8.2	
Overseas travel: visits to the UK by overseas residents	M	Feb 93	8.3	
Visits abroad by UK residents	M	Feb 93	8.4	
Overseas travel and tourism				
Visits to the UK by country of residence	Q	Jan 93	8.5	
Visits abroad by country visited	Q	Jan 93	8.6	
Visits to the UK by mode of travel and purpose of visit	Q	Jan 93	8.7	
Visits abroad by mode of travel and purpose of visit	Q	Jan 93	8.8	
Visitor nights	Q	Jan 93	8.9	
YTS				
Entrants: regions	D	Oct 90	9.1	
Regional aid				
Selective Assistance by region	Q	Jan 93	9.5	
Selective Assistance by region and company	Q	Jan 93	9.6	
Development Grants by region	Q	Feb 93	9.7	
Development Grants by region and company	Q	Feb 93	9.8	

* 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 are listed 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 **0923 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 794547**

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 794603/4**

Redundancies **071-273 5530**

Retail Prices Index (Central Statistical Office)
Ansafo service **0923 800511**
Enquiries **0923 800002**

Skills surveys and research into skills shortages **0742 594216**

Small firms; self employment **0742 594420**

Tourism
overseas and domestic, including day visits; tourism income and expenditure; tourism employment;
International Passenger Survey **071-273 5507**

Trade union membership **0928 792825**

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 593499**

Youth Cohort Study **0742 594215**

FOR ADVICE ON:

Sources of labour market statistics **071-273 5532**

Labour market analysis and research related to qualifications, skills and training **0742 594312**

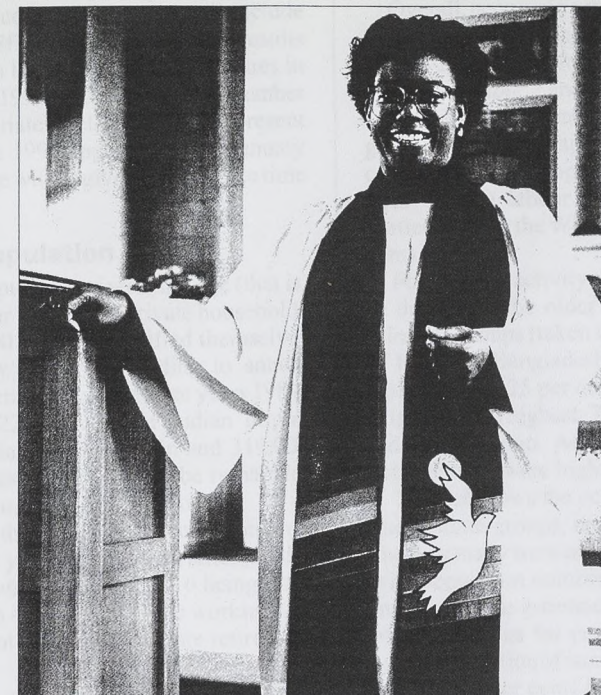
FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

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**

special FEATURE



Among women of working age, economic activity rates were highest for those of West Indian origin.

Photo: Brenda Prince/Format

Ethnic origins and the labour market

Key points

The Labour Force Survey shows that (averaged over the years 1989-91) some 4.9 per cent of the population of working age in private households in Great Britain, or 1,663,000 people, were from ethnic minority groups.

Economic activity rates for people of working age² were highest for those of West Indian origin (81 per cent) and in the White population (80 per cent).

Among young people aged 16-24, participation in the labour market was much lower for the ethnic minority groups (57 per cent overall) than for the rest of the population.

Among women of working age, economic activity rates were highest for those of West Indian origin (76 per cent) and lowest for those of Pakistani or Bangladeshi origin (25 per cent).

Self-employment was reported more frequently (16 per cent) among members of the ethnic minority groups who were working than in the corresponding White population (13 per cent): self-employment was highest among men of Indian or Pakistani/Bangladeshi origin.

Between 1990 and 1991 unemployment rates (on the ILO definition³) reversed the trend of recent years by rising both for the ethnic minority population and for the White group: rates for people of ethnic minority origin remained generally higher than those for comparable White people.

This article presents new information from the annual Labour Force Survey on the position of different ethnic groups in the labour market in Great Britain¹

Most of the estimates presented in this article are based on the averages of results from the annual Labour Force Survey for spring 1989, 1990 and 1991, since three-year averages produce more reliable estimates for ethnic minority groups from that survey than do data for a single year⁴. Further, in line with current practice, estimates are not shown where they are based on small samples⁵, and results relating to unemployment (and to economic activity) use the internationally recognised ILO definition.

From spring 1992, the Labour Force Survey is being conducted each quarter rather than annually. Apart from providing more frequent, more reliable and more timely results, one welcome consequence of the change is that improvements in the sampling procedures mean that data from the quarterly survey relating to ethnic minority groups will no longer need to be generally given as three-year averages. Future articles in this series will therefore be based on results for individual quarters, subject only to the continuing requirement for adequate sample sizes (see above). In addition, the adoption of computer-assisted interviewing techniques is resulting in the collection of better quality data, with (for example) fewer non-responses to questions in the survey such as those relating to ethnic origin (see details at end of article).

from spring 1992, the classification of ethnic origins used in the Labour Force Survey has been revised to conform to that reported in the 1991 Census of Population: the present article is therefore the last to be based on the ethnic groupings traditionally used in this series. The next article will show results for the new groupings (and full details of their construction), and will include analyses comparing the two classifications. Some selected results for spring 1992 were included in the LFS Help-Line features in the *Employment Gazette*, November 1992, pp 533-538 and December 1992, pp 615-620 and are appropriately referenced in the present article. Key results for summer 1992 appeared in the January 1993 feature and further coverage will be given from time to time in this new monthly series.

Ethnic groups in the population

Around 4.9 per cent of the population of working age (that is, aged 16-64 for men and 16-59 for women) in private households in Great Britain, some 1,663,000 people, identified themselves as members of ethnic minority groups, according to annual Labour Force Survey figures averaged over the three years 1989-1991 (see *table 1*). Of these, 522,000 were of Indian origin, 2,000 were of Pakistani or Bangladeshi origin and 319,000 were of West Indian or Guyanese origin, while the remainder were mainly of Chinese, African, Arab or Mixed origin.

Table 1 and *figure 1* show that there was a greater concentration of ethnic minority groups in the younger ages than among older people, with 8.2 per cent of young people under 16 being from ethnic minority groups, compared with 4.9 per cent of the working age population and only 1.0 per cent of those over state retirement age.

Differences between the age structures of the various ethnic

groups, and patterns of regional composition and household size, are discussed in more detail in OPCS Labour Force Survey reports and articles⁸.

Participation in the labour market

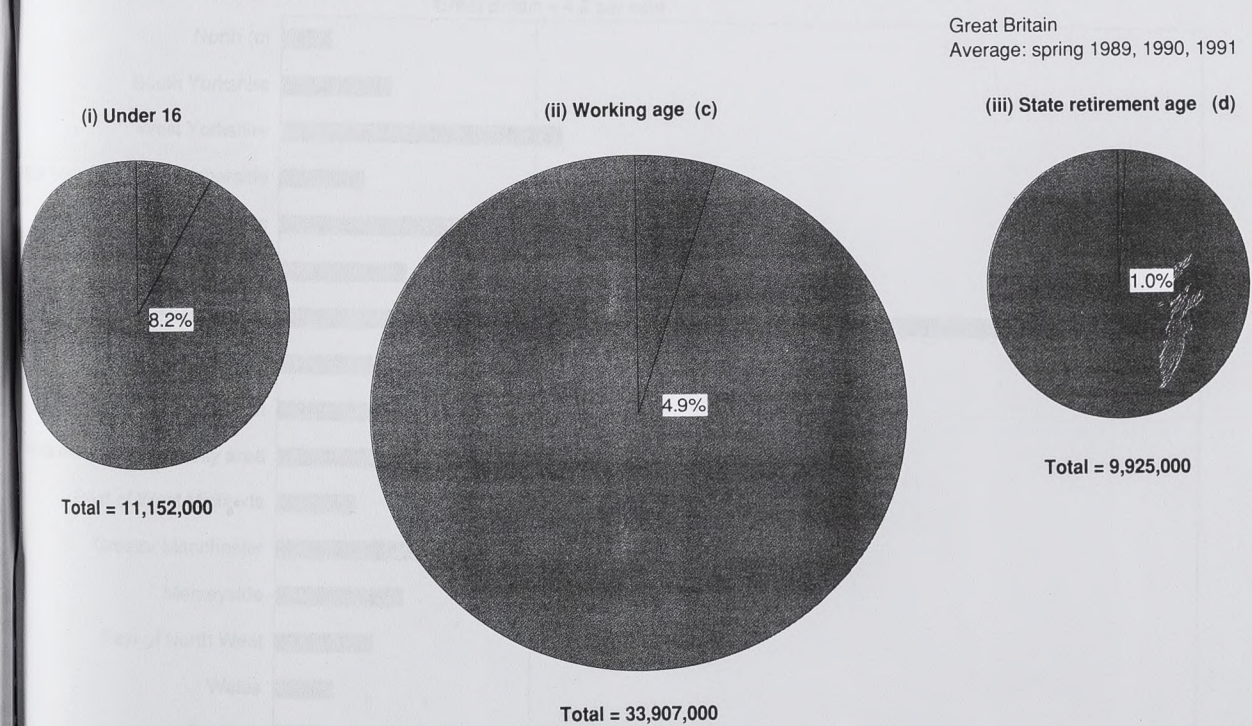
Overall, economic activity rates among people of working age in 1989-91⁹ were highest for men, for people in the prime age range (25-44), and for people of West Indian or White ethnic origin: see *table 2* and *figure 2*.

For men, there were lower activity rates for the ethnic minority groups in the 16-24 age band (62 per cent overall, against 85 per cent for the White population of the same age), while in the prime ages (25-44) labour force participation was generally high, particularly for the White group and those of Indian origin (96 per cent).

For women, activity rates among the White population tended to decline in the older age bands, whereas among the ethnic minority groups (taken together) the reverse was found. Women of Pakistani/Bangladeshi origin had much the lowest economic activity rates, 25 per cent overall, while women of West Indian origin had the highest, 76 per cent overall and 78 per cent for the oldest age group. Among women of Indian origin, economic activity rates were highest in the 25-44 age range (68 per cent).

Table 3 shows the economic status of men and women in the main ethnic groups, indicating how many were in employment and how many were unemployed (on the ILO definition), together with population numbers and numbers economically active and inactive: these estimates are given for all persons aged 16 and over as well as for people of working age. The economically active population of working age included an estimated 1,137,000 people (4.2 per cent) from ethnic minority groups. ▶

Figure 1 Ethnic minority groups as a percentage (a) of each age group of the population (b)

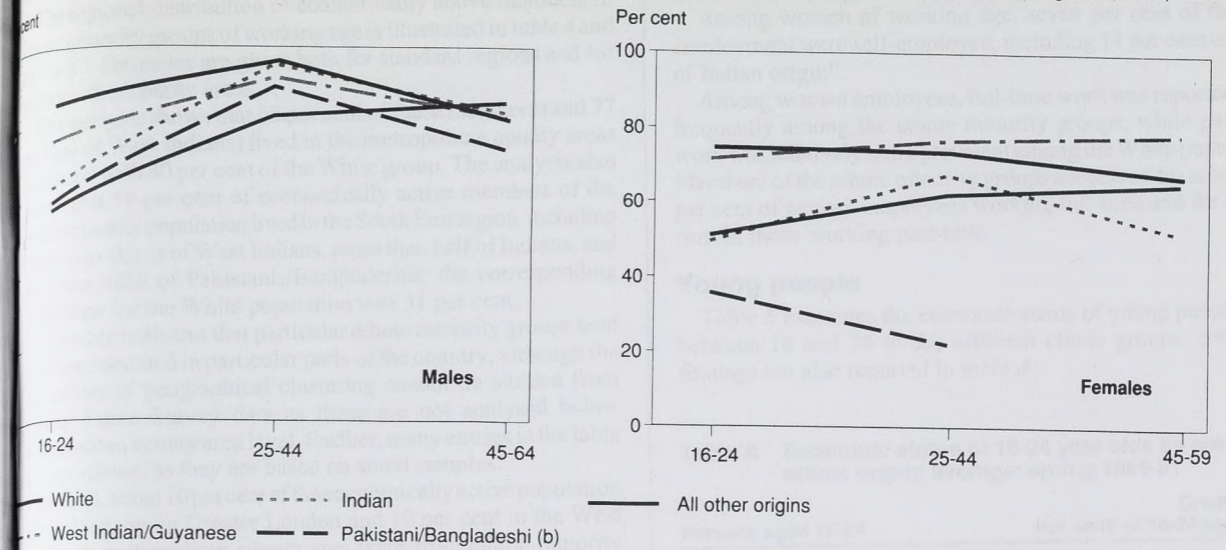


a See note on percentages at end of text
 b In private households
 c 16 - 64 for males, 16 - 59 for females
 d 65 and over for males, 60 and over for females

Source: LFS estimates (see also *table 1*)

Figure 4 Economic activity rates (a) by ethnic origin, age and sex

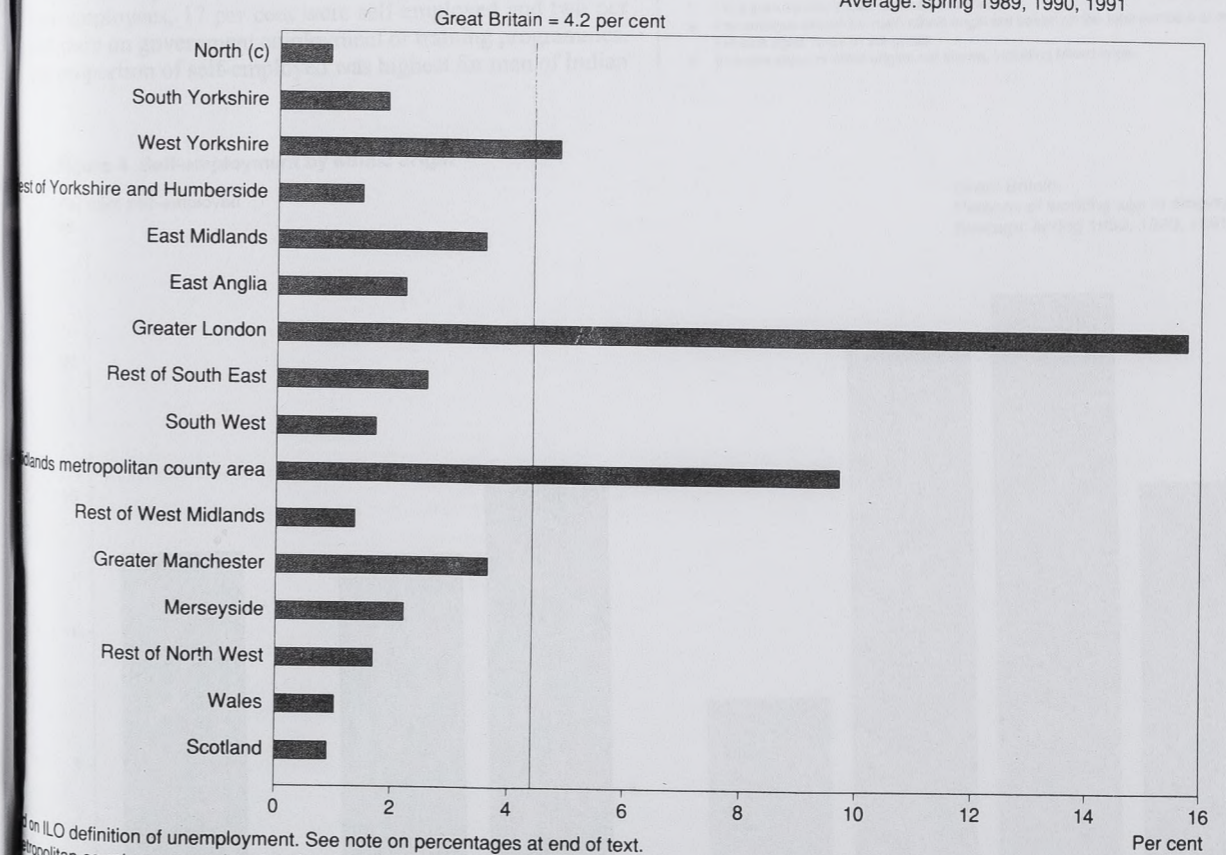
Great Britain
Average: spring 1989, 1990, 1991



Activity rates are based on the ILO definition of unemployment
Activity rate for females of Pakistani/Bangladeshi origin
aged 45-59 not shown (estimate based on small sample: see table 2)
LFS estimates (see also table 2)

Figure 3 Percentage of economically active (a) persons from ethnic minority groups, by region (b)

Economically active persons of working age
Average: spring 1989, 1990, 1991



Based on ILO definition of unemployment. See note on percentages at end of text.
London metropolitan county areas and regional remainders
East of Yorkshire and Rest of North West not shown separately: estimates based on small samples (see table 4)
LFS estimates (see also table 4)

Ethnic minority groups in the regions

The regional distribution of economically active members of ethnic minority groups of working age is illustrated in *table 4* and *figure 3*¹⁰. Estimates are given both for standard regions and for metropolitan county areas.

The analysis shows that 68 per cent of these members (and 77 per cent of West Indians) lived in the metropolitan county areas compared with 30 per cent of the White group. The analysis also shows that 58 per cent of economically active members of the ethnic minority population lived in the South East region, including nearly two-thirds of West Indians, more than half of Indians, and over two-fifths of Pakistanis/Bangladeshis: the corresponding proportion for the White population was 31 per cent.

The table indicates that particular ethnic minority groups tend to be concentrated in particular parts of the country, although the full extent of geographical clustering cannot be studied from Labour Force Survey data as these are not analysed below metropolitan county area level. Further, many entries in the table are not shown, as they are based on small samples.

Overall, about 16 per cent of the economically active population of working age in Greater London and 10 per cent in the West Midlands metropolitan county area were from ethnic minority groups, compared with proportions of one per cent or less in Scotland, Wales, the North, and those parts of the West Midlands and of Yorkshire and Humberside lying outside metropolitan county areas.

Types of employment

As well as estimates of the ethnic composition of the economically active and inactive populations as a whole, *table 3* includes more detailed information on how employment status varied with ethnic origin, while *figure 4* highlights some of the results for self-employment.

Overall, 81 per cent of men of working age in employment were employees, 17 per cent were self-employed and two per cent were on government employment or training programmes. The proportion of self-employed was highest for men of Indian

origin (26 per cent) and from the Pakistani/Bangladeshi communities (24 per cent).

Among women of working age, seven per cent of those in employment were self-employed, including 11 per cent of those of Indian origin¹¹.

Among women employees, full-time work was reported more frequently among the ethnic minority groups, while part-time work was relatively more prevalent among the White population. Members of the ethnic minority groups accounted for around 4½ per cent of women employees working full-time and for 2½ per cent of those working part-time.

Young people

Table 5 examines the economic status of young people aged between 16 and 24 in the different ethnic groups: some key findings are also reported in *table A*.

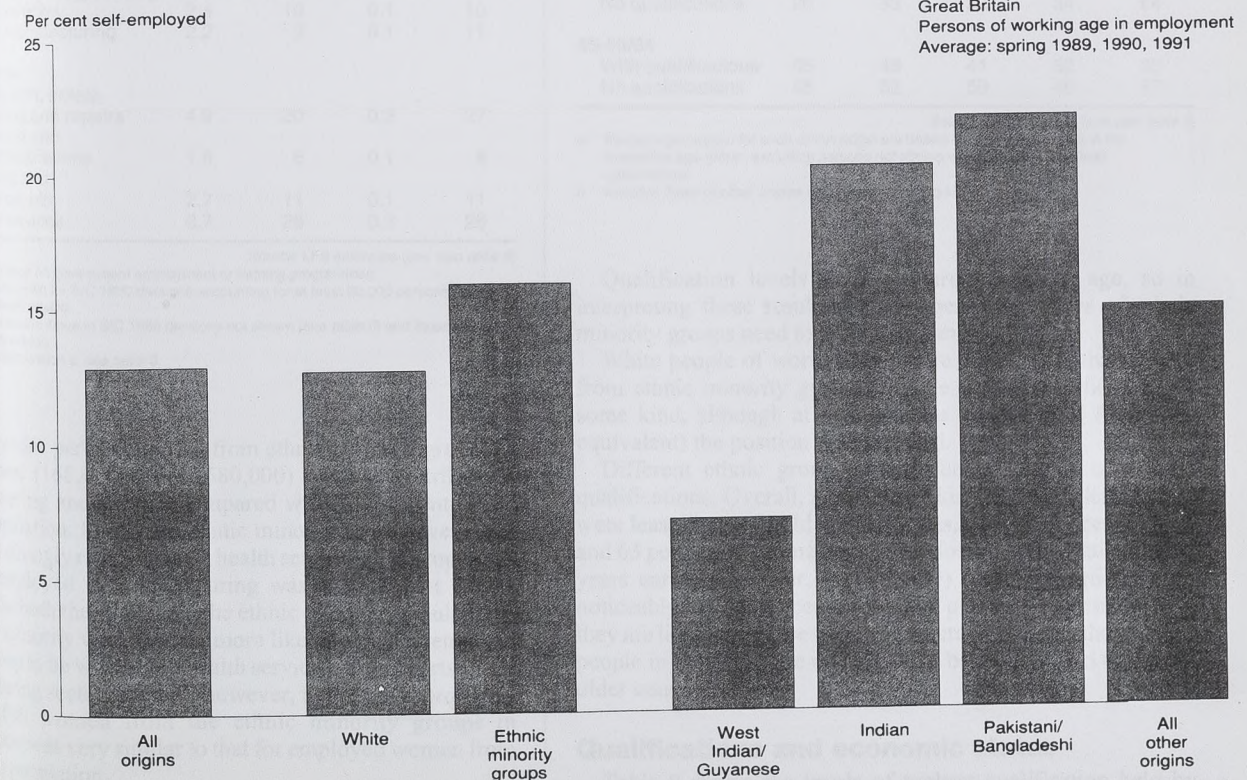
Table A Economic status of 16-24 year olds by sex and ethnic origin; average: spring 1989-91

Persons aged 16-24	Great Britain				
	White	Per cent ^a of 16-24 age group			
		All ^b	West Indian/Guyanese	Indian	Pakistani/Bangladeshi
Males					
In employment	75	49	54	51	45
ILO unemployed	10	14	10	10	10
Economically inactive	15	38	25	37	41
Females					
In employment	68	41	57	43	26
ILO unemployed	7	9	7	7	7
Economically inactive	25	49	29	50	64

Source: LFS estimates (see also *table 5*)

- * Less than 10,000 in cell: estimate not shown
- a Percentages shown for each ethnic origin are based on the total numbers of males or females aged 16-24 in the group.
- b Includes those of other origins not shown, including Mixed origin.

Figure 4 Self-employment by ethnic origin



Source: LFS estimates (see also *table 3*)

greater proportion of these young people from the White population were economically active: 80 per cent were in the force compared with 57 per cent of other young people. The activity rate for 16-24 year olds of West Indian origin (73 per cent) was a little below that of the White population, but for other ethnic groups participation was much lower: 56 per cent for Indians, 47 per cent for Pakistanis/Bangladeshis and 54 per cent for those of other origins.

These differences are explained partly by the different proportions of young people aged 16-24 staying in full-time education, and partly by the different proportions of young people whose domestic and family activities meant they were not available for work. Thus, the proportion of young people in the 16-24 age band who were students was much higher for the ethnic minority groups (34 per cent for young men and 30 per cent for young women) than for the White population (13 and 12 per cent for young men and women respectively) and greater proportions of young women in ethnic minority groups were not available for employment for domestic and family reasons: in particular, more than a quarter of the Pakistani/Bangladeshi women in the age

Industry distribution

Table 6 identifies the industries in which men and women of different ethnic origins were employed. The analysis covers all persons aged 16 and over in employment, except those on government employment or training programmes. The results are summarised in table B.

Table B Employment^a by industry and ethnic origin; average: spring 1989-91

Persons in employment ^a aged 16 and over	Great Britain			
	White		Ethnic minority groups	
	Millions	Per cent	Millions	Per cent
Total	24.3	100	1.0	100
Manufacturing^d				
Metal goods, engineering and vehicles	2.4	10	0.1	10
Other manufacturing	2.2	9	0.1	11
Services				
Distribution, hotels, catering and repairs	4.9	20	0.3	27
Transport and communications	1.5	6	0.1	8
Banking and finance, etc	2.7	11	0.1	11
Other services	6.7	28	0.3	26

Source: LFS estimates (see also table 6) excluding those on government employment or training programmes. Figures are shown for SIC 1980 divisions accounting for at least 50,000 persons from ethnic minority groups. Figures include those in SIC 1980 divisions not shown (see table 6) and those who did not specify industry. SIC 1980 division 2, see table 6.

Twenty-nine per cent of men from ethnic minority groups in employment (168,000 out of 580,000) were in distribution, catering and repairs, compared with 16 per cent of the White population. Men from ethnic minority groups were also strongly represented in health services. The proportion of men employed in manufacturing was similar (just over a quarter) for both the White and the ethnic minority populations. For ethnic minority women were more likely than women in the White population to be working in health services, and in parts of the manufacturing sector. Overall, however, the sectoral profile of 168,000 women from the ethnic minority groups in employment was very similar to that for employed women from the White population.

Occupational distribution

The occupational pattern of different ethnic groups in 1989-91¹² is shown in table 7 and figure 5. As for table 6 previously, the analysis excludes people on government employment or training programmes.

For men in employment, the overall proportion of ethnic minority workers in non-manual occupations (52 per cent) was slightly higher than for White workers (48 per cent). However, there were bigger differences among the ethnic minority groups: around a third of West Indian men and two fifths of Pakistani/Bangladeshi men were non-manual workers, compared with well over half those of Indian or other origins. These variations mainly reflect the different proportions in managerial and professional occupations. Converse patterns apply for manual jobs, where the highest proportion in craft and similar occupations was 28 per cent for the West Indian group.

Among women in employment, the proportion in non-manual occupations was around two-thirds in each of the ethnic groups, and higher than the corresponding proportion of men.

Qualifications held

The levels of highest qualification held¹³ in the period 1989-91 by people in different age groups and from different ethnic origins are considered in table 8, with summary findings set out in table C.

Table C Whether or not qualifications held, by ethnic origin and age; average: spring 1989-91

Persons of working age (16-59/64)	Great Britain			
	White	Ethnic minority groups		
		All ^a	West Indian/Guyanese	Indian	Pakistani/Bangladeshi
Age group and whether or not with qualifications held				
16-24				
With qualifications	79	76	79	80
No qualifications	21	24	21	20
25-44				
With qualifications	74	67	78	66
No qualifications	26	33	22	34
45-59/64				
With qualifications	55	48	41	52
No qualifications	45	52	59	48

Source: LFS estimates (see also table 8)
 a Percentages shown for each ethnic origin are based on the total numbers in the respective age group, excluding persons not stating whether or not they held qualifications.
 b Includes those of other origins not shown, including Mixed origin.

Qualification levels generally are related to age, so in interpreting these results the younger age profiles of ethnic minority groups need to be borne in mind.

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

Different ethnic groups had different patterns of highest qualifications. Overall, people of Pakistani/Bangladeshi origin were least likely to hold qualifications, with 49 per cent of men and 63 per cent of women having no formal qualifications. Two years earlier, however, (in 1987-89) these proportions were noticeably higher, 56 per cent and 72 per cent respectively, and they are likely to reduce further in future years since the younger people in the group are on the whole better qualified than their older counterparts.

Qualifications and economic status

Table 9 shows the levels of highest qualification held by

Occupational distribution

The occupational pattern of different ethnic groups in 1989-91 is shown in table 7 and figure 5. As for table 6, the analysis excludes people on government employment and training programmes.

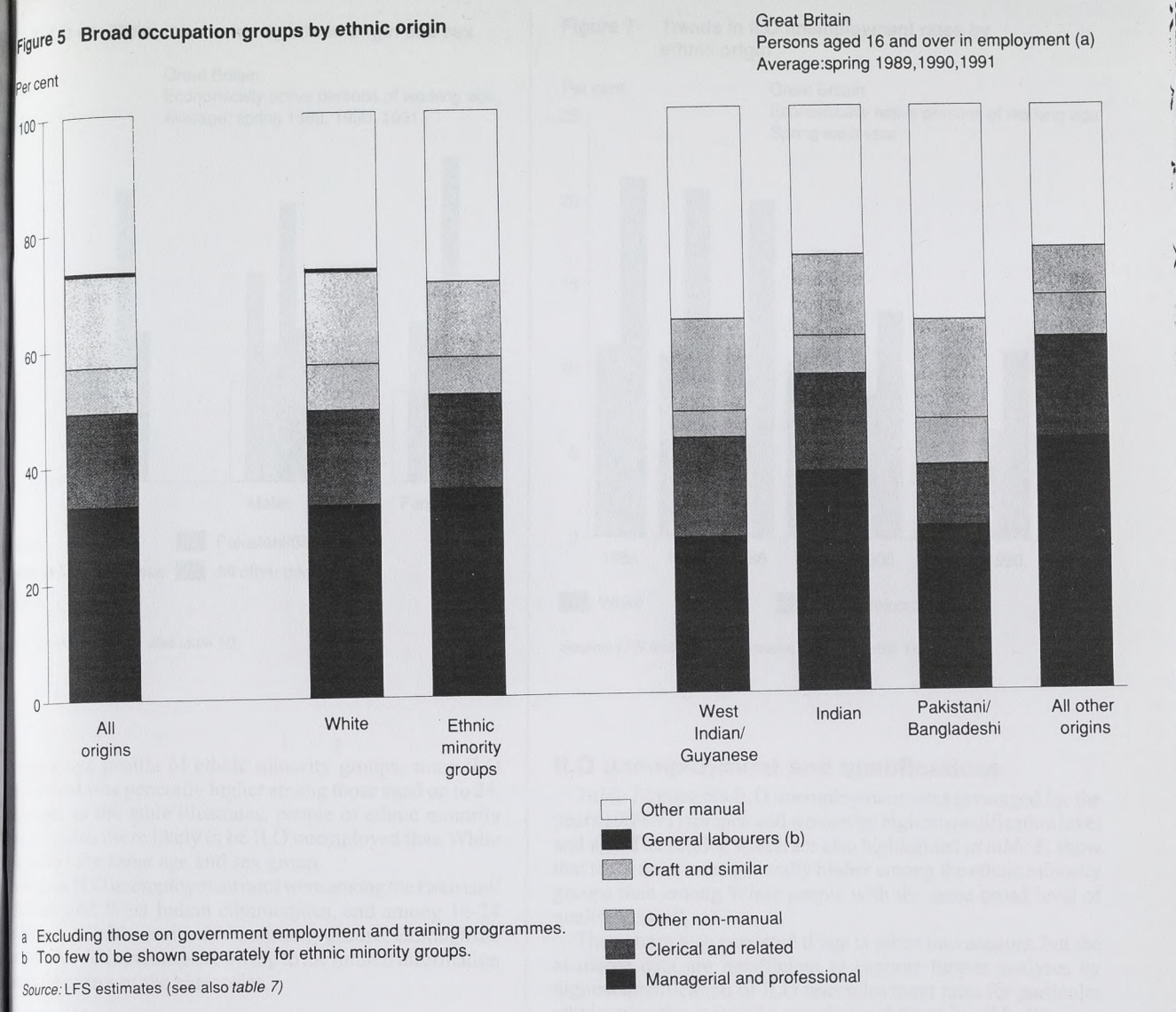
The main in employment, the overall proportion of white manual workers in the manual occupation (55 per cent) was slightly higher than the white workers (54 per cent). However, there were large differences among the ethnic minority groups. A total of 70 per cent of West Indian men and 65 per cent of Pakistani men were in manual occupations. These variations largely reflect the different proportions of manual workers in the ethnic minority groups. For example, 70 per cent of West Indian men and 65 per cent of Pakistani men were in manual occupations. These variations largely reflect the different proportions of manual workers in the ethnic minority groups.

Qualifications and economic status

The levels of highest qualifications held by people of different ethnic groups and their economic status are shown in table 9. The levels of highest qualifications held by people of different ethnic groups and their economic status are shown in table 9.

Figure 5 Broad occupation groups by ethnic origin

Figure 5 shows the distribution of people aged 16 and over in employment (excluding those on government employment and training programmes) by ethnic origin, broken down by broad occupation group. The chart shows that the White population has the highest proportion of people in managerial and professional occupations, while the West Indian and Pakistani populations have the highest proportions of people in manual occupations.



Great Britain
Persons aged 16 and over in employment (a)
Average: spring 1989, 1990, 1991

a Excluding those on government employment and training programmes.
b Too few to be shown separately for ethnic minority groups.

Source: LFS estimates (see also table 7)

employed, ILO unemployed and economically inactive men and women of working age, while table D summarises the economic status of people holding qualifications at different broad levels. The figures in table 9 suggest that, both in the ethnic minority communities (taken together) and in the White population, men and women in employment were more likely to possess a qualification of some sort than were the ILO unemployed and the economically inactive. However, there were distinctive relativities in the different ethnic populations, with economically inactive men and ILO unemployed women from the minority groups both containing a proportion of qualified people (around two-thirds) that was somewhat higher than that found in the corresponding group from the White population.

Table D shows that among people holding qualifications at each broad level, the proportion in employment was higher in the White population than it was in the ethnic minority population.

ILO unemployment and ethnic minority groups

Overall, unemployment rates (based, as noted earlier, on the ILO definition of unemployment) for ethnic minority groups were appreciably higher than those for the White population: 13 per cent compared with seven per cent over the three-year period 1989-91. Table 10 and figure 6 show that there were wide variations from these overall figures among the different ethnic minority groups and according to age and sex.

The overall figures (for people aged 16 and over) reflect in part

Table D Economic status by highest qualification level and ethnic origin; average: spring 1989-91

Persons of working age (16-59/64)	Great Britain Per cent ^a	
	White	Ethnic minority groups
All^b		
In employment	75	60
ILO unemployed	6	9
Economically inactive	19	32
Higher qualifications^c		
In employment	87	79
ILO unemployed	3	5
Economically inactive	10	16
Other qualifications^c		
In employment	79	62
ILO unemployed	5	9
Economically inactive	16	29
No qualifications		
In employment	63	47
ILO unemployed	8	10
Economically inactive	29	43

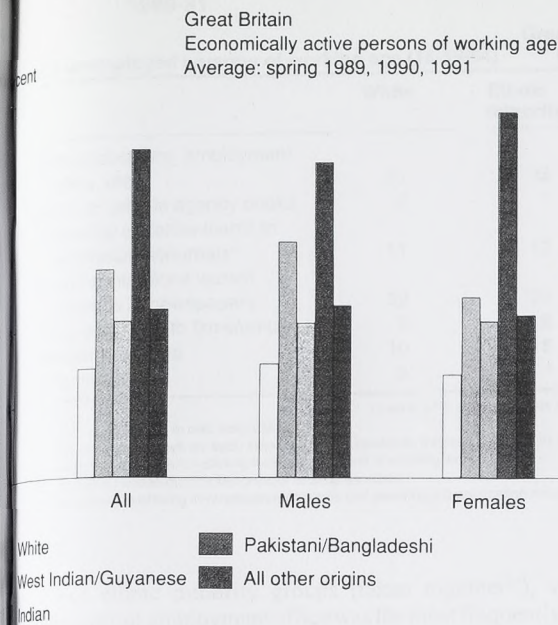
Source: LFS estimates (see also table 9)

a Percentages shown for each ethnic origin are based on the total numbers in the respective qualification level group.

b Includes those not stating highest qualification held.

c 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower.

Figure 6 ILO unemployment rates by ethnic origin and sex



Source: LFS estimates (see also table 10)

younger age profile of ethnic minority groups, since ILO unemployment was generally higher among those aged up to 24. Nonetheless, as the table illustrates, people of ethnic minority groups were also more likely to be ILO unemployed than White people within the same age and sex group. The highest ILO unemployment rates were among the Pakistani/Bangladeshi and West Indian communities, and among 16-24 olds in each of the main ethnic minority groups, although the data in table 10 is incomplete owing to the limited information available for many of the categories.

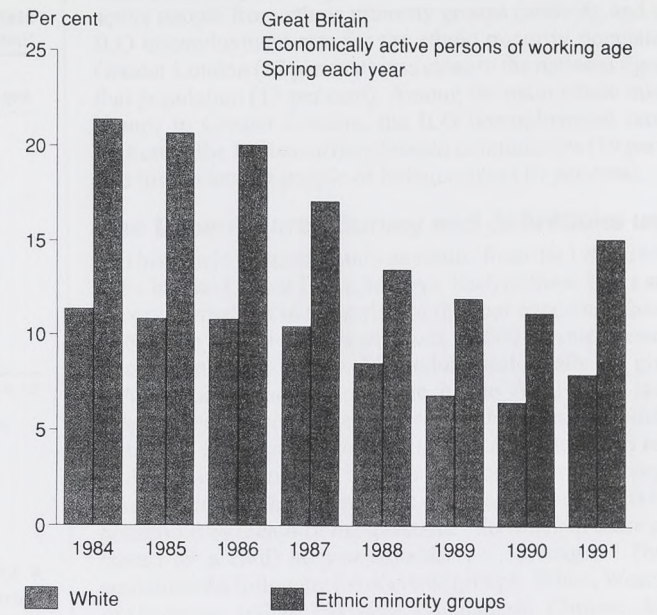
Trends in ILO unemployment rates

Table 11 and figure 7 show ILO unemployment rates for the ethnic groups for single years, from 1984 to 1991. Between 1984 and spring 1990 ILO unemployment rates for the White population of working age declined by over two-fifths to 11.2 per cent while the overall rate for the ethnic minority groups was estimated to have gone down by nearly half to 11.2 per cent, as a result of the reduction occurring after 1986. Between spring 1990 and spring 1991, however, ILO unemployment rates rose sharply by about 1½ percentage points for the White population and by about four percentage points for the ethnic minority groups overall: in each case the rise was greater for men than for women¹⁴.

In the years 1984, 1985 and 1986, the ILO unemployment rate for the ethnic minority groups was nearly twice that for the White population. In the four years following, it was generally lower in relative terms, at a level around two-thirds above that for the White group. However, the 1991 level in relative terms was again similar to the level of 1984, 1985 and 1986, as indicated in figure 7.

Unemployment rates for individual minority ethnic groups are subject to considerable year-to-year fluctuations. Nevertheless, the broad pattern shown in the table and figure is of ILO unemployment rates for these groups (both for men and for women) which were generally lower in 1989 and 1990 than in the preceding years, but rising upwards in 1991. In 1991, unemployment remained higher in the Pakistani/Bangladeshi communities and among West Indian men than elsewhere.

Figure 7 Trends in ILO unemployment rates by ethnic origin



Source: LFS time series estimates (see also table 11)

ILO unemployment and qualifications

Table 12 presents ILO unemployment rates (averaged for the years 1989-91) for men and women by highest qualification level and age. The results, which are also highlighted in table E, show that these rates were generally higher among the ethnic minority groups than among White people with the same broad level of qualifications¹⁵.

The pattern also persisted if age is taken into account, but the available data are insufficient to support further analyses by highest qualification of ILO unemployment rates for particular ethnic minority groups by age (beyond those in table 10).

Table E ILO unemployment rates by whether or not qualifications held, ethnic origin, age and sex; average: spring 1989-91

Persons of working age (16-59/64)	Great Britain Per cent			
	Males		Females	
	White	Ethnic minority groups	White	Ethnic minority groups
Age group and whether or not with qualifications held				
16-24				
With qualifications	9	18	7	17
No qualifications	22	34	20	*
25-44				
With qualifications	4	8	6	10
No qualifications	14	17	9	*
45-59/64				
With qualifications	5	*	4	*
No qualifications	10	17	6	*

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

Source: LFS estimates (see also table 12)

Job search

The main methods by which ILO unemployed people looked for work are explored in table 13 and summarised in table F.

Table F Main method of seeking work among the ILO unemployed, by ethnic origin; average: spring 1989-91

ILO unemployed persons of working age (16-59/64)	Great Britain Per cent ^a	
	White	Ethnic minority groups
Visiting jobcentre, employment office, etc	31	33
Name on private agency books	2	*
Answering advertisements in newspapers/journals ^b	11	12
Studying situations vacant columns in newspapers	32	25
Direct approach to firms/employers	9	8
Personal contacts	10	15
Other methods ^c	5	*

Source: LFS estimates (see also table 13)

- * Less than 10,000 in cell: estimate not shown
- ^a Percentages shown for each ethnic origin are based on the total numbers in the group, excluding persons not stating their main method of seeking work.
- ^b Includes notices outside factories or in shop windows
- ^c Includes advertising in newspapers/journals and awaiting job application results.

For ethnic minority groups (taken together¹⁶), visiting a jobcentre or employment office was the most frequently reported main method of search, particularly by men. This method was also commonly reported by the White group. In general, the ethnic minority communities relied less than the White population on looking through newspaper advertising, but reported more frequent use of personal contacts to seek a job.

ILO unemployment in the regions

ILO unemployment rates vary according to region, as shown in table 14. The table also includes estimated numbers of ILO unemployed people by region, with further information for Greater London in a footnote. Data for particular minority ethnic groups and for metropolitan county areas (outside Greater London) are not included, as many of the entries concerned are based on small samples and would not be shown. Table G summarises the analyses for those regions which account for the largest concentrations of ILO unemployed people from ethnic minority groups.

ILO unemployment rates for the minority group population of working age in the years 1989-91 were generally higher than for the White population, and also reflected the overall regional pattern of unemployment.

Table G ILO unemployment rates^a and numbers ILO unemployed, by ethnic origin and region; average: spring 1989-91

Region of residence ^b	Persons of working age (16-59/64)			
	ILO unemployment rate ^a (per cent)		Numbers ILO unemployed (thousands)	
	White	Ethnic minority groups	White	Ethnic minority groups
Great Britain ^c	7	13	1,842	146
Yorkshire and Humberside	8	16	181	11
South East	5	11	425	76
Greater London	7	12	183	65
Rest of South East	5	8	242	11
West Midlands	7	17	176	24
North West	9	15	260	12

Source: LFS estimates (see also table 14)

- ^a The ILO unemployment rates are derived by dividing the relevant total of ILO unemployed people by the corresponding economically active population.
- ^b Results are shown for regions accounting for at least 10,000 ILO unemployed persons from ethnic minority groups.
- ^c Including regions not shown.

Some 45 per cent of the ILO unemployed from ethnic minority communities (65,000 out of 146,000) were resident in Greater London. This percentage is similar to that for economically active people from ethnic minority groups (table 4), and so the ILO unemployment rate for the ethnic minority population in Greater London (12 per cent) was close to the national figure for that population (13 per cent). Among the main ethnic minority groups in Greater London, the ILO unemployment rate was highest in the Pakistani/Bangladeshi communities (19 per cent) and lowest among people of Indian origin (10 per cent).

The Labour Force Survey and definitions used

This article is based mainly on results from the 1989, 1990 and 1991 annual Labour Force Surveys. Each of these was a sample survey carried out in the spring of the year concerned, based on interviews with members of about 60,000 private households throughout Great Britain. Methodological details are given in OPCS reports and in an article in the April 1992 issue of *Employment Gazette*. Previous results have been published in articles in *Employment Gazette*, as well as in the OPCS reports.

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

In this article, those of Pakistani and Bangladeshi origin are grouped together, and those in the Chinese, African, Arab, Mixed Origin and Other groups are also combined together. The numbers in these groups are too small for their labour market characteristics to be reliably analysed separately. In 1991, there were (after grossing up) an estimated 172,000 people aged 16 or over whose ethnic group was not reported.

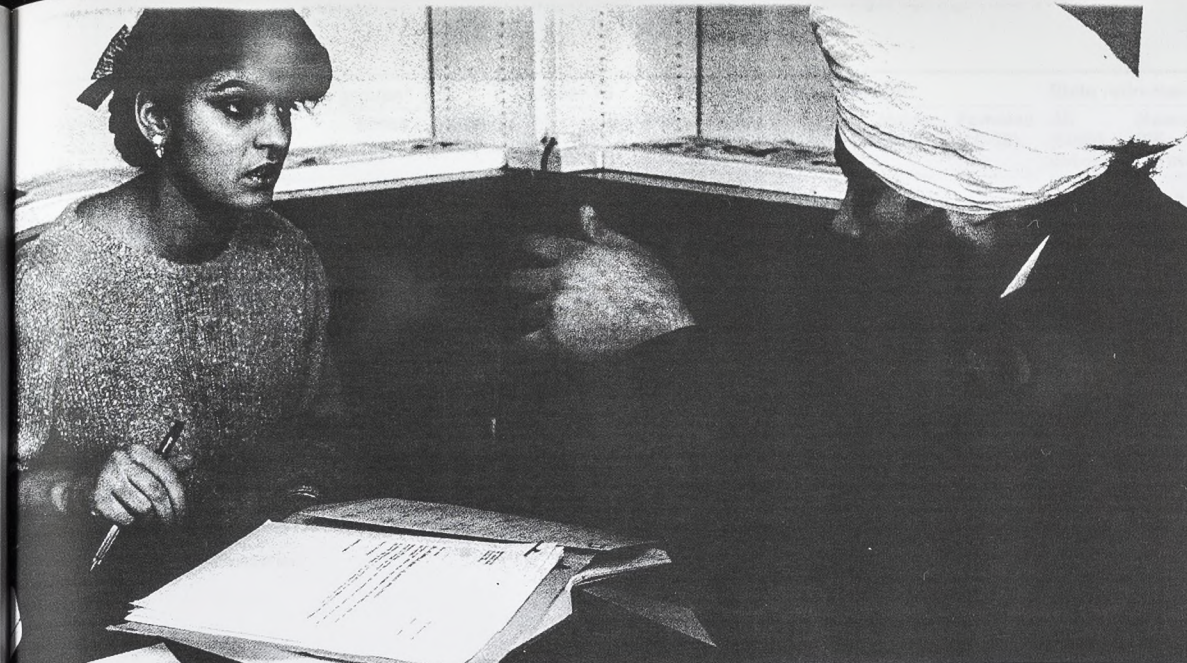
As noted at the beginning of this article, the Labour Force Survey is being conducted each quarter from spring 1992 and uses a different classification of ethnic groups which conforms to that adopted in the 1991 Census of Population. As a result of improved interview techniques, non-response to the ethnic origin questions in the survey is now much reduced from previous levels: in spring 1992, there were (after grossing up) only an estimated 31,000 people aged 16 or over whose ethnic group was not reported, compared with 172,000 in spring 1991, 288,000 in spring 1990 and 488,000 in spring 1989.

The internationally recognised definition of unemployment used in this article (the ILO definition) is that laid down by the International Labour Organisation and also used by the OECD. On this measure, the unemployed comprise people without a paid job who are available to start work in the next fortnight and have either looked for work at some time in the last four weeks or are waiting to start a job already obtained.

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions: in table 1 and figures 1 and 3, however, the proportions illustrated are based on totals which include those not stating ethnic origin. ■

Contact for further information

Further information about the analyses presented in this article and about the Labour Force Survey generally (including references to published results) is available on request by writing to Statistical Services Division C3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, or by telephoning the LFS Helpline: 071-273 5585.



women in employment, the proportion in non-manual occupations was around two-thirds in each of the ethnic groups.

Photo: Brenda Prince/Format

Notes

This article updates the material reported in 'Ethnic origins and the labour market', *Employment Gazette*, February 1991, pp 59-72. Summary details of the annual Labour Force Survey and a description of the definition of ethnic groups used appear at the end of this article, together with a contact address for further information about the analyses presented. Fuller technical details about the annual Labour Force Survey and the principal concepts and definitions used are given in *Employment Gazette*, April 1992, pp 171-172.

The economic activity rate is the proportion of a group of people who are either in employment or who are unemployed on the ILO definition (see end of article). The rate of working age are men aged 16-64 and women aged 16-59.

Details of the ILO definition of unemployment are given at the end of this article. Reasons for this are explained in *Employment Gazette*, March 1988, page 17. Three-year averages will not be needed from 1992: see text following.

Responding to less than 10,000 people in a cell, after grossing up.

Results from the quarterly Labour Force Survey show a continuation of the trend for more people to identify themselves as coming from ethnic minority groups. This is partly a result of demographic factors (see next section), but is probably also a consequence of the much reduced level of non-response to survey questions about ethnic origin (see details at end of article). Other reasons may be the move to the different classification of ethnic origins and the inclusion in the survey for the first time of people living in student hostel and NHS accommodation.

For earlier discussion about estimates from the quarterly Labour Force Survey: estimates for spring 1992 published in *Employment Gazette*, November 1992, pp 533-538 (table 1) relate to people aged 16 and over, but for people of working age the ethnic minority population is reported to be 1,955,000, or 5.7 per cent of the total working age population. For spring 1991, the ethnic minority population of working age (estimated from the annual Labour Force Survey for that year) is 1,772,000, or 5.2 per cent of the total working age population. Annual figures from the April 1991 Census of Population show that 5.9 per cent of the total population in England and Wales classified themselves as being of ethnic minority origin. This is broadly in line with corresponding estimates from the Labour Force Survey. In spring 1991, the annual Labour Force Survey shows that the ethnic minority population (of all ages) in England and Wales was nearly 2 million people, 5.6 per cent of the total population (with a non-response rate of 0.5 per cent); while in spring 1992, the quarterly Labour Force Survey shows the ethnic minority population as rising to nearly 3.1 million people, 6.1 per cent of the total (with a much reduced non-response rate of 0.5 per cent).

The annual Labour Force Survey report produced by the Office of Population Censuses and Surveys (OPCS), published by HMSO, covers the 1990 and 1991 surveys, with results for ethnic groups based on data for 1989-91 (Series no. 9, June 1992, price £9.40). In addition, analytical and interpretative

articles (and shorter items) on ethnic minority populations (derived from annual Labour Force Survey data averaged over three years) have been published by OPCS in *Population Trends* volumes 57, 60, 63, 67 and 69, published by HMSO.

- 9 Economic activity rates for spring 1992 for people aged 16 and over, based on the quarterly Labour Force Survey, are given in *Employment Gazette*, November 1992, pp 533-538 (table 1). The spring 1992 activity rates (per cent) for people of working age are as follows: *All origins*: all 79, males 86, females 71; *White group*: all 80, males 87, females 72; *ethnic minority groups*: all 66, males 75, females 56.
- 10 A similar analysis for spring 1992, based on the quarterly Labour Force Survey, appears in *Employment Gazette*, November 1992, pp 533-538 (figure 1). Note, however, that that analysis relates to the employed population rather than the economically active population.
- 11 Further analyses of self-employment in the ethnic minority communities are included in 'Self-employment: into the 90's', *Employment Gazette*, June 1992, pp 269-292 (table 18 and figure 8).
- 12 Some results for spring 1992, based on the quarterly Labour Force Survey, appear in *Employment Gazette*, December 1992, pp 615-620 (table 1). Note, however, that those results are based on the new Standard Occupational Classification, first introduced in the Labour Force Survey in 1991: for details of the new classification and the previous CODOT classification (adopted in the present analysis), see *Employment Gazette*, April 1992, pp 153-172 (tables 12, 13 and 14, and Technical note).
- 13 The composition of the broad qualifications bands used in this analysis (and in table 9 following) is described in a footnote to table 8 (or 9). More detailed analyses of the highest qualifications held by people from different ethnic origins are shown (for 1988-90) in *Employment Gazette*, March 1992, pp 101-133 (tables 3 and 7).
- 14 ILO unemployment rates for spring 1992 (relating to people aged 16 and over), based on the quarterly Labour Force Survey, appear in *Employment Gazette*, November 1992, pp 533-538 (table 1). They indicate a pattern of rising ILO unemployment rates between 1991 and 1992 which is similar to that occurring between 1990 and 1991 shown by the present analysis.
- 15 Trends in ILO unemployment rates by ethnic origin and level of highest qualification held are examined in *Employment Gazette*, March 1992, pp 101-133 (table 13). The analysis referred to also shows trends in the incidence of ILO unemployment of at least a year's duration.
- 16 An analysis showing results for the different ethnic minority groups (but not cross-classified by sex) is shown (for 1987-89) in *Employment Gazette*, February 1991, page 69 (table 10). The analysis is not repeated in the present article in the same form owing to the limited information available for many of the categories.

Table 1 Private household population by ethnic origin, age group and sex, average: spring 1989-91

	Great Britain Thousands											
	All age groups ^a			Under 16			Working age			State retirement age		
	All	Males	Females	All	Males	Females	All (16- 59/64)	Males (16-64)	Females (16-59)	All (60/65 and over)	Males (65 and over)	Females (60 and over)
All origins ^b	54,984	26,842	28,142	11,152	5,719	5,433	33,907	17,685	16,221	9,925	3,437	6,488
White	51,805	25,231	26,574	10,055	5,156	4,899	31,995	16,699	15,295	9,756	3,376	6,380
Ethnic minority groups	2,682	1,372	1,310	917	474	442	1,663	858	805	102	40	63
West Indian/Guyanese	456	224	233	109	56	53	319	157	162	29	11	18
Indian	793	409	384	232	120	112	522	274	248	39	15	24
Pakistani/Bangladeshi	613	319	294	271	142	129	332	172	159	11	*	*
All other origins ^c	819	420	398	305	156	148	490	255	235	24	*	15
Ethnic minority groups as percentage ^d of all origins	4.9	5.1	4.7	8.2	8.3	8.1	4.9	4.9	5.0	1.0	1.2	1.0

Source: LFS estimates

* Less than 10,000 in cell: estimate not shown.
 a Totals for people aged 16 and over are shown in the lower part of table 3.
 b Includes those who did not state origin.
 c Includes those of Mixed origin.
 d See note on percentages at end of text.

Table 2 Economic activity rates by ethnic origin, age and sex; average: spring 1989-91

	Great Britain Per cent											
	Persons of working age (16-59/64)											
	All of working age ^a			16-24			25-44			45-59/64		
	All	Males	Females	All	Males	Females	All	Males	Females	All	Males	Females
All origins ^b	80	88	71	78	83	73	84	96	73	75	81	67
White	81	89	72	80	85	75	85	96	74	75	81	67
Ethnic minority groups	68	80	56	57	62	51	74	89	59	71	81	56
West Indian/Guyanese	80	84	76	73	75	71	84	92	77	80	81	78
Indian	73	84	60	56	63	50	82	96	68	70	83	52
Pakistani/Bangladeshi	51	75	25	47	59	36	53	89	22	53	73	*
All other origins ^c	68	76	60	54	57	51	72	82	62	77	85	66

Source: LFS estimates

* Less than 10,000 in cell: estimate not shown.
 a The totals used to derive the activity rates for all of working age appear in table 3.
 b Includes those who did not state origin.
 c Includes those of Mixed origin.

	Great Britain					
	Per cent					
	All origins ^a	White	Ethnic minority groups			All other origins ^b
		All	West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	
aged 16 and over						
15-59/64 (thousands)	33,907	31,995	1,663	319	522	490
economically active (thousands)	27,157	25,831	1,137	255	380	333
employment (thousands = 100 per cent)	25,149	23,989	991	220	341	297
employees ^c	85	86	81	90	78	82
full-time	67	67	68	75	67	67
part-time	18	19	13	14	12	15
unemployed	13	13	16	7	20	15
government employment or training programmes	2	2	3	*	*	*
unemployed (thousands)	2,008	1,842	146	35	39	36
economically inactive (thousands)	6,750	6,163	526	64	143	157
(thousands)	17,685	16,699	858	157	274	255
economically active (thousands)	15,603	14,811	684	132	231	193
employment (thousands = 100 per cent)	14,399	13,710	592	112	207	171
employees ^c	81	81	77	85	72	79
full-time	78	78	72	81	69	73
part-time	3	3	5	*	*	7
unemployed	17	17	20	11	26	18
government employment or training programmes	2	2	2	*	*	*
unemployed (thousands)	1,204	1,101	92	20	23	22
economically inactive (thousands)	2,082	1,888	174	25	43	62
(thousands)	16,221	15,295	805	162	248	235
economically active (thousands)	11,554	11,020	453	123	149	141
employment (thousands = 100 per cent)	10,750	10,279	399	108	134	126
employees ^c	91	92	88	95	87	86
full-time	53	52	62	69	62	59
part-time	39	39	26	25	25	27
unemployed	7	7	9	*	11	11
government employment or training programmes	2	1	3	*	*	*
unemployed (thousands)	804	741	54	14	15	15
economically inactive (thousands)	4,667	4,275	352	39	99	94
16 and over			Thousands			
	43,831	41,750	1,765	348	561	514
economically active	27,963	26,622	1,147	260	382	336
employment	25,913	24,739	1,000	224	343	299
unemployed	2,050	1,883	147	35	39	37
economically inactive	15,869	15,128	618	88	179	178
	21,122	20,075	898	168	289	264
economically active	15,905	15,108	687	133	232	193
employment	14,681	13,988	594	112	208	171
unemployed	1,224	1,120	93	21	24	22
economically inactive	5,217	4,967	211	35	57	71
	22,709	21,676	867	180	272	250
economically active	12,057	11,514	460	127	150	142
employment	11,231	10,751	405	112	135	127
unemployed	826	763	55	15	15	15
economically inactive	10,652	10,162	407	53	122	108

* Less than 10,000 in cell: estimate not shown.
^a Includes those who did not state origin.
^b Includes those of Mixed origin.
^c Including those on government employment or training programmes but including others not stating whether full-time/part-time. The full-time/part-time classification is based on respondents' assessment.

Source: LFS estimates

Table 4 Economically active population by ethnic origin, for regions and metropolitan county areas; average: spring 1989-91
Persons of working age (16-59/64) Thousands

Region of residence	All							Males			Females		
	All origins ^a	White	Ethnic minority groups				All origins ^a	White	Ethnic minority groups	All origins ^a	White	Ethnic minority groups	
			All	West Indian/Guyanese	Indian	Pakistani/Bangladeshi							All other origins ^b
Great Britain	27,157	25,831	1,137	255	380	169	333	15,603	14,811	684	11,554	11,020	453
England	23,416	22,153	1,101	253	372	159	317	13,458	12,705	661	9,958	9,448	441
North	1,434	1,413	13	*	*	*	*	824	811	*	610	602	*
Tyne and Wear	515	508	*	*	*	*	*	295	290	*	221	218	*
Rest of North	918	905	*	*	*	*	*	529	521	*	390	384	*
Yorkshire and Humberside	2,370	2,285	71	11	25	21	15	1,372	1,318	46	998	967	26
South Yorkshire	596	581	11	*	*	*	*	351	342	*	245	239	*
West Yorkshire	1,002	948	49	*	16	18	*	572	536	33	431	412	16
Rest of Yorkshire and Humberside	772	756	11	*	*	*	*	449	440	*	323	316	*
East Midlands	2,008	1,925	72	12	42	*	11	1,152	1,105	41	856	820	31
East Anglia	1,020	992	23	*	*	*	10	582	564	14	438	427	*
South East	8,712	7,971	665	164	206	73	221	4,991	4,558	389	3,722	3,413	276
Greater London	3,327	2,759	525	144	159	50	172	1,898	1,570	303	1,429	1,189	221
Rest of South East	5,385	5,212	140	20	47	24	50	3,092	2,988	86	2,293	2,224	55
South West	2,258	2,208	39	12	*	*	15	1,286	1,256	23	973	952	16
West Midlands	2,571	2,414	139	38	60	25	16	1,503	1,407	87	1,068	1,007	52
West Midlands metropolitan county area	1,247	1,117	121	34	52	22	13	738	657	76	509	460	45
Rest of West Midlands	1,324	1,297	18	*	*	*	*	766	750	11	559	547	*
North West	3,043	2,946	80	10	22	23	24	1,750	1,686	54	1,293	1,261	25
Greater Manchester	1,252	1,201	46	*	14	15	10	726	693	30	525	507	16
Merseyside	645	626	14	*	*	*	*	368	355	10	277	271	*
Rest of North West	1,146	1,120	19	*	*	*	*	656	637	14	490	483	*
Wales	1,307	1,285	14	*	*	*	*	751	738	*	557	548	*
Scotland	2,433	2,393	22	*	*	*	10	1,394	1,368	16	1,039	1,025	*

* Less than 10,000 in cell: estimate not shown.
a Includes those who did not state origin.
b Includes those of Mixed origin.

Source: LFS estimates

Table 5 Economic status of 16-24 year olds by sex and ethnic origin; average: spring 1989-91

	Great Britain Per cent of 16-24 age group						
	All origins ^a	White	Ethnic minority groups				All other origins ^b
			All	West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	
Persons aged 16-24 (thousands = 100 per cent)	7,346	6,820	453	81	129	109	134
Economically active	78	80	57	73	56	47	54
Employment	70	71	45	55	47	36	44
Employees ^c	61	63	39	49	40	29	40
Self-employed	4	4	3	*	*	*	*
On government employment or training programmes	4	5	3	*	*	*	*
Unemployed	9	8	12	18	9	12	10
Economically inactive	22	20	43	27	44	53	46
which: Students	14	12	32	17	35	33	37
Looking after home/family	5	5	7	*	*	13	*
Males (thousands = 100 per cent)	3,733	3,465	232	40	67	55	70
Economically active	83	85	62	75	63	59	57
Employment	73	75	49	54	51	45	45
Employees ^c	62	63	41	45	41	38	41
Self-employed	6	6	4	*	*	*	*
On government employment or training programmes	5	5	*	*	*	*	*
Unemployed	10	10	14	*	*	*	*
Economically inactive	17	15	38	25	37	41	43
which: Students	14	13	34	*	35	37	39
Looking after home/family	*	*	*	*	*	*	*
Females (thousands = 100 per cent)	3,613	3,355	221	42	62	54	64
Economically active	73	75	51	71	50	36	51
Employment	66	68	41	57	43	26	43
Employees ^c	61	62	37	53	39	19	39
Self-employed	2	2	*	*	*	*	*
On government employment or training programmes	4	4	*	*	*	*	*
Unemployed	7	7	9	*	*	*	*
Economically inactive	27	25	49	29	50	64	49
which: Students	13	12	30	*	35	28	35
Looking after home/family	11	11	14	*	*	27	*

* Less than 10,000 in cell: estimate not shown.
^a Includes those who did not state origin.
^b Includes those of Mixed origin.
^c Including those on government employment or training programmes.

Source: LFS estimates

Table 6 Employment^a by industry and ethnic origin; average: spring 1989-91

Great Britain												
Persons in employment ^a aged 16 and over												
SIC 1980 ^b	All				Males				Females			
	White		Ethnic minority groups		White		Ethnic minority groups		White		Ethnic minority groups	
	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent
All industries ^c	24,326	100	973	100	13,726	100	580	100	10,600	100	393	100
0 Agriculture, forestry, fishing	538	2	*	*	420	3	*	*	117	1	*	*
1 Energy & water supply	560	2	*	*	472	3	*	*	88	1	*	*
2-4 Manufacturing	5,399	22	222	23	3,847	28	151	26	1,552	15	72	18
2 Extraction of minerals, metal manufacture, etc	778	3	20	2	590	4	15	3	188	2	*	*
3 Metal goods, engineering & vehicles	2,408	10	96	10	1,887	14	74	13	520	5	22	6
4 Other manufacturing	2,213	9	106	11	1,369	10	62	11	844	8	44	11
45 Footwear and clothing	271	1	31	3	71	1	11	2	200	2	20	5
5 Construction	1,912	8	33	3	1,725	13	29	5	187	2	*	*
6-9 Services	15,858	65	705	73	7,227	53	391	68	8,631	82	314	80
6 Distribution, hotels, catering and repairs	4,886	20	264	27	2,235	16	168	29	2,651	25	96	24
64/65 Retail distribution	2,728	11	144	15	1,101	8	87	15	1,626	15	57	14
66 Hotels and catering	1,032	4	82	8	323	2	53	9	710	7	28	7
7 Transport and communications	1,508	6	82	8	1,158	8	65	11	351	3	18	4
8 Banking and finance, etc	2,732	11	103	11	1,404	10	59	10	1,328	13	45	11
83 Business services	1,485	6	59	6	803	6	36	6	681	6	23	6
9 Other services	6,732	28	256	26	2,431	18	100	17	4,301	41	156	40
91 Public administration, national defence, etc	1,497	6	49	5	870	6	23	4	627	6	25	6
93 Education	1,646	7	37	4	502	4	15	3	1,144	11	22	6
95 Medical/health/ veterinary services	1,237	5	88	9	243	2	29	5	994	9	59	15
96 Other services to the public ^d	900	4	36	4	174	1	*	*	726	7	28	7

* Less than 10,000 in cell: estimate not shown.
^a Excluding those on government employment or training programmes.
^b Results are shown for all SIC 1980 divisions, and for classes accounting for at least 30,000 persons from ethnic minority groups.
^c The totals include those who did not specify industry.
^d Comprises all other public services excluding sanitary, research and development, recreational and domestic services.

Source: LFS estimates

Persons in employment ^a aged 16 and over	Great Britain Per cent						
	All origins ^c	White	Ethnic minority groups				All other origins ^d
			All	West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	
(thousands = 100 per cent)^e	25,467	24,326	973	217	337	127	291
Non-manual occupations	57	57	58	48	60	45	67
Managerial and professional	33	33	35	26	37	28	43
Clerical and related	16	16	16	17	16	10	17
Other non-manual	8	8	6	4	7	8	7
Manual occupations	43	43	42	52	40	55	33
Craft and similar	16	16	13	16	14	17	8
General labourers	1	1	*	*	*	*	*
Other manual	27	27	29	36	25	36	25
(thousands = 100 per cent)^e	14,401	13,726	580	108	205	100	167
Non-manual occupations	48	48	52	32	59	40	64
Managerial and professional	36	36	38	20	43	28	49
Clerical and related	5	5	8	*	9	*	8
Other non-manual	6	6	6	*	6	*	7
Manual occupations	52	52	48	68	41	60	36
Craft and similar	25	25	17	28	16	17	12
General labourers	1	1	*	*	*	*	*
Other manual	26	26	30	40	24	41	24
(thousands = 100 per cent)^e	11,066	10,600	393	109	133	27	124
Non-manual occupations	68	68	66	63	62	64	72
Managerial and professional	29	29	31	33	28	*	35
Clerical and related	30	30	28	26	27	*	30
Other non-manual	10	10	7	*	*	*	*
Manual occupations	32	32	34	37	38	36	28
Craft and similar	4	4	7	*	11	*	*
General labourers	0	0	*	*	*	*	*
Other manual	28	28	27	33	27	*	25

Less than 10,000 in cell: estimate not shown.
 Includes those on government employment or training programmes.
^a The Labour Force Survey collected information using the new Standard Occupational Classification (SOC) for the first time, as well as the Classification of Occupation and Directory of Occupational Titles (CODOT) as in previous years. The results shown in this table are 1989-91 averages and are therefore based on CODOT. Some comparisons of data for 1991 based on the occupational classifications (SOC and CODOT) are included in 'Results of the 1991 Labour Force Survey', *Employment Gazette*, April 1992 (pp 153-172), but they do not show analyses by ethnic origin.
^b Includes those who did not state origin.
^c Includes those of Mixed origin.
^d Includes those who did not state their occupation.

Source: LFS estimates

Table 8 Highest qualification level^a by ethnic origin, sex and age; average: Spring 1992-97

Sex, age group and level of highest qualification held ^a	Great Britain Per cent						
	All origins ^b	White	Ethnic minority groups				All other origins ^c
			All	West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	
Persons of working age(16-59/64)							
All							
16-59/64							
All (thousands = 100 per cent)	33,907	31,995	1,663	319	522	332	490
Higher qualifications	14	14	15	11	17	7	22
Other qualifications	55	55	50	56	49	37	55
No qualifications	31	31	35	33	34	56	24
16-24							
All (thousands = 100 per cent)	7,346	6,820	453	81	129	109	134
Higher qualifications	6	6	6	*	8	*	8
Other qualifications	72	73	69	76	72	58	72
No qualifications	21	21	24	21	20	37	20
25-44							
All (thousands = 100 per cent)	16,101	15,157	832	140	268	150	275
Higher qualifications	18	18	20	16	20	9	29
Other qualifications	55	56	46	62	45	27	49
No qualifications	26	26	33	22	34	64	22
45-59/64							
All (thousands = 100 per cent)	10,460	10,017	377	98	126	73	81
Higher qualifications	13	13	15	10	19	*	21
Other qualifications	42	42	33	31	33	25	44
No qualifications	45	45	52	59	48	67	35
Males							
16-64							
All (thousands = 100 per cent)	17,685	16,699	858	157	274	172	255
Higher qualifications	15	15	16	6	20	10	23
Other qualifications	57	58	52	59	51	41	56
No qualifications	28	27	32	35	29	49	21
16-24							
All (thousands = 100 per cent)	3,733	3,465	232	40	67	55	70
Higher qualifications	6	6	7	*	*	*	*
Other qualifications	71	71	70	74	71	62	73
No qualifications	23	23	23	25	19	32	18
25-44							
All (thousands = 100 per cent)	8,075	7,617	402	63	133	68	138
Higher qualifications	20	20	22	*	24	*	31
Other qualifications	58	59	48	65	47	32	50
No qualifications	22	22	29	24	29	56	19
45-64							
All (thousands = 100 per cent)	5,877	5,617	225	55	74	49	47
Higher qualifications	14	14	15	*	22	*	21
Other qualifications	48	48	39	40	39	32	47
No qualifications	38	38	46	55	39	59	31
Females							
16-59							
All (thousands = 100 per cent)	16,221	15,295	805	162	248	159	235
Higher qualifications	13	13	14	15	13	*	20
Other qualifications	52	52	47	54	47	32	53
No qualifications	35	35	39	31	39	63	27
16-24							
All (thousands = 100 per cent)	3,613	3,355	221	42	62	54	64
Higher qualifications	6	6	5	*	*	*	*
Other qualifications	74	75	69	77	74	54	70
No qualifications	20	19	26	*	20	43	22
25-44							
All (thousands = 100 per cent)	8,025	7,539	430	77	135	81	137
Higher qualifications	17	17	19	19	17	*	27
Other qualifications	52	53	44	60	44	23	48
No qualifications	31	30	37	20	39	70	25
45-59							
All (thousands = 100 per cent)	4,583	4,401	153	43	52	24	34
Higher qualifications	12	12	15	*	*	*	*
Other qualifications	34	34	24	*	24	*	40
No qualifications	54	54	61	64	62	84	40

* Less than 10,000 in cell: estimate not shown. Source: LFS estimates
^a 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-Level or equivalent or lower. For further information, see article on economic activity and qualifications in *Employment Gazette*, March 1992 (pp101-133).
^b Includes those who did not state origin.
^c Includes those of Mixed origin.

9 Highest qualification level^a by economic status, ethnic origin and sex; average: spring 1989-91

Highest qualification level	Great Britain Per cent											
	Persons aged 16 and over											Econ- omically inactive
	Males				Females				All			
All	In employ- ment	ILO unem- ployed	Econ- omically inactive	All	In employ- ment	ILO unem- ployed	Econ- omically inactive	All	In employ- ment	ILO unem- ployed	Econ- omically inactive	
Persons ^b (thousands = per cent) ^c	33,907	25,149	2,008	6,750	17,685	14,399	1,204	2,082	16,221	10,750	804	4,667
Higher qualifications	14	17	6	8	15	17	6	8	13	16	8	7
Intermediate qualifications	55	58	51	45	57	60	49	47	52	55	54	45
Lower qualifications	31	26	42	47	28	23	45	45	35	29	38	48
Persons (thousands = per cent) ^c	31,995	23,989	1,842	6,163	16,699	13,710	1,101	1,888	15,295	10,279	741	4,275
Higher qualifications	14	16	6	7	15	17	6	8	13	16	8	7
Intermediate qualifications	55	58	51	45	58	60	50	46	52	55	54	45
Lower qualifications	31	26	42	47	27	23	45	46	35	29	39	47
Ethnic minority groups ^d (thousands = per cent) ^c	1,663	991	146	526	858	592	92	174	805	399	54	352
Higher qualifications	15	20	8	8	16	20	*	8	14	21	*	7
Intermediate qualifications	50	52	51	45	52	51	47	56	47	52	57	40
Lower qualifications	35	28	40	47	32	28	45	36	39	27	33	53

Source: LFS estimates.
^a Persons with no qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower. For further information, see article on economic activity in *Employment Gazette*, March 1992 (pp 101-133).
^b Excludes those who did not state origin.
^c Excludes those not stating highest qualification held (304,000 in all, including 270,000 White people and 29,000 from ethnic minority groups, and 218,000 in employment, 17,000 ILO unemployed and 6,000 economically inactive), but percentages are based on figures which exclude this group. Percentage distributions of economic status are shown in table D.
^d Detailed analysis by ethnic origin is shown, for 1988-90, in *Employment Gazette*, March 1992, page 128 (table 7).

10 ILO unemployment rates by sex, age and ethnic origin; average: spring 1989-91

Persons aged 16 and over	Great Britain Per cent						
	All origins ^a	White	Ethnic minority groups				
			All	West Indian/ Guyanese	Indian	Pakistani/ Bangla- deshi	All other origins ^b
Persons aged 16 and over ^c	7	7	13	14	10	21	11
16-24	7	7	13	14	10	21	11
25-44	11	11	20	24	16	25	18
45-59/64	7	6	11	11	8	19	10
65 and over ^c	6	6	11	*	*	*	*
Persons aged 16 and over ^c	5	5	*	*	*	*	*
16-24	8	7	13	15	10	21	11
25-44	8	7	13	15	10	21	11
45-59/64	12	12	22	*	*	*	*
65 and over ^c	7	6	11	*	8	19	10
Persons aged 16 and over ^c	7	7	12	12	10	24	11
16-24	7	7	12	12	10	24	11
25-44	10	9	19	*	*	*	*
45-59/64	7	7	10	*	*	*	*
65 and over ^c	5	5	*	*	*	*	*
Persons aged 16 and over ^c	4	4	*	*	*	*	*

Source: LFS estimates.
^a Persons with no qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower. For further information, see article on economic activity in *Employment Gazette*, March 1992 (pp 101-133).
^b Excludes those who did not state origin.
^c Excludes those of Mixed origin.
^d Excludes those over state retirement age.

Table 11 Trends in ILO unemployment rates by ethnic origin; spring 1984 to spring 1991

	Great Britain Per cent					
	All origins ^a	White	Ethnic minority groups			All other origins ^b
			All	West Indian/ Guyanese	Indian		Pakistani/ Bangladeshi
All						
1984	11.8	11.4	21.4	24	16	34
1985	11.2	10.9	20.7	22	18	30
1986	11.2	10.8	20.0	23	17	28
1987	10.7	10.5	17.1	18	13	29
1988	8.7	8.5	13.5	15	12	24
1989	7.1	6.9	12.0	14	9	22
1990	6.7	6.5	11.2	11	9	17
1991	8.3	8.0	15.2	15	12	25
Males						
1984	11.9	11.4	22.1	30	13	33
1985	11.5	11.0	21.6	24	19	28
1986	11.5	11.1	20.5	26	16	27
1987	11.0	10.7	17.4	21	10	30
1988	8.9	8.6	14.2	18	11	24
1989	7.2	6.9	12.7	15	10	18
1990	6.9	6.7	11.3	13	8	15
1991	9.1	8.7	16.1	18	12	25
Females						
1984	11.7	11.3	20.2	18	20	*
1985	10.9	10.6	19.2	20	17	*
1986	10.8	10.4	19.4	19	19	*
1987	10.3	10.1	16.5	16	17	*
1988	8.5	8.4	12.5	11	13	*
1989	7.0	6.8	11.0	14	9	*
1990	6.6	6.3	11.1	*	11	24
1991	7.3	7.0	13.7	12	11	24

* Less than 10,000 in cell: estimate not shown.
^a Includes those who did not state origin.
^b Includes those of Mixed origin.

Source: LFS time series estimates

Table 12 ILO unemployment rates by highest qualification level^a, ethnic origin, age and sex; average: spring 1989-91

Persons of working age (16-59/64)	Great Britain Per cent								
	All origins ^b	White	Ethnic minority groups	Males			Females		
				All origins ^b	White	Ethnic minority groups	All origins ^b	White	Ethnic minority groups
Age group and level of highest qualification held^c									
16-59/64^c	7	7	13	8	7	13	7	7	12
Higher qualifications	3	3	6	3	3	*	3	3	*
Other qualifications	7	6	13	6	6	12	7	7	13
No qualifications	12	11	18	14	13	20	9	9	14
16-24^c	11	11	20	12	12	22	10	9	19
Higher qualifications	6	5	*	7	6	*	*	*	*
Other qualifications	9	8	18	10	9	19	8	8	17
No qualifications	22	21	32	22	22	34	20	20	*
25-44^c	7	6	11	7	6	11	7	7	10
Higher qualifications	3	2	*	2	2	*	4	3	*
Other qualifications	6	6	11	5	5	10	7	7	11
No qualifications	12	12	15	14	14	17	9	9	*
45-59/64^c	6	6	11	7	7	12	5	5	*
Higher qualifications	3	3	*	3	3	*	3	3	*
Other qualifications	5	5	*	6	6	*	4	4	*
No qualifications	8	8	15	10	10	17	6	6	*

* Less than 10,000 in cell: estimate not shown.
^a For definition of highest qualification levels, see footnote to table 8 (or 9).
^b Includes those who did not state origin.
^c Includes those whose highest qualification level was not stated.

Source: LFS estimates

Table 13 Main method of seeking work among the ILO unemployed, by ethnic origin; average: spring 1989-91

ILO unemployed persons of working age (16-59/64)	Great Britain Per cent								
	All			Males			Females		
	All origins ^a	White	Ethnic minority groups ^b	All origins ^a	White	Ethnic minority groups	All origins ^a	White	Ethnic minority groups
(thousands = 100 per cent)	2,008	1,842	146	1,204	1,101	92	804	741	54
Through jobcentre, employment office, etc	31	31	33	35	35	37	24	24	27
Through private agency books	2	2	*	2	2	*	3	3	*
Through advertising in newspapers/journals ^c	11	11	12	10	10	*	13	12	*
Through vacant columns in newspapers	32	32	25	26	26	23	41	42	30
Through direct approach to firms/employers	9	9	8	10	10	*	8	7	*
Through personal contacts	11	10	15	13	13	17	7	7	*
Through other methods ^d	4	5	*	4	4	*	5	5	*

* Less than 10,000 in cell: estimate not shown.
^a Includes those who did not state origin.
^b More detailed analysis by ethnic origin is shown, for 1987-89, in *Employment Gazette*, February 1991, page 69 (table 10).
^c Includes notices outside factories or in shop windows.
^d Includes advertising in newspapers/journals and awaiting job application results.

Source: LFS estimates

Table 14 ILO unemployment rates^a and numbers ILO unemployed, by ethnic origin and region; average: spring 1989-91

Region of residence	ILO unemployment rate ^a (per cent)			Numbers ILO unemployed (thousands)		
	All origins ^b	White	Ethnic minority groups	All origins ^b	White	Ethnic minority groups
Great Britain	7	7	13	2,008	1,842	146
London	7	7	13	1,659	1,501	142
North	11	11	*	156	152	*
Yorkshire and Humberside	8	8	16	194	181	11
East Midlands	7	7	*	140	129	*
East Anglia	5	5	*	52	49	*
South East	6	5	11	508	425	76
Greater London ^c	8	7	12	252	183	65
Rest of South East	5	5	8	256	242	11
South West	6	6	*	134	128	*
West Midlands	8	7	17	203	176	24
North West	9	9	15	274	260	12
Wales	9	9	*	118	114	*
Ireland	9	9	*	231	227	*

* Less than 10,000 in cell: estimate not shown.
^a ILO unemployment rates are derived by dividing the relevant total of ILO unemployed people (shown in this table) by the corresponding economically active population (shown in table 4).
^b Includes those who did not state origin.
^c In Greater London, ILO unemployment rates and numbers ILO unemployed for 1989-91 are as follows for people of working age in the main ethnic minority groupings: West Indian/Caribbean 13 per cent and 18,000; Indian 10 per cent and 16,000; Pakistani/Bangladeshi 19 per cent and 10,000; all other origins (including Mixed origin) 13 per cent and 22,000. Sample sizes are generally too small to permit a similar breakdown for other regions. The corresponding figures for Great Britain are shown in tables 10 and 3 (or 13).

Source: LFS estimates



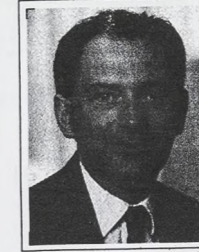
A selection of Parliamentary Questions put to Employment Department Ministers.

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

Employment Department Ministers



Gillian Shephard
Secretary of State



Michael Forsyth
Minister of State



Patrick McLoughlin
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Employee offences

Sam Galbraith (Strathkelvin and Bearsden) asked the Secretary of State for Employment, how many employees have been jailed for offences under the Health and Safety at Work etc. Act 1974 since 1974.

Patrick McLoughlin: To date, no employees have been jailed for offences under the Health and Safety at Work etc. Act 1974.

(December 17)

Youth training

Tony Lloyd (Stretford) asked the Secretary of State for Employment, what estimate she makes of the number of 16 and 17 year olds eligible for the youth training guarantee who were not on a youth training scheme for each month since January; how many of these receive no financial assistance; and how many she expects will be in this position for each month in 1993.

Patrick McLoughlin: The information is not available in the form requested. The Government continues to be committed to the Youth Training Guarantee and a range of financial support is available to young people whilst they are seeking suitable training.

(December 17)

Private finance

Sir John Stanley (Tonbridge and Malling) asked the Secretary of State for Employment, in what areas of her Department's responsibilities she has introduced, or may introduce, private finance; and if she will describe in each case the procedures by which private finance is sought.

Michael Forsyth: Important elements of the private finance initiative include capital projects or the provision of services where the greater part of the cost involves capital

expenditure. Although the majority of the Department's spending is not in this area, we are considering how to apply the initiative on the basis of the guidance which has been published by the Treasury.

(December 17)

Task Force members

Tony Lloyd (Stretford) asked the Secretary of State for Employment, how many members of the national training task force are (a) women (b) from an ethnic minority and (c) people with disabilities, in numbers and as a percentage of the group.

Patrick McLoughlin: There are two (10.9 per cent) women members of the National Training Task Force (NTTF) and one (5.3 per cent) member from an ethnic minority group. There are no members who have registered or non-registered disabilities.

(December 17)

Betting shop employees

Tim Devlin (Stockton South) asked the Secretary of State for Employment, if she will introduce safeguards and protection for betting shop employees who do not wish to change contracts in the event of a relaxation of betting shop hours.

Tim Devlin (Stockton South) asked the Secretary of State for Employment, if she will introduce regulations to prevent exploitation of betting shop employees by employers who refuse to allow a choice between new contracts of employment and existing ones.

Patrick McLoughlin: Terms and conditions of employment are in general a matter for employers and employees, and it is always open to either party to a contract of employment to seek to renegotiate its terms. All employees have protection against unilateral changes being made to their contracts of employment.

(December 17)

Accident hazards

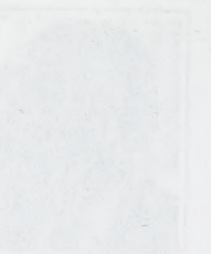
Bill Michie (Sheffield, Heeley) asked the Secretary of State for Employment, what account is taken by the emergency off-site plan of each site designated under the Control of Major Accident Hazards Regulations 1984 because of the quantity of chlorine which they stored, of the possibility of catastrophic failure of the site's chlorine storage facilities.

Patrick McLoughlin: In preparing off-site emergency plans for all those sites subject to regulation 11 of the Control of Industrial Major Accident Hazards Regulations 1984 (as amended) the emergency planners have to take account of the full range of possible events, in accordance with the official guidance published by the Health and Safety Executive [(HS(G) 25 -The Control of Industrial Major Accident Hazards Regulations: further guidance on emergency plans and HS(R) 21 (Revised) - a guide to the Control of Industrial Major Accident Hazards Regulations 1984]

(December 17)

Bill Michie (Sheffield, Heeley) asked the Secretary of State for Employment, pursuant to her answer of 19th October, official Report, column 114, what sorts of information relating to accidents at installations covered by the Control of Industrial Major Accident Hazards Regulations 1984 are held by the Health and Safety Executive; what arrangements have been made for the analysis of information relating to accidents at such sites; and if she will make a statement.

Patrick McLoughlin: In respect of accidents at an installation subject to the Control of Industrial Major Accident Hazard Regulations 1984 (CIMAH) that are defined as major accidents by Regulation 2, the Health and Safety Executive (HSE) holds information provided by manufacturers in accordance with Regulation 5(1). This requires that where a major accident occurs on a site, the manufacturer should notify



HSE and provide the following information as soon as it becomes available:

- the circumstances of the accident;
- the dangerous substances involved;
- the data available for assessing the effects of the accident on persons and the environment;
- the emergency measures taken;
- a statement of the steps envisaged to alleviate the medium or long term effects of a major accident, if any and the steps necessary to prevent a recurrence.

In accordance with Regulation 5(2) of CIMA, HSE is responsible for collecting information about major accidents to enable full analysis to be made. HSE complies with this requirement by investigating every major accident that occurs on a site subject to CIMA, determining the cause, collecting information and sending a report to the European Commission for entering on a database used for accident prevention purposes. An analysis of such reports is sent to the Competent Authorities annually.

In respect of sites subject to CIMA, HSE also holds information on other accidents and dangerous occurrences not reportable under CIMA but which may be reportable to HSE under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations. These are included in the statistical analysis published by HSE in its annual reports.

Additionally HSE uses the Major Hazard Incident Data Service maintained by the UK Atomic Energy Authority's Safety and Reliability Directorate (SRD) funded jointly by HSE and SRD.

(December 2)

Training for Work

Alex Carlile (Montgomery) asked the Secretary of State for Employment, what proposals she has to increase retraining programmes for unemployed adults over 21 years of age; and if she will make a statement.

Patrick McLoughlin: Training for Work, which will replace Employment Training, High Technology National Training and Employment Action from April 1993, will allow Training and Enterprise Councils to provide opportunities for 320,000 unemployed adults aged 18 and over to train or retrain to meet their assessed needs. This is part of the package of employment and training measures which we are increasing by nearly 500,000 opportunities in 1993-94.

(December 14)

Food service industry

Alex Carlile (Montgomery) asked the Secretary of State for Employment, if she will estimate how many students work (a) full-time and (b) part-time in the food service industry; what were the comparable figures for 1988, 1989 and 1990; and if she will make a statement.

Patrick McLoughlin: Estimates from the Labour Force Survey (LFS) of the numbers of students (those still at school or in other

full time education) employed part-time in the Hotels and Catering Industry (Class 66 of the Standard Industrial Classification) are given in the following table. The numbers of students working full-time in the industry are too small for reliable estimates to be produced from the LFS

Students working part-time in Hotels and Catering Industry;

Great Britain	Thousands
Spring 1988	99
Spring 1989	102
Spring 1990	126
Spring 1992	144

(December 14)

Funding union ballots

Peter Bottomley (Eltham) asked the Secretary of State for Employment, when she decided to end funding for trades union ballots and training; and how much expenditure she expects to save.

Michael Forsyth: The final decision to end public subsidy for trade union ballots and the training of officials was taken after this year's Autumn Statement. Expenditure for the two schemes together will amount to some £5.6 million in 1992-93. Full savings will not be made immediately, as the schemes in question are being phased out over three years.

(December 16)

Leaflets in other languages

John Austin-Walker (Woolwich) asked the Secretary of State for Employment, which leaflets published by the Health and Safety Executive are available in languages other than English; and if she will list the languages in which they are available.

Patrick McLoughlin: The Health and Safety at Work etc. Act 1974 places the responsibility for the provision of necessary information to employees upon employers. This reflects the need for information to relate to the work in hand and the practical difficulty of providing information about hazard in the numerous minority languages spoken in the workplace. The Health and Safety Executive (HSE) have recently published a booklet *Health and Safety in Great Britain*; it is available free in all European Community Languages. A Welsh language version of the poster *Health and Safety Law - What you should know* is available in Welsh and three leaflets in the agricultural series have also been produced in Welsh. HSE have undertaken to produce its booklet *HSE and you*, which is addressed to the citizen, in a number of minority languages.

(December 16)

John Austin-Walker (Woolwich) asked the Secretary of State for Employment, when she proposes to publish leaflets containing advice and guidance for homeworkers; and

in what languages she intends to publish them.

John Austin-Walker (Woolwich) asked the Secretary of State for Employment, when she intends to publish advice and guidance for employers of homeworkers.

Michael Forsyth: Advice to homeworkers and their employers is given in the Department of Employment booklet *Be Flexible - A Guide to Flexible Working*, which was published in March 1992. My right hon. Friend, the Secretary of State, has no plans to issue versions in other languages.

(December 16)

Payments to consultants

Sam Galbraith (Strathkelvin and Bearsden) asked the Secretary of State for Employment, how much money has been paid to PA Consulting Group in respect of contracts undertaken to (a) establish the feasibility of privatising the Electrical Equipment Certification Service and (b) undertake a pay and grading review for the Health and Safety Executive.

Patrick McLoughlin: The Health and Safety Executive paid PA Consulting Group £87,400 in the financial year 1991-92 for a study of the future status of the Electrical Equipment Certification Service. The Health and Safety Executive appointed PA Consulting Group in March 1992 to assist in a review of pay and grading arrangements. A total of £79,400 has been paid to date.

Both contracts were awarded following competitive tendering exercises.

(December 9)

TEC guidelines

Ieuan Wyn Jones (Ynys Mon) asked the Secretary of State for Employment, what guidelines have been produced by her Department to training and enterprise councils concerning the inclusion of statements relating to (a) the quality of training provision and (b) equal opportunity statements within their operating agreements.

Patrick McLoughlin: Relations between Training and Enterprise Councils and the Employment Department are governed by the TEC Operating Agreement. Under this agreement TECs are required to:

- contract only with training providers that obtain and maintain Approved Training Organisation status under criteria published by the Secretary of State or under criteria that are agreed to be at least equivalent; and
- to use all reasonable endeavours to ensure equality of opportunity in respect of all their activities and to pass on this obligation to their training providers.

Each year, my right hon. Friend the Secretary of State produces strategic guidance to support TECs in developing their plans. This sets out the strategic priorities that underpin the operating

agreement. These cover help for those at a disadvantage in the labour market and the provision of high quality training. In addition, TECs have access to *Developing Good Practice* Briefs on Equal Opportunities, Managing Quality and a wide range of other subjects.

(December 9)

Changing role of ACAS

Greville Janner (Leicester West) asked the Secretary of State for Employment, how the role of ACAS has changed since its foundation; and what further changes are proposed.

Patrick McLoughlin: Since its creation as an independent statutory body, by the Employment Protection Act 1975, there have been three main changes to the statutory role of ACAS. First, the provisions in the 1975 Act relating to ACAS's role in the determination of claims for trade union recognition were repealed by the Employment Act 1980. Second, ACAS's role in undertaking inquiries into questions concerning Wages Councils was ended by the Wages Act 1986. Third, ACAS's role in seeking to promote the settlement of complaints without them having to be determined by an industrial tribunal has been extended by a variety of enactments. As to the future, I refer the hon. Member to the reply given on 1 December, Official Report, cols 132-133, to my hon. Friend, the Member for Colne Valley. If there are to be any further changes, they will be made after consultation with the ACAS Council.

(December 9)

TECs

Alun Michael (Cardiff South and Penarth) asked the Secretary of State for Employment, whether it is her policy that TECs shall pass on to training providers the cash to pay allowances to trainees in advance of the relevant pay day or within seven days of those costs falling on the training providers.

Patrick McLoughlin: Training and Enterprise Councils (TECs) are responsible for the funding arrangements which they have with their providers. It is for these two parties to agree such arrangements.

(December 8)

Stephen Milligan (Eastleigh) asked the Secretary of State for Employment, what measures she is taking to meet the concerns which have been expressed by TECs.

Gillian Shephard: Last month, I was pleased to be able to announce a package of measures that has been welcomed by TECs throughout the country.

(December 1)

Ieuan Wyn Jones (Ynys Mon) asked the Secretary of State for Employment, if she will make it her policy to allow training and enterprise councils to utilise a wider range of performance indicators for disabled trainees than those currently suggested

within the output-related funding arrangements.

Patrick McLoughlin: Training and Enterprise Councils already have the flexibility to recognise in their contracts with providers outputs additional to those for which they receive funding from the Department.

(December 8)

Radiological emergencies

Ellyn Llwyd (Meirionnydd Nant Conwy) asked the Secretary of State for Employment, if she will make it her policy to promote a standard national warning system to be operated during peacetime radiological emergencies.

Patrick McLoughlin: No. In the event of an accident at a civil licenced nuclear site having potential radiological effects off-site, the emergency plan prepared by the site's operator and approved by the Health and Safety Executive requires the operator to alert and inform the police. They will inform people in the vicinity of the site. Others at a greater distance from the site will be kept informed by special announcements on local radio and television.

(December 8)

Ellyn Llwyd (Meirionnydd Nant Conwy) asked the Secretary of State for Employment, if she will provide regular updated information using non-technical language to the general public on the hazards of a potential radiological emergency in the United Kingdom.

Ellyn Llwyd (Meirionnydd Nant Conwy) asked the Secretary of State for Employment, if she will target information on the hazards of a potential radiological emergency to (a) pregnant women and (b) emergency service personnel.

Patrick McLoughlin: The Public Information for Radiation Emergencies Regulations which transpose the requirements of EC Directive 89/618/Euratom into national legislation was laid before the House on 8 December 1992. These regulations will require employers who conduct undertakings from which a radiation emergency is reasonably foreseeable to provide prescribed items of information to members of the public likely to be affected by any such emergency. This information needs to cover the likely emergencies that could arise, their consequences and the planned health protection measures for members of the public. The information also needs to be made publicly available and regularly updated. The Health and Safety Executive is producing guidance on the Regulations, particularly aimed at assisting those with duties under them. In addition to this the Health and Safety Executive produced guidance in 1991 which gave advice to emergency services personnel on the control of radiation exposure in the event of a radiation emergency.

(December 8)

Building industry deaths

Mike O'Brien (North Warwickshire) asked the Secretary of State for Employment, what steps are being taken by the Government to reduce the number of deaths at the workplace in the building and construction industry.

Patrick McLoughlin: Prime responsibility for health and safety in workplaces, including those in the building and construction industry, rests with employers and others on site. The Government and the Health and Safety Commission (HSC) recognise the need to promote long lasting changes in the construction industry. Indeed the HSC was preparing proposals to improve the management of health and safety in the industry well before the European Commission began to develop its Temporary or Mobile Construction Sites Directive. Following adoption of this Directive in June of this year, the HSC published a major consultative document on proposed new Construction (Design and Management) Regulations and an Approved Code of Practice, a copy of which is in the Library. The proposals affect everyone who can contribute to the improvement of health and safety standards on site and their coming into force at the end of next year should reduce significantly the numbers of deaths and injuries at the workplace in the industry. The Construction Health Protection Regulations 1990 which require the wearing of suitable head protection at construction activities came into force on 30 March 1991 and have already resulted in a significant reduction in head injuries. Health and Safety Executive inspectors continue to make visits to construction activities for a variety of purposes, including preventive inspection and the investigation of accidents, and take whatever action is necessary to ensure compliance with the relevant health and safety legislation. There is a programme of initiatives, most recently including the roofwork campaign.

(December 16)

TEC boards' formation

Rhodri Morgan (Cardiff West) asked the Secretary of State for Employment if she will set minimum conditions for the training and enterprise councils in England, relating to representation of manufacturing industry on the boards of the TECs; what proposals she has to encourage competition in the formation of the boards of TECs; what studies she has made of the representation of different sections of business on the boards of all TECs; and if she will make a statement.

Patrick McLoughlin: We expect the private sector Directors of Training and Enterprise Council (TEC) Boards to reflect broadly the pattern of employment in the area and this includes the manufacturing industry. It is for individual TECs to appoint Directors in accordance with the broad criteria which my right hon. Friend has set out in the contract with the TECs. Regional Directors co-operate with TECs to ensure

that the needs of each local community are adequately represented.

(January 11)

Women's earnings

Simon Hughes (Southwark and Bermondsey) asked the Secretary of State for Employment if she will estimate the number of women who have earnings below (a) the tax threshold and (b) the national insurance threshold, broken down into married women, lone parents and single women at the latest date.

Patrick McLoughlin: Broad estimates, based on the New Earnings Survey and estimates of the number of employees in employment, are as follows: in April 1992 there were 2.75 million women employees earning less than the PAYE threshold; of whom 2.25 million earned less than the National Insurance lower earnings limit. Using the results of the Family Expenditure Survey it is estimated that approximately 75 per cent of each of these categories were married women, 5 per cent lone parents and 20 per cent single women.

(January 11)

Achievements of EC Presidency

Sir Michael Neubert (Romford) asked the Secretary of State for Employment if she will list the social affairs achievements of the United Kingdom presidency of the European Community.

Michael Forsyth: The overall theme for the UK Presidency in employment and social affairs was 'A Community at Work'. Our key Presidency priority was to focus the attention of the Social Affairs Council more on the problem of the rising unemployment throughout the European Community. As a result, a formal Resolution on Employment Growth, proposed by the Presidency, was adopted unanimously by Employment Ministers at the Social Affairs Council in December, which is intended to pave the way for future discussions in the Council. The key elements of the Resolution were:

- a commitment to economic growth, competitiveness and efficiency;
- a commitment not to impose unnecessary regulation which would hold back the creation and development of jobs;
- Community-wide practical help for unemployed people and the removal of obstacles to labour mobility;
- various ways in which the EC institutions and Member States can identify effective practice in tackling unemployment.

During the Presidency, we were also able to secure final agreement on the Directive on the Protection of Pregnant Workers, which will bring increased benefits to working women throughout the EC.

In addition, the following proposals were

agreed or adopted by the Social Affairs Council: a Resolution on the acceptance of Member States' vocational qualifications throughout the Community; two Directives on minimum health and safety requirements in the extractive industries; a proposal for the introduction of a new, improved information system for the Community covering job vacancies, applications for work and living and working conditions in the EC; the introduction of a Community-wide labour force survey; and a Recommendation on promoting employees' financial participation in organisations for which they work.

The Social Affairs Council also agreed Conclusions on the proper implementation and enforcement of Community legislation, which was another important theme of the UK Presidency.

Useful progress was also made on proposals on the free movement of workers, posted workers, the HELIOS II Community Action Programme for people with disabilities, health and safety in work with biological agents, and work on board fishing vessels.

In addition, the UK presidency hosted a productive Informal meeting of EC Employment and Social Affairs Ministers in Wales in October, at which employment and unemployment, implementation and enforcement, subsidiarity and the Pregnant Workers Directive were discussed; and also hosted a wide range of successful conferences and special events in many different parts of the UK, reflecting the UK's Presidency themes.

(January 11)

16 and 17 year-olds

Rhodri Morgan (Cardiff West) asked the Secretary of State for Employment what consultations she has had with the chairmen and women of the training and enterprise councils concerning the 16 and 17 year-olds not on training schemes, or in full-time education; what statistics she has in relation to the numbers of such young people; how many were (a) on a waiting list for YT places, (b) have already started and left a YT place and (c) other and what proposals she has to widen the coverage of YT placement.

Patrick McLoughlin: Departmental officials are carrying out reviews on a weekly basis with TECs which are responsible for the delivery of the YT regular reports on TEC performance in the delivery of the YT Guarantee. My right hon. Friend announced the estimated numbers of young people seeking training at national level in a reply to my hon. Friend the Member for Gedling on December 1. More recent figures will be published when they are available.

(January 11)

Paul Flynn (Newport West) asked the Secretary of State for Employment what is the legal effect of the statement in leaflet IS 26 that a person aged 16 or 17 years has a right to the offer of a YT place; and what remedy is available if such an offer is not made.

Patrick McLoughlin: The statement reflects the Government's Guarantee of the offer of a suitable Youth Training place to young people aged 16 and 17 who are not in full-time education or a job and are seeking training. The Department contracts with Training and Enterprise Councils (TECs) for the delivery of the Guarantee at local level and various remedies are available to my right hon. Friend if TECs fail to deliver the Guarantee. The contract requires TECs to record and investigate any complaint made directly by or on behalf of a person in the Guarantee Group to the effect that the Guarantee has not been discharged in respect of that person. TECs are required to use best endeavours to remedy any complaint which is upheld or, if a remedy is not available, to notify my right hon. Friend in writing.

(January 14)

Black adult unemployment

Helen Jackson (Sheffield, Hillsborough) asked the Secretary of State for Employment what is her latest estimate in percentage and absolute terms of unemployment amongst black adults in England and Wales.

Patrick McLoughlin: Results from the Labour Force Survey show that in Summer (June-August) 1992 there were an estimated 102,000 black people aged 16 and over, in England and Wales, who were unemployed on the internationally agreed ILO definition. The ILO unemployment rate for the Group was 25 per cent.

(January 14)

Solvent-based paints

Nigel Spearing (Newham South) asked the Secretary of State for Employment what assessment she has made of experience outwith the United Kingdom on legislation governing the conditions under which solvent-based paints can be used and the circumstance under which they can be applied; and if she will review the United Kingdom legislation in the light of the assessment.

Patrick McLoughlin: No assessment has been made of experience outside the United Kingdom on legislation governing the use of solvent-based paints. However, the dangers presented by these products are under regular review, both within the United Kingdom by the Health and Safety Executive (HSE) and within the European Community through expert working groups involving representatives from all member states. In the United Kingdom, the use of solvent-based paints at work is subject to the Control of Substances Hazardous to Health Regulations 1988 (COSHH). Specific guidance published by HSE recommends the substitution of solvent-based paints by less harmful substances, such as water-based paints.

(January 14)

Family-friendly way to reconcile the 'twins'

BALANCING WORK and family is one of the biggest problems facing any employee. This common dilemma is at last being recognised by employers, the best of whom are developing working arrangements to help reconcile these twin demands on employees' time and efforts.

For many employers, the development of 'family-friendly' policies is a new area which raises many operational and cost questions.

By illustrating several ways of becoming a so-called family friendly employer, a new book from The Daycare Trust, *The Family Friendly Employer: Examples from Europe*, provides a starting point for employers thinking of heading down this route.

It reports on the first study to examine company schemes in seven European countries (the UK, the Netherlands, Ireland, Denmark, Belgium, Germany and France). It describes how 25 medium-sized and large public and private sector organisations set up initiatives such as flexible working arrangements, family leave, childcare and adult care support.

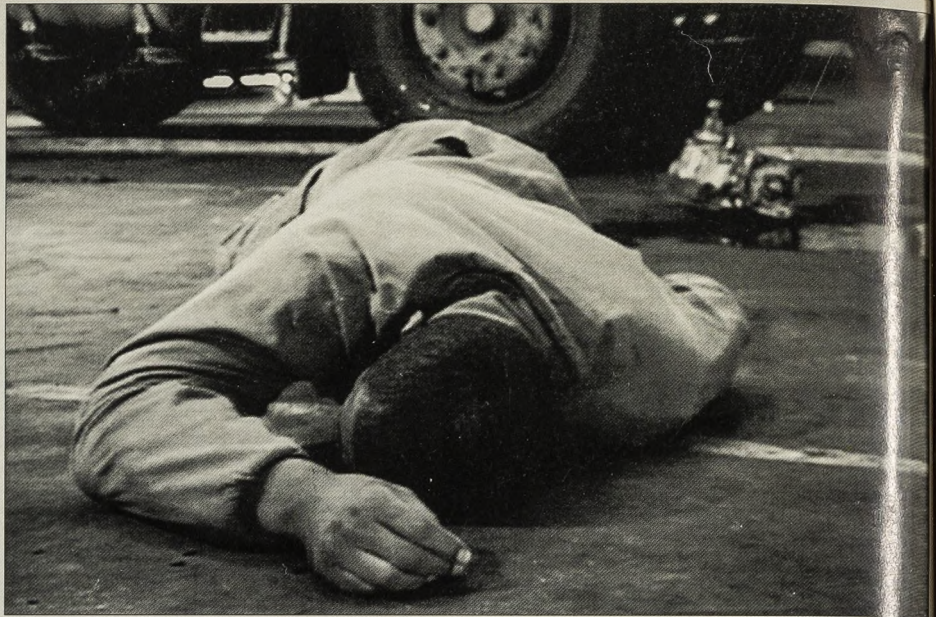
It summarises trends in employment and family policy in the EC, current public and private measures to support employed parents and the emerging role of the Community in the issue.

A key message of this well presented, useful book is that such policies need not be complicated or expensive and that they can help give firms a competitive edge.

● *The Family Friendly Employer: Examples from Europe* by Christine Hogg and Lisa Harker. Available from the Daycare Trust, Wesley House, 4 Wild Court, London WC2B 5AU, tel 071-405 5617. Price £13.95 pbk.

Career breaks

PRODUCED BY New Ways to Work (NWW), with financial assistance from Barclays Bank and the Institute of Personnel Management this publication details the practicalities of



Training for safety

A NEW range of videos on the theme of safety by Longman Training in conjunction with British Telecommunication plc includes three work-related ones:

The hazard zone is intended to train employees to recognise and avoid hazards which can exist in the workplace, including those created by human error;

Back for the future encourages safety awareness and good practice amongst employees whose work involves lifting of any sort;

A nice happy outfit provides general training on the risks of fire on business premises, together with practical advice on fire prevention and what to do in the event of fire breaking out.

● *A nice happy outfit* costs £105 for a two-day hire or £130 for seven days. Purchase price £650. The other videos are for hire at £100 - two days, £125 seven days; purchase price £600. Longman Training, Longman House, Burnt Mill, Harlow, Essex CM20 2JE, tel 0279 623 927.

introducing career/employment break schemes.

It draws on a NWW survey of 45 employers operating employment break schemes and includes those operated by Barclays Bank, Shell UK Ltd and the Royal Borough of Kingston upon Thames. It considers the benefits of offering career breaks and looks at the practicalities and legal issues.

The report argues that increasingly companies are finding that by offering a range of flexible work patterns they are achieving a cost-effective way of improving retention of skilled and experienced staff who are unable to fit traditional patterns.

● *Taking a Break*, New Ways to Work, 309 Upper Street, London

N1 2TY, tel 071-226 4026. Price £6 pbk.

To telework or not...

THIS BOOK, part of the Wiley series in information systems, deals with the pros and cons of teleworking - the lone worker at a computer terminal linked only by an electronic cable to an employer and the outside world.

It attempts to tackle the controversial questions such as whether this way of working extends or diminishes freedom, improves or degrades working conditions, liberates or enslaves women.

The book discusses the place

of teleworking in the context of office automation and its economics. It also looks at the law as applied to teleworking and the organisation and management of telework.

It takes a close look at the human aspects, childcare, social contact and other factors relating to working at home. In this section it leaves the reader to decide whether the benefits of flexibility and integration with domestic life outweigh the possibilities of social isolation which teleworking can bring.

● *Telework*, edited by Richard Boland and Rudy Hirschheim. John Wiley and Sons Ltd, Baffins Lane, Chichester, West Sussex PO19 1UD, tel 0243 775878. Price £18.95 pbk.