



Employment Gazette

BRITISH LIBRARY
19 DEC 88
OF POLITICAL AND
ECONOMIC SCIENCE

December 1988

Volume 96 No 12 pages 625-688
Department of Employment

Employment Gazette is the official journal of the Department of Employment, published monthly by HMSO
© Crown copyright 1988

Editor

JOHN ROBERTS

Deputy Editor

DAVID MATTES

Assistant Editors

EVELYN SMITH

BRIAN McGAVIN

Studio

CHRISTINE HOLDFORTH

Editorial office

ROSE SPITTLES

01-273 5001

Copy for publication should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF

Statistical and factual inquiries 01-273 6969

ADVERTISING

Advertising inquiries should be made to Information Branch 3, Department of Employment 01-273 4999 (The Government accepts no responsibility for any of the statements in non-governmental advertisements and the inclusion of any such advertisement is no guarantee that the goods or services concerned have official approval)

REPRODUCTION OF ARTICLES

Brief extracts from articles may be used (in a non-advertising context) provided the source is acknowledged; requests for more extensive reproduction should be made to the Copyright Section (P6A), Her Majesty's Stationery Office, St Crispins, Duke Street, Norwich NR3 1PD.

SUBSCRIPTIONS AND SALES

HMSO subscription inquiries 01-211 8667

All communications concerning sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses:

49 High Holborn, London WC1V 6HB, tel. 01-211 5656 (counter service only);

80 Chichester Street, Belfast BT1 4JY, tel. (0232) 238451; 71 Lothian Road, Edinburgh EH3 9AZ, tel. 031-228 4181;

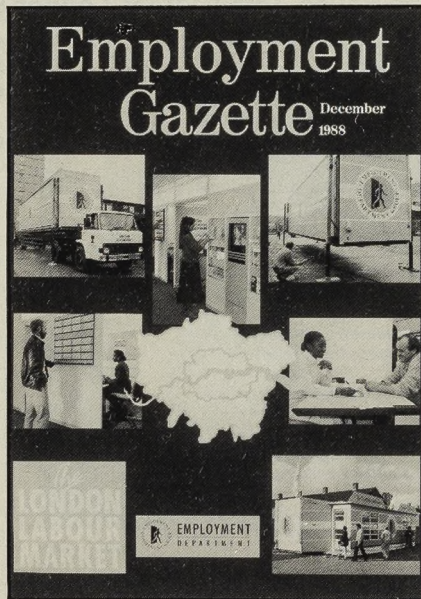
258 Broad Street, Birmingham B1 2HE, tel. 021-643 3740;

Southey House, 33 Wine Street, Bristol BS1 2BQ, tel. (0272) 264306;

9/21 Princess Street, Manchester M60 8AS, tel. 061-834 7201.

There are also HMSO agents in many other cities—for addresses and telephone numbers see Yellow Pages telephone directories.

Annual subscription including postage £35.00; single issues, £3.40 net



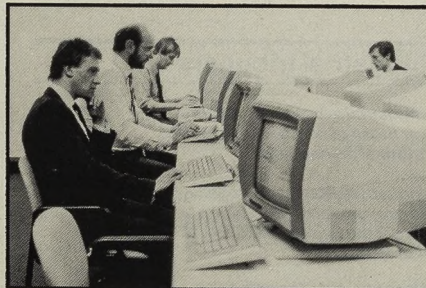
COVER PICTURE

News Brief (p 627) reports on measures to counter unemployment in the capital. One of them is the introduction of a mobile Jobcentre in Docklands.

Photos: Jim Stagg and Crown copyright.



Similarities and differences between ethnic minority groups are identified and compared with the White population in an article on pp 633-646.



A report on companies that have set out to change their corporate culture is presented on pp 647-650.

CONTENTS

NEWS BRIEF

Tough measures to root out
cheats
627

TU ballots code issued
628

Bill lifts obstacles for women at
work
629

SPECIAL FEATURES

Ethnic origins and the labour
market
633

Changing cultures
647

Unfair dismissal cases in 1985-86
651

Unemployment statistics:
revisions to the seasonally
adjusted series
660

Control of lead at work
664

IPM conference at Harrogate
671

QUESTIONS IN PARLIAMENT
681

TOPICS
685

LABOUR MARKET DATA
Commentary
S2

Free Department of Employment leaflets

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

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

Note: This list does not include the publications of the Small Firms Service, the Training Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

General information

Your guide to our employment training and enterprise programmes

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

Action for jobs

The above booklet translated into:

Bengali	PL843 (Bengali)
Cantonese	PL843 (Cantonese)
Gujerati	PL843 (Gujerati)
Hindi	PL843 (Hindi)
Punjabi	PL843 (Punjabi)
Urdu	PL843 (Urdu)
Vietnamese	PL843 (Vietnamese)

Firm facts notice board kit

A do-it-yourself aid to help employers communicate essential information to employees

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 Written statement of main terms and conditions of employment

PL700 (1st rev)

2 Redundancy consultation and notification

PL833 (3rd rev)

3 Employee's rights on insolvency of employer

PL718 (4th rev)

4 Employment rights for the expectant mother

PL710 (2nd rev)

5 Suspension on medical grounds under health and safety regulations

PL705 (1st rev)

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

PL703

7 Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982

PL754 (1st rev)

8 Itemized pay statement

PL704 (1st rev)

9 Guarantee payments

PL724 (3rd rev)

10 Employment rights on the transfer of an undertaking

PL699 (2nd rev)

11 Rules governing continuous employment and a week's pay

PL711

12 Time off for public duties

PL702

13 Unfairly dismissed?

PL712 (5th rev)

14 Rights of notice and reasons for dismissal

PL707 (2nd rev)

15 Union secret ballots

PL701 (1st rev)

16 Redundancy payments

PL808

17 Limits on payments

PL827

The Employment Act 1988

A guide to its industrial relations and trade union law provisions PL854

A guide to the Trade Union Act 1984

PL752

Industrial action and the law

A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms

PL715

Fair and unfair dismissal—a guide for employers

PL714

Individual rights of employees—a guide for employers

PL716

Offsetting pensions against redundancy payments—a guide for employers

RPL1 (1983)

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Taking someone on?

A simple leaflet for employers, summarising employment law

Fact sheets on employment law

A series of ten, giving basic details for employers and employees

Facing an unfair dismissal claim?

A leaflet describing an audio visual programme available on video cassette PL734

Employment form (in packs of five)

A form to assist employers to provide a written statement of an employee's main terms and conditions

Race relations

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

PL748

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

Overseas workers

Employment of overseas workers in the UK

Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

Employment of overseas workers in the UK

Training and work experience schemes OW21(1982)

A guide for workers from abroad

Employment in the UK OW17

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay

A guide to the Equal Pay Act 1970 PL743

Equal pay for women—what you should know about it

Information for working women PL739

Wages legislation

The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986 PL810

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

PL815

Miscellaneous

Jobshare

A share opportunity for the unemployed PL825

The Employment Agencies Act 1973

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

Prompt payment please

A guide for suppliers and buyers PL832 (1st rev)

A.I.D.S. and employment

This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information campaign PL811

Career development loans

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

New Brief

at work

Tough measures to 'root out' chronic unemployment

Tougher new measures against benefit fraud are to be introduced following the revelation that some unemployed people claiming benefit in London were not actively seeking work.

Two surveys into the capital's job scene produced clear evidence that there is scope for large reductions in the number of unemployed people in London.

They showed that 288,000 people were registered as unemployed while there were 150,000 vacant jobs—roughly one for every two unemployed people.

And, the surveys found that many of the unemployed were under 40, single, had no family commitments, and were well qualified. Over half had some kind of academic or vocational qualification and one in ten had a degree.

Nevertheless, 45 per cent of the longer-term unemployed people interviewed had no academic or vocational qualifications; one in ten had literacy problems and a similar proportion admitted to difficulties with numbers.

Of the jobs available, a quarter were in management and professional areas, a quarter were clerical, 17 per cent involved skilled or semi-skilled manual work, 18 per cent were in retail and catering and 14 per cent were for unskilled manual workers. At least a third of the vacancies required no previous knowledge or experience.

Nearly 5 per cent of those interviewed were found to have never looked for work at all and over a quarter had not looked for work in the last week. The information was volunteered by people drawing benefit minutes after "signing" at a benefit office



Just looking? Newspaper ads are the most common method of seeking work.

and stating they were available for work. Only half visited jobcentres weekly—although many jobs are advertised there—and 70 per cent had never approached private employment agencies through which most clerical jobs are to be found.

Employment Secretary Norman Fowler commented that to reduce unemployment in London some unemployed people needed to retrain in up-to-date skills, and said that Employment Training would give them that opportunity.

"But others need to look more intensively for the jobs which are available and for which they are already well suited by their experience and qualifications," he added.

To ensure that benefit is drawn only by those who are genuinely unemployed, he announced new measures which, while targeted on London, would apply across the country.

These include:

- A permanent inner London Fraud Team to be set up to tackle the strongholds in the black economy such as building work, mini-cab driving and door-to-door selling.
- The recruitment of extra staff to follow up those who do not take up a Restart interview they have accepted.
- The appointment of 2,000 'new client advisers' to interview fresh claimants—one of their duties will be to match unemployed people with jobs.
- The establishment of a 50-strong inner London Jobs Team to work with all

officials paid leave; jobs to two years; employment

long-term unemployed people.

- Encouraging closer links between employers and members of Jobclubs so they can be seen as a source of able and well-motivated recruits.

- Exploring the scope for offering short 'job-trials' which might result in the guaranteeing of jobs to long-term unemployed people who meet specified requirements (regular attendance, for example).

- Bringing jobs to people's doorsteps through such means as the Docklands mobile jobcentre which carries information about available local jobs (more details below). And by installing computer terminals in centres on three East London housing estates for immediate access to jobs and training information. These centres would also bring together Restart and Claimant Adviser interviewing, Restart courses and Jobclubs.

Changes are also to be introduced in a Social Security Bill early next year which will require claimants to be actively seeking jobs.

Doorstep jobs

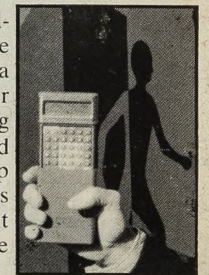
A mobile jobcentre which will visit various sites throughout London's Docklands is bringing information about jobs and training opportunities to over 26,000 local unemployed people.

It is staffed full-time by three people and a claimant adviser who are using special hand-held computers to help answer inquiries about benefit entitlements more quickly.

The jobcentre is linked to the Employment Service's computer systems to update information.

Since April, over 10,000 local jobs have been notified to the Employment Service in Docklands and there are currently nearly 17,000 training places available in Newham and Tower Hamlets under Employment Training alone.

It is estimated that by 1991 there will be 80,000 jobs in Docklands.



Ballots code issued

The following is a list of specialised titles as published.

Employment Secretary Norman Fowler said: "British trade unions have all too often seen industrial action as a weapon of first resort. This is no longer acceptable—neither to the public at large nor to trade union members."

"A decision by a trade union to organise industrial action by its members is always a serious matter. It damages the company or organisation, loses customers, puts jobs at risk, and deters investment."

The law now requires a trade union to obtain the support of its members in a properly conducted secret ballot before authorising or endorsing any industrial action. A union risks legal action being taken against it, if it fails to seek its members' views democratically through the ballot box.

Representations about the code may be made over the next three months.

Mr Fowler urged union members, employers and customers and suppliers to be vigilant in making sure not only that industrial action ballots take place, but that they take place properly.

The draft code includes the following:

- An industrial action ballot should only be undertaken if 'official' industrial action is really in prospect;
- No ballot should be held unless procedures which might resolve the dispute have first been exhausted;
- No ballot should be arranged

without prior notice being given to any employer whose employees are to be given entitlement to vote;

- The trade union should ensure that certain procedures (described in the code) are followed in preparing for industrial action ballots in order to properly establish entitlement to vote, and whether separate place of work ballots are required;
- Postal voting with satisfactory standards of independent scrutiny is the preferred method;
- Steps should be taken to ensure that statutory requirements—such as secret voting in 'workplace' and other ballots, and accurate counting of votes cast—are satisfied;
- The trade union should not authorise or endorse industrial action before it has taken steps to notify, as the law requires, certain details about the ballot result;
- Even if a properly conducted secret ballot shows a majority for industrial action, it should give should carefully consider all other options for resolving the dispute before organising such action;
- If the trade union decides to induce industrial action it should give sufficient notice to all its members concerned, and to employers;
- If the trade union decides to seek members' views about continuing 'official' industrial action, any vote undertaken for this purpose should be by means of a properly conducted secret ballot.

Council's actions found unlawful

The High Court has found that Liverpool City Council was acting unlawfully when punishing organisations which wanted to take part in Employment Training by, for example, denying them grants. The Council had instructed its officers "to withdraw city council funding, materials, equipment, personnel and discretionary rate relief from any organisation using Employment Training." The High Court found the instruction unlawful.

Employment Secretary Norman Fowler commented: "This is very good news for unemployed people in Liverpool. I hope that Liverpool City Council will now abandon their efforts to prevent voluntary organisations and employers in Liverpool from taking part in Employment Training and giving people the training they need to get back into work."

Railway lines up tourism

The 70 miles of scenic railway between Settle and Carlisle could have an exciting future, boosting tourism and creating jobs in Cumbria and the North West.

This is a key conclusion of the preliminary report on the Settle-Carlisle railway feasibility study commissioned by the English Tourist Board on behalf of local authorities, other local interests and the Cumbria Tourist Board, all of whom are keen to see the line kept open.

Tourism potential of the line—which could be named the Great Pennine and Cumbria Railway, suggests the report—and its impact on the surrounding corridor are also assessed in the study.

Commented ETB chief executive John East: "The Settle-Carlisle line is a major tourism asset in Cumbria and the North West. As a result of this study, private bidders will have a wealth of detailed independent information at their disposal, which should help to keep the line open."

The consultants conclude that there could be opportunities for new tourism development. The ETB also believes there could be greater commercial opportunities at the major gateway stations, and that 'through' services to Leeds, Carlisle and Blackburn will be essential to the viability of the line.



Kim (left), a deaf employee at Firmins Badge Factory, Birmingham, models a product for Employment Minister John Lee visiting the Royal National Institute for the Deaf Employment Project.

Photo: Nigel Dickinson

Bill lifts obstacles for women at work

Obstacles restricting work opportunities for women and young people are to be lifted in a new Employment Bill.

The bill, which follows last year's consultative document, removes the ban on women working underground in mines, and lifts restrictions on young people's hours of work.

Another measure to reduce sex discrimination in employment will remove the restriction against women cleaning machinery in factories.

The Sex Discrimination Act will be amended and would override discriminatory requirements unless health and safety reasons require protection for pregnant women working with processes involving lead or ionising radiation, which

might be damaging to unborn children.

Under the bill, young people will no longer be prohibited from night work, and other unnecessary and outdated restrictions on their hours of work will be removed.

But curbs on young people working with machinery are to be retained. And women's colleges at Oxford and Cambridge will still be able to appoint only female staff.

The bill would reduce further burdens on employers by, for example, exempting firms with fewer than 20 employees from stating disciplinary and grievance procedures. It will also:

- limit industrial relations duties which

give trade union officials paid leave;

- extend from six months to two years the period of continuous employment necessary for a statement of reasons for dismissal;
- discourage ill-founded applications to industrial tribunals by requiring a deposit.

Women would be able to obtain statutory redundancy payments up to the same age as men (65) or the same normal retirement age as men if this is lower (currently women can obtain redundancy payments only up to age 60).

The bill will formally dissolve the Training Commission and transfer its functions to the Secretary of State for Employment.

Relieving burdens

The Government's new white paper on deregulation, *Releasing Enterprise*, will help relieve many burdens on small businesses said Employment Minister John Cope when addressing the UK 200 Group, which represents many of Britain's small to medium size accountancy firms.

Mr Cope, a chartered accountant himself, said: "The new white paper is good news for small businesses, for accountants and their clients. *Releasing Enterprise* is our third white paper on deregulation; it contains a list of nearly 120 achievements, and sets out how the Government now plans to take deregulation forward."

The Minister revealed that the Government is about to launch a new type of 'one stop' business advice shop. Six experimental Government Business Shops are being set up in Glasgow, Newcastle, Doncaster, Manchester, Merthyr Tydfil and Reading. They are a development of our Small Firms Service and will provide a range of services such as helping to register for VAT; giving information on and access to schemes of support; and even providing links with private sector business such as banks and accountants," he said.

And to increase civil servants' knowledge of how business works, the Government is developing a Whitehall wide programme of secondments to and from industry and the professions.

Mr Cope added: "Our own Department already has some 65 of its officials on secondment, and over 500 are on short term projects with industry and training organisations. We also have nearly 70 posts filled by people with specialist skills on inward secondment from outside the Civil Service. Our Secondments Initiative include particular plans to include small and medium-sized businesses."



A rusty old spring found in his attic gave Nick Munro (centre) his business idea. He turned it into an egg cup and went on to start "Trinkets", providing a range of stylish tableware and winning *Livewire's* top award for new entrepreneurs. Here he is interviewed by two 1988 entrants, Nick Manley (left) and Simon Bowler.

Photo: James Morgan/Times Newspapers Ltd

Committee to look at part-time work

The Employment Committee is to inquire into the role in the labour market and impact on the economy of part-time work.

It will look at the number of people in or seeking part-time work and their proportional significance in the labour market; the number and proportion of people holding more than one part-time job; the advantages and disadvantages of part-time work to employer and employee; the factors affecting a decision to work part-time and the legal framework of

part-time work in this country.

The Committee will also inquire into tourism, with particular reference to its growing importance in the national labour market, to future job-creation and to its impact on the rural economy. It will not be concerned with the efforts which are made to promote tourism in specific areas.

Parties interested in either inquiry are invited to submit written evidence to the Clerk of the Employment Committee, House of Commons by December 31.

Technology training —pass it on

"There has never been a time when education and training have been more important to our success as a nation," Employment Minister John Cope said when opening the fifth National Conference and Exhibition on Learning Technology.

In a speech, illustrated by giant computer graphics, Mr Cope commented: "It is the people working in our businesses who make the difference between companies which succeed and those which do not. Their skills and capabilities are the key to quality, and customer service. The new methods of training enable skills to be passed on more effectively. They are powerful tools. They deserve careful evaluation and shrewd investment."

The Minister gave examples of how the Government is helping the development of leading edge technologies for training. It is supporting a project at Plymouth Polytechnic using the European Space Agency's Satellite Olympus to broadcast interactive video materials to Western Europe next year; it is funding a project with Coventry Technical College to develop a multi-media approach to training adults with literacy and numeracy needs, which will use a combination of computers, video, text and audio so that learners can work at their own speed, and a project with Durham Business School which will help small businesses to check the health of their enterprises.

Centenary dinner

HM Factory Inspectorate's Dining Club, believed to be the oldest such institution in Whitehall, celebrated its centenary with a dinner at Claridge's Hotel.

Among the guests were Employment Minister John Cope (who gave the closing speech), Department of Employment Permanent Secretary Geoffrey Holland, and Deputy Secretary Ivor Manley.

HM Inspectors of Factories were first appointed in 1833, and there is evidence that an annual dinner has been held from that time to enable inspectors from all over the country to meet and exchange views.

The official Dining Club was established in 1888, and it was at that dinner that the tradition of inviting guests to address inspectors was set.

Famous guests of the past include the Prince of Wales and the Duke of Kent—who had served as an Inspector for a short time and who attended the centenary celebrations of the Factory Inspectorate in 1933 at the Connaught Rooms.



Lee Kershaw, 17, a YTS trainee technician, explains the workings of a computer-operated lathe to Small Firms Minister John Cope at the new design and technology centre at Huddersfield Polytechnic during the Minister's tour of West and North Yorkshire.

Small firms get larger slice

A sheltered workshop in Bradford has already saved the taxpayer between £3 and £5 million.

Now ISCO 5 (Industrial Services Consortium, the 5 for the five local authorities originally associated with it) has won a new contract to provide a storage and distribution service for benefit forms, leaflets and envelopes to half of the country's Department of Employment benefit offices.

Two years ago it was invited by the Department of Employment to tender for a more cost effective way to supply benefit offices with necessary forms, supplying UBOs with forms every month instead of twice a year.

Employment Minister John Cope commented: "Although 60 per cent of ISCO 5's payroll is disabled, the original contract was won against much larger competition, including HMSO, through

commercial reliability and competitiveness, not through its special status as priority supplier. The experiment proved a great success and all ordering points throughout the country in all local, area and regional offices (including jobcentres) switched to monthly ordering on June 1 this year.

"This achieved a lump sum saving for the taxpayers of between £3 and £5 million, and a further annual saving of £1.5 million, because the storage rooms previously required at UBOs were used for other purposes."

In September 1988, the Department of Employment launched a purchasing initiative in Yorkshire to help small firms bid successfully for a larger slice of the billions spent by government departments.

Mr Cope believes that ISCO 5 has shown other small firms that there is no need to feel inhibited from doing business with Government.

Agriculture is first in the field

An agricultural qualification is the first award to be unconditionally accredited as a National Vocational Qualification. Some 70 other awards in a wide variety of occupational areas have already received conditional accreditation.

The National Vocational Qualification (NVQ) is the 'hallmark' awarded by the National Council for Vocational Qualifications to those occupational awards that satisfy certain employment-related levels of competence. At present there are four levels of NVQ, with the newly announced 'unconditional' agriculture NVQ being among those at Level 1.

The Council is confident that NVQs will be available in most major occupational sectors by 1991—the target date set by the Government for the first four levels of the NVQ framework to be in place.

Chief executive of the Council, Peter Thompson, estimates that the awards accredited so far represent approximately 8 per cent of the number that will be achieved by 1991.

Many of the NVQs embrace more than one vocational award and all the major examining and validating bodies—BTEC, CGLI, RSA, PEI and LCC—have had at least one of their awards accredited.

New 'rights' commissioner

Mrs Gill Rowlands has been appointed the first Commissioner for the Rights of Trade Union Members, a three year appointment.

Welsh-born Mrs Rowlands has lived on Merseyside for the past 20 years. She is a qualified barrister, and has served as a magistrate on the Wirral Bench; until recently she was a part-time chairman of Industrial Tribunals, a post she had held for ten years. Between 1968 and 1978 Mrs Rowlands was involved in the work of the Citizens' Advice Bureau in the North West; more recently she has served on rent tribunals and the Consumer Credit Act appeal panel.

Her office is in Sunley Building, Piccadilly Plaza, Manchester M60 7JS (tel: 061-832 9111).

Placing people

An inner-city scheme which matches jobless people with leading local employers and training providers has been launched in Wolverhampton.

The Joblink 1000 project, set up by the Wolverhampton Task Force, aims to help place 1,000 unemployed people from Wolverhampton in jobs—either working for local employers or for themselves—through carefully targeted recruitment and training.

The launch by Employment Minister John Cope was followed by a seminar attended by the Prince of Wales as president of Business in the Community.

The project uses existing national training programmes such as Employment Training and involves employers like McDonald's, British Telecom, Goodyear and Alertsun in redesigning and delivering training.

Publication dates 1989

Publication dates of *Employment Gazette* for each month of 1989 are as follows:

January	5	July	6
February	9	August	3
March	9	September	7
April	6	October	5
May	4	November	9
June	8	December	7

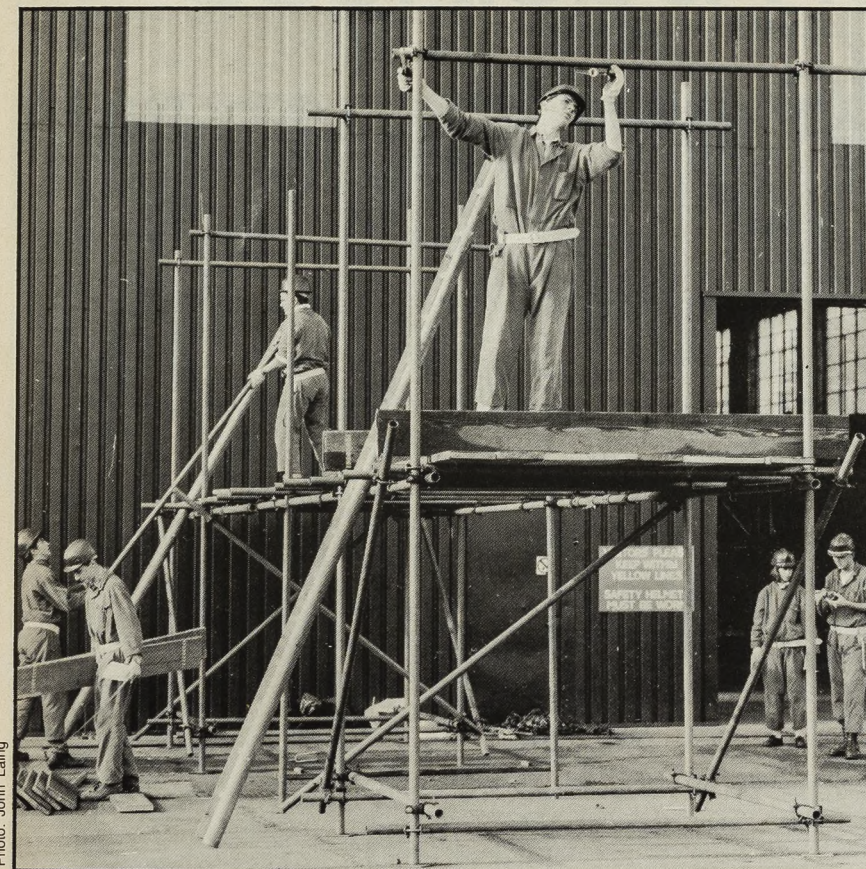


Photo: John Laing

Building bridges. Sixth formers met the challenge from John Laing Construction to build a bridge in a week. Teams from all over the country designed, planned, evaluated and constructed a 30 ft long by 15 ft high footbridge as part of a campaign to boost the number of young people entering the industry. The students were organised in teams of six and had expert help to complete their mission. This year teams came from as far afield as Glasgow, Edinburgh, Somerset and Middlesbrough and were made up of young men and women with a career interest in engineering, quantity surveying and construction management. The success of the project has been proved by six participants from last year joining Laing's training schemes.

CBI goes for 1992

The Confederation of British Industry launched its initiative for 1992 at a conference in London attended by Trade and Industry Secretary Lord Young.

Under the auspices of the CBI, the resources and expertise of ten leading British companies have been harnessed into an elite team. The aim is to provide British commerce and industry with practical and specific guidance on ten key issues that will affect British business as it enters the single European market in 1992.

Lord Young explained that his Department's *Europe, open for business* campaign had done its job in raising awareness about the issues of 1992, but now the CBI was ready to explore the key questions in depth. This would be done through 130 seminars around the country attended by top executives from the ten companies. This unique business resource would consist of detailed briefings and

reference material. Commenting on the package, Alan Lewis, chairman of Illingworth Morris, who is to chair the team warned: "It is essential British companies know exactly how to enter markets in the EC and how to defend market share, if they are to prosper."

The package would be made available to CBI members at a subsidised cost of £1,000 and £1,500 to non-members, he said. It was admitted that this may miss some of Britain's embryo small businesses, but initially the campaign would be targeted at medium and large companies. A strategy for small companies would be looked at later.

However, the CBI is also running an information hotline from January next year, on 01-836 1992—available to all callers.

Its new slogan is 'Don't wring your hands, ring the CBI'.

British business needs

BRITISH BUSINESS

Weekly export and industrial news from the DTI

... because we have the facts; statistics for that vital insight into the country's economy; news from the Department of Trade and Industry and other government departments about the latest developments affecting business activities at home and abroad; feature articles aimed at keeping you up-to-date with the ever-changing worlds of industry, commerce and management.

See what we mean by filling in the coupon below for a free issue.

To British Business (Dept EG), Room 720B, Bridge Place, 88-89 Eccleston Square, London SW1V 1PT.

Facts will help me run my business. Please send me a complimentary copy of British Business together with subscription details.

Name _____

Job title _____

Company _____

Address _____

Postcode _____

Special Feature



Making cigarette lighters for cars.

Photo: Brenda Prince/Format

Ethnic origins and the labour market

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

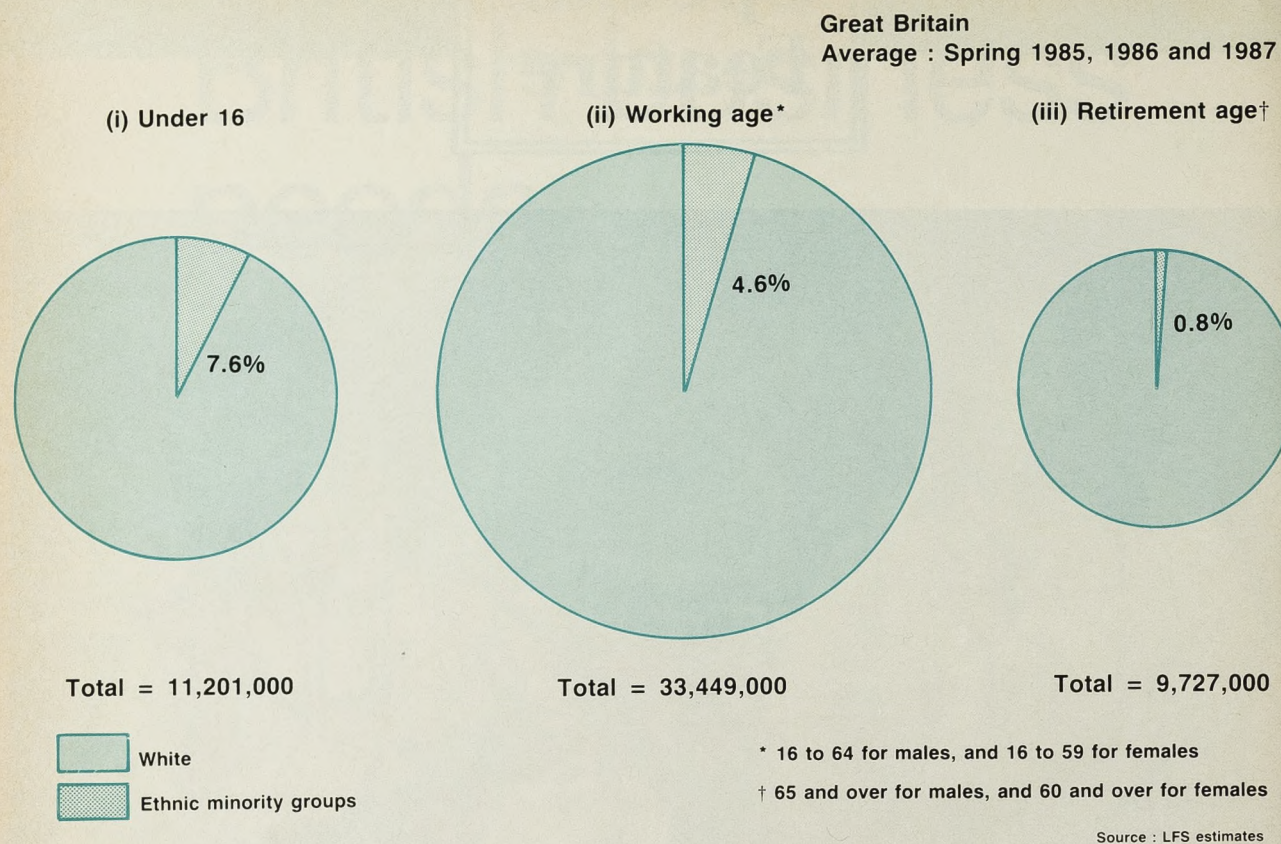
● The Labour Force Survey shows that (averaged over the years 1985-87) some 4.6 per cent of the population of working age in Great Britain, or about 1.55 million people, were from ethnic minority groups, and that each of the main such groups had a distinctive pattern of involvement in the labour market.

¹ "Ethnic origins and the labour market", *Employment Gazette*, March 1988, contains references to earlier articles on the subject. Summary details about the Labour Force Survey and a description of the definition of ethnic origins used appear at the end of this article, together with a contact address for further information.

● One aspect of considerable importance is unemployment, and recent trends suggest that while overall unemployment rates for ethnic minority groups remain appreciably higher than those for the White population, between 1986 and 1987 unemployment rates fell much more for these groups than for the White group.

Most of the estimates presented in this article are based on the average of Labour Force Survey results for 1985, 1986 and 1987, since three-year averages produce more reliable estimates for ethnic groups than do data for a

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



single year¹. Further, in line with current practice, estimates are not shown where they are based on small samples².

Results in this article relating to unemployment (and to economic activity) use the internationally recommended ILO/OECD definition (based broadly on a four-week job search period), rather than the GB labour force definition (a one-week period) used hitherto. This is the approach now adopted generally for reporting Labour Force Survey results³, but to facilitate comparisons with results published previously, certain key estimates are shown on both bases.

Participation in the labour force

Around 4.6 per cent of the population of working age (that is, aged 16-64 for males and 16-59 for females), some 1.55 million people, identified themselves as members of ethnic minority groups, according to Labour Force Survey figures averaged over the three years 1985-87. Of these, 484,000 were of Indian origin, 364,000 were of West Indian or Guyanese origin, and 278,000 were of Pakistani or Bangladeshi origin, while the remainder were mainly of Mixed, Chinese, African or Arab origin.

The age structure of the various groups is such that the

proportion of ethnic minority groups in the population of working age is likely to increase in coming years. Figure 1 shows that there was a much greater concentration of ethnic minority groups overall in the younger age bands than among older people, with 7.6 per cent of young people under 16 being from minority groups, compared with 4.6 per cent of the working age population and only 0.8 per cent of those over retirement age.

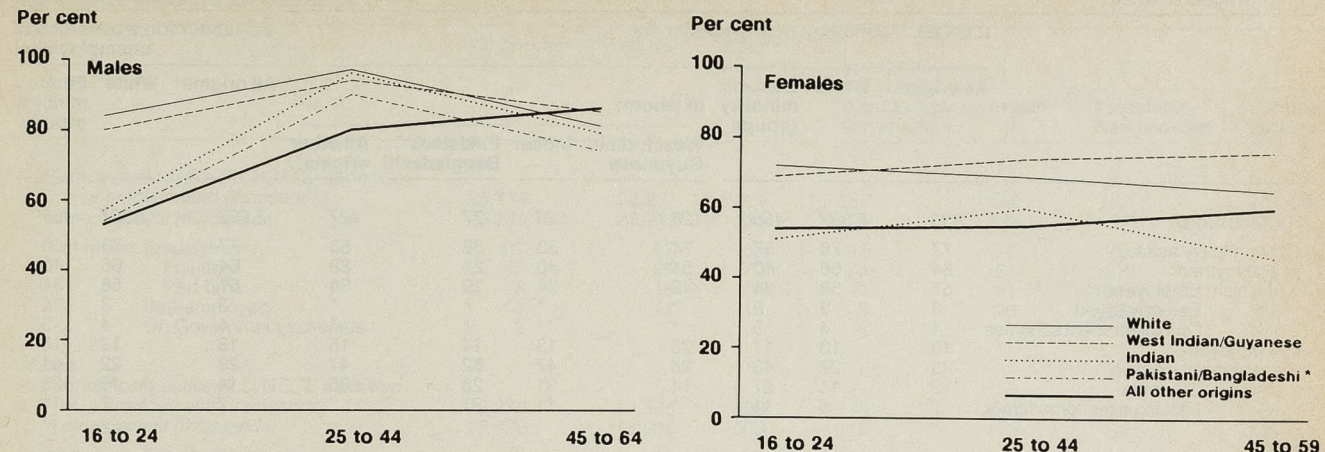
Differences between the age structures of the various ethnic groups, and patterns of migration and family size, are discussed in more detail in OPCS Labour Force Survey reports⁴.

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

For men, the most distinctive feature was the much lower activity rates found among the ethnic minority groups in the 16-24 age band (61 per cent, against 84 per cent for the White population of the same age). This is considered further below and in table 2. In the prime age range (25-44), economic activity rates among men were generally high, particularly for the White group (97 per cent) and those of Indian origin (96 per cent).

For women, activity rates among the White population tended to decline in the older age bands, whereas among the ethnic minority groups (taken together) they remained steady across the whole age range. Women of Pakistani/Bangladeshi origin had much the lowest economic activity rates, just 18 per cent overall, while women of West Indian origin had the highest, 73 per cent overall and 76 per cent for the oldest age group. Among women of

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



† Activity rates are based on the ILO/OECD definition of unemployment.
* Rates for females of Pakistani/Bangladeshi origin are not shown. This is because the estimates for some age groups are based on small samples: see table 1.
Source: LFS estimates (see also table 1)

Indian origin, economic activity rates were highest in the 25-44 age range (60 per cent).

Table 2 examines the economic status of young people aged between 16 and 24 in different ethnic groups. As already discussed, the results shown in the main part of the table (and quoted in this commentary) are based on the ILO/OECD definition of unemployment; but in addition, the final three columns show corresponding estimates based on the same GB labour force definition as was used for the 1984-86 estimates presented in the March 1988 *Employment Gazette* (p 167).

Young people aged 16-24 were more likely to be economically active if they were from the White population than if they were from another ethnic group; 78 per cent of the White group were in the labour force, compared with 57 per cent of others. Activity rates for those of West Indian origin were a little below those of the White population, at 74 per cent, but for other groups they were considerably lower: 53 per cent for Indians, 38 per cent for Pakistani/Bangladeshis, and 53 per cent for those of Mixed or other origins.

These differences are explained partly by the different proportions of young people aged 16-24 staying in full-time education, and partly by the different

proportions of young women whose domestic and family activities meant they were not available for work. Among both young men and young women, the proportion in this age band who were students was much higher for the ethnic minority groups (27 per cent overall) than for the White population (11 per cent) with, in particular, two-fifths or more of young men of Indian, Pakistani/Bangladeshi or Mixed or other origin continuing in education and around a quarter of young women of Indian or Mixed or other origin doing likewise.

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

Types of employment

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

Overall, 83 per cent of men in employment were employees, 15 per cent were self-employed and 2 per cent were on Government schemes. The proportion self-

Table 1 Economic activity rates by ethnic origin, age and sex; average: spring 1985 to 1987

Persons of working age (16 to 59/64)	Great Britain Per cent											
	All of working age			16 to 24			25 to 44			45 to 59/64		
	All	Males	Females	All	Males	Females	All	Males	Females	All	Males	Females
Activity rates based on ILO/OECD definition of unemployment††												
All origins†	78	88	68	77	83	71	82	96	68	73	81	64
White	79	88	68	78	84	72	83	97	69	74	81	65
Ethnic minority groups	66	79	53	57	61	52	71	89	54	70	81	53
of whom: West Indian/Guyanese	79	86	73	74	80	69	82	94	74	81	85	76
Indian	69	82	55	53	57	51	77	96	60	66	79	46
Pakistani/Bangladeshi	49	77	18	38	54	*	54	90	17	52	74	*
All other origins**	65	73	55	53	53	54	68	80	55	75	86	60
Activity rates based on GB labour force definition of unemployment†††												
All origins†	78	88	67	77	83	70	82	96	67	73	80	64
White	78	88	68	78	84	72	82	96	68	73	80	64
Ethnic minority groups	66	78	53	56	60	52	71	89	54	70	80	54

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

† Includes those who did not state origin.

** Includes those of Mixed origin.

†† Activity rates based on the GB labour force definition of unemployment (see text) are not shown for the different ethnic minority groups: they are very close to those based on the ILO/OECD definition shown in the table.

Source: LFS estimates.

¹ The technical reasons for this are explained in *Employment Gazette*, March 1988, p 174.

² Corresponding to less than 10,000 people in a cell.

³ Details of the alternative definitions are set out in *Employment Gazette*, March 1988, p 158.

⁴ The latest report produced by the Office of Population Censuses and Surveys (published by HMSO) relates to the 1986 survey, with most of the results for ethnic groups being based on data for 1984-86. A further OPCS article, based on 1987 and other recent Labour Force Survey data, appears in *Population Trends 54* (HMSO, December 1988).

Table 2 Economic status of 16 to 24 year olds, by sex and ethnic origin; average: spring 1985 to 1987

Persons aged 16 to 24	ILO/OECD definition of unemployment							Great Britain Per cent of 16-24 age group		
	All origins†	White	Ethnic minority groups	of whom:				All origins†	White	Ethnic minority groups
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins**			
All										
All (thousands)	7,933	7,387	458	128	126	77	127	7,933	7,387	458
Economically active	77	78	57	74	53	38	53	77	78	56
In employment	64	66	40	51	40	24	38	64	66	40
of which: Employees††	57	58	34	43	34	19	34	57	58	34
Self-employed	3	3	2	*	*	*	*	3	3	2
On Government schemes	4	4	3	*	*	*	*	4	4	3
Unemployed	13	13	17	23	13	14	15	13	12	16
Economically inactive	23	22	43	26	47	62	47	23	22	44
of which: Students	12	11	27	14	31	28	35	14	13	29
Looking after home/family	7	6	11	*	11	27	*	7	7	11
Males										
All (thousands)	4,030	3,766	220	59	58	37	66	4,030	3,766	220
Economically active	83	84	61	80	57	54	53	83	84	60
In employment	68	69	43	53	43	36	38	68	69	43
of which: Employees††	58	60	35	43	34	29	33	58	60	35
Self-employed	4	4	*	*	*	*	*	4	4	*
On Government schemes	5	6	*	*	*	*	*	5	6	*
Unemployed	15	15	18	27	*	*	15	15	15	17
Economically inactive	17	16	39	20	43	46	47	17	16	40
of which: Students	13	12	34	*	40	41	43	15	13	36
Looking after home/family	*	*	*	*	*	*	*	*	*	*
Females										
All (thousands)	3,903	3,621	238	69	68	40	61	3,903	3,621	238
Economically active	71	72	52	69	51	*	54	70	72	52
In employment	60	61	37	49	38	*	38	60	61	37
of which: Employees††	55	57	33	44	34	*	35	55	57	33
Self-employed	1	1	*	*	*	*	1	1	1	*
On Government schemes	3	3	*	*	*	*	3	3	3	*
Unemployed	11	11	15	20	*	*	16	10	10	15
Economically inactive	29	28	48	31	49	77	46	30	28	48
of which: Students	11	10	20	14	23	*	26	13	12	22
Looking after home/family	13	13	21	*	20	51	*	14	13	22

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

Source: LFS estimates.

employed was markedly greater for men of Indian and Pakistani/Bangladeshi origin (26 per cent and 22 per cent respectively).

Among women, 7 per cent of those in employment were self-employed, including 12 per cent of those of Indian origin. Among women employees, the proportions working full-time or part-time varied with ethnic origin, with full-time work being found more frequently among the ethnic minority groups and part-time work being relatively more prevalent among the White population.

Industry distribution

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

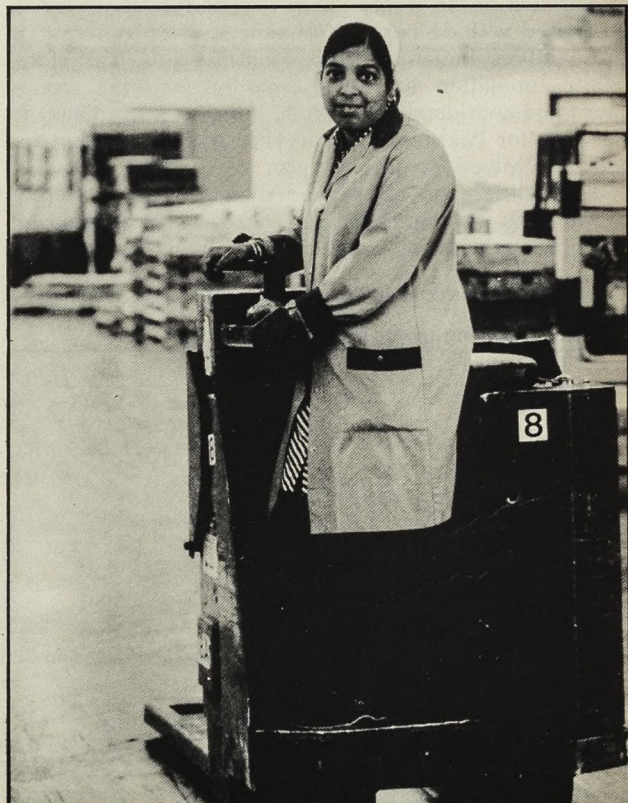
Twenty-eight per cent of men from ethnic minority groups in employment were in distribution, hotels, catering and repairs, compared with 16 per cent of the White population. Men from ethnic minority groups were also relatively strongly represented in transport and communications, and health services,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

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

Occupational distribution

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

For men in employment, similar proportions of White and ethnic minority workers were in the non-manual (46



Fork-lift truck driver working in McVities Biscuit Factory, Harlesden, London.

Photo: Maggie Murray/Format

Table 3 Economic status of people in employment by sex and ethnic origin; average: spring 1985 to 1987

Persons of working age (16 to 59/64)	Great Britain Per cent						
	All origins†	White	Ethnic minority groups	of whom:			
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins**
All							
Economically active (ILO/OECD definition of unemployment) (thousands)	26,179	24,901	1,029	287	332	137	273
In employment (thousands)	23,286	22,235	831	226	279	97	228
of which: Employees††	87	87	83	91	78	76	83
Full-time	69	69	70	76	68	68	67
Part-time	18	18	13	14	11	*	16
Self-employed	11	11	15	5	20	22	14
On Government schemes	2	2	2	4	*	*	*
Males							
Economically active (ILO/OECD definition of unemployment) (thousands)	15,370	14,605	628	149	200	114	165
In employment (thousands)	13,630	13,005	503	113	170	82	138
of which: Employees††	83	83	79	87	73	76	80
Full-time	81	81	75	84	70	72	75
Part-time	3	3	4	*	*	*	*
Self-employed	15	15	19	*	26	22	18
On Government schemes	2	2	2	*	*	*	*
Females							
Economically active (ILO/OECD definition of unemployment) (thousands)	10,809	10,296	402	138	132	23	108
In employment (thousands)	9,656	9,229	328	113	109	16	90
of which: Employees††	92	92	89	94	87	71	89
Full-time	52	51	63	69	64	*	56
Part-time	40	41	26	25	22	*	33
Self-employed	7	7	8	*	12	*	*
On Government schemes	2	1	*	*	*	*	*
Economically active (GB labour force definition of unemployment) (thousands)							
All	26,056	24,785	1,023	283	330	138	271
Males	15,324	14,564	622	145	199	114	164
Females	10,732	10,221	401	138	131	24	108

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

Source: LFS estimates.

Table 4 Employment† by industry and ethnic origin; average: spring 1985 to 1987

Persons in employment† aged 16 and over	Great Britain Per cent									
	SIC 1980**		All		Males		Females		Ethnic minority groups	
	White	Ethnic minority groups	White	Ethnic minority groups	White	Ethnic minority groups	White	Ethnic minority groups	White	Ethnic minority groups
	Thous-ands	Per cent	Thous-ands	Per cent	Thous-ands	Per cent	Thous-ands	Per cent	Thous-ands	Per cent
All industries††	22,471	100	818	100	12,976	100	495	100	9,495	100
0 Agriculture, forestry, fishing	516	2	*	*	404	3	*	*	112	1
1 Energy and water supply	610	3	*	*	527	4	*	*	82	1
2 Extraction of minerals, metal manufacture etc	748	3	16	2	579	4	12	3	168	2
3 Metal goods, engineering and vehicles	2,392	11	96	12	1,909	15	72	15	484	5
4 Other manufacturing	2,251	10	117	14	1,372	11	72	14	879	9
45 Footwear and clothing	323	1	32	4	84	1	11	2	239	3
5 Construction	1,663	7	31	4	1,507	12	29	6	156	2
6 Distribution, hotels and catering, repairs	4,497	20	217	26	2,049	16	139	28	2,449	26
64/65 Retail distribution	2,495	11	115	14	1,008	8	67	14	1,487	16
66 Hotels and catering	962	4	68	8	279	2	46	9	683	7
7 Transport and communication	1,359	6	70	9	1,082	8	57	12	276	3
8 Banking, finance, etc.	2,180	10	64	8	1,157	9	36	7	1,022	11
83 Business services	1,140	5	34	4	629	5	21	4	511	5
9 Other services	6,206	28	193	24	2,354	18	70	14	3,852	41
91 Public administration, national defence, etc.	1,312	6	32	4	808	6	15	3	503	5
93 Education	1,614	7	30	4	524	4	12	2	1,090	11
95 Medical/health/veterinary services	1,245	6	75	9	265	2	23	5	981	10

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

Source: LFS estimates.

Table 5 Employment† by broad occupation, ethnic origin and sex; average: spring 1985 to 1987

Great Britain
Per cent

Persons in employment† aged 16 and over

	All origins**	White	Ethnic minority groups	of whom:			
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins††
All							
All (thousands)	23,512	22,471	818	219	277	96	226
All non-manual occupations	55	55	52	42	57	40	60
Managerial and professional	31	31	31	19	35	28	37
Clerical and related	16	16	15	18	14	*	15
Other non-manual	8	8	7	5	7	*	8
All manual occupations	45	45	48	58	43	60	40
Craft and similar	16	16	15	17	17	16	11
General labourers	1	1	1	*	*	*	*
Other manual	28	28	32	39	25	42	29
Males							
All (thousands)	13,593	12,976	495	109	169	81	136
All non-manual occupations	46	46	46	25	55	35	57
Managerial and professional	35	35	33	12	42	26	41
Clerical and related	5	5	7	*	7	*	8
Other non-manual	6	6	6	*	6	*	8
All manual occupations	54	54	54	75	45	65	43
Craft and similar	25	26	19	30	18	16	14
General labourers	1	1	2	*	*	*	*
Other manual	27	26	33	41	25	46	29
Females							
All (thousands)	9,919	9,495	322	110	108	15	89
All non-manual occupations	66	66	61	59	60	69	65
Managerial and professional	26	26	27	26	25	*	30
Clerical and related	30	30	27	28	26	*	27
Other non-manual	10	10	7	*	*	*	*
All manual occupations	34	34	39	41	40	*	35
Craft and similar	4	4	9	*	15	*	*
General labourers	0	0	*	*	*	*	*
Other manual	30	30	30	37	25	*	29

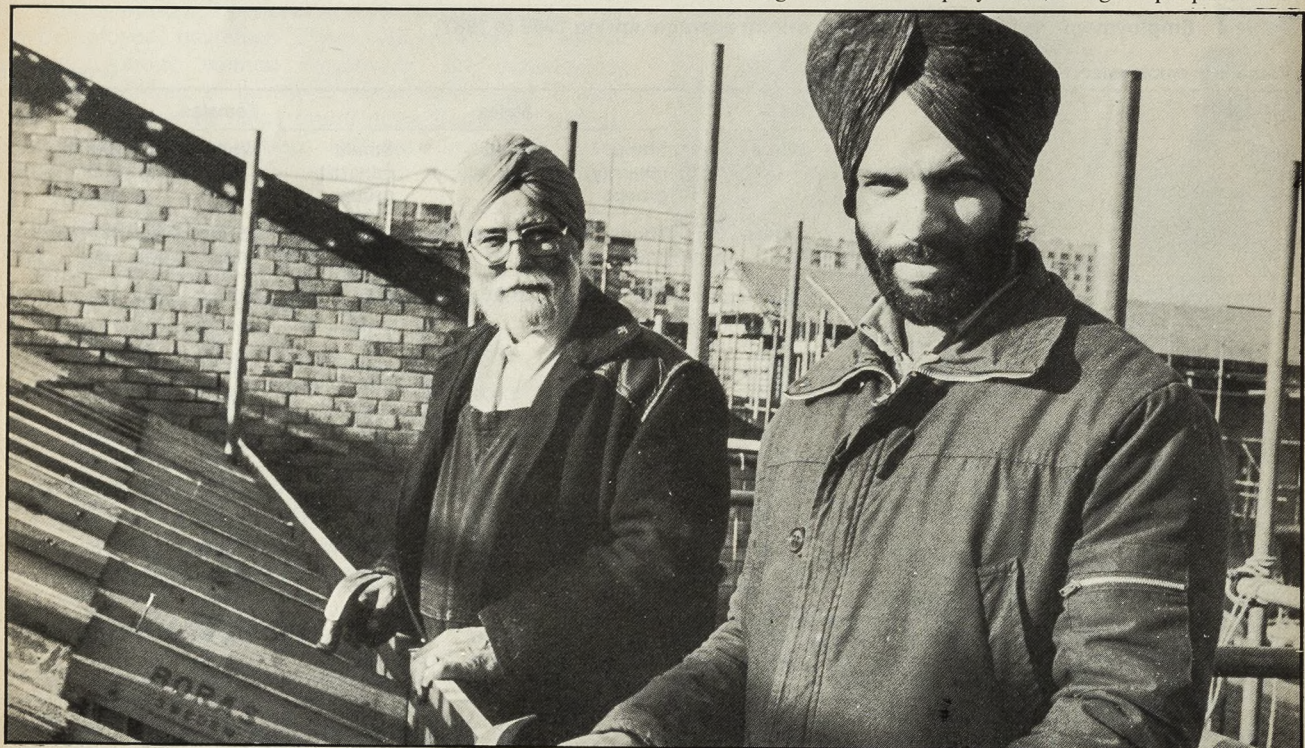
* Less than 10,000 in cell: estimate not shown.
† Excluding those on Government schemes.
** Includes those who did not state origin.
†† Includes those of Mixed origin.

Source: LFS estimates.

per cent) and manual (54 per cent) occupational groups respectively. However, there were considerable variations among the different ethnic minority groups: one in four West Indian men, and one in three Pakistani/Bangladeshi men were non-manual workers, compared with over half those of Indian or other origins. These differences mainly

reflect the different proportions in managerial and professional occupations. A converse pattern applies for manual occupations, where the highest proportion in craft and similar occupations was 30 per cent for the West Indian group.

Among women in employment, a higher proportion of



Building council homes as part of Hackney's direct labour force.

Photo: Maggie Murray/Format

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

Qualifications

The levels of highest qualification possessed in the period 1985-87 by people in different age groups and from

different ethnic origins are considered in table 6. Qualification levels generally are related to age, so in interpreting these results the younger age profiles of minority ethnic groups need to be borne in mind.

The table shows that White people of working age were more likely than people from ethnic minority groups to have qualifications of some kind, with the biggest difference occurring in the over-45 age band.

Different ethnic groups had different patterns of highest qualifications. Overall, people of Pakistani/Bangladeshi origin were the least likely to possess qualifications, with

Table 6 Highest qualification level† by ethnic origin, sex and age; average: spring 1985 to 1987

Great Britain
Per cent

Persons of working age (16 to 59/64)

Sex, age group and level of highest qualification held	All origins**	White	Ethnic minority groups	of whom:			
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins††
All							
All (thousands)							
16 to 59/64							
All (thousands = 100 per cent)	33,449	31,582	1,548	364	484	278	422
of which: Higher qualifications	13	13	14	9	16	6	23
Other qualifications	49	49	43	48	44	26	48
No qualifications	38	37	43	43	41	68	29
16 to 24							
All (thousands = 100 per cent)	7,933	7,387	458	128	126	77	127
of which: Higher qualifications	6	6	5	*	*	*	*
Other qualifications	70	70	66	71	72	44	69
No qualifications	24	24	29	26	21	55	24
25 to 44							
All (thousands = 100 per cent)	15,182	14,299	735	124	251	135	226
of which: Higher qualifications	18	18	21	16	19	9	34
Other qualifications	49	49	38	48	38	21	41
No qualifications	33	33	41	37	42	70	25
45 to 59/64							
All (thousands = 100 per cent)	10,334	9,895	354	112	107	67	69
of which: Higher qualifications	12	12	12	*	17	*	18
Other qualifications	34	34	22	22	22	15	30
No qualifications	54	54	66	71	61	78	52
Males							
16 to 64							
All (thousands = 100 per cent)	17,485	16,534	792	173	244	149	226
of which: Higher qualifications	14	14	16	*	19	8	27
Other qualifications	52	53	44	48	45	30	48
No qualifications	34	33	40	47	35	62	25
16 to 24							
All (thousands = 100 per cent)	4,030	3,766	220	59	58	37	66
of which: Higher qualifications	6	6	6	*	*	*	*
Other qualifications	69	69	66	65	74	52	69
No qualifications	25	25	28	32	17	46	23
25 to 44							
All (thousands = 100 per cent)	7,620	7,192	359	49	122	69	119
of which: Higher qualifications	19	19	25	*	24	*	40
Other qualifications	53	54	40	52	41	25	42
No qualifications	28	28	35	38	35	63	18
45 to 64							
All (thousands = 100 per cent)	5,835	5,576	213	65	63	44	41
of which: Higher qualifications	13	13	13	*	20	*	*
Other qualifications	40	40	27	28	27	*	34
No qualifications	47	46	60	68	53	72	47
Females							
16 to 59							
All (thousands = 100 per cent)	15,964	15,048	756	191	240	129	196
of which: Higher qualifications	12	12	12	12	12	*	19
Other qualifications	46	46	41	48	42	20	48
No qualifications	42	42	46	40	46	76	33
16 to 24							
All (thousands = 100 per cent)	3,903	3,621	238	69	68	40	61
of which: Higher qualifications	6	6	4	*	*	*	*
Other qualifications	71	71	66	76	70	36	69
No qualifications	23	23	30	21	24	63	24
25 to 44							
All (thousands = 100 per cent)	7,562	7,107	376	75	128	66	107
of which: Higher qualifications	16	16	18	19	15	*	27
Other qualifications	45	45	36	45	36	16	41
No qualifications	39	39	47	36	49	78	32
45 to 59							
All (thousands = 100 per cent)	4,499	4,319	141	47	44	23	28
of which: Higher qualifications	11	11	12	*	*	*	*
Other qualifications	25	26	14	*	*	*	*
No qualifications	63	63	74	74	74	91	60

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

† "Higher" qualifications are those above GCE A-level or equivalent, "other" qualifications are those of GCE A-level or equivalent or lower. For further information, see article on economic activity and highest qualifications held in *Employment Gazette*, October 1988 (pp 549-563).

** Includes those who did not state origin.

†† Includes those of Mixed origin.

Source: LFS estimates.

62 per cent of men and 76 per cent of women having no formal qualifications, while men of West Indian origin also tended to be less well qualified. For both these groups, younger people were better qualified than their older counterparts.

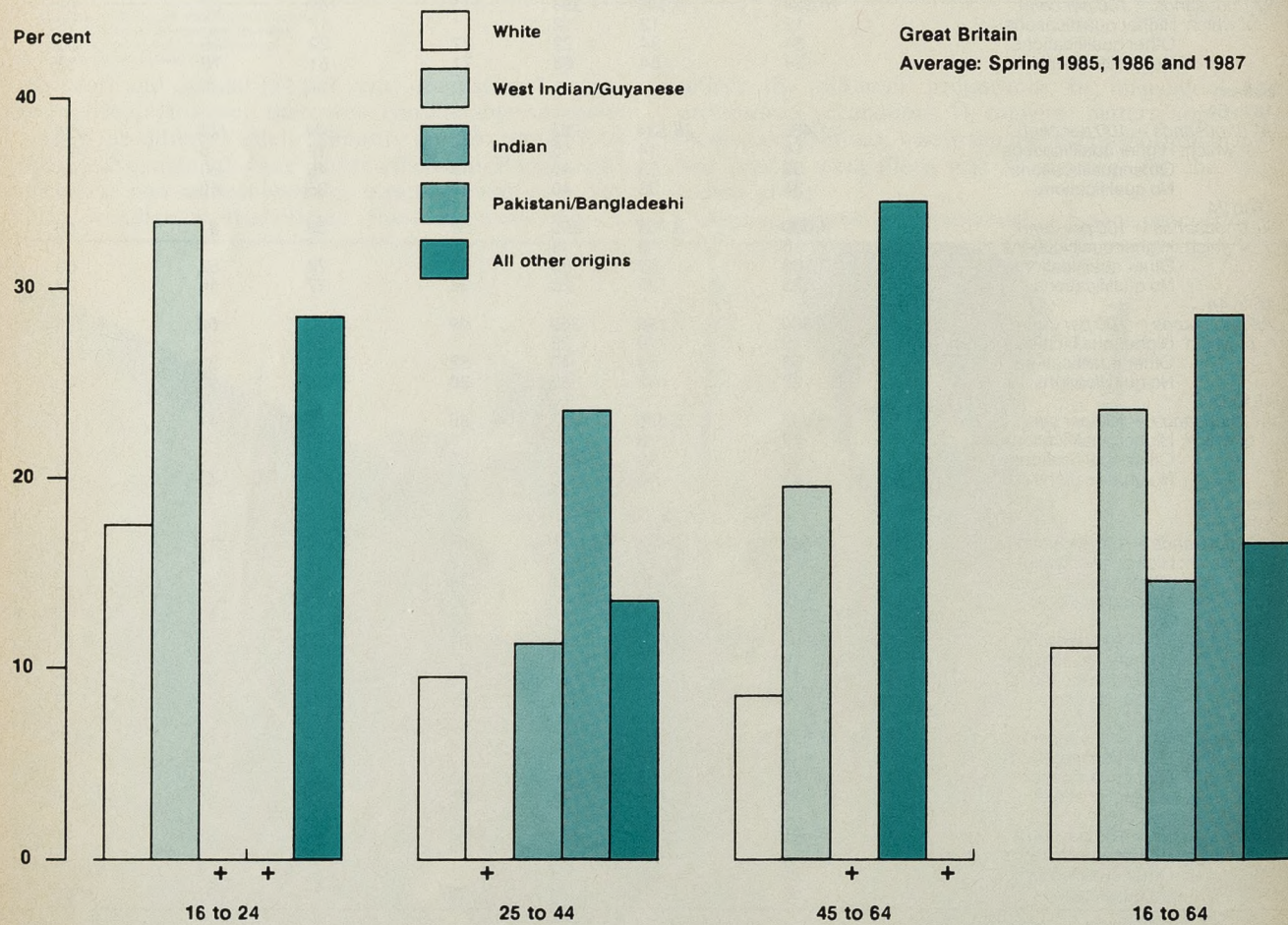
The composition of the broad qualifications bands used in this analysis is described in a footnote to table 6. A more detailed analysis of the highest qualifications held by people from different ethnic origins (at spring 1987 but not subdivided by age group) was given in *Employment Gazette*, October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

Unemployment

Overall, unemployment rates (based, as noted earlier, on the ILO/OECD definition of unemployment) for ethnic minority groups were appreciably higher than those for the White population: 19 per cent compared with 11 per cent, over the three-year period 1985-87. Table 7 and figures 3 and 4 show that there were wide variations from these overall figures among the different ethnic minority groups and according to age and sex.

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

Figure 3 Unemployment rates* by ethnic origin and age: males



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

Source: LFS estimates (see also table 7)

The highest unemployment rates were among the Pakistani/Bangladeshi communities, and among 16-24 year olds in each of the main ethnic minority groups: among these groups unemployment rates were frequently at least 1 in 4, and in some cases reached 1 in 3 or higher. The results suggest that there were fewer differences among female unemployment rates in the ethnic minority groups than there were among those for men, but the picture in table 7 is incomplete owing to the limited information available for some of the categories.

Table 8 shows unemployment rates (based on the ILO/OECD definition of unemployment) for the main ethnic groups for single years, from 1984 to 1987. During this period unemployment rates for the White population declined by nearly 1 percentage point to 10.5 per cent while the overall rate for the ethnic minority groups is estimated to have reduced by more than 4 percentage points to 17.1 per cent, most of the reduction occurring between 1986 and 1987.

In each of the years 1984, 1985 and 1986, the unemployment rate for the ethnic minority groups was nearly twice that for the White population, but in 1987 it declined in relative terms to a level two-thirds above that for the White group.

Rates for individual minority ethnic groups are subject to considerable year-to-year fluctuations. Nevertheless, the broad picture shown in the table is of unemployment rates for these groups (both for men and for women) which were in most cases lower in 1987 than in the

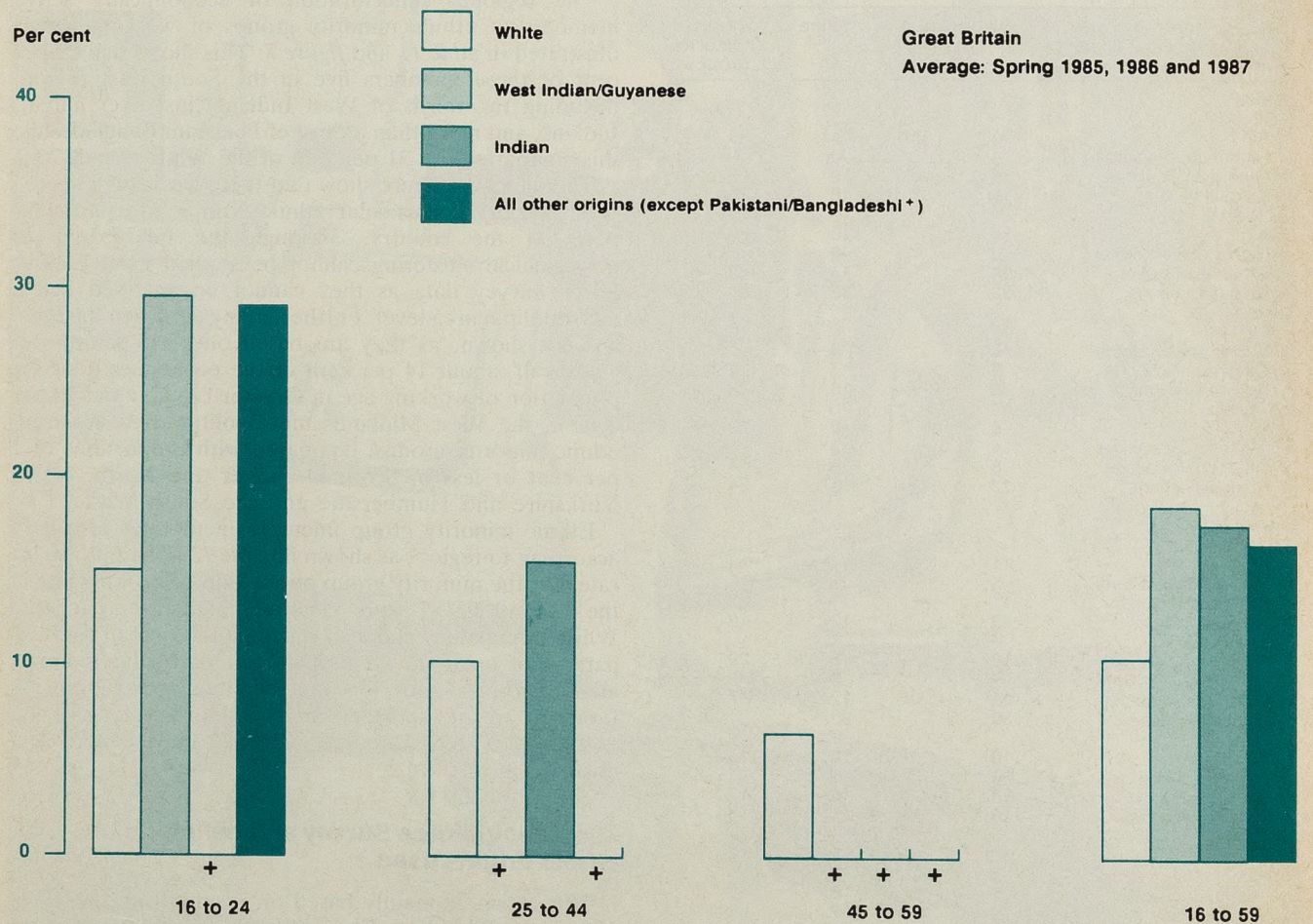
Table 7 Unemployment rates by sex, age and ethnic origin; average: spring 1985 to 1987

Persons aged 16 and over	ILO/OECD definition of unemployment							Great Britain Per cent			
	All origins†	White	Ethnic minority groups	of whom:				GB labour force definition of unemployment			
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins**	All origins†	White	Ethnic minority groups	
All											
All aged 16 and over††	11	11	19	21	16	29	17	10	10	19	
16 to 59/64	11	11	19	21	16	29	17	11	10	19	
16 to 24	17	16	30	32	25	37	29	16	16	28	
25 to 44	10	10	15	16	14	23	13	10	9	15	
45 to 59/64	8	8	17	16	*	36	*	8	7	17	
Males											
All aged 16 and over††	11	11	20	24	15	28	17	11	11	19	
16 to 64	11	11	20	24	15	28	17	11	11	19	
16 to 24	18	18	30	34	*	*	28	18	17	29	
25 to 44	10	9	16	*	12	23	14	9	9	16	
45 to 64	9	9	20	20	*	35	*	9	8	18	
Females											
All aged 16 and over††	10	10	18	18	18	*	16	10	9	18	
16 to 59	11	10	18	18	18	*	16	10	10	18	
16 to 24	16	15	29	29	*	*	29	15	14	28	
25 to 44	10	10	14	*	16	*	*	10	9	14	
45 to 59	6	6	*	*	*	*	*	6	6	13	

* Less than 10,000 in cell: estimate not shown.
† Including those who did not state origin.
** Includes those of Mixed origin.
†† Includes those over retirement age.

Source: LFS estimates.

Figure 4 Unemployment rates* by ethnic origin and age: females



* Based on ILO/OECD definition of unemployment
+ Less than 10,000 in cell: estimate not shown. No estimates for the Pakistani/Bangladeshi communities are shown: see table 7.

Source: LFS estimates (see also table 7)

Table 8 Trends in unemployment rates by ethnic origin; average: spring 1984 to 1987

Persons of working age (16 to 59/64)	ILO/OECD definition of unemployment												Great Britain Per cent		
	GB labour force definition of unemployment												Per cent		
	All				Males				Females				All	Males	Females
	1984	1985	1986	1987	1984	1985	1986	1987	1984	1985	1986	1987	1987	1987	1987
All origins†	11.8	11.2	11.2	10.7	11.9	11.5	11.0	11.7	10.9	10.8	10.3	10.4	10.9	9.8	
White	11.4	10.9	10.8	10.5	11.4	11.0	11.1	10.7	11.3	10.6	10.4	10.1	10.2	10.7	
Ethnic minority groups	21.4	20.7	20.0	17.1	22.1	21.6	20.5	17.4	20.2	19.2	19.4	16.5	16.4	16.3	
of whom:															
West Indian/Guyanese	24	22	23	18	30	24	26	21	18	20	19	16	17	19	
Indian	16	18	17	13	13	19	16	10	20	17	19	17	13	10	
Pakistani/Bangladeshi	34	30	28	29	33	28	27	30	*	*	*	*	29	30	
All other origins**	19	18	17	15	19	18	17	15	19	17	17	15	14	14	

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

Source: LFS time series estimates.

preceding years, with a particularly notable fall for West Indian men. In spite of this fall, however, unemployment among this latter group (together with the Pakistani/Bangladeshi group) remains higher than elsewhere.

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

Table 9 Unemployment rates by highest qualification level†, ethnic origin, age and sex; average: spring 1985 to 1987

Persons of working age (16 to 59/64)	Great Britain Per cent		
	All origins**	White	Ethnic minority groups
Males			
16 to 64			
All††	11	11	20
Higher qualifications	4	3	9
Other qualifications	10	9	19
No qualifications	18	18	25
16 to 24			
All††	18	18	30
Higher qualifications	9	8	*
Other qualifications	14	14	28
No qualifications	32	32	38
25 to 44			
All††	10	9	16
Higher qualifications	3	3	*
Other qualifications	8	7	14
No qualifications	18	18	23
45 to 64			
All††	9	9	20
Higher qualifications	4	3	*
Other qualifications	8	8	14
No qualifications	12	11	24
Females			
16 to 59			
All††	11	11	18
Higher qualifications	5	5	*
Other qualifications	11	11	22
No qualifications	13	12	19
16 to 24			
All††	16	15	29
Higher qualifications	7	6	*
Other qualifications	13	12	27
No qualifications	30	30	*
25 to 44			
All††	10	10	15
Higher qualifications	6	6	*
Other qualifications	10	10	17
No qualifications	13	13	16
45 to 59			
All††	6	6	*
Higher qualifications	3	3	*
Other qualifications	6	6	*
No qualifications	8	7	*

Source: LFS estimates.

* Less than 10,000 in cell; estimate not shown.
† Unemployment rates shown are based on the ILO/OECD definition of unemployment; see text.
For definitions of highest qualification levels, see footnote to table 6.
** Includes those who did not state origin.
†† Includes those whose highest qualification level was not stated.

further analyses by highest qualification of unemployment rates for particular ethnic minority groups by age (beyond those in table 7).

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

Ethnic minority groups in the regions

The regional concentration of economically active members of ethnic minority groups of working age is illustrated in table 11 and figure 5. This shows that 57 per cent of these members live in the South East region, including two-thirds of West Indians, just over half of Indians, and more than a third of Pakistani/Bangladeshi; this compares with 31 per cent of the White population.

The table and figure show that there was a high degree of clustering of particular ethnic groups into particular parts of the country, although the full extent of geographical clustering cannot be studied from Labour Force Survey data as they cannot be analysed below metropolitan area level. Further, many entries in the table are not shown, as they are based on small samples.

Overall, about 14 per cent of the economically active population of working age in Greater London and 10 per cent in the West Midlands metropolitan area are from ethnic minority groups, compared with proportions of 1 per cent or less in Scotland, Wales, the North, North Yorkshire and Humberside and the South West.

Ethnic minority group unemployment rates also vary according to region, as shown in table 12. Unemployment rates for the minority group population of working age in the years 1985-87 were generally higher than for the White population, and also reflected the overall regional pattern of unemployment. Data for particular minority ethnic groups and for metropolitan areas (outside London) are not included in the table, as many of the entries concerned are based on small samples and would not be shown.

The Labour Force Survey and definition of ethnic origins used

This article is mainly based on results from the 1985, 1986 and 1987 Labour Force Surveys. Each of these was a sample survey carried out in the spring of the year concerned, based on interviews with members of about 60,000 households throughout Great Britain.

Table 10 Main method of seeking work among the unemployed, by ethnic origin; average: spring 1985 to 1987

Unemployed† persons of working age (16 to 59/64)	Great Britain Per cent								
	All								
	All origins**		White		Ethnic minority groups		of whom:		
	All origins**	All origins**	All origins**	All origins**	West Indian/Guyanese	Indian	Pakistani/Bangladeshi	All other origins††	
All (thousands = 100 per cent)	2,893	2,666	198	61	53	40	45	1,741	1,152
Visiting jobcentre, employment office, etc	39	39	39	43	38	41	34	44	32
Name on private agency books	1	1	*	*	*	*	*	1	2
Answering advertisements in newspapers/journals‡	10	10	9	*	*	*	*	9	12
Studying situations vacant columns in newspapers	26	27	20	23	20	*	23	21	35
Direct approach to firms/employers	8	8	10	*	*	*	*	9	6
Personal contacts	10	10	16	*	*	25	*	11	8
Awaiting job application results	1	1	*	*	*	*	*	1	2
Other (incl. advertising in newspapers)	4	4	*	*	*	*	*	4	4

* Less than 10,000 in cell; estimate not shown.
† Based on ILO/OECD definition of unemployment.
** Includes those who did not state origin.
†† Includes those of Mixed origin.
‡ Includes notices outside factories or in shop windows.

Source: LFS estimates.



Val Oliver—a civil engineer with Lewisham Borough Council.

Photo: Brenda Prince/Format

Figure 5 Percentage of economically active* persons of working age (16 to 59/64) who are from ethnic minority groups : average 1985 to 1987



Table 11 Economically active† persons of working age (16 to 59/64) by ethnic origin, for regions and metropolitan areas; average: spring 1985 to 1987

Region of residence	All origins**	White	Ethnic minority groups	of whom:				Thousands
				West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	All other origins††	
All								
Great Britain	26,179	24,901	1,029	287	332	137	273	
England	22,592	21,377	1,001	284	328	129	260	
North	1,416	1,393	14	*	*	*	*	
Tyne and Wear	508	497	*	*	*	*	*	
Rest of North	908	896	*	*	*	*	*	
Yorkshire and Humberside	2,307	2,226	61	13	15	19	14	
South Yorkshire	587	571	11	*	*	*	*	
West Yorkshire	982	931	45	*	13	16	*	
Rest of Yorkshire and Humberside	737	724	*	*	*	*	*	
East Midlands	1,890	1,808	67	*	40	*	12	
East Anglia	941	919	16	*	*	*	*	
South East	8,439	7,758	591	190	177	50	174	
Greater London	3,295	2,787	469	165	139	34	131	
Rest of South East	5,145	4,972	122	25	38	16	43	
South West	2,117	2,071	23	*	*	*	*	
West Midlands	2,483	2,317	148	47	63	25	14	
West Midlands met. area	1,222	1,086	126	43	53	22	10	
Rest of West Midlands	1,261	1,231	22	*	10	*	*	
North West	2,999	2,884	81	14	23	21	23	
Greater Manchester	1,235	1,174	49	12	13	14	*	
Merseyside	650	632	12	*	*	*	*	
Rest of North West	1,114	1,078	21	*	*	*	*	
Wales	1,219	1,190	14	*	*	*	*	
Scotland	2,368	2,335	14	*	*	*	*	
Males								
Great Britain	15,370	14,605	628	149	200	114	165	
England	13,250	12,524	609	148	197	107	157	
North	836	820	10	*	*	*	*	
Tyne and Wear	300	291	*	*	*	*	*	
Rest of North	537	529	*	*	*	*	*	
Yorkshire and Humberside	1,354	1,302	41	*	*	16	*	
South Yorkshire	349	339	*	*	*	*	*	
West Yorkshire	570	537	30	*	*	14	*	
Rest of Yorkshire and Humberside	434	426	*	*	*	*	*	
East Midlands	1,114	1,066	39	*	23	*	*	
East Anglia	556	543	10	*	*	*	*	
South East	4,934	4,537	348	98	105	40	106	
Greater London	1,913	1,620	271	84	82	27	79	
Rest of South East	3,021	2,917	77	13	23	13	27	
South West	1,236	1,210	13	*	*	*	*	
West Midlands	1,476	1,371	94	25	39	22	*	
West Midlands met. area	735	649	81	23	33	19	*	
Rest of West Midlands	740	722	13	*	*	*	*	
North West	1,745	1,675	53	*	14	18	13	
Greater Manchester	717	679	32	*	*	12	*	
Merseyside	382	373	*	*	*	*	*	
Rest of North West	646	623	15	*	*	*	*	
Wales	722	704	*	*	*	*	*	
Scotland	1,398	1,377	11	*	*	*	*	
Females								
Great Britain	10,809	10,296	402	138	132	23	108	
England	9,341	8,852	392	136	131	22	103	
North	580	573	*	*	*	*	*	
Tyne and Wear	209	206	*	*	*	*	*	
Rest of North	371	367	*	*	*	*	*	
Yorkshire and Humberside	953	924	20	*	*	*	*	
South Yorkshire	238	232	*	*	*	*	*	
West Yorkshire	412	394	15	*	*	*	*	
Rest of Yorkshire and Humberside	303	298	*	*	*	*	*	
East Midlands	777	742	27	*	17	*	*	
East Anglia	385	376	*	*	*	*	*	
South East	3,505	3,221	243	93	72	10	68	
Greater London	1,381	1,166	198	81	58	*	52	
Rest of South East	2,124	2,055	45	12	14	*	16	
South West	881	861	10	*	*	*	*	
West Midlands	1,007	946	55	22	24	*	*	
West Midlands met. area	486	437	46	20	19	*	*	
Rest of West Midlands	521	509	*	*	*	*	*	
North West	1,254	1,209	28	*	*	*	10	
Greater Manchester	518	495	17	*	*	*	*	
Merseyside	268	259	*	*	*	*	*	
Rest of North West	468	455	*	*	*	*	*	
Wales	497	485	*	*	*	*	*	
Scotland	970	958	*	*	*	*	*	

* Less than 10,000 in cell: estimate not shown.
 † Based on ILO/OECD definition of unemployment.
 ** Includes those who did not state origin.
 †† Includes those of Mixed origin.

Source: LFS estimates.

Table 12 Unemployment rates† by ethnic origin and region; average: spring 1985 to 1987

Persons of working age (16 to 59/64)	Per cent		
	All origins**	White	Ethnic minority groups
Great Britain	11	11	19
England	11	10	19
North	15	15	*
Yorkshire and Humberside	12	12	26
East Midlands	10	10	23
East Anglia	9	9	*
South East	8	8	15
Greater London	10	9	16
Rest of South East	7	7	11
South West	9	9	*
West Midlands	13	12	31
North West	14	13	26
Wales	14	14	*
Scotland	14	14	*

* Less than 10,000 in cell; estimate not shown.
† Based on ILO/OECD definition of unemployment.
** Includes those who did not state origin.

Source: LFS estimates.

Methodological details of the surveys are given in OPCS reports for each year up to 1986, and in an article in the January 1987 issue of *Employment Gazette*. Previous results have been published in articles in *Employment Gazette*, as well as in the OPCS reports.

People interviewed in the Labour Force Survey were asked to classify their own ethnic origin and that of others

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

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

The various 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. Exceptionally, however, proportions of the population belonging to ethnic minority groups (as illustrated in figures 1 and 5) are based on totals which include those not stating ethnic origin.

Further Labour Force Survey estimates relating to ethnic minority groups may be obtained (subject to the constraints of sampling) by writing to: Statistics Branch C5, Department of Employment, Caxton House, London SW1H 9NF (tel 01-273 5588). A charge may be made. ■

New Earnings Survey 1988

The results of the New Earnings Survey 1988 are being published in six separate parts, forming a comprehensive report on the survey. They are available from Her Majesty's Stationery Office, price £9.75 each net. Subscriptions for the set of six, including postage, £56.00.

The contents of the six parts are:

- **Part A**
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, etc;
Key results for particular wage negotiation groups.
- **Part B**
Further streamlined analyses giving combined results for full-time adults of both sexes;
Summary analyses for broad categories of employees irrespective of their particular industries, occupations, etc;
Other results for particular wage negotiation groups;
Description of survey method, classifications, terminology, etc.
- **Part C**
Earnings and hours of particular industries.
- **Part D**
Earnings and hours of particular occupations.
- **Part E**
Earnings and hours in regions, counties and age groups.
- **Part F**
Hours
Earnings and hours of part-time women employees.

To receive all six parts of the New Earnings Survey 1988, please return the coupon below, with payment of £56.00 (inclusive of postage) to:

**HM Stationery Office
PO Box 276
London SW8 5DT**

Order Form for New Earnings Survey 1988

Please send the copies to:

Name

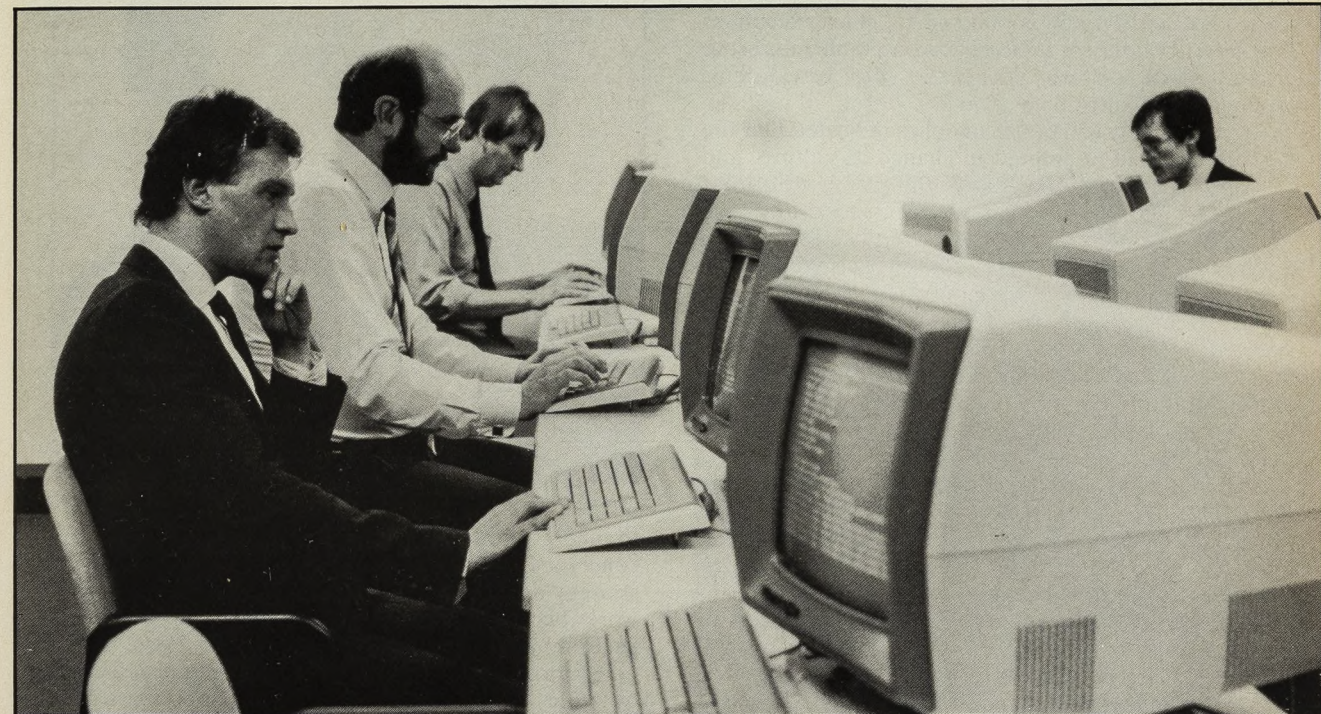
Address

.....

.....

Postcode

Special Feature



Unisys: training in aspects of new office management technologies.

Photo: Unisys

Changing cultures

by Paul Dobson

City University Business School

Can a company change its culture? This article presents a distillation of information drawn from case studies of companies that have set out to change their corporate culture. It is based on research studies undertaken for the IPM by the Centre for Personnel Research, City University Business School.

A number of good in-depth case-studies on organisational culture change already exist. The aim of the Centre for Personnel Research, therefore, was to undertake comparative research, using the same investigative methods across a number of widely different organisations.

Setting out to study changes in corporate culture that business organisations have effected, the Centre for Personnel Research asked four pertinent questions.

This article is based on a paper presented to the IPM Conference in Harrogate in October 1988.

- Why did the organisations change their culture?
- How did the organisations change their culture?
- What factors facilitate culture change?
- What are the implications for personnel?

Strategic change

Why did organisations change their culture? The answer is quite simple. They changed their culture in order to implement a corporate strategy. Most of the case-studies began with a strategic review which resulted in the change in organisational objectives, work methods and

Approach to the study

Around 1,000 UK public and private sector organisations were mailed an initial brief questionnaire. This asked whether the organisation had attempted to change its culture in the last five years. Approximately 500 replies were received—three to four times the response rate to be expected from a survey of this kind. As these questionnaires were mailed to, and largely completed by chief executives this showed that there is clearly considerable interest in organisational culture change in the boardrooms around the country.

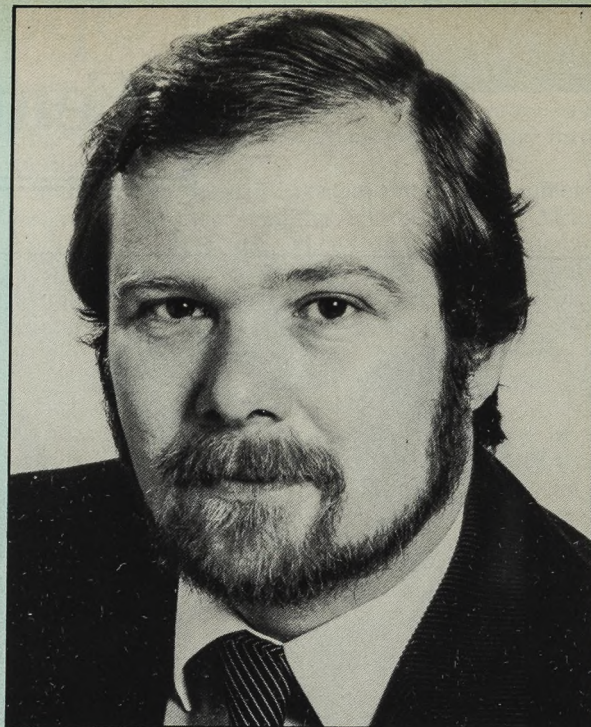
Approximately 250 of these replies indicated that the organisation had attempted to change its culture, and 180 were prepared to help with the further research.

A short-list of 30 organisations was drawn up, representing companies from different sectors, and of different sizes and locations. The organisations were telephoned in order to learn more about the nature and scope of change and 15 of the most different were selected as case studies. These 15 case studies were then interviewed using a structured interview schedule. Throughout this selection process the guiding principle was to select case studies that were as different as possible.

It should be noted that this sample is biased. Only those companies prepared 'to go public' are likely to offer research assistance: nobody provided information about a culture change failure. It is not unreasonable to conclude that the change attempts studied are perceived by the respondents as examples of successful change.

It should also be noted that the research is limited in that it did not measure change or culture and was solely reliant upon the perceptions of the respondents. Consequently, individual studies are treated with caution. The real value of the research lies with learning gained from the studies taken as a whole. The case-studies then represent a very rich source of information on the subject of organisational culture change.

In general, practitioners have tended to view culture



Paul Dobson

in behavioural terms; case-study respondents were concerned with the implementation of a new business strategy and consequently concerned with a change in work behaviour. On the other hand, academics in general have viewed culture in cognitive terms. This is not surprising for academics tend to be interested in the question 'Why culture changes' rather than 'Why change culture'.

In the research, culture has been defined as "the shared beliefs, attitudes and values that exist within the organisation". This cognitive approach was taken because, regardless of whether culture is defined as behaviour or beliefs, because in order to change it the beliefs and attitudes that people hold must first be changed.

In planning cultural change organisations need to consider not only how to change the culture of the organisation but also how to link the change with organisational goals and effectiveness. This will necessarily involve the identification of the specific behaviours, beliefs and attitudes that need to be changed.

The process of change

How did the organisations change their culture? In order to change culture it is necessary to change shared beliefs, attitudes and values. The organisations attempted this in five main ways.

By changing the people in the organisation

If you change the people in a particular organisation you may change the beliefs and attitudes. Recruitment, selection and redundancy were frequently part of the change process. Toshiba provides an excellent example of a recruitment and a selection process aimed at selecting appropriate attitudes. East Midlands Electricity recruited sales professionals as part of their change to a sales culture—they have increased their sales staff by 63 per

cent over the last five years. Abbey National have increased the number of graduate trainees as part of the process of becoming a more commercial organisation.

While people have not been made redundant in order to change the culture of the organisations, moving key individuals and those with more intransigent attitudes has been mentioned as promoting cultural change by a number of organisations. Unisys considered that the early retirement of traditional Sperry and Burroughs employees facilitated the creation of the new company. Abbey National found that there were pockets of managers who were uncomfortable with the new ways of running the business and these were approached with generous early retirement packages. Xerox in discussing their Quality programme state the case more bluntly. "We clearly identify which executives are with us and which are not with us. We are patient with those that have to make the change, but in the end, if they do not adapt, they have to leave. Quite simply if you do not want to be a quality performer, you do not work here."

By changing places

Sub-cultures develop in the organisation around differences in function, role and level. Culture change can be promoted by re-shuffling the pack and moving different people with different experiences and learnings into key positions. Early retirement of more traditional managers at Abbey National enabled high flyers to be moved into key positions. East Midlands Electricity moved sales people into jobs previously held by engineers.

By training and role models

Beliefs are learnt. They are formed and changed by observation, active participation or persuasive communication.

Most of the organisations in the sample recognised the importance of individuals, particularly senior managers, acting as role models for the desired attitudes and behaviour. The Royal Bank of Scotland in developing a more participative style of management used senior managers as role models on training courses. Training centres are important in presenting the approved form of behaviour. A number of organisations have used videos as a means of presenting these role models.

Most of the organisations used group discussion in the guise of, for example, morning meetings, workshops, team briefing or quality circles. Mid-Essex Health Authority used a series of workshops to clarify the nature and implications of the managerial role; the Royal Bank of Scotland used circles in its branches to identify ways of improving customer service; Unisys used departmental 'kick-off' meetings to launch the new company's policies and objectives; National Freight used employee meetings to promote employee ownership.

The use of group discussion is potentially an excellent mechanism for changing shared beliefs and attitudes but whether or not attitudes are likely to change and in what respect is dependent upon its specific nature and content. Briefing groups and circles run without careful structuring and adequate training of the leaders are unlikely to be effective as mechanisms for culture change. For example, the question of whether or not quality circles are likely to result in positive attitudes towards quality is dependent upon what is discussed, how it is discussed and the skills of the group leader.

There is likely to be more control over the content and structure of a group discussion run as part of a training

course. Carefully structured group role playing exercises targeted at specific beliefs, attitudes and behaviours have been used by Hampshire County Council to develop a commercial orientation and by Sainsbury's to develop positive attitudes towards customer service.

Communication has been widely used by the organisation. Most organisations say they have 'communicated like mad'. For example, Wiggins Teape Paper cascaded a series of one-to-one interviews down the organisation as part of its attempt to create the new sales organisation. Jaguar Cars used conferences, videos, posters, and in-house magazines as part of its attempt to change employee attitudes towards productivity and quality. In further support, many of the organisations have trained senior management in presentation skills.



Royal Bank of Scotland—one of the companies that succeeded in changing its corporate culture.

Management education has been central to both Abbey National's and National Freight's change strategy. Cascaded education and training is central to the approach adopted by Johnson Matthey and BP Chemicals.

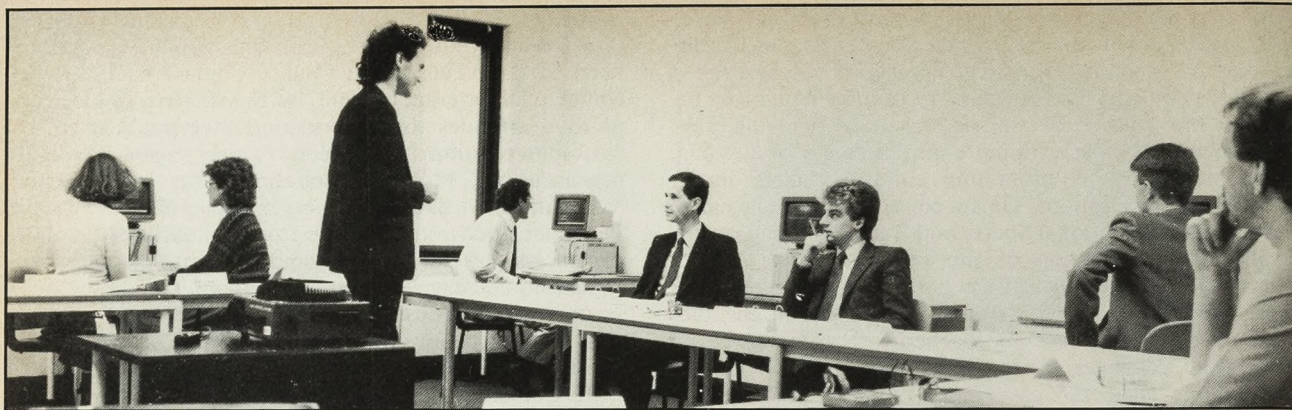
By training in new skills

Rank Xerox UK have attempted to change employee attitudes towards quality by training in the calculation of non-conformance costs, benchmarking, etc. By training in new skills, people's beliefs about their capabilities are changed.

By changing the work environment

Many of the organisations have engaged in some form of restructuring. While it is likely that major structural change will make some impact upon the culture of the organisation, the effect of such change appears not to be particularly useful as a means for changing the culture of the organisation in any specific way.

Reward, appraisal, monitoring and control systems on the other hand can be linked to specific behaviour and are, as a consequence, capable of changing people's beliefs and attitudes. Jaguar introduced new quality



Unisys: office workers review procedures and objectives.

control systems. Unisys, Abbey National, Wiggins Teape, Rank Xerox UK and many others have introduced pay systems linked to the desired performance.

In summary, organisations have attempted to change their culture by changing people, changing places, changing beliefs, changing behaviour and changing the work environment.

The case-studies reveal that an organisation will use a wide variety of these methods in an attempt to change its culture. Thus new people are recruited, others are lost, people are moved around, training is cascaded, briefing groups are introduced, new skills are learnt, and the reward systems are re-aligned—all of these changes being led by organisational strategy.

Factors facilitating culture change

Most of the case-studies begin with some form of precipitating event: a financial crisis, a decline in market share, a change in customer expectations, intervention by stake-holders, competitor initiatives, a change in legislation, or impending privatisation.

These precipitating events are not trivial. They provide the justification for the upheaval that is to follow. They justify the expenditure on training, on new systems and structures, and on redundancy. They lend credibility to the changes, to new visions, ideas, beliefs and new ways of doing things.

Culture change is likely to be promoted by a change in the strategy of the organisation. Most of the case studies begin with a strategic review and a clarification of the organisation's objectives, methods and behaviours. Such a review identifies the changes in behaviours, beliefs and attitudes that are required, and relates the cultural change to organisational effectiveness. It also promotes the acceptance of the need for change among staff.

In many of the case studies there was a change in leadership at the top of the organisation. Perhaps the most dramatic example was at Johnson Matthey where Charter Consolidated intervened and replaced the chief executive and some of the directors. New leadership brings with it new ideas, recipes for success, visions of the future and experiences. On a number of occasions it was noticeable that the chief executive's learning experience in one organisation was transferred to the new organisation.

Power and commitment are necessary to drive change. The fact that power is concentrated in a few hands or that there is a clear authority structure would appear to be conducive to change—though obviously potentially also an obstacle to change. Both Marley and Johnson Matthey found it necessary to 'tighten the reins' in a de-centralised organisation.

An organisation which is externally focused is likely to change. That is, it is aware of its external environment as opposed to being focused on internal procedures, rules, systems and power struggles; that it monitors its own performance, the behaviour of its customers and competitors, that it sends top management on education and training courses, to conferences on new developments, and uses external consultants. In short, it is open to new ideas and developments in its environment.

The use of role models, active participation, role playing, persuasive communication, management education and training, targeted at specific beliefs, attitudes and behaviours is likely to promote cultural change. This is particularly the case when the methods are cascaded down the organisation and there is top commitment.

Change is also likely to be promoted when a philosophy with a simple central concept such as 'Just in Time', 'Hampshire Works', or the 'Customer is King' is used and the message is visible, given high profile and repeated. The use of signals, for example, logos or workwear, to signify that something new is happening would also appear to have a role to play.

Role of personnel management

Finally, what are the implications for personnel managers? The changes need to be reinforced by a re-alignment of structures, systems and policies of the organisation. Culture change is clearly within the remit of personnel management and is strategically important. It thus has a strategically important role to play.

First as an instigator of change. In two of the case-studies personnel has instigated the cultural change. In the first case, this had been done through a series of presentations to the board in which the strategic relevance of the change was stressed. In the second instance, the role of personnel was more covert in that only a few of the executives were aware and supported the changes introduced.

Without attempting to defend the ethics of this situation, some limited cultural change may well be possible because personnel do typically influence recruitment, selection and training policies and perhaps more importantly the types of courses managers attend.

Second, personnel has a role to play in making an input into the cultural change strategy. And lastly it has a role to play in the implementation of that strategy through the re-alignment of policies on selection, recruitment, induction, training, management education, communication, appraisal and reward. ■

Special Feature



Not all methods of dismissal are fair.

Photo: BBC

Unfair dismissal cases in 1985–86 —characteristics of parties

by Mark Stevens
Social Science Branch,
Department of Employment

This article presents results from a Department of Employment survey of unfair dismissal cases arising in 1985–86. It presents findings on the characteristics of employers and employees involved in relation to the outcome of cases.

- Between mid-1983 and mid-1984 around one in eight dismissals from larger workplaces (for reasons other than redundancy) resulted in a claim of unfair dismissal being lodged at industrial tribunals.
- A majority of unfair dismissal cases in 1985–86 arose at private, non-manufacturing workplaces, particularly in the distribution sector.
- The median workplace in which an unfair dismissal case arose employed 40 people and did not recognise trade unions for collective bargaining.
- A majority of unfair dismissal claims were made by male, manual workers, particularly the semi-skilled.
- The median unfair dismissal 'applicant' had four years'

service, although the largest percentage had two years.

- The median wage of full-time employees bringing claims was £113 per week, excluding overtime, compared with £145 for full-time employees in the economy as a whole in 1985-86.
- Male applicants, those working in the public sector, those in union membership and those in manual occupations were most likely to pursue their claims to a full tribunal hearing.
- Applicants in the lowest weekly pay-band (£79 or less) and those working at establishments with under ten employees had an above average 'success rate' at tribunal hearings.

Background to the survey

Since the unfair dismissal provisions came into operation in 1972 the Department of Employment has collected the following information for all unfair dismissal cases: the statute under which the case was brought; the sex of the person making the claim (the 'applicant'); and the outcome of the case including the amount of any compensation agreed under ACAS auspices awarded by the industrial tribunals.

Prior to 1985 more detailed information on the characteristics of employees and employers involved in unfair dismissal cases was also collected on a continuous basis—from the tribunal case papers. This ceased as a result of a Rayner Review which recommended that this type of information could be collected more reliably and cost-effectively from periodic surveys. Surveys also offer the possibility of collecting other relevant information about unfair dismissal cases and about the tribunal process.

In May 1987, the Department commissioned a survey agency, PAS Business Surveys, to carry out the first of these surveys, covering all unfair dismissal cases in Great Britain which arose between April 1985 and March 1986.¹ Subsequent surveys will allow changes in the characteristics of the parties to be monitored. The main survey, of almost 2,000 employers, collected information on the outcome of unfair dismissal cases and on the characteristics of employers and employees involved. Pilot work had reinforced the view that reliable data on the characteristics of both parties could be collected from employers alone—by telephone. It became apparent that many employers kept the kind of basic details of applicants that were required (age, sex, tenure, hours, pay, etc) in their personnel files. This was important because in certain cases fieldwork was undertaken up to two and a half years after the dismissal itself had taken place.

Apart from this basic information, however, the survey design specified information on other related issues, such as the payment of tribunal awards and the experiences of the parties subsequent to the case. These and other areas were explored through more detailed interviews with employers and employees in sub-samples of around 500 of the cases in the main employer sample.² Analysis of these data is in progress. The present article concentrates on the characteristics of the parties data from the main survey of 1,927 employers.

¹ After 1984, data on unfair dismissal and other cases ceased to be field for each calendar year by the Central Offices of Industrial Tribunals (see the following issues of *Employment Gazette*: November 1984, pp 487-492; February 1986, pp 47-51 and October 1987, pp 498-502).

² Further details of the project design are given in the technical note on p 659, including an assessment of the similarities and differences compared with a previous large-scale survey in this area undertaken by the Industrial Relations Research Unit (IRRU) at Warwick University (reported in Dickens, L, Jones, M, Weeks, B and Hart, M (1985) *Dismissed: A Study of Unfair Dismissal and the Industrial Tribunal System*, Blackwell, Oxford).

- Union members were less likely to be successful at a tribunal hearing than their non-union counterparts.

Characteristics of employers and employees

Employers

The largest proportion of 'cases' (or claims of unfair dismissal received by industrial tribunals) arose in workplaces in the non-manufacturing sector (64 per cent), the biggest concentration—almost a third of all cases—being in the distribution, hotels, catering and repairs sector. However, the sector with the next highest concentration was 'other manufacturing industries' with 17 per cent, followed by metal goods, engineering and vehicles industries with 14 per cent. *Table 1* shows that all three sectors, but particularly distribution, were over-represented among tribunal applicants compared to average estimates for the number of employees from the spring 1985 and 1986 Labour Force Surveys. The same was true of the construction industry. However, the position was reversed for the 'other services' and, to a lesser extent, the financial and business services¹ sector, where tribunal applicants were under-represented relative to employees.

Table 1 Main industrial activity of workplaces where cases arose in relation to employment in Great Britain in 1985-86

Industry Division (SIC 1980)	Percentages	
	Unfair dismissal cases	Employees*
Agriculture, forestry and fishing	2	1
Energy and water supply industries	2	3
Mineral extraction; manufacture of metals, mineral products and chemicals	5	4
Metal goods, engineering, vehicles	14	12
Other manufacturing industries	17	11
Construction	8	5
Distribution, hotels and catering; repairs	30	19
Transport and communication	5	6
Banking, finance, insurance, business services, leasing	6	9
Other services	12	29

Percentages add to more than 100 due to rounding.
* Source: average estimates from spring 1985 and 1986 Labour Force Surveys.
Bases = 1,927 unfair dismissal cases and 20.7 million employees in employment.

In the remaining sectors the distribution of applications reflected that of employees, with very few of the cases originating in the agriculture and energy sectors. It is notable that the private sector accounted for the bulk of claims—92 per cent in all.

The age distribution of workplaces where cases arose—age being the period over which the main industrial activity had been carried out at the premises—was similar to that for workplaces in the rest of the economy.² In around three-quarters of cases the workplace's main activity had been undertaken at the site for more than ten years.

Judging from the jobs of the survey respondents, who were selected (by their organisations) as being the most appropriate to interview, unfair dismissal claims were dealt with by management personnel at a variety of levels and in a variety of functions. A third were in personnel management or industrial relations, a further third were (non-personnel) directors or owners, 11 per cent were in administration or legal departments, 5 per cent in

¹ This refers to Division 8 of the Standard Industrial Classification: banking, finance, insurance, business services and leasing.

² This is based on a comparison of the same types of workplaces from the present survey and the 1984 Workplace Industrial Relations Survey.

accounts and finance and the remaining 12 per cent were 'other managers'.

A majority of cases (57 per cent) in 1985-86 arose in workplaces where trade unions were not recognised for collective bargaining. This is a reflection of the small size of workplaces involved and the fact that, generally speaking, unions are more likely to be recognised the larger the workplace¹—a relationship that was also apparent from the present survey. The median workplace where cases arose in 1985-86 employed 40 people,² but among single-workplace organisations the median figure was even lower—23, compared to 65 for workplaces that were part of larger organisations. Just under two-thirds of workplaces were part of larger organisations.

Almost a fifth of cases arose in workplaces with under ten employees, with a further fifth in the ten to 24 employee size-band. Just 13 per cent of cases arose in large workplaces employing 500 or more people. *Table 2* shows the proportion of applicants from workplaces employing fewer than 25 people in each industrial sector in relation to employees in those sectors. The table shows that, overall, workplaces employing fewer than 25 people were over-represented in unfair dismissal cases compared with their share of total employees. This was true of most industries, with the exception of the agriculture and other manufacturing sectors where the position was reversed. And in distribution around the same proportion of applicants as employees came from the small-establishment sector.

This analysis is taken further in *table 3*, which shows the median size of workplace where cases arose for each industry. The table shows there to be substantial variation in the three sectors where the median workplace employed fewer than 25 people, from 20 in the business and financial services sector down to eight in agriculture. The median workplace in the sector where most cases arose—distribution—employed 16 people.

Other sectors were characterised by larger employing units. The median workplace where cases arose in

¹ See Chapter 3 of Millward, N and Stevens, M, 1986 *British Workplace Industrial Relations 1980-1984: The DE/ESRC/PSI/ACAS Surveys*, Gower (1986).

² Respondents were also asked how many people their organisation employed in the UK at the time of the dismissal. However, as there was a rather high non-response to this question the discussion here focuses only on the workplace-size data.

³ For the regional distribution of employees in employment from the 1984 Census of Employment, see "1984 Census of Employment and revised employment estimates" *Employment Gazette*, January 1987, pp 31-53.

⁴ The question to the main management respondents in both the 1980 and 1984 WIRS was as follows:

"During the past year, that is since (MONTH 1979/MONTH 1983) have any workers been dismissed for reasons other than redundancy?"

[IF YES:] "How many?" (interviewer writes in number).

Using results from these questions it was previously reported that the overall dismissal rate from WIRS establishments fell from 14 per thousand employed in 1980 to nine per thousand in 1984 (see Millward, N and Stevens, M (1986) *British Workplace Industrial Relations 1980-1984: The DE/ESRC/PSI/ACAS Surveys*, Gower, Aldershot, p 187).

Applying the relevant grossing-up factors to these figures shows that the total number of dismissals from all WIRS-type establishments in the economy fell from 208,000 in 1980 to 134,000 in 1984.

⁵ From tribunal sources it can be shown that almost 29,000 cases were disposed of in an average year during the 39-month period between January 1983 and March 1986. And an average of just over 29,000 were disposed-of in 1983-84 (see the February 1986 and October 1987 issues of *Employment Gazette* for raw figures). The present survey shows that of unfair dismissal applications in 1985-86—that is, in the main, dismissals in the year to end December 1985—around 1.6 per cent arose in agriculture (Div 0) and 1 per cent in coal mining (Class 11). Therefore, if it is assumed that a similar proportion would have arisen in these sectors a year earlier, in 1983-84, a total of 28,246 cases would have arisen outside these two sectors. The present survey also shows that 61 per cent of unfair dismissal applications (outside these two sectors) in 1985-86 arose in workplaces employing 25 or more employees. Again, if it is assumed that a similar proportion of cases arose among these workplaces in the 1983-84 period, an approximate estimate is given by combining these two sources in conjunction with the 1984 WIRS estimate of the number of dismissals (see footnote 4) as follows: (61 per cent of 28,246) × 100 = 13 per cent

134,000

Table 2 Percentage of employees in workplaces employing under 25 people, by industry in Great Britain in 1985-86

Industry Division (SIC 1980)	Percentages	
	Unfair dismissal applicants from workplaces with under 25 employees	Employees in workplaces with under 25 employees*
Agriculture, forestry and fishing	74	81
Energy and water supply industries	19	9
Mineral extraction; manufacture of metals, mineral products and chemicals	15	13
Metal goods, engineering, vehicles	20	15
Other manufacturing industries	17	21
Construction	48	39
Distribution, hotels and catering; repairs	58	57
Transport and communication	37	23
Banking, finance, insurance, business services, leasing	53	42
Other services	43	31
All industries	39	33

* Source: average estimates from spring 1985 and 1986 Labour Force Surveys.

Table 3 Median size of workplace where unfair dismissal cases arose in 1985-86 by industry

Industry Division (SIC 1980)	Median number of employees per workplace
Agriculture, forestry and fishing	8
Energy and water supply industries	515
Mineral extraction; manufacture of metals, mineral products and chemicals	110
Metal goods, engineering, vehicles	120
Other manufacturing industries	110
Construction	25
Distribution, hotels and catering; repairs	16
Transport and communication	50
Banking, finance, insurance, business services, leasing	20
Other services	30
All industries	40

manufacturing industry employed over 100 people and in the energy and water supply industries the median workplace employed over 500 people. It should be emphasised, however, that the number of survey observations in the latter sector is rather small.

Generally, the distribution of unfair dismissal applicants by the geographical region of their former workplace followed the regional distribution of employment. However, applicants were slightly over-represented relative to employees in both the South East and the North West.³

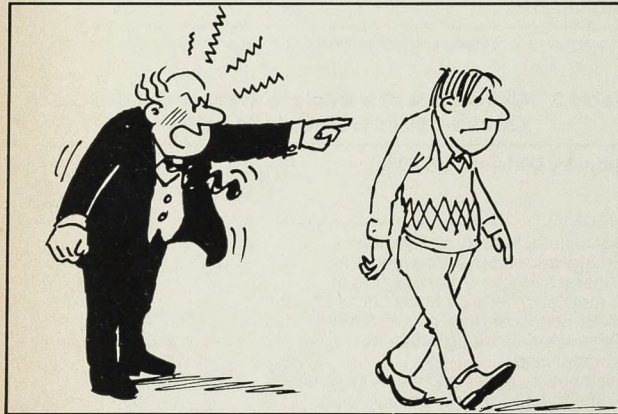
Obviously, not all dismissed employees decide to lodge a claim for unfair dismissal at industrial tribunals. To estimate the proportion of dismissals that resulted in such a claim requires a comprehensive and reliable source of information on the number of dismissals. The most suitable source is the Workplace Industrial Relations Survey (WIRS) series. However, as WIRS excludes small workplaces (24 employees or fewer) and those in agriculture (Division 0) and coal mining (Class 11) it is only possible to provide an estimate for dismissals excluding these sectors. In addition, the estimate from the 1984 WIRS covers, in the main, the 12-month period to mid-1984,⁴ roughly a year before the dismissals which resulted in the unfair dismissal cases in the present survey.

Bearing the above in mind, around 13 per cent of all dismissals (from WIRS-type establishments) for reasons other than redundancy resulted in a claim for unfair dismissal being lodged at industrial tribunals in 1983-84.⁵

In other words, employers in the bulk of the economy who had dismissed an employee in 1983-84 had a one in eight chance of having to respond to an unfair dismissal claim.

Employees

Turning to the characteristics of employees, the survey showed that men were over-represented among unfair dismissal applicants relative to their representation among employees as a whole. Almost three-quarters (72 per cent) of claims were made by men, whereas they made up 56 per cent of employees in all.¹ In most industries the proportion of male applicants was greater than three-quarters and in only financial and business services did women form a substantial minority (44 per cent). The under-representation of women among tribunal applicants perhaps reflects their over-representation in types of employment which fall outside the scope of the unfair dismissal provisions.



Cartoon: Video Arts

Overall, two-thirds of claims were made by manual workers, and the proportion was higher still in the primary and manufacturing sectors. Manual workers still brought a majority of claims in the distribution, transport, and other services sectors, with financial and business services, again the exception where three-quarters of cases were brought by white-collar employees.

The biggest single occupational group lodging claims in most sectors was the semi-skilled (31 per cent of cases overall) followed, respectively, by the unskilled (19 per cent) and skilled (14 per cent). The exceptions were agriculture, where the unskilled brought 48 per cent of cases and financial and business services where clerical employees made up two-fifths. Around a quarter of cases were brought by white-collar employees at 'supervisor' level or above, staff at these grades being most likely to bring cases in financial and business services and other services.

The median unfair dismissal applicant had four years' service, although the largest percentage of applicants were in the two-year category. The full distribution of applicants' job tenure is given in table 4, with data for employees as a whole for selected bands alongside for

¹ Source: average estimates from spring 1985 and 1986 Labour Force Surveys.
² During the period covered by the survey, April 1985 to March 1986, employees who worked at least 16 hours per week needed one year's continuous service with their employer in order to be able to make a claim of unfair dismissal unless that employer had 20 employees or less in which case the qualifying period was two years. (The qualifying period is now two years irrespective of the size of firm.) Then, as now, the qualifying period for those working at least eight hours but less than 16 hours a week was five years. No qualifying period was required for claims relating to dismissal for trade union membership or activities, or non-membership of a trade union.

³ This is the average of the median gross weekly earnings, excluding overtime, for all full-time employees (working over 30 hours per week) from the 1985 and 1986 New Earnings Surveys.

Table 4 Length of service of employees claiming unfair dismissal in Great Britain in 1985-86

Length of service (years)	Percentage of unfair dismissal applicants	Percentage of all employees*
Less than 1	4	18
1	14	11
2	17	..
3	10	..
4	7	..
(2-4)	34	20
5	8	..
6	8	..
7	5	..
8	4	..
9	3	..
(5-9)	28	21
10-14	11	..
15-19	4	..
(10-19)	15	20
20 and over	6	10

* Source: average estimates from 1985 and 1986 Labour Force Surveys.
.. Not available.
Bases = 1,915 unfair dismissal cases and 20.7 million employees in employment.

Table 5 Age of employees claiming unfair dismissal in Great Britain in 1985-86

Age (years)	Percentage of unfair dismissal applicants	Percentage of all employees*
Up to 24	18†	22
25-29	11	12
30-34	12	11
35-39	13	13
40-44	12	11
45-49	11	10
50-54	10	9
55-59	7	8
60 and over	3	5

* Source: average estimates from spring 1985 and 1986 Labour Force Surveys.
† Less than 1 per cent were 17 or under.
Bases = 1,852 cases and 20.7 million employees in employment.

comparison. The 'under-representation' of applicants with less than one year's service reflects the fact that the minimum qualifying period of service for most types of dismissal at that time was at least one year.²

It might be expected that long-service employees would be under-represented among applicants and the table shows this to be the case for those with ten or more years' service. By contrast, employees with between five and nine years' service were over-represented among applicants relative to employees and those with between two and four years substantially so. About the same proportion of applicants as employees had at least one year but less than two years' service (table 4).

As table 5 shows, the age distribution of unfair dismissal applicants tends to reflect the age distribution of employees, although both young workers (up to 24 years) and those at or approaching retirement (60+) were under-represented among applicants. There is clearly some association between ageing and long service in the latter case. The impact of apprenticeships or other lengthy training schemes may partly account for the under-representation of young workers among applicants.

The great majority of applicants worked 30 or more hours in a standard week and 10 per cent worked over 40 hours. The median wage of full-time employees who brought claims—those working over 30 hours per week—was £113 per week (excluding overtime), substantially below the median wage for full-time employees in the economy as a whole at that time (£145).³

Table 6 Outcome of unfair dismissal cases, 1985-87

	(DE survey) IT claims lodged at tribunals Apr 1985 to Mar 1986	(Tribunal data*) IT claims 'disposed of' Apr 1985 to Mar 1987	(ACAS data**) IT claims 'disposed of' Jan 1985 to Dec 1987
Total claims made or 'disposed of' (where outcome known) 1,884		57,023	84,912
Claims withdrawn			
Numbers	394	17,120†	22,472
Per cent	21	30	26
Claims settled			
Numbers	768	20,897†	34,547‡
Per cent	41	37	41
Claims to tribunal of which			
Numbers	722	19,007	27,893
Per cent	38	33	33
Claims upheld			
Numbers	279	6,358	..
Per cent	15	11	..
Claims dismissed			
Numbers	443	12,649	..
Per cent	24	22	..

* Source: 'Industrial tribunal statistics', *Employment Gazette*, October 1987, pp 498-502.
** Source: ACAS.
† Includes cases resolved just prior to or during tribunal hearing, re-allocated between the two outcomes in line with the DE survey distribution.
‡ Excludes non-ACAS settlements.

In 11 per cent of cases employers did not know if the applicant was a trade union member at the time of dismissal, but of those that could answer the question 38 per cent said applicants were union members. Data from the Social Attitudes Survey series show that around 47 per cent of employees in the economy as a whole were union members in 1985.¹ This suggests that the disparity in union density—the proportion of employees in membership—between dismissed employees who register a claim of unfair dismissal at industrial tribunals and employees in the economy as a whole was not as marked in the mid-1980s as it appears to have been in the mid-1970s.² This is all the more striking given that the over-representation of skilled manual employees among unfair dismissal applicants relative to total employees in the mid-1970s seems to have disappeared in the intervening period.³

Outcome of unfair dismissal claims

There are four main types of outcome of claims of unfair dismissal made to industrial tribunals. The claim can be simply withdrawn by the applicant; the case can be settled by the parties with or without external help; or claims can proceed to a full tribunal hearing and be either 'upheld' or 'dismissed'.

Table 6 shows the distribution of the sample in terms of the outcome of cases. Also included, for comparison, are data from the Central Offices of Industrial Tribunals

¹ See Millward, N and Stevens, M (1988) 'Union density in the regions: Evidence from the 1984 Workplace Industrial Relations Survey and the Social Attitudes Survey series', *Employment Gazette*, May 1988, pp 286-295.

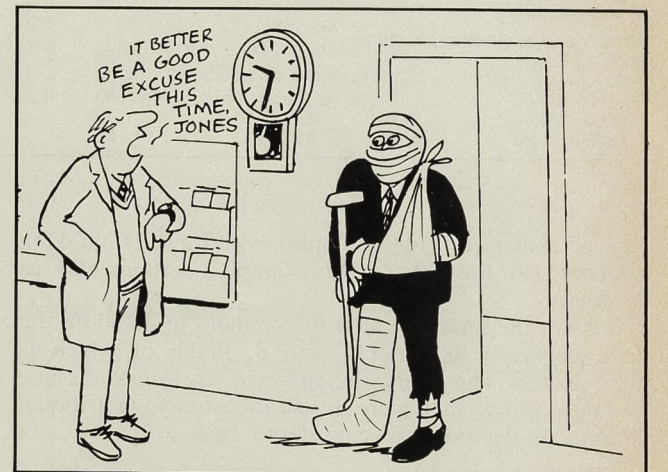
² Dickens *et al* (1985:36) point out that 32 per cent of applicants in their sample were union members in 1976-77 compared with 52 per cent of the labour force as a whole. As the latter figure includes the unemployed in the denominator, however, the level of union density among employees in the economy as a whole would have been higher and the disparity, therefore, larger. The two surveys do use different respondents, but analysis of the sub-sample questionnaires from the DE survey suggests that employers were not systematically biased in their responses to the question on union membership among applicants. In addition, the level of union density among all applicants (38 per cent) was the same both among cases dealt with by those Regional Offices of Industrial Tribunals within the IRRU sample and those dealt with elsewhere.

³ The IRRU team suggests that 38 per cent of its applicants were in the skilled manual category compared with 24 per cent in total employment (Dickens, *et al* 1985: table 2.2). (Data from the Labour Force Survey show that 22 per cent of employees were in the skilled-manual category (excluding supervisors) in spring 1979.) The DE survey found 14 per cent of applicants to be in the skilled-manual category (excluding supervisors) compared with 17 per cent of employees in 1985 (spring 1985 Labour Force Survey).

(COITs) and from the Advisory, Conciliation and Arbitration Service (ACAS). It should be emphasised, however, that the latter sources refer to cases 'disposed of' during a particular period, whereas the DE survey refers to proportions of claims made during a particular period. Given the time-lag for 1985-86 claims to work through, therefore, tribunal figures for the two-year period from April 1985 to March 1987 are included as the most appropriate. And as the ACAS data refer to calendar rather than financial years, figures for the three-year period from January 1985 to December 1987 are included.

Comparison with the ACAS and tribunal data can only provide a rough guide to the representativeness of the DE survey because neither reflects the appropriate population of applications. Bearing this in mind, however, the distribution of the survey cases by outcome is broadly in line with the other two sources. The main exception is the lower than expected proportion of withdrawn cases, part of which is presumably a non-response bias—employers may have thought there was little reason to spare the time to be interviewed if the claim was resolved relatively quickly. Additionally, however, in some cases respondents may have had difficulty distinguishing between withdrawn and settled outcomes because of the sometimes lengthy period of recall.

In terms of the four main outcomes, then, 21 per cent of the total sample of claims had been withdrawn by the applicant, 41 per cent had been settled by the parties outside the tribunal, 15 per cent of claims had been upheld by an industrial tribunal and 24 per cent had been dismissed.



Cartoon: Video Arts

The main interest in this paper, however, is with the characteristics of the parties involved in cases in relation to the four possible outcomes. These data are presented in two tables: table 7 presents the data on applicants' characteristics and table 8 gives the details of employers. The analysis and the two tables are divided into two main parts which focus on the characteristics of the parties in cases which (1) did not proceed to a full hearing—withdrawn and settled cases—and (2) those for which a tribunal hearing was held—upheld and dismissed cases.

Row percentages are given in the tables, providing both sides of the same coin for ease of reference. For example, as 34 per cent of cases which did not proceed to a full hearing were withdrawn, the remaining 66 per cent were, therefore, settled. Similarly, as 39 per cent of claims which proceeded to a full tribunal hearing were upheld, the remaining 61 per cent were, therefore, dismissed. Consequently, the discussion will focus on results of one of a

Table 7 Characteristics of employees (applicants) in relation to the outcome of unfair dismissal cases arising in 1985-86

	Percentage of claims NOT proceeding to a tribunal hearing that were:		Base	Percentage of claims proceeding to a tribunal hearing that were:		Base
	Withdrawn by applicant	Settled by parties		Upheld by tribunal	Dismissed by tribunal	
All cases where outcome known:	34	66	1,162	39	61	722
Men	35	65	823	36	64	532
Women	31	69	339	47	53	190
Standard weekly hours worked:						
29 or less	24	76	88	49	51	53
30-35	31	69	132	53	47	60
36-39	37	63	455	35	65	322
40	34	66	315	36	64	195
41 or more	36	64	122	42	58	69
Length of service (years)						
Less than 1	49	51	49	(44)	(56)	18
1	35	65	169	43	57	101
2	27	73	201	47	53	111
3	29	71	108	42	58	69
4	42	58	84	44	56	45
5	33	67	91	32	68	56
6 or more	33	67	366	34	66	318
Age of applicant						
Up to 24	35	65	222	39	61	114
25-34	32	68	249	40	60	170
35-44	41	60	294	40	60	176
45-54	30	70	244	36	64	152
55-59	24	76	79	38	62	53
60 or more	24	76	29	39	61	57
Occupation						
Manual	35	65	709	38	62	488
Non-manual	32	68	453	39	61	234
Union membership						
Member	39	61	369	33	67	266
Non-member	30	70	669	45	55	377
Weekly pay excluding overtime						
£79 or less	32	68	241	47	53	137
£80-119	39	61	389	38	62	258
£120-159	37	63	239	35	65	191
£160-199	27	73	93	30	70	64
£200 or more	31	69	105	43	57	44

pair of outcomes (for example, withdrawals), making reference to the other (for example, settlements) as necessary.

It is not the intention here to comment in detail on the data displayed in tables 7 and 8, much of which is inter-related. The main aim, rather is, to isolate the key findings. Cases that were resolved prior to a tribunal hearing or decision are considered first.

Unfair dismissal claims resolved before a tribunal decision¹

Of the 62 per cent of cases in the sample that were resolved without the need for a full tribunal hearing (table 6), around two-thirds were settled by the parties and in the remaining third the claims were withdrawn by the applicant. With one notable exception—ownership of workplace—this pattern of a majority of claims that were resolved before a tribunal being settled, rather than withdrawn, is evident for each of the characteristics listed in tables 7 and 8. In general, therefore, discussion of the findings concentrates on comparisons within each characteristic—such as whether union members were less likely to settle than non-members.

As table 7 shows, men were more likely to withdraw their claims, and therefore less likely to settle them, than women, although the differences are quite small. General-

ly speaking, the more hours an applicant worked in a standard week the more likely it was that the claim would be withdrawn. Part-time employees working fewer than 30 hours in a standard week were much less likely to withdraw and more likely to settle their claims than their full-time colleagues. It could be that even if the claims are sound, part-timers may still rather settle than proceed to a tribunal on the grounds that the inconvenience of pursuing the claim may not be off-set by the level of compensation likely to be awarded by the tribunal.

Given the one-year qualifying period of service for most types of dismissal at this time, it is to be expected that applicants with less than one year's service would be most likely to withdraw their claims. Table 7 shows this to be the case. However, there was also a high proportion (42 per cent) of those with at least four years' service (but less than five) that withdrew, probably reflecting the influence of claims made with respect to the five-year qualifying period for employees working at least eight but less than 16 hours per week. At the time of the application there may be some doubt as to these employees' actual length of service, and therefore eligibility—which is subsequently clarified.

Table 7 shows, in general terms, that the younger the applicant the more likely was the claim to be withdrawn and the less likely it was to be settled. Over three-quarters of those aged 55 or over whose cases were resolved prior to a tribunal managed to agree a settlement of the claim with their employers.

¹ Included here are 17 cases resolved during a tribunal hearing.

Labour Market Data

Contents

Commentary	S2	Industrial disputes	
		4-1 Totals; industries; causes	S45
		4-2 Stoppages of work: summary	S46
Employment		Earnings	
0-1 Background economic indicators	S7	5-1 Average earnings index: industrial sectors	S47
1-1 Workforce	S8	5-3 Average earnings index: industries	S48
1-2 Employees in employment: industry time series	S8	5-4 Average earnings and hours: manual workers	S50
1-3 Employees in employment: production industries	S10	5-5 Index of average earnings: non-manual workers	S50
1-6 Labour turnover manufacturing industries	S11	5-6 Average earnings and hours: all employees	S52
1-8 Output, employment and productivity	S12	5-7 Labour costs	S53
1-9 International comparisons	S13	5-9 International comparisons	S54
1-10 Clerical in manufacturing industries	S14	C2 Retail prices chart	S55
1-11 Overtime and short-time: manufacturing	S15		
1-12 Hours of work: manufacturing	S16	Retail prices	
1-13 Overtime and short-time: regions	S16	6-1 Recent index movements	S56
C1 Unemployment chart	S17	6-2 Detailed indices	S56
		6-3 Average for selected items	S57
Unemployment		6-4 General index: time series	S58
2-1 UK summary	S18	6-5 Changes on a year earlier: time series	S60
2-2 GB summary	S18	6-6 Pensioner household indices	S60
2-3 Regions	S20	6-7 Group indices for pensioner households	S61
2-4 Assisted and local areas	S23	6-8 International comparisons	S62
2-5 Age and duration	S25	Tourism	
2-6 Detailed categories GB/UK	S26	8-1 Employment	S63
2-7 Age	S28	8-2 Earnings and expenditure	S63
2-8 Duration	S28	8-3 Visits to UK	S64
2-9 Counties and local authority districts	S29	8-4 Visits abroad	S65
2-10 Parliamentary constituencies	S32	Other facts and figures	
2-13 Students	S36	9-1 YTS entrants: regions	S66
2-14 Temporarily stopped	S36	9-2 Numbers benefiting from employment measures	S66
2-15 Rates by age	S37	9-3 Placement of disabled jobseekers	S66
2-18 International comparisons	S38	9-4 Disabled jobseekers and unemployed disabled people	S66
2-19 UK flows	S40	Definitions and conventions	S67
2-20 GB flows by age	S41		
2-30 Confirmed redundancies: regions	S42	Index	S68
2-31 Confirmed redundancies: industries	S42		
Vacancies			
3-1 UK summary: seasonally adjusted: flows	S43		
3-2 Summary: seasonally adjusted: regions	S43		
3-3 Summary: regions	S44		

Publication dates of main economic indicators 1988

Labour Market Statistics:
Unemployment, employment, vacancies, earnings, hours,
unit wage costs, productivity and industrial disputes

Dec 15, Thursday
Jan 19, Thursday
Feb 16, Thursday

Retail Prices Index

Dec 16, Friday
Jan 20, Friday
Feb 17, Friday

Tourism

Jan 11, Wednesday
Feb 8, Wednesday
Mar 8, Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafone Service). Employment and hours: 0928 715151 ext. 2570 (Ansafone Service). Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service). Average Earnings Index: 0923 228500 ext. 408 or 412. Tourism: 01-273 5507

Commentary

Trends in labour statistics

Summary

Revised estimates show second quarter growth of 41,000 in the workforce in employment, giving a rise of 438,000 in the year to June 1988. As in previous quarters the rise is mainly accounted for by further growth in the service sector: the trend for manufacturing employment is still downwards, although at a slower rate than in previous years.

Seasonally adjusted unemployment fell by 31,500 between September and October to 2,160,000. (The basis of the series has been revised and the September figures have been adjusted to allow for the effects of the postal strike.) Seasonally adjusted unemployment now stands at 7.7 per cent, the lowest rate (on a consistent basis) for more than seven years.

Manufacturing productivity in the third quarter was 7½ per cent

higher than a year earlier, with continuing strong growth in output combined with slowly declining employment in the sector.

The underlying rate of increase in average weekly earnings in the year to September 1988 was 9¼ per cent (provisional estimate). This is unchanged from the rate of increase in the year to August. The rate rose by ¾ of a percentage point between May and August after having remained unchanged at 8½ per cent for six months.

The annual rate of price inflation rose to 6.4 per cent for October from the 5.9 per cent for September. This was largely due to the increase in home mortgage interest rate at the beginning of October.

It is provisionally estimated that 3.8 million working days were lost through stoppages of work due to industrial disputes in the year to September 1988. This compares with 3.7 million days lost in the previous 12-month period, and an annual average of 10.7 million

days for the ten-year period to September 1987.

An estimated 2,160,000 overseas residents made visits to the United Kingdom in August 1988, 2 per cent fewer than in August 1987. In the same month UK residents made around 4,100,000 visits abroad, 2 per cent more than in August last year.

Economic background

The latest output figures for the production sector show further strong growth. *Output of the production industries* in the third quarter of 1988 is provisionally estimated to have been 1 per cent higher than in the second quarter and 3½ per cent higher than in the corresponding period a year earlier. *Manufacturing output* in the third quarter was 3 per cent higher than in the previous quarter and 7 per cent higher than a year earlier. Between the second and

third quarters, there were increases of 6 per cent in the output of the chemicals industry, 4 per cent in the output of the engineering and allied industries and 3 per cent in the output of other minerals. The output of 'other manufacturing' industries rose by 2 per cent and the output of the metals industry, food, drink and tobacco, and textiles and clothing all increased by 1 per cent. Output of the energy sector in the third quarter, which was affected by the loss of production from Piper Alpha and its associated fields, fell by 4½ per cent compared with the previous quarter and was 5 per cent lower than in the same period a year earlier.

Preliminary estimates suggest that the output of the whole economy increased by 1½ per cent between the second and third quarters of 1988. The preliminary *output based estimate of gross domestic product (GDP(0))* in the third quarter was 114.3 (1985=100; seasonally adjusted, at 1985 prices), 5 per cent higher than a year earlier.

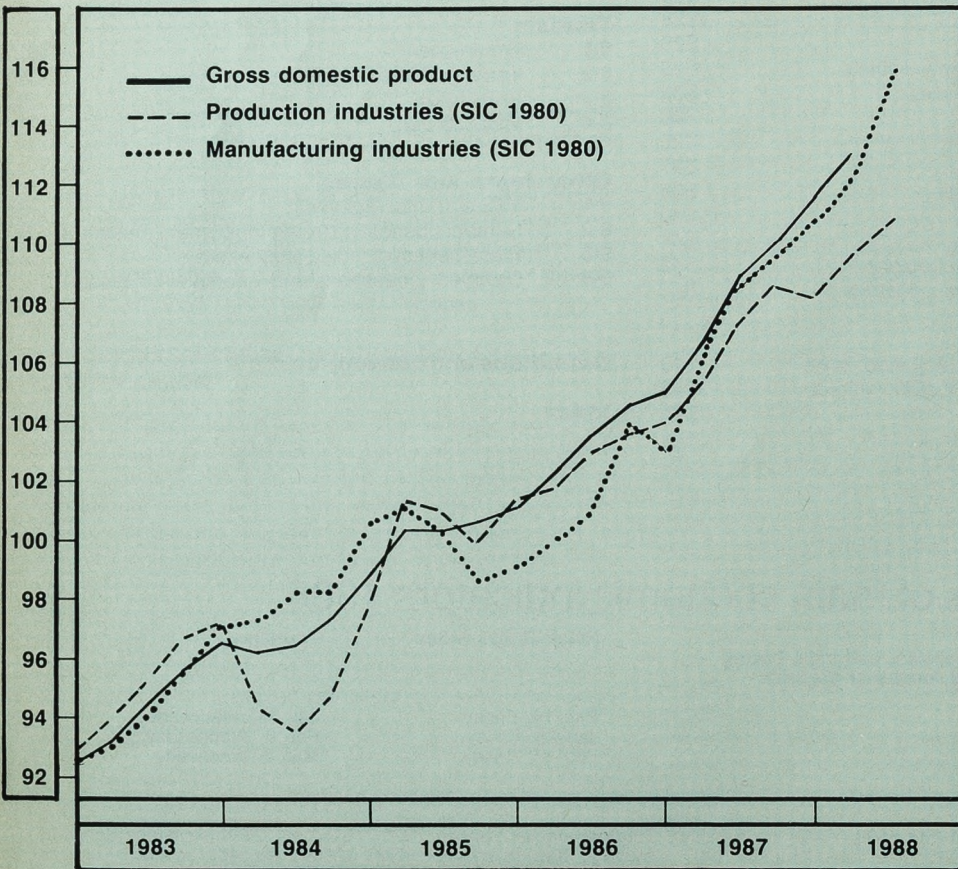
The provisional estimate of the seasonally adjusted index of the volume of *retail sales* in October 1988 was 141.0 (1980=100), above previous levels. In the three months to October 1988 the volume of sales was 1 per cent higher than in the previous three months (after seasonal adjustment) and 5½ per cent higher than in the corresponding period a year earlier. Preliminary estimates show that *consumers' expenditure* in the third quarter of 1988 was £63.6 billion, at 1985 prices, about 2 per cent higher than in the previous quarter and more than 5½ per cent higher than a year earlier.

Provisional estimates of investment in the third quarter show a slight fall compared with the second quarter, but remain high. *Capital expenditure* by the manufacturing, construction, distribution and financial industries (at 1985 prices and seasonally adjusted) was 6 per cent lower in the third quarter of 1988 than in the preceding quarter, but still almost 9 per cent higher than in the third quarter last year. Within the total, expenditure by manufacturing industry fell by 5½ per cent between the latest two quarters, but was 5 per cent higher than in the third quarter of 1987.

Investment by the construction, distribution and financial industries

OUTPUT INDICES

Seasonally adjusted (1980=100)



was 6½ per cent lower than in the second quarter this year, but almost 11 per cent higher than in the third quarter last year.

Also in the third quarter, the level of *stocks held by UK manufacturers, wholesalers and retailers* (at 1985 prices and seasonally adjusted) is provisionally estimated to have fallen by about £20 million, following an increase of around £675 million in the previous quarter. Wholesalers and retailers increased their stocks by around £85 million and £35 million respectively, while manufacturers reduced their stocks by about £140 million. Retailers have now been stockbuilding for 14 successive quarters. Third quarter stocks estimates for other industries are not yet available.

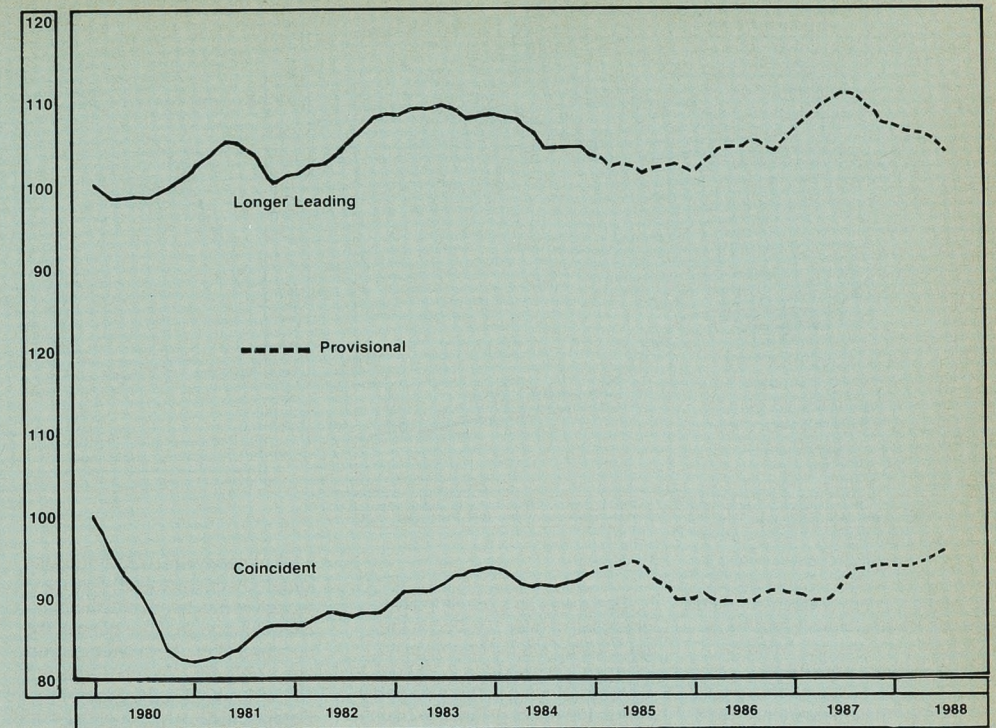
The *Public Sector Borrowing Requirement (PSBR)*, not seasonally adjusted, in October is provisionally estimated to have been minus £2.4 billion (that is, a net repayment), bringing the total PSBR for the first seven months of the financial year 1988-89 to minus £6.0 billion. This compares with a PSBR of £0.9 billion in the first seven months of the previous financial year, 1987-88. There were no proceeds from privatisation in October. The PSBR excluding privatisation proceeds was minus £1.0 billion in the first seven months of 1988-89, compared with £4.2 billion in the same period of 1987-88.

Sterling's effective *exchange rate index (ERI)* for October 1988 rose by 1 per cent compared with September to 76.3. The currency rose by 3½ per cent against the US dollar and ½ per cent against EMS currencies in total (including a ½ per cent rise against the deutschemark), but fell by 1 per cent against the Japanese yen, ERI in October was 3½ per cent higher than in the corresponding month a year ago; over that year sterling rose by 4½ per cent against the dollar and 6½ per cent against the EMS currencies (5½ per cent against the deutschemark) but fell by 6 per cent against the yen.

The *UK base lending rate* increased by 1 percentage point to 13 per cent on November 25, 1988. It was 9 per cent on February 1, 1988, fell to a trough of 7½ per cent by May 17.

The current account of the balance of payments in the three months to October 1988 is estimated to have been in deficit by £4.4 billion, compared with a £4.5 billion deficit in the previous three months. Visible trade in the same period was in deficit by £5.9 billion, following a £6.0 billion deficit in the previous three months. Over the period the surplus on oil fell slightly while the deficit on non-oil trade fell by £0.1 billion. The volume of exports fell by 1 per cent in the three months to August 1988, but was 2 per cent higher than in the corresponding period a year

CYCLICAL INDICATORS: Composite indices of indicator groups



earlier. The volume of imports rose by 1 per cent in the three months to October 1988, and was 14 per cent higher than a year earlier.

Employment

The new figures available this month relate to employees in the *production industries* for the third quarter of 1988. The number of employees employed in *manufacturing industries* in Great Britain is estimated to have fallen by 19,000 in September 1988 and by 18,000 in the third quarter of 1988; this follows a fall of 22,000 in the second quarter. In the first quarter of this year employment in manufacturing was estimated to have increased by 1,000, and following a slowdown in the rate of decrease in manufacturing employment during 1987, it appeared that the downward trend might be levelling out. However, the latest quarter's figures suggest that the trend is still downward although not at the rate observed in 1986 and early 1987.

Figures for the rest of the economy and the workforce in employment in Great Britain remain as reported last month except for a slight revision—reflecting some late data now available—to service employment. The *workforce in employment*—which comprises employees in employment, self-employed, HM Forces and people on work-related government training programmes—is estimated to have

increased by 41,000 in the second quarter of 1988, by 438,000 in the year to June 1988 and by 2,177,000 between March 1983 (when the upward trend began) and June 1988.

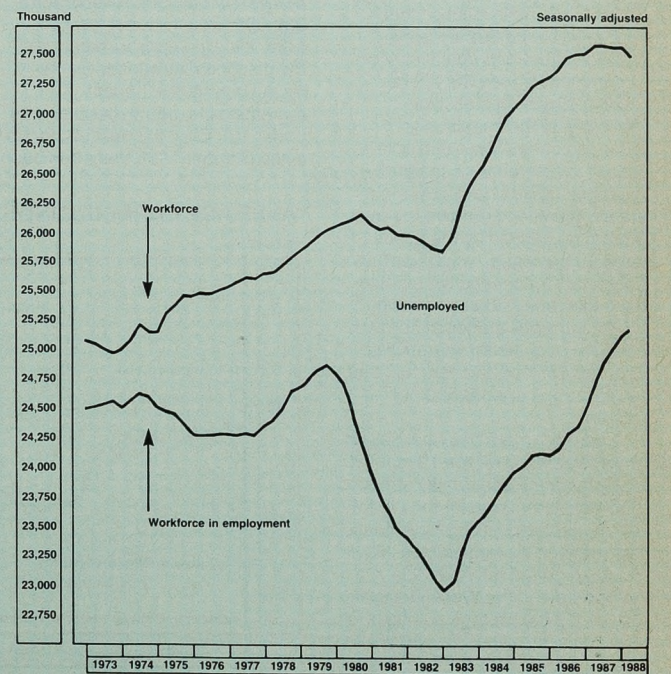
Overtime working by operatives in manufacturing industries remained high with an estimated 13.5 million hours per week worked in September, giving an average of 13.7 million hours per week for the third quarter of 1988,

compared with 12.7 million for the third quarter of 1987. Nonetheless, current levels are still well below the 15 million hours per week and more observed in the late 1970s.

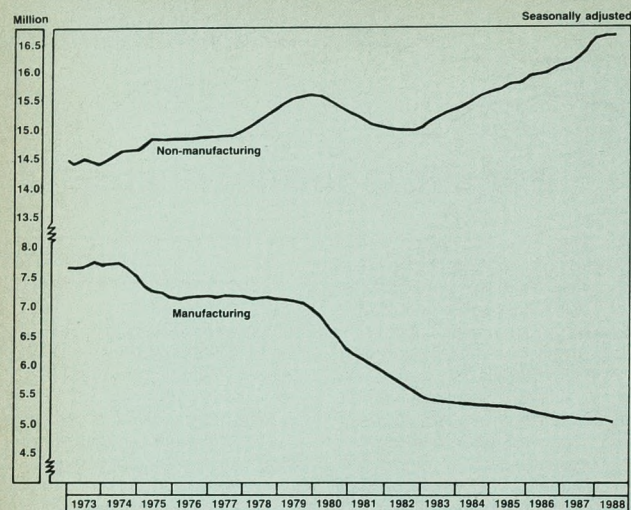
Hours lost through *short-time working* in manufacturing industries remained low at 0.2 million hours per week in September.

The *index of average weekly hours worked* by operatives in manufacturing industries (which

WORKFORCE AND WORKFORCE IN EMPLOYMENT: Great Britain



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



takes account of hours of overtime and short-time as well as normal basic hours) was estimated at 101.1 in September 1988 (1985=100), giving an average of 101.2 for the third quarter of 1988. This compares with an average of 100.6 for the third quarter of 1987.

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by 31,500 between September and October to 2,160,000, 7.7 per cent of the total workforce.

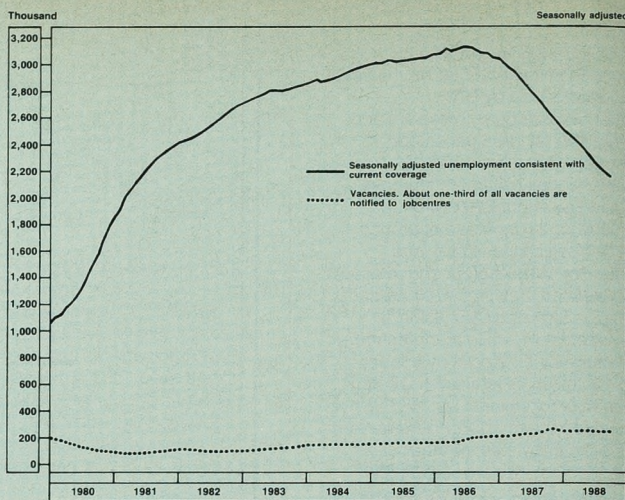
The seasonally adjusted series has been revised to include only claimants aged 18 and over, in order to maintain a consistent series following September's change in benefit regulations for young people (see the article "Unemployment statistics: revisions to the seasonally adjusted series" on p 660 of this issue). September's seasonally adjusted figures have now also been adjusted to remove the over-recording caused by the postal strike. The series, which has now fallen for 27 consecutive months, by a total of 973,000 since July 1986, currently stands at its lowest level for over seven years. Over the past six months there has been an average fall of 40,500 per month.

Unemployment has been falling in all regions. Over the 12 months to October the seasonally adjusted unemployment rate for the UK fell by 1.8 percentage points. Among the regions, the largest falls in the unemployment rate over this period were in the West Midlands (down 2.3 percentage points), the North West (2.0 points) and Wales (1.9 points).

There was an exceptionally sharp fall of over 192,000 in the unadjusted total of unemployed claimants in the UK to 2,199,000 in October. However, this was partly due to the effect of the new benefit regulations for young people, estimated to account for some 50,000 of the fall between September and October (further to the earlier effect of some 30,000 school leavers removed from the count between August and September). The unwinding of the over-recording in September caused by the postal strike also contributed around 55,000 to the unadjusted fall. After allowing for these effects and normal seasonal influences, there was a seasonally adjusted fall of 31,500.

The number of long-term unemployed (claimants unemployed for more than a year) continued to fall sharply to reach 886,000 in October, a fall of some 280,000 since October last year (after allowing approximately for the discontinuity caused by the recent changes in benefit regulations for young people aged under 18). Over the past two years since October 1986 there has been

UNEMPLOYMENT AND VACANCIES: United Kingdom



a fall of nearly 450,000 among the long-term unemployed. The reduction has been particularly sharp among younger people; the number of long-term unemployed aged 18 to 24 in October was 151,000, about half the level in October 1986, while over the same period there was a fall of 28 per cent among the long-term unemployed aged 25 and over, to 734,000 in October.

The total of unemployed claimants aged 18 to 24 was 606,000 in October, down by 353,000 or 37 per cent compared with two years earlier, while total unemployment among those aged 25 and over at 1,504,000 in October was 587,000 or 28 per cent lower than in October 1986.

The number of people unemployed for five years or more has now been falling for the past 12 months; the number in October 1988, at 252,000, was some 25,000 or 9 per cent lower than a year earlier.

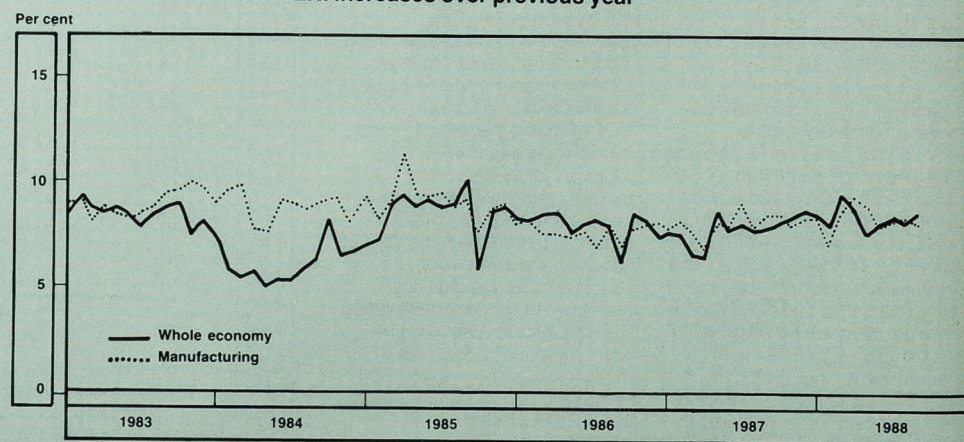
The stock of vacancies at jobcentres (seasonally adjusted, now updated) in October rose sharply by 10,900 to 251,200. The level of vacancies remains high although marginally lower than a year ago.

Average earnings

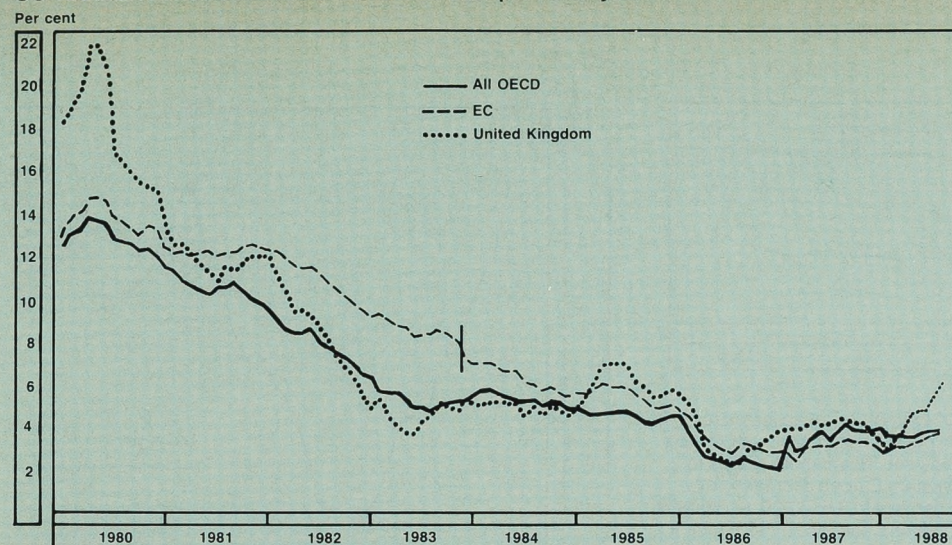
The underlying rate of increase in average weekly earnings in the year to September 1988 was 9 1/4 per cent (provisional estimate). This is unchanged from the rate of increase for the year to August. The underlying annual rate of increase remained unchanged at 8 1/2 per cent for a period of six months up to May 1988, then rose 3/4 percentage point in three months to reach 9 1/4 per cent in August.

In the production industries the provisional underlying increase in average earnings in the year to September was 9 per cent, a decrease of 1/4 percentage point on the revised figure for the year to August. Within this sector the underlying increase for manufacturing was also down 1/4 percentage point on the August figure, at 8 3/4 per cent. Overtime working in manufacturing was 3 per cent higher (in hours per operative terms) than a year earlier and thus contributed about 1/4 percentage point of the 8 3/4 per cent increase in average manufacturing earnings; but it was

AVERAGE EARNINGS INDEX: Increases over previous year



CONSUMER PRICES INDICES: Increases over previous year



lower than in preceding months when its contribution was nearer to 1/2 percentage point.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to September was 9 1/4 per cent, the same as the revised figure for the year to August. The underlying rate of increase, for both the service sector and the whole economy, is currently well above the actual rate, mainly because the underlying rate takes account of the nurses' pay settlement while the actual index includes only the 4 per cent paid to date. The upward revision to the service sector underlying rate of increase in August includes the effect of costing the nurses' settlement at 17.9 per cent.

The average level of actual earnings in manufacturing (seasonally adjusted) in the three months to September was 8 1/4 per cent higher than the average for the same three months a year ago. Over this period there was an increase in productivity of 7 1/2 per cent, so that wages and salaries per unit of output in manufacturing in the three months to September 1988 were about 3/4 per cent higher than a year earlier.

The slowing of the rate of increase in unit wage costs in recent months is probably temporary, and due to erratic output figures and rates of earnings growth below the underlying rate because of industrial disputes and the timing of settlements. In fact, the trend in unit wage costs in manufacturing continues to suggest growth of about 1 1/2 per cent per annum.

The latest unit wage cost figures for the whole economy, for the second quarter of 1988, show an increase of 4 1/2 per cent over the second quarter of 1987. This is a little lower than the corresponding figure for the previous quarter, and about the same as the average

rate of increase recorded during 1987. Wages and salaries per head rose by about 8 per cent in the year to the second quarter of 1988; this was offset by an increase in productivity for the whole economy of nearly 4 per cent.

Productivity

Latest productivity figures for the whole economy show that output per head in the second quarter of 1988 was just under 4 per cent higher than in the same quarter of 1987. This improvement in productivity over the year is slightly lower than that recorded in the previous quarter but still better than for any other period since the third quarter of 1983.

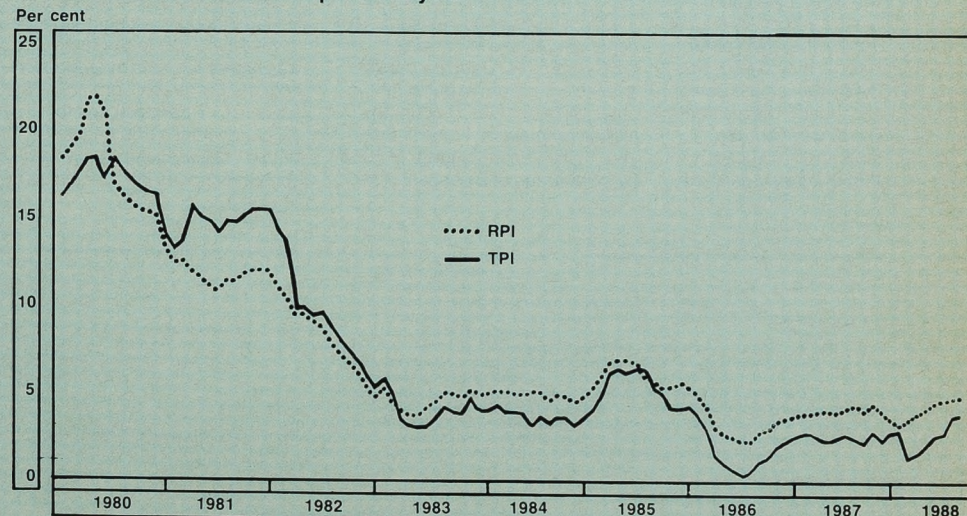
Manufacturing output grew rapidly during 1987 and, when combined with relatively flat employed labour force figures, this resulted in an estimate of

productivity growth of over 7 per cent for the year. Provisional figures for manufacturing output up to September 1988 suggest that the high rate of output growth seen in 1987 has continued. At the same time a further fall in manufacturing employment has occurred so that good productivity growth has continued during 1988. Manufacturing productivity in the three months to September 1988 was 7 1/2 per cent higher than in the same period of 1987; although historically high, this is still below the 8 1/2 per cent figures of mid-1987.

Prices

The annual rate of inflation, as measured by the 12-month change in the Retail Prices Index, rose to 6.4 per cent in October from the 5.9 per cent recorded for September.

RPI AND TPI: Increases over previous year



The overall level of prices was 1 per cent higher in October than in September, significantly greater than the increase of 0.5 per cent between the corresponding months last year. Around one-half of the latest monthly increase was the result of higher mortgage interest payments, following a second round of interest rate increases on October 1 (when the average rose from 11 1/2 to 12 3/4 per cent). The most notable price increases for other goods and services were for clothing and footwear, motor vehicles and their insurance, and beer.

The annual increase in the price index for home sales of manufactured products, which had risen from under 4 per cent at the beginning of the year to almost 5 per cent in August and September, fell slightly to 4.7 per cent for October.

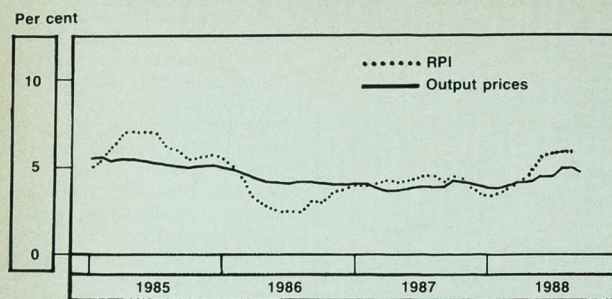
Prices for materials and fuels purchased by manufacturing industry were 0.3 per cent lower in October than in September, mainly reflecting lower prices for petroleum products, imported food, manufacturing materials, and other materials. The annual change in these prices fell to 2.4 per cent from the 3.3 per cent recorded for September.

The tax and price index increased by 4.5 per cent in the year to October compared with 3.9 per cent recorded for September.

Industrial disputes

It is provisionally estimated that 1,210,000 working days were lost through stoppages of work due to industrial disputes in September 1988. This was almost entirely due to 1,132,000 working days being lost by postal workers. The September figure compares with 413,000 days lost in August 1988, 56,000 in September 1987 and an average of 1,713,000 for the month of September during the ten-year period, 1978-87.

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



In the 12 months to September 1988 a provisional total of 3.8 million working days were lost, compared with 3.7 million days in the previous 12 months and an annual average over the ten-year period, 1978-87, of 10.7 million days. Included in the figure for the latest 12-month period are 1.3 million days lost by postal workers, 0.8 million days in the shipbuilding industry, and 0.6 million as the result of several strikes in the motor industry.

During the 12 months to September 1988 a provisional total of 791 stoppages has been recorded as being in progress, although this figure will be revised upwards because of late notifications. The figure compares with 1,084 stoppages in the 12 months to September 1987 and a ten-year average for the period 1978-87 of 1,515 stoppages per year.

Overseas travel and tourism

Provisional estimates indicate that there were 2,160,000 visits to the UK by overseas residents in August 1988, 2 per cent fewer than in August 1987. The number of visits from residents of North America, at 470,000, was 2 per cent lower than in August last year, while the number from Western Europe, at 1,310,000, was virtually the same as in August last year. The number from other parts of the world, at 380,000, was 8 per cent lower than a year earlier.

In the same month, UK residents made 4,100,000 visits abroad, 2 per cent more than in August 1987; 320,000 of these trips were

to North America, an increase of 24 per cent compared with August last year. The number of trips to Western Europe decreased by 1 per cent to 3,510,000, while visits to other areas rose by 12 per cent to 270,000.

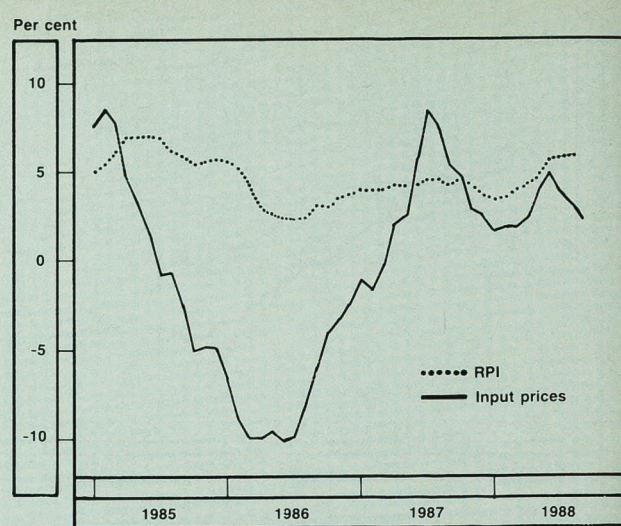
Overseas residents spent an estimated £860 million in the UK in August, while UK residents spent about £1,200 million abroad. This resulted in an estimated deficit of £340 million on the *travel account of the balance of payments* for the month, compared with a deficit of £208 million in August 1987.

During the period June to August 1988 it is estimated that overseas residents made 5.7 million visits to the UK, 3 per cent more than in the corresponding period of 1987. Overseas residents' expenditure in the UK during June to August 1988 fell by 4 per cent compared with the previous year, to around £2,170 million. UK residents spent around £2,995 million abroad in the period, an increase of 12 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the period June to August 1988 was £635 million, compared with £340 million a year earlier.

International comparisons

Latest figures show *employment* continuing to rise in the major OECD countries. Data are not yet available for France, but in the other six major OECD countries civilian employment rose in the year to the second quarter of 1988 by an average of 2 per cent. The

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



largest rise of 3½ per cent, was in Canada. The United States, Japan, Italy, and the United Kingdom each recorded increases of around 2 per cent. The rise in West Germany was the lowest at ½ per cent.

The latest international comparisons of *unemployment* show that the unemployment rate in the UK remains lower than that of many of our European partners (France, Italy, Belgium, the Netherlands, Spain and Ireland). Over the past year the unemployment rate in the UK has fallen faster than in any other industrialised country. More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country as shown in *table 2-18*), unemployment has also fallen faster in the UK than in any other major OECD country, while in several countries the unemployment rate was stable or rising.

The increase of 5.9 per cent in United Kingdom *consumer prices* in the 12 months to September was higher than the averages for both the European Community as a whole (3.7 per cent) and for OECD countries (4.0 per cent). Within the European Community, consumer prices in France rose by

3.0 per cent in the 12 months to September, while in West Germany there was a 1.4 per cent rise. Over the same period consumer price inflation in the United States and Canada was also less than in the United Kingdom (4.2 and 4.1 per cent respectively), as it was in Japan where prices rose by only 0.5 per cent.

In 1987 the United Kingdom's *manufacturing productivity* relative to the other six major industrialised countries continued the improvement shown in previous years. The start of a new decade in 1980 marked the end of the period of slower growth experienced by most countries in the 1970s; since then productivity growth in UK manufacturing industry has averaged about 5½ per cent a year, a faster rate than in any other major industrialised country. Manufacturing productivity rose by about 6 per cent in the year to the second quarter of 1988, and 7½ per cent in the year to the third quarter. This compares with the most recent figures of 9 per cent in Japan and France (both for the year to the first quarter of 1988), 5 per cent in Canada, 4 per cent in West Germany, 3 per cent in the United States, and 1 per cent in Italy (all to the second quarter of 1988).

BACKGROUND ECONOMIC INDICATORS*

0.1

Seasonally adjusted														UNITED KINGDOM	
	GDP average measure ²		Output GDP ^{3,4}				Income				Real personal disposable income		Gross trading profits of companies ⁷		
	1985 = 100	%	1985 = 100		1985 = 100		1980 = 100		1985 = 100		£ billion		%		
			Production industries ^{1,5}	Manufacturing industries ^{1,6}	Index of output UK ⁵	Index of production OECD countries ¹	Real personal disposable income	Gross trading profits of companies ⁷	£ billion	%					
1982	94.7	...	94.0	...	94.7	...	96.6	-3.5	93.2	-0.3	24.7	38.7	...	...
1983	96.3	1.7	96.6	2.8	94.9	0.2	97.7	4.2	107.2	7.6	97.7	2.0	28.3	14.6	
1984	100.0	3.8	100.0	3.5	100.0	5.4	100.0	2.4	109.6	2.2	100.0	2.4	38.0	34.3	
1985	103.0	3.0	102.9	2.9	102.3	2.3	101.0	1.0	111.0	1.3	102.9	2.9	45.9	20.8	
1986	107.4	4.3	107.7	4.7	106.2	3.8	106.8	5.7	114.3	3.0	106.0	3.0	55.2	20.3	
1987	108.5	5.7	108.9	5.2	107.1	4.3	108.3	7.4	115.4	2.9	105.8	2.5	14.6	18.7	
Q3	108.8	4.0	110.0	5.3	108.5	4.7	109.8	5.6	117.5	4.5	107.2	3.2	14.7	24.6	
1988	110.4	4.6	111.6	6.3	108.1	4.0	110.7	7.6	118.9	6.0	109.6	3.8	16.1	26.8	
Q1	110.8	4.0	112.8	5.7	109.7	4.0	112.3	5.6	119.7	5.4	108.4	2.6	16.2	21.8	
Q2	...	...	114.3	5.0	110.8	3.5	115.8	6.9	...	...	...	...	...	...
Q3	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1988	...	...	...	...	108.7	4.1	111.1	7.6	119.4	5.2	...	...	...	...
Mar	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Apr	...	...	...	...	109.2	3.2	111.6	5.9	119.4	4.9	...	...	...	...
May	...	...	...	...	109.7	3.6	112.5	6.1	119.2	4.7	...	...	...	...
June	...	...	...	...	110.2	4.1	112.8	5.7	...	...	...	...	...	...
July	...	...	...	...	110.6	4.0	115.5	6.4	...	...	...	...	...	...
Aug	...	...	...	...	111.1	3.9	116.5	6.7	...	...	...	...	...	...
Sept	...	...	...	...	110.6	3.4	115.5	7.0	...	...	...	...	...	...
Oct	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Expenditure															
	Consumer expenditure 1985 prices		Retail sales volume ¹		Fixed investment				General government consumption at 1980 prices		Stock changes 1985 prices ¹¹		Base lending rates ¹²		
	£ billion	%	1980 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	
1982	...	...	102.1	1.9	...	...	7.6	33.4	9.3	7.1	49.7	1.0	...	10-10.25
1983	...	...	107.4	5.2	8.69	...	7.5	-1.3	9.5	2.6	50.5	1.7	1.3	9.0
1984	...	...	111.3	3.6	9.22	6.1	8.9	18.9	13.1	38.5	51.0	1.0	1.1	9.5-9.75
1985	215.3	...	116.4	4.6	10.00	8.5	10.3	15.0	14.8	12.6	51.6	1.2	0.6	11.5	
1986	226.8	5.3	122.6	5.3	10.79	7.9	9.6	-6.6	15.1	2.2	52.2	1.2	0.6	11	
1987	238.5	5.2	129.8	5.9	11.63	7.8	10.1	4.9	17.6	16.1	...	...	0.6	11
1987	60.2	5.4	131.5	6.4	13.00	7.9	2.6	8.8	4.3	11.9	13.1	2.0	1.1	9.5	
Q4	61.2	6.3	133.3	5.6	12.01	19.2	2.6	13.2	4.9	23.7	13.3	2.3	-0.4	9	
1988	62.0	6.9	135.3	7.8	12.27	8.8	2.6	13.3	4.7	15.6	...	...	+0.1	9
Q1	61.2	3.7	137.0	6.4	12.46	8.2	2.9	12.6	5.1	19.8	...	...	+0.7	...
Q2	63.6	5.7	139.2	5.9	...	...	2.7	5.0	4.8	10.8	...	...	...	...
Q3	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1988	...	...	136.3	6.4	...	...	...	...	...	...	...	...	...	8
Apr	...	...	137.7	7.0	...	...	...	...	...	...	...	...	...	7.5
May	...	...	137.0	6.5	...	...	...	...	...	...	...	...	...	9.5
June	...	...	...	...	...	...	...	...	...	...	...	...	...	...
July	...	...	140.0	7.1	...	...	...	...	...	...	...	...	...	10.5
Aug	...	...	139.5	6.3	...	...	...	...	...	...	...	...	...	12
Sept	...	...	138.4	6.0	...	...	...	...	...	...	...	...	...	12
Oct	...	...	141.0	5.6	...	...	...	...	...	...	...	...	...	12
Visible trade															
	Export volume ¹		Import volume ¹		Balance of payments				Competitiveness		Prices				
	1985 = 100	%	1985 = 100	%	Visible balance	Current balance	Effective exchange rate ^{1,13}	Normal unit labour costs ^{1,14}	Tax and price index ¹⁵	Producer prices index ¹⁶	Materials and fuels	Home sales	1985 = 100	%	
1982	...	...	...	...	...	...	90.5	-4.6	101.4	-4.4	167.4	9.8	...	...
1983	...	...	...	...	-1.1	3.8	83.2	-8.1	95.3	-6.0	174.1	4.0	...	...
1984	94.7	...	96.9	...	-4.6	2.0	78.6	-5.5	93.0	-2.4	180.8	3.9	...	95.0	
1985	100.0	5.6	100.0	3.2	-2.3	3.3	78.3	-0.4	93.7	0.8	190.3	5.3	100.0	5.3	
1986	103.6	3.6	107.0	7.0	-8.7	-0.2	72.8	-7.0	89.4	-4.6	193.8	1.8	126.6	26.6	
1987	109.0	5.2	114.4	6.9	-10.2	-2.5	72.7	-0.1	92.3	3.2	100.4	1.8	130.6	3.2	
1987	109.2	6.0	119.5	7.9	-3.2	-1.1	72.7	1.0	92.9	4.6	100.0	2.5	95.3	7.1	
Q4	111.9	2.9	120.8	7.0	-3.3	-1.9	74.9	9.8	96.9	13.6	101.3	2.5	96.4	3.4	
1988	106.5	-2.1	117.8	11.2	-4.0	-2.8	75.4	7.9	99.5	13.7	101.8	2.5	96.9	1.8	
Q1	111.1	4.6	127.4	14.5	-4.5	-3.0	77.6	6.7	103.8	13.2	101.9	2.5	98.8	3.7	
Q2	110.5	1.5	135.6	13.4	-5.6	-4.1	75.9	4.4	...	...	103.5	2.5	98.8	3.7
Q3	...	...	...	...	...	...	...	...	...	...	...	...	...	113.9
1988	113.3	...	124.0	...	-1.2	-0.7	78.2	7.6	...	...	101.4	1.7	96.3	...
Apr	108.0	...	127.2	...	-1.7	-1.2	78.4	7.3	...	...	101.9	2.1	97.7	...
May	111.8	...	131.0	...	-1.6	-1.1	76.2	6.6	...	...	102.3	2.5	99.5	...
June	...	...	...	...	...	...	...	...	...	...	...	...	...	112.2
July	107.8	...	145.3	...	-2.7	-2.2	75.6	5.2	...	...	102.4	2.7	99.4	...
Aug	104.8	...	130.3	...	-1.8	-1.3	76.5	4.8	...	...	103.7	3.7	98.8	...
Sept	118.9	...	131.2	...	-1.1	-0.6	75.5	4.4	...	...	104.3	3.9	98.2	...
Oct	107.2	...	146.1	...	-2.9	-2.4	76.3	4.3	...	...	105.4	4.5	97.9	...

R=Revised

* For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) For description of GDP measures see *Economic Trends* November 1981.

(3) For details of this series see *Economic Trends*, July 1984 p 72.

(4) GDP at factor cost.

(5) Production Industries: SIC divisions 1 to 4.

(6) Manufacturing Industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.

(8) Gross domestic fixed capital formation.

(9) Including leased assets.

(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.

(11) Value of physical increase in stocks and work in progress.

(12) Base lending rate of the London clearing banks on the last Friday of the period shown.

(13) Average of daily rates.

(14) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends* 304, February 1979, p 80.

(15) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes in Section 6 (p S53).

(16) Annual and quarterly figures are averages of monthly indices.

1.1 EMPLOYMENT Workforce

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1986 June	11,891	9,691	21,581	2,627	322	226	24,756	27,985
Sept	11,934	9,715	21,649	2,685	323	285	24,942	28,275
Dec	11,866	9,852	21,718	2,744	320	278	25,060	28,289
1987 Mar	11,800	9,775	21,575	2,802	320	255	24,952	28,095
June	11,883	9,932	21,816	2,861	319	311	25,306	28,211
Sept	11,964	9,959	21,922	2,892	319	383	25,516	28,387
Dec	11,943	10,115	22,058	2,923	317	366	25,665	28,361
1988 Mar	11,904	10,053	21,957	2,954	317	343	25,570	28,162
June	11,945 R	10,158	22,103 R	2,985	316	345	25,749	28,090
UNITED KINGDOM								
Adjusted for seasonal variation								
1986 June	11,897	9,675	21,572	2,627	322	226	24,746	28,064
Sept	11,874	9,717	21,590	2,685	323	285	24,883	28,165
Dec	11,850	9,791	21,641	2,744	320	278	24,982	28,196
1987 Mar	11,860	9,842	21,702	2,802	320	255	25,079	28,206
June	11,889	9,917	21,806	2,861	319	311	25,296	28,288
Sept	11,902	9,959	21,862	2,892	319	383	25,456	28,291
Dec	11,927	10,052	21,979	2,923	317	366	25,586	28,265
1988 Mar	11,963	10,121	22,084	2,954	317	343	25,698	28,264
June	11,950 R	10,143	22,093 R	2,985	316	345	25,739	28,164

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

* Workforce in employment plus claimant unemployed. The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series and a description of the discontinuities, see tables 2-1 and 2-2 and their footnotes.

† Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.

‡ Estimates of the self-employed up to mid-1987 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985, 1986, and 1987 Labour Force Surveys. The provisional estimates from September 1987 are based on the assumption that the average rate of increase between 1981 and 1987 has continued subsequently. A detailed description of the current estimates is given in the article on p 159 of the March 1988 edition of *Employment Gazette*.

1.2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries								
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37				
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786
1985 June	21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986 June	21,088	21,079	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,114	310	230	300	425	343	723	758
Sept	21,157	21,098	5,142	5,107	5,662	5,626	6,633	6,592	14,188	14,191	335	220	299	424	346	718	758
Oct	5,131	5,098	5,647	5,614	217	299	424	346	715	756							
Nov	5,120	5,092	5,630	5,602	212	299	423	347	712	752							
Dec	21,224	21,147	5,105	5,084	5,614	5,593	6,585	6,562	14,326	14,272	313	211	298	421	343	710	751
1987 Jan		5,042	5,065	5,543	5,566		205	296	414	340	704	746					
Feb		5,033	5,062	5,532	5,561		203	296	417	341	701	745					
Mar	21,084	21,212	5,029	5,053	5,523	5,548	6,498	6,527	14,287	14,373	299	200	294	417	342	703	746
April		5,021	5,046	5,508	5,533		194	293	417	341	699	739					
May		5,027	5,052	5,513	5,538		194	292	414	342	703	736					
June	21,325	21,315	5,044	5,056	5,532	5,544	6,515	6,529	14,508	14,475	302	196	292	415	342	705	742
July		5,054	5,048	5,538	5,532		193	291	416	342	703	742					
Aug		5,059	5,043	5,542	5,526		192	291	419	344	705	746					
Sept	21,429	21,369	5,069	5,034	5,554	5,518	6,550	6,510	14,550	14,550	329	194	291	420	344	702	747
Oct		5,065	5,032	5,544	5,511		190	289	420	344	700	745					
Nov		5,062	5,033	5,540	5,510		188	289	420	343	702	744					
Dec	21,562	21,483	5,051	5,028	5,528	5,505	6,520	6,496	[14,735]	[14,681]	307	189	289	420	342	701	743
1988 Jan		5,010	5,034	5,482	5,506		183	289	418	340	702	735					
Feb		5,005	5,035	5,472	5,502		180	287	419	341	701	735					
Mar	21,461	21,589	5,004	5,029	5,466	5,491	6,463	6,493	[14,706]	[14,792]	292	178	284	419	341	699	737
April		4,990	5,016	[5,441]	[5,467]		[168]	283	419	340	697	733					
May		4,989	5,015	[5,439]	[5,465]		[167]	283	418	340	701	729					
June	21,607	21,597	4,995	5,007	[5,446]	[5,458]	[6,440 R]	[6,454 R]	[14,873 R]	[14,841 R]	294	[169]	282	419	342	701	726
July		5,014 R	5,008 R	[5,461 R]	[5,455 R]		[166]	281	421	345 R	705 R	729 R					
Aug		5,023 R	5,008 R	[5,469 R]	[5,454 R]		[165]	281	422 R	347 R	708 R	734 R					
Sept		5,025	4,989	[5,471]	[5,436]		[166]	280	423	347	711	731					

* See footnote to table 1-1.

EMPLOYMENT Workforce 1.1

THOUSAND

Quarter	Employees in employment*				Self-employed persons (with or without employees)†	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡	
	Male		Female							
	All	Part-time	All	Part-time						
GREAT BRITAIN										
Unadjusted for seasonal variation										
1986 June	11,629	853	9,460	4,143	21,088	2,567	322	218	24,194	27,298
Sept	11,671	843	9,485	4,118	21,157	2,625	323	276	24,380	27,578
Dec	11,604	866	9,620	4,237	21,224	2,684	320	268	24,496	27,596
1987 Mar	11,541	869	9,544	4,207	21,084	2,742	320	245	24,392	27,408
June	11,623	888	9,701	4,277	21,325	2,801	319	303	24,746	27,526
Sept	11,703	882	9,726	4,246	21,429	2,832	319	373	24,953	27,693
Dec	11,682	921	9,880	4,368	21,562	2,863	317	356	25,099	27,674
1988 Mar	11,643	916	9,818	4,336	21,461	2,894	317	334	25,005	27,480
June	11,684	938	9,923	4,390	21,607	2,925	316	337	25,184 R	27,410
GREAT BRITAIN										
Adjusted for seasonal variation										
1986 June	11,635		9,444		21,079	2,567	322	218	24,184	27,375
Sept	11,611		9,487		21,098	2,625	323	276	24,321	27,473
Dec	11,588		9,559		21,147	2,684	320	268	24,418	27,502
1987 Mar	11,601		9,611		21,212	2,742	320	245	24,519	27,519
June	11,628		9,686		21,315	2,801	319	303	24,760	27,601
Sept	11,642		9,727		21,429	2,832	319	373	24,892	27,602
Dec	11,667		9,817		21,483	2,863	317	356	25,019	27,577
1988 Mar	11,703		9,886		21,589	2,894	317	334	25,133	27,581
June	11,689		9,908		21,597	2,925	316	337	25,174 R	27,482

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

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS. Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.

‡‡ Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics see page S6 of the August 1988 edition of *Employment Gazette*.

EMPLOYMENT 1.2 Employees in employment: industry*

THOUSAND

Quarter	Motor vehicles and parts		Other transport equipment		Metal goods n.e.s.		Food, drink and tobacco		Textiles, leather, footwear and clothing		Timber, wooden furniture, rubber, plastics, etc.		Paper products, printing and publishing		Construction		Wholesale distribution and repairs		Retail distribution		Hotels and catering		Transport		Postal services and telecommunications		Banking, finance, insurance		Public administration etc.**		Education		Medical and other health services: veterinary services		Other services	
	35	36	31	41/42	43-45	46	48-49	47	50	61-63	64-65	66	71-77	79	81-85	91-92	93	95	94	96-98																
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305																		
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315																		
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403																		
1985 June	266	278	320	573	5																															

1.3 EMPLOYMENT Employees in employment*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Sept 1987 R			July 1988 R			[Aug 1988 R]			[Sept 1988]		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,962.2	1,591.8	5,554.0	3,877.2	1,583.7	5,460.9	3,878.8	1,590.6	5,469.4	3,879.4	1,591.9	5,471.3
Manufacturing industries	2-4	3,550.4	1,518.9	5,069.3	3,500.0	1,513.8	5,013.8	3,502.4	1,520.9	5,023.3	3,502.9	1,521.8	5,024.7
Energy and water supply	1	411.8	72.9	484.7	377.3	69.9	447.1	376.3	69.7	446.1	376.5	70.0	446.6
Coal extraction and solid fuels	111	144.7	6.2	150.9	122.2	4.3	126.5	121.9	4.2	126.0	122.0	4.1	126.1
Electricity	161	115.4	27.9	143.3	113.2	28.2	141.4	113.2	28.2	141.3	113.0	28.1	141.2
Gas	162	60.6	21.4	82.1	58.0	21.1	79.1	57.6	20.9	78.5	57.6	20.8	78.4
Other mineral and ore extraction, etc	2	587.2	177.2	764.3	586.0	180.3	766.3	587.0	182.7	769.7	588.2	181.5	769.7
Metal manufacturing	22	143.8	20.1	163.9	139.3	20.1	159.5	139.5	20.2	159.7	138.9	19.9	158.8
Non-metallic mineral products	24	175.7	51.9	227.6	181.1	53.7	234.8	181.4	54.3	235.7	182.8	54.4	237.2
Chemical industry/man-made fibres	25/26	242.1	101.8	343.9	242.1	103.2	345.3	242.4	105.0	347.4	243.0	103.8	346.8
Basic industrial chemicals	251	103.3	20.9	124.2	104.5	21.4	125.9	104.8	21.5	126.2	104.7	21.3	126.0
Other chemical products and preparations	255-259	138.8	80.9	219.7	137.6	81.8	219.5	137.6	83.5	221.1	138.3	82.5	220.8
260													
Metal goods, engineering and vehicles	3	1,764.9	470.6	2,235.6	1,726.0	463.5	2,189.5	1,727.0	466.7	2,193.7	1,728.4	469.5	2,198.0
Metal goods nes	31	231.4	65.7	297.1	226.1	62.4	288.5	225.9	62.4	288.3	226.8	63.5	290.3
Mechanical engineering	32	589.4	112.8	702.2	590.5	114.8	705.3	593.6	114.7	708.2	595.0	115.7	710.7
Industrial plant and steelwork	320	66.7	7.9	74.6	65.4	7.8	73.3	66.6	7.7	74.4	68.2	7.7	75.9
Mining and construction machinery, etc	325	62.8	9.1	71.9	63.7	9.2	72.9	63.8	9.1	72.9	63.3	9.1	72.4
Other machinery and mechanical equipment	321-324/ 327/328	425.9	86.9	512.7	427.6	89.0	516.6	429.2	89.0	518.2	429.4	90.0	519.5
Office machinery, data processing equipment	33	67.6	28.5	96.1	70.4	30.0	100.5	70.8	31.1	101.8	70.3	30.5	100.9
Electrical and electronic engineering	34	376.9	171.8	548.7	361.9	166.1	528.0	363.5	168.6	532.1	361.3	169.0	530.3
Wires, cables, batteries and other electrical equipment	341/342/ 343	139.6	52.9	192.5	134.9	52.1	187.0	134.7	53.1	187.8	133.1	52.7	185.8
Telecommunication equipment	344	112.0	50.5	162.6	107.6	49.1	156.6	109.1	50.0	159.0	107.4	49.3	156.7
Other electronic and electrical equipment	345-348	125.3	68.4	193.6	119.4	65.0	184.4	119.7	65.5	185.2	120.8	67.1	187.9
Motor vehicles and parts	35	209.7	30.1	239.8	205.4	29.7	235.1	204.5	29.8	234.3	204.8	30.0	234.8
Motor vehicles and engines	351	81.7	8.9	90.5	79.1	8.7	87.8	78.2	8.7	87.0	78.5	8.8	87.2
Bodies, trailers, caravans and parts	352/353	128.0	21.2	149.3	126.2	21.0	147.3	126.3	21.1	147.4	126.4	21.2	147.6
Other transport equipment	36	219.6	30.1	249.7	202.9	28.5	231.4	200.4	28.2	228.6	202.3	28.6	230.9
Aerospace equipment	364	133.9	20.8	154.7	125.6	19.6	145.2	124.8	19.4	144.2	124.6	19.3	144.0
Ship and other transport equipment	361-363/ 365	85.6	9.3	94.9	77.3	8.9	86.2	75.6	8.8	84.4	77.7	9.3	87.0
Instrument engineering	37	70.3	31.6	101.9	68.8	31.9	100.7	68.3	32.0	100.3	68.0	32.1	100.1
Other manufacturing industries	4	1,198.3	871.1	2,069.4	1,188.0	870.1	2,058.0	1,188.5	871.5	2,060.0	1,186.3	870.8	2,057.1
Food, drink and tobacco	41/42	318.5	228.3	546.9	311.0	226.2	537.2	311.1	226.6	537.7	309.7	228.1	537.8
Meat and meat products, organic oils and fats	411/412	54.2	37.6	91.8	53.8	37.6	91.4	53.8	38.0	91.8	53.6	37.9	91.5
Alcoholic and soft drink manufacture	424-428	68.2	24.7	92.8	66.3	23.9	90.2	66.2	24.5	90.7	65.2	24.6	89.8
All other food, drink and tobacco manufacture	413-423/ 429	196.2	166.0	362.2	190.9	164.7	355.6	191.1	164.1	355.1	190.9	165.6	356.4
Textiles	43	114.4	106.7	221.1	110.6	105.5	216.1	109.9	102.9	212.8	109.6	103.8	213.4
Footwear and clothing	45	77.0	214.3	291.2	75.9	209.7	285.6	75.8	210.0	285.8	75.6	207.0	282.6
Timber and wooden furniture	46	171.6	40.2	211.8	172.0	40.6	212.6	170.7	39.9	210.6	172.0	41.1	213.1
Paper, printing and publishing	47	312.6	171.0	483.7	307.7	172.6	480.3	307.2	175.1	482.3	305.3	174.7	480.0
Pulp, paper, board and derived products	471/472	95.4	44.3	139.6	95.3	43.5	138.9	95.5	44.2	139.8	94.7	44.5	139.2
Printing and publishing	475	217.3	126.8	344.0	212.4	129.0	341.4	211.6	130.8	342.5	210.5	130.2	340.7
Rubber and plastics	48	146.7	63.5	210.2	152.4	67.3	219.8	154.7	68.3	223.0	153.8	68.7	222.5
Other manufacturing	49	48.8	38.3	87.1	50.4	39.2	89.5	51.7	40.0	91.6	53.0	38.8	91.8

* See footnotes to table 1.1.

EMPLOYMENT 1.6 Labour turnover: manufacturing industries: June 1988 and September 1988

PER CENT

GREAT BRITAIN SIC 1980	Division or class of SIC	June 1988						September 1988					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Minerals and ores extraction other than fuels	2	1.0	2.3	1.3	1.0	1.7	1.2	1.3	2.3	1.6	1.3	2.3	1.5
Metal manufacturing	22	0.9	2.7	1.1	1.2	1.4	1.2	1.5	2.3	1.6	1.3	2.1	1.4
Non-metallic mineral products	24	1.6	2.5	1.8	1.1	1.9	1.3	1.5	1.9	1.6	1.3	2.3	1.5
Chemical industry	25	0.9	2.1	1.3	0.8	1.6	1.0	1.2	2.4	1.6	1.2	2.3	1.6
Metal goods, engineering and vehicles	3	1.5	2.2	1.7	1.4	2.1	1.5	1.8	2.6	2.0	1.7	2.3	1.8
Metal goods nes	31	2.2	2.7	2.3	1.8	2.8	2.0	2.4	2.9	2.5	1.7	2.0	1.7
Mechanical engineering	32	1.7	2.3	1.8	1.4	1.5	1.4	1.7	2.3	1.8	1.8	2.0	1.8
Office machinery, data processing equipment	33	1.1	1.3	1.2	1.2	1.9	1.4	1.8	2.1	1.9	1.8	2.0	1.9
Electrical and electronic engineering	34	1.5	2.2	1.7	1.4	2.2	1.7	1.7	2.7	2.0	1.9	2.7	2.1
Motor vehicles and parts	35	1.3	2.4	1.4	1.0	2.4	1.2	1.3	3.5	1.6	1.0	2.0	1.1
Other transport equipment	36	0.9	0.9	0.9	1.1	1.3	1.1	1.9	1.9	1.9	1.6	2.2	1.7
Instrument engineering	37	1.3	2.3	1.6	1.9	2.2	2.0	2.0	2.5	2.1	1.9	2.8	2.2
Other manufacturing industries	4	1.9	3.0	2.4	1.6	2.4	2.0	2.1	3.0	2.5	2.0	2.7	2.3
Food, drink and tobacco	41/42	2.3	3.6	2.8	1.6	2.3	1.9	2.0	3.4	2.6	2.4	3.2	2.7
Textiles	43	2.1	2.0	2.0	1.5	2.6	2.0	1.9	2.7	2.3	1.4	2.4	1.9
Leather and leather goods	44	1.7	2.8	2.3	1.2	3.3	2.2	2.9	3.6	3.2	2.6	2.1	2.4
Footwear and clothing	45	1.9	2.5	2.3	2.8	2.3	2.4	2.4	3.3	3.1	2.6	2.9	2.8
Timber and wooden furniture	46	2.0	2.7	2.1	1.9	2.1	1.9	2.6	3.7	2.8	2.0	2.6	2.1
Paper, printing and publishing	47	1.3	3.2	2.0	1.4	2.6	1.8	1.4	2.4	1.8	1.6	2.0	1.8
Rubber and plastics	48	2.0	3.3	2.4	1.2	2.3	1.5	2.5	2.6	2.5	1.9	2.8	2.2
Other manufacturing	49	3.4	3.7	3.6	2.2	2.6	2.4	2.8	2.8	2.8	2.1	3.0	2.5
Total all manufacturing industries		1.6	2.6	1.9	1.4	2.2	1.7	1.8	2.8	2.1	1.7	2.5	2.0

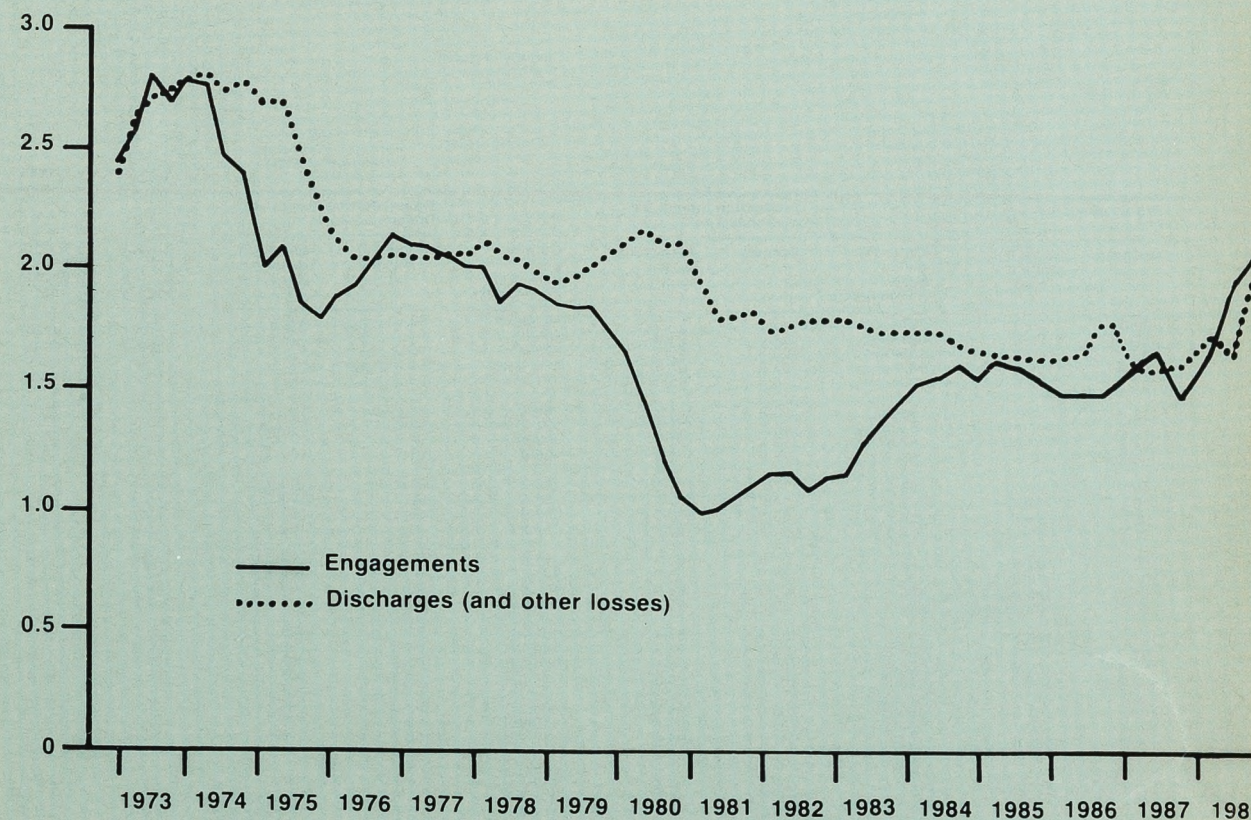
Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended June 11, 1988 and September 10, 1988 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons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

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

Year	Reference month*	Engagement rate	Leaving rate
1987	May	1.63	1.68
	Aug	1.70	1.63
	Nov	1.75	1.68
1988	Feb	1.80	1.75
	May	1.80	1.78

* On which the moving average is centred.

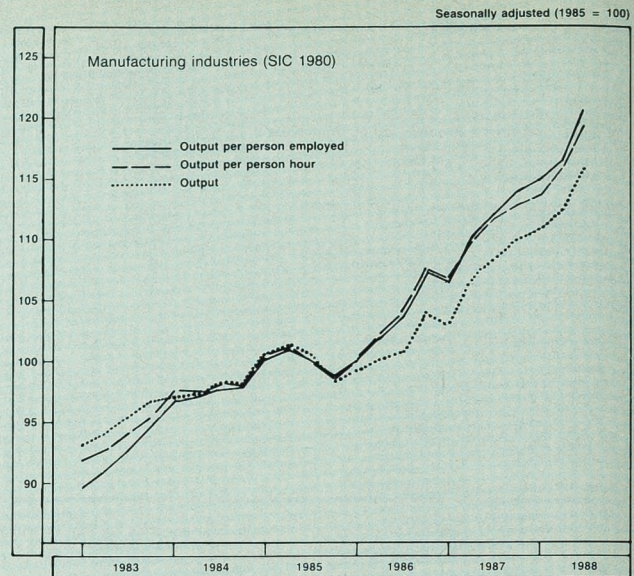
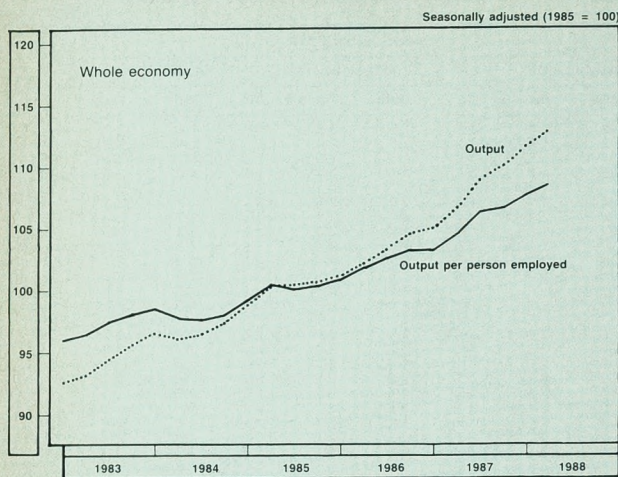
Engagements and discharges (and other losses): manufacturing industries in Great Britain



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

1.8 EMPLOYMENT

Indices of output, employment and productivity



Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output per person hour
1983	94.0	96.9	97.0	94.7	102.8	92.2	93.8	102.0	92.0	93.4
1984	96.6	98.6	98.0	94.9	100.8	94.2	97.7	100.5	97.3	97.8
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	102.9	100.6	102.3	102.3	97.3	105.1	101.0 R	98.0	103.0	103.3
1987	107.7	102.3	105.3	106.2	95.5	111.2	106.8	96.6	110.5	110.2
1983 Q1	92.6	96.5	96.0	93.0	104.2	89.2	92.6	103.3	89.6	91.8
Q2	93.2	96.6	96.5	94.0	103.1	91.2	93.0	102.3	90.6	92.6
Q3	94.5	97.0	97.5	95.3	102.2	93.3	94.0	101.5	92.7	94.0
Q4	95.6	97.5	98.1	96.5	101.6	95.0	95.5	100.9	94.7	95.4
1984 Q1	96.5	98.0	98.5	97.2	101.1	96.2	97.1	100.5	96.7	97.6
Q2	96.2	98.3	97.8	94.3	100.9	93.5	97.3	100.4	97.0	97.4
Q3	96.4	98.7	97.7	93.5	100.6	92.9	98.2	100.6	97.6	98.1
Q4	97.3	99.2	98.0	94.8	100.6	94.3	98.1	100.4	97.8	98.0
1985 Q1	98.8	99.6	99.2	97.8	100.4	97.4	100.5	100.2	100.2	100.3
Q2	100.3	99.9	100.4	101.3	100.2	101.1	101.0	100.1	100.9	101.0
Q3	100.3	100.2	100.1	100.9	99.9	101.0	100.1	100.0	100.1	100.0
Q4	100.6	100.3	100.3	99.9	99.4	100.5	98.5	99.7	98.8	98.7
1986 Q1	101.1	100.3	100.8	101.3	98.7	102.7	99.0	99.2	99.9	99.9
Q2	102.2	100.4	101.8	101.7 R	97.6	104.1 R	100.0	98.3	101.8	102.1
Q3	103.5	100.6	102.9	102.7 R	96.8	106.1 R	100.8	97.4	103.4	103.8 R
Q4	104.5	101.0	103.5	103.6	96.3	107.6	104.0 R	97.1	107.1 R	107.5 R
1987 Q1	105.0	101.5	103.5	103.9	95.8	108.5	102.9	96.7	106.4	106.6
Q2	106.7	102.1	104.5	105.5 R	95.6	110.3 R	106.3	96.7	109.9	109.7
Q3	108.9	102.5	106.3	107.1 R	95.4	112.2 R	108.3	96.6	112.0	111.6
Q4	110.0	103.1	106.7	108.5	95.2	114.0	109.8	96.5	113.7	112.8
1988 Q1	111.6	103.6	107.7	108.1	95.1	113.7 R	110.7	96.6	114.5	113.4
Q2	112.8	103.9	108.5	109.7 R	94.7	115.8 R	112.3 R	96.4	116.5 R	115.7 R
Q3	—	—	—	110.8	94.4	117.4	115.8	96.3	120.3	119.3

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

‡ Gross domestic product for whole economy.

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		
Thousand																		
Civilian labour force																		
1985 Q3	27,602	7,290	3,342	..	12,658	..	..	27,332	..	..	22,980	59,670	..	2,087	13,557	4,374	3,200	115,494
Q4	27,642	7,397	3,364	..	12,773	..	..	27,392	..	..	22,998	59,665	..	2,097	13,621	4,375	3,202	116,187
1986 Q1	27,687	7,432	3,365	..	12,851	..	..	27,434 R	..	..	23,175	60,095	..	2,106	13,684	4,389	3,221	116,962
Q2	27,742	7,514	3,374	..	12,862	..	..	27,462 R	..	..	23,226	60,050	..	2,125	13,770	4,392	3,231	117,642
Q3	27,843	7,557	3,402	..	12,859	..	..	27,512 R	..	..	23,109	60,370	..	2,132	13,807	4,378	3,242	118,203
Q4	27,876	7,598	3,394	..	12,908	..	..	27,546 R	..	..	23,410	60,291	..	2,148	13,899	4,386	3,254	118,557
1987 Q1	27,886	7,637	3,418	..	13,024	..	..	27,597 R	..	..	23,391	60,527	..	2,161	13,988	4,415	3,267	119,151
Q2	27,970	7,696	3,416	..	13,094	..	..	27,669 R	..	..	23,378	60,760	..	2,166	14,337	4,418	3,273	119,626
Q3	27,972	7,745	3,436	..	13,138	..	..	27,717 R	..	..	23,479	60,888	..	2,176	14,469	4,416	3,285	120,053
Q4	27,948	7,741	3,432 R	..	13,224	..	..	27,726 R	..	..	23,415	61,204	..	2,179	14,517	4,441	..	120,568
1988 Q1	27,947	7,800	3,438	..	13,322	..	..	27,761 R	..	..	23,570 R	61,423	..	2,175	14,575	4,463	..	121,142
Q2	27,848 R	7,894	..	..	13,358	..	..	27,884 R	..	..	23,939	61,609	..	2,178	14,653	4,470	..	121,258
Civilian employment																		
1985 Q3	24,377	6,693	3,223	..	11,366	..	..	25,039	..	..	20,598	58,123	..	2,029	10,554	4,255	3,171	107,190
Q4	24,394	6,801	3,247	..	11,474	..	20,921	25,093	..	..	20,520	58,029	..	2,045	10,602	4,259	3,175	107,984
1986 Q1	24,375	6,849	3,253	..	11,605	..	..	25,165 R	..	..	20,625	58,471	..	2,066	10,693	4,267	3,185	108,760
Q2	24,424	6,917	3,272	..	11,629	..	..	25,223 R	..	..	20,615	58,422	..	2,083	10,789	4,272	3,204	109,223
Q3	24,561	6,935	3,305	..	11,620	..	..	25,310 R	..	..	20,558	58,651	..	2,091	10,840	4,265	3,217	109,973
Q4	24,662	6,958	3,285	..	11,683	..	20,930	25,374 R	..	..	20,659	58,630	..	2,104	10,937	4,272	3,230	110,434
1987 Q1	24,759	7,026	3,280	..	11,778	..	..	25,421 R	..	..	20,657	58,761	..	2,112	11,023	4,326	3,244	111,271
Q2	24,977	7,056	3,286	..	11,909	..	..	25,444 R	..	..	20,584	58,966	..	2,126	11,364	4,328	3,246	112,147
Q3	25,136	7,123	3,303	..	11,993	..	..	25,472 R	..	..	20,590	59,189	..	2,136	11,493	4,336	3,260	112,854
Q4	25,268	7,117	3,311	..	12,138	..	20,940	25,484 R	..	..	20,526	59,526	..	2,131	11,594	4,362	3,260	113,486
1988 Q1	25,381	7,233	3,320	..	12,271	..	..	25,549 R	..	..	20,694 R	59,792	..	2,124	11,684	4,389	..	114,214
Q2	25,423 R	7,304	..	..	12,332	..	..	25,578	..	..	21,010	60,112	..	2,111	11,730	4,391	..	114,642
LATEST ANNUAL FIGURES: 1987 unless stated																		
Thousand																		
Civilian labour force:																		
Male	16,235	4,616	2,052	2,428	7,427	1,500	13,296	16,607	2,505	902	14,747	36,550	3,709	1,209	9,553	2,300	2,039	66,207
Female	11,657	3,089	1,375	1,694	5,694	1,284	10,226	11,077 R	1,383	393	8,669	24,290	2,031	962	4,772	2,122	1,206	53,658
All	27,893	7,705	3,427	4,122	13,121	2,784	23,522	27,684 R	3,888	1,295	23,416	60,840	5,740	2,171	14,324	4,421	3,244	119,865
Civilian employment:																		
Male	14,212	4,256	1,978	2,231	6,793	1,438	12,153	15,400 R	2,378	729	13,519	35,510	3,365	1,188	7,901	2,256	2,025	62,107
Female	10,775	2,822	1,319	1,414	5,161	1,192	8,822	10,056 R	1,223	339	7,065	23,600	1,770	938	3,470	2,081	1,193	50,334
All	24,987	7,079	3,297	3,644	11,954	2,630	20,976	25,456 R	3,601	1,068	20,584	59,110	5,135	2,126	11,370	4,337	3,219	112,440
Civilian employment: proportions by sector																		
Per cent																		
Male:																		
Agriculture	3.4	7.0	7.7	3.6	..	..	..	4.5	24.0	..	10.5	7.2	..	8.5	16.2	5.5	7.6	4.3
Industry	40.2	35.0	48.7	38.5	..	..	..	50.1	33.6	..	37.8	38.1	..	38.0	39.0	43.9	47.1	36.3
Services	56.4	58.0	43.6	57.9	..	..	..	45.4	42.4	..	51.7	54.7	..	53.5	44.8	50.5	45.3	59.3
Female:																		
Agriculture	1.1	4.1	10.1	1.6	..	..	..	6.2 R	37.3	..	10.7	9.9	..	4.1	12.6	2.3	4.7	1.4
Industry	17.0	13.9	21.2	14.1	..	..	..	25.8	17.3	..	22.7	27.2	..	12.0	17.2	14.4	21.8	15.7
Services	81.9	82.0	68.8	84.3	..	..	..	68.0 R	45.3	..	66.6	62.9	..	83.9	70.2	83.3	73.6	82.9
All:																		
Agriculture	2.4	5.8	8.6	2.8	4.9	5.9	7.1	5.2	28.5	15.7	10.5	8.3	4.8	6.5	15.1	3.9	6.5	3.0
Industry	30.2	26.6	37.7	29.1	25.3	28.2	30.8	40.5	28.1	28.7	32.6	33.8	26.8	26.5	32.4	29.8	37.7	27.1
Services	67.4	67.6	53.7	68.2	69.8	65.9	62.1	54.3 R	43.4	55.6	56.8	57.9	68.4	66.9	52.5	66.2	55.8	69.9

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

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

4 Quarterly figures relate to February, May, August and November.

5 Civilian labour force and employment figures include armed forces.

6 Annual figures relate to 1986.

7 Annual figures relate to second quarter.

8 Civilian employment figures include apprentices in professional training.

9 Annual figures relate to April.

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

11 Annual figures relate to January.

1.10 EMPLOYMENT

Administrative, technical, clerical and operative: manufacturing industries

SIC 1980	GREAT BRITAIN												
	Employees in employment (Thou)											Administrative, technical and clerical staff as a percentage of all employees (per cent)	
	Operatives			Administrative, technical and clerical			All employees			Male	Female		All
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
SEPTEMBER 1984 R													
Metal manufacturing	22	135.3	12.4	147.7	34.0	10.8	44.8	169.4	23.2	192.5	20.1	46.5	23.3
Non-metallic mineral products	24	141.6	34.9	176.5	30.5	14.8	45.2	172.0	49.7	221.7	17.7	29.7	20.4
Chemical industry	25	158.3	58.2	216.5	77.6	41.8	119.4	236.0	100.0	335.9	32.9	41.8	35.5
Metal goods nes	31	211.5	54.5	266.0	44.6	20.6	65.1	256.1	75.0	331.1	17.4	27.4	19.7
Mechanical engineering	32	469.5	62.1	531.6	162.4	56.4	218.8	632.0	118.5	750.4	25.7	47.6	29.2
Office machinery etc	33	34.3	14.6	48.8	27.5	9.4	36.9	61.8	24.0	85.7	44.5	39.2	43.0
Electrical and electronic engineering	34	263.5	149.6	413.1	140.0	46.5	186.5	403.5	196.1	599.6	34.7	23.7	31.1
Motor, vehicles and parts	35	194.3	19.8	214.0	46.8	12.4	59.1	241.1	32.1	273.2	19.4	38.5	21.6
Other transport equipment	36	168.7	13.4	182.0	87.7	19.6	107.2	256.3	32.9	289.2	34.2	59.4	37.1
Instrument engineering	37	45.3	23.7	69.0	25.6	9.5	35.1	70.9	33.3	104.2	36.1	28.6	33.1
Food, drink and tobacco	41/42	269.7	191.3	461.0	77.0	49.9	126.9	346.6	241.2	587.8	22.2	20.7	21.6
Textiles	43	98.2	98.8	196.9	22.4	15.5	37.9	120.6	114.3	234.9	18.6	13.6	16.2
Footwear and clothing	45	58.7	197.7	256.4	17.2	18.8	36.0	75.9	216.5	292.4	22.7	8.7	12.3
Timber and wooden furniture	46	138.3	24.6	162.9	25.0	14.4	39.4	163.4	33.9	197.3	15.6	36.9	19.7
Paper, printing and publishing	47	235.5	35.0	270.5	87.0	63.1	150.1	323.5	158.1	481.6	26.9	39.9	31.2
Rubber and plastics	48	108.3	44.4	152.7	28.8	12.7	41.5	137.1	57.1	194.2	21.0	22.2	21.4
All manufacturing industries*		2,811.4	1,134.7	3,946.2	952.2	428.3	1,380.5	3,763.7	1,563.0	5,326.6	25.3	27.4	25.9
SEPTEMBER 1985 R													
Metal manufacturing	22	130.6	11.9	142.5	32.7	9.9	42.6	163.3	21.8	185.1	20.0	45.5	23.0
Non-metallic mineral products	24	141.4	35.4	176.7	32.5	16.1	48.6	173.9	51.5	225.4	18.7	31.3	21.6
Chemical industry	25	156.3	59.1	215.4	81.2	43.0	124.2	237.5	102.1	339.6	34.2	42.1	36.6
Metal goods nes	31	204.3	49.7	254.0	45.2	20.4	65.6	249.5	70.1	319.6	18.1	29.1	20.5
Mechanical engineering	32	468.4	60.7	529.1	167.2	56.5	223.7	635.6	117.3	752.9	26.3	48.2	29.7
Office machinery etc	33	32.1	15.1	47.2	32.7	10.9	43.5	64.8	26.0	90.8	50.4	41.9	48.0
Electrical and electronic engineering	34	256.5	134.9	391.4	147.5	51.2	198.6	404.0	186.1	590.1	36.5	27.5	33.7
Motor, vehicles and parts	35	190.6	20.3	210.9	43.3	11.3	54.6	233.9	31.6	265.5	19.5	37.0	20.5
Other transport equipment	36	164.6	14.2	178.8	80.7	18.2	98.9	245.4	32.2	277.6	32.9	56.5	35.6
Instrument engineering	37	45.9	23.2	69.1	26.4	9.3	35.7	72.3	32.5	104.8	36.5	28.6	34.1
Food, drink and tobacco	41/42	268.0	188.2	456.3	71.3	48.5	119.8	339.3	236.8	576.1	21.0	20.5	20.8
Textiles	43	97.4	100.0	197.4	23.3	15.9	39.2	120.7	115.9	236.6	19.3	13.7	16.6
Footwear and clothing	45	57.5	200.0	257.5	20.1	22.0	42.1	77.6	222.0	299.6	25.9	9.9	14.0
Timber and wooden furniture	46	139.7	24.3	163.9	28.6	15.6	44.2	168.3	39.9	208.1	17.0	39.2	21.3
Paper, printing and publishing	47	241.7	101.3	343.0	82.7	61.8	144.6	324.5	163.1	487.6	25.5	37.9	29.6
Rubber and plastics	48	110.1	44.3	154.3	28.7	13.7	42.4	138.8	57.9	196.7	20.7	23.6	21.6
All manufacturing industries*		2,784.8	1,122.5	3,907.4	958.2	436.5	1,394.8	3,743.1	1,559.1	5,302.1	25.6	28.0	26.3
SEPTEMBER 1986 R													
Metal manufacturing	22	117.4	10.3	127.7	32.5	9.7	42.3	149.9	20.0	170.0	21.7	48.5	24.9
Non-metallic mineral products	24	140.6	35.6	176.3	31.5	16.0	47.5	172.1	51.6	223.8	18.3	31.0	21.2
Chemical industry	25	153.6	56.0	209.6	82.3	46.0	128.4	235.9	102.1	338.0	34.9	45.1	38.0
Metal goods nes	31	198.3	48.2	246.4	40.6	19.0	59.6	233.9	67.2	301.1	17.0	29.3	19.5
Mechanical engineering	32	436.2	65.2	501.4	168.0	57.6	225.5	604.2	113.8	718.0	27.8	50.6	31.4
Office machinery etc	33	30.7	16.2	46.9	35.0	11.0	46.0	65.6	27.3	92.9	53.3	40.5	49.5
Electrical and electronic engineering	34	231.7	124.7	356.4	154.5	50.4	204.9	386.2	175.2	561.3	40.0	28.8	36.5
Motor, vehicles and parts	35	171.3	18.8	190.2	45.3	10.6	55.9	216.6	29.4	246.0	20.9	36.0	22.7
Other transport equipment	36	152.4	11.5	163.9	85.3	19.5	104.8	237.7	31.0	268.7	35.9	62.8	39.0
Instrument engineering	37	47.0	22.3	69.3	25.1	9.1	34.2	72.1	31.4	103.5	34.2	33.0	33.0
Food, drink and tobacco	41/42	261.9	181.9	443.8	65.5	47.5	113.0	327.4	229.4	556.8	20.0	20.7	20.3
Textiles	43	94.3	95.7	190.0	22.5	16.4	38.9	116.8	112.1	228.9	19.3	14.6	17.0
Footwear and clothing	45	60.0	195.7	255.8	18.0	18.9	36.9	78.1	214.6	292.7	23.1	8.8	12.6
Timber and wooden furniture	46	138.5	22.8	161.3	28.8	16.6	45.4	167.3	39.4	206.7	17.2	42.1	21.9
Paper, printing and publishing	47	232.5	103.9	336.4	85.1	63.7	148.8	317.6	167.6	485.2	26.8	38.0	30.7
Rubber and plastics	48	111.3	45.5	156.8	30.8	14.7	45.5	142.1	60.2	202.3	21.7	24.4	22.5
All manufacturing industries*		2,652.8	1,086.2	3,739.0	966.3	437.2	1,403.5	3,619.1	1,523.4	5,142.5	26.7	28.7	27.3
SEPTEMBER 1987 R													
Metal manufacturing	22	112.3	10.1	122.4	31.5	10.0	41.5	143.8	20.1	163.9	21.9	49.9	25.3
Non-metallic mineral products	24	143.9	35.5	179.4	31.8	16.4	48.2	175.7	51.9	227.6	18.1	31.6	21.2
Chemical industry	25	161.7	58.3	220.0	74.0	42.9	116.9	235.7	101.2	336.9	31.4	42.4	34.7
Metal goods nes	31	190.7	47.0	237.7	40.7	18.7	59.4	231.4	65.7	297.1	17.6	28.4	20.0
Mechanical engineering	32	432.0	58.1	490.1	157.4	54.7	212.1	589.4	112.8	702.2	26.7	48.5	30.2
Office machinery etc	33	28.3	16.5	44.8	39.3	12.1	51.4	67.6	28.5	96.1	58.1	42.3	53.4
Electrical and electronic engineering	34	231.1	126.1	357.2	145.9	45.7	191.6	376.9	171.8	548.7	38.7	26.6	34.9
Motor, vehicles and parts	35	168.6	20.0	188.6	41.1	10.1	51.2	209.7	30.1	239.8	19.6	33.5	21.3
Other transport equipment	36	144.3	11.3	155.6	75.3	18.8	94.1	219.6	30.1	249.7	34.3	62.4	37.7
Instrument engineering	37	46.3	23.6	69.9	24.1	8.0	32.0	70.3	31.6	101.9	34.2	25.2	31.4
Food, drink and tobacco	41/42	256.8	184.0	440.8	61.8	44.3	106.1	318.5	228.3	546.9	19.4	19.4	19.4
Textiles	43	93.7	91.4	185.1	20.7	15.3	36.0	114.4	106.7	221.1	18.1	14.3	16.3
Footwear and clothing	45	58.5	194.3	252.8	18.5	19.9	38.4	77.0	214.3	291.2	24.0	9.3	13.2
Timber and wooden furniture	46	141.4	22.1	163.5	30.2	18.1	48.3	171.6	40.2	211.8	17.6	45.0	22.8
Paper, printing and publishing	47	230.7	103.1	333.9	81.9	67.9	149.8	312.6	171.0	483.7	26.2	39.7	31.0
Rubber and plastics	48	117.2	49.7	166.9	29.5	13.8	43.3	146.7	63.5	210.2	20.1	21.7	20.6
All manufacturing industries*		2,637.9	1,093.6	3,731.5	912.4	425.3	1,337.7	3,550.4	1,518.9	5,069.3	25.7	28.0	26.4
SEPTEMBER 1988													
Metal manufacturing	22	110.0	10.7	120.7	28.9	9.2	38.1	138.9	19.9	158.8	20.8	46.2	24.0
Non-metallic mineral products	24	146.2	35.7	181.9	36.6	18.8	55.3	182.8	54.4	237.2	20.0	34.5	23.3
Chemical industry	25	156.5	53.3	209.9	81.4	50.0	131.4	237.9	103.3	341.2	34.2	48.4	38.5
Metal goods nes	31	190.7	45.8	236.6	36.1	17.7	53.7	226.8	63.5	290.3	15.9	27.8	18.5
Mechanical engineering	32	445.0	60.3	505.3	149.9	55.4	205.4	595.0	115.7	710.7	25.2	47.9	28.9
Office machinery etc	33	46.2	19.7	65.9	24.1	10.9	35.0	70.3	30.5	100.9	34.3	35.6	34.7
Electrical and electronic engineering	34	230.9	125.6	356.4	130.4	43.4	173.9	361.3	169.0	530.3	36.1	25.7	32.8
Motor, vehicles and parts	35	165.7	20.2	185.9	39.1	9.8	49.0	204.8	30.0	234.8	19.1	32.8	20.9
Other transport equipment	36	125.4	9.4	134.8	78.9	19.2	96.1	202.3	28.6	230.9	38.0	67.1	41.6
Instrument engineering	37	44.1	23.3	67.5	23.9	8.8	32.6	68.0	32.1	100.1	35.1	27.3	32.6
Food, drink and tobacco	41/42	246.5	177.4	424.0	63.2	50.6	113.8	309.7	228.1	537.8	20.4	22.2	21.2
Textiles	43	88.1	87.1	175.2	21.5	16.7	38.2	109.6	103.8	213.4	19.6	16.1	17.9
Footwear and clothing	45	57.8	185.1	242.8	17.8	21.9	39.8	75.6	207.0	282.6	23.6	10.6	14.1
Timber and wooden furniture	46	145.2	25.5	170.6	26.8	15.6	42.4	143.9	43.1	187.0	15.6	39.0	19.9
Paper, printing and publishing	47	227.7	105.9	333.6	77.5	65.9	143.4	305.3	174.7	480.0	25.4	37.7	2

1.12 EMPLOYMENT

Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

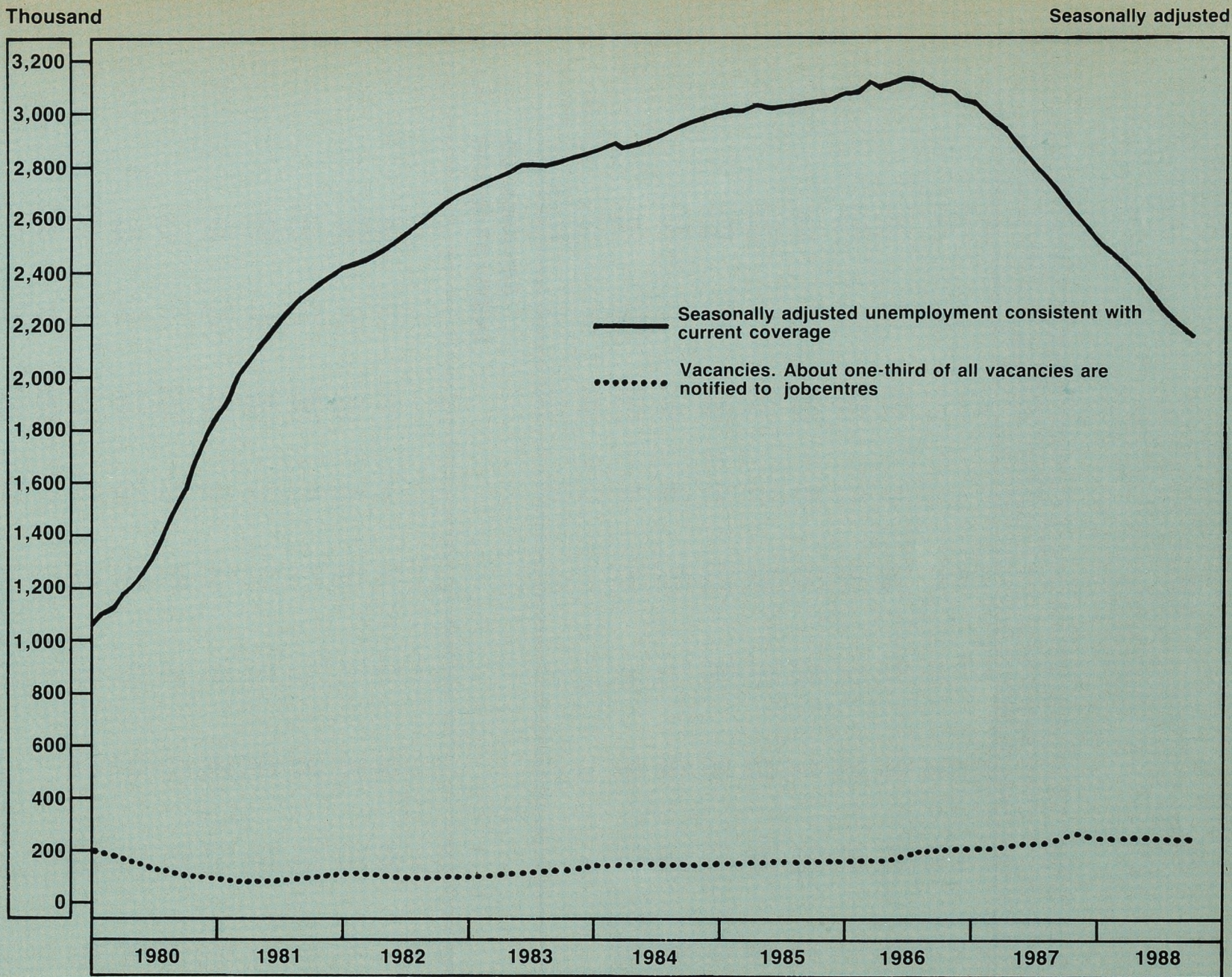
GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, 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
SIC 1980 classes	21-49					21-49				
1981	107.6	107.8	115.9	103.7	113.2	95.6	94.4	93.6	96.2	98.5
1982	102.1	102.5	107.3	98.2	107.5	97.4	96.3	95.6	98.4	99.0
1983	99.7	99.5	103.3	98.6	104.9	98.3	97.3	97.6	100.0	99.7
1984	100.5	101.7	98.4	100.5	101.2	99.5	98.8	99.0	100.2	99.7
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.7	94.8	91.9	98.5	99.2	99.9	99.1	98.7	99.1	99.5
1987	96.5	93.7	89.5	96.9	97.7	100.5	101.1	101.1	99.9	99.5
Week ended										
1986 Mar 8	98.0	96.6	96.6	100.1	101.5	99.9	99.4	99.4	99.5	99.8
June 14	96.3	94.5	92.7	99.1	100.1	99.4	98.8	98.0	98.9	99.2
July 12	96.2					99.6				
Aug 16	95.9					99.7				
Sept 13	95.7	94.3	89.4	97.4	97.5	99.6	98.6	98.3	98.7	99.4
Oct 11	95.3					99.4				
Nov 15	95.5					99.7				
Dec 13	95.5	93.9	88.7	97.3	97.8	99.7	99.5	99.1	99.1	99.5
1987 Jan 10	94.9					99.6				
Feb 14	95.5					100.0				
Mar 14	95.7	93.0	89.2	97.0	98.6	100.2	100.2	100.4	99.6	99.3
Apr 11	95.7					100.3				
May 16	95.9					100.2				
June 13	96.3	93.4	89.2	97.5	97.6	100.5	100.8	101.0	99.8	99.5
July 11	96.1					100.4				
Aug 15	96.3					100.6				
Sept 12	96.5	93.7	89.7	97.0	97.3	100.7	101.1	101.2	100.0	99.9
Oct 10	99.5					101.1				
Nov 14	99.3					101.0				
Dec 12	96.8	94.6	89.9	96.1	97.3	101.2	102.4	101.9	100.1	99.4
1988 Jan 16	97.5					101.7				
Feb 13	96.8					101.1				
Mar 12	96.8	94.0	88.4	96.2	97.4	101.2	102.3	101.9	99.9	99.1
Apr 16	96.4					101.0				
May 14	96.5					101.2				
June 11	96.1	92.9 R	87.6	94.0	97.8	100.9	101.8	102.1	99.0	99.5
July 16	96.5 R					101.3 R				
Aug 13	96.6 R					101.3 R				
Sept 10	96.1	93.5	86.7	93.7	96.0	101.1	101.8	101.8	99.7	99.7

1.13 EMPLOYMENT

Overtime and short-time Operatives in manufacturing industries in September 1988: regions

Week ended September 10, 1988	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 (Thou)	(Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost		Hours lost		Average per operative on short-time		
							Operatives (Thou)	Percentage of all operatives	Operatives (Thou)	Percentage of all operatives			
Analysis by region													
South East	366.8	37.2	8.6	3,172.2	—	1.5	0.4	4.0	10.0	0.5	0.1	5.5	11.0
Greater London *	163.2	39.1	6.7	1,094.1	—	—	—	—	—	—	—	—	—
East Anglia	46.9	34.3	11.2	522.9	—	0.2	0.2	0.8	5.3	0.2	0.1	1.0	6.6
South West	103.3	40.5	9.8	1,016.3	0.2	8.7	0.9	5.5	5.9	1.1	0.4	14.2	12.4
West Midlands	215.5	38.2	9.9	2,133.2	0.1	3.0	0.8	6.1	8.0	0.8	0.1	9.0	10.8
East Midlands	133.3	36.8	9.6	1,283.2	0.1	3.7	1.7	11.5	6.7	1.8	0.5	15.2	8.4
Yorkshire and Humberside	157.3	40.8	10.5	1,644.4	0.6	24.0	1.2	11.1	9.6	1.8	0.5	35.1	20.0
North West	159.1	32.6	10.1	1,613.9	0.1	4.0	2.8	24.6	8.7	2.9	0.6	28.6	9.8
North	67.8	32.9	10.0	680.7	0.3	12.0	0.6	4.1	7.3	0.9	0.4	16.2	18.6
Wales	57.5	33.7	9.1	525.0	—	1.7	0.3	1.7	6.6	0.3	0.2	3.5	11.3
Scotland	105.1	35.7	9.9	1,035.1	0.3	11.6	2.7	27.1	10.1	3.0	1.0	38.8	13.1

* Included in South East.



2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE								
	UNEMPLOYED		SEASONALLY ADJUSTED †				UNEMPLOYED BY DURATION		
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1984)	3,159.8	11.7	2,920.6	10.7					
1985) Annual	3,271.2	11.8	3,035.7	10.9					
1986*)	3,289.1	11.8	3,107.2	11.1					
1987) averages	2,953.4	10.6	2,822.3	10.0					
1986 Oct 9	3,237.2	11.7	3,096.3	11.1	-18.0	-12.3	353	2,817	67
Nov 13	3,216.8	11.6	3,086.6	11.0	-9.7	-14.6	323	2,827	67
Dec 11	3,229.2	11.6	3,059.0	10.9	-27.6	-18.4	290	2,870	69
1987 Jan 8	3,297.2	11.9	3,051.3	10.8	-7.7	-15.0	297	2,930	71
Feb 12	3,225.8	11.6	3,007.0	10.7	-44.3	-26.5	291	2,867	68
Mar 12	3,134.4	11.3	2,973.1	10.5	-33.9	-28.6	261	2,815	67
Apr 9	3,107.1	11.1	2,953.9	10.5	-19.2	-32.5	284	2,758	65
May 14	2,986.5	10.7	2,890.5	10.2	-63.4	-38.8	246	2,677	63
June 11	2,905.3	10.4	2,857.2	10.1	-33.3	-38.6	243	2,601	62
July 9	2,906.5	10.4	2,812.6	10.0	-44.6	-47.1	337	2,510	60
Aug 13	2,865.8	10.3	2,766.6	9.8	-46.0	-41.3	287	2,522	57
Sept 10	2,870.2	10.3	2,718.1	9.6	-48.5	-46.4	358	2,457	55
Oct 8	2,751.4	9.9	2,663.9	9.4	-54.2	-49.6	311	2,386	54
Nov 12	2,685.6	9.6	2,604.4	9.2	-59.5	-54.1	282	2,353	51
Dec 10	2,695.8	9.7	2,568.6	9.1	-35.8	-49.8	264	2,382	50
1988 Jan 14	2,722.2	9.8	2,519.4	8.9	-49.2	-48.2	270	2,402	51
Feb 11	2,665.5	9.6	2,485.0	8.8	-34.4	-39.8	262	2,356	48
Mar 10	2,592.1	9.3	2,453.9	8.7	-31.1	-38.2	235	2,311	46
Apr 14	2,536.0	9.1	2,402.9	8.5	-51.0	-38.8	256	2,235	46
May 12	2,426.9	8.8	2,363.8	8.4	-39.1	-40.4	207	2,176	44
June 9	2,340.8	8.3	2,324.1	8.2	-39.7	-43.3	206	2,093	42
July 14	2,326.7	8.2	2,267.3	8.0	-56.8	-45.2	283	2,003	41
Aug 11	2,291.2	8.1	2,225.6	7.9	-41.7	-46.1	237	2,013	40
Sept 8** ***	2,311.0	8.2	2,191.7	7.8	-33.9	-44.1	266	2,005	40
Oct 13 P	2,118.9	7.5	2,160.2	7.7	-31.5	-35.7	241	1,839	39

2.2 UNEMPLOYMENT GB Summary

1984)	3,038.4	11.5	2,810.4	10.6					
1985) Annual	3,149.4	11.7	2,923.0	10.8					
1986*)	3,161.3	11.7	2,984.6	10.9					
1987) averages	2,826.9	10.4	2,700.2	9.8					
1986 Oct 9	3,106.5	11.5	2,971.0	10.9	-18.4	-12.8	342	2,699	66
Nov 13	3,088.4	11.4	2,961.5	10.8	-9.5	-14.9	314	2,709	65
Dec 11	3,100.4	11.4	2,934.0	10.7	-27.5	-18.5	282	2,751	67
1987 Jan 8	3,166.0	11.6	2,926.2	10.6	-7.8	-14.9	288	2,809	69
Feb 12	3,096.6	11.4	2,882.8	10.5	-43.4	-26.2	283	2,748	66
Mar 12	3,016.5	11.1	2,849.8	10.4	-33.0	-28.1	253	2,698	65
Apr 9	2,979.9	11.0	2,830.3	10.3	-19.5	-32.0	275	2,641	64
May 14	2,860.3	10.5	2,766.8	10.1	-63.5	-38.7	237	2,561	62
June 11	2,779.8	10.2	2,734.2	9.9	-32.6	-38.5	234	2,486	60
July 9	2,778.5	10.2	2,690.2	9.8	-44.0	-46.7	325	2,395	58
Aug 13	2,738.5	10.1	2,644.7	9.6	-45.5	-40.7	278	2,405	55
Sept 10	2,740.2	10.1	2,596.9	9.4	-47.8	-45.8	344	2,343	54
Oct 8	2,626.7	9.7	2,543.6	9.2	-53.3	-48.9	301	2,274	52
Nov 12	2,564.6	9.4	2,485.9	9.0	-57.7	-52.9	274	2,242	49
Dec 10	2,575.2	9.5	2,451.0	8.9	-34.9	-48.6	256	2,270	49
1988 Jan 14	2,600.4	9.6	2,402.9	8.7	-48.1	-46.9	261	2,290	49
Feb 11	2,545.9	9.4	2,369.7	8.6	-33.2	-38.7	254	2,245	46
Mar 10	2,474.6	9.1	2,339.2	8.5	-30.5	-37.3	228	2,202	45
Apr 14	2,417.7	8.9	2,288.4	8.3	-50.8	-38.2	247	2,126	44
May 12	2,310.7	8.4	2,249.2	8.2	-39.2	-40.2	200	2,068	42
June 9	2,225.1	8.1	2,210.1	8.0	-39.1	-43.0	197	1,987	41
July 14	2,208.5	8.0	2,153.6	7.8	-56.5	-44.9	272	1,896	40
Aug 11	2,173.7	7.9	2,112.8	7.7	-40.8	-45.5	230	1,905	39
Sept 8** ***	2,195.2	8.0	2,080.1	7.6	-32.7	-43.3	257	1,899	39
Oct 13 P	2,008.4	7.3	2,049.7	7.5	-30.4	-34.6	232	1,738	38

* Due to a change in the compilation of the unemployment statistics (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
 ** Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for Income Support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988.
 *** The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT UK Summary 2.1

THOUSAND

UNITED KINGDOM	MALE								FEMALE				MARRIED
	UNEMPLOYED		SEASONALLY ADJUSTED †				UNEMPLOYED		SEASONALLY ADJUSTED †				
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Number	Per cent workforce †	Number	Per cent workforce †			
1984)	2,197.4	13.5	2,058.2	12.6			962.5	8.9	862.4	7.9			
1985) Annual	2,251.7	13.7	2,114.3	12.8			1,019.5	9.1	921.4	8.2			
1986*)	2,252.5	13.7	2,148.3	13.0			1,036.6	9.1	958.9	8.4			
1987) averages	2,045.8	12.5	1,971.0	11.9			907.6	7.9	851.3	7.3			
1986 Oct 9	2,199.8	13.4	2,135.8	12.9			1,037.4	9.1	960.5	8.4	436.6		
Nov 13	2,200.2	13.4	2,134.0	12.9			1,016.6	8.9	952.6	8.3	431.2		
Dec 11	2,221.5	13.5	2,118.0	12.8			1,007.6	8.9	941.0	8.2	431.1		
1987 Jan 8	2,272.4	13.9	2,113.4	12.8			1,042.8	8.9	937.9	8.0	433.2		
Feb 12	2,233.9	13.7	2,090.4	12.6			991.9	8.6	916.6	7.9	416.8		
Mar 12	2,181.0	13.3	2,068.9	12.5			962.3	8.3	904.2	7.7	406.5		
Apr 9	2,158.2	13.2	2,055.0	12.4			948.9	8.2	898.9	7.7	404.2		
May 14	2,080.4	12.7	2,017.5	12.2			906.1	7.9	873.0	7.5	383.7		
June 11	2,023.0	12.4	1,996.0	12.1			882.4	7.7	861.2	7.4	373.3		
July 9	2,008.5	12.3	1,968.3	11.9			898.0	7.8	844.3	7.2	368.4		
Aug 13	1,970.3	12.0	1,936.3	11.7			895.5	7.8	830.3	7.1	369.0		
Sept 10	1,973.8	12.1	1,907.2	11.5			896.4	7.8	810.9	6.9	356.9		
Oct 8	1,903.6	11.6	1,870.3	11.3			847.8	7.4	793.6	6.8	343.4		
Nov 12	1,865.8	11.4	1,828.3	11.1			819.7	7.1	776.1	6.7	332.1		
Dec 10	1,878.7	11.5	1,800.4	10.9			817.1	7.1	768.2	6.6	334.0		
1988 Jan 14	1,892.7	11.6	1,759.5	10.6			829.5	7.2	759.9	6.5	337.0		
Feb 11	1,852.1	11.3	1,731.3	10.5			813.3	7.1	753.7	6.5	330.5		
Mar 10	1,803.1	11.0	1,709.9	10.3			789.0	6.8	744.0	6.4	322.5		
Apr 14	1,765.7	10.8	1,674.1	10.1			770.3	6.7	728.8	6.2	316.0		
May 12	1,692.1	10.5	1,648.8	10.0			734.8	6.4	715.0	6.1	301.6		
June 9	1,632.0	9.9	1,624.0	9.8			708.7	6.1	700.1	6.0	291.8		
July 14	1,606.3	9.7	1,586.7	9.6			720.4	6.2	680.6	5.8	287.7		
Aug 11	1,576.5	9.5	1,562.7	9.4			714.6	6.1	662.9	5.7	286.9		
Sept 8** ***	1,594.4	9.6	1,543.1	9.3			716.6	6.1	648.6	5.6	287.9		
Oct 13 P	1,484.2	9.0	1,524.2	9.2			634.6	5.4	636.0	5.5	265.2		

UNEMPLOYMENT GB Summary 2.2

1984)	2,109.6	13.4	1,977.4	12.4			928.8	8.8	833.0	7.8	
1985) Annual	2,163.7	13.5	2,031.9	12.6			985.7	9.0	891.1	8.1	
1986*)	2,159.6	13.5	2,058.7	12.8			1,001.7	9.0	925.9	8.3	
1987) averages	1,953.8	12.3	1,881.8	11.7			873.1	7.8	818.4	7.2	
1986 Oct 9	2,105.9	13.2	2,044.5	12.7			1,000.7	9.0	926.5	8.3	421.6
Nov 13	2,106.9	13.2	2,042.8	12.7			981.4	8.8	918.7	8.2	416.4
Dec 11	2,127.4	13.3	2,026.8	12.6			972.9	8.8	907.2	8.1	416.4
1987 Jan 8	2,176.5	13.6	2,022.1	12.5			989.5	8.8	904.1	7.9	418.2
Feb 12	2,139.2	13.4	1,999.8	12.4			957.4	8.5	883.0	7.8	402.1
Mar 12	2,088.2	13.0	1,979.2	12.3			928.4	8.2	870.6	7.6	391.9
Apr 9	2,065.1	13.0	1,964.9	12.2			914.8	8.1	865.4	7.6	389.3
May 14	1,988.0	12.5									

2.3 UNEMPLOYMENT Regions

		UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED				THOUSAND	
		All	Male	Female	All	Male	Female	Number	Per cent work force ‡	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS													
1984	) Annual	345.4	243.0	102.4	13.6	15.6	10.5	322.2	12.7			229.7	92.5
1985		349.7	243.1	106.6	13.6	15.5	10.6	326.9	12.7			230.2	96.7
1986*	) averages	346.7	236.8	108.0	13.3	15.2	10.4	327.7	12.6			228.1	99.6
1987		305.9	211.1	94.8	11.6	13.3	9.0	292.1	11.1			203.5	88.6
1987	) Oct 8 Nov 12 Dec 10	285.6	195.9	89.7	10.8	12.4	8.5	273.6	10.4	-5.7	-1.9	190.9	82.7
		275.5	189.4	86.0	10.5	12.0	8.2	267.4	10.1	-6.2	-2.1	186.0	81.4
		275.3	189.6	85.6	10.4	12.0	8.1	263.9	10.0	-3.5	-1.2	183.1	80.8
1988	) Jan 14 Feb 11 Mar 10	276.0	189.8	86.2	10.5	12.0	8.2	257.9	9.8	-6.0	-2.0	178.3	79.6
		269.4	185.1	84.3	10.2	11.7	8.0	253.1	9.6	-4.8	-1.6	174.5	78.6
		262.0	179.6	82.5	9.9	11.4	7.8	249.3	9.5	-3.8	-1.3	171.3	78.0
	) Apr 14 May 12 June 9	255.9	174.8	81.2	9.7	11.0	7.7	243.8	9.3	-5.5	-1.8	167.0	76.8
		244.8	167.4	77.4	9.3	10.6	7.3	238.1	9.0	-5.7	-1.9	163.4	74.7
		237.4	162.6	74.9	9.0	10.3	7.1	233.7	8.9	-4.4	-1.5	160.7	73.0
	) July 14 Aug 11	235.9	160.2	75.7	9.0	10.1	7.2	228.2	8.7	-5.5	-1.8	157.0	71.2
		233.0	158.0	75.0	8.8	10.0	7.1	223.7	8.5	-4.5	-1.6	154.4	69.3
		233.5	158.3	75.2	8.9	10.0	7.1	218.3	8.3	-5.4	-1.6	151.1	67.2
	Sept 8***	233.5	158.3	75.2	8.9	10.0	7.1	218.3	8.3	-5.4	-1.6	151.1	67.2
	Oct 13 P	209.4	144.1	65.4	7.9	9.1	6.2	212.2	8.1	-6.1	-2.0	147.2	65.0
EAST MIDLANDS													
1984	) Annual	194.4	134.1	60.3	10.6	12.1	8.3	180.8	9.8			126.3	54.6
1985		202.3	136.9	65.3	10.5	11.9	8.4	188.2	9.9			128.7	59.5
1986*	) averages	202.8	136.0	66.8	10.6	11.8	8.8	191.3	9.9			129.4	61.9
1987		183.9	125.2	54.4	9.4	10.8	7.4	175.8	9.0			120.6	55.2
1987	) Oct 8 Nov 12 Dec 10	169.2	115.1	54.1	8.7	10.0	6.8	165.7	8.5	-3.8	-3.3	114.6	51.1
		165.0	113.1	51.9	8.5	9.8	6.6	162.0	8.3	-3.7	-3.4	112.0	50.0
		166.5	114.7	51.8	8.6	9.9	6.6	159.8	8.2	-2.2	-3.2	110.5	49.3
1988	) Jan 14 Feb 11 Mar 10	169.8	116.8	53.1	8.7	10.1	6.7	156.5	8.0	-3.3	-3.1	107.8	48.7
		166.9	114.9	52.0	8.6	9.9	6.6	155.0	8.0	-1.5	-2.3	106.3	48.7
		162.0	111.6	50.4	8.3	9.7	6.4	152.7	7.8	-2.3	-2.4	104.9	47.8
	) Apr 14 May 12 June 9	160.2	110.9	49.3	8.2	9.6	7.0	150.3	7.7	-2.4	-2.1	103.7	46.6
		152.6	105.5	47.1	7.8	9.1	6.0	148.1	7.6	-2.2	-2.3	102.4	45.7
		146.2	100.9	45.3	7.5	8.7	5.7	145.3	7.5	-2.8	-2.5	100.6	44.7
	) July 14 Aug 11	145.7	99.5	46.2	7.5	8.6	5.8	142.0	7.3	-3.3	-2.8	98.5	43.5
		142.9	97.3	45.6	7.3	8.4	5.8	139.3	7.2	-2.7	-2.9	97.1	42.2
		143.7	97.9	45.8	7.4	8.5	5.8	137.1	7.0	-2.2	-2.7	95.7	41.4
	Sept 8***	143.7	97.9	45.8	7.4	8.5	5.8	137.1	7.0	-2.2	-2.7	95.7	41.4
	Oct 13 P	130.6	90.5	40.1	6.7	7.8	5.1	134.8	6.9	-2.3	-2.4	94.4	40.4
YORKSHIRE AND HUMBERSIDE													
1984	) Annual	291.8	204.8	87.0	12.7	14.8	9.6	268.4	11.7			191.5	76.9
1985		305.8	212.9	92.9	13.0	15.2	9.8	281.5	12.0			199.0	82.5
1986*	) averages	315.9	220.1	95.8	13.4	15.6	10.0	294.3	12.4			207.8	86.5
1987		286.0	201.2	84.8	12.0	14.3	8.7	270.5	11.4			192.4	78.1
1987	) Oct 8 Nov 12 Dec 10	266.9	187.0	79.9	11.2	13.3	8.2	256.2	10.8	-5.1	-4.7	182.6	73.6
		261.7	184.3	77.4	11.0	13.1	7.9	251.3	10.6	-4.9	-4.7	179.2	72.1
		262.5	185.6	76.9	11.0	13.2	7.9	248.1	10.4	-3.2	-4.4	176.7	71.4
1988	) Jan 14 Feb 11 Mar 10	266.0	187.7	78.3	11.2	13.3	8.0	243.9	10.2	-4.2	-4.1	173.1	70.8
		260.6	183.6	77.0	10.9	13.0	7.9	240.7	10.1	-3.2	-3.5	170.3	70.4
		254.8	179.6	75.2	10.7	12.8	7.7	238.7	10.0	-2.0	-3.1	168.9	69.8
	) Apr 14 May 12 June 9	252.1	177.9	74.1	10.6	12.6	7.6	236.0	9.9	-2.7	-2.6	167.4	68.6
		242.1	171.0	71.1	10.2	12.1	7.3	232.3	9.8	-3.7	-2.8	164.9	67.4
		233.9	164.9	69.0	9.8	11.7	7.1	229.5	9.6	-2.8	-3.1	162.9	66.6
	) July 14 Aug 11	231.7	162.0	69.8	9.7	11.5	7.2	224.4	9.4	-5.1	-3.9	159.3	65.1
		228.2	158.9	69.2	9.6	11.3	7.1	221.5	9.3	-2.9	-3.6	157.8	63.7
		230.7	161.2	69.5	9.7	11.5	7.1	218.1	9.2	-3.4	-3.8	155.8	62.3
	Sept 8***	230.7	161.2	69.5	9.7	11.5	7.1	218.1	9.2	-3.4	-3.8	155.8	62.3
	Oct 13 P	209.7	149.2	60.5	8.8	10.6	6.2	214.8	9.0	-3.3	-3.2	153.9	60.9
NORTH WEST													
1984	) Annual	443.0	313.3	129.7	14.6	17.5	10.4	417.7	13.8			298.6	119.1
1985		452.0	317.1	134.9	14.8	17.7	10.7	426.6	14.0			302.3	124.3
1986*	) averages	448.3	313.2	135.1	14.8	17.8	10.7	428.5	14.1			301.8	126.7
1987		403.3	284.3	118.6	13.4	16.3	9.3	389.7	12.9			276.5	113.2
1987	) Oct 8 Nov 12 Dec 10	377.7	266.0	111.7	12.5	15.3	8.7	369.4	12.2	-6.8	-6.2	262.9	106.5
		369.3	261.2	108.0	12.2	15.0	8.4	361.8	12.0	-7.6	-6.6	257.9	103.9
		371.1	263.1	107.9	12.3	15.1	8.4	358.4	11.9	-3.4	-5.9	255.0	103.4
1988	) Jan 14 Feb 11 Mar 10	375.6	265.0	110.6	12.4	15.2	8.7	354.0	11.7	-4.4	-5.1	251.2	102.8
		367.3	259.4	107.9	12.2	14.9	8.4	348.5	11.5	-5.5	-4.4	247.1	101.4
		358.1	253.5	104.6	11.9	14.6	8.2	344.6	11.4	-3.9	-4.6	244.6	100.0
	) Apr 14 May 12 June 9	352.6	249.4	103.2	11.7	14.3	8.1	337.9	11.2	-6.7	-5.4	239.6	98.3
		340.3	241.1	99.2	11.3	13.9	7.8	333.0	11.0	-4.9	-5.2	236.0	97.0
		329.4	233.5	96.0	10.9	13.4	7.5	328.0	10.9	-5.0	-5.5	232.7	95.3
	) July 14 Aug 11	328.8	231.3	97.4	10.9	13.3	7.6	321.2	10.6	-6.8	-5.6	228.1	93.1
		325.7	228.5	97.2	10.8	13.1	7.6	317.4	10.5	-3.8	-5.2	225.8	91.6
		329.3	231.1	98.2	10.9	13.3	7.7	312.7	10.4	-4.7	-5.1	223.2	89.5
	Sept 8***	329.3	231.1	98.2	10.9	13.3	7.7	312.7	10.4	-4.7	-5.1	223.2	89.5
	Oct 13 P	301.0	214.9	86.1	10.0	12.4	6.7	307.9	10.2	-4.8	-4.4	220.6	87.3

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status †† and in travel-to-work areas* at October 13, 1988

		Male	Female	All	Rate			Male	Female	All	Rate	
						† per cent employees and unemployed						
ASSISTED REGIONS ††												
South West												
	Development Areas	6,014	3,072	9,086	14.6		Bury St. Edmunds	564	473	1,037	3.1	
	Intermediate Areas	12,085	6,162	18,247	10.3		Buxton	775	548	1,323	6.0	
	Unassisted	59,883	33,429	93,312	6.1		Calderdale	4,020	2,089	6,109	7.7	
	All	77,982	42,663	120,645	6.8		Cambridge	2,385	1,346	3,731	2.5	
							Canterbury	1,927	958	2,885	6.0	
West Midlands												
	Development Areas	118,170	50,514	168,684	10.1		Carlisle	2,397	1,354	3,751	6.7	
	Intermediate Areas	25,888	14,864	40,752	5.9		Castleford and Pontefract	4,735	1,672	6,407	11.9	
	Unassisted	183.1	80.8	263.9	10.0		Chard	277	202	479	5.5	
	All	144,058	65,378	209,436	8.9		Chelmsford and Braintree	2,114	1,501	3,615	3.0	
							Cheltenham	2,167	1,138	3,305	4.5	
East Midlands												
	Development Areas	1,251	815	2,066	8.1		Chesterfield	6,452	2,401	8,853	11.4	
	Intermediate Areas	2,727	1,573	4,300	8.2		Chichester	1,187	679	1,866	3.2	
	Unassisted	86,515										

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status †† and in travel-to-work areas* at October 13, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
Melton Mowbray	580	522	1,102	5.3	Wigan and St. Helens	16,778	7,254	24,032	13.5
Middlesbrough	15,340	4,994	20,334	15.9	Winchester and Eastleigh	1,108	641	1,749	2.1
Milton Keynes	2,508	1,380	3,888	4.6	Widmerere	140	79	219	3.0
Minehead	462	241	703	9.7	Wirral and Chester	18,946	7,257	26,203	13.3
Morpeth and Ashington	5,152	1,655	6,807	13.2	Wisbech	997	451	1,448	7.5
Newark	1,267	670	1,937	8.1	Wolverhampton	11,590	4,588	16,178	11.4
Newbury	633	378	1,011	2.8	Woodbridge and Leiston	464	269	733	4.1
Newcastle upon Tyne	33,946	12,016	45,962	12.1	Worcester	2,344	1,227	3,571	5.7
Newmarket	529	500	1,029	4.0	Workington	2,219	1,087	3,306	12.0
Newquay	703	515	1,218	13.7	Worksop	2,164	803	2,967	11.8
Newton Abbot	1,025	621	1,646	7.2	Worthing	1,825	941	2,766	3.8
Northallerton	428	285	713	4.5	Yeovil	1,156	887	2,043	4.9
Northampton	2,936	1,670	4,606	4.2	York	3,901	2,144	6,045	7.2
Northwich	2,408	1,325	3,733	8.1					
Norwich	5,170	2,608	7,778	5.5					
Nottingham	22,104	8,408	30,512	9.0					
Okehampton	222	135	357	7.6	Wales				
Oldham	5,532	2,507	8,039	10.6	Aberdare	2,281	743	3,024	17.9
Oswestry	616	384	1,000	7.1	Aberystwyth	672	325	1,007	8.7
Oxford	3,755	1,888	5,643	7.1	Bangor and Caernarfon	2,597	1,036	3,633	14.0
Pendle	1,686	828	2,514	8.4	Blaenau, Gwent and Abergavenny	3,574	1,129	4,703	14.2
Penrith	383	304	687	4.8	Brecon	289	183	472	6.6
Penzance and St. Ives	1,765	791	2,556	15.0	Bridgend	3,951	1,626	5,577	11.0
Peterborough	3,971	1,912	5,883	6.0	Cardiff	14,328	4,857	19,185	9.8
Pickering and Helmsley	166	120	286	4.6	Cardigan	843	422	1,265	19.5
Plymouth	9,294	4,423	13,717	10.4	Cardmarthen	899	454	1,353	7.6
Poole	1,826	915	2,741	4.6	Conwy and Colwyn	2,103	1,032	3,135	10.6
Portsmouth	6,927	3,365	10,292	6.6					
Preston	7,636	3,519	11,155	7.6	Denbigh	558	311	869	8.4
Reading	2,898	1,271	4,169	2.8	Dolgellau and Barmouth	312	161	473	10.2
Redruth and Camborne	2,019	878	2,897	14.9	Fishguard	323	156	479	16.8
Retford	1,333	708	2,041	9.5	Haverfordwest	1,895	844	2,739	14.9
Richmondshire	508	464	972	8.1	Holyhead	2,028	956	2,984	17.9
Ripon	276	220	496	5.1					
Rochdale	4,807	2,117	6,924	10.9	Lampeter and Aberaeron	580	235	815	14.6
Rotherham and Mexborough	12,495	4,303	16,798	16.2	Llandeilo	207	125	332	10.4
Rugby and Daventry	1,562	1,226	2,788	5.4	Llandrindod Wells	380	242	622	8.0
Salisbury	1,020	698	1,718	4.1	Llanelli	2,896	1,207	4,103	13.3
Scarborough and Filey	2,074	854	2,928	9.4	Machynlleth	241	151	392	11.2
Scunthorpe	3,716	1,658	5,374	10.0					
Settle	165	133	298	5.3	Merthyr and Rhymney	5,483	1,540	7,023	14.4
Shaftesbury	395	281	676	4.4	Monmouth	258	148	406	11.8
Sheffield	23,663	9,466	33,129	11.7	Neath and Port Talbot	3,459	1,261	4,720	11.7
Shrewsbury	1,690	989	2,679	5.8	Newport	5,726	2,398	8,124	10.1
Sittingbourne and Sheerness	1,996	1,056	3,052	7.6	Newtown	375	213	588	6.9
Skegness	1,238	490	1,728	15.1					
Skipton	344	214	558	4.9	Pontypool and Cwmbran	2,805	1,296	4,101	11.2
Slaford	420	295	715	6.3	Portyrridd and Ffiondiga	5,633	1,737	7,370	12.5
Slough	3,539	1,822	5,361	3.1	Portmadoc and Ffestiniog	432	233	665	10.4
South Molton	151	111	262	7.5	Pwllheli	577	276	853	18.2
					Shotton, Flint and Rhyl	5,215	2,247	7,462	11.0
South Tyneside	8,234	2,726	10,960	19.0					
Southampton	7,521	3,309	10,830	5.8	South Pembrokeshire	1,476	614	2,090	17.8
Southend	10,094	5,433	15,527	6.2	Swansea	8,742	3,101	11,843	12.4
Spalding and Holbeach	675	485	1,160	4.8	Welsphool	285	219	504	6.8
St. Austell	1,338	736	2,074	9.7	Wrexham	3,200	1,572	4,772	10.3
Stafford	2,278	1,419	3,697	5.4	Scotland				
Stamford	505	347	852	4.9	Aberdeen	6,265	2,969	9,234	5.4
Stockton-on-Tees	7,453	2,972	10,325	13.3	Alloa	1,880	759	2,639	16.3
Stoke	9,335	4,749	14,084	6.6	Annan	492	312	804	9.6
Stroud	1,124	818	1,942	5.4	Arbroath	836	460	1,296	15.6
					Ayr	3,206	1,417	4,623	10.9
Sudbury	510	331	841	5.4	Badenoch	266	136	402	11.3
Sunderland	20,364	6,592	26,956	15.5	Banff	634	276	910	9.2
Swindon	3,015	1,790	4,805	5.0	Bathgate	4,341	1,776	6,117	12.5
Taunton	1,465	796	2,261	5.5	Berwickshire	301	171	472	9.4
Telford and Bridgnorth	4,394	2,181	6,575	10.1	Blaigowrie and Pitlochry	602	301	903	8.7
Thanet	3,245	1,434	4,679	11.4	Brechin and Montrose	737	444	1,181	9.5
Thetford	733	509	1,242	4.9	Buckie	254	172	426	10.3
Thirsk	172	128	300	7.3	Campbeltown	393	186	579	15.1
Tiverton	405	255	660	6.2	Crieff	205	105	310	9.0
Torbay	3,209	1,509	4,718	11.5	Cumnock and Sanquhar	2,663	950	3,613	24.2
Torrington	249	175	424	9.4	Dumbarton	2,963	1,398	4,361	15.9
Totnes	373	251	624	8.1	Dumfries	1,265	667	1,932	8.0
Trowbridge and Frome	1,317	949	2,266	4.9	Dundee	8,344	3,443	11,787	12.3
Truro	1,102	614	1,716	7.6	Dunfermline	4,213	1,802	6,015	11.5
Tunbridge Wells	1,418	715	2,133	2.3	Dunoon and Bute	791	382	1,173	15.1
Uttoxeter and Ashbourne	312	255	567	4.5	Edinburgh	19,244	7,455	26,699	9.0
Wakefield and Dewsbury	8,650	3,110	11,760	10.4	Elgin	908	568	1,476	9.4
Walsall	10,760	4,554	15,314	9.7	Falkirk	4,615	2,418	7,033	11.8
Wareham and Swanage	288	159	447	4.6	Forfar	519	294	813	8.1
Warminster	216	194	410	6.3	Forres	370	255	625	20.4
Warrington	3,977	1,997	5,974	8.2	Fraserburgh	389	187	576	8.2
Warwick	2,327	1,588	3,915	4.7	Galashiels	534	249	783	5.1
Watford and Luton	9,469	4,485	13,954	4.2	Girvan	414	196	610	19.6
Wellingborough and Rushden	1,395	925	2,320	5.1	Glasgow	65,000	22,251	87,251	14.0
Wells	700	489	1,189	5.1	Greenock	5,945	1,876	7,821	16.8
Weston-super-Mare	2,042	1,284	3,326	8.5	Haddington	675	342	1,017	7.4
Whitby	657	303	960	13.3	Hawick	332	152	484	6.0
Whitchurch and Market Drayton	672	402	1,074	7.3	Huntly	168	104	272	7.2
Whitehaven	1,829	938	2,767	8.4	Invergordon and Dingwall	1,498	600	2,098	15.6
Widnes and Runcorn	5,394	2,207	7,601	13.8	Inverness	2,819	1,143	3,962	9.6

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status † and in travel-to-work areas* at October 13, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
Irvine	5,726	2,268	7,994	16.7	Stranraer	795	387	1,182	16.7
Islay/Mid Argyll	309	175	484	11.5	Sutherland	459	218	677	16.0
Keith	303	170	473	10.6	Thurso	426	243	669	9.6
Kelso and Jedburgh	174	99	273	5.3	Western Isles	1,595	457	2,052	20.9
Kilmarnock	3,039	1,224	4,263	13.9	Wick	517	161	678	12.8
Kirkcaldy	6,093	2,754	8,847	13.8	Northern Ireland				
Lanarkshire	17,084	6,093	23,177	14.7	Ballymena	2,033	917	2,950	11.9
Lochaber	658	335	993	11.8	Belfast	38,431	15,901	54,332	15.6
Lockerbie	229	136	365	9.2	Coleraine	4,847	1,650	6,497	20.2
Newton Stewart	345	188	533	16.1	Cookstown	1,762	667	2,429	29.2
					Craigavon	6,771	2,915	9,686	16.0
North East Fife	834	581	1,415	8.5	Dungannon	2,650	992	3,642	24.7
Oban	449	297	746	9.1	Enniskillen	2,868	945	3,813	21.1
Orkney Islands	466	235	701	10.4	Londonderry	9,058	2,292	11,350	24.9
Peebles	260	132	392	8.7	Magherafelt	1,792	735	2,527	24.2
Perth	1,710	730	2,440	8.5	Newry	4,928	1,868	6,796	26.4
Peterhead	797	441	1,238	10.2					
Shetland Islands	380	258	638	6.5					
Skye and Wester Ross	501	288	789	15.2					
Stewartry	464	326	790	10					

UNEMPLOYMENT
Age and duration: October 13, 1988
Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE			
	18-24	25-49	50 and over	All ages (16 and over)	18-24	25-49	50 and over	All ages (16 and over)	18-24	25-49	50 and over	All ages (16 and over)	18-24	25-49	50 and over	All ages (16 and over)
2 or less	SOUTH EAST															
Over 2 and up to 4	7,087	9,765	3,706	20,675	4,791	5,199	1,124	11,218	3,660	4,090	1,292	9,091	2,154	1,808	294	4,298
8	5,540	7,184	2,163	14,962	3,776	3,951	711	8,498	2,971	3,139	813	6,971	1,789	1,433	214	3,491
13	8,592	12,159	4,639	25,532	5,894	7,089	1,532	14,673	4,842	5,051	1,958	11,952	2,961	2,555	653	6,226
26	7,639	11,521	4,055	23,365	4,911	6,442	1,378	12,857	6,915	8,022	2,924	17,950	4,212	4,519	749	9,558
52	12,561	21,397	8,285	42,413	8,270	12,198	2,662	28,320	6,777	11,059	4,904	22,846	4,432	6,617	1,283	12,394
104	13,069	26,878	12,046	52,179	8,270	16,174	3,724	28,320	6,777	11,059	4,904	22,846	4,432	6,617	1,283	12,394
156	9,560	23,688	10,691	44,004	4,794	8,238	3,721	16,814	5,675	9,602	5,603	20,908	2,702	3,457	1,580	7,752
208	3,539	12,253	6,919	22,711	1,760	3,229	2,810	7,799	2,393	5,536	5,722	13,651	1,106	1,301	1,319	3,726
260	1,938	8,737	5,610	16,285	869	2,256	2,461	5,586	1,313	3,933	4,228	9,474	572	831	1,006	2,409
Over 260	926	6,195	4,926	12,047	442	1,386	2,161	3,969	756	3,258	2,616	6,630	306	565	873	1,744
All	71,544	156,954	76,956	306,359	44,291	69,360	27,295	141,769	40,175	69,577	38,932	149,181	22,825	26,855	10,459	60,500
2 or less	GREAT LONDON (Included in South East)															
Over 2 and up to 4	3,664	4,989	1,596	10,305	2,358	2,642	561	5,609	4,749	5,113	1,596	11,536	2,687	2,366	433	5,532
8	3,077	3,925	997	8,028	2,002	2,130	334	4,498	4,228	4,055	965	9,314	2,399	2,017	332	4,798
13	5,005	6,928	2,079	14,081	3,254	3,725	809	7,865	7,339	7,347	2,512	17,328	4,418	3,685	810	8,994
26	4,480	6,719	1,971	13,255	2,702	3,500	777	7,050	5,820	6,660	1,915	14,474	3,126	3,341	606	7,131
52	7,896	13,278	4,072	25,345	4,672	6,468	1,488	12,731	10,529	12,301	3,919	26,886	5,680	6,402	1,340	13,509
104	9,058	17,680	6,073	32,924	4,818	8,485	1,960	15,363	10,840	16,764	5,877	33,628	6,047	2,108	1,706	17,016
156	6,818	16,594	5,700	29,162	3,305	5,101	2,029	10,478	8,737	16,049	5,832	30,647	3,951	4,953	2,304	11,227
208	2,601	8,728	3,772	15,101	1,236	2,151	1,393	4,780	3,262	8,495	4,194	15,954	1,484	1,916	1,795	5,195
260	1,395	6,264	2,983	10,642	582	1,459	1,283	3,324	1,867	6,471	3,269	11,607	820	1,327	1,572	3,719
Over 260	670	4,461	2,714	7,845	298	923	1,071	2,292	1,127	5,149	2,908	9,184	463	851	1,277	2,591
All	74,311	151,518	77,738	306,359	44,291	69,360	27,295	141,769	40,175	69,577	38,932	149,181	22,825	26,855	10,459	60,500
2 or less	EAST ANGLIA															
Over 2 and up to 4	854	1,111	472	2,446	642	638	138	1,430	2,570	3,403	1,099	7,116	1,390	1,236	213	2,860
8	583	764	267	1,633	471	486	95	1,065	2,337	2,655	687	5,717	1,260	1,033	177	2,504
13	787	1,097	517	2,422	636	782	154	1,588	4,198	4,473	1,542	10,284	2,571	2,045	437	5,104
26	642	953	380	1,988	553	652	117	1,334	3,233	3,711	1,021	8,005	1,581	1,642	279	3,530
52	1,009	1,593	856	3,476	957	1,266	263	2,502	5,945	6,692	2,059	14,762	3,000	3,257	629	6,922
104	1,028	2,089	1,281	4,411	961	1,809	416	3,205	5,626	8,467	3,276	17,439	2,919	4,700	965	8,634
156	724	1,733	1,079	3,538	424	777	413	1,619	4,265	7,773	4,138	16,192	1,805	2,427	1,136	5,373
208	314	897	701	1,912	162	264	343	759	1,409	4,125	2,930	8,464	675	865	955	2,495
260	165	561	598	1,424	106	192	282	580	835	3,279	2,299	6,413	422	631	793	1,846
Over 260	85	460	492	1,037	50	138	239	427	549	2,828	2,111	5,488	225	450	680	1,355
All	114	1,619	1,499	3,232	74	319	553	946	876	11,985	6,454	19,315	318	1,272	1,587	3,177
All	6,305	12,977	8,142	27,519	5,036	7,323	3,013	15,465	31,843	59,391	27,596	119,156	16,166	19,558	7,851	43,800
2 or less	WALES															
Over 2 and up to 4	2,164	3,128	1,332	6,676	1,711	1,797	374	3,922	2,190	2,639	737	5,590	1,186	1,245	232	2,695
8	1,745	2,107	813	4,703	1,269	1,293	235	2,819	2,091	1,966	515	4,603	1,087	912	164	2,177
13	2,502	3,726	1,720	8,001	1,975	2,240	487	4,748	3,205	3,435	1,125	7,807	1,984	1,763	365	4,145
26	1,983	2,989	1,318	6,320	1,462	1,924	426	3,846	2,411	2,905	767	6,116	1,100	1,348	244	2,712
52	3,252	4,842	2,653	10,786	2,464	3,580	742	6,839	4,331	5,247	1,536	11,168	2,204	2,623	464	5,331
104	2,875	5,983	4,045	12,929	2,406	4,956	1,234	8,649	4,291	7,112	2,493	13,956	2,205	3,537	784	6,580
156	1,969	4,884	3,053	9,923	1,130	2,263	1,315	4,713	3,153	6,052	2,858	12,072	1,321	1,828	793	3,950
208	612	2,333	2,093	5,038	344	771	893	2,008	846	2,906	1,828	5,580	392	620	581	1,593
260	308	1,653	1,540	3,501	193	504	753	1,450	513	2,059	1,322	3,894	217	424	469	1,110
Over 260	160	1,186	1,284	2,630	117	322	678	1,117	291	1,737	1,115	3,143	158	246	397	801
All	215	3,662	3,598	7,475	135	885	1,532	2,552	425	6,739	3,530	10,694	190	820	956	1,966
All	17,785	36,493	23,449	77,982	13,206	20,535	8,669	42,663	23,747	42,797	17,826	84,623	12,044	15,366	5,449	33,060
2 or less	SCOTLAND															
Over 2 and up to 4	2,917	3,173	1,026	7,148	1,877	1,636	247	3,801	4,498	5,492	1,449	11,500	2,659	2,639	439	5,788
8	2,531	2,461	740	5,769	1,665	1,389	193	3,270	3,535	3,926	856	8,391	1,932	1,814	272	4,073
13	4,274	4,211	1,760	10,315	3,150	2,756	558	6,517	7,646	8,238	1,805	17,809	3,507	3,616	541	7,755
26	3,344	3,858	1,462	8,732	2,152	2,293	408	4,891	4,799	5,827	1,507	12,197	2,475	2,950	493	5,970
52	6,125	7,430	3,049	16,706	4,032	4,694	911	9,708	9,764	11,418	3,081	24,400	5,291	6,155	1,131	12,665
104	6,537	10,358	4,747	21,710	4,445	7,258	1,581	13,349	9,368	14,601	4,943	29,043	4,875	8,046	1,799	14,809
156	5,479	9,752	4,837	20,098	2,908	3,791	1,787	8,496	7,900	14,597	5,074	27,601	3,397	4,318	1,887	9,620
208	2,192	5,708	3,476	11,376	1,320	1,482	1,430	4,232	2,956	7,648	3,647	14,251	1,462	1,743	1,375	4,580
260	1,240	4,316	2,919	8,475	724	1,054	1,277	3,055	1,680	5,815	3,332	10,827	833	1,228	1,153	3,214
Over 260	633	3,387	2,825	6,845	389	682	1,182	2,253	906	4,433	2,787	8,126	379	727	949	2,055
All	1,049	15,202	10,633	26,884	508	2,204	3,094	5,806	1,237	15,656	8,725	25,618	583	1,945	2,426	4,954
All	36,321	69,856	37,474	144,058	23,170	29,239	12,668	65,378	54,289	97,651	37,206	189,763	27,393	35,181	12,465	75,483
2 or less	NORTHERN IRELAND															
Over 2 and up to 4	2,018	2,460	886	5,401	1,419	1,302	234	2,988	1,193	1,159	254	2,627	818	828	90	1,749
8	1,643	1,843	706	4,229	1,113	977	151	2,258	1,043	934	179	2,167	742	699	82	1,536
13	2,569	3,172	1,248	7,046	1,883	1,930	324	4,173	2,070	1,658	387	4,153	1,745	1,375	187	3,328
26	2,154	2,727	968	5,893	1,360	1,662	274	3,328	1,447	1,678	324	3,476	937	1,210	153	2,319
52	3,749	5,068	2,269	11,141	2,565	3,416	610	6,648	3,104	3,551	731	7,445	1,881	2,468	335	4,715
104	3,660	7,203	3,798	14,719	2,725	4,887	974	8,647	3,759	5,482	1,223	10,517	1,792	3,009	531	5,370
156	2,764	5,531	5,994	14,296	1,466	2,115	1,033	4,623	4,269	7,022	1,386	12,711	1,723	2,130	539	4,412
208	1,152	2,661	4,074	7,887	535	788	813	2,136	2,197	5,046	1,110	8,353	794	957	457	2,208
260	608	2,199	2,516	5,323	293	518	708	1,519	1,308	4,084	890	6,282	466	642	352	1,460

2.7 UNEMPLOYMENT Age

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
Thousand									
MALE AND FEMALE									
1987 Oct	2,616.6	239.6	544.2	394.5	499.8	387.8	489.3	61.4	2,751.4
1988 Jan	2,602.7	229.6	544.3	397.8	503.0	389.9	480.7	57.4	2,722.2
Apr	2,430.0	202.0	495.7	372.5	474.6	371.5	461.4	52.2	2,536.0
July	2,245.3	183.3	480.0	339.3	428.4	337.5	429.7	47.1	2,326.7
Oct	2,110.7	177.9	428.4	320.4	399.9	317.1	421.0	45.9	2,118.9
Thousand									
MALE									
1987 Oct	1,826.9	139.5	351.8	263.9	371.5	279.4	360.3	60.3	1,903.6
1988 Jan	1,825.7	135.4	354.7	268.2	375.8	281.2	353.9	56.5	1,892.7
Apr	1,705.9	119.6	324.4	251.0	353.9	267.4	338.4	51.1	1,765.7
July	1,560.3	108.1	307.6	227.6	317.3	240.2	313.5	46.1	1,606.3
Oct	1,479.6	104.9	280.6	216.8	298.3	226.7	307.4	44.9	1,484.2
Thousand									
FEMALE									
1987 Oct	789.7	100.1	192.4	130.5	128.3	108.4	128.9	1.1	847.8
1988 Jan	777.1	94.3	189.6	129.6	127.2	108.7	126.8	0.9	829.5
Apr	724.1	82.4	171.3	121.5	104.1	123.0	1.1	770.3	
July	685.0	75.3	172.4	111.7	111.0	97.3	116.2	1.0	720.4
Oct	631.1	73.0	147.8	103.6	101.6	90.4	113.6	1.0	634.6

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

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
Thousand								
MALE AND FEMALE								
1987 Oct	312.2	823.8	443.1	416.0	218.4	537.9	2,751.4	1,172.2
1988 Jan	270.2	904.9	446.5	373.4	211.3	516.0	2,722.2	1,100.6
Apr	256.5	766.6	483.6	342.0	193.1	494.1	2,536.0	1,029.2
July	283.7	661.3	433.5	311.3	170.6	466.3	2,326.7	948.2
Oct**	241.0	632.0	360.4	290.6	151.9	443.0	2,118.9	885.5
Per cent								
Proportion of number unemployed								
1987 Oct	11.3	29.9	16.1	15.1	7.9	19.5	100.0	42.6
1988 Jan	9.9	33.2	16.4	13.7	7.8	19.0	100.0	40.4
Apr	10.1	30.2	19.1	13.5	7.6	19.5	100.0	40.6
July	12.2	28.4	18.6	13.4	7.3	20.0	100.0	40.8
Oct**	11.4	29.8	17.0	13.7	7.2	20.9	100.0	41.8
Thousand								
MALE								
1987 Oct	197.9	520.8	289.6	297.9	164.0	433.5	1,903.6	895.4
1988 Jan	167.2	590.9	288.3	270.2	159.9	416.2	1,892.7	846.3
Apr	167.3	495.6	310.6	247.8	146.4	398.0	1,765.7	792.2
July	173.3	425.7	278.0	224.8	129.3	375.2	1,606.3	729.3
Oct**	158.3	410.3	233.4	212.0	115.2	355.2	1,484.2	682.3
Per cent								
Proportion of number unemployed								
1987 Oct	10.4	27.4	15.2	15.6	8.6	22.8	100.0	47.0
1988 Jan	8.8	31.2	15.2	14.3	8.4	22.0	100.0	44.7
Apr	9.5	28.1	17.6	14.0	8.3	22.5	100.0	44.9
July	10.8	26.5	17.3	14.0	8.0	23.4	100.0	45.4
Oct**	10.7	27.6	15.7	14.3	7.8	23.9	100.0	46.0
Thousand								
FEMALE								
1987 Oct	114.3	303.0	153.6	118.1	54.4	104.4	847.8	276.9
1988 Jan	103.0	314.0	158.2	103.2	51.4	99.7	829.5	254.3
Apr	89.2	271.0	173.0	94.2	46.7	96.2	770.3	237.0
July	110.4	235.6	155.5	86.4	41.4	91.1	720.4	218.9
Oct**	82.8	221.7	127.0	78.6	36.7	87.8	634.6	203.2
Per cent								
Proportion of number unemployed								
1987 Oct	13.5	35.7	18.1	13.9	6.4	12.3	100.0	32.7
1988 Jan	12.4	37.9	19.1	12.4	6.2	12.0	100.0	30.7
Apr	11.6	35.2	22.5	12.2	6.1	12.5	100.0	30.8
July	15.3	32.7	21.6	12.0	5.7	12.6	100.0	30.4
Oct**	13.0	34.9	20.0	12.4	5.8	13.8	100.0	32.0

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at October 13, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
† per cent employees and unemployed									
SOUTH EAST									
Bedfordshire	7,389	3,633	11,022	4.6	Kent	22,341	11,520	33,861	6.0
Luton	3,998	1,587	5,585		Ashtford	1,078	614	1,692	
Mid Bedfordshire	683	545	1,228		Canterbury	1,927	958	2,885	
North Bedfordshire	1,702	874	2,576		Dartford	1,029	546	1,575	
South Bedfordshire	1,006	627	1,633		Dover	2,021	854	2,875	
Berkshire	6,611	3,243	9,854	2.9	Gillingham	1,363	869	2,232	
Bracknell	720	471	1,191		Gravesham	1,709	926	2,635	
Newbury	792	474	1,266		Maidstone	1,233	722	1,955	
Reading	1,963	667	2,630		Rochester-upon-Medway	2,495	1,479	3,974	
Slough	1,591	747	2,338		Sevenoaks	970	525	1,495	
Windsor and Maidenhead	918	445	1,363		Shepway	1,868	831	2,699	
Wokingham	627	439	1,066		Swale	1,996	1,056	3,052	
Buckinghamshire	5,226	2,921	8,147	3.1	Thanet	3,245	1,434	4,679	
Aylesbury Vale	914	612	1,526		Tonbridge and Malling	777	404	1,181	
Chiltern	471	277	748		Tunbridge Wells	630	302	932	
Milton Keynes	2,272	1,194	3,466		Oxfordshire	4,864	2,585	7,449	3.1
South Buckinghamshire	418	228	646		Cherwell	938	576	1,514	
Wycombe	1,151	610	1,761		Oxford	1,866	742	2,608	
East Sussex	10,261	5,159	15,420	5.7	South Oxfordshire	857	463	1,320	
Brighton	4,075	1,876	5,951		Vale of White Horse	663	420	1,083	
Eastbourne	1,023	474	1,497		West Oxfordshire	540	384	924	
Hastings	1,393	680	2,073		Surrey	6,190	3,032	9,222	
Hove	1,646	866	2,512		Elmbridge	647	370	1,017	
Lewes	773	495	1,268		Epsom and Ewell	495	214	709	
Rother	744	357	1,101		Guildford	772	326	1,098	
Wealden	607	411	1,018		Mole Valley	449	211	660	
Essex	19,169	10,897	30,066	5.5	Reigate and Banstead	748	334	1,082	
Basildon	2,522	1,491	4,013		Runnymede	438	239	677	
Braintree	970	697	1,667		Spelthorne	619	361	980	
Brentwood	586	295	881		Surrey Heath	363	220	583	
Castle Point	920	544	1,464		Tandridge	474	242	716	
Chelmsford	1,118	852	1,970		Waverley	562	236	798	
Colchester	1,780	1,150	2,930		Woking	623	279	902	
Epping Forest	1,256	771	2,027		West Sussex	4,880	2,720	7,600	2.7
Harlow	1,235	635	1,870		Adur	498	323	821	
Maldon	451	289	740		Arun	1,117	577	1,694	
Rochford	635	371	1,006		Chichester	660	401	1,061	
Southend-on-Sea	2,754	1,248	4,002		Crawley	621	304	925	
Tendring	2,177	1,066	3,243		Horsham	503	281	784	
Thurrock	2,394	1,266	3,660		Mid Sussex	596	379	975	
Uttlesford	371	222	593		Worthing	885	455	1,340	
Greater London	186,687	78,758	265,445	6.9	EAST ANGLIA				
Barking and Dagenham	2,976	1,333	4,309		Cambridgeshire	7,789	4,281	12,070	4.1
Barnet	4,466	2,259	6,725		Cambridge	1,378	599	1,977	
Bexley	3,117	1,749	4,866		East Cambridgeshire	333	257	590	
Brent	8,618	3,896	12,514		Fenland	1,248	679	1,927	
Bromley	3,719	1,846	5,565		Huntingdon	1,064	978	2,042	
Camden	7,672	3,201	10,873		Peterborough	3,235	1,342	4,577	
City of London	66	18	84		South Cambridgeshire	531	426	957	
City of Westminster	5,800	2,381	8,181		Norfolk	12,502	6,669	19,171	6.4
Croydon	5,400	2,528	7,928		Breckland	1,131	758	1,889	
Ealing	6,309	3,050	9,359		Broadland	832	606	1,438	
Enfield	4,764	2,152	6,916		Great Yarmouth	2,844	1,426	4,270	
Greenwich	6,863	3,028	9,891		North Norfolk	1,131	593	1,724	
Hackney	11,150	4,172	15,322		Norwich	3,656	1,563	5,219	
Hammersmith and Fulham	6,061	2,456	8,517		South Norfolk	918	635	1,553	
Haringey	8,975	3,833	12,808		West Norfolk	1,990	1,088	3,078	
Harrow	2,662	1,489	4,151		Suffolk	7,228	4,515	11,743	4.3
Havering	2,961	1,598	4,559		Babergh	739	474	1,213	
Hillingdon	2,466	1,373	3,839		Forest Heath	341	351	692	
Hounslow	3,412	1,768	5,180		Ipswich	1,915	931	2,846	
Islington	8,419	3,383	11,802		Mid Suffolk	526	420	946	

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at October 13, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
Purbeck	382	208	590		Northampton	2,670	1,418	4,088	
West Dorset	737	465	1,202		South Northamptonshire	344	300	644	
Weymouth and Portland	1,093	530	1,623		Wellingborough	988	601	1,589	
Gloucestershire	6,962	4,112	11,074	5.2	Nottinghamshire	31,780	11,758	43,538	9.4
Cheltenham	1,603	746	2,349		Ashfield	3,636	1,076	4,712	
Cotswold	469	361	830		Bassetlaw	3,229	1,449	4,678	
Forest of Dean	1,062	746	1,808		Broxtowe	1,994	958	2,952	
Gloucester	1,820	848	2,668		Gedling	2,142	1,057	3,199	
Stroud	1,148	862	2,010		Mansfield	4,029	1,230	5,259	
Tewkesbury	860	549	1,409		Newark	2,498	1,078	3,576	
Somerset	5,887	3,887	9,774	5.9	Nottingham	12,779	4,093	16,872	
Kennet	1,021	738	1,759		Rushcliffe	1,473	817	2,290	
Sedgemoor	1,533	979	2,512		YORKSHIRE AND HUMBERSIDE				
Taunton Deane	1,390	758	2,148		Humberside	26,504	11,047	37,551	10.6
West Somerset	538	277	815		Beverly	1,534	1,045	2,579	
Yeovil	1,405	1,135	2,540		Boothferry	1,390	686	2,076	
Wiltshire	6,299	4,277	10,576	4.8	Cleethorpes	1,943	871	2,814	
Kenet	522	448	970		East Yorkshire	1,501	843	2,344	
North Wiltshire	1,104	924	2,028		Glanford	1,176	719	1,895	
Salisbury	1,004	641	1,645		Great Grimsby	3,833	1,314	5,147	
Thamesdown	2,505	1,385	3,890		Holderness	835	551	1,386	
West Wiltshire	1,164	879	2,043		Kingston-upon-Hull	11,973	4,203	16,176	
WEST MIDLANDS					Scunthorpe	2,319	815	3,134	
Hereford and Worcester	10,512	6,191	16,703	6.6	North Yorkshire	11,292	6,359	17,651	6.7
Bromsgrove	1,542	886	2,428		Craven	562	391	953	
Hereford	970	621	1,591		Hambleton	970	633	1,603	
Leominster	481	293	774		Harrogate	1,534	911	2,445	
Malvern Hills	1,079	562	1,641		Richmondshire	516	476	992	
Redditch	1,463	853	2,316		Ryedale	868	591	1,459	
South Herefordshire	531	390	921		Scarborough	2,712	1,147	3,859	
Worcester	1,671	782	2,453		Selby	1,341	958	2,299	
Wyche	1,067	813	1,880		York	2,789	1,252	4,041	
Wyre Forest	1,608	991	2,599		South Yorkshire	54,249	20,080	74,329	13.4
Shropshire	7,756	4,219	11,975	8.0	Barnsley	9,870	3,012	12,882	
Bridgnorth	653	470	1,123		Doncaster	12,271	4,765	17,036	
North Shropshire	751	509	1,260		Rotherham	10,252	3,787	14,039	
Oswestry	551	294	845		Sheffield	21,856	8,516	30,372	
Shrewsbury and Atcham	1,528	871	2,399		West Yorkshire	57,136	23,014	80,150	8.8
South Shropshire	467	300	767		Bradford	14,307	5,217	19,524	
The Wrekin	3,806	1,775	5,581		Calderdale	4,020	2,089	6,109	
Staffordshire	20,100	10,925	31,025	7.2	Kirklees	8,648	3,976	12,624	
Cannock Chase	2,124	1,195	3,319		Leeds	19,597	8,014	27,611	
East Staffordshire	1,737	974	2,711		Wakefield	10,564	3,718	14,282	
Lichfield	1,369	875	2,244		NORTH WEST				
Newcastle-under-Lyme	2,302	1,244	3,546		Cheshire	21,963	10,561	32,524	8.6
South Staffordshire	2,046	1,167	3,213		Chester	3,071	1,351	4,422	
Stafford	1,685	1,047	2,732		Cogleton	945	700	1,645	
Staffordshire Moorlands	1,071	820	1,891		Crewe and Nantwich	2,111	1,100	3,211	
Stoke-on-Trent	5,989	2,667	8,656		Ellesmere Port and Neston	2,478	1,013	3,491	
Tamworth	1,777	936	2,713		Halton	5,167	2,051	7,218	
Warwickshire	7,854	5,124	12,978	6.4	Macclesfield	1,932	1,078	3,010	
North Warwickshire	1,058	780	1,838		Vale Royal	2,252	1,271	3,523	
Nuneaton and Bedworth	2,808	1,562	4,370		Warrington	3,977	1,997	5,974	
Rugby	1,256	911	2,167		Greater Manchester	85,207	34,501	119,708	10.6
Stratford-on-Avon	958	711	1,669		Bolton	8,493	3,347	11,840	
Warwick	1,774	1,160	2,934		Bury	3,612	1,857	5,469	
West Midlands	97,836	38,919	136,755	10.4	Manchester	24,620	8,032	32,652	
Birmingham	44,577	16,188	60,765		Oldham	6,080	2,768	8,848	
Coventry	10,710	4,792	15,502		Rochdale	6,283	2,826	9,109	
Dudley	7,977	3,824	11,801		Salford	9,402	3,135	12,537	
Sandwell	11,567	4,603	16,170		Stockport	5,478	2,829	8,307	
Solihull	8,439	2,443	10,882		Tameside	5,979	2,810	8,789	
Walsall	8,328	3,203	11,531		Trafford	5,379	2,291	7,670	
Wolverhampton	10,278	3,866	14,144		Wigan	9,881	4,606	14,487	
EAST MIDLANDS					Lancashire	33,685	14,662	48,347	9.0
Derbyshire	24,817	10,434	35,251	9.1	Blackburn	4,432	1,554	5,986	
Amber Valley	2,324	1,020	3,344		Blackpool	4,838	1,718	6,556	
Bolsover	2,555	878	3,433		Burnley	2,462	960	3,422	
Chesterfield	3,796	1,347	5,143		Chorley	1,610	966	2,576	
Derby	7,357	2,744	10,101		Fylde	945	471	1,416	
Erewash	2,209	983	3,192		Hyndburn	1,672	826	2,498	
High Peak	1,440	944	2,384		Lancaster	3,676	1,597	5,273	
North East Derbyshire	3,013	1,355	4,368		Pendle	1,686	828	2,514	
South Derbyshire	1,225	598	1,823		Preston	4,227	1,454	5,681	
West Derbyshire	898	565	1,463		Ribble Valley	388	327	715	
Leicestershire	15,304	7,327	22,631	5.6	Rossendale	1,114	614	1,728	
Blaby	701	476	1,177		South Ribble	1,632	972	2,604	
Charnwood	1,730	1,042	2,772		West Lancashire	3,160	1,527	4,687	
Harborough	422	326	748		Wyre	1,843	848	2,691	
Hinckley and Bosworth	976	632	1,608		Merseyside	74,085	26,361	100,446	16.2
Leicester	8,673	3,984	12,657		Knowsley	10,337	3,340	13,677	
Melton	441	374	815		Liverpool	32,148	10,843	43,091	
North West Leicestershire	1,609	656	2,265		Sefton	10,947	4,328	15,275	
Oadby and Wigston	482	292	774		St Helens	7,214	2,824	10,038	
Rutland	270	235	505		Wirral	13,439	4,926	18,365	
Lincolnshire	11,652	6,123	17,775	8.2	NORTH				
Boston	972	528	1,500		Cleveland	27,253	9,288	36,541	15.3
East Lindsey	2,957	1,412	4,369		Hartlepool	4,709	1,560	6,269	
Lincoln	3,063	1,231	4,294		Langbaurgh	6,655	2,331	8,986	
North Kesteven	1,045	754	1,799		Middlesbrough	8,436	2,525	10,961	
South Holland	700	507	1,207		Stockton-on-Tees	7,453	2,872	10,325	
South Kesteven	1,519	895	2,414		Cumbria	9,733	5,460	15,193	7.5
West Lindsey	1,396	796	2,192		Allerdale	2,450	1,260	3,710	
Northamptonshire	6,940	4,459	11,399	4.8	Barrow-in-Furness	1,740	1,028	2,768	
Corby	1,103	696	1,799		Carlisle	2,178	1,208	3,386	
Daventry	461	507	968		Copeland	1,941	971	2,912	
East Northamptonshire	504	381	885		Eden	464	364	828	
Kettering	870	556	1,426		South Lakeland	960	629	1,589	

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at October 13, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
Durham	20,193	7,668	27,861	12.4	Dumfries and Galloway Region	3,897	2,169	6,066	10.7
Chester-le-Street	1,641	706	2,347		Annandale and Eskdale	721	448	1,169	
Darlington	3,331	1,386	4,717		Nithsdale	1,572	820	2,392	
Derwentside	3,625	1,236	4,862		Stewartry	464	326	790	
Durham	2,389	970	3,359		Wigtown	1,140	575	1,715	
Easington	3,793	1,105	4,898		Fife Region	11,311	5,234	16,545	12.3
Sedgefield	2,718	1,150	3,868		Dunfermline	4,179	1,748	5,927	
Teesdale	438	291	729		Kirkcaldy	6,004	2,709	8,713	
Wear Valley	2,257	824	3,081		North East Fife	1,128	777	1,905	
Northumberland	8,796	3,486	12,282	11.2	Grampian Region	10,119	5,255	15,374	6.7
Alnwick	893	425	1,318		Banff and Buchan	1,720	904	2,624	
Berwick-upon-Tweed	608	264	872		City of Aberdeen	5,220	2,172	7,392	
Blyth Valley	2,697	1,030	3,727		Gordon	787	577	1,364	
Castle Morpeth	1,029	440	1,469		Kincardine and Deeside	557	437	994	
Tynedale	807	496	1,303		Moray	1,835	1,165	3,000	
Wansbeck	2,762								

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 13, 1988

	Male	Female	All		Male	Female	All				
SOUTH EAST											
Bedfordshire											
Luton South	2,749	984	3,733	Newham North West	2,770	975	3,745				
Mid Bedfordshire	745	595	1,340	Newham South	2,839	1,020	3,859				
North Bedfordshire	1,470	697	2,167	Norwood	4,134	1,605	5,739				
North Luton	1,456	743	2,199	Old Bexley and Sidcup	713	445	1,158				
South West Bedfordshire	969	614	1,583	Orpington	904	437	1,341				
Berkshire											
East Berkshire	892	540	1,432	Peckham	4,879	1,684	6,563				
Newbury	683	399	1,082	Putney	1,531	734	2,265				
Reading East	1,255	427	1,682	Ravensbourne	717	429	1,146				
Reading West	917	371	1,288	Richmond-upon-Thames and Barnes	999	586	1,585				
Slough	1,591	747	2,338	Romford	990	534	1,524				
Windsor and Maidenhead	746	376	1,122	Ruislip-Northwood	569	319	888				
Wokingham	527	383	910	Southwark and Bermondsey	4,507	1,348	5,855				
Buckinghamshire											
Aylesbury	669	443	1,112	Streatham	3,256	1,323	4,579				
Beaconsfield	556	307	863	Surbiton	458	299	757				
Buckingham	755	408	1,163	Sutton and Cheam	2,496	1,121	3,617				
Chesham and Amersham	466	278	744	Tooting	5,253	2,134	7,387				
Milton Keynes	1,908	1,061	2,969	Twickenham	922	458	1,380				
Wycombe	872	424	1,296	Upminster	1,026	519	1,545				
East Sussex											
Bexhill and Battle	665	329	994	Uxbridge	864	453	1,317				
Brighton Kemptown	2,035	850	2,885	Vauxhall	5,683	1,993	7,676				
Brighton Pavilion	2,040	1,026	3,066	Walthamstow	2,171	890	3,061				
Eastbourne	1,100	523	1,623	Wanstead and Woodford	862	480	1,342				
Hastings and Rye	1,541	750	2,291	Westminster North	3,728	1,538	5,266				
Hove	1,646	866	2,512	Wimbledon	979	435	1,414				
Lewes	812	511	1,323	Woolwich	3,003	1,356	4,359				
Wealden	422	304	726	Hampshire							
Essex											
Basildon	1,933	1,044	2,977	Aldershot	856	588	1,444				
Billerica	980	702	1,682	Basingstoke	742	390	1,232				
Braintree	717	374	1,091	East Hampshire	868	545	1,313				
Brentwood and Ongar	920	544	1,464	Eastleigh	1,291	762	2,053				
Castle Point	876	647	1,523	Fareham	980	685	1,665				
Chelmsford	975	601	1,576	Gosport	1,251	970	2,221				
Epping Forest	1,385	726	2,111	Havant	1,808	837	2,645				
Harlow	1,928	899	2,827	New Forest	494	351	845				
Harwich	1,339	782	2,121	North West Hampshire	1,596	835	2,431				
North Colchester	765	492	1,257	Portsmouth North	3,015	1,330	4,345				
Rochford	648	398	1,046	Portsmouth South	1,175	693	1,868				
Saffron Walden	1,141	824	1,965	Romsey and Waterside	2,736	1,084	3,820				
South Colchester and Maldon	1,663	689	2,352	Southampton Itchen	2,276	881	3,157				
Southend East	1,091	559	1,650	Southampton Test	653	334	987				
Southend West	2,003	1,011	3,014	Hertfordshire							
Thurrock	Greater London										
Barking	1,595	624	2,219	Broxbourne	985	632	1,617				
Battersea	3,175	1,255	4,430	Hertford and Stortford	634	361	995				
Beckenham	1,202	552	1,754	Hertsmer	944	440	1,384				
Bethnal Green and Stepney	4,832	1,207	6,039	North Hertfordshire	1,001	654	1,655				
Bexleyheath	884	518	1,402	South West Hertfordshire	752	392	1,144				
Bow and Poplar	4,544	1,331	5,875	St Albans	786	387	1,173				
Brent East	3,646	1,564	5,210	Stevensage	1,078	576	1,654				
Brent North	1,512	838	2,350	Walford	1,153	549	1,702				
Brent South	3,460	1,494	4,954	Welwyn Hatfield	886	514	1,400				
Brentford and Isleworth	1,695	794	2,489	West Hertfordshire	944	573	1,517				
Carshalton and Wallington	1,030	450	1,480	Isle of Wight							
Chelsea	1,616	723	2,339	Isle of Wight	2,971	1,530	4,501				
Chingford	1,265	622	1,887	Kent							
Chipping Barnet	798	475	1,273	Ashford	1,078	614	1,692				
Chislehurst	896	428	1,324	Canterbury	1,497	734	2,231				
City of London	2,138	861	2,999	Dartford	1,239	691	1,930				
and Westminster South	1,404	538	1,942	Dover	1,886	773	2,659				
Croydon Central	1,571	799	2,370	Faversham	1,897	1,008	2,905				
Croydon North East	1,742	774	2,516	Folkstone and Hythe	1,868	831	2,699				
Croydon North West	683	417	1,100	Gillingham	1,389	883	2,272				
Croydon South	1,381	709	2,090	Gravesham	1,709	926	2,635				
Dagenham	2,280	999	3,279	Maidstone	947	519	1,466				
Dulwich	1,653	812	2,465	Medway	1,449	827	2,276				
Ealing North	2,263	944	3,207	Mid Kent	1,332	855	2,187				
Ealing Acton	2,393	1,294	3,687	North Thanet	2,103	950	3,053				
Ealing Southall	1,901	848	2,749	Severnoaks	760	390	1,150				
Edmonton	1,610	712	2,322	South Thanet	1,780	823	2,603				
Eltham	1,528	736	2,264	Tonbridge and Malling	777	404	1,181				
Enfield North	1,335	568	1,903	Tunbridge Wells	630	302	932				
Enfield Southgate	1,520	786	2,306	Oxfordshire							
Erith and Crayford	1,717	974	2,691	Banbury	878	535	1,413				
Feltham and Heston	1,179	662	1,841	Henley	465	258	723				
Finchley	2,540	1,189	3,729	Oxford East	1,468	598	2,066				
Fulham	2,250	960	3,210	Oxford West and Abingdon	942	446	1,388				
Greenwich	5,333	2,048	7,381	Wantage	511	323	834				
Hackney North and Stoke Newington	5,817	2,124	7,941	Witney	600	425	1,025				
Hackney South and Shoreditch	3,521	1,267	4,788	Surrey							
Hammersmith	2,936	1,401	4,337	Chertsey and Walton	556	307	863				
Hampstead and Highgate	1,600	897	2,497	East Surrey	474	242	716				
Harrow East	1,062	592	1,654	Epsom and Ewell	669	292	961				
Harrow West	1,033	601	1,634	Essex	444	249	693				
Hayes and Harlington	1,200	601	1,801	Guildford	595	234	829				
Hendon North	4,736	1,800	6,536	Mole Valley	483	221	704				
Hendon South	945	545	1,490	North West Surrey	533	319	852				
Holborn and St Pancras	3,722	1,699	5,421	Reigate	574	256	830				
Hornchurch	1,121	621	1,742	South West Surrey	481	204	685				
Hornsey and Wood Green	1,775	781	2,556	Spelthorne	619	361	980				
Ilford North	4,527	1,824	6,351	Woking	762	347	1,109				
Ilford South	3,892	1,559	5,451	West Sussex							
Islington North	2,420	1,047	3,467	Arundel	921	494	1,415				
Islington South and Finsbury	881	392	1,273	Chichester	660	401	1,061				
Kensington	2,236	844	3,080	Crawley	703	364	1,067				
Kingston-upon-Thames	2,620	1,106	3,726	Horsham	503	281	784				
Lewisham East	4,462	1,682	6,144	Mid Sussex	514	319	833				
Lewisham West	2,977	1,126	4,103	Shoreham	694	406	1,100				
Leyton	1,474	655	2,129	Worthing	885	455	1,340				
Mitcham and Morden	2,924	1,063	3,987	EAST ANGLIA							
Newham North East	Cambridgeshire										
				Cambridge	1,268	535	1,803				
				Huntingdon	924	824	1,748				
				North East Cambridgeshire	1,428	810	2,238				
				Peterborough	2,971	1,140	4,111				

UNEMPLOYMENT Area statistics 2.10

Unemployment in Parliamentary constituencies at October 13, 1988

	Male	Female	All		Male	Female	All				
South East Cambridgeshire											
South East Cambridgeshire	481	399	880	Warwickshire							
South West Cambridgeshire	717	573	1,290	North Warwickshire	1,925	1,319	3,244				
Norfolk											
Great Yarmouth	2,844	1,426	4,270	Nuneaton	2,040	1,110	3,150				
Mid Norfolk	825	563	1,388	Rugby and Kenilworth	1,387	1,020	2,407				
North Norfolk	1,131	593	1,724	Stratford-on-Avon	958	711	1,669				
North West Norfolk	1,625	836	2,461	Warwick and Leamington	1,544	964	2,508				
Norwich North	1,418	748	2,166	West Midlands							
Norwich South	2,572	1,068	3,640	Aldridge-Brownhills	1,555	828	2,383				
South Norfolk	918	635	1,553	Birmingham Edgbaston	2,671	1,092	3,763				
South West Norfolk	1,169	800	1,969	Birmingham Erdington	3,951	1,470	5,421				
Suffolk											
Bury St Edmunds	845	774	1,619	Birmingham Hall Green	2,781	1,109	3,890				
Central Suffolk	929	612	1,541	Birmingham Hodge Hill	3,983	1,367	5,350				
Ipswich	1,512	739	2,251	Birmingham Ladywood	5,205	1,714	6,919				
South Suffolk	988	691	1,679	Birmingham Northfield	4,305	1,537	5,842				
Suffolk Coastal	847	481	1,328	Birmingham Perry Barr	4,013	1,560	5,573				
Waveney	2,107	1,218	3,325	Birmingham Small Heath	5,922	1,701	7,623				
SOUTH WEST											
Avon											
Bath	1,542	755	2,297	Birmingham Sparkbrook	4,978	1,425	6,403				
Bristol East	2,123	1,034	3,157	Birmingham Yardley	2,283	1,040	3,323				
Bristol North West	2,193	950	3,143	Birmingham Selly Oak	3,104	1,278	4,382				
Bristol South	3,384	1,365	4,749	Coventry North East	3,859	1,616	5,475				
Bristol West	3,170	1,353	4,523	Coventry North West	2,001	1,021	3,022				
Kingswood	1,440	865	2,305	Coventry South East	3,016	1,205	4,221				
Northavon	1,179	871	2,050	Coventry South West	1,834	950	2,784				
Wansdyke	1,040	742	1,782	Dudley East	3,518	1,468	4,986				
Weston-super-Mare	1,729	1,015	2,744	Dudley West	2,448	1,287	3,735				
Woodspring	1,078	769	1,847	Halesowen and Stourbridge	2,011	1,069	3,080				
Cornwall											
Falmouth and Camborne	2,774	1,246	4,020	Meriden	3,087	1,497	4,584				
North Cornwall	2,009	1,265	3,274	Solihull	1,312	946	2,258				
South East Cornwall	1,713	1,063	2,776	Sutton Coldfield	1,381	895	2,276				
St Ives	2,860	1,383	4,243	Walsall North	3,433	1,168	4,601				
Truro	2,039	1,117	3,156	Walsall South	3,340	1,207	4,547				
Devon											
Exeter	1,928	904	2,832	Warley East	2,942	1,147	4,089				
Honiton	1,182	702	1,884	Warley West	2,485	1,080	3,565				
North Devon	1,643	924	2,567	West Bromwich East	2,875	1,158	4,033				
Plymouth Devonport	1,141	4,087	5,228	West Bromwich West	3,265	1,218	4,483				
Plymouth Drake											

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at September 8, 1988 †

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	4,306	1,734	6,040
Barnsley Central	3,601	962	4,563	Liverpool Riverside	6,905	2,162	9,067
Barnsley East	3,162	920	4,082	Liverpool Walton	6,287	2,034	8,321
Barnsley West and Penistone	3,107	1,130	4,237	Liverpool West Derby	5,382	1,686	7,068
Don Valley	3,814	1,488	5,302	Southport	2,158	1,140	3,298
Doncaster Central	4,157	1,662	5,819	St Helens North	3,296	1,357	4,653
Doncaster North	4,300	1,615	5,915	St Helens South	3,918	1,467	5,385
Rother Valley	3,028	1,281	4,309	Wallasey	4,059	1,393	5,452
Rotherham	3,707	1,269	4,976	Wirral South	1,812	909	2,721
Sheffield Central	5,825	1,817	7,642	Wirral West	2,120	1,065	3,185
Sheffield Attercliffe	3,033	1,207	4,240				
Sheffield Brightside	4,390	1,407	5,797	NORTH			
Sheffield Hallam	2,270	1,244	3,514	Cleveland			
Sheffield Heeley	3,637	1,469	5,106	Hartlepool	4,709	1,560	6,269
Sheffield Hillsborough	2,701	1,372	4,073	Langbaugh	3,961	1,478	5,439
Sheffworth	3,517	1,237	4,754	Middlesbrough	5,801	1,646	7,447
				Redcar	4,559	1,446	6,005
West Yorkshire				Stockton North	4,499	1,610	6,109
Batley and Spen	2,235	938	3,173	Stockton South	3,724	1,548	5,272
Bradford North	3,984	1,261	5,245				
Bradford South	2,768	1,023	3,791	Cumbria			
Bradford West	4,436	1,369	5,805	Barrow and Furness	1,960	1,180	3,140
Calder Valley	1,586	1,034	2,620	Carlisle	1,821	935	2,756
Colne Valley	1,719	923	2,642	Copeland	1,941	971	2,912
Dewsbury	2,215	997	3,212	Penrith and the Border	1,153	857	2,010
Embsay	1,510	771	2,281	Westmorland	781	519	1,300
Hallifax	2,434	1,055	3,489	Workington	2,077	998	3,075
Hemsworth	3,153	929	4,082				
Huddersfield	2,479	1,118	3,597	Durham			
Keighley	1,723	856	2,579	Bishop Auckland	2,828	1,177	4,005
Leeds Central	4,142	1,337	5,479	City of Durham	2,389	970	3,359
Leeds East	3,751	1,204	4,955	Darlington	3,139	1,296	4,435
Leeds North East	2,171	995	3,166	Easington	3,299	991	4,290
Leeds North West	1,780	863	2,643	North Durham	3,419	1,280	4,699
Leeds West	2,656	1,083	3,739	North West Durham	2,815	1,057	3,872
Morley and Leeds South	2,060	851	2,911	Sedgefield	2,304	907	3,211
Normanton	1,815	864	2,679				
Pontefract and Castleford	3,266	1,080	4,346	Northumberland			
Pudsey	1,151	712	1,863	Berwick-upon-Tweed	1,891	829	2,720
Shipley	1,396	708	2,104	Blyth Valley	2,697	1,030	3,727
Wakefield	2,706	1,043	3,749	Hexham	966	619	1,585
				Wansbeck	3,242	1,008	4,250
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,659	1,068	3,727	Blaydon	2,601	984	3,585
Conington	1,008	773	1,781	Gateshead East	3,471	1,260	4,731
Crewe and Nantwich	2,078	1,027	3,105	Houghton and Washington	4,324	1,484	5,808
Eddisbury	1,848	1,057	2,905	Jarrow	4,088	1,313	5,401
Ellesmere Port and Neston	2,682	1,150	3,832	Newcastle upon Tyne Central	3,174	1,216	4,390
Halton	3,618	1,635	5,253	Newcastle upon Tyne East	4,010	1,314	5,324
Macclesfield	1,182	694	1,876	Newcastle upon Tyne North	3,191	1,202	4,393
Tatton	1,362	744	2,106	South Shields	4,146	1,413	5,559
Warrington North	2,675	1,246	3,921	Sunderland North	6,239	1,717	7,956
Warrington South	2,851	1,167	4,018	Sunderland South	4,790	1,668	6,458
				Tyne Bridge	5,770	1,559	7,329
Greater Manchester				Tynemouth	3,373	1,217	4,590
Altrincham and Sale	1,320	693	2,013	Wallsend	4,043	1,551	5,594
Ashton-under-Lyne	2,360	990	3,350				
Bolton North East	2,864	1,019	3,883	WALES			
Bolton South East	3,378	1,247	4,625	Clwyd			
Bolton West	2,251	1,081	3,332	Alyn and Deeside	1,615	871	2,486
Bury North	1,691	860	2,551	Clwyd North West	2,679	1,138	3,817
Bury South	1,921	997	2,918	Clwyd South West	1,632	867	2,499
Cheadle	869	652	1,521	Delyn	1,990	802	2,792
Davyhulme	2,006	879	2,885	Wrexham	2,005	942	2,947
Denton and Reddish	2,521	1,164	3,685				
Eccles	2,715	1,059	3,774	Dyfed			
Hazel Grove	1,256	733	1,989	Carmarthen	2,081	1,025	3,106
Heywood and Middleton	2,540	1,257	3,797	Ceredigion and Pembroke North	2,089	981	3,070
Leigh	3,015	1,256	4,271	Llanelli	2,304	961	3,265
Littleborough and Saddleworth	1,444	905	2,349	Pembroke	3,422	1,484	4,906
Makerfield	2,678	1,445	4,123				
Manchester Central	6,720	1,822	8,542	Gwent			
Manchester Blackley	3,730	1,284	5,014	Blaenau Gwent	2,949	860	3,809
Manchester Gorton	4,137	1,391	5,528	Islwyn	1,940	715	2,655
Manchester Withington	3,776	1,498	5,274	Monmouth	1,303	740	2,043
Manchester Wythenshawe	3,487	988	4,475	Newport East	2,211	947	3,158
Oldham Central and Royton	2,993	1,206	4,199	Newport West	2,600	986	3,586
Oldham West	2,112	970	3,082	Torfaen	2,609	1,118	3,727
Rochdale	3,274	1,256	4,530				
Salford East	4,586	1,262	5,848	Gwynedd			
Stalybridge and Hyde	2,559	1,198	3,757	Caernarfon	2,051	826	2,877
Stockport	1,892	902	2,794	Conwy	1,851	795	2,646
Stretford	4,823	1,768	6,591	Meirionnydd Nant Conwy	916	493	1,409
Wigan	3,469	1,525	4,994	Ynys Mon	2,446	1,185	3,631
Worsley	2,820	1,194	4,014				
				Mid Glamorgan			
Lancashire				Bridgend	1,777	794	2,571
Blackburn	3,877	1,214	5,091	Caerphilly	2,800	818	3,618
Blackpool North	2,469	873	3,342	Cynon Valley	2,625	831	3,456
Blackpool South	2,369	845	3,214	Merthyr Tydfil and Rhymney	2,973	773	3,746
Burnley	2,462	960	3,422	Ogmore	2,219	661	2,880
Chorley	1,708	1,045	2,753	Pontypridd	2,341	844	3,185
Fylde	1,127	546	1,673	Rhondda	2,682	759	3,441
Hyndburn	1,672	826	2,498				
Lancaster	1,927	698	2,625	Powys			
Morcambe and Lunesdale	2,169	980	3,149	Brecon and Radnor	1,007	593	1,600
Pendle	1,686	828	2,514	Montgomery	738	488	1,226
Preston	3,728	1,148	4,876				
Ribble Valley	705	558	1,263	South Glamorgan			
Rossendale and Darwen	1,669	954	2,623	Cardiff Central	3,126	1,259	4,385
South Ribble	1,632	972	2,604	Cardiff North	1,235	522	1,757
West Lancashire	3,062	1,448	4,510	Cardiff South and Penarth	2,927	811	3,738
Wyre	1,723	767	2,490	Cardiff West	3,252	942	4,194
				Vale of Glamorgan	2,409	1,045	3,454
Merseyside							
Birkenhead	5,448	1,559	7,007	West Glamorgan			
Bootle	6,190	1,816	8,006	Aberavon	2,004	612	2,616
Crosby	2,599	1,372	3,971	Gower	1,631	761	2,392
Knowsley North	5,261	1,552	6,813	Neath	2,082	893	2,975
Knowsley South	5,076	1,788	6,864	Swansea East	3,009	898	3,907
Liverpool Broadgreen	4,930	1,836	6,766	Swansea West	3,093	1,020	4,113
Liverpool Garston	4,338	1,491	5,829				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 13, 1988

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,963	1,398	4,361
Borders Region				East Kilbride	2,264	1,296	3,560
Roxburgh and Berwickshire	807	422	1,229	Eastwood	1,609	845	2,454
Tweeddale, Ettrick and Lauderdale	794	381	1,175	Glasgow Cathcart	2,469	866	3,335
				Glasgow Central	4,707	1,476	6,183
Central Region				Glasgow Garscadden	3,976	948	4,924
Clackmannan	2,365	1,023	3,388	Glasgow Govan	3,797	1,190	4,987
Falkirk East	2,298	1,091	3,389	Glasgow Hillhead	3,301	1,494	4,795
Falkirk West	1,911	1,002	2,913	Glasgow Maryhill	4,997	1,578	6,575
Stirling	1,839	962	2,801	Glasgow Pollock	4,628	1,147	5,775
				Glasgow Provan	5,414	1,431	6,845
Dumfries and Galloway Region				Glasgow Rutherglen	3,942	1,256	5,198
Dumfries	1,833	1,002	2,835	Glasgow Shettleston	4,297	1,171	5,468
Galloway and Upper Nithsdale	2,064	1,167	3,231	Glasgow Springburn	5,280	1,541	6,821
				Greenock and Port Glasgow	5,318	1,444	6,762
Fife Region				Hamilton	3,308	1,178	4,486
Central Fife	2,875	1,390	4,265	Kilmarnock and Loudoun	3,039	1,224	4,263
Dunfermline East	2,618	1,036	3,654	Monklands East	3,367	1,084	4,451
Dunfermline West	1,921	822	2,743	Monklands West	2,735	1,001	3,736
Kirkcaldy	2,769	1,209	3,978	Motherwell North	3,240	1,152	4,392
North East Fife	1,128	777	1,905	Motherwell South	2,857	968	3,825
				Paisley North	2,927	1,159	4,086
Grampian Region				Paisley South	2,843	1,088	3,931
Aberdeen North	2,396	888	3,284	Renfrew West and Inverclyde	1,718	996	2,714
Aberdeen South	1,928	833	2,761	Strathkelvin and Bearsden	1,760	879	2,639
Banff and Buchan	1,720	904	2,624				
Gordon	1,066	801	1,867	Tayside Region			
Kincardine and Deeside	1,174	664	1,838	Angus East	1,863	1,160	3,023
Moray	1,835	1,165	3,000	Dundee East	4,247	1,565	5,812
				Dundee West	3,493	1,370	4,863
Highlands Region		</					

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987	5,393	2,737	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Oct 8	907	740	19	86	137	81	160	244	72	90	250	2,046	—	2,046
Nov 12	785	663	25	78	139	64	110	202	68	72	195	1,738	—	1,738
Dec 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1988	578	463	23	91	118	79	94	173	68	374	185	1,783	—	1,783
Jan 14	546	440	26	85	116	74	76	163	68	55	174	1,383	—	1,383
Feb 11	508	410	32	89	126	76	80	176	75	54	175	1,391	—	1,391
Mar 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Apr 14	637	473	47	128	189	118	145	260	113	94	492	2,223	—	2,223
May 12	582	444	32	91	182	99	128	229	107	82	454	1,986	—	1,986
June 9	900	676	65	136	364	199	343	523	260	171	2,826	5,787	2,099	7,886
July 14	16,519	8,233	1,989	5,625	9,886	5,927	11,116	14,284	6,564	7,672	16,433	96,015	6,580	102,595
Aug 11	17,885	9,633	1,775	5,487	9,700	5,980	10,737	14,853	6,224	7,321	16,323	96,285	6,959	103,244
Sept 8	20,634	10,629	2,112	6,421	11,253	7,106	12,600	17,351	7,333	8,501	16,698	110,009	7,647	117,656
Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776

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

UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages †
MALE AND FEMALE								
1985	22.6	17.3	12.2	7.5	8.4	13.5	5.1	11.8
Oct	—	—	—	—	—	—	—	—
1986	23.5	18.1	12.7	7.9	9.0	14.2	5.5	12.2
Jan	21.6	17.2	12.5	7.9	8.9	14.3	5.4	11.9
Apr*	20.9	17.8	12.2	7.7	8.8	14.0	5.4	11.7
July	20.8	16.6	12.1	7.6	8.8	14.1	5.5	11.6
Oct	—	—	—	—	—	—	—	—
1987	22.0	16.8	12.3	7.8	9.1	14.7	5.6	11.7
Jan	20.0	15.7	11.7	7.5	8.8	14.4	5.3	11.0
Apr	18.3	15.3	10.8	7.0	8.3	13.6	4.8	10.3
July	17.7	13.6	10.1	6.6	8.0	13.3	4.4	9.8
Oct	—	—	—	—	—	—	—	—
1988	17.0	13.6	10.2	6.6	7.9	13.1	4.1	9.7
Jan	14.9	12.4	9.6	6.3	7.5	12.6	3.7	9.0
Apr	13.5	12.0	8.7	5.7	6.9	11.7	3.3	8.2
July	—	—	—	—	—	—	—	—
Oct	13.1	10.7	8.2	5.3	6.6	11.5	3.3	7.5
MALE								
1985	24.2	19.0	13.2	9.6	10.5	16.5	7.1	13.5
Oct	—	—	—	—	—	—	—	—
1986	25.6	20.3	14.0	10.3	11.4	17.5	7.7	14.2
Jan	23.6	19.4	13.7	10.2	11.2	17.6	7.6	13.8
Apr*	22.5	19.6	13.3	9.8	11.0	17.2	7.5	13.5
July	22.1	18.4	13.1	9.7	11.0	17.2	7.6	13.3
Oct	—	—	—	—	—	—	—	—
1987	24.6	18.8	13.6	10.2	11.6	18.4	7.9	13.7
Jan	22.6	17.7	13.1	9.8	11.3	18.0	7.4	13.1
Apr	20.6	17.0	12.1	9.0	10.5	16.9	6.6	12.1
July	19.7	15.3	11.4	8.5	10.1	16.6	6.1	11.5
Oct	—	—	—	—	—	—	—	—
1988	19.1	15.4	11.6	8.6	10.0	16.3	5.7	11.4
Jan	16.9	14.1	10.9	8.1	9.5	15.6	5.2	10.7
Apr	15.3	13.4	9.8	7.3	8.7	14.4	4.6	9.7
July	—	—	—	—	—	—	—	—
Oct	14.8	12.2	9.3	6.9	8.3	14.3	4.5	9.0
FEMALE								
1985	20.7	14.9	10.5	4.5	5.6	8.7	0.3	9.3
Oct	—	—	—	—	—	—	—	—
1986	21.2	15.2	10.5	4.6	5.7	9.0	0.3	9.3
Jan	19.3	14.4	10.4	4.6	5.8	9.1	0.2	9.0
Apr*	19.1	15.4	10.4	4.7	5.8	9.1	0.3	9.1
July	19.3	14.2	10.4	4.7	5.8	9.3	0.3	9.1
Oct	—	—	—	—	—	—	—	—
1987	19.1	14.1	10.1	4.6	5.9	9.3	0.3	8.8
Jan	17.1	13.0	9.4	4.4	5.7	9.1	0.3	8.1
Apr	15.7	13.0	8.6	4.2	5.4	8.6	0.3	7.7
July	15.5	11.3	8.0	3.9	5.2	8.5	0.3	7.3
Oct	—	—	—	—	—	—	—	—
1988	14.6	11.2	8.0	3.9	5.1	8.3	0.2	7.1
Jan	12.8	10.1	7.5	3.7	5.0	8.1	0.3	6.6
Apr	11.6	10.1	6.9	3.5	4.7	7.6	0.3	6.2
July	—	—	—	—	—	—	—	—
Oct	11.3	8.7	6.4	3.2	4.4	7.4	0.2	5.4

* See footnotes to tables 2.1 and 2.2.
† Includes those aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of approximate mid-year estimates of the workforce in the corresponding age groups, and are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged under 20 are subject to the widest errors.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Oct 8	75	40	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701
Nov 12	66	49	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312
Dec 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1988	88	40	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
Jan 14	138	100	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
Feb 11	147	96	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
Mar 10	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Apr 14	145	92	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506
May 12	92	70	32	29	355	461	754	224	256	548	1,843	4,594	1,184	5,778
June 9	72	58	17	17	375	341	666	724	133	270	1,471	4,086	1,403	5,489
July 14	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
Aug 11	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206
Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445

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										
1987 Oct	2,751	585	147	423	1,000	208	125	2,697	2,093	87
Nov	2,686	567	166	417	1,024	215	117	2,670	2,133	110
Dec	2,696	620	201	422	1,025	220	124	2,677	2,308	137
1988 Jan	2,722	645	227	432	1,161	264	151	2,689	2,519	147
Feb	2,665	643	215	428	1,126	259	128	2,635	2,517	143
Mar	2,592	642	188	419	1,181	261	131	2,548	2,401	133
Apr	2,536	643	163	407	1,085	250	118	2,478	2,262	111
May	2,427	592	137	395	1,035	230	121	2,432	2,149	92
June	2,341	569	119	386	973	..	117	2,401	2,131	90
July	2,327	519	118	402	1,052	..	111	2,470	2,199	86
Aug	2,291	539	119	395	1,040	..	..	2,552	2,167	..
Sept***	2,311	..	..	381	960	..	..	2,633	2,100	..
Oct	2,119	..	..	..	..	..	..	..	2,074	..
Percentage rate: latest month	7.5	6.8	4.1	13.9	7.2	8.4	4.3	10.5	7.3	4.5
latest month: change on a year ago	-1.8	-1.0	+1.0	-1.6	-0.7	+0.8	-0.3	-0.3	+0.1	-1.0
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1984	2,921	642	130	512	1,397	270	159	2,309	2,265	71
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
Monthly										
1987 Oct	2,664	635	161	427	1,111	218	129	2,572	2,249	..
Nov	2,604	619	159	425	1,081	217	117	2,546	2,242	..
Dec	2,569	610	174	421	1,070	217	123	2,573	2,258	..
1988 Jan	2,519	615	168	414	1,072	218	139	2,578	2,224	..
Feb	2,485	584	157	412	1,046	219	119	2,582	2,230	..
Mar	2,454	588	162	409	1,036	217	126	2,535	2,247	..
Apr	2,403	629	159	404	1,025	234	115	2,539	2,265	..
May	2,364	593	159	400	1,042	240	131	2,559	2,269	..
June	2,324	585	159	368	1,011	..	114	2,578	2,268	..
July	2,267	541	152	404	1,057	..	112	2,614	2,265	..
Aug	2,226	555	159	400	1,069	..	..	2,610	2,250	..
Sept	2,192	..	..	387	1,048	..	..	2,556	2,246	..
Oct	2,160	..	..	..	..	..	..	..	2,235	..
Percentage rate: latest month	7.7	7.0	5.5	14.1	7.8	8.8	4.3	10.2	7.9	..
latest three months: change on previous three months	-0.7	-0.5	-0.1	-0.2	+0.2	+0.4	-0.3	N/C	-0.1	..
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Aug	Aug	..	Aug	Aug	..	..	..	July	Apr
Per cent	8.0	7.0	..	10.2	7.9	..	..	..	6.6	7.4

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

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											
1987 Oct	238	3,328	1,620	2.7	638	31	290	2,951	76	19.7	6,845
Nov	241	3,325	1,560	2.8	680	31	301	2,998	76	21.0	6,802
Dec	250	3,447	1,500	2.9	697	31	310	3,024	71	22.4	6,526
1988 Jan	252	3,531	1,680	3.0	700	43	323	3,069	95	24.2	7,603
Feb	251	3,640	1,730	3.0	701	43	326	3,042	71	23.2	7,482
Mar	247	3,635	1,800	2.7	687	43	321	2,996	78	22.0	7,090
Apr	242	3,624	1,660	2.5	664	43	313	2,940	70	21.1	6,359
May	236	3,638	1,560	2.3	647	38	306	2,878	66	19.8	6,553
June	238	3,762	1,440	2.2	674	42	297	2,824	58	18.6	6,819
July	242	3,850	1,480	2.3	686	45	294	2,776	77	18.3	6,823
Aug	243	3,870	1,570	2.2	692	53	291	2,745	80	17.5	6,659
Sept	236	..	..	..	688	..	..	..	78	..	6,368
Oct	233	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	18.0	16.7	2.5	1.6	14.1	3.9	6.8	18.8	1.8	0.7	5.2
latest month: change on a year ago	-0.5	+2.6	-0.1	-0.2	NC	+1.6	+0.2	-0.6	-0.1	NC	-0.5
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1984	214	2,955	1,613	..	823	67	..	2,477	136	32.1	8,539
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	96	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
Monthly											
1987 Oct	245	3,340	1,660	..	683	33	291	2,970	77	..	7,177
Nov	245	3,335	1,640	..	682	34	294	2,965	82	..	7,090
Dec	245	3,414	1,620	..	685	30	301	2,980	71	..	6,978
1988 Jan	243	3,422	1,660	..	680	36	306	2,981	81	..	7,046
Feb	245	3,493	1,660	..	683	36	307	2,957	72	..	6,938
Mar	243	3,528	1,620	..	684	40	306	2,936	78	..	6,801
Apr	241	3,603	1,570	..	683	43	303	2,916	78	..	6,610
May	240	3,641	1,540	..	679	46	303	2,918	82	..	6,783
June	240	3,760	1,450	..	695	48	302	2,911	71	..	6,455
July	244	3,893	1,550	..	680	48	302	2,887	80	..	6,625
Aug	242	3,955	..	..	682	50	302	2,863	64	..	6,851
Sept	241	..	..	..	683	..	..	..	62	..	6,596
Oct	241	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	18.6	17.0	2.5	..	14.0	3.6	7.0	20.0	1.7	..	5.3
latest three months: change on previous three months	N/C	+1.2	-0.2	..	-0.1	+0.6	N/C	-0.3	N/C	..	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	..	..	July	..	Aug	May	May	May	Aug	..	Aug
Per cent	..	..	2.5	..	9.4	3.2	6.1	19.5	1.6	..	5.5

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

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 ‡	
1987	Oct 8	420.2	-39.3	264.9	-22.0	155.4	-17.3	53.9
	Nov 12	375.3	-39.9	241.1	-25.7	134.2	-14.2	52.0
	Dec 10	328.6	-28.0	217.6	-18.0	111.0	-10.0	44.8
1988	Jan 14	344.4	-24.3	214.7	-16.8	129.7	-7.4	52.4
	Feb 11	345.2	-53.6	220.5	-42.7	124.6	-11.1	51.0
	Mar 10	313.0	-29.1	202.5	-18.5	110.5	-10.6	47.0
	Apr 14	323.9	-33.2	210.3	-22.3	113.6	-10.7	47.9
	May 12	276.7	-44.1	180.4	-19.7	96.3	-11.1	39.8
	June 9	273.8	-41.7	178.2	-23.7	95.6	-18.1	39.2
	July 14	347.5	-81.6	214.9	-48.4	132.6	-33.2	43.4
	Aug 11	311.6	-72.8	194.4	-43.2	117.2	-29.6	44.4
	Sept 8**	327.4	-129.2	209.8	-71.5	117.6	-57.6	43.4
	Oct 13	319.6	-100.6	206.4	-58.5	113.2	-42.1	42.0
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 ‡	
1987	Oct 8	549.0	-14.2	340.9	-12.5	208.1	-12.5	68.4
	Nov 12	432.3	-0.6	273.8	7.3	158.5	-7.9	61.8
	Dec 10	317.5	-25.7	203.6	-8.8	113.9	-16.9	42.7
1988	Jan 14	321.5	26.6	202.6	26.2	119.0	0.5	49.8
	Feb 11	406.6	-54.2	264.5	-32.0	142.1	-22.1	57.9
	Mar 10	392.5	-38.9	255.6	-22.7	136.9	-16.2	55.7
	Apr 14	372.5	-23.9	242.7	-14.6	129.8	-9.3	53.5
	May 12	394.9	-30.5	260.2	-12.1	134.7	-18.5	55.5
	June 9	367.1	-36.3	243.2	-20.8	123.9	-15.5	49.8
	July 14	359.7	-68.2	237.2	-41.8	122.5	-26.4	46.9
	Aug 11	350.1	-69.5	226.6	-44.1	123.4	-25.5	45.3
	Sept 8**	305.9	-145.9	190.4	-87.2	115.5	-58.7	42.3
	Oct 13	486.1	-62.9	301.8	-39.0	184.3	-23.8	61.7

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 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. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
 ‡ Change since the same month in the previous year gives the best indication of the trend of the series.
 ** See notes ** and *** to tables 2.1 and 2.2.

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	1988	Apr 14	16.4	19.1	46.0	29.9	20.2	31.5	23.2	10.9	6.9	204.1
		May 12	13.1	18.1	41.0	25.9	17.5	26.0	18.9	8.9	5.8	175.1
		June 9	11.4	18.6	41.8	25.8	17.2	25.3	18.1	8.3	5.5	171.9
	July 14	11.2	24.1	67.4	29.6	18.0	26.0	18.0	8.6	5.6	208.5	
	Aug 11	10.2	22.1	52.3	28.1	17.7	25.9	18.3	8.8	5.5	188.9	
	Sept 8**	8.4	26.7	53.3	29.9	19.1	28.2	20.9	11.0	6.2	203.6	
	Oct 13	2.4	28.5	53.2	31.1	19.3	28.3	20.1	10.3	6.3	199.6	
	1988	Apr 14	12.0	12.6	26.7	17.4	10.4	15.8	10.9	3.6	—	109.4
		May 12	9.4	11.4	23.6	15.0	8.6	12.6	9.1	3.1	—	92.7
		June 9	8.0	12.0	23.8	14.8	8.3	12.8	8.6	2.7	—	91.1
July 14	8.5	17.8	46.0	17.5	9.7	14.9	9.4	3.0	—	126.8		
Aug 11	7.7	15.8	33.8	16.7	9.9	15.7	10.1	3.2	—	112.8		
Sept 8**	6.1	20.0	31.6	16.8	9.6	14.6	10.2	3.7	—	112.6		
Oct 13	1.9	21.7	31.3	17.4	9.2	13.7	9.6	3.3	—	108.1		
Changes on a year earlier												
MALE	1988	Apr 14	+3.0	-3.4	-6.0	-1.8	-1.8	-3.1	-4.8	-2.2	-1.7	-21.9
		May 12	-7.7	-2.1	-3.9	-1.7	-1.5	-2.8	-1.6	-0.8	-1.1	-23.3
		June 9	-3.2	-3.5	-6.0	-2.3	-1.5	-2.9	-1.8	-1.1	-1.2	-23.3
	July 14	-4.1	-6.5	-15.9	-4.3	-3.4	-5.4	-3.7	-2.1	-1.9	-47.4	
	Aug 11	-4.2	-5.7	-13.0	-5.1	-3.5	-5.0	-3.2	-1.5	-1.4	-42.7	
	Sept 8**	-34.5	-13.9	-8.8	-3.2	-2.3	-3.2	-1.6	-0.4	-0.6	-68.5	
	Oct 13	-23.8	-4.4	-10.4	-4.3	-2.9	-4.7	-3.4	-1.3	-1.5	-56.9	
	1988	Apr 14	+2.3	-2.1	-4.5	-3.2	-1.6	-1.4	-0.5	-0.1	—	-11.0
		May 12	-5.3	-1.9	-3.9	-3.1	-1.9	-2.5	-0.5	+0.1	—	-19.1
		June 9	-2.4	-2.7	-5.2	-2.9	-1.8	-1.6	-0.4	-0.4	—	-17.8
July 14	-3.3	-5.8	-12.9	-3.7	-2.3	-2.8	-1.0	-0.5	—	-32.3		
Aug 11	-3.0	-4.4	-10.6	-4.7	-2.3	-2.9	-1.0	-0.4	—	-29.3		
Sept 8**	-25.1	-13.3	-7.5	-3.6	-2.3	-2.6	-0.5	-0.3	—	-55.2		
Oct 13	-18.8	-3.6	-8.5	-3.8	-2.4	-2.8	-1.1	-0.4	—	-41.4		
Changes on a year earlier												
FEMALE	1988	Apr 14	11.2	21.1	51.5	33.0	22.4	34.4	22.4	9.3	8.0	213.3
		May 12	13.2	22.3	55.2	35.2	23.9	36.5	23.8	9.8	8.4	228.2
		June 9	11.7	21.1	52.4	33.8	22.9	35.1	23.0	9.2	7.6	216.7
	July 14	11.3	21.2	53.2	32.6	22.1	33.6	21.7	8.3	7.0	211.0	
	Aug 11	9.9	20.2	54.5	30.5	20.3	30.9	20.3	7.9	6.7	201.4	
	Sept 8**	9.6	17.5	47.6	26.0	17.3	26.4	17.3	6.7	5.5	173.7	
	Oct 13	27.6	32.0	70.7	39.2	25.5	37.3	23.2	9.1	7.4	272.0	
	1988	Apr 14	8.6	15.5	31.6	19.8	11.5	15.8	10.3	3.4	0.1	116.6
		May 12	9.7	15.9	32.3	20.4	11.9	16.5	10.9	3.4	0.1	120.9
		June 9	8.7	14.7	29.9	18.9	10.9	15.1	10.2	3.3	0.1	111.7
July 14	8.8	15.2	30.9	17.9	10.3	13.9	9.4	2.8	0.1	109.5		
Aug 11	7.8	15.0	34.8	18.0	9.9	13.6	9.1	2.9	0.1	111.2		
Sept 8**	7.5	13.2	32.2	15.4	9.4	14.9	9.2	2.6	0.1	104.6		
Oct 13	21.1	25.6	47.4	24.1	13.8	19.9	12.4	3.7	0.1	168.1		
Changes on a year earlier												
MALE	1988	Apr 14	-1.3	-2.9	-2.7	-0.1	-1.0	-1.9	-1.3	-0.3	-1.5	-13.0
		May 12	—	-2.5	-2.8	-0.2	-0.2	-1.1	-0.8	-0.6	-1.4	-9.6
		June 9	-1.3	-3.7	-5.1	-1.8	-1.6	-2.8	-1.5	-0.7	-1.8	-20.3
	July 14	-2.5	-6.1	-8.9	-3.7	-2.6	-4.5	-2.7	-1.4	-2.3	-34.6	
	Aug 11	-2.5	-5.8	-10.2	-4.6	-2.9	-4.5	-2.7	-1.3	-2.4	-36.6	
	Sept 8**	-6.0	-10.7	-22.2	-10.3	-6.1	-8.7	-5.1	-2.4	-3.2	-74.9	
	Oct 13	0.3	-12.0	-10.8	-1.5	-1.5	-2.0	-1.0	-0.8	-2.0	-31.2	
	1988	Apr 14	-0.7	-1.8	-2.9	-2.0	-0.9	-0.2	+0.6	+0.3	—	-7.6
		May 12	-0.3	-2.6	-5.1	-3.9	-1.7	-2.2	-0.3	-0.2	—	-17.0
		June 9	-1.3	-2.7	-4.8	-3.1	-1.7	-1.6	-0.2	-0.1	—	-15.3
July 14	-1.6	-4.5	-6.6	-5.0	-2.5	-2.2	-0.5	-0.5	—	-23.2		
Aug 11	-1.8	-4.3	-7.3	-3.8	-2.1	-2.0	-0.5	-0.3	—	-21.9		
Sept 8**	-3.9	-8.2	-17.7	-8.6	-5.1	-6.2	-3.0	-1.0	—	-53.8		
Oct 13	1.1	-9.3	-7.2	-2.1	-1.3	-1.0	0.5	0.1	—	-19.2		

* 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 outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.
 ** See notes ** and *** to tables 2.1 and 2.2.

2.30

CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1985	34,926	23,601	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	234,977
1986	39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1987 Q2	4,421	2,856	592	3,616	3,966	2,988	2,498	5,463	3,484	27,028	1,053	6,523	34,604
1987 Q3	3,101	1,669	443	3,488	2,620	1,524	3,017	5,277	2,982	22,452	1,182	4,838	28,472
1987 Q4	3,773	2,343	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	29,420
1988 Q1	3,212	1,907	145	1,939	1,255	1,542	5,103	5,781	4,927	25,204	2,289	2,491	29,984
1988 Q2	3,873	2,755	362	3,430	1,680	1,542	5,212	4,119	2,020	22,238	1,089	2,558	25,885
1987 Aug	944	270	113	1,446	655	353	1,110	1,639	1,029	7,289	591	1,510	9,390
1987 Sept	887	525	189	836	727	594	868	1,221	758	6,080	305	1,721	8,106
1987 Oct	1,419	850	154	991	852	435	924	1,651	888	7,314	433	1,619	9,366
1987 Nov	999	779	154	1,641	758	1,028	568	1,615	948	7,711	369	2,122	10,202
1987 Dec	1,355	714	301	1,715	760	791	1,103	1,728	1,015	7,768	571	1,513	9,852
1988 Mar	1,397	795	53	798	346	2,507	3,513	2,148	971	11,733	1,353	867	13,953
1988 Apr	1,594	1,101	159	1,096	625	1,099	2,461	1,504	611	9,149	639	952	10,740
1988 May	1,067	771	143	1,556	427	240	1,705	1,234	743	7,115	184	711	8,010
1988 June	1,212	883	60	778	628	203	1,046	1,381	666	5,974	266	895	7,135
1988 July	1,003	450	111	1,128	155	240	750	1,951	819	6,157	398	1,467	8,022
1988 Aug R	896	402	45	311	261	305	603	1,026	1,044	4,491	385	1,553	6,429
1988 Sept*	1,193	458	150	532	470	635	610	827	990	5,407	586	359	6,352
1988 Oct*	758	423	48	142	186	53	228	754	316	2,485	173	817	3,475

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

2.31

CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1988														
			Group	1986	1987	1987 Q2	Q3	Q4	Q1	Q2	Aug	Sep*	Oct*				
SIC 1980																	
Agriculture, forestry and fishing	0		422	489	75	213	91	39	74	0	0	0	0	0	0	0	0
Coal extraction and coke	11-12	16,430	13,498	740	462	1,765	7,962	1,518	51	82	63						
Mineral oil and natural gas extraction	13	2,621	880	31	469	345	0	0	0	0	0						
Mineral oil processing	14	1,432	551	269	103	9	73	110	0	0	0						
Nuclear fuel production	15	33	303	48	77	81	124	137	27	27	27						
Gas, electricity and water	16-17	591	287	130	85	0	23	3	21	28	3						
Energy and water supply industries	1	21,107	15,519	1,218	1,196	2,200	8,182	1,768	99	137	93						
Extraction of other minerals and ores	21,23	1,157	137	39	20	27	45	196	36	0	0						
Metal manufacture	22	7,322	2,983	928	687	505	289	549	68	75	138						
Manufacture of non-metallic products	24	4,159	1,934	586	416	145	264	837	17	46	8						
Chemical industry	25	5,182	3,518	901	786	760	335	365	102	233	74						
Production of man-made fibres	26	37	0	0	0	0	0	19	0	0	0						
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2	17,856	8,572	2,454	1,909	1,437	933	1,966	223	354	220						
Shipbuilding and repairs	30	3,540	1,864	336	245	136	71	25	0	0	0						
Manufacture of metal goods	31	6,884	4,918	1,048	988	1,256	689	604	151	101	12						
Mechanical engineering	32	28,260	16,726	4,495	3,110	5,302	3,984	3,546	1,041	1,140	556						
Manufacture of office machinery and data processing equipment	33	2,031	1,261	439	240	133	29	126	12	12	12						
Electrical and electronic engineering	34	16,079	13,222	3,865	2,572	2,743	1,814	2,121	349	235	377						
Manufacture of motor vehicles	35	10,932	3,842	1,250	487	668	496	415	20	9	50						
Manufacture of aerospace and other transport equipment	36	4,239	7,053	1,051	1,662	1,694	1,445	1,566	285	246	0						
Instrument engineering	37	931	717	266	136	102	115	197	18	0	6						
Metal goods, engineering and vehicles industries	3	72,896	49,603	12,750	9,440	12,034	8,643	8,600	1,876	1,743	1,013						
Food, drink and tobacco	41-42	13,378	10,922	2,379	2,618	2,164	2,398	3,005	298	374	207						
Textiles	43	6,278	4,382	1,192	1,276	825	797	677	326	192	398						
Leather, footwear and clothing	44-45	6,031	3,167	1,082	682	484	492	881	406	73	435						
Timber and furniture	46	2,583	1,800	246	253	425	271	332	26	103	10						
Paper, printing and publishing	47	9,340	4,354	1,142	1,564	638	647	1,283	218	83	60						
Other manufacturing	48-49	5,220	4,177	1,320	747	942	795	259	82	376	48						
Other manufacturing industries	4	42,830	28,802	7,361	7,140	5,478	5,400	6,437	1,356	1,201	1,158						
Construction	5	19,438	10,615	2,354	1,995	2,830	1,573	1,799	1,412	291	220						
Wholesale distribution	61-63	6,864	5,280	1,398	1,192	1,006	712	992	265	319	151						
Retail distribution	64-65	12,311	8,657	2,389	1,866	1,913	2,340	1,375	390	418	30						
Hotel and catering	66	3,640	2,342	874	137	207	199	54	312	0	0						
Repair of consumer goods and vehicles	67	1,013	834	553	79	42	10	15	0	10	14						
Distribution, hotels and catering, repairs	6	23,828	17,113	5,214	3,274	3,168	3,261	2,699	709	1,059	195						
Transport	71-77	17,198	4,256	921	995	826	640	1,367	395	388	428						
Telecommunications	79	717	648	199	37	10	114	0	9	18	11						
Transport and communication	7	17,915	4,904	1,120	1,032	836	754	1,367	404	406	439						
Insurance, banking, finance and business services	8	4,104	1,789	307	344	429	491	206	25	197	37						
Public administration and defence	91-94	9,060	3,569	785	1,207	554	324	681	210	667	96						
Medical and other health services	95	5,935	2,068	619	651	146	157	157	71	1	0						
Other services nes	96-99.00	2,610	1,092	347	71	217	227	131	44	296	4						
Other services	9	17,605	6,729	1,751	1,929	917	708	969	325	964	100						
All production industries	1-4	154,689	102,496	23,783	19,685	21,149	23,158	18,771	3,554	3,435	2,484						
All manufacturing industries	2-4	133,582	86,977	22,565	18,489	18,949	14,976	17,003	3,455	3,298	2,391						
All service industries	6-9	63,452	30,535	8,392	6,579	5,350	5,214	5,241	1,463	2,626	771						
ALL INDUSTRIES AND SERVICES	0-9	238,001	144,135	34,604	28,472	29,420	29,984	25,885	6,429	6,352	3,475						

* Provisional figures as at November 1, 1988; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in September and 7,000 in October.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 edition of *Employment Gazette*.

VACANCIES UK vacancies at jobcentres*: seasonally adjusted

3.1

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1983	137.3			181.7		179.5		137.0	
1984	150.2			193.9		193.7		149.8	
1985	162.1			201.6		200.4		154.6	
1986	188.8			212.2		208.3		157.4	
1987	235.4			226.4		222.3		159.5	
1986 Oct 3	207.0	5.8	4.4	220.7	0.7	217.9	3.1	162.1	1.5
1986 Nov 7	209.9	2.9	3.0	223.1	1.0	219.5	2.6		

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1983)	50.8	22.1	5.1	12.7	9.6	8.0	8.7	13.2	5.9	6.8	15.3	136.1	1.2	137.3
1984) Annual	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8
1985) averages	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986)	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987)	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1987 Oct 2	110.4	46.0	9.6	22.1	26.7	14.4	18.4	28.4	13.8	12.7	22.0	278.5	1.7	280.2
Nov 6	110.9	45.7	9.1	20.1	26.2	13.5	17.6	26.7	13.2	11.6	21.4	270.2	1.8	272.0
Dec 4	99.0	39.4	8.2	17.4	23.5	11.8	15.7	22.0	11.4	10.1	18.9	238.0	1.7	239.7
1988 Jan 8	92.8	36.4	7.8	16.5	22.8	11.3	14.6	20.2	10.2	10.1	16.8	223.1	1.7	224.8
Feb 5	91.6	33.8	7.8	16.8	23.0	11.7	14.4	19.9	10.3	10.1	17.0	222.5	1.7	224.2
Mar 4	91.7	31.9	8.4	18.5	22.4	12.4	14.7	22.1	10.8	10.6	18.5	230.2	1.9	232.0
Apr 8	98.3	33.8	9.3	21.6	23.3	13.9	15.2	23.6	11.6	11.7	20.6	249.1	2.1	251.3
May 6	102.4	34.3	10.1	23.2	23.4	14.2	15.5	25.2	11.7	13.1	21.3	260.1	2.1	262.2
June 3	106.0	35.1	10.5	23.8	24.2	14.8	16.0	25.6	12.1	13.5	21.0	267.4	2.1	269.5
July 8	98.3	30.0	11.1	22.9	24.2	13.9	15.5	24.2	11.5	13.1	21.2	256.1	2.1	258.2
Aug 5	92.1	27.8	10.5	20.3	22.6	13.6	15.1	23.3	11.3	12.6	20.7	242.1	1.9	244.0
Sept 2	96.2	30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1
Oct 7	100.6	34.2	11.0	21.8	27.7	15.9	17.8	27.4	12.6	12.8	22.0	269.8	2.0	271.8
Vacancies at careers offices														
1983)	3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.5	0.3	0.2	0.3	7.2	0.3	7.4
1984) Annual	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1985) averages	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986)	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1987 Oct 2	14.2	8.2	0.7	1.2	1.8	1.1	0.9	1.2	0.4	0.3	0.4	22.1	1.0	23.1
Nov 6	13.8	8.1	0.6	1.0	1.9	1.0	0.8	1.0	0.3	0.3	0.4	21.1	0.9	22.0
Dec 4	13.3	8.0	0.5	1.0	1.6	0.8	0.6	0.9	0.3	0.3	0.5	19.7	0.8	20.5
1988 Jan 8	12.6	7.5	0.5	0.9	1.3	0.9	0.8	1.1	0.3	0.3	0.5	19.1	0.8	19.9
Feb 5	12.2	7.0	0.5	0.9	1.0	0.9	0.7	1.0	0.3	0.2	0.5	18.0	0.8	18.8
Mar 4	12.7	6.7	0.7	1.1	1.3	1.0	0.7	1.1	0.3	0.3	0.5	19.6	0.8	20.4
Apr 8	13.3	6.7	0.8	1.2	1.5	1.0	1.0	1.3	0.3	0.3	0.4	21.1	1.0	22.1
May 6	15.4	7.0	1.1	1.7	1.8	1.3	1.3	1.6	0.5	0.4	0.7	25.8	1.2	27.0
June 3	17.6	8.2	1.1	2.2	2.3	1.8	1.3	1.8	0.6	0.3	0.7	29.6	1.1	30.7
July 8	19.9	10.2	1.3	2.1	2.1	1.8	1.2	1.5	0.5	0.3	0.6	31.3	1.0	32.3
Aug 5	19.8	9.9	1.1	2.1	1.9	1.5	1.3	1.4	0.6	0.4	0.6	30.6	1.0	31.6
Sept 2	19.5	9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9
Oct 7	18.5	9.5	1.0	1.9	2.5	1.5	1.3	1.4	0.5	0.4	0.4	29.3	1.2	30.6

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

* Included in South East.

† Excluding vacancies on government programmes. See note to table 3.1. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

Stoppages—industry

United Kingdom	12 months to September 1988			12 months to September 1987		
	Stoppages in progress	Workers involved	Working days lost	Stoppages in progress	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	168	102,100	245,000	357	113,800	236,000
Coke, mineral oil and natural gas	1	100	†	—	—	—
Electricity, gas, other energy and water	7	2,700	20,000	6	1,400	7,000
Metal processing and manufacture	10	2,400	14,000	6	1,500	6,000
Mineral processing and manufacture	11	2,500	13,000	8	2,000	17,000
Chemicals and man-made fibres	10	2,500	26,000	9	2,000	9,000
Metal goods nes	16	3,800	34,000	13	3,300	32,000
Engineering	62	16,600	69,000	95	48,400	275,000
Motor vehicles	68	96,100	611,000	82	64,400	67,000
Other transport equipment	32	27,900	787,000	32	41,200	82,000
Food, drink and tobacco	26	9,100	56,000	33	8,700	36,000
Textiles	8	12,700	70,000	6	2,100	18,000
Footwear and clothing	13	2,700	11,000	21	8,500	40,000
Timber and wooden furniture	3	200	1,000	2	200	1,000
Paper, printing and publishing	9	1,000	4,000	13	1,700	18,000
Other manufacturing industries	13	2,100	6,000	14	1,500	4,000
Construction	17	2,800	16,000	25	4,000	26,000
Distribution, hotels and catering, repairs and communication	10	600	2,000	15	1,900	6,000
Transport services and communication	161	270,200	1,530,000	167	196,900	1,726,000
Supporting and miscellaneous transport services	19	6,900	14,000	33	4,400	19,000
Banking, finance, insurance, business services and leasing	2	200	†	6	900	3,000
Public administration, education and health services	124	106,400	197,000	126	430,300	998,000
Other services	14	8,000	34,000	22	3,500	40,000
All industries and services	791**	679,700	3,758,000	1,084**	943,400	3,665,000

** Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.

† Less than 500 working days lost.

Stoppages: September 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	54	135,900	1,210,000
of which, stoppages:			
Beginning in month	45	133,300†	1,200,000
Continuing from earlier months	9	2,600	10,000

† Includes 129,100 directly involved.

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

Stoppages: cause

United Kingdom	12 months to September 1988		
	Stoppages in progress	Workers involved	Working days lost
Pay-wage-rates and earnings levels	277	302,500	1,177,000
—extra-wage and fringe benefits	15	30,800	779,000
Duration and pattern of hours worked	23	17,000	37,000
Redundancy questions	36	54,800	227,000
Trade union matters	26	25,200	37,000
Working conditions and supervision	75	16,700	28,000
Manning and work allocation	237	184,900	1,362,000
Dismissal and other disciplinary measures	102	47,800	111,000
All causes	791	679,700	3,758,000

Prominent stoppages in quarter ending September 30, 1988

Industry and location	Date when stoppage		Number of workers involved*		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Mineral processing, manufacture						
Derbyshire, Leicestershire Northumberland	12.9.88	Contd	1,000	100	9,000	Over pay negotiations at National level
Chemicals, man-made fibres						
Essex	6.7.88	5.8.88	800	—	18,000	Over wage claim & shift allowance
Mechanical engineering						
Tyne and Wear	22.9.88	30.9.88	700	—	5,000	Over pay claim and dismissal of workers
Electrical engineering						
Nottinghamshire	22.8.88	2.9.88	900	—	7,000	Over introduction of work measurement
Other transport equipment						
Cumbria	17.5.88	2.9.88	500	—	2,000	Over pay rate for working in hot conditions. (Total days lost 9,000)
Cumbria	8.6.88	26.8.88	12,100	1,200	543,000	Over proposal for fixed holidays. (Total days lost 754,000)
Food, drink, tobacco						
West Yorkshire	24.6.88	4.7.88	200	1,000	2,000	Over permanent staff being moved before casual staff. (Total days lost 5,000)
Textiles						
Lancs, Yorks, Merseyside and Greater Manchester	10.5.88	15.7.88	300	—	2,000	For an improved pay award. (Total days lost 30,000)
Railways						
Great Britain	4.7.88	25.7.88	3,100	—	11,000	Objection to new grading system
Other transport communication						
Great Manchester	10.8.88	12.8.88	4,500	—	9,000	Objection to employment of casual staff
United Kingdom	31.8.88	31.8.88	100,000	—	100,000	For incentive payments to be made nationwide
Great Britain	1.9.88	9.9.88	95,000	—	1,132,000	Objection to the employment of casual staff
Great London	1.7.88	5.7.88	2,100	—	6,000	Over manning and work allocation
Greater London	27.6.88	4.7.88	1,200	—	3,000	Over work breaks. (Total days lost 5,000)
Public administration, education						
Greater London	30.7.88	Contd	300	—	12,000	Over staffing levels
Great Britain	30.9.88	Contd	18,500	—	17,000	Dismissal of workers for refusing to give up union membership
Northern Ireland	19.9.88	23.9.88	4,000	—	6,000	Protest over publication of an article in a news sheet
Other services						
Strathclyde	7.7.88	26.7.88	400	—	6,000	Against employment of part-time workers
Greater London	23.11.87	8.8.88	30	—	400	Refusal to accept new manning levels. (Total days lost 22,000)

* The figures shown are the highest numbers of workers involved during the quarter.

4.2 INDUSTRIAL DISPUTES*

Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	2,125	4,586	4,608	29,474	22,552
1980	1,330	1,348	830†	834†	11,964	10,896
1981	1,338	1,344	1,512	1,513	4,266	2,292
1982	1,528	1,538	2,101†	2,103†	5,313	1,919
1983	1,352	1,364	573†	574†	3,754	1,776
1984	1,206	1,221	1,436†	1,464†	27,135	2,658
1985	887	903	643	791	6,402	912
1986	1,053	1,074	538	720	1,920	1,069
1987	1,004	1,016	884	887	3,546	595

Year	Month	Number of stoppages		Number of workers (thou)		Working days lost in all stoppages in progress in period (thou)	
		Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1986	Sept	90	102	57	67	154	125
	Oct	128	148	41	48	167	84
	Nov	89	107	88	98	117	45
	Dec	73	91	43	50	97	25
1987	Jan	99	111	168	171	889	66
	Feb	102	123	44	48	928	85
	Mar	104	120	209	215	251	71
	Apr	114	135	131	155	336	58
	May	78	95	88	126	222	34
	June	84	104	45	157	345	36
	July	72	93	40	61	214	37
	Aug	57	71	16	22	43	23
	Sept	63	84	16	19	56	39
	Oct	79	96	22	24	76	51
	Nov	97	108	79	80	127	74
	Dec	55	72	27	35	60	20
1988	Jan	77	87	44	45	106	29
	Feb	66	119	120	148	653	394
	Mar	95	93	34	48	257	165
	Apr	40	50	14	17	64	11
	May	62	73	37	43	145	54
	June	68	82	32	40	270	270
	July	49	68	22	41	354	306
	Aug	41	52	114	130	413	285
	Sept	45	54	133	136	1,210	42

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

United Kingdom	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries	THOUSAND	
											SIC 1968	SIC 1980
	II	VI and XII	VII, VIII and IX	X	XI	XIII-XV	III-V, XVI-XIX	XX	XXII	I, XXI, XXIII-XXVII		
1978	201	585	1,193	160	4,047	179	416	360	750			
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541		
1980	166	8,884	586	195	44	698	281	253	367			
1981	237	113	433	230	956	39	522	86	359	1,293		
1982	374	199	486	116	66	395	44	1,675	1,301			
	(11-14)	(21, 22, 31)	(32-34, 37)	(35)	(36)	(43, 45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 and 00)		
1982	380	197	538	551	172	61	400	41	1,675	1,299		
1983	591	177	507	545	191	32	324	68	295	1,024		
1984	22,484	90	422	1,046	497	66	537	334	666	992		
1985	4,143	109	155	70	256	31	291	50	197	1,100		
1986	143	152	225	108	411	38	136	33	190	486		
1987	217	36	197	158	67	50	88	22	1,705	1,007		
1986	Sept	11	1	44	9	57	14	7	6	12		
	Oct	19	—	63	7	4	9	—	39	18		
	Nov	16	3	17	8	—	6	1	18	37		
	Dec	16	4	6	—	13	2	1	7	48		
1987	Jan	9	7	30	8	10	3	—	787	27		
	Feb	24	15	29	2	17	8	5	778	37		
	Mar	20	—	42	4	8	3	14	8	150		
	Apr	28	—	35	11	3	4	5	10	239		
	May	13	2	18	7	4	4	2	20	154		
	June	14	—	7	8	4	10	1	9	285		
	July	70	—	5	2	16	8	6	55	47		
	Aug	2	4	10	4	1	8	2	11	6		
	Sept	6	3	14	8	2	8	2	7	2		
	Oct	7	3	5	33	1	9	2	3	13		
	Nov	15	—	3	62	—	7	—	5	31		
	Dec	10	3	—	11	—	4	1	17	11		
1988	Jan	40	5	5	6	6	2	3	9	25		
	Feb	146	7	5	365	3	13	1	58	54		
	Mar	6	8	6	125	—	19	—	57	28		
	Apr	1	6	3	—	—	42	—	42	7		
	May	3	6	7	1	—	73	—	17	17		
	June	3	6	8	—	216	34	6	2	10		
	July	7	—	1	—	281	4	20	1	16		
	Aug	2	1	8	1	269	—	5	1	11		
	Sept	7	3	18	5	—	14	1	1,132	28		

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

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN	Whole economy (Division 0-9)				Manufacturing industries (Revised definition) (Division 2-4)				Production industries (Revised definition) (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
SIC 1980	R	% change over previous 12 months			R	% change over previous 12 months			R	% change over previous 12 months			R	% change over previous 12 months		
		R	R	Under-lying*		R	R	Under-lying*		R	R	Under-lying*		R	R	Under-lying*
1983	87.0				84.4				84.9				88.4			
1984	92.2				91.7				89.8				94.0			
1985	100.0				100.0				100.0				100.0			
1986	107.9				107.7				108.0				107.7			
1987	116.3				116.3				116.0				116.0			
1983	Jan	83.1	84.1	8.7	8	80.5	81.1	9.0	9	81.3	81.8	8.9	8 3/4	84.7	85.8	8.9
	Feb	84.8	85.6	9.5	8	80.9	81.5	9.1	8 3/4	81.6	82.2	7.9	8 3/4	87.3	88.4	11.6
	Mar	85.2	85.4	8.7	7 3/4	81.7	81.7	7.9	8 1/2	82.6	82.5	8.0	8 1/2	86.9	87.2	9.5
	April	85.1	85.8	8.6	7 1/2	82.6	83.0	8.8	8 1/2	83.5	83.6	9.0	8 1/2	86.1	86.4	8.8
	May	86.4	86.5	8.7	7 1/2	84.1	84.0	8.5	8 1/2	84.5	84.4	8.5	8 1/2	88.0	88.2	9.7
	June	87.2	86.7	8.2	7 1/2	84.6	83.5	8.2	8 1/2	85.2	84.1	7.7	8	88.6	88.5	9.1
	July	88.4	87.5	7.6	7 1/2	85.2	84.3	8.6	8 3/4	85.9	85.0	8.4	8 1/2	90.1	89.1	7.6
	Aug	87.6	87.5	8.4	7 3/4	84.5	85.2	9.0	8 3/4	85.2	85.8	8.7	8 1/2	89.4	88.7	8.6
	Sept	87.7	87.6	8.7	7 3/4	85.0	85.7	9.6	9 1/4	85.7	86.5	9.1	9	88.8	88.6	8.6
	Oct	88.4	88.5	8.7	7 3/4	86.4	86.7	9.6	9 1/2	87.3	87.7	10.0	9 1/4	89.0	89.5	8.0
	Nov	89.1	88.7	7.3	7 3/4	88.2	87.5	10.1	9 3/4	88.2	87.6	8.3	9 1/4	89.6	89.7	6.8
	Dec	90.4	89.4	8.2	8	88.5	88.1	9.6	9 3/4	88.3	88.1	8.2	9 1/4	92.0	90.6	8.4
1984	Jan	89.0	90.0	7.0	7 3/4	87.8	88.3	8.9	9 1/2	87.7	88.2	7.8	9	90.3	91.4	6.5
	Feb	89.6	90.6	5.8	7 3/4	88.7	89.3	9.6	9 1/2	88.7	89.4	8.8	9	90.4	91.4	3.4
	Mar	89.9	90.1	5.5	7 3/4	89.7	89.7	9.8	9 1/2	87.4	87.2	5.7	9	91.6	91.8	5.3
	April	90.1	90.7	5.7	7 3/4	89.0	89.4	7.7	9 1/4	86.9	87.0	4.1	8 3/4	92.3	92.6	7.2
	May	90.7	90.9	5.1	7 3/4	90.5	90.4	7.6	9 1/4	88.2	88.1	4.4	8 3/4	92.6	92.8	5.2
	June	91.8	91.2	5.2	7 3/4	92.2	91.0	9.0	9 1/4	89.7	88.6	5.4	8 3/4	92.9	92.9	5.0
	July	93.0	92.1	5.3	7 1/2	92.7	91.7	8.8	9	90.3	89.3	5.1	8 1/2	94.9	93.8	5.3
	Aug	92.8	92.6	5.8	7 1/2	91.7	92.5	8.6	8 3/4	89.3	89.9	4.8	8 1/4	95.2	94.5	6.5
	Sept	93.1	93.1	6.3	7 1/2	92.7	93.4	9.0	8 3/4	90.4	91.2	5.4	8 1/4	94.7	94.5	6.7
	Oct	95.6	95.7	8.1	7 1/2	94.2	94.8	9.3	8 1/2	91.9	92.4	5.4	8	98.4	98.9	10.5
	Nov	94.8	94.4	6.4	7 1/2	95.3	94.5	8.0	8 1/2	93.1	92.6	5.7	8	96.0	96.1	7.1
	Dec	96.2	95.1	6.4	7 1/2	95.7	95.2	8.1	8 1/2	93.4	93.1	5.7	8	98.3	96.8	6.8
1985	Jan	95.1	96.2	6.9	7 1/2	96.0	96.5	9.3	8 1/2	94.0	94.4	7.0	8 1/4	96.3	97.5	6.7
	Feb	95.8	96.9	7.0	7 1/2	96.1	96.8	8.4	8 1/2	94.2	95.0	6.3	8 1/4	97.0	98.2	7.4
	Mar	97.8	97.9	8.7	7 1											

5.3 EARNINGS

Average earnings index: all employees; by industry

GREAT BRITAIN	Agri- culture and forestry *	Coal and coke †	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manu- facturing	Mineral extrac- tion and manu- facturing	Chemicals and man- made fibres	Mechan- ical engin- eering	Electrical and elec- tronic engin- eering	Motor vehicles and parts	Other trans- port equip- ment	Metal goods and instru- ments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31, 37)	(41-42)	(43)
1985 } Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986 } Annual averages	105.5	113.3	109.5	106.9	106.5	107.8	107.9	106.9	108.0	108.7	107.9	107.4	108.7	107.2
1987 } Annual averages	112.2	121.6	120.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9	116.1
1985 Jan	88.9	*	95.5	95.7	97.7	94.5	95.4	95.3	95.3	101.2	94.7	95.5	95.8	96.2
1985 Feb	92.4		96.9	96.3	93.4	96.0	95.1	96.1	96.3	96.1	96.3	96.7	97.2	96.8
1985 Mar	92.4	83.2	97.2	96.3	96.8	97.7	96.6	98.1	99.5	99.3	98.6	98.7	96.0	98.2
1985 April	95.1	93.7	97.1	95.1	103.5	98.6	97.0	98.0	101.6	99.0	98.4	96.5	98.3	98.5
1985 May	94.1	94.8	99.0	96.3	96.3	98.8	97.5	99.0	99.4	99.9	97.7	100.2	99.2	99.6
1985 June	102.1	100.5	99.2	99.9	96.8	101.6	99.8	100.6	100.4	99.6	107.3	100.2	100.9	101.5
1985 July	105.0	101.6	99.9	105.7	109.5	100.3	101.4	101.4	100.7	102.3	100.7	100.4	100.9	101.4
1985 Aug	110.1	102.4	99.2	101.1	97.3	99.8	100.9	99.7	99.3	98.8	98.2	99.4	98.9	99.4
1985 Sept	111.9	103.9	102.9	106.5	108.2	102.4	100.4	101.2	100.2	98.0	99.9	100.9	100.5	101.0
1985 Oct	108.7	104.3	101.7	102.4	97.3	101.9	100.7	101.9	101.2	99.0	102.0	101.5	101.2	101.7
1985 Nov	99.2	108.2	103.9	103.1	97.5	102.4	109.0	104.5	102.2	104.0	101.4	104.6	104.4	102.9
1985 Dec	100.1	107.2	106.4	101.2	105.7	105.6	106.1	104.3	104.0	102.5	104.5	103.4	106.7	102.9
1986 Jan	97.3	116.8	103.6	101.5	103.7	102.3	102.4	103.1	103.9	102.1	105.1	103.4	105.8	104.5
1986 Feb	96.5	113.0	104.9	103.8	99.1	102.7	102.8	104.9	104.1	104.5	104.3	104.0	104.8	104.2
1986 Mar	97.3	115.6	105.4	103.6	103.6	103.7	104.0	105.9	105.7	110.1	106.0	105.9	104.6	105.8
1986 April	99.3	111.9	105.3	103.7	111.6	105.9	103.9	106.8	109.4	105.4	105.2	104.9	107.1	104.5
1986 May	100.9	104.4	111.8	104.6	102.4	106.3	105.8	105.8	106.2	107.9	104.5	107.1	107.9	106.1
1986 June	104.8	108.3	109.4	104.8	105.5	111.1	107.6	106.8	109.5	112.8	108.1	107.4	110.3	108.5
1986 July	107.0	109.2	109.1	112.0	113.2	108.2	107.4	108.6	108.0	109.2	106.6	107.8	108.6	108.2
1986 Aug	115.7	109.9	108.7	113.4	104.5	107.6	107.4	106.2	107.4	108.1	110.5	107.4	106.7	106.7
1986 Sept	118.2	114.7	110.5	108.4	104.5	110.5	107.8	108.5	107.6	108.5	107.6	108.1	109.3	107.8
1986 Oct	115.9	116.2	108.9	109.0	114.5	109.5	109.8	107.7	109.7	108.5	108.9	108.6	109.2	108.3
1986 Nov	107.4	117.3	122.8	109.3	105.1	110.8	118.1	109.7	110.9	112.3	114.0	112.6	114.3	111.4
1986 Dec	106.1	118.3	113.7	109.0	112.3	114.4	117.6	111.1	113.7	115.2	113.8	111.2	115.6	110.6
1987 Jan	102.4	118.6	114.1	113.7	113.1	110.3	110.8	109.8	111.9	112.4	113.0	110.4	115.2	111.1
1987 Feb	102.1	119.4	114.1	111.2	108.0	111.7	112.1	111.4	112.2	115.3	113.2	112.5	111.7	113.4
1987 Mar	102.8	121.3	114.9	110.7	108.4	113.4	111.1	112.2	114.4	116.4	118.0	113.0	112.0	114.9
1987 April	108.0	125.7	117.5	110.2	121.3	113.6	113.7	111.4	117.1	115.3	112.1	112.7	115.8	110.8
1987 May	106.7	117.3	123.3	111.1	113.3	114.0	114.9	112.4	115.7	117.4	112.1	114.0	117.7	114.2
1987 June	111.7	120.9	119.8	111.0	112.8	119.1	116.6	115.3	119.3	123.5	115.3	116.6	117.0	118.2
1987 July	114.0	120.2	124.9	116.0	129.1	118.9	118.9	116.5	118.9	119.5	114.9	117.1	117.3	119.0
1987 Aug	118.2	121.3	119.0	123.9	110.9	116.7	117.0	115.4	117.8	116.9	114.5	116.3	116.2	116.5
1987 Sept	124.2	120.9	117.2	118.3	114.6	119.6	114.6	115.7	118.8	118.3	115.8	118.0	118.4	117.3
1987 Oct	122.3	123.5	118.1	117.9	130.0	118.2	117.4	116.7	119.6	119.5	115.8	118.5	117.6	118.1
1987 Nov	120.7	124.7	133.5	119.8	114.5	119.9	127.9	119.0	121.2	120.1	118.4	122.4	120.5	120.9
1987 Dec	113.5	125.9	124.1	116.2	122.1	127.0	128.2	120.3	124.4	120.8	125.4	120.4	123.8	118.8
1988 Jan	106.1	128.1	127.0	116.0	126.2	120.6	121.3	120.2	124.6	120.0	118.8	120.7	121.2	119.6
1988 Feb	105.0	116.8	125.8	115.6	115.7	121.3	120.3	121.4	125.7	102.5	119.0	123.2	121.2	120.0
1988 Mar	108.0	131.9	126.9	116.0	117.6	123.5	120.5	124.6	126.1	132.9	119.9	122.7	121.2	122.6
1988 April	112.4	141.9	129.6	120.2	136.5	123.9	125.1	122.9	128.5	127.1	118.9	124.3	124.8	122.6
1988 May	112.1	134.2	138.8	123.5	129.1	126.3	125.1	124.3	126.5	129.9	119.0	125.7	126.6	123.7
1988 June	115.2	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6	125.8
1988 July	118.7	139.7	134.2	125.5	141.7	127.9	126.0	126.7	128.7	135.8	114.3	128.0	125.7	124.8
1988 Aug	128.8	138.5	131.2	125.8	129.8	124.8	125.9	124.9	127.1	129.5	111.6	127.1	125.0	123.6
1988 [Sep]		140.8	131.4	124.0	123.6	127.2	126.6	125.6	128.7	129.5	121.5	127.8	126.2	123.6

* England and Wales only.
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.

EARNINGS 5.3

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

Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manu- facturing	Con- struction	Distri- bution and repairs	Hotels and catering	Transport and communi- cation‡	Banking, finance and insurance	Public adminis- tration	Education and health services	Other services††	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)	R	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
107.4	107.1	107.5	107.9	107.9	107.0	107.3	106.5	110.1	105.6	110.1	107.9	107.9	107.9
114.5	116.5	116.2	116.9	116.5	114.9	115.7	114.9	121.8	112.8	117.9	115.3	116.3	116.3
96.4	99.8	94.2	96.6	93.3	96.6	97.3	95.6	94.5	97.2	95.8	100.1	95.1	95.8
97.3	97.0	94.7	96.8	95.6	96.7	95.1	95.7	94.3	100.1	97.4	97.6	95.8	96.8
99.2	95.8	97.1	97.8	99.9	97.8	96.2	97.7	103.0	98.5	96.7	98.5	97.8	98.2
99.1	98.6	99.0	98.4	98.9	101.3	97.2	99.0	96.3	97.9	97.0	98.0	98.6	98.6
99.3	95.4	99.5	100.1	97.6	99.3	99.4	99.0	100.2	97.8	98.0	97.6	98.6	98.6
101.7	98.4	101.9	100.9	101.3	99.9	99.4	98.9	100.1	101.1	97.3	94.7	100.0	100.0
99.9	100.4	101.2	100.8	101.2	100.4	99.7	101.2	101.2	99.2	100.8	97.2	101.1	101.2
99.1	106.6	100.6	100.3	98.6	99.3	101.7	102.3	97.9	99.1	106.6	99.6	100.9	100.9
100.7	102.6	102.5	100.0	102.7	101.2	101.9	100.5	98.9	102.2	106.7	107.7	102.5	102.5
100.4	103.4	102.1	101.1	101.8	99.8	101.7	100.1	99.2	101.9	101.0	101.8	101.2	101.2
101.9	103.0	104.2	103.5	104.1	101.5	101.5	106.8	100.4	102.4	99.4	102.2	102.9	102.9
105.2	99.0	103.2	103.8	105.3	105.9	108.8	103.1	113.6	102.8	103.0	105.2	104.8	104.8
104.4	105.4	102.6	104.1	102.5	103.0	100.8	102.5	102.4	102.0	100.7	105.1	102.9	102.9
105.0	105.2	103.2	104.7	103.1	104.0	101.7	102.7	104.8	103.4	101.2	104.3	103.5	103.5
106.8	100.0	105.2	105.1	106.7	104.7	104.0	101.7	104.0	104.0	101.7	102.7	106.2	106.2
106.9	103.8	106.3	106.2	106.1	108.7	104.1	104.8	104.6	103.5	114.2	103.9	107.1	107.1
105.6	102.9	107.0	106.2	105.4	105.5	107.8	106.6	109.5	103.7	106.3	106.7	106.1	106.1
108.0	103.7	109.6	109.9	109.3	106.8	108.2	105.8						

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry†

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
October SIC 1980 CLASS										
MALE (full-time on adult rates)										
Weekly earnings										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	£ 120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.86	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.53
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
Hours worked										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
Hourly earnings										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 274.7
1984	400.3	361.4	403.5	347.9	347.9	385.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
FEMALE (full-time on adult rates)										
Weekly earnings										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	£ 77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
Hours worked										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
Hourly earnings										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	pence 203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	292.4	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
ALL (full-time on adult rates)										
Weekly earnings										
1983	154.05	145.59	149.79	136.85	122.74	144.12	144.76	128.18	134.32	£ 102.01
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
Hours worked										
1983	41.6	44.3	41.8	41.5	40.5	40.9	40.9	41.5	43.5	41.4
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
Hourly earnings										
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	pence 246.4
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual employees: by industry†

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication* (71-72, 75-77,79)	All industries covered SIC 1980
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	£ 148.63
119.89	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.88	197.92	222.22	180.62	..	..
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.6
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	426.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	..	..
89.55	121.09	139.81	107.39	110.48	157.49	98.55	..	..
96.51	128.43	152.00	113.63	118.79	163.79	104.68	..	..
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
37.1	38.7	38.5	38.6	38.1	36.9	38.3	..	..
36.8	38.4	38.7	38.5	38.1	39.4	37.8	..	..
37.2	39.1	39.2	38.7	38.4	38.6	38.0	..	..
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9
229.9	292.4	335.9	254.5	271.0	336.4	250.4	..	..
243.3	315.5	361.3	278.8	289.7	399.4	260.8	..	..
259.8	328.3	387.7	293.7	309.5	424.7	275.8	..	..
82.96	129.37	170.39	127.29	132.98	168.43	139.80	160.58	£ 138.74
88.13	136.00	182.49	136.87	143.09	179.22	147.59	171.39	148.69
95.10	149.83	198.21	145.72	155.04	192.65	160.11	181.06	160.39
99.31	159.09	215.74	161.91	164.74	208.03	193.47	170.99	171.02
106.78	170.20	233.61	171.85	178.54	221.48	180.30	206.73	184.10
38.2	42.5	41.4	42.0	41.5	40.7	43.6	46.2	42.4
38.1	42.4	41.7	42.1	41.7	40.7	43.3	46.5	42.5
38.2	43.6	41.6	42.2	41.8	41.1	43.9	46.4	42.8
37.9	43.1	41.4	42.3	41.6	41.3	44.0	47.0	42.7
38.2	43.8	42.2	42.5	42.2	41.4	44.1	47.0	43.1
217.2	304.2	411.4	303.1	320.5	413.9	320.9	347.3	pence 327.3
231.4	320.7	437.2	324.9	343.0	440.5	341.0	368.7	349.5
249.2	343.8	476.2	345.7	370.6	468.9	364.4	390.0	374.7
262.4	369.4	521.0	382.9	396.1	503.6	388.8	411.3	400.6
279.3	388.2	553.3	404.4	422.7	535.0	409.0	439.5	426.7

* Except sea transport.

5.5 EARNINGS

Index of average earnings: non-manual workers

Full-time adults*

Great Britain April of each year	Manufacturing industries								
	Weights	1981	1982	1983†	1984†	1985†	1986†	1987†	1988†
Men	689	451.4	506.2	547.3	604.5	657.5	724.7	776.8	853.3
Women	311	559.5	625.3	681.4	743.9	807.2	869.4	947.0	1,039.4
Men and women	1,000	469.1	525.6	569.3	627.3	682.0	748.8	804.6	883.7

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
† Adjusted for change in Standard Industrial Classification.
Source: New Earnings Survey.

EARNINGS 5.5

Index of average earnings: non-manual workers

Fixed weighted: April 1970 = 100

All industries and services	Weights								
	1981	1982	1983	1984	1985	1986	1987	1988	
Men	575	465.2	510.4	556.0	604.4				

5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	excluding those whose pay was affected by absence			including those whose pay and overtime hours		including those whose pay was affected by absence			including those whose pay and overtime hours	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including those whose pay and overtime hours	excluding those whose pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including those whose pay and overtime hours	excluding those whose pay and overtime hours
April of each year										
FULL-TIME MEN†										
Manual occupations										
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
1986	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	358.8
1987	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8
1988	191.2	195.9	44.7	437.6	423.8	182.0	185.5	44.6	416.5	404.3
1988	206.8	212.3	45.2	468.5	451.7	196.3	200.6	45.0	445.7	431.5
Non-manual occupations										
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	178.5	179.8	38.9	453.4	452.5	179.7	180.4	38.4	450.9	450.9
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1986	211.7	213.5	39.3	537.8	537.1	209.0	209.0	38.5	537.4	536.4
1987	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2
1988	254.4	255.7	39.3	641.0	640.0	243.4	244.9	38.6	627.3	625.8
1988	271.9	273.7	39.4	684.1	684.0	263.9	265.9	38.7	679.9	679.3
1988	299.1	300.5	39.4	744.9	744.1	292.1	294.1	38.7	748.8	748.3
All occupations										
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1986	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
1987	187.2	192.6	42.9	444.3	438.6	187.0	192.4	41.9	452.5	449.9
1988	202.3	207.8	42.9	479.1	474.0	203.4	207.5	41.8	488.9	486.6
1988	217.0	222.3	43.0	511.0	506.5	219.4	224.0	41.9	527.3	526.2
1988	236.3	242.3	43.3	549.8	544.1	240.6	245.8	42.1	573.6	573.1
FULL-TIME WOMEN†										
Manual occupations										
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1984	86.5	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1985	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1986	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
1987	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9
1988	107.0	111.6	40.0	278.9	274.6	104.5	107.5	39.5	273.0	269.2
1988	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4
1988	121.2	127.9	40.5	315.5	309.6	118.8	123.6	39.8	310.5	305.6
Non-manual occupations										
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	97.0	97.4	37.2	259.8	258.5	104.3	104.9	36.5	283.0	282.2
1984	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1986	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
1987	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6
1988	135.8	136.7	37.4	363.2	361.2	144.3	145.7	36.7	390.6	388.8
1988	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	418.0	415.9
1988	161.6	163.3	37.6	430.0	427.5	172.9	175.5	36.9	467.7	465.3
All occupations										
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
1983†	86.8	89.4	38.5	231.4	229.7	97.5	99.0	37.1	263.1	262.1
1984	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
1985	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1986	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
1987	110.6	114.7	38.8	294.4	291.5	123.9	126.4	37.3	334.0	332.4
1988	119.2	123.2	38.8	316.1	313.3	134.7	137.2	37.3	362.5	360.7
1988	128.2	133.4	39.0	339.2	335.9	144.9	148.1	37.5	388.4	386.2
1988	138.4	144.3	39.2	365.8	362.3	160.1	164.2	37.6	431.3	429.0
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983†	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983†	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1
1988	212.7	219.4	42.3	509.4	501.7	213.6	218.4	40.6	529.2	525.9

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

	Total labour costs (pence per hour)	Percentage shares of labour costs*							
		Total wages and salaries	of which holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs†		
Manufacturing	1975 161.68 1978 244.54 1981 394.34	88.1 84.3 82.1	9.4 9.2 10.0	6.5 8.5 9.0	0.6 0.5 2.1	3.9 4.8 5.2	0.9 1.8 1.6		
	1984 509.80 1985 554.20 1986 597.60 1987 625.00	84.0 84.7 84.2 84.5	10.5 10.6 10.5 10.6	7.4 6.7 6.7 6.7	1.3 1.3 1.3 0.9	5.3 5.3 5.8 5.8	2.0 2.0 2.0 2.1		
Energy (excl. coal) and water supply**	1975 217.22 1978 324.00 1981 595.10	82.9 78.2 75.8	11.1 11.2 11.5	6.0 6.9 7.0	0.6 0.4 1.9	8.5 12.2 13.1	2.1 2.2 2.2		
	1984 811.41 1985 860.60 1986 964.60 1987 1,009.50	77.7 78.6 75.4 77.6	11.5 11.5 11.4 11.7	5.5 5.1 4.9 5.0	1.9 1.3 2.5 2.5	12.1 12.2 11.7 12.2	2.8 2.8 2.7 2.8		
Construction	1975 156.95 1978 222.46 1981 357.43	90.2 86.8 85.0	7.2 6.8 7.8	6.3 9.1 9.9	0.2 0.2 0.6	1.7 2.3 2.8	1.6 1.7 1.7		
	1984 475.64 1985 511.20 1986 552.00 1987 594.50	86.0 86.6 86.5 86.7	8.0 8.0 8.0 8.1	7.7 7.2 7.2 7.2	0.6 0.5 0.6 0.3	4.1 4.1 4.1 4.1	1.6 1.6 1.6 1.7		
SIC 1980		Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy		
Labour costs per unit of output §		per cent change over a year earlier					per cent change over a year earlier		
1980 = 100									
	1980	84.3	22.2	106.4	88.9	83.5	87.6	78.0	22.9
	1981	92.3	9.4	112.7	95.5	96.4	95.2	86.6	11.0
	1982	95.4	3.4	111.7	97.3	93.8	96.4	90.2	4.2
	1983	94.3	-1.2	104.9	95.0	94.8	94.8	93.4	3.5
	1984	96.1	1.9	89.6	96.9	98.3	97.1	96.3	3.2
	1985	100.0	4.1	100.0	100.0	100.0	100.0	100.0	3.8
	1986	103.9	3.9	96.2	102.1	106.0	102.8	104.7	4.7
	1987	104.5	0.6	93.9	103.6	110.4	105.0	108.7	3.8
	1985 Q1	98.0	3.5
	Q2	..	..	..	..

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

EARNINGS 5.6

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Annual averages																	
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	..	87	82	..	78.5	..	Indices 1980 = 100
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	..	92	89	..	85.3	..	90.0
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	..	96	91	..	91.9	..	78
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	..	100	100	..	100.0	..	85
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	..	103	110	..	110.5	..	92
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.1	..	110	121	..	119.2	..	110
1983	137.4	117.8	122	130	128.3	146.7	114	203	149	172.3	..	113	132	..	128.6	..	117
1984	149.3	123.7	128	136	134.4	158.0	117	256	165	192.0	118.1	114	143	185.6	140.9	..	121
1985	162.9	131.2	133	142	141.0	167.1	122	307	179	212.9	121.7	120	153	204.2	151.5	..	126
1986	175.4	137.0	136	146	147.7	174.0	126	346	193	223.1	123.5	122	169	226.5	162.7	..	131
1987	189.5	141.3	139	150	161.5	179.6	132	379	204	237.5	125.6	124	196	243.6	173.2	..	134
Quarterly averages																	
1987 Q2	186.9	140.8	139	148	162.3	178.3	131	377	203	236.5	124.6	124	195	243.1	174.2	..	136
Q3	191.1	142.0	137	149	162.7	179.6	133	377	205	238.8	125.7	124	197	240.8 R	172.4	..	136
Q4	196.2	144.0	142	152	166.2	181.0	133	392	209	243.7	127.4	124	204	253.2 R	175.8	..	138
1988 Q1	199.0	144.9	137	155	166.1	182.1	134	426	..	246.5	129.7	124	205	247.4	177.4	..	138
Q2	203.6	..	139	156	172.3	183.6	138	433	..	251.1	130.4	125	..	252.9	185.2	..	139
1988 Jan	198.8	139.6	..	155	164.8	182.1	134	..	..	246.0	129.0	124	..	..	178.0	..	139
Feb	197.4	147.4	..	155	165.1	..	..	..	..	246.0	129.8	124	..	..	176.5	..	138
Mar	200.7	147.8	137	156	169.3	..	..	..	..	247.6	130.4	124	..	..	177.2	..	139
Apr	205.1	142.0	..	156	172.6	183.6	138	..	..	247.8	130.4	125	..	..	182.9	..	139
May	202.0	144.5	..	156	172.7	..	..	..	..	252.6	129.5	125	..	..	187.6	..	139
June	203.7	..	139	157	171.6	..	..	..	..	253.0	131.7 R	126	..	..	185.3	..	140
July	206.3	..	..	156	..	..	..	..	..	253.5	128.2	125	..	..	..	..	140
Aug	206.4	..	..	..	..	..	..	..	..	..	130.6	..	..	..	..	..	..
Increases on a year earlier																	
Annual averages																	
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	2	Per cent
1978	14	6	7	7	10	13	5	24	15	16	..	5	8	..	9	3	9
1979	16	6	8	9	11	13	6	20	15	19	..	4	3	..	8	2	8
1980	18	8	9	10	11	15	6	27	21	22	..	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	..	3	10	..	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	..	7	10	..	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	7	4
1984	9	5	5	5	5	8	3	26	11	11	..	1	11	..	10	8	4
1985	9	6	4	4	5	7	4	20	8	11	3	5	7	10	8	..	4
1986	8	4	2	3	5	4	3	13	8	5	1	2 R	11	11	7	..	2
1987	8	3	2	3	9	3	5	10	6	6	2	2	16	8	6	..	1
Quarterly averages																	
1987 Q2	8	3	3	2	10	3	5	10	6	7	1	1	17	11	7	..	2
Q3	8	3	2	3	10	3	4	9	6	7	3	1	14	6	6	..	1
Q4	8	4	2	2	10	3	3	9	6	7	4	1	15	9	6	..	2
1988 Q1	8	5	0	4	7	3	4	15	..	7	4	1	15	5	4	..	3
Q2	9	..	0	5	6	3	5	15	..	6	5	1	8	4	6	..	2
Monthly																	
1988 Jan	8	2	..	4	6	3	4	..	..	7	..	1	..	..	6	..	2
Feb	7	..	..	4	8	..	..	..	..	7	..	1	..	..	3	..	2
Mar	9	5	0	5	8	..	..	..	..	7	..	1	..	..	4	..	2
Apr	9	1	..	4	7	..	..	..	..	6	..	1	..	..	5	..	2
May	9	5 R	..	4	7	3	5	..	..	6	5	1	..	..	7	..	2
June	8	..	0	7	6	..	..	..	..	6	4	1	..	..	7	..	2
July	8	..	..	5	6	..	..	..	..	6	6 R	2	..	..	7	..	3
Aug	9	..	..	..	..	..	..	..	..	6	3	1	..	..	..	..	3

Source: OECD—Main Economic Indicators.

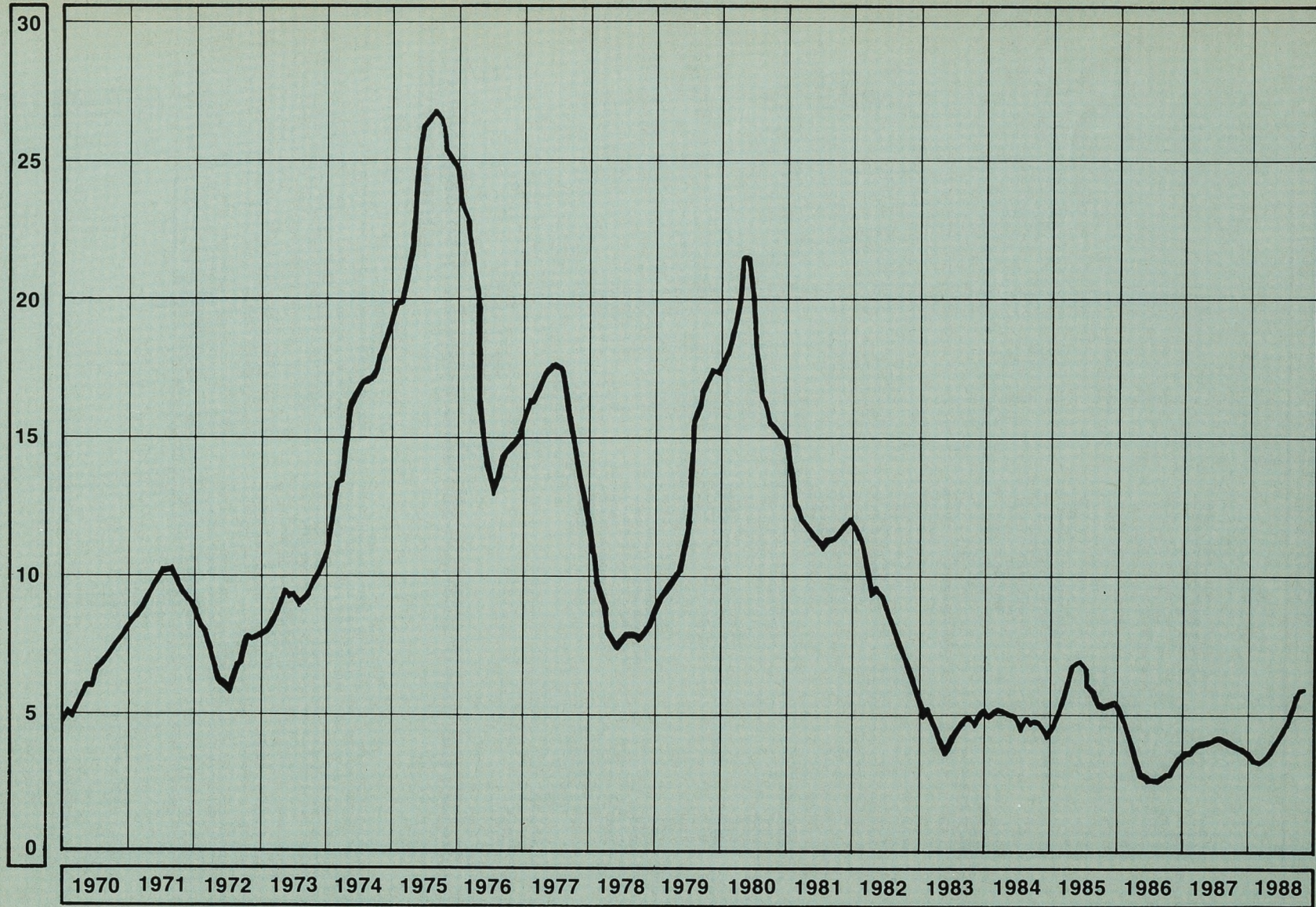
Notes: 1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.

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

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

RETAIL PRICES INDEX C2

Per cent



6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 13, 1987 = 100	Percentage change over			Index Jan 13, 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1987 Oct	102.9	0.5	1.1	4.5	103.1	0.5	1.5	
Nov	103.4	0.5	1.5	4.1	103.6	0.5	1.9	
Dec	103.3	-0.1	1.4	3.7	103.3	-0.3	1.5	
1988 Jan	103.3	0.0	1.5	3.3	103.3	0.0	1.4	
Feb	103.7	0.4	1.6	3.3	103.6	0.3	1.4	
Mar	104.1	0.4	1.7	3.5	104.0	0.4	1.4	
Apr	105.8	1.6	2.8	3.9	105.7	1.6	2.5	
May	106.2	0.4	2.7	4.2	106.1	0.4	2.4	
June	106.6	0.4	3.2	4.6	106.6	0.5	3.2	
July	106.7	0.1	3.3	4.8	106.9	0.3	3.5	
Aug	107.9	1.1	4.1	5.7	108.1	1.1	4.3	
Sept	108.4	0.5	4.1	5.9	108.7	0.6	4.5	
Oct	109.5	1.0	3.5	6.4	109.8	1.0	3.9	

The overall level of prices was 1.0 per cent higher in October than in September. This was mainly the result of higher mortgage interest payments which followed the increase in interest rates from an average of 1 1/2 to 1 3/4 on October 1. The most notable price increases for other goods and services were for clothing and footwear, motor vehicles and their insurance, and beer.

Food. There was little change in the index for seasonal products with price increases for fresh vegetables and eggs and decreases for fresh food and home-killed lamb. There were price increases for many non-seasonal foods; the index for these rose by a little more than 1/4 per cent. The index for all foods showed little change.

Catering. There were increases in the prices of restaurant meals, take-aways, and snacks. The index for the group rose by around 1/2 per cent.

Alcoholic drink. There were further increases in prices of "on sales" beer, and also for "on sales" wines and spirits. The group index increased by a little more than 1/2 per cent.

Tobacco. Some cigarette manufacturers increased their prices. The index for the group rose by around 1/2 per cent.

Housing. Mortgage interest rates increased by an average of 1 3/4 percentage points. Local

authority rents were also increased, and the index for this group rose a little by more than 3/2 per cent.

Household goods. Although prices rose on average by a little less than 1/2 per cent throughout the group, there were sales reductions and special offers for some furniture, furnishings, and electrical equipment.

Household services. The index for this group increased by a little less than 1/2 per cent.

Clothing and footwear. The arrival of autumn and winter stock led to an increase in the index for this group of around 2 per cent.

Personal goods and services. There were small price increases throughout the group; the index increased by a little more than 1/4 per cent.

Motoring expenditure. The price of petrol and oil was slightly lower, but the price of purchasing and insuring a motor vehicle increased. The index for the group rose by around 1/2 per cent.

Fares and other travel costs. Bus and coach fares were slightly higher, and the index for this group rose by around a little less than 1/2 per cent.

Leisure goods. A rise in the prices of books, and some magazines and newspapers was the principal factor contributing to an increase of around 1/2 per cent in the index for this group.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for October 18

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
		All items	109.5		1.0	6.4	
Food and Catering	106.4	0.2	4.5	Housing	120.7	3.6	15.1
Alcohol and tobacco	107.5	0.6	4.9	Rent	114.0		8
Housing and household expenditure	113.2	1.9	9.8	Mortgage interest payments	134.8		32
Personal expenditure	107.4	1.5	4.9	Rates	116.8		8
Travel and leisure	109.0	0.4	4.6	Water and other charges	115.6		9
All items excluding seasonal food	109.8	1.0	6.5	Repairs and maintenance charges	108.5		6
All items excluding food	110.4	1.2	6.9	Do-it-yourself materials	108.5		5
Seasonal food	97.1	-0.1	0.3	Fuel and light	103.7	0.1	5.8
Food excluding seasonal	106.4	0.3	4.5	Coal and solid fuels	101.1		9
All items excluding housing	107.4	0.5	4.7	Electricity	108.6		9
All items excluding mortgage interest	108.3	0.5	5.1	Gas	101.2		6
Nationalised industries	109.2	0.2	7.6	Oil and other fuel	84.5		-13
Consumer durables	105.3	1.0	3.0	Household goods	107.6	0.4	4.2
Food	104.9	0.1	3.8	Furniture	107.9		4
Bread	109.0		8	Furnishings	108.1		4
Cereals	110.5		8	Electrical appliances	105.3		2
Biscuits and cakes	106.0		3	Other household equipment	108.0		5
Beef	112.3		10	Household consumables	111.7		8
Lamb	96.5		2	Pet care	102.7		2
of which, home-killed lamb	93.9		1	Household services	108.2	0.4	4.8
Pork	101.6		1	Postage	106.5		6
Bacon	104.7		4	Telephones, telemessages, etc	101.2		1
Poultry	101.2		-3	Domestic services	110.6		7
Other meat	99.9		-1	Fees and subscriptions	113.3		7
Fish	103.0		0	Clothing and footwear	106.9	2.0	4.5
of which, fresh fish	104.6		2	Men's outerwear	107.2		4
Butter	108.5		8	Women's outerwear	105.0		3
Oil and fats	105.2		7	Children's outerwear	107.8		4
Cheese	109.2		8	Other clothing	108.0		5
Eggs	102.8		0	Footwear	108.0		6
Milk, fresh	108.0		4	Personal goods and services	108.1	0.3	5.4
Milk products	110.8		7	Personal articles	102.5		3
Tea	108.3		8	Chemists goods	108.9		6
Coffee and other hot drinks	93.0		1	Personal services	112.7		8
Soft drinks	118.5		13	Motoring expenditure	110.2	0.5	4.6
Sugar and preserves	111.5		5	Purchase of motor vehicles	114.3		6
Sweets and chocolates	101.4		1	Maintenance of motor vehicles	110.6		6
Potatoes	95.4		1	Petrol and oil	100.3		0
of which, unprocessed potatoes	87.6		0	Vehicles tax and insurance	117.6		9
Vegetables	99.9		2	Fares and other travel costs	109.2	0.4	6.4
of which, other fresh vegetables	94.4		-2	Rail fares	107.8		7
Fruit	103.2		3	Bus and coach fares	113.4		8
of which, fresh fruit	103.9		4	Other travel costs	106.7		5
Other foods	106.4		4	Leisure goods	105.0	0.5	2.3
Catering	111.7	0.5	6.7	Audio-visual equipment	92.0		-5
Restaurant meals	112.6		7	Records and tapes	99.7		-3
Canteen meals	110.9		7	Toys, photographic and sport goods	106.4		5
Take-aways and snacks	110.7		6	Books and newspapers	114.5		6
Alcoholic drink	109.1	0.6	5.4	Gardening products	109.5		7
Beer	110.6		7	Leisure services	110.5	-0.1	7.0
of sales	110.9		7	Television licences and rentals	103.4		4
of sales	108.0		4	Entertainment and other recreation	115.8		9
Wines and spirits	106.8		3				
of sales	108.7		5				
of sales	105.5		2				
Tobacco	104.2	0.5	3.7				
Cigarettes	104.5		4				
Tobacco	102.3		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.)

6.3 RETAIL PRICES

Average retail prices of selected items

Average retail prices on October 18 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.
It is only possible to calculate a meaningful average price for

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

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

Average prices on October 18, 1988

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p			p	p
FOOD ITEMS							
Beef: home-killed				Butter			
Sirloin (without bone)	232	355	255-430	Home-produced, per 250g	282	56	51-62
Silverside (without bone) †	297	244	210-269	New Zealand, per 250g	254	55	52-57
Best beef mince	313	132	94-176	Danish, per 250g	258	60	58-65
Fore ribs (with bone)	201	177	130-229	Margarine			
Brisket (without bone)	259	179	149-199	Soft 500g tub	265	36	29-59
Rump steak †	318	320	278-375	Low fat spread 250g	281	40	38-44
Stewing steak	311	162	136-198	Lard, per 250g	296	16	14-22
Lamb: home-killed				Cheese			
Loin (with bone)	300	206	169-266	Cheddar type	277	140	116-169
Shoulder (with bone)	277	95	68-138	Eggs			
Leg (with bone)	279	172	149-205	Size 2 (65-70g), per dozen	234	104	84-122
Lamb: imported				Size 4 (55-60g), per dozen	204	92	69-110
Loin (with bone)	165	157	138-178	Milk			
Shoulder (with bone)	166	87	78-102	Pasteurised, per pint	288	27	24-27
Leg (with bone)	169	153	138-168	Skimmed, per pint	279	26	23-28
Pork: home-killed				Tea			
Leg (foot off)	233	110	89-159	Loose, per 125g	287	43	32-54
Belly †	241	85	70-98	Tea bags, per 250g	299	104	89-115
Loin (with bone)	280	144	129-168	Coffee			
Filet (without bone)	229	205	138-284	Pure, instant, per 100g	507	133	79-175
Bacon				Ground (filter fine), per 1/2lb	260	139	115-161
Collar †	130	114	98-140	Sugar			
Gammon †	252	190	152-218	Granulated, per kg	290	54	52-56
Back, vacuum packed	195	166	140-199	Fresh vegetables			
Back, not vacuum packed	229	167	139-184	Potatoes, old loose			
Ham (not shoulder), per 1/4lb	296	60	48-75	White	244	11	8-14
Sausages				Red	126	11	8-12
Pork	336	86	70-105	Potatoes, new loose			
Beef	245	83	60-96	Tomatoes	331	45	36-55
Pork luncheon meat, 12oz can	179	46	42-55	Cabbage, greens	267	24	15-38
Corned beef, 12oz can	199	71	59-87	Cabbage, hearted	267	23	15-35
Chicken: roasting				Cauliflower, each	284	49	37-59
Frozen, oven ready	209	63	50-89	Brussels sprouts	260	29	20-38
Fresh or chilled 4lb, oven ready	258	85	70-94	Carrots	328	19	12-26
Fresh and smoked fish				Onions	317	22	15-29
Cod fillets	248	208	179-242	Mushrooms, per 1/4lb	315	31	25-38
Haddock fillets	224	222	180-250	Cucumber, each	301	55	45-65
Mackerel, whole	192	73	60-109	Fresh fruit			
Kippers, with bone	245	105	85-125	Apples, cooking	293	37	27-45
Canned (red) salmon, half-size can	176	160	129-199	Apples, dessert	316	33	25-40
Bread				Pears, dessert	304	39	30-48
White, per 800g wrapped and sliced loaf	305	47	42-58	Oranges, each	297	18	10-25
White, per 800g unwrapped loaf	235	59	55-64	Bananas	330	48	39-52
White, per 400g loaf, unsliced	281	39	35-42	Grapes	285	67	50-90
Brown, per 400g loaf, unsliced	151	40	37-43	Items other than food			
Brown, per 800g loaf, unsliced	226	61	53-66	Draught bitter, per pint	650	90	81-102
Flour				Draught lager, per pint	671	102	92-114
Self-raising, per 1 1/2kg	200	53	47-56	Whisky, per nip	662	72	65-82

* Per lb unless otherwise stated.

† Or Scottish equivalent.

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink	
						All	Seasonal food	Non- seasonal food	
Weights 1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
1984	1,000	799	966.1-968.7	102 Feb-Nov 87 Dec-Jan	201	31.3-33.9	167.1-169.8	36	75
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
1986	1,000	815	973.3-976.0	83 Feb-Nov 60 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82
1974	108.5	109.3	108.8	108.4	106.1	103.0	106.9	108.2	109.7
1975	134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976	157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3
1977	182.0	179.7	181.5	208.1	197.0	197.0	189.1	185.7	183.4
1978	197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0
1979	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
1980	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8
1981	295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5
1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
Feb 11	381.1	391.4	383.3	489.5	343.6	328.2	346.9	428.9	425.9
Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9	426.5
Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3	427.6
May 13	386.0	395.8	387.3	495.9	349.8	356.8	349.4	436.2	428.8
June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3	439.3	429.4
July 15	384.7	394.9	386.8	498.3	347.4	332.2	350.7	440.4	431.0
Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4	442.6	432.5
Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3	434.6
Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8	436.6
Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5	436.0
Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9	434.6
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food†	All items except housing	National- ised industries	Consumer durables	Food	Catering	Alcoholic drink	
								All	Seasonal†	Non- seasonal food†	
Weights 1987	1,000	833	974	843	57	139	167	26	141	46	76
1988	1,000	837	975	840	54	141	163	25	138	50	78
1987 Annual averages	101.9	102.0	101.9	101.6	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Feb 10	100.4	100.4	100.3	100.4	100.0	100.3	100.7	103.2	100.2	100.4	100.3
Mar 10	100.6	100.6	100.6	100.6	100.0	100.8	100.7	103.0	100.3	100.8	100.6
Apr 14	101.8	101.8	101.6	101.2	100.8	101.0	101.6	107.4	100.5	101.4	100.8
May 12	101.9	101.8	101.7	101.6	100.7	101.2	102.2	110.6	100.7	101.8	101.2
June 9	101.9	101.9	101.8	101.6	100.7	101.1	101.6	105.2	100.9	102.3	101.4
July 14	101.8	102.1	101.9	101.4	100.9	99.9	100.4	97.0	101.0	102.9	101.7
Aug 11	102.1	102.4	102.2	101.7	101.3	100.3	100.7	98.6	101.0	103.6	102.1
Sept 8	102.4	102.8	102.6	102.1	101.4	101.7	100.4	95.7	101.2	104.3	102.8
Oct 13	102.9	103.3	103.1	102.6	101.5	102.2	101.1	96.8	101.8	104.7	103.5
Nov 10	103.4	103.8	103.6	103.0	101.9	102.9	101.6	98.8	102.1	105.3	103.3
Dec 8	103.3	103.5	103.3	103.2	101.9	103.2	102.4	102.4	102.4	105.8	103.1
1988 Jan 12	103.3	103.4	103.3	103.2	102.8	101.2	102.9	103.7	102.7	106.4	103.7
Feb 16	103.7	103.8	103.6	104.0	103.1	101.9	103.6	106.9	103.0	107.1	104.2
Mar 15	104.1	104.2	104.0	104.0	103.0	102.6	103.9	107.1	103.4	107.5	104.6
Apr 19	105.8	106.0	105.7	105.0	104.9	103.0	104.4	108.5	103.8	108.5	106.1
May 17	106.2	106.4	106.1	105.5	105.0	104.1	104.7	106.9	104.3	108.9	106.6
June 14	106.6	106.9	106.6	105.9	107.3	104.2	104.8	105.3	104.7	109.5	106.8
July 19	106.7	107.2	106.9	106.0	108.2	103.1	104.0	97.9	105.0	109.7	107.1
Aug 16	107.9	108.5	108.1	106.4	108.3	103.4	104.4	97.5	105.7	110.4	107.7
Sept 13	108.4	109.1	108.7	106.9	109.0	104.3	104.8	97.2	106.1	111.1	108.4

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.

RETAIL PRICES 6.4

General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel- laneous goods	Transport and vehicles	Services	1974 Weights
43	124	52	64	91	63	135	54	1974
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
44	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	1977
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0	1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	1984
532.5	452.3	499.3	263.9					

6.5 RETAIL PRICES

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

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

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1987 Oct 13	4.5	3.0	6.3	4.5	1.0	10.2	-2.1	3.0	5.5	1.3	3.4	7.1	4.8	3.3	3.3
Nov 10	4.1	3.6	6.5	4.4	1.2	6.7	-1.7	3.2	4.9	1.5	4.4	6.5	5.2	3.6	3.8
Dec 8	3.7	3.7	6.2	4.5	1.2	4.2	-1.6	3.3	4.8	1.9	3.9	5.8	5.1	3.6	3.6
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
Feb 16	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6
Mar 15	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7
Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0
Sept 13	5.9	4.4	6.5	5.4	4.0	11.6	5.2	4.4	4.8	2.9	5.8	4.4	6.4	2.6	8.5
Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
JAN 15, 1974 = 100													
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7	
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0	
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8	
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3	
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8	
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8	
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5	
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	315.3	320.2	
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4	
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.0	344.3	345.3	348.5	
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3	
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3	
1987 January	386.5				384.2				377.8				
JAN 13, 1987 = 100													
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9	
1988	102.8	104.6	105.3		103.1	104.8	105.5		103.6	105.5	106.4		

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6.7.

RETAIL PRICES 6.7

Group indices: annual averages

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

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

GENERAL NOTES—RETAIL PRICES

As reported by the Secretary of State for Employment on December 11, 1987, it has been discovered that from February 1986 to October 1987 a computer program error affected the monthly index. The official figures are always stated to one decimal place and the extent of the understatement of index levels will depend on rounding. The all items index figures for February 1986 to January 1987 will be understated by about 0.06 per cent; the index figure for January 1987 taking January 1974 as 100 was 394.5. The index figures for February to October 1987 were affected by an error of about 0.09 per cent. In most months this will have resulted, with rounding, to an understatement of 0.1 points in the published figures which take January 1987 as 100. However, because the January index link, 394.5, was understated the understatements relative to January 1986 may have rounded to 0.1 or 0.2 per cent.

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

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

Calculations

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

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

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the January 1987 index on the 1974 base (394.5), then divide by the June 1986 index (385.8). Subtract 100 from the result and this will show that the index increased by 5.2 per cent between those months.

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

Structure

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

Definitions

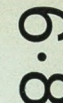
Seasonal food: Items of food the prices of which show significant seasonal variations. These are fresh fruit and vegetables, fresh fish, eggs and home-killed lamb.

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

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

RETAIL PRICES

Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*		
Annual averages																				Indices 1980 = 100	
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2		
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7		
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	64.1	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8		
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7		
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	88.1	90	86.6	88	96.1	88.1	88.6		
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0		
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5		
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	127.5	122	112.5	117.1	119.1		
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3		
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	137.6		
1985	141.5	148.8	126.9	140.5	143.1	146.4	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	153.7	123.3	130.5	137.6		
1986	146.3	162.4	129.0	142.3	149.0	151.7	162.2	120.7	314.7	185.2	201.4	114.9	122.8 R	165	193.7	160.3	124.2	133.0	141.1		
1987	152.4	176.1	130.9	144.5	155.5	157.8	167.3	121.0	366.4	191.1	211.0	114.6	122.0 R	180	203.9	167.0	126.1	137.9	145.8		
Quarterly averages																					
1987 Q3	152.7	177.5	132.2	145.3	156.6	158.5	167.9	121.1	367.1	191.8	211.8	114.7	122.1 R	181	204.9	168.0	126.0	138.8	146.4		
Q4	154.4	180.5	131.4	144.9	157.7	168.7	168.7	121.2	386.8	191.9	215.3	115.0	122.5 R	183	207.3	170.5	126.8	140.0	147.7		
1988 Q1	155.1	183.8	132.2	144.9	159.0	162.4	169.5	121.7	393.0	193.3	217.9	114.4	121.8 R	188	209.9	172.7	127.8	140.8	148.7		
Q2	158.9	186.9	132.7	145.9	161.0	164.7	171.1	122.4	410.6	194.3	220.2	115.1	122.6 R	191	210.5	175.8	128.3	142.6	150.5		
Q3	161.1	..	134.7	146.8	162.9	165.5	172.7	122.6	418.4	195.9	..	115.3	123.3	193	215.8	177.8	128.4	144.5	152.2		
Monthly																					
1988 May	158.8	186.9	132.4	145.9	161.3	165.2	171.1	122.4	409.4	194.3	220.2	115.2	122.7 R	191	210.2	175.8	128.1	142.6	150.5		
June	159.5	..	133.2	146.1	161.5	165.1	171.6	122.6	414.7	..	220.9	115.0	122.6 R	192	211.0	176.3	128.4	143.2	151.0		
July	159.6	..	134.7	146.6	162.5	164.4	172.2	122.5	413.6	..	..	114.7	122.8 R	192 R	213.7	177.1	128.0	143.8	151.4
Aug	161.4	..	135.1	146.9	163.0	165.5	172.7	122.6 R	414.7	195.9 R	..	115.1	123.2 R	192 R	215.8	177.5	128.5 R	144.4	152.1		
Sept	162.2	..	134.4	147.0	163.1	166.5	173.1	122.6	426.9	..	..	116.1	123.8	195	217.8	178.8	128.6	145.4	153.0
Oct	163.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																					
Annual averages																					
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3		
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7		
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9		
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0		
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8		
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9		
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5		
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8		
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3		
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1		
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	2.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.4	3.4	3.5	4.5		
1986	3.4	9.1	1.7	1.3	4.1	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.1 R	7.1	8.8	4.3	0.7	1.9	2.6		
1987	4.2	8.4	1.5	1.5	4.4	4.0	3.1	0.2	16.4	3.2	4.8	0.3	-0.7 R	9.1	5.3	4.2	1.5	3.7	3.3		
Quarterly averages																					
1987 Q3	4.3	8.3	2.3	2.1	4.5	3.9	3.4	0.6	16.0	3.2	4.9	0.1	-0.1 R	7.9	4.6	4.7	1.8	4.2	3.7		
Q4	4.1	7.1	1.7	1.6	4.2	4.0	3.2	1.0	15.4	3.1	5.3	0.4	-0.3 R	7.0	4.6	4.9	1.9	4.5	4.0		
1988 Q1	3.3	6.9	2.2	1.0	4.1	4.8	2.4	0.8	13.6	1.9	5.2	0.6	0.3 R	6.8	4.4	5.0	2.2	4.0	3.4		
Q2	4.3	7.1 R	1.7	1.0	4.0	4.6	2.5	1.1	12.4	1.8	5.1	0.0	0.7	7.3	4.1	6.5	..	3.9	3.5		
Q3	5.5	..	1.9	1.0	4.0	4.4	2.9	1.2	14.0	2.1	..	0.5	1.0	6.6	5.3	5.8	..	..	..
Monthly																					
1988 May	4.2	7.1	1.7	1.0	4.1	4.6	2.5	1.1	12.5	1.8	4.9	-0.1	0.7	7.1	3.9	6.4	2.2	3.9	3.5		
June	4.6	..	1.4	1.1	3.9	4.6	2.6	1.1	11.8	..	5.0	0.0	0.7	7.1	4.3	6.0	2.1	4.0	3.6		
July	4.8	..	2.1	1.0	3.8	4.1	2.7	1.0	13.2	..	..	-0.5	0.9 R	6.8	4.6	6.1	1.7	4.1	3.8
Aug	5.7	..	1.8	0.9	4.0	4.5	2.8	1.2	14.0	2.1	..	0.6	0.9	6.6	5.7	5.8	1.7	4.0	3.9		
Sept	5.9	..	1.9	1.2	4.1	4.5	3.0	1.4	14.8	..	..	0.5	0.9	6.4	5.7	5.6	2.1	4.2	4.0
Oct	6.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

Note: Since percentage changes are calculated from rounded rebased series they may differ slightly from official national sources.

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

TOURISM 8.1

Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
Self-employed *							
1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
Employees in employment †							
1982 March	180.6	225.0	137.3		219.5		309.4
June	194.1	236.0	138.5		267.4		336.8
September	194.9	234.0	134.7		268.2		327.0
December	184.3	230.8	134.8		209.6		309.2
1983 March	174.0	226.7	131.3		203.2		307.0
June	197.7	237.1	133.0		262.2		312.8
September	203.6	245.3	135.3		265.3		334.9
December	200.3	243.8	138.3		211.0		314.1
1984 March	200.5	239.5	136.6		202.1		311.2
June	213.1	251.7	137.6		265.7		333.6
September	216.2	259.8	137.0		262.0		330.1
December	209.3	259.8	139.5		228.9		315.3
1985 March	207.1	258.3	138.0		226.8		320.6
June	222.2	271.5	142.4		276.3		379.0
September	225.4	266.1	142.9		280.5		372.3
December	219.9	267.0	145.7		244.4		335.8
1986 March	214.2	260.1	142.5		242.1		334.0
June	228.0	271.8	144.5		288.6		384.9
September	226.3	278.0	145.7		289.1		378.0
December	223.6	278.7	147.3		255.6		349.2
1987 March	222.0	274.1	147.4		246.8		348.6
June	238.1	281.8	146.6		293.0		396.0
September	238.9	284.2	150.3		299.0		388.1
December	230.0	286.1	155.0		270.1		354.4
1988 March	233.1	280.2	151.8		268.8		359.0
June	251.5	290.1	156.1		306.7		401.8
Change June 1988 on June 1987							
Absolute (thousands)	+13.5	+8.3	+9.5		+13.7		+5.9
Percentage	+5.7	+3.0	+6.5		+4.7		+1.5

* Based on Census of Population.

† In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981	145
1983	142
1984	169
1985	170
1986	185
1987	180

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

TOURISM 8.2

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987 P	6,237		7,255		-1,018	
Percentage change 1987/1986	+12		+19			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1987 P Q1	1,014	1,489	1,081	1,687	-67	-198
Q2	1,491	1,576	1,798	1,868	-307	-292
Q3	2,358	1,597	2,977	1,895	-619	-298
Q4	1,373	1,575	1,398	1,805	-25	-230
1988 P Q1	1,061	1,532	1,342	2,054	-281	-522
Q2 (e)	1,460	1,541	2,010	2,051	-550	-510
1987 P January	412	523	356	554	+56	-31
February	265	485	316	570	-51	-85
March	337	481	408	563	-71	-82
April	413	499	480	615	-67	-116
May	474	501	605	632	-131	-131
June	604	576	714	621	-110	-45
July	741	531	840	638	-99	-107
August	920	539	1,128	625	-208	-86
September	697	527	1,009	632	-312	-105
October	583	528	751	630	-168	-102
November	396	478	369	577	+27	-99
December	394	569	278	598	+116	-29
1988 P January	407	509	416	643	-9	-134
February	288	494	416	713	-128	-219
March	366	529	510	698	-144	-169
April (e)	450	533	560	688	-110	-155
May (e)	445	468	595	629	-150	-161
June (e)	565	540	855	734	-290	-194
July (e)	745	522	940	662	-195	-140
August (e)	860	515	1,200	713	-340	-198

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

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987 P	15,445		3,394	9,196	2,855
1987 P Q1	2,620	3,819	502	1,632	486
Q2	4,018	3,776	938	2,445	635
Q3	5,576	3,799	1,283	3,158	1,135
Q4	3,231	4,051	672	1,960	599
1988 P Q1	4,000	1,704	519	1,704	524
Q2 (e)	4,040	3,804	880	2,490	670
1987 P January	1,031	1,374	174	640	216
February	672	1,195	127	410	135
March	917	1,250	200	582	135
April	1,304	1,254	191	944	168
May	1,295	1,254	343	746	207
June	1,419	1,268	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,270	479	1,316	414
September	1,497	1,288	376	736	385
October	1,338	1,351	338	740	260
November	940	1,298	163	595	181
December	954	1,402	170	626	158
1988 P January	1,009	1,326	158	637	214
February	783	1,373	140	497	146
March	954	1,301	220	570	164
April (e)	1,330	1,285	210	930	190
May (e)	1,200	1,204	290	700	210
June (e)	1,510	1,315	380	860	270
July (e)	2,000	1,312	440	1,210	350
August (e)	2,160	1,293	470	1,310	380

Notes: See table 8.2.

TOURISM 8.4 Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,825	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987 P	27,430		1,559	23,661	2,210
1987 P Q1	4,237	6,915	254	3,400	584
Q2	7,311	6,900	347	6,432	532
Q3	10,646	6,869	583	9,506	558
Q4	5,236	6,746	375	4,324	537
1988 P Q1 R	4,426	7,179	250	3,514	662
Q2 (e)	7,440	6,990	490	6,320	630
1987 P January	1,305	2,199	120	975	209
February	1,291	2,452	53	1,086	152
March	1,642	2,264	81	1,339	222
April	2,072	2,273	104	1,722	247
May	2,390	2,332	130	2,118	142
June	2,848	2,295	114	2,592	142
July	3,147	2,340	118	2,921	108
August	4,039	2,270	118	3,540	242
September	3,460	2,259	207	3,045	186
October	2,537	2,204	227	2,124	201
November	1,602	2,326	77	1,323	201
December	1,097	2,216	71	876	150
1988 P January	1,393	2,306	126	1,012	255
February	1,371	2,522	54	1,109	207
March	1,662	2,351	70	1,392	200
April (e)	2,120	2,280	160	1,670	290
May (e)	2,160	2,162	150	1,850	160
June (e)	3,160	2,548	180	2,800	180
July (e)	3,430	2,450	200	3,050	180
August (e)	4,100	2,432	320	3,510	270

Notes: See table 8.2.

9.1 OTHER FACTS AND FIGURES YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1988-March 1989	36,359	20,211	23,939	39,712	38,578	38,102	51,988	23,276	19,487	42,710	334,362
Entrants to training April-October 1988	25,765	12,126	19,252	30,890	31,258	30,106	40,167	19,716	15,017	26,186	250,483
Total in training October 31, 1988	41,080	23,119	34,446	50,180	51,748	51,041	67,727	32,951	26,083	49,847	433,222

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

Measure	Great Britain		Scotland		Wales	
	October	September	October	September	October	September
Community Industry Enterprise Allowance Scheme	7,000	7,000	1,672	1,621	798	784
Job Release Scheme	92,000	93,000	8,239	8,298	6,049	6,059
Jobshare	10,000	11,000	678	753	412	434
Jobstart Allowance	354	416	21	25	36	40
New Workers Scheme	2,000*	2,000†	332*	326†	190*	187†
Restart interviews (cumulative total)	5,000	9,000	708	984	540	861e
	1,091,515**	912,397††	133,683**	111,247††	66,076**	56,067††

* Live cases as at September 30, 1988.

† Live cases as at August 26, 1988.

** March 28 to September 30, 1988.

†† March 28 to August 26, 1988.

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

Employment registrations† taken at jobcentres, September 5 to October 5, 1988	8,237
Placed into employment by jobcentre advisory service, September 5 to October 7, 1988*	3,924
Placed into employment by jobcentre and local authority careers offices, July 11, 1988 to October 7, 1988	10,219
Of which Section 1**	9,152
Of which Section 2** (327 open; 740 sheltered)	1,067

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

* Not including placings through displayed vacancies.

** Section 1 classifies those people suitable for ordinary employment. Section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered conditions.

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

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1987 Oct	22.4	19.1	48.4	35.5	4.1	3.6	2.6	2.0
1988 Jan	21.5	18.4	45.6	32.9	4.1	3.6	2.5	1.8
Apr	20.3	16.8	46.6	34.0	4.2	3.6	3.0	2.3
July	20.3	17.1	45.6	33.5	4.0	3.5	2.7	1.9
Oct	18.5	15.7	43.4	31.6	4.0	3.4	2.3	1.6

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

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

Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 18, 1988, the latest date for which figures are available, 374,238 people were registered under the Acts.

DEFINITIONS

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

Conventions

The following standard symbols are used:

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

R	revised
e	estimated
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

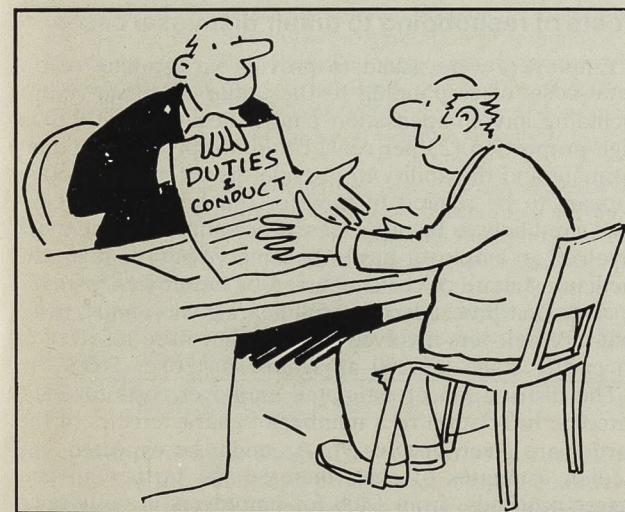
Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK				Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series	M [Q]	Dec 88:	1-1	Manufacturing and certain other industries			
Labour force estimates, projections	M	Mar 88:	117	Summary (Oct)	B (A)	Dec 88:	5-4
Employees in employment				Detailed results	A	Apr 88:	229
Industry: GB				Manufacturing			
All industries: by Division class or group	Q	Nov 88:	1-4	International comparisons	M	Dec 88:	5-9
: time series, by order group	M	Dec 88:	1-2	Aerospace	D	Aug 86:	340
Manufacturing: by Division class or group	M	Dec 88:	1-3	Agriculture	A	Apr 88:	256
Occupation				Coal-mining	A	Apr 88:	255
Administrative, technical and clerical in manufacturing	A	Dec 88:	1-10	Average earnings: non-manual employees	M (A)	Dec 88:	5-5
Local authorities manpower	Q	Oct 88:	1-7	Overtime and short-time: manufacturing			
Region: GB				Latest figures: industry	M	Dec 88:	1-11
Sector: numbers and indices	Q	Nov 88:	1-5	Region: summary	Q	Dec 88:	1-13
Self-employed: by region				Hours of work: manufacturing	M	Dec 88:	1-12
: by industry							
Census of Employment: Sept 1984				Output per head			
GB and regions by industry		Jan 87:	31	Output per head: quarterly and annual indices	M (Q)	Dec 88:	1-8
UK by industry		Sept 87:	444	Wages and salaries per unit of output			
International comparisons	M	Dec 88:	1-9	Manufacturing index, time series	M	Dec 88:	5-7
Apprentices and trainees by industry:				Quarterly and annual indices	M	Dec 88:	5-7
Manufacturing industries	A	July 88:	1-14	Labour costs			
Apprentices and trainees by region:				Survey results 1984	Triennial	June 86:	212
Manufacturing industries	A	July 88:	1-15	Per unit of output	M	Dec 88:	5-7
Employment measures	M	Dec 88:	9-2	Retail prices			
Registered disabled in the public sector	A	Feb 88:	65	General index (RPI)			
Labour turnover in manufacturing	Q	Dec 88:	1-6	Latest figures: detailed indices	M	Dec 88:	6-2
Trade union membership	A	May 88:	275	percentage changes	M	Dec 88:	6-2
				Recent movements and the index excluding seasonal foods	M	Dec 88:	6-1
				Main components: time series and weights	M	Dec 88:	6-4
				Changes on a year earlier: time series	M	Dec 88:	6-5
				Annual summary	A	Apr 88:	222
				Revision of weights	A	Apr 88:	248
				Pensioner household indices			
				All items excluding housing	M (Q)	Dec 88:	6-6
				Group indices: annual averages	M (A)	Dec 88:	6-7
				Revision of weights	A	June 88:	332
				Food prices	M	Dec 88:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Dec 88:	6-8
				Household spending			
				All expenditure: per household	Q	Sept 88:	7-1
				: per person	Q	Sept 88:	7-1
				Composition of expenditure			
				: quarterly summary	Q	Sept 88:	7-2
				: in detail	Q (A)	June 88:	7-3
				Household characteristics	Q (A)	June 88:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Dec 88:	4-1
				: time series	M	Dec 88:	4-2
				Latest year and annual series	A	July 88:	372
				Industry			
				Monthly: Broad sector: time series	M	Dec 88:	4-1
				Annual Detailed	A	July 88:	372
				Prominent stoppages	A	July 88:	380
				Main causes of stoppage			
				Cumulative	M	Dec 88:	4-1
				Latest year for main industries	A	July 88:	377
				Size of stoppages	A	July 88:	379
				Days lost per 1,000 employees in recent years by industry	A	July 88:	376
				International comparisons	A	June 88:	335
				Tourism			
				Employment in tourism: industries GB	M	Dec 88:	8-1
				Overseas travel: earnings and expenditure	M	Dec 88:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Dec 88:	8-3
				Visits abroad by UK residents	M	Dec 88:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Oct 88:	8-5
				Visits abroad by country visited	Q	Oct 88:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Oct 88:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Oct 88:	8-8
				Visitor nights	Q	Oct 88:	8-9
				YTS			
				YTS entrants: regions	M	Dec 88:	9-1

Notes: * Frequency of publication, frequency of compilation shown in brackets (if different).
A Annual. S Six-monthly. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

Table 8 Characteristics of employers (workplaces) in relation to the outcome of unfair dismissal cases arising in 1985-86

	Percentage of claims NOT proceeding to a tribunal hearing that were:		Base	Percentage of claims proceeding to a tribunal hearing that were:		Base
	Withdrawn by applicant	Settled by parties		Upheld by tribunal	Dismissed by tribunal	
All cases where outcome known:	34	66	1,162	39	61	722
Trade unions						
Recognition	39	61	491	30	70	324
No recognition	30	70	670	46	54	393
Number of employees						
Less than 10	32	68	217	49	51	138
10-24	35	65	231	39	61	137
25+	34	67	699	35	65	432
Main activity						
Manufacturing*	32	68	405	35	65	260
Non-manufacturing	37	63	757	41	59	462
Age of main activity						
Up to 3 years	42	58	60	55	45	33
3 to 5 years	36	65	63	38	62	53
5 to 10 years	35	65	122	39	61	70
Over 10 years	35	65	869	38	62	565
Ownership						
Private sector	32	68	1,082	40	60	642
Public sector	64	36	76	30	70	74
Organisational complexity						
Sole workplace	32	68	419	43	57	288
One of several	35	65	743	36	64	434
Location						
Rest of the South East	36	64	193	42	58	133
Greater London	16	84	149	40	60	67
East Anglia	21	79	43	43	57	28
South West	37	64	63	38	62	47
West Midlands	31	69	111	41	59	85
East Midlands	29	71	85	41	59	51
Yorkshire and Humberside	36	64	118	36	64	85
North West	36	65	172	37	63	95
North	54	46	72	39	61	33
Wales	45	55	71	33	67	27
Scotland	40	60	85	31	69	72

* Head and administrative offices of manufacturing organisations are non-manufacturing under this definition.



Employers should explain to employees their expected duties and conduct.

A slightly larger proportion of manual workers withdrew their claims than non-manuals, although the difference is quite small. There was no discernible pattern of withdrawals and settlements in relation to the applicants' weekly pay. However, a more distinctive pattern is evident between applicants' weekly pay and the outcome of tribunal hearings, as is shown in the next section.

A more striking finding is that union members (table 7)

and employees from workplaces with recognised trade unions (table 8) were much more likely to withdraw their claims, and less likely to settle them, than their non-union counterparts. The role of the union as a source of information and advice about tribunal matters may be important here. It could be, for example, that union representatives or officials help to filter out the weaker cases by clarifying the applicant's position.

Equally, however, as table 8 shows, there is also a greater tendency to filter out apparently weak claims in the types of workplaces that are themselves associated with developed union organisation—large size, one of several workplaces in the organisation, and public ownership. Procedural formality in these types of workplace may, in itself, be a significant deterrent to the pursuance of unfair dismissal claims. This is underlined by the finding that a majority of claims in the public sector that did not proceed to a tribunal were withdrawn by the applicant. Applicants were twice as likely to withdraw their claims in the public sector as in the private sector and, as shown below, were much less likely to be successful at a tribunal.

The higher withdrawal rates among newer workplaces and those in the private services sector appear to be at odds with the foregoing discussion, suggesting as they do a lack of procedural development and union penetration. However, it may be that a higher turnover of staff is more significant here, where dismissals of one sort or another are above average and where unfair dismissal applications become relatively more common, perhaps regardless of

the merits of particular cases.

It is likely that variations in the industrial, ownership and, therefore, union composition of workplaces in the regions of Britain¹ partly account for the large differences in withdrawal (and settlement) rates between them (see table 8). The very low withdrawal rate (and high settlement rate) in Greater London, for example, suggests the disproportionate influence of well established but relatively smaller, less-unionised workplaces in the private sector. The readier access to sources of legal and other advice in Greater London may also be significant. The rather higher withdrawal rates in the North of England, Wales and Scotland point to the influence of workplaces with well developed union organisation.

Unfair dismissal claims proceeding to a full tribunal hearing

It was shown earlier, using data from the Workplace Industrial Relations Survey, that around 13 per cent of the 134,000 dismissals (for reasons other than redundancy) in the 1983-84 period resulted in a claim of unfair dismissal being made. So, assuming that roughly a third of these cases proceeded to a full hearing (see table 6), just over 4 per cent of all dismissals in 1983-84 resulted in a full tribunal hearing.²

From the present survey, 38 per cent of unfair dismissal cases went to a full tribunal hearing (table 6), this being much more common for cases arising in the public sector than those in the private sector. Male applicants, those in union membership and those in manual occupations were most likely to pursue their claim of unfair dismissal to a full tribunal hearing.³ Applicants in 39 per cent of the cases which reached a full tribunal hearing had their claims for unfair dismissal upheld (tables 7 and 8). The great majority of claims which were upheld at the tribunal in 1985-86, resulted in an award of financial compensation being made to the applicant.

As some of the survey results concerning the characteristics of the parties involved in claims that were upheld have already been alluded to in the foregoing section, the following discussion can be relatively brief.

Female applicants and those working either less than or more than the standard weekly hours (35 to 40) had a higher than average success rate at tribunals. So too did applicants with up to four years' service. Employees on either low wages (£79 or less per week) or high wages (£200 or more) were more likely to win their cases at tribunals than those in between. Clearly, those on lower wages tended to work in the smaller establishments where, as has been shown, unfair dismissal claims were relatively stronger.

Union members and those from workplaces with recognised unions were much less successful at tribunals than their non-union counterparts. More generally, however, it is evident that success for applicants at

Table 9 Employers' estimates of the costs* of responding to unfair dismissal claims by outcome of case

	All out-comes	With-drawn	Settled	Upheld	Dis-missed
					Median (£)
All cases	900	400	800	2,000	900
Union members	1,000	400	1,000	3,200	1,000
Non-members	800	400	800	2,000	700
Trade union recognition	1,000	400	1,000	3,000	1,000
No recognition	800	500	800	2,000	700
Sole workplace	700	250	700	1,600	700
One of several	1,000	500	900	2,600	1,000
Manufacturing	1,000	400	900	2,800	1,000
Non-manufacturing	800	400	800	2,000	800
Private sector	800	400	800	2,000	800
Public sector	1,000	300	1,000	1,700	1,600

* Medians rounded to nearest £100.

tribunals is associated with the characteristics of workplaces where union organisation is either absent or less well developed: small, new, private sector, non-manufacturing, or located in the South of England. Similarly, applicants from single-workplace organisations (mainly small firms) were more likely to be successful than their counterparts in more complex organisations.

The relatively low success rate of union members at tribunals suggests that the nature of the cases arising in unionised and non-unionised workplaces are rather different. Dismissals are more likely to have been through established procedures in the former case than the latter, for example, making it more difficult to claim successfully that the dismissals themselves were unfair. Clearly, this is the converse of the point made earlier, that union members are much more likely to withdraw their claims at an earlier stage than their non-union counterparts.

Costs of responding to unfair dismissal cases

Employers were asked to provide an estimate of the total costs of responding to the unfair dismissal claim⁴, including any compensation paid if necessary. A rather high proportion (23 per cent) could not provide a money estimate and the ability to provide these financial details appears to be related to how far the case proceeded—costs are likely to be more clearly accounted for the more involved an employer has to become. Where known, the median estimate of costs incurred by employers involved in cases that proceeded to a full hearing was almost twice that of employers involved in cases that were resolved at an earlier stage (£1,200 as against just over £600).

The distribution of estimated employer costs for each outcome in relation to a number of characteristics of the parties are given in table 9⁵. As might be expected, the median estimates of costs increase the further an employer proceeds, from £400 for employers in withdrawn cases through to £2,000 for those who lost at a tribunal. To the extent that employers 'lose' by settling the case outside a tribunal and 'win' if the applicant withdraws, the table suggests that employers who lose either inside or outside a tribunal hearing have to spend twice as much as those who win.

Union organisation appears to be associated with high employer costs, particularly for cases which employers lose at a tribunal. It is notable that there was little difference in the cost estimates for upheld and dismissed cases in the public sector, although the number of

Technical note

The survey covered all claims of unfair dismissal lodged at the Central Offices of Industrial Tribunals (COITs) for England and Wales, and Scotland between April 1985 and March 1986. A 12 per cent random sample of cases was selected, stratified by the Regional Office of Industrial Tribunals (ROIT) to which cases were allocated. An initial sample of 4,337 cases was drawn from which 2,413 were found to be eligible for interview. A total of 1,927 employer interviews were finally achieved giving a response rate of 80 per cent. Table 10 gives a summary of the fieldwork response.

It is likely that the great majority of the 'number not listed' and 'employer gone away' categories represents the complete closure of workplaces, although a small number may have moved to new premises elsewhere. At approaching 17 per cent (over approximately 18 months), this closure rate is far higher than is usual for employer surveys. However, it is clear that cases are over-represented, relative to employment, in smaller workplaces which are themselves more prone to complete closure than larger workplaces.

The COIT (England and Wales) listing of applications gives the name and address of the applicant and only the name of the employer. Where possible, each ROIT provided addresses of employers and in some cases their telephone numbers; where not provided, telephone numbers had to be found from directories and in some cases the search was unsuccessful. The COIT (Scotland) register of applications gives the name and address of both parties. Initial contact was made by letter from DE to the personnel manager or office at each address, with telephone follow-up several days later.

Fieldwork on the main employers' survey was conducted between July and September 1987 and interviews lasted around 15 minutes on average. Apart from a brief description of the circumstances of the case, data on the following characteristics of applicants were collected: age, sex, tenure, working hours, weekly pay, occupation, date of dismissal, union membership. Data on the characteristics of workplaces where cases arose included the following: location, main industrial activity, age, size, ownership and union recognition. The employer respondents' job title was also noted and in cases where the workplace was one of a number in the organisation, employers were asked for the number of employees in the whole organisation. Data on the employers' estimates of the costs to their organisation of responding to the claim were also collected. Finally, information on the characteristics of cases included whether they were settled, withdrawn, upheld or dismissed at tribunal and whether pre-hearing assessments and post-tribunal appeals or reviews were held.

A similar range of information on the characteristics of the parties to unfair dismissal cases was collected in a survey of 1976-77 cases conducted by the Industrial Relations Research Unit (IRRU) in 1978¹. However, the differences between the two studies should be borne in mind when comparisons are made between the two sources in relation to the 'characteristics' data reported here. Table 11 summarises the main features of the two studies.

¹ See Dickens *et al*, footnote 2 in the box on p 652.

observations is quite small. The comparison of employer estimates in the public and private sector may be hindered by differences in the extent to which the costs of particular cases can be isolated.

Conclusion

This article has shown that one in eight of all those dismissed from their employment for reasons other than redundancy in 1983-84 lodged a claim of unfair dismissal at industrial tribunals; 4 per cent of all dismissals resulted in a tribunal hearing.

A previous survey of 1976-77 unfair dismissal cases

¹ Dickens *et al* (1985), p 35 (see footnote 2 in the box on p 652).

Table 10 Summary of fieldwork response—main employers' survey

Total initial sample of cases	4,337
Less:	
Withdrawn at sampling stage	779
Insufficient information to contact employers	689
Used for pilot sample	90
Less:	
Ineligible/out of scope	1,145
Telephone number not listed/unobtainable	344
Employer 'gone away'	254
Jurisdiction other than unfair dismissal	166
'Live' (unresolved) cases	381
Total eligible for interview	2,413
Less:	
Non-productives	486
No answer to telephone	38
Ex directory	5
Employer contacted—no trace of employee	32
Employer contacted—no interview arranged	171
Refusals	246
Total employer interviews achieved	1,927
Response rate (per cent)	80

Table 11 Comparison of survey characteristics

	IRRU	DE
Unfair dismissal applications covered	Oct 76 to Sept 77	Apr 85 to Mar 86
Fieldwork period	Jan to May 1978	July to Sept 1987*
Sampling points	Three E and W ROITs (London South, East Anglia, Leeds) and Scotland	All E and W ROITs and Scotland
Achieved sample: employers applicants	999 971	1,927 **
Interviewing method	Personal	Telephone

* For 'characteristics' data only. Completion of all fieldwork in December.
** Applicants were not questioned about 'characteristics' in the DE survey.

Employers in the main DE sample were also asked whether they would be willing to be re-interviewed at a later stage. In 500 cases where employers said they would be re-interviewed, a personal, face-to-face interview was then secured with the ex-employee concerned. This sample was stratified by outcome, with both 'settled' and 'upheld' cases being over-sampled. The third stage of interviewing involved returning to the employers to these 500 cases. In the event, 402 follow-up employer interviews were achieved. *Inter alia*, the applicant questionnaire covered the payment of tribunal awards and events subsequent to the case, such as labour market experiences. The follow-up employers' questionnaire included questions on procedures and organisational changes subsequent to the case. Further results from these sub-samples will be reported separately.

found the typical unfair dismissal applicant to be "a male, manual worker, not in membership of a union, who has been dismissed after relatively short service by a small employer in the private sector".²² The present article has shown that in 1985-86 the picture was much the same.

Union members were much less successful at tribunals than their non-union counterparts. More generally, success for applicants at a tribunal appears to be associated with the characteristics of workplaces where union organisation is less well developed. It seems likely that the circumstances of the dismissal of union members—probably after standardised disciplinary procedures—makes it harder to claim successfully that the dismissals were unfair.

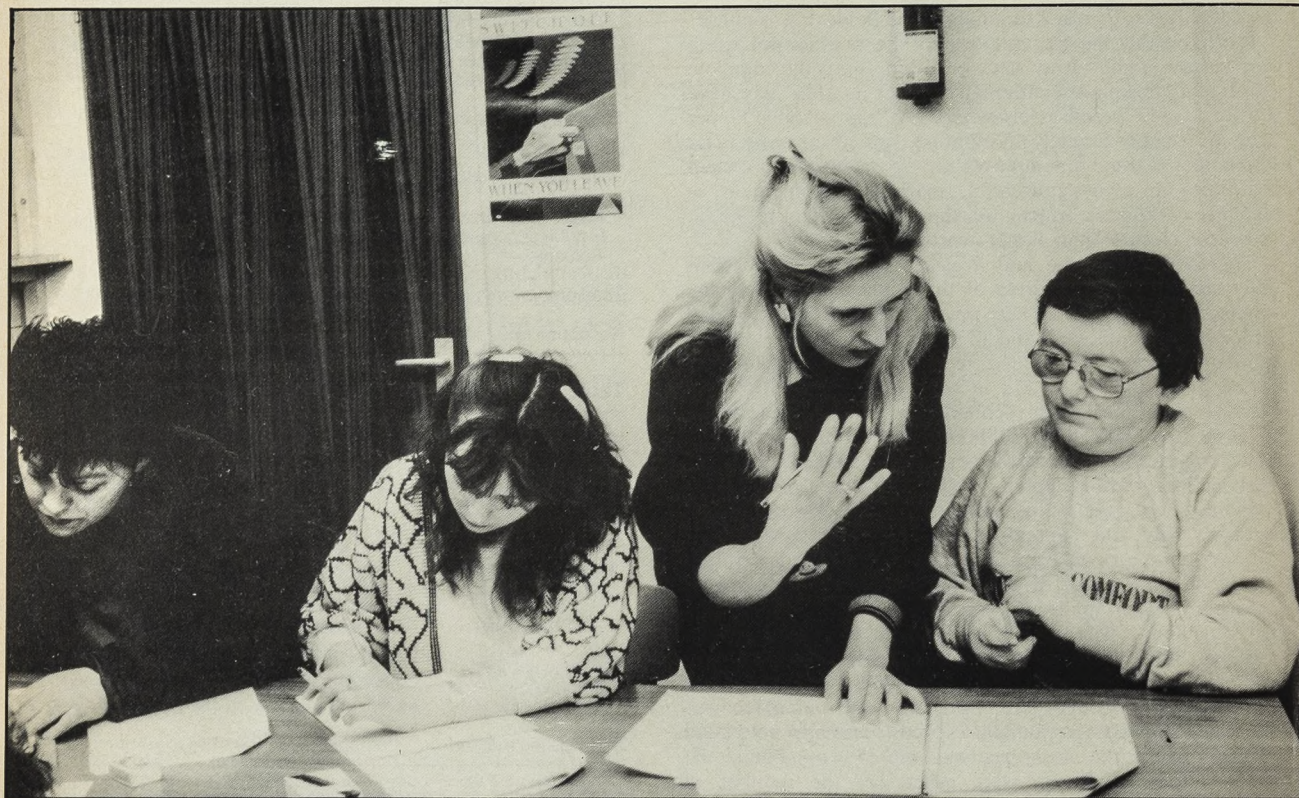
¹ See footnote 1 in the box on p 655.

² As roughly 17,400 dismissals were subject to an unfair dismissal claim in 1983-84, a third of these—5,800—proceeded to a tribunal. Thus, 5,800 as a proportion of 134,000 gives 4.3 per cent.

³ Although data were collected on whether cases were heard at a Pre-Hearing Assessment, it seems likely that the question, its pre-amble and the accompanying interviewer instructions were not sufficiently sensitive to exclude other types of assessments prior to a full hearing, such as Preliminary Hearings and Interlocutory Hearings.

⁴ Applicants in the sub-sample were also asked to give an estimate of the costs of bringing their claims. These data will be reported separately, along with the other material from the sub-sample interviews.

⁵ Although the 'don't know's' are excluded from the calculation of median employer estimated costs, the rather high non-response to this question should be borne in mind when interpreting these results.



Help in finding a job at Easington Outreach Centre, Peterlee.

Unemployment statistics: revisions to the seasonally adjusted series

The seasonally adjusted unemployment series provides a consistent assessment of the trend in unemployment using the current coverage¹ of the monthly count. In order to maintain the consistent series, a revision is necessary, following the extended guarantee of a YTS place and the introduction in September of new benefit regulations for under 18 year olds. This article explains the revisions and provides the new series² back to 1971.

The recent extension of the guaranteed offer of a YTS place to all under 18s who have left school and have not found a job and the associated change from September 12, 1988 in the entitlement of young people to claim unemployment related benefits, have inevitably affected the coverage of the monthly claimant count. It is estimated that about 40,000 young people under 18 who had been receiving unemployment-related benefits were in

the seasonally adjusted series (which excluded under 18's if they had not had a job since leaving school.) Most of these then moved on to Bridging Allowance.

¹ For further discussion of the coverage of the monthly unemployment count, see for example the October 1988 issue of *Employment Gazette*, p 535.

² The new seasonally adjusted series also takes account of the temporary distortion from over-recording in the September figures caused by the postal strike.

Technical note

New benefit regulations

Since September 12 this year, most under 18 year olds, are ineligible for income support and therefore can no longer be included in the count of people claiming unemployment-related benefits. Those under 18 who are not already in a job have the guaranteed opportunity of a place on YTS. Bridging allowance or extended child benefit is provided for those who need to wait for a suitable place. A few under 18 year olds still qualify for unemployment benefit on the strength of their National Insurance contributions, although this group is already very small and will diminish further. In addition, this year's summer school leavers were not eligible for unemployment-related benefits on the September 8 count date, although most of these would have been excluded from the former seasonally adjusted series, which included only those under 18 who had worked since leaving school.

Estimation of the new series

The new seasonally adjusted series now takes account of seven changes in coverage which have significantly affected the unemployment count since 1979¹.

The new, back series relating to those aged 18 or over and adjusted for previous discontinuities, has been obtained essentially by subtracting estimates of non-school leaver claimants aged under 18 from the existing consistent figures, which already excluded those classed as school leavers. Estimates of these under 18 year olds are available quarterly back to October 1982 and available from computerised records only for the intervening 'non-quarter' months. A simple interpolation was used to allow for the small number of non-school leavers under 18 (around 2,000) included in clerical returns from unemployment benefit offices but not separately identified every month. The estimates of the non-

school leavers under 18 prior to October 1982 were based on the former registration figures, with some interpolation to make up for gaps in the available data.

Having subtracted these estimates from the former consistent unadjusted series, the new series obtained have been seasonally adjusted using the usual method. This is the 'X 11' program as developed by the United States Bureau of the Census, a method which is now used in most industrial countries for seasonally adjusting unemployment figures.

Data on full-time education leavers

One consequence of the change in benefit regulations for under 18 year olds and the associated expansion of YTS is that the separate identification of school leavers under 18 in the unemployment count is no longer of any significance. Also it is no longer needed for the purposes of seasonal adjustment. Older school or college leavers, similarly defined as those who have not had a job with a contract of employment since leaving full-time education, were also separately identified, although these figures were not routinely published. The figures for older claimants in particular have always been prone to error since the classification has not been needed for benefit purposes. Moreover, the relevance of the figures, as they stand, is becoming less clear, with the introduction of Employment Training as well as the expansion of YTS which provide work experience though not usually a formal contract of employment. It has therefore been decided to drop the school leaver classification for older claimants as well as for the under 18s in the statistics. It may be noted that information about people who have never had a job can still be obtained from the Labour Force Survey.

¹ For a list of the six previous discontinuities taken into account and their estimated effects at the time they occurred, see the October 1986 issue of *Employment Gazette*, page 422.

School leavers who had not yet had a job totalled about another 50,000 on average, and they are no longer included in the total claimant count, although Child Benefit continues for them, until they find a job or YTS place, until the end of the year.

The seasonally adjusted series is constructed to provide a consistent assessment of the trend in unemployment. Without amendment there would be some discontinuity, mainly from October 1988. The series has therefore been revised. In order to maintain consistency over time, the series has been restricted to claimants aged 18 and over, who have not been affected by the YTS guarantees and the new regulations. It is not yet possible to estimate the seasonal pattern and the equivalent past numbers of the few under 18s remaining in the count.

The introduction of a revised seasonally adjusted series using the present coverage of the claimant count follows the department's established practice for constructing a consistent time series². It allows a reliable comparison to be made with past figures. Any attempt to assess what unemployment would now be on an old definition involves

² See "Unemployment adjusted for discontinuities and seasonality" in the July 1985 issue of *Employment Gazette*, p 274.

speculation about the effect of demographic and economic change and other factors. For instance, up to October 1982, the unemployment count was based on those registering at jobcentres or careers offices, when registration was necessary in order to qualify for benefits. The introduction of voluntary registration and the changes since then, including changes in the labour market and the role played by jobcentres make meaningless any attempt to estimate the number who would now be registered as unemployed on the old definition. Similarly, not least given the projected sharp fall in the number of young people into the early 1990s, it would be unrealistic to continue estimating unemployment on the coverage of the count prior to September 1988.

Table 1 shows the new seasonally adjusted series for the United Kingdom back to 1971. Similar series are also available for the regions back to April 1974.

Availability of data

The new seasonally adjusted series, including the figures for the English regions, Wales, Scotland and Northern Ireland are available, using suitable computer terminals, from the National On-Line Manpower Information System

(NOMIS) run by Durham University. Alternatively, they can be obtained on request from Stats B2, Room 428, Caxton House, Tothill Street, London SW1H 9NF. The new series will also be included soon in a Historical Supplement to a forthcoming issue of *Employment Gazette*.

Table 1 Seasonally adjusted unemployment (consistent with current coverage): United Kingdom

		Thousands					
		Number			Rates (per cent of Workforce)		
		Male	Female	Total	Male	Female	Total
1971	Jan	465.7	72.5	538.2	2.9	0.8	2.1
	Feb	480.6	76.4	557.0	2.9	0.9	2.2
	Mar	497.8	80.7	578.5	3.1	0.9	2.3
	Apr	523.0	81.3	604.3	3.2	0.9	2.4
	May	558.7	88.2	646.9	3.4	1.0	2.6
	June	571.0	89.6	660.6	3.5	1.0	2.6
	July	580.5	89.7	670.2	3.6	1.0	2.7
	Aug	587.3	90.3	677.6	3.6	1.0	2.7
	Sept	597.3	95.1	692.4	3.7	1.1	2.7
	Oct	621.1	100.4	721.5	3.8	1.1	2.9
	Nov	648.7	105.0	753.7	4.0	1.2	3.0
	Dec	656.4	107.3	763.7	4.0	1.2	3.0
1972	Jan	655.3	104.8	760.1	4.0	1.2	3.0
	Feb	667.7	107.0	774.7	4.1	1.2	3.1
	Mar	676.0	110.2	786.2	4.2	1.2	3.1
	Apr	670.9	111.8	782.7	4.1	1.2	3.1
	May	642.3	110.2	752.5	4.0	1.2	3.0
	June	621.4	107.4	728.8	3.8	1.2	2.9
	July	613.3	105.0	718.3	3.8	1.2	2.8
	Aug	601.1	103.1	704.2	3.7	1.1	2.8
	Sept	601.2	102.3	703.5	3.7	1.1	2.8
	Oct	584.6	102.3	686.9	3.6	1.1	2.7
	Nov	569.9	102.4	672.3	3.5	1.1	2.7
	Dec	544.7	100.6	645.3	3.4	1.1	2.6
1973	Jan	514.8	94.6	609.4	3.2	1.0	2.4
	Feb	488.9	91.3	580.2	3.0	1.0	2.3
	Mar	475.8	90.2	566.0	2.9	1.0	2.2
	Apr	463.1	89.8	552.9	2.8	1.0	2.2
	May	456.3	87.0	543.3	2.8	0.9	2.1
	June	449.5	86.4	535.9	2.8	0.9	2.1
	July	430.8	81.3	512.1	2.7	0.9	2.0
	Aug	416.7	77.8	494.5	2.6	0.8	1.9
	Sept	401.6	74.1	475.7	2.5	0.8	1.9
	Oct	391.0	70.5	461.5	2.4	0.8	1.8
	Nov	379.0	67.0	446.0	2.3	0.7	1.7
	Dec	362.0	65.4	427.4	2.2	0.7	1.7
1974	Jan	402.8	71.0	473.8	2.5	0.7	1.8
	Feb	418.6	73.5	492.1	2.6	0.8	1.9
	Mar	426.4	74.1	500.5	2.7	0.8	1.9
	Apr	425.4	78.7	504.1	2.6	0.8	2.0
	May	423.3	77.6	500.9	2.6	0.8	2.0
	June	434.2	81.4	515.6	2.7	0.8	2.0
	July	438.6	78.8	517.4	2.7	0.8	2.0
	Aug	454.1	81.5	535.6	2.8	0.8	2.1
	Sept	458.8	83.0	541.8	2.9	0.9	2.1
	Oct	466.1	80.0	546.1	2.9	0.8	2.1
	Nov	470.6	80.9	551.5	2.9	0.8	2.1
	Dec	481.2	84.3	565.5	3.0	0.9	2.2
1975	Jan	504.4	90.2	594.6	3.1	0.9	2.3
	Feb	520.2	96.5	616.7	3.2	1.0	2.4
	Mar	544.0	105.5	649.5	3.4	1.1	2.5
	Apr	578.5	112.7	691.2	3.6	1.2	2.7
	May	617.7	125.2	742.9	3.8	1.3	2.9
	June	649.6	133.1	782.7	4.0	1.4	3.0
	July	684.7	140.7	825.4	4.2	1.4	3.2
	Aug	708.0	145.9	853.9	4.4	1.5	3.3
	Sept	734.1	153.9	888.0	4.5	1.6	3.4
	Oct	773.4	171.2	944.6	4.8	1.8	3.6
	Nov	801.1	180.0	981.1	5.0	1.9	3.8
	Dec	820.8	187.2	1008.0	5.1	1.9	3.9
1976	Jan	837.9	194.6	1,032.5	5.2	2.0	4.0
	Feb	849.6	203.8	1,053.4	5.2	2.1	4.0
	Mar	856.3	210.3	1,066.6	5.3	2.1	4.1
	Apr	867.0	214.8	1,081.8	5.3	2.2	4.1
	May	879.2	221.1	1,100.3	5.4	2.2	4.2
	June	875.3	222.6	1,097.9	5.4	2.3	4.2

		Thousands					
		Number			Rates (per cent of Workforce)		
		Male	Female	Total	Male	Female	Total
1976	July	875.0	228.6	1,103.6	5.4	2.3	4.2
	Aug	878.9	238.2	1,117.1	5.4	2.4	4.3
	Sept	876.6	240.8	1,117.4	5.4	2.4	4.3
	Oct	869.0	241.3	1,110.3	5.3	2.5	4.3
	Nov	871.6	246.1	1,117.7	5.4	2.5	4.3
	Dec	871.6	248.9	1,120.5	5.4	2.5	4.3
1977	Jan	870.5	253.1	1,123.6	5.4	2.5	4.3
	Feb	866.3	253.1	1,119.4	5.3	2.5	4.3
	Mar	865.6	255.1	1,120.7	5.3	2.6	4.3
	Apr	872.5	257.9	1,130.4	5.4	2.6	4.3
	May	872.2	259.8	1,132.0	5.4	2.6	4.3
	June	893.3	268.5	1,161.8	5.5	2.7	4.4
	July	901.0	279.4	1,180.4	5.6	2.8	4.5
	Aug	903.8	280.3	1,184.1	5.6	2.8	4.5
	Sept	914.2	289.1	1,203.3	5.6	2.9	4.6
	Oct	911.4	298.9	1,210.3	5.6	2.9	4.6
	Nov	907.4	292.3	1,199.7	5.6	2.9	4.6
	Dec	901.8	293.4	1,195.2	5.6	2.9	4.6
1978	Jan	891.2	289.6	1,180.8	5.5	2.9	4.5
	Feb	877.4	286.9	1,164.3	5.4	2.8	4.4
	Mar	874.4	287.3	1,161.7	5.4	2.8	4.4
	Apr	868.8	292.4	1,161.2	5.4	2.9	4.4
	May	862.4	291.4	1,153.8	5.3	2.9	4.4
	June	858.4	294.5	1,152.9	5.3	2.9	4.4
	July	853.1	294.6	1,147.7	5.3	2.9	4.4
	Aug	853.6	300.5	1,154.1	5.3	3.0	4.4
	Sept	843.0	297.7	1,140.7	5.2	2.9	4.3
	Oct	831.3	296.4	1,127.7	5.1	2.9	4.3
	Nov	814.4	292.4	1,106.8	5.0	2.9	4.2
	Dec	805.5	290.9	1,096.4	5.0	2.9	4.2
1979	Jan	810.4	291.9	1,102.3	5.0	2.8	4.1
	Feb	826.0	295.6	1,121.6	5.1	2.8	4.2
	Mar	822.1	296.6	1,118.7	5.1	2.9	4.2
	Apr	796.9	292.2	1,089.1	4.9	2.8	4.1
	May	790.2	298.3	1,088.5	4.9	2.9	4.1
	June	771.8	297.2	1,069.0	4.8	2.9	4.0
	July	765.7	300.4	1,066.1	4.7	2.9	4.0
	Aug	755.2	296.3	1,051.5	4.7	2.8	3.9
	Sept	751.0	295.7	1,046.7	4.6	2.8	3.9
	Oct	755.9	298.0	1,053.9	4.7	2.9	4.0
	Nov	748.5	297.2	1,045.7	4.6	2.9	3.9
	Dec	754.0	302.4	1,056.4	4.6	2.9	4.0
1980	Jan	763.4	310.4	1,073.8	4.7	3.0	4.0
	Feb	788.1	320.2	1,108.3	4.8	3.0	4.1
	Mar	807.7	330.1	1,137.8	4.9	3.1	4.2
	Apr	844.5	341.4	1,185.9	5.2	3.2	4.4
	May	871.7	352.7	1,224.4	5.3	3.4	4.6
	June	911.8	363.4	1,275.2	5.6	3.5	4.8
	July	963.4	379.2	1,342.6	5.9	3.6	5.0
	Aug	1,031.9	402.9	1,434.8	6.3	3.8	5.3
	Sept	1,091.8	417.5	1,509.3	6.7	4.0	5.6
	Oct	1,157.2	439.2	1,596.4	7.1	4.2	5.9
	Nov	1,243.1	462.9	1,706.0	7.6	4.4	6.4
	Dec	1,309.8	484.6	1,794.4	8.0	4.6	6.7
1981	Jan	1,360.1	501.0	1,861.1	8.3	4.8	7.0
	Feb	1,413.0	516.7	1,929.7	8.6	5.0	7.2
	Mar	1,470.6	532.4	2,003.0	9.0	5.1	7.5
	Apr	1,519.6	548.4	2,068.0	9.3	5.3	7.7
	May	1,571.0	559.4	2,130.4	9.6	5.4	8.0
	June	1,606.5	570.9	2,177.4	9.8	5.5	8.1
	July	1,642.7	584.1	2,226.8	10.0	5.6	8.3
	Aug	1,669.5	595.5	2,265.0	10.2	5.7	8.5
	Sept	1,696.9	609.6	2,306.5	10.4	5.9	8.6
	Oct	1,721.7	620.5	2,342.2	10.5	6.0	8.8
	Nov	1,746.1	631.3	2,377.4	10.7	6.1	8.9
	Dec	1,760.2	635.4	2,395.6	10.8	6.1	9.0
1982	Jan	1,785.6	640.2	2,425.8	11.0	6.1	9.1
	Feb	1,791.7	646.5	2,438.2	11.0	6.2	9.1
	Mar	1,797.4	652.4	2,449.8	11.1	6.3	9.2
	Apr	1,816.8	660.9	2,477.7	11.2	6.3	9.3
	May	1,827.7	665.0	2,492.7	11.2	6.4	9.3
	June	1,849.8	673.3	2,523.1	11.4	6.5	9.5

Table 1—(continued)

		Thousands					
		Number			Rates (per cent of Workforce)		
		Male	Female	Total	Male	Female	Total
1982	July	1,873.2	680.2	2,553.4	11.5	6.5	9.6
	Aug	1,892.7	689.4	2,582.1	11.6	6.6	9.7
	Sept	1,909.5	698.6	2,608.1	11.7	6.7	9.8
	Oct	1,931.6	709.8	2,641.4	11.9	6.8	9.9
	Nov	1,950.7	718.0	2,668.7	12.0	6.9	10.0
	Dec	1,972.8	726.7	2,699.5	12.1	7.0	10.1
1983	Jan	1,981.9	736.1	2,718.0	12.3	7.0	10.2
	Feb	1,982.4	744.7	2,727.1	12.3	7.1	10.2
	Mar	1,996.8	754.3	2,751.1	12.4	7.2	10.3
	Apr	2,005.3	761.5	2,766.8	12.5	7.2	10.4
	May	2,015.0	770.3	2,785.3	12.5	7.3	10.5
	June	2,029.8	777.6	2,807.4	12.6	7.4	10.5
	July	2,026.8	783.4	2,810.2	12.6	7.5	10.6
	Aug	2,022.3	785.2	2,807.5	12.6	7.5	10.6
	Sept	2,021.9	793.8	2,815.7	12.6	7.6	10.6
	Oct	2,020.7	801.3	2,822.0	12.5	7.6	10.6
	Nov	2,020.3	810.9	2,831.2	12.5	7.7	10.6
	Dec	2,024.7	818.5	2,843.2	12.6	7.8	10.7
1984	Jan	2,026.7	826.7	2,853.4	12.4	7.6	10.5
	Feb	2,039.5	837.3	2,876.8	12.5	7.6	10.6
	Mar	2,043.9	844.2	2,888.1	12.5	7.7	10.6
	Apr	2,034.3	844.4	2,878.7	12.5	7.7	10.6
	May	2,043.6	851.5	2,895.1	12.5	7.8	10.6
	June	2,044.0	856.9	2,900.9	12.5	7.8	10.6
	July	2,053.4	863.9	2,917.3	12.6	7.9	10.7

Special Feature



Production of lead sheets. At this stage the sheet is still fluid.

Photo: HSE

Control of lead at work Men under medical surveillance 1982-86

by P G Thomas and R D Jones
*Epidemiology and Medical Statistics Unit
Health and Safety Executive*

This article presents an analysis of blood lead data on all male workers exposed to lead metal or its inorganic compounds. The data are collected in an annual return under the Control of Lead at Work Regulations 1980 from medical practitioners undertaking statutory medical surveillance of people exposed to lead at work and covers the period 1982 to 1986.

Current practice dictates that medical surveillance of workers exposed to inorganic lead relies heavily on estimation of blood lead as set out in the Approved Code of Practice¹ accompanying the Control of Lead at Work Regulations 1980². Blood samples are taken at

varying frequencies depending on the level of lead found.

The actions taken if an individual's blood lead exceeds a recommended level are given in detail for 1982-85 and 1986 in the technical note on p 665. In essence, where the blood lead level exceeds the recommended level (79 µg/100ml for 1982-85 and 69 µg/100ml for 1986) a repeat sample should be taken. If this is also above the recommended level, then the individual would normally be certified as unfit for work which exposes him or her to

¹ Health and Safety Commission, *Control of Lead at Work; Approved Code of Practice*, HMSO 1980; and Health and Safety Commission, *Control of Lead at Work; Approved Code of Practice*, revised June 1985, HMSO 1985.

² Health and Safety Commission, *The Control of Lead at Work Regulations 1980*, HMSO, SI 1980 no 1248.

Lead industry sectors

1 Smelting, refining, alloying, casting

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

2 Lead battery industry

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

3 Badge and jewellery enamelling and other vitreous enamelling operations

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

4 Glass making

Handling and storage of raw materials
Processing operations

5 Manufacture of pigments and colours

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

6 Pottery, glazes and transfers

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

7 Manufacture of inorganic or organic lead compounds

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

8 Shipbuilding, repairing and breaking

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

9 Demolition and scrap industries

Lead burning operations
Battery breaking

10 Painting buildings and vehicles

Removing old lead paint
Mixing and applying lead paint

11 Work with metallic lead and lead containing alloys

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

12 Other processes

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

Technical note

Detail of actions to be taken if individuals' blood lead exceeds recommended level

The extract below is taken from the Control of Lead at Work Approved Code of Practice (1) and applies to the 1982 to 1985 returns.

Para 114 Any person whose blood lead concentration is equal to or greater than 80 µg/100ml will have the test repeated and if the result of the repeat test is equal to or greater than 80 µg/100ml will be certified by the employment medical adviser/appointed doctor as unfit for work which exposes him to lead, unless, at the time the Regulations come into force, he has been employed on work which exposes him to lead for at least 20 years, or is aged 40 years or more and has been employed on such work for at least 10 years, in which case special consideration may be given as to the appropriate action. When a person is certified as unfit for work which exposes him to lead he should be suspended from such work by his employer. He should not return to work which exposes him to lead until the employment medical adviser/appointed doctor considers him fit to return to the work from which he was suspended except that, at the discretion of the employment medical adviser/appointed doctor, he may return to work where exposure to lead is not significant.

Para 115 The employment medical adviser/appointed doctor may certify as unfit for work which exposes him to lead a person whose blood lead concentration is less than 80 µg/100ml if the result of other biological tests and/or clinical assessment indicate a need for suspension. Permission to return to work which exposes him to lead should be given in accordance with para 114.

The extract below is taken from the Control of Lead at Work Approved Code of Practice: revised June 1985 (2)

and applies to the 1986 return.

Para 116 Any person whose blood lead concentration is equal to or greater than 70 µg/100ml will have the test repeated, and if the result of the repeat test is equal to or greater than 70 µg/100ml will be certified by the employment medical adviser/appointed doctor as unfit for work which exposes him to lead unless:

(a) at the time the Regulations came into force he had been employed on work which exposed him to lead for at least 20 years, or is aged 40 years or more and has been employed on such work for at least 10 years, in which case special consideration may be given as to the appropriate action, or

(b) the blood lead level is less than 80 µg/100ml and the ALAU level remains lower than 20 mg/g creatinine or the ZPP level remains lower than 20 µg/g haemoglobin or the ALAD level remains greater than 6 European units.

When a person is certified as unfit for work which exposes him to lead he should be suspended from such work by his employer. He should not return to work which exposes him to lead until the employment medical adviser/appointed doctor considers him fit to return to the work from which he was suspended except that, at the discretion of the employment medical adviser/appointed doctor, he may return to work where exposure to lead is not significant.

Para 117 The employment medical adviser/appointed doctor may certify as unfit for work which exposes him to lead a person whose blood lead concentration is less than 70 µg/100ml if the results of other biological tests and/or clinical assessment indicate a need for suspension. Permission to return to work which exposes him to lead should be given in accordance with para 116.

lead. For 1982 to 1986 a worker may not necessarily be certified as unfit if he or she satisfies certain criteria relating to length of service and age at the time the Regulations came into force. Additionally for 1986, a worker whose blood lead is in the range of 70 to 79 $\mu\text{g}/100\text{ml}$ may not necessarily be certified as unfit if certain other measurements are below recommended limits. (Measurements which can be taken account of include zinc protoporphyrin in blood (ZPP), aminolaevulinic acid in urine (ALAU) and aminolaevulinic acid dehydratase (ALA-d).

On receipt of a notification from the Appointed Doctor (AD) or Employment Medical Adviser (EMA) that, in their opinion, an employee is unfit for work which exposes him or her to lead, the employer should suspend that employee from such work. The AD or EMA carrying out medical surveillance under the Regulations may also certify as unfit for work with lead an individual with a blood lead below the recommended level if the results of other biological tests and/or clinical assessment indicate a need for suspension.

Since 1982, doctors carrying out statutory surveillance of lead workers have completed annual returns on blood lead levels and suspension of workers exposed to lead. The returns consist of grouped results based on the highest blood lead measurement for each worker under surveillance during the year. A return is completed for each factory and sent to the local office of the Employment Medical Advisory Service. The data are put onto the Health and Safety Executive's (HSE) statistical database SHIELD (Safety and Health Information Linked Database) and standard analyses produced by 12 lead industry sectors for each of the 20 Factory Inspectorate (FI) areas. This method of data collection at the factory level means that contract workers who work at more than one factory within any one year may have their blood lead levels recorded on more than one form.

In the following sections an analysis is made of the trends in the annual returns for the period 1982-86. The figures presented for 1986 are the first following the revision to the recommended blood lead level above which a worker may be certified as unfit for work exposing him or her to lead. Although industry was aware before 1986 that the revision was to be made, it is likely that the figures for 1986 reflect a transitional year while industry adjusts to the new recommended level.

Numbers under medical surveillance

The number of factories for which returns have been made under the Regulations has grown steadily over the five years, from 597 in 1982 to 839 in 1986. The increase in the number of factories covered by the Regulations may be due in part to well established factories being found to be handling lead and their workers being brought under medical surveillance.

The total number of men under surveillance on whom blood lead measurements were made increased from 20,948 in 1982 to 23,382 in 1985 and then declined in 1986 to 23,002 workers.

The number under surveillance in each of the 12 lead industry sectors (see box on p 665) are shown in table 1 for 1982 and 1986. The three lead sectors employing the most workers under surveillance were:

Sector 1: Smelting, refining, alloying, casting

Sector 12: Other processes

Sector 2: Lead battery industry

In most of the industry sectors the numbers have remained fairly steady through the period. The major changes have been the large increases in Sector 7

(manufacture of inorganic/organic lead) and Sector 9 (demolition/scrap).

The number under surveillance in each of the FI areas is given in table 2. (Note that because of a reorganisation there is no area 4).

Blood lead levels

The annual returns received from EMAs and ADs summarise maximum blood lead levels for individuals into four ranges for 1982-85 and five ranges in 1986. These ranges were:

1982-85 ($\mu\text{g}/100\text{ml}$)	1986 ($\mu\text{g}/100\text{ml}$)
Less than 40	Less than 40
40-59	40-59
60-79	60-69
More than 79	70-79
	More than 79

As noted earlier, the recommended level above which a doctor would usually certify a worker as unfit for work with lead was 79 $\mu\text{g}/100\text{ml}$ up to the end of 1985 and 69 $\mu\text{g}/100\text{ml}$ for 1986. There was no detectable trend in the number of workers with levels in excess of 79 $\mu\text{g}/100\text{ml}$ over the period 1982-85 (see figure 1). The lowering of the recommended level to 69 $\mu\text{g}/100\text{ml}$ has led to a lower number of workers in excess of 79 $\mu\text{g}/100\text{ml}$ in 1986 but the difference is not that marked in comparison with 1985. Between 1982 and 1986 the proportion of workers in

Table 1 Number under medical surveillance by lead industry sector

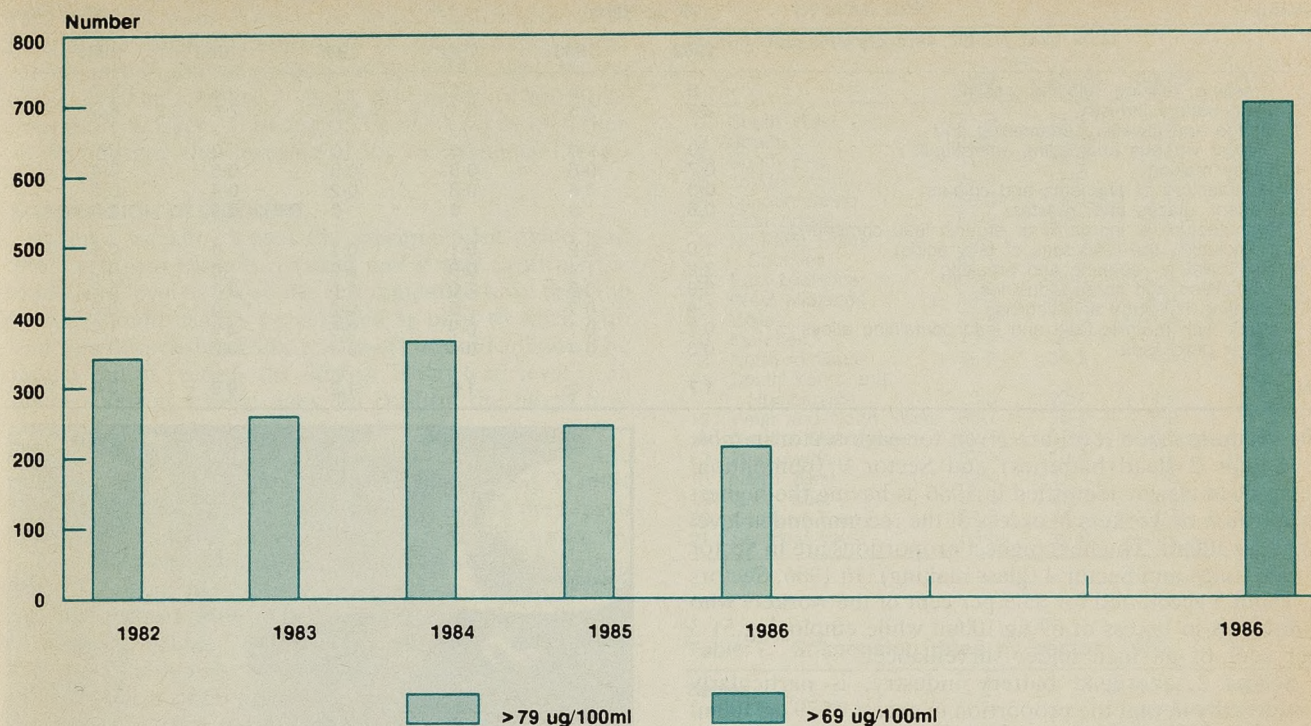
Sector	1982		1986	
	No	No	No	Per cent
1 Smelting, refining, alloying, casting	5,776	5,798	25.2	
2 Lead battery industry	3,825	3,486	15.2	
3 Badge and jewellery enamelling and other vitreous enamelling operations	60	85	0.4	
4 Glass making	829	975	4.2	
5 Manufacture of pigments and colours	954	785	3.4	
6 Pottery, glazes and transfers	523	556	2.4	
7 Manufacture of inorganic or organic lead compounds (including the lead salts of fatty acids)	1,003	2,033	8.8	
8 Shipbuilding, repairing and breaking	254	249	1.1	
9 Demolition and scrap industries	1,636	2,511	10.9	
10 Painting buildings and vehicles	428	521	2.3	
11 Work with metallic lead and lead containing alloys	1,684	1,876	8.2	
12 Other processes	3,976	4,127	17.9	
All	20,948	23,002	100	

Table 2 Factory Inspectorate areas

Factory Inspectorate area	Number under surveillance	
	1982	1986
1 South West	1,364	1,525
2 South	1,018	810
3 South East	655	710
5 London North	1,360	1,384
6 London South	618	522
7 East Anglia	672	551
8 Northern Home Counties	353	392
9 East Midlands	701	615
10 West Midlands	2,020	2,024
11 Wales	2,039	2,088
12 Marches	1,217	1,092
13 North Midlands	549	676
14 South Yorks and Humberside	2,489	2,715
15 West and North Yorks	373	1,117
16 Greater Manchester	2,291	1,650
17 Merseyside	689	2,346
18 North West	539	492
19 North East	1,283	1,224
20 Scotland East	162	352
21 Scotland West	556	717

Note: Because of a reorganisation there is no area 4.

Figure 1 Male workers with high blood lead levels



excess of 79 $\mu\text{g}/100\text{ml}$ dropped from 1.7 per cent to 0.9 per cent.

In 1986 the number of workers above the revised recommended level of 69 $\mu\text{g}/100\text{ml}$ was 694 (3 per cent of all workers) some two- to three-fold greater than the number above the recommended level of 79 $\mu\text{g}/100\text{ml}$ in previous years.

The changing pattern of male blood lead levels from 1982 to 1986 is shown in table 3. Over the whole period there has been a significant increase in the proportion of workers in the lowest blood lead range (probability less

Table 3 Distribution of blood lead levels ($\mu\text{g}/100\text{ml}$) 1982-86

Year	Blood lead level			
	<40	40-59	60-79	>79
1982	57.7	28.6	12.1	1.7
1983	67.3	22.3	9.2	1.2
1984	64.9	24.1	9.4	1.6
1985	68.7	22.7	7.5	1.1
1986	69.2	22.6	7.3	0.9

Table 4 Distribution of male blood lead levels ($\mu\text{g}/100\text{ml}$) by sector, 1982 and 1986

Sector	1982				1986				
	Blood lead level				Blood lead level				
	<40	40-59	60-79	>79	<40	40-59	60-79	>79	>69
1 Smelting, refining, alloying, casting	48.6	32.0	17.6	1.8	58.5	29.6	11.1	0.8	3.7
2 Lead battery industry	38.1	40.8	18.8	2.3	48.8	35.9	13.3	2.1	6.5
3 Badge and jewellery enamelling and other vitreous enamelling operations	61.7	30.0	8.3	0.0	88.2	9.4	2.4	0.0	0.0
4 Glass making	26.9	53.6	18.8	0.7	47.1	43.3	9.1	0.5	3.0
5 Manufacture of pigments and colours	73.5	21.8	4.4	0.3	81.8	16.2	1.7	0.4	0.5
6 Pottery, glazes and transfers	62.3	31.0	6.1	0.6	81.1	15.6	3.1	0.2	2.0
7 Manufacture of inorganic or organic lead compounds (including the lead salts of fatty acids)	69.1	23.5	6.4	1.0	96.5	3.0	0.5	0.0	0.1
8 Shipbuilding, repairing and breaking	71.3	17.7	7.9	3.2	88.8	8.0	3.2	0.0	0.8
9 Demolition and scrap industries	45.5	31.7	16.9	5.9	58.0	28.0	10.9	3.1	6.2
10 Painting buildings and vehicles	84.6	11.0	3.0	1.4	90.4	8.4	1.2	0.0	0.2
11 Work with metallic lead and lead containing alloys	74.6	20.1	4.6	0.7	76.3	18.7	4.8	0.2	1.7
12 Other processes	82.8	14.3	2.6	0.3	88.4	10.1	1.3	0.2	0.4

than 0.01) and decreases in each of the other three comparable ranges. Much of this improvement was between 1982 and 1983 with a slight deterioration in the situation in 1984 followed by further improvements in 1985 and 1986, although only marginally in the last year.

The patterns of blood lead levels by sector in 1982 and 1986 are shown in table 4. In every sector there has been an increase in the proportion of workers with blood lead levels in the lowest range and, with two very marginal exceptions, there has been a decrease in every sector in each of the three other comparable ranges.

Sector 2 (lead batteries) and Sector 4 (glass making) had increases of 10.7 and 20.2 percentage points respectively in the proportion of their workers in the lowest blood lead range, but still had less than 50 per cent of their workers in this range. Sector 7 (manufacture of inorganic/organic lead) and Sector 10 (painting) both had over 90 per cent of their workers in the lowest range in 1986. Sector 11 (metallic lead work) had the lowest increase over the whole period in the proportion of workers in the lowest range (1.7 percentage points).

The trends from 1982 to 1986 in blood lead levels over

Table 5 Workers with high blood lead levels by sector

Sector	Per cent					
	>79 µg/100ml					>69 g/100ml
	1982	1983	1984	1985	1986	1986
1 Smelting, refining, alloying, casting	1.8	1.5	1.5	1.1	0.8	3.7
2 Lead battery industry	2.3	2.5	3.1	1.8	2.1	6.5
3 Badge and jewellery enamelling and other vitreous enamelling operations	0	1.0	0	0	0	0.0
4 Glass making	0.7	0.6	0.3	0.3	0.5	3.0
5 Manufacture of pigments and colours	0.3	0.6	0.3	0.2	0.4	0.5
6 Pottery, glazes and transfers	0.6	0	0	0	0.2	2.0
7 Manufacture of inorganic or organic lead compounds (including the lead salts of fatty acids)	1.0	0.2	0.1	0.1	0	0.1
8 Shipbuilding, repairing and breaking	3.2	1.4	0.9	0.9	0	0.8
9 Demolition and scrap industries	5.9	3.6	7.0	4.6	3.1	6.2
10 Painting buildings and vehicles	1.4	0.7	0	0.2	0	0.2
11 Work with metallic lead and lead containing alloys	0.7	0.7	0.9	0.5	0.2	1.7
12 Other processes	0.3	0.4	0.4	0.1	0.2	0.4
All	1.7	1.2	1.6	1.2	0.9	3.0

the recommended level are given for each sector in table 5. Sector 2 (lead batteries) and Sector 9 (demolition/scrap) had clearly identified in 1986 as having the highest proportion of workers in excess of the recommended level of 69 µg/100ml. The next highest proportions are in Sector 1 (smelting) and Sector 4 (glass making). In 1986, Sectors 1, 2 and 9 accounted for 85.9 per cent of the workers who had levels in excess of 69 µg/100ml while employing 51.3 per cent of all men under surveillance.

Sector 2, the lead battery industry, is particularly noteworthy in that the proportion in excess of 79 µg/100ml in 1986 was higher than in 1985 and its relative position compared with Sector 9 (demolition/scrap) had deteriorated markedly in comparison with 1985. The latter effect may be partly due to the distribution of blood lead levels within these two sectors, with Sector 2 having historically a higher proportion than Sector 9 in the range 60-79 µg/100ml (1985 13.3 per cent compared with 11.6 per cent). The lowering of the recommended level to 69 µg/100ml in 1986, in the absence of other factors, could therefore be expected to affect Sector 2 more than Sector 9 in terms of the percentage above 69 µg/100ml.



Shipbreaker working with lead.

Photo: HSE

Figure 2 Male workers with high blood lead levels >79µg/100ml in 1985 and 1986

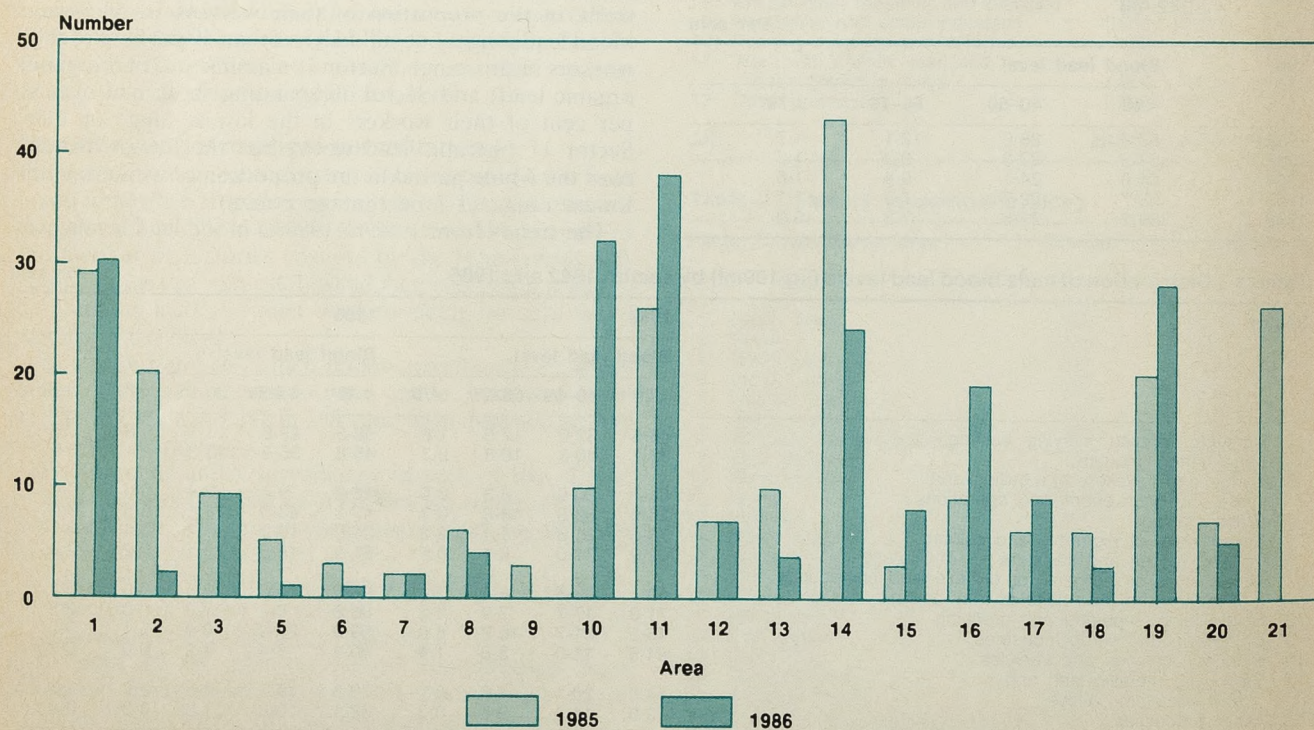


Table 6 shows the current pattern of blood lead levels in each of the FI areas. Area 1, the South West, stands out as having the highest proportion of the workers under surveillance in the ranges 60 to 69 µg/100ml and in excess of 69 µg/100ml. Figure 2 shows that seven of the areas have more workers in excess of 79 µg/100ml in 1986 than in 1985 despite the lowering of the recommended level.

Suspension of workers

When a worker exceeds the recommended blood lead level, a repeat sample is taken and if this confirms the blood lead level as above the recommended level then the worker should usually be certified as unfit to work with lead and suspension from lead work should follow. The annual return records the highest blood lead level even where a repeat sample does not confirm the blood lead level as above the recommended level.

In comparing the numbers of workers above the recommended level and the numbers suspended, it must be noted that workers can be suspended before they reach the recommended level if this is considered appropriate by the AD or EMA. Workers can also be suspended from work with lead for reasons based on factors other than their blood lead levels. The figures given in the following paragraphs include 13 such suspensions.

In 1985 there were 247 male workers with a blood lead level in excess of 79 µg/100ml and 183 suspensions (74.1 per cent). In 1986 there were 694 workers with a blood lead level in excess of 69 µg/100ml and 351 suspensions (50.6 per cent). The difference in the suspension rates between the two years is statistically significant (probability less than 0.01). This drop in the suspension rate will be due, in part, to the additional clause introduced into the 1985 revision to the Approved Code of Practice allowing workers with blood lead levels in the range 70-79 µg/100ml to continue with lead work if they satisfy other indicators of lead absorption.

The 1986 pattern of suspension varies widely between sectors and areas as shown in tables 7 and 8. For the three sectors with the highest numbers suspended, the rates of suspension were Sector 1 (35.2 per cent), Sector 2 (51.8 per cent) and Sector 9 (72.9 per cent). In five of the Factory Inspectorate areas over 60 per cent of those in excess of the recommended level were suspended and in five other areas the rate was 30 per cent or lower.

Factories with workers above action blood lead levels

Table 9 shows by sector for 1986 the proportion of factories with at least one worker in excess of 69 µg/100ml; 18.1 per cent of factories have at least one worker above the recommended level. Sector 2 (lead batteries), with 64.6 per cent of all factories within the sector having at least one worker above the recommended level, has by far the highest proportion.

Table 10 shows the distribution of number of workers above the recommended level found in the factories. In 16 factories there were at least 11 workers above the recommended level of 69 µg/100ml. Nine of these workplaces were in Sector 2 (lead batteries), four in Sector 9 (demolition/scrap) and three in Sector 1 (smelting, refining, etc).

Conclusion

This article presents the first analysis of the returns completed by EMAs and ADs to monitor the blood lead levels of workers in factories covered by the Control of Lead at Work Regulations 1980.

Table 6 Distribution of blood lead levels (µg/100ml) by area, 1986

Factory Inspectorate area	Blood lead level			
	<40	40-59	60-69	>69
1 South West	51.6	26.9	12.9	8.7
2 South	91.0	7.5	0.5	1.0
3 South East	61.0	24.8	10.6	3.7
5 London North	78.5	17.6	3.2	0.8
6 London South	68.0	23.0	7.5	1.5
7 East Anglia	84.2	10.2	3.3	2.4
8 Northern Home Counties	67.1	20.2	7.7	5.1
9 East Midlands	66.7	28.6	3.7	1.0
10 West Midlands	59.2	30.9	6.0	3.9
11 Wales	74.4	17.0	4.6	4.0
12 Marches	79.4	16.8	2.2	1.6
13 North Midlands	58.3	34.9	4.6	2.2
14 South Yorks and Humberside	73.5	22.1	2.4	2.0
15 West and North Yorks	50.7	38.1	9.2	2.1
16 Greater Manchester	52.4	37.0	6.5	4.1
17 Merseyside	87.1	10.6	1.9	0.4
18 North West	72.4	17.1	7.5	3.0
19 North East	66.5	23.0	5.6	4.9
20 Scotland East	64.5	24.4	7.7	3.4
21 Scotland West	69.5	20.9	5.2	4.5

Table 7 Suspension rates by sector, 1986

Sector	Number of workers with blood lead >69 µg/100ml	Per cent suspended
1 Smelting, refining, alloying, casting	213	35.2
2 Lead battery industry	228	51.8
3 Badge and jewellery enamelling and other vitreous enamelling operations	0	—
4 Glass making	29	17.2
5 Manufacture of pigments and colours	4	75.0
6 Pottery, glazes and transfers	11	36.4
7 Manufacture of inorganic or organic lead compounds (including the lead salts of fatty acids)	3	33.3
8 Shipbuilding, repairing and breaking	2	50.0
9 Demolition and scrap industries	155	72.9
10 Painting buildings and vehicles	1	100.0
11 Work with metallic lead and lead containing alloys	32	46.9
12 Other processes	16	87.5
All	694	50.6

Table 8 Suspension rates by area, 1986

Factory Inspectorate area	Number of workers with blood lead >69 µg/100ml	Per cent suspended
1 South West	132	38.6
2 South	8	50.0
3 South East	26	46.2
5 London North	11	27.3
6 London South	8	112.5
7 East Anglia	13	38.5
8 Northern Home Counties	20	30.0
9 East Midlands	6	16.7
10 West Midlands	79	67.1
11 Wales	84	67.9
12 Marches	18	44.4
13 North Midlands	15	33.3
14 South Yorks and Humberside	53	62.3
15 West and North Yorks	24	37.5
16 Greater Manchester	68	36.8
17 Merseyside	10	20.0
18 North West	15	26.7
19 North East	60	75.0
20 Scotland East	12	50.0
21 Scotland West	32	40.6
All	694	50.6

Table 9 Factories with at least one male above the recommended level by sector, 1986

Sector	Total no of factories	With at least one male >69µg/100ml (Per cent)
1 Smelting, refining, alloying, casting	127	19.7
2 Lead battery industry	48	64.6
3 Badge and jewellery enamelling and other vitreous enamelling operations	10	0.0
4 Glass making	36	27.8
5 Manufacture of pigments and colours	41	7.3
6 Pottery, glazes and transfers	51	9.8
7 Manufacture of inorganic or organic lead compounds (including the lead salts of fatty acids)	18	11.1
8 Shipbuilding, repairing and breaking	19	10.5
9 Demolition and scrap industries	174	25.3
10 Painting buildings and vehicles	14	7.1
11 Work with metallic lead and lead containing alloys	137	13.1
12 Other processes	164	6.7
All	839	18.1

Table 10 Number of workers in factories with at least one worker above recommended level, 1986

No of workers	Factories with at least one worker with blood lead level >69 µg/100ml
1	66
2 to 5	54
6 to 10	16
11 to 20	12
21 or more	4
All	152

Many of the features of this analysis reflect recognised differences in lead absorption risks for different industrial processes, with the high risk sectors (lead battery, demolition/scrap and smelting) having the higher proportions of workers in the high blood lead ranges.

The pattern of suspension rates varies considerably between both sectors and areas. The differences between sectors may reflect the use of the additional biological tests for workers with blood leads in the range 70-79 µg/100ml, while the differences between areas will be due to some extent to the mix of industries in the areas. However, it would appear that there are some real differences in the percentages suspended between sectors and areas.

The lowering of the recommended level in 1986 has led to a large increase in the number above this level in the 1986 return. The proportion of those above the recommended level who were suspended is significantly lower than the proportion in 1985. This again will be due, in part, to the use of the additional biological tests but is also likely to be due to 1986 being a transitional year while industry adjusts to the new recommended level.

The results presented highlight those sectors and areas where the highest blood lead levels are found. They provide a baseline by which to assess future progress in control of blood lead levels as will be monitored by the analysis of future annual returns.

The annual return records figures for females as well as males. These will be analysed and reported on when the 1987 return has been completed, as this return contains additional information relating to the issue of women of reproductive capacity. Summary figures for female blood lead levels have been published³ in Health and Safety Statistics 1984-85.

³ Health and Safety Executive, Health and Safety Statistics 1984-85, HMSO 1987.

Special Report

Removing barriers to jobs

Removing barriers to jobs was the main theme of Employment Secretary Norman Fowler's keynote speech to the Institute of Personnel Management's conference. The Government's role, he said, is to look quickly at all areas and to act when it is clear that a particular practice stands in the way of job creation; but removing barriers is not just a matter for government.

"An obvious and clear barrier to jobs is the excessive rise in earnings that we have experienced in this country: one man's pay rise is another man's lost job."

Over the economy as a whole, he said, average earnings are now rising at 9¼ per cent a year. "That is almost twice the rate of inflation measured by the RPI. It far exceeds the rise of between 2 and 5 per cent in major competitor countries." Furthermore, he said, although our unit labour costs have been improving—mainly due to increased productivity—they are still rising faster than the unit labour costs of our competitors.

"Figures of that sort must sound a warning to everyone who has a responsibility for pay." Decisions on pay, he emphasised, rest with those who run businesses and work in them.

A further barrier to employment growth, Mr Fowler said, is a lack of skills. Increasingly, employers all over the country cannot find staff with the skills they need to expand their companies and take advantage

IPM Conference at Harrogate

by
John Roberts
David Mattes and
Evelyn Smith

of the new markets now opening up. Demographic changes over the next few years will make these shortages more acute as the increase in the labour force slows down. In addition to the change in age structure, the balance between men and women in work will also change: "We estimate that in the period up to 1995, women will account for over 80 per cent of the total increase.

"Similarly," he said, "the share of the labour force made up by ethnic minorities is also likely to increase.

"Those changes have substantial implications for companies and individuals alike. The changing shape and size of the workforce, coupled with the increasing pace of technological change, will make training more than ever an essential investment for any company in this country.

"I don't think poaching trained workers has ever made any kind of sense," Mr Fowler remarked. "Developing the skills of existing or new employees is infinitely a better option. But in future, I have to say, I think it would be the only practicable option."

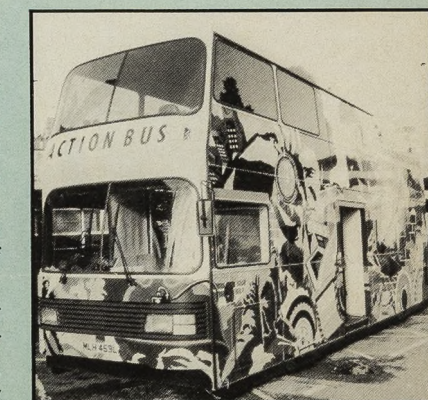


If a company is prepared to invest time and energy in its employees, he added, the chances are that they will do the same for the company.

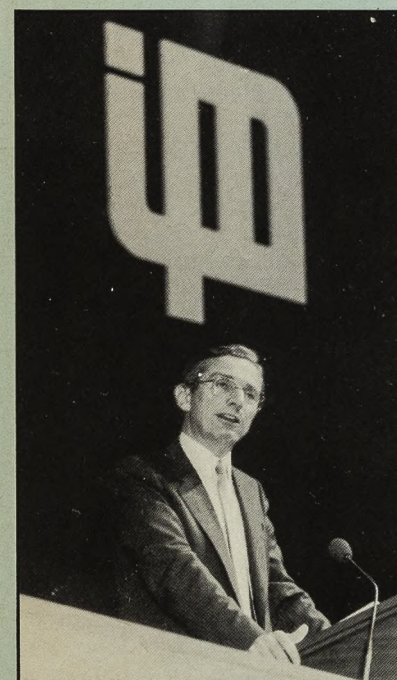
Encouraging start

The Government, he said, had set up the Employment Training programme specifically to help long-term unemployed people to get jobs. Although it had been in operation for less than seven weeks, it had made an encouraging start: bids had been received for twice the 300,000 places needed for the programme and there had been enormous interest shown by unemployed people. "Already, more than 130,000 have said they are interested in Employment Training and have been referred to training agents; and 60,000 have already started on the programme itself."

Looking forward a few weeks, Mr Fowler declared his intention of publishing a White Paper on training that would "involve, far more directly than ever before, employers and other organisations who wish to play a constructive role in devising training strategies for their locality which meet their needs" and it would also "ensure that the necessary training is made available".



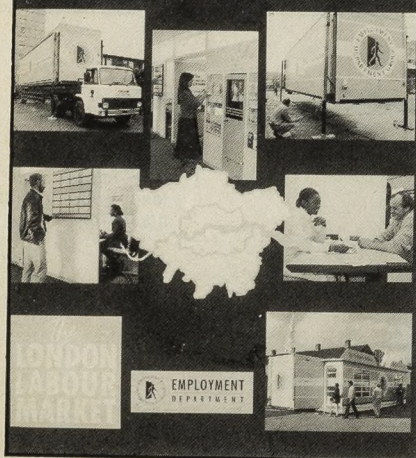
The Employment Department's Action Bus.



Norman Fowler addresses the IPM conference.

Employment Gazette

December 1988



Return the coupon to:
HM Stationery Office
PO Box 276
London SW8 5DT

Employment Gazette

If you would like to have a copy of *Employment Gazette* delivered each month please return the coupon below with payment of £35.00 for one year's subscription.

Please send *Employment Gazette* each month to:

Name _____

Address _____

Developing people for success

Developing people for business success was the theme of Roger Dawe, Director of the Training Agency. Britain is suffering from a lack of learning culture: the lack of a tradition of long-term investment in people, both among employers and individuals, he declared.

This is the fundamental problem that industry must tackle in the next few years as changes in the labour market put an increasing premium on effective training arrangements.

Mr Dawe said that there are still too few employers, he said, who recognise at the top level the importance of developing people for business success, even at management level.

Moreover, too few individuals see investment in their own training and development as a way of making progress at work, and too few recognise the need for lifetime learning.

At the moment an older worker without qualifications and in a relatively junior position has rather remote prospects of receiving any continuing training.

The Training Agency, Mr Dawe stressed, cannot tackle this problem on its own: "We will only succeed if all the principal actors, but especially employers, recognise the problem or indeed the opportunities and are committed to action to tackle it. What we can do in the Training Agency is to help to identify the problems and the strategic issues; we can hopefully

set out the strategic objectives, and then we can work with others to lift our performance through the help, I hope, of our policies and our programmes."

Mr Dawe identified five strategic aims for the Agency: first, to help make the vocational education system more relevant to working life. Second, to work with employers to ensure young people have coherent education and training arrangements as they make the transition from school to work. Third, to develop a stronger skill base by increasing employers' and individuals' commitment to continuing training and development—"and I think we would give key importance to this, simply because seven in ten of the workforce in the year 2000 are already there with employers." Fourth, to help unemployed people back to work through training. And fifth, to help the education and training system become more effective in meeting labour market needs—for instance, by improving the availability of information about training, setting standards of competence and promoting the use of new training technology and open learning.



Roger Dawe (right) with Geoffrey Holland (centre) greets delegate.

Quality and standards in training

"Quality needs to be addressed firmly from the conception of any training programme" says Graham Kendall of the Training Agency. It cannot be secured by merely applying a check list.

It is about people and their contribution to the organisation's products and services. People are required to understand their organisation's objectives and their own part in meeting them.

Values, attitudes, style, ethos are increasingly the areas that need attention in the rapidly changing work environment. In the past it may just have been acceptable to recruit and train people for tasks immediately envisaged. That is certainly no longer the case. Organisations need to plan on the basis of change and uncertainty and have strategies to develop their human resources to meet the challenge.

The Training Agency's own Standards Programme is an employment-led programme designed to identify the competences required for successful performance in jobs in all occupations at all levels, from the shop floor to the boardroom.

Individual development contracts

The way forward implies a much more learner-centred approach but not one that ignores the organisation's or the country's needs. A device that is useful in managing these different, but linked, needs is the individual development contract. Such a contract is a means by which all parties can be brought to some form of account. It represents a contract between the 'system' and the individual which the latter will expect to be delivered.

Clearly, development aims would need to balance carefully those of the individual with those of the organisation. But, "if we are to develop a thinking workforce and one committed to the organisation goals, negotiation will have to be the order of the day," he said.

Unions still not adapting

"New unionism is still not fully addressing the key change in employee relations," Phil Bassett former *Financial Times* Labour Editor told the IPM conference.

He was referring to the rise of individualism in employee relations: employers wanting to increase dealings with employees individually, and employees wanting to be treated at work as individuals. "Clearly," he said, "that poses for the unions a major threat to union collectivism."

Individual-based employee relations, such as the employment systems practised by such companies at IBM, are at best for the unions not the most fertile ground for trade unionism, and at worse for them may be inimical to it. But they need not be; much depends on how the unions themselves respond to the development of individualism in employee relations.

So far, they have barely done so at all. Gradually, they are starting to turn their attentions to performance-related pay—even though an internal CBI survey, showed that employees increasingly see performance, rather than the cost of living, as a more important factor in determining pay increases. It is possible for unions to influence performance-related pay schemes. Unions, which do not, may find themselves simply by-passed by managements which want the operational and employee retention and reward flexibility which performance pay offers.

A union simply saying 'no' often just leaves an individual employee

and union members exposed, left with no advice, and not getting any service in return for the union subscription he or she is paying. Someone about to join a company was recently offered two employment options. The first was simply to go as a normal, fully-employed member of staff, working under a unionised, negotiated, collective agreement. The second was to go on a less secure, more limited-time individual contract which paid considerably more.

Servicing individual member requirements will be expensive for unions. But while unions may not have weathered the hard years of the early 1980s particularly well in membership terms, in terms of their finances they did; unions are relatively wealthy organisations, and could also be more profit-making, more entrepreneurial than they are now.

Market-based unions

Moves in the direction of a much more market-based trade unionism, have been made now by a number of unions, as they use their collective strength not in terms of industrial muscle but in terms of commercial clout to wring advantageous discounts from financial services companies, who, whatever the unions low standing on the national political stage, see the union market as worth tapping.

Multi-employer bargaining is declining

Multi-employer bargaining conducted by employers' associations is declining in importance in many industries, said John Purcell of Templeton College, Oxford. Single employer bargaining is being restructured often to the level of the establishment or business division.

There were a number of reasons for this. But by far the most important, were changes in corporate strategy and business policy emphasising local profit centres, budget compliance and greater autonomy for business unit managers.

Key gains

He listed key gains for decentralisation as:

- enhanced roles for line managers;
- linking pay movements with productivity;
- close contact with employees, especially shop stewards;
- easier introduction of technical and organisational change.

None of the companies studied, he said, have explicitly set out to reduce pay in high unemployment

Can the trade unions adapt?

Can trade unions adapt to the new economic climate? In answering 'yes' Roy Grantham of the Association of Professional, Executive, Clerical and Computer Staff concentrated on the union view of industrial relations now and in the future.

In the future trade union co-operation would depend on management's willingness to develop a culture of change. Companies must move away from six-month profit horizons to the real issues of quality, research and training. Trade unions will respond to change that increases real wealth, but will resist the introduction of new technology.

The failure of management to provide education and training for all workers is, Mr Grantham warned, "the greatest danger to our future well being". Britain needs better trained managers and workers. Quality leadership of production—not sales—is crucial for a company to be effective and competitive.

Unions are prepared for the change posed by the single European market, single status and single union agreements, concluded Mr Grantham, "but the eternal verities that workers are the most valuable resource and that their representatives will need to be treated responsibly will still be there long after the present fashions have gone."

1992: The human implications —a unique opportunity

The head of external relations for the European Commission, Geoffrey Martin, outlined the enormous boost to European economies that would be provided by the introduction of the Single European Market in 1992. Quoting the Cecchini Report, an amalgam of independent studies, he estimated that over 200,000 million ECU can be saved in the medium-term by the completion of the Single European Market.

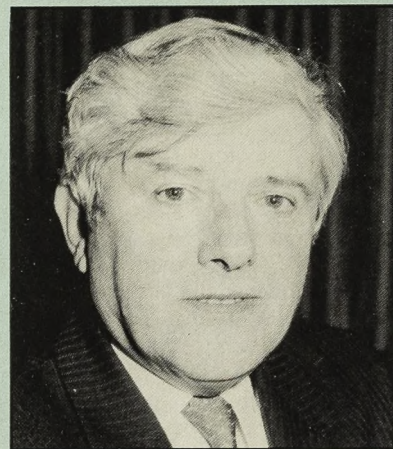
"This would mean an increase in the gross domestic product of the Community of something like 4-5 per cent. Such an increase would go very far indeed towards reducing current levels of unemployment in the Community and would put the Community on a better footing to compete internationally."

Taking up this point, Dr Gareth Jones, managing partner of Ernst and Whinney management consultants, added that if Europe failed to create a regional superpower, it would not stand a chance against the other two economic superpowers: North America and Japan-Asia-Pacific. "However," he said, "as we create a single market for ourselves, we should not forget that we are simultaneously creating a single market for these two superpowers; there will be a single standard for the whole of the European Community for them to sell their goods to." Dr Jones believes this could become particularly relevant in the area of public procurement.

By the end of this year some 300 proposals for harmonisation will already have been published and 100 of them agreed. Where the new controls are tougher for the UK, they would create additional costs, and where laxer they open up the UK market to more competition.

Dr Jones identified four key consequences of the new regime:

- some changes will be compulsory: if a firm is to stay in business, it will have to adhere to them;
- in some cases, major initiatives will be needed just to retain a company's existing market position;
- some changes will open up new market opportunities;



Dr Gareth Jones

- and industrial and commercial firms will be able to do more shopping around for services such as banking, insurance and transport.

Personnel implications of changes

Abolition of frontier controls will lead to a significant reduction in the time needed for trans-European journeys and will also simplify clerical procedures by eliminating much of the paperwork (though some new forms may be introduced). This in turn could lead to companies rethinking their whole European distribution system: the location of their depots, manufacturing plants and distribution chains.

An important question managers will have to ask themselves, as they take advantage of the increased freedom to establish branches in the EC, is how well prepared is their staff for the prospect of working in Europe. And how well prepared is the company itself for recruiting in the European labour market. To move a head office or a branch from

the UK to Milan, Stuttgart or Lyons will mean relocating UK managers and senior staff or recruiting local nationals or, probably both.

How does one train a Pan-European sales force? Where should the research and development department be based? Should salaries be aligned in different countries? All these, said Dr Jones, are questions that ought to be asked well before 1992. But one of the most important questions is: How does your organisation change to convince both its staff and its customers that it is moving towards 1992?

Stakeholders

He identified four groups of people as having a stake in a company: employees, shareholders, suppliers and customers.

Employees will want to know where they will be expected to work. Shareholders will want to know how the company is preparing to beat off the competition that will inevitably come with 1992. Suppliers will be worried about being taken over or replaced by predatory companies from Japan or elsewhere; or alternatively they may have to think about getting together with other suppliers to form a much stronger group. Customers will want to know about changes in the quality or price of the goods and services they buy.

Industry sectors

The impact of regulatory changes will be very different for different industrial sectors, Dr Jones predicted; but that impact will not necessarily be related to the sector's current degree of globalisation (figure 1). The pharmaceutical industry, for example, is likely to feel a very great impact whereas the effect on the chemicals industry is likely to be negligible, yet both are already highly international industries.

Conversely, the telecommunications industry (which will become

increasingly globalised) is likely to find that regulatory changes have an immense impact—one consequence of this will be a huge increase in both opportunities and potential risks (see figure 2)—while the retail trade should be relatively lightly affected by regulatory change, though it too should be able to benefit from a whole new range of opportunities.

Although the effect on different sectors will be very different, Dr Jones stressed that "it is very difficult to envisage any sector that is not going to be significantly affected one way or another". The companies in most danger of being taken over, he added, are medium-sized companies: but these are also the ones which will have the greatest opportunities to grow through expansion or acquisition (figure 3).

Simultaneous changes

Not all the changes in business practice after 1992 will be due to the establishment of the Single Market. Dr Jones pointed out that other developments are also taking place and that, in planning for 1992, it is important to take these into account.

There are, for example, increasing trends towards both globalisation and privatisation. Another trend is for the developed economies of the world to move towards more 'brain intensive' activities and fewer 'labour intensive' ones. There is a shift too away from manufactured goods and towards the production and use of new materials.

During the period up to the year 2000, homeworking and subcontracting are likely to expand, with the core business diminishing in size. Hierarchical personnel structures are giving way to more teams of skilled people working together, particularly for 'brain intensive' work. People are also getting used to the idea of learning and training throughout their career rather than just at the start of it. And, finally, there are going to be major demographic changes—a shortage of school leavers, an ageing population and greater use of older workers.

In tackling "this brave new world", the vital role of the personnel management function, said Dr Jones, will be that of cementing the various strands together into an

Figure 1. 1992: Opportunities and risks by industry sector

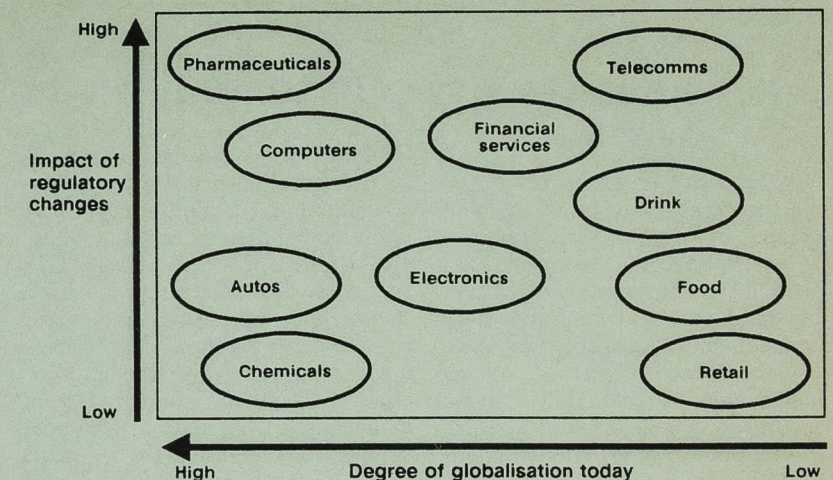


Figure 2. 1992: Opportunities and risks for companies in different industry sectors

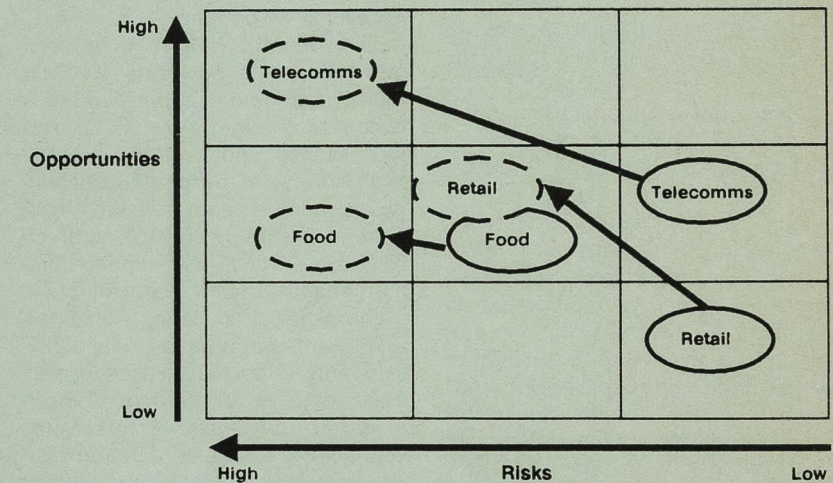
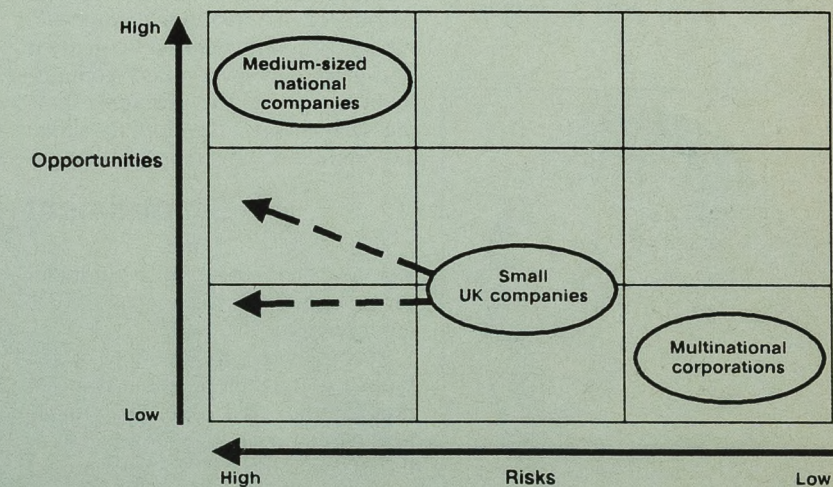


Figure 3. 1992: Opportunities and risks: company size



integrated approach that will create "an effective, fighting European force".

1992, he said, offers "the greatest

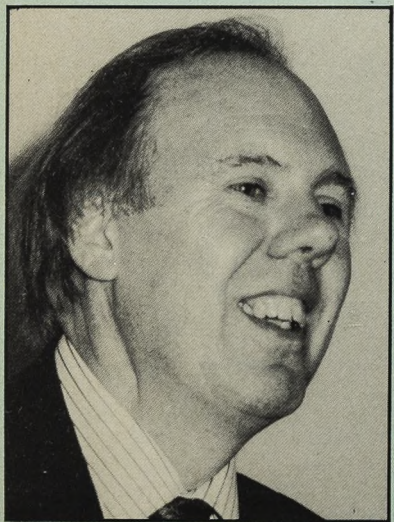
opportunity for decades for the personnel and human resources to play a key role in the future success of the organisation".

New management scheme

W H Smith has evolved a new type of management development scheme in a joint venture with Oxford Polytechnic. Not only does the scheme help managers achieve set standards in a range of core management skills but it also rewards them with a formal management qualification—a Certificate in Management Studies, a Diploma in Management Studies or an MBA, depending on the number and level of credits achieved.

Peter Bowen, the firm's consulting director of studies (and also visiting professor at Oxford Polytechnic), believes that the prospect of achieving a management qualification has proved a great attraction to managers entering the training programme.

The W H Smith scheme is performance (but not pay) related, with each core skill being separately appraised each year. The target standard in each skill can be adjusted year-on-year in the light of comments and experience. "At times," said Peter Bowen, "this creates one hell of a debate" which, he added, "is a good thing." Experience at W H Smith since the full introduction of the programme in 1986 has shown that, after training, 80 per cent of managers achieve the requisite level in any particular skill.



Peter Bowen

Autonomy on the production line

Major trends in manufacturing are driving companies towards the development of multi-skilled and more self-sufficient work groups, said Brian Spencer of Bird's Eye Walls. He instanced integrated high speed lines requiring immediate response to stoppages; policies involving operator responsibility for quality control and defects management; and technical complexity increasing the need to localise problem solving and performance improvement.

A workforce approach

Recent experience, he said, indicates that the workforce approach is a powerful way to obtain minimum manning coupled to continuous improvement in line performance and product quality. In addition, the more self-sufficient the group becomes, the less resource is needed in indirect categories such as supervision, maintenance, quality control etc.

The skills, knowledge, development and commitment of people are highly important in view of the pressure to reduce labour. Fewer people to run lines of increasing complexity create a demand for higher and diverse skills and a capacity to operate often without supervision.

It is necessary to involve the workforce in performance improvements. Progress can best be made if it is based on everyone's commitment to solving the problem, sharing knowledge, developing skills, and removing the fear of change.

Secondment—the benefits

Ann Shey, IBM UK Ltd, weighed up the case for secondment programmes at this year's IPM conference.

Secondment divides into three types: management development, mid-career and pre-retirement. Mid-career appointees tend to treat the secondment as a motivational change, while pre-retirement secondments often use the experience as a bridge to a second career, maintaining a part-time involvement once leaving IBM.

Workstyle

Following an attitude survey conducted at Bird's Eye Walls, a monitoring group designed a model system and passed it down to employee-based sub-groups, whose task was not only to design their own working system—their 'Workstyle'—but also to influence, for instance, the layout of the machinery, the lengths of conveyor belts, the location of stop and start buttons. In fact, anything which would make their job easier.

This way the workforce was truly involved, line by line in designing their job organisation and the equipment layout.

Benefits of the workstyle are:

- **Ownership**—The workforce design their own system of work—they own it. They are far more committed to making it work.
- **Reduced prejudice**—Conflict between management and shop stewards has reduced and the working relationship is getting better and more constructive. Commitment to the work task is more apparent.
- **Cost effectiveness**—The whole system is cost effective. The workforce received substantial increases in pay—negotiated by their union. The company has also made cost savings.
- **Deadlines**—Capital projects have not been subject to delays.

The basic need for change, he said, is the commitment of top management to investing in people as well as technology.

There are noticeable benefits for the company. Secondments can unclog internal promotion channels and assist reorganisation. In addition, secondees often bring new skills back to the company and a useful source of information.

In order for secondment to work, IBM have found personnel management must not only encourage able men and women to apply, but must also ease their return into suitable jobs—essential if good people are to volunteer.

Guide on substance misuse at work

The IPM has issued a guide* on Substance Misuse at work together with a book, *Drink and Drugs at Work*, prepared by Fred Dickenson and the IPM's working party on pay and employment conditions.

In them Ossie O'Brien of Alcohol Concern and Hugh Dufficy of the Standing Conference on Drug Abuse explain the state of the law, why employers need alcohol and drugs policies, how to draw them up and gain the commitment of the workforce.

Management are challenged to analyse their corporate cultures to ensure that their policies on the use of alcohol, drugs and other substances are not being undermined elsewhere. For instance, is it necessary to serve drink in the executive dining room or elsewhere? should subsidised bars be provided? is drinking after working hours encouraged by peer group pressure?

Speaking at the launch and in a subsequent seminar, Ossie O'Brien, pointed out that perhaps one in ten employees is drinking excessively or inappropriately and potentially affecting their job performance.

These employees are three times more likely than their colleagues to have accidents at work. Compared with other workers they take four times as many days off work. It is estimated that 8–14 million days are lost each year as a result of excessive drinking. Sickness absence alone is reckoned to cost industry nearly £800 million a year.

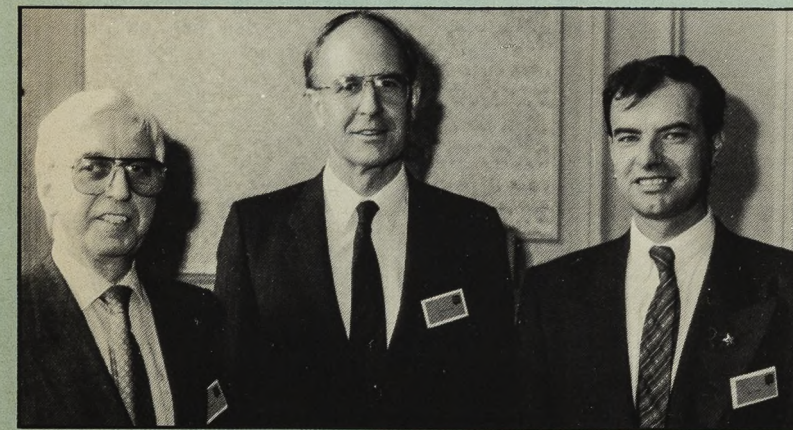
It is not just shop floor workers who are affected, he said. The problem can equally be found in the

Board of Directors. When it is, because of their role in decision taking, the cost might be very heavy indeed.

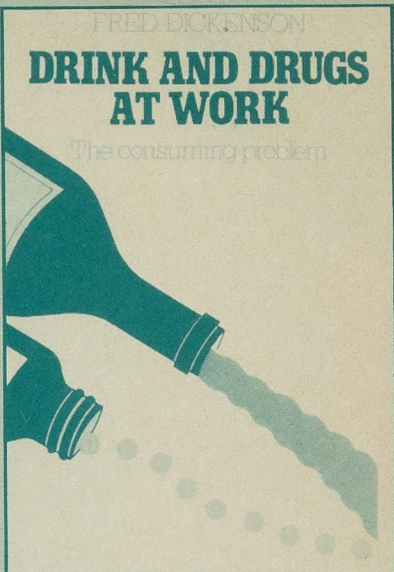
A strategy

Because 75 per cent of problem drinkers are in employment, the workplace is the best place for a prevention and educational strategy. At the heart of such a strategy should be a policy for helping employees with drink-related work problems. The policy should not be concerned with an employee's private life, but about the way in which these problems impact on work. An employee in this situation should be seen and treated in the same way as one with a more generally accepted health problem.

An alcohol policy should assure employees, at whatever level, who are identified as having a problem which affects their work performance, conduct at work, or work relationships, that they will be offered help rather than discipline or dismissal. Discipline may at some point be necessary but not normally as a first resort. The circumstances in which the disciplinary procedure may be invoked should be made clear in the context of the alcohol policy which should cover education and training; identification; procedures; and good practice.



Ossie O'Brien (left), Fred Dickenson (centre) and Hugh Dufficy.



Support

Some big organisations might want to develop their own support systems, including a counselling service. More usually, it will make sense to link up with an outside alcohol advisory service or a similar agency. Such a service would usually have available skilled counsellors who could assess the treatment needs of a referred employee and where appropriate carry it out.

*The guide, "Substance Misuse at Work" and the book, *Drink and Drugs at Work* are available from IPM House, Camp Road, Wimbledon, London, SW19 4WW (Tel 01-946 9100).

Alcohol a killer

A man drinking more than three measures of spirits or three glasses of wine a day has an alcohol-related problem. For a woman, two measures of spirit or two glasses of wine a day becomes a problem, according to the Royal College of Psychiatrists, Peter Marno, Charter Clinic Chelsea warned.

Alcohol is the third leading cause of death and 30 per cent of fatalities at work are alcohol-related, he said. Some 70 per cent of alcoholics and people with drink-related problems were in work. The consumption levels of such people were often far less than many people believed.

Symptoms of an alcoholic at work were: absenteeism and sickness; interpersonal difficulties; reduced job performance; odd and irregular patterns of work; unfulfilled expectations; concentration-confusion difficulties; and deteriorating appearance or hygiene.

Impact of 1992 on pay

The impact of 1992 on salaries, wages and conditions of employment is likely to be indirect and consequential, rather than the direct result of legislation according to Philip Burnford, managing director of Hay Management Consultants.

He said that mutual recognition by EC member states of each others' academic and professional qualifications would pave the way to a single European labour market.

"But this has to be seen in the wider context of the internationalisation of business which is already occurring and which is creating the demand for a new type of international employee—the 'national'—one might say, who would replace the expatriate," he said.

Referring to the demographic changes in the 1990s, Mr Burnford reported that companies were already drawing up plans to respond to these at the European level. One major computer company, he said, had already identified that in certain key disciplines the total output of all Europe's universities is likely to be less than its own requirements.

Other companies, that traditionally have looked to their home academic institutions as their natural recruiting ground, are already looking more widely across Europe.

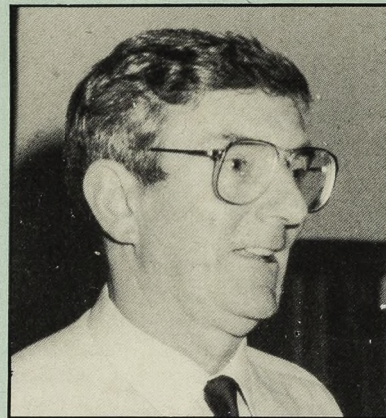
And an international market for top executives would inevitably be created which would have a gradual impact on pay and conditions of service.

Current differences are pointed up in the following table which compares the cash earnings (base pay plus bonus) of a typical senior executive. (For purposes of comparison OECD purchasing power parity conversion rates have been used, with the individual country figures expressed in index form, taking the USA as 100).

Cash earnings of senior executives

Country	Gross	Net (after tax)*
Belgium	97.7	50.9
France	86.6	75.7
Germany	107.6	76.8
Italy	100.6	85.5
Netherlands	90.3	48.3
UK	68.5	53.4
Switzerland	96.5	90.0
USA	100.0	100.0

*Using tax rates that assume a married man, with two dependent children.



Philip Burnford

Until recently there was not much corporate concern with international pay comparisons, or much concept of an international pay market—expatriates were treated as a breed apart, he added.

"The issue has become visible: it is hard, for example for the UK General Manager not to notice his German sales manager is a lot better off than he is," commented Mr Burnford. And "Because the UK is the lowest paying of the major European countries, it is the one that is going to be the most affected."

Many British based international companies with the major part of their operations overseas were wondering whether they should relate to the UK market—simply because their head office happens to be in the UK—or whether they should look at a wider international market. In the past 12 months some organisations have moved top executive pay towards what is being called a 'mid-Atlantic' position.

Those on the shop floor would see a more gradual influence on earnings and conditions, Mr Burnford prophesied. He thought that pay would become more individual, particularly in the case of key contributors with long-term incentive plans more likely to become a standard component of the executive remuneration package in Europe, as they already are in the USA.

Reward management experiment

Michael Armstrong, General Manager of Book Club Associates discussed the need to respond to change by developing an integrated reward system which is related to the needs and circumstances of the organisation.

This involves linking reward management strategies and systems to career and performance management and recognising that paying for performance is also a major item.

Flexible pay structures

The new orthodoxy, he said, puts the emphasis on flexibility and individualism. The traditional graded pay structure is under attack as being too rigid and fixed increments are, rightly, anathema.

One approach, which is being explored at Book Club Associates, is to drop the old multi-graded structure and replace it with one unified structure consisting of a limited number of zones covering the major levels within an organisation. These zones can define eligibility for such benefits as company cars—if the company has not adopted a "clean cash" policy.

The zone may be divided vertically into market groups to recognise that whatever the relativities, these may have to be overridden by market pressures. Within each zone a "spot rate" indicates the market rate for the jobs probably derived from a number of sources, or where a well-defined market does not exist by comparisons with jobs which have a market value. Career progression lines or "pay spines" can link jobs together, but there is no automatic progression up the spines. The general rule is to give non-consolidated bonuses for good performance and to recognise that an individual's market value increases with experience.

The key issue, nevertheless, is the role that different aspects of reward management should play and how they may best be linked together into a total system which is directed towards achieving the objectives of the organisation.

Round the stands

Running the gauntlet of the IPM exhibition stands, begins well before you actually enter the first hall—a girl standing beside an Austin Rover 800 Vitesse thrusts a copy of *Car Magazine* into your hand.

In the car park is the Employment Department's colourful Action Bus (containing the latest that information technology can convey to you about access to training and jobs), a Hestair Management Services Company coach, and, mysteriously, a float touring the streets, telling you to keep 'CALM'. All these provide a glimpse of the many interests to be found at IPM.

Among the first of the 179 stands in the four exhibition halls which meets your eyes is that of Alfred Marks. Here there is a challenge. A fair ground style competition entitled, Plug into Powerhouse, attracts attention to the stand. Open to those steady of hand—certainly not to be tackled after late nights at

conference receptions, a bell rings every time a competitor fails. It is not at all clear what this has to do with staff recruitment, but it's all apart of the fun of the exhibition—ice breakers which bring together the vendors of services and viewers.

A little further along, a crowd of people stand around a huge crossword puzzle. 41 down reads: "A stony greeting", four letters... "Hail," I tell the girl attendant. Being snapped by another competitor, she gives us both a prize of a leather bound 1989 *Daily Telegraph* diary with maps.

Further into the first hall, the *Daily Express* is offering a crate of champagne for the highest score on a rolling road 'Play le Mans'. No less than ten other exhibition stands are offering prizes of champagne or whisky or similar delights. PER Executive Post offers a free weekend in Paris. For the more intellectually inclined, there are all sorts of problem solving competitions. A visit to the exhibition's Press Office has to be slightly diverted as I pass the Hamptons Relocation stand. Who could resist the challenge of operating the giant electromagnetic arm to move a family from Manchester to Bristol in record time? The problem is that the map of Great Britain keeps on revolving and the electro-magnetic arm is firmly anchored by the 'shoulder'.

Probably the biggest of the stands are to be found in Hall D where—with 27 others—is the IPM exhibition of books and literature.

Disabilities guide

Getting on with Disabilities—an Employers Guide, is a major study which raises questions about the effectiveness of some of our existing approaches to disability issues. Commissioned by the IPM the national charity OUTSET has brought together various sources of expert information on disabilities and employment.

The team also compiled extensive background information on statistics, legislation and grants as well as practices in other countries.

Outset has set up a network of innovative training and employment initiatives. Over the nine months of the project, their research team conducted in-depth interviews with 40 employees with disabilities. The practical experience of those interviewed highlighted examples of how good employment practices can be evolved and difficulties overcome.

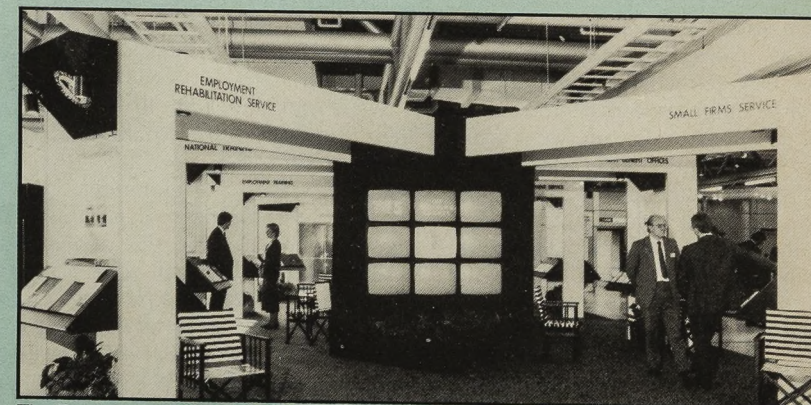
The guide is available through the IPM, IPM House, Camp Road, Wimbledon, London SW19 4UW. Ken Birkett and Dianah Worman. Price: £11.95 (non-members), £9.56 (members), p&p £1.13. ISBN 0 85292407 0.

Here, there is a draw every hour for a bottle of whisky.

The Employment Department Group stand—and here there are definitely no prizes—has spread its umbrella over all aspects of training and employment services including those for disabled people and for the first time the local government careers service. With the provision of illuminated panels, an informative video wall display, and an abundance of publicity material, even the DE's own information staff are amazed at the variety and quality of the information on offer. And there is no shortage of takers—including those collectors who have just popped in for their free kaleidoscope from the Manpower stand opposite.

Not all exhibitors are aggressive. Some need to be sought out—many will offer a cup of tea or coffee if the conversation is likely to be prolonged. But by and large, if eyes meet, literature is likely to follow. In three hours, I collected 25 press packs and a mass of other items. Eventually, I came across CALM in quite a quiet corner in contradistinction to the razzmatazz of the float. Here, I submitted to a Computer Assisted Lifestyle Management test, putting answers to nearly 50 questions on a computer, receiving its distilled judgement, and learning just how stressful an editor's life can be.

Next year, perhaps, we will be doing an *Egon Ronay* guide to the many IPM conference receptions. Social secretaries beware.



The Employment Department stand.

Photo: Tennant Brown

Collective bargaining under pressure

How will the industrial relations system survive under current pressures, asked CAC chairman, Sir John Wood. He pointed out some of these pressures.

Since the Contracts of Employment Act 1963 the impact of individual rights has grown. The tribunals' views on matters such as discipline and dismissal procedures have become of paramount importance, since the relationship between bargained rules and 'the law' is far from clear.

The traditional system of collective rights also was weak on remedies. Arbitration was often specified (perhaps less so today), but rarely used. Conciliation was common.

The older pieces of 'conciliation machinery' are breaking up or have disappeared in the private sector. Its future in the public sector will be full of problems, he said.

The old 'employers associations' and 'national agreements' were perceived to be of less importance by the Donovan Committee in the 1970s. They have declined or are disappearing as central bargaining systems, particularly in the larger groups as bargaining is decentralised and switched downwards.

A large number of factors are tending to break up pay structures. These range from the organisation of work with greater flexibility to purposeful changes such as merit or personal pay.

Even on issues in the workplace—traditionally the subject of joint regulation—the current climate is changing. Some de-recognition of unions is taking place and in areas such as health and safety the roles of the trade unions are declining.

The trade unions are making little headway in areas where collective bargaining is most needed, for example service industries. Even where green field recognition is given there are ominous signs.

He felt therefore, that the consequence of these pressures is the likely weakening rather than strengthening of collective bargaining. To reverse the process would need a recognition that it is possible to reconstruct a strong 'informal' system of industrial relations.

Management competence achieved through development agreements

Managerial competence can only be achieved through development agreements, not through professional qualifications, argued Professor John Morris, managing partner of The Development Consortium.

The Management Charter Initiative was welcome, but the proposals to codify the complex values and skills of management are too reductive. A development network fruitfully diverse and easily accessed, is needed to focus current initiatives.

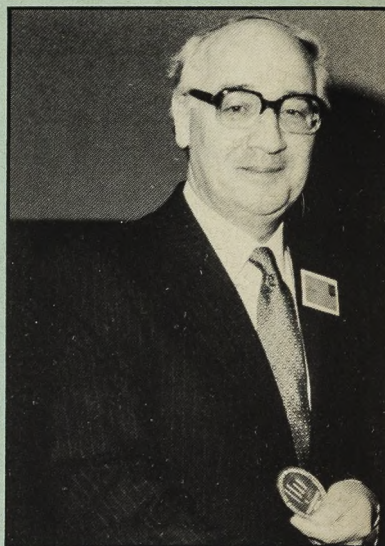
Explicit development agreements, "grounded in the actual business plans of the employing organisation and the professional development of the individual manager", would provide the necessary

framework. Development agreements are designed by individuals for themselves, with support from advisors where necessary. Professor Morris claimed that this type of agreement strengthened the authority of individual managers to take responsibility for their own development.

Allowing managers to learn as their duties require would enable them to contribute to, rather than manage, the development of others. Development agreements are based on flexible ties of leadership and partnership, and bring education into the workplace: "The manager has to work at learning, not consume it or wear it."

All photos (unless otherwise indicated) by Andrew Lloyd.

Len Peach wins IPM Award



Len Peach, chief executive of the National Health Service Management Board and a past IPM president, received the first ever IPM President's Award in recognition of his outstanding contribution to personnel management.

Baby boom to baby bust

"Too little too late" was the message from Dr David Parsons and Cyril Leach of the National Economic Development office. Their warning concerned employer response to the growing shortfall of young people in the labour market.

Employers in some areas are facing a 5 per cent reduction each year for the next few years in school leavers available for work.

For many employers the only real chance of avoiding recruitment problems is to turn to alternative sources of recruits. In practice this could mean looking at the part-time use of people retiring early and women wishing to return to the labour market. While acknowledging that some progress had been made, particularly with larger employers, Dr Parsons emphasised a significant barrier was still a lack of flexibility in working practices, making it hard for mothers to combine family and work responsibilities.

A report *Young people and the Labour Market* is available from NEDO Books, Millbank Tower, Millbank, London SW1P 4QX. Price £8 (post free).

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



Department of Employment Ministers

Secretary of State: **Norman Fowler**
Minister of State: **John Cope**
Parliamentary Under-Secretaries of State: **John Lee and Patrick Nicholls**

Cash and running cost limits

Quentin Davies (*Stamford and Spalding*) asked the Secretary of State for Employment whether any changes will be made to his Department's cash limits or running costs limits for 1988-89.

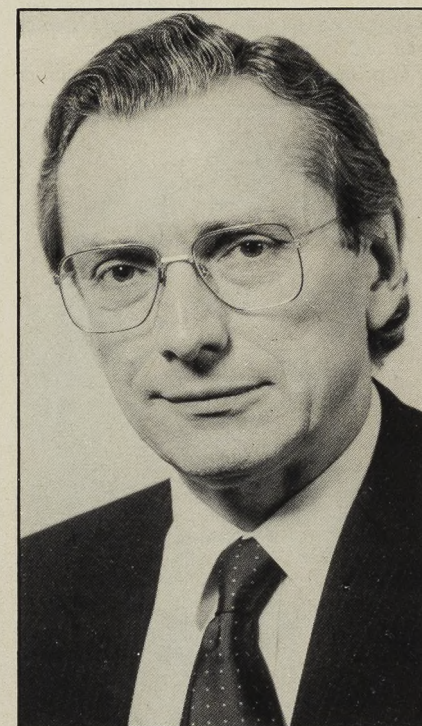
Norman Fowler: Subject to parliamentary approval of the necessary Winter Supplementary Estimates, the following changes will be made. There is a token £1,000 increase in the employment programmes cash limit (Class VII, Vote 1) where a reduction of £19,000,000 on Community Programme has been transferred to Vote 7 for Employment Training, and provision of £600,000 for local enterprise agency project schemes is offset by a reduction in small firms Loan Guarantee Scheme expenditure.

The cash limit on Class VII, Vote 2 remains unchanged at £265,170,000.

The cash limit on Class VII, Vote 5 (Training Commission) will be reduced by £2,558,000 from £1,938,737,000 to £1,936,179,000. This is the net effect of the following: a token increase of £1,000 to effect the transfer of funds from the Training Commission to the Department of Employment so that it may carry out the training functions formerly carried out by the Training Commission; a reduction of £2,000,000 due to revised costings on Employment Training, and a reduction of £559,000 for capital expenditure under the end-year flexibility scheme which has been transferred to a new Vote 7.

There is also a token £1,000 increase in the cash limit on Class VII, Vote 6, Sale of Professional and Executive Recruitment to enable the final costs of the sale to be reflected.

There is a new net £559,000 cash limit on Class VII, Vote 7. This is in respect of the transfer of the previously announced and agreed additional capital expenditure under the end-year flexibility scheme from Class VII, Vote 5. The net cash limit takes account of the training functions (and its



Norman Fowler

related expenditure) transferred from Vote 5.

There are also token increases of £1,000 on Class XVI, Vote 4, Industry Department for Scotland and Class XVII, Vote 4, Welsh Office to enable payments to be made to the Department of Employment for training programmes instead of to the Training Commission.

The Class VII, Vote 2, Department of Employment's administration running costs limit has been reduced by £4,454,000 from £611,296,000 to £606,842,000. This is the net outcome of the following changes: final adjustments between the Department and the Training Commission in respect of the transfer of employment services in October 1987; transfer of some functions from the Training Commission; transfer of

some staff to the Training Agency; and increased running costs from the delay in the anticipated date of sale of PER.

The Class VII, Vote 5, Training Commission's running costs limit has been reduced by £77,904,000 from £223,658,000 to £145,754,000 while the Class VII, Vote 7, Department of Employment training programme's new running costs limit has been set at £74,265,000. These changes result from the transfer of training functions from the Training Commission to the Department.

There is an overall reduction in the DE Group's running costs limit of £8,093,000 from £944,525,000 to £936,432,000. This is the net effect of £8,480,000 surplus superannuation provision in respect of former Training Commission staff being surrendered to the Consolidated Fund (Class VII, Vote 7) and an increase of £387,000 for PER (Class VII, Vote 2).

(October 31)

Enterprise Allowance Scheme

Ian Twinn (*Edmonton*) asked the Secretary of State for Employment if he will make a further statement on the Enterprise Allowance Scheme.

John Cope: Since the Enterprise Allowance Scheme began in 1982, 384,000 unemployed people have been helped to start their own businesses. These businesses have also created jobs for others: for every 100 businesses operating after three years, an additional 114 jobs have been created.

(October 25)

Benefit claims

Ian Bruce (*South Dorset*) asked the Secretary of State for Employment how many people consulted the unemployment benefit offices in 1987; and if he will make a statement.

John Lee: No records are kept for the number of people who consult unemployment benefit offices; however, during 1987 there were a total of 4,777,575 claims made to unemployment benefit.

(October 25)

Government training schemes

Jimmy Wray (Glasgow, Provan) asked the Secretary of State for Employment what is the total number of people who completed training schemes funded by Her Majesty's Government for each year since 1975.

Jimmy Wray (Glasgow, Provan) asked the Secretary of State for Employment what percentage of the unemployed attended and completed training courses funded by Her Majesty's Government for each year since 1975.

John Cope: The table below shows the number of people in Great Britain who started training courses funded by this Department for each year since 1980 in thousands. The figures include those who joined a course for a second or subsequent time. Numbers starting training courses prior to 1980 and numbers completing courses could only be obtained at disproportionate cost.

It is not known how many of these trainees were unemployed at the time they began their training course.

Year ended March	Numbers of starts (thousands)
1980	95
1981	92
1982	96
1983	90
1984	480
1985	529
1986	664
1987	875
1988	912 (provisional)

(October 21)

Jimmy Wray (Glasgow, Provan) asked the Secretary of State for Employment what is the total cost of all training schemes funded by Her Majesty's Government for each year since 1975.

John Cope: Since 1975, expenditure on training programmes by the Manpower Services Commission, acting on behalf of the Secretary of State for Employment, has been as follows:

	£ millions (rounded)
1975-76	172
1976-77	256
1977-78	292
1978-79	374
1979-80	451
1980-81	560
1981-82	749
1982-83	869
1983-84	1,050
1984-85	1,144
1985-86	1,257
1986-87	1,441
1987-88	1,613

These figures include all related administrative costs, net of receipts.

(October 21)

Small Firms Service

Spencer Batiste (Elmet) asked the Secretary of State for Employment how many inquiries were dealt with by the Small Firms Service during the last 12 months.

Henry Bellingham (North West Norfolk) asked the Secretary of State for Employment if he will make a statement on the progress of the Small Firms Service.

David Shaw (Dover) asked the Secretary of State for Employment how many small firms in 1987-88 consulted the Small Firms Service; and if he will make a statement.

John Cope: In 1987-88 the Small Firms Service answered over 266,000 inquiries, helped over 27,000 small businesses by counselling, and held over 39,000 counselling sessions.

The Service continues to increase its links with, and support for, other agencies in the small firms support network. Its database of national information is now available to agencies and others for their own use in advising clients.

The Service has opened six new inner



John Cope

city offices and is appointing inner city business advisers to promote self-employment and small business development in inner city areas. In December 1987, as part of a European Commission initiative, the Service opened a Centre for European Business Information.

Further details of the Service's achievements are contained in the Small Firms Service 1987-88 annual report, which was circulated to all MPs and placed in the House of Commons Library.

(October 25)

YTS

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment if he will publish the latest results from the 100 per cent follow-up survey of YTS leavers, giving young people's full responses to the question of What Are You Doing Now.

John Cope: The latest results from the 100 per cent follow-up survey of YTS leavers in the period May 1986 to April 1988 are as follows:

	Per cent
In a job	60.3
of which:	
with same employer	25.2
with a different employer	31.6
part-time job	3.5
Unemployed	21.3
On another YTS scheme	11.3
On a full-time course	3.3
Doing something else	3.2
Not answered	0.5

(November 2)

Henry McLeish (Fife Central) asked the Secretary of State for Employment when the YTS Guarantee will be met for every 16 and 17-year-old summer school leaver who did not enter full-time education or permanent employment for Scotland.

Henry McLeish (Fife Central) asked the Secretary of State for Employment when the YTS Guarantee will be met for every 16 and 17-year-old summer school leaver who did not enter full-time education, or permanent employment for Wales and each of the standard regions.

John Cope: The payment of child benefit has been extended to the end of December in respect of young people who left school at the end of the 1988 summer school term and who have applied for a YTS place. The Government have guaranteed the offer of a YTS place before the end of the child benefit extension period to all those 16 and 17-year-olds who apply for one and who are not in full-time education or employment. This guarantee applies in all parts of Great Britain.

(November 7)

Long-term unemployed

Ann Widdecombe (Maidstone) asked the Secretary of State for Employment how many people classed as long-term unemployed have found jobs since January 1986; and if he will make a statement.

John Lee: Between January 1986 and July 1988 over 2 million people who had been claiming benefits for a year or more ceased to be unemployed in the United Kingdom. Information on the destination of those leaving the count is not available.

(October 25)

Employment Training

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what steps the Training Agency will be taking to ensure that the Employment Training scheme trainees are not given work experience placements which substitute for or displace normal jobs; if he will ensure that no employer who has declared redundancies in the preceding two years can take on the Employment Training scheme trainees in the work areas or sections affected by those redundancies; and if he will make a statement.

Patrick Nicholls: Providers of Employment Training places are required to offer a properly planned and structured programme of training for all trainees. It is for training managers and practical training providers to try to ensure that ET placements have the support of their employees so that there is an environment conducive to good training. For many employers this will involve following their normal industrial relations practices and procedures.

This requirement will safeguard against job substitution and any employer may seek to participate in Employment Training whether or not they have declared redundancies in the past.

(November 10)

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many Employment Training trainees were in training at the latest available date; how many of these had started in project-based places; and how many had started on placements with employers.

Patrick Nicholls: At November 4, 1988 there were 73,000 trainees on Employment Training, all of whom were receiving Employment Training allowances. Information on the number of trainees starting on project-based training places or on training placements with employers is not available. However, statistics are being collected on the number of trainees in training on project-based places and on placements with employers and the first comprehensive information should be available in January.

(November 15)

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment whether an employer who is providing them with a work placement as part of their training will be allowed to require Employment Training scheme trainees to: (a) do overtime; (b) work unsocial hours; or (c) work on Saturdays or Sundays; and if he will make a statement.

Patrick Nicholls: The hours of attendance of Employment Training trainees on placements should be in line with the normal hours worked by the

provider's own employees. Trainees should not, however, be required to attend for any periods which normally attract overtime or premium payments for employees, nor should they be required to attend on Sundays or Bank Holidays, unless that is normal for the firm or industry concerned.

(November 10)

Ron Leighton (Newham North East) asked the Secretary of State for Employment how many of the 270,000 Employment Training places agreed with prospective training managers will be provided by: (a) employers, (b) voluntary or community corporations, (c) local authorities and (d) other bodies.

Patrick Nicholls: On September 9, around 291,000 Employment Training places had been agreed. Of those, 96,500 are provided by employers (including private sector training organisations), 88,000 by voluntary bodies, 61,000 by local authorities and 45,000 by other bodies.

(October 19)



John Lee

Tourism grants

Ronnie Fearn (Southport) asked the Secretary of State for Employment what was the total of English Tourist Board development grants in the years 1985-86 and 1986-87.

John Lee: The English Tourist Board offered assistance totalling £11.55 million and £13.95 million in 1985-86 and 1986-87 respectively towards the cost of tourism projects in England under the Development of Tourism Act, 1969.

(November 10)

Timothy Kirkhope (Leeds North East) asked the Secretary of State for Employment if he will make a statement on the number of section 4 tourist grants awarded to date by the English Tourist Board in 1988.

John Lee: Between January and September 1988 the English Tourist Board offered section 4 assistance totalling £8.5 million to 359 projects.

(October 25)

Jobclubs

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many Jobclubs have been opened and closed since the start of the programme; how many of these are run directly by jobcentres and how many by other sponsors; what future developments are likely in the Jobclub programme and if the Secretary of State will make a statement.

John Lee: The numbers of Jobclubs opened and closed since the start of the programme are not readily available and it would be costly to get this information. There are currently 1,221 Jobclubs open. Of these, 539 are run by Employment Service staff, mainly based in jobcentres, with 682 run by other organisations working to an annual contract. Future developments include forming close links with Employment Training, giving extra help to Jobclub members in inner city areas and providing help for people in more remote rural areas who cannot readily attend a Jobclub regularly. The shape of the programme for 1988-90 is currently under consideration as part of the annual planning round.

(November 8)

Construction accidents

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment what proportion of accidents in the construction industry are not visited by inspectors from the Health and Safety Executive.

Patrick Nicholls: Between April 1, 1987 and March 31, 1988 all accidents involving fatal injuries were investigated. In the same period 91.7 per cent of the total of reportable injuries occurring in the construction industry which were reported to the Health and Safety Executive's Factory and Agricultural Inspectorates were not investigated. Reported accidents are selected for investigation after considering the gravity of the apparent breach, the need to give advice and the value of any information that would be obtained to prevent similar accidents.

(October 27)

Unit labour costs

Ron Leighton (Newham North East) asked the Secretary of State for Employment what has been the relative movement of unit labour costs in the United Kingdom and the other European Community countries since 1979.

John Lee: International comparisons of unit labour costs for the whole economy are not available. However, the available information for manufacturing industries is provided in the table:

Unit labour costs in manufacturing (increases)

	Percentage change since 1979
Netherlands	7.0
Belgium	10.7
Germany	26.8
United Kingdom	54.7
Ireland	55.2
Denmark	62.8
France	73.2
Spain	91.3
Italy	108.9

Notes:
1. The percentages are calculated from index series produced by the International Monetary Fund; the latest available figures are for the first quarter of 1988.
2. Figures for Greece, Luxembourg and Portugal are not available.
3. The source index series are in local currency and are not adjusted for exchange rate changes.

(October 24)

Jobless totals

Archy Kirkwood (Roxburgh and Berwickshire) asked the Secretary of State for Employment if he will make a statement explaining the cause of the recent error in the jobless totals for April, May and June for various parts of the United Kingdom, including the Borders region in Scotland; if he will ensure that the errors will not cause prejudice to the areas concerned in assessing entitlement to government assistance, and if he will take steps to ensure that such errors will not occur again.

John Lee: The error in the jobless totals in the Borders region of Scotland in April, May and June was the result of a defect in the post code directory used to allocate claimants' post codes to the ward in which they live. The Scottish total was not affected. The post code directory is produced by the Office for Population Censuses and Surveys and using information for Scotland coming from the General Register Office for Scotland. The directory was corrected before the July unemployment figures were compiled.

Revised figures for the areas affected have been published so that the original figures will not cause prejudice in assessing entitlement to government assistance. Checks have been introduced to avoid the recurrence of this error. Also, additional checks have been built into the Department's system for producing unemployment figures.

(October 24)

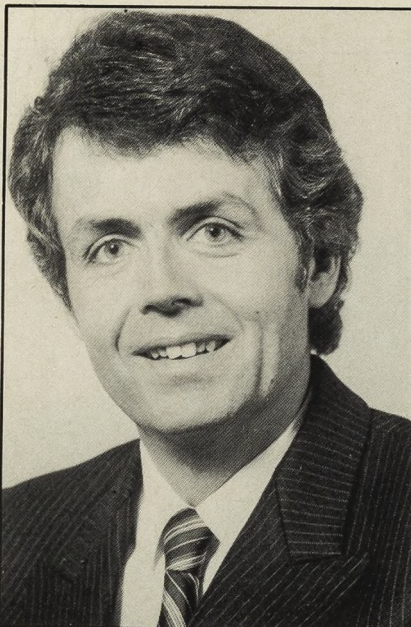
Women workers

Gwyneth Dunwoody (Crewe and Nantwich) asked the Secretary of State for Employment whether he will initiate a study of schemes that will utilise the skills of the 20 per cent or so of returning women workers who must accept jobs at a reduced skill level if they wish to return to work less than full-time.

Patrick Nicholls: No. Considerable research has already been carried out, both in this country and abroad, into the growth of part-time work and into initiatives such as job sharing and child care facilities which will increase the availability of employment for women workers. I see no need to add to that body of reason at this time.

Through Employment Training, the Government is making available new and better opportunities for those returning to the labour market to receive good quality training, including a facility for part-time training in certain circumstances.

(November 15)



Patrick Nicholls

Inspection frequency

Doug Hoyle (Warrington North) asked the Secretary of State for Employment how is the frequency of visits to installations by Health and Safety Executive inspectors, other than the annual visit, determined.

Patrick Nicholls: Each of the Health and Safety Executive's inspectorates determines its own priorities for planned visits. The frequency of visits depends on a number of factors. The Factory and Agricultural Inspectorate's programme of preventive visits to fixed premises are planned on the basis of an inspection rating system and this is reviewed at each visit to

the premises. In addition, each inspection rating is reviewed at the start of every inspection year, when a rating is amended upwards to take into account the period since the last preventive inspection.

HSE's Explosives Inspectorate operates an inspection rating system similar in principle to that used by the Factory and Agricultural Inspectorates.

Major nuclear sites are generally visited at least ten times a year on the basis that regular visits are needed to maintain a close monitoring of the site and to complete given regulatory requirements.

Visits made by HSE's Mines and Quarries inspectors are made in accordance with work plans drawn up by inspectors in charge of local districts, weighted in line with local circumstances and knowledge.

In addition, all inspectorate make reactive visits required, for example, to investigate accidents and dangerous occurrences.

(October 26)

Training by employers

Nicholas Brown (Newcastle-upon-Tyne, East) asked the Secretary of State for Employment what proportion of (a) part-time; (b) full-time workers received job training provided by their employers excluding YTS trainees.

John Cope: The Funding Study carried out by the then MSC showed that, in the full year 1986-87, nearly half of employees working over ten hours a week had received some job-related training provided by their employers.

The Labour Force Survey carried out in the spring of 1987 showed that 13 per cent of full-time employees and 8 per cent of part-time employees had received job-related training in the four weeks before their interview.

(October 25)

Community Task Force

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment how many employees of the Community Task Force have had redundancy notices sent to them as a result of replacing the Community Programmes and the Jobs Training Scheme with the adult training programme.

Patrick Nicholls: A total of 235 employees were issued with redundancy notices by the Community Task Force as a result of the change to Employment Training.

All of those concerned had the opportunity to apply for alternative posts in Employment Training and in the event 138 people actually left.

(October 19)

Topics

Adult literacy campaign for jobs

An important new training package aimed to help adults improve their 3R's was launched last month by Employment Minister John Cope.

The package will provide a valuable training resource for tutors and supervisors in Employment Training and YTS, with three core publications on numbers, reading and writing.

At the launch, Mr Cope pointed out that at least 10 per cent of long-term unemployed people have significant literacy and numeracy difficulties. He warned that most of the new jobs becoming available and the training needed to get them are not open to those who cannot read, write or use numbers with confidence.

Mr Cope's remarks were echoed by Alan Wells, director of ALBSU (The Adult Literacy Basic Skills Unit) who went on to discuss success and difficulties his unit had encountered in trying to reach adults with learning difficulties.

Often it appeared that people with learning problems were motivated to get help once they became parents—in order not to let their children down. However, Mr Wells cautioned against testing adults as this could have an adverse effect. ALBSU also found a significant drop out rate due to home pressures, or people achieving the basic level they wanted—sometimes just enough to



John Cope at ALBSU launch. Inset: Training package.

write a Christmas card.

Despite this, BBC television's new series on spelling apparently took 1,000 calls on the first night, so there is certainly a strong undercurrent to draw on.

The three guides, *Working on Numbers*, *Working on Reading* and *Working on Writing*, each priced at £9.50 can be obtained from the Careers and Occupational Information Centre, W1108, Moorfoot, Sheffield S1 4PQ. A



fourth element to the training package *Literacy and Numeracy at Work—Case Studies for Training Agents*, is available free of charge from the Training Agency, Room E453, Moorfoot, Sheffield. ALBSU is based at Kingsbourne House, 229-231 High Holborn, London WC1V 7DA. □

Corporate giving

Figures released in November by the Charities Aid Foundation show that companies are making a much greater contribution to the charitable sector than previously thought.

A survey by the foundation's *Charity Trends* publication found that in 1987 Britain's top 400 corporate donors increased cash giving by 8 per cent in real terms, to £72.5 million. To this could be added the involvement by some companies in secondment and sponsorship arrangements.

Small businesses, numbering 800,000, gave around £719 million in the same period—figures which Michael Brophy, director of the Charities Aid Foundation, said, "now put company giving on a par with other major sources of charities income." □

Fit to lead?

Assessing an employee's performance can be a highly subjective and emotionally sensitive task for line managers.

With increasing use by companies of 'employee appraisals', the Advisory Conciliation and Arbitration Service (ACAS) has now published a guide designed to impart good practice in appraisal techniques.

Written in an admirably clear style with some amusing illustrations, the guide shows how appraisals can benefit both employers and employees, by improving job performance.

It also suggests methods of structuring appraisal procedures to minimise the risk of subjective and emotional responses. The result being that both parties see the exercise as 'constructive'. The issue of linking performance with reward is also discussed.

Overall the guide makes interesting reading, strong on projecting the essential facts with a minimum of complexity. It should appeal to both large and small firms considering the idea of employee appraisal and is intended to assist both management and supervisory staff in assessment techniques. □

Employee Appraisal is available free from ACAS head and regional offices. (Head office tel: 01-210 3000) ISBN 0 906073 36 7.

Sick buildings report

The Health and Safety Executive (HSE) has produced its first ever report on sick building syndrome.

The 20-page document, *Sick Building Syndrome: A Review*, by principal HSE specialist inspector Jim Sykes, discusses symptoms, common features of 'sick buildings' and possible causes.

Affected buildings are often of light construction with indoor surfaces usually covered in textiles. They are energy efficient, kept relatively warm and are airtight so that windows cannot be opened.

Symptoms include eye, nose and throat irritation, mental fatigue, dizziness, hoarseness, wheezing, and itching.

The study also suggests that clerical staff are more likely than managerial staff to suffer; with complaints more frequent in the

public than the private sector.

Mr Sykes concludes that there appears to be no single cause of sick building syndrome but a number of contributing factors, including inadequate air conditioning systems, poor lighting, ventilation, temperature, air movement and humidity.

Precautions include the selection of humidification equipment that does not release water droplets or, failing this, a high standard of

cleanliness, regular disinfection and adequate maintenance.

Although the reports do not have the formal status of other HSE guidance publications, as they have not been the subject of consultation with interested parties, they do offer the benefit of up-to-date advice and expertise □

Copies of both reports are available free of charge from the Health and Safety Executive, Technology Division, Room 315, St Anne's House, Bootle, Merseyside, L20 3MF.

Executive jobclub

From November 1, Dorset has had a Jobclub with a difference. Ferndown, near Bournemouth started a jobclub exclusively designed to assist unemployed executive and professional people.

One of the first of its kind in the country, the executive Jobclub offers expert help and professional advice contracted in through AHA, a management consultancy based in Wimbourne. □

Accountants' action guide for inner cities

One of the Government's special "Action for Cities" breakfasts has resulted in a new initiative to encourage more accountants to help revitalise the cities.

A new leaflet launched by Jock Worsley, the chartered accountants' president, on November 2, and circulated widely to accountants all over the country, sets out ways in which chartered accountants can help in inner cities. The *Guide to Action*, has been commended by John Cope, Minister of State for Employment. It outlines a plan of action under five broad headings:

- encourage business leadership;
- support new businesses and help business grow;
- encourage education/industry links;
- support voluntary efforts;
- improve job prospects.

Accountants have a special expertise and understanding of business and many are already helping in the inner cities. This is sometimes through providing job or training opportunities, by offering management secondees to local enterprise agencies, or by offering free or set price advice to new small businesses. Chartered

accountants with their access to both large and small firms are not only able to contribute themselves but also can encourage their clients to do likewise.

When Jock Worsley, president of the Institute of Chartered Accountants in England and Wales, attended the London Action for Cities breakfast presentation by Kenneth Clarke and John Cope, he knew that, with accountants' expertise in developing business and their network of contacts, his members had a vital role to play. He decided to encourage them and the idea for the initiative was born.

Mr Cope, himself a Chartered accountant, quickly agreed to lend his support. He also wrote an article for the November issue of *Accountancy* magazine entitled "City Action", which details the problems faced by inner city residents and outlines the remedial action taken by Government. In the article he commends the ICA action programme "to all who are seeking opportunities to invest in Britain and revitalise our inner cities."

The Institute contact for 'Action for Cities' is David Tinker, Head of Practitioner Bureau (tel 01-628 7060). □

1992—Ready and waiting

A massive 80 per cent of the UK's electronics engineers would consider working in another EEC country with the introduction of the single European market, according to a survey carried out among readers of *Electronics Weekly*.

64 per cent of those questioned, believed that the UK will lose electronics engineers as a result of the ratification of an agreement on cross-border recognition of engineering qualifications.

85 per cent of those polled also believe that a single European market will be good for the UK economy. To support this enthusiasm, a surprising 86 per cent said that they would be prepared to learn another European language.

"The survey undoubtedly reveals a workforce of electronics engineers ready to grasp the opportunities presented by 1992."

commented Mick Elliott, editor of *Electronics Weekly*. "It quite clearly demonstrates that unless the UK can match the quality of working life offered by rival European firms, they will almost certainly see many of their best engineers leaving our shores." □

Top shops

Shopping is the most popular pastime for Britain's overseas visitors, according to a new report published by the British Tourist Authority.

Overseas Visitor Survey for 1987 gives a detailed description of overseas visitors' habits, and their views of Britain.

Britain's cleanliness rating is generally high, at least in relation to the countryside, but only 49 per cent of overseas tourists consider public transport clean and many visitors believe a 'capital clean-up' necessary: over half describe London's streets as unclean. □

Copies of the 92-page report are available, priced £25 from BTA, 4 Bromells Road, London SW4 0BJ.



Production line in a Japanese-owned company.

Japan faces 1992

More and more Japanese companies—especially in the auto, electronics and chemicals sectors—are setting up production facilities in the EEC or planning to build workshops in the Community in the near future. Their aim is to establish a presence in Europe before the formation of a unified European market in 1992.

According to the state trade promotion organisation Jetro, 282

Japanese companies had established production facilities in the EEC by the end of 1987, of which 125 have been built in the past four years. Jetro estimates that by 1989 there will be over 500 Japanese production plants in the EEC. Owing to the lower labour costs and regional allowances, favourite locations for the Japanese are Italy, Spain, Portugal, Ireland and Greece. □

The profile of enterprise

Research on the characteristics of self-employed people and owners of small businesses has been published by the Small Business Research Trust. It is based on an analysis of the 5,700 small business and self-employed respondents to the 1979-84 General Household Surveys.

Among its findings are rising educational qualification levels among those starting new businesses and a lower level of alcohol consumption than among the population as a whole. It also shows that an increasing number of women are entering the small business/self-employment sector but that these women are not being forced to work longer hours, nor are they experiencing lower

marriage rates.

In examining ethnic minority characteristics, the authors, James Curran and Roger Burrows, found that the group most likely to go into business for themselves were those from the 'Mediterranean Commonwealth' (Gibraltar, Malta, Cyprus), followed by Asians—though they point out that in 1984, over 85 per cent of Asians in Britain worked for someone else.

A more detailed report on their findings will be published in a future issue of *Employment Gazette*. □

Enterprise in Britain: A national profile of small business owners and the self-employed by James Curran and Roger Burrows, available from the Small Business Research Trust, Francis House, Francis Street, London SW1 1DE. Price £15.

Special exemption order

Changes in the legislation which restrict the hours worked by women and young people aged under 18 employed in factories, introduced by the Sex Discrimination Act 1986, took effect on February 27, 1987, although the prohibition on women working at night remained in force until February 1988. The provisions in the Factories Act 1961 and related legislation now apply only to young people.

Section 117 of the Factories Act 1961 remains, thereby enabling the Health and Safety Executive (HSE), subject to certain

conditions, to grant exemptions from these restrictions for young people aged 16 and 17 by making special exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued in response to renewed applications.

During the quarter ended September 1988 the HSE granted or renewed special exemption orders relating to the employment of 4,549 young people. On the day of the count a grand total of 12,679 young people were covered by 1,706 orders. □

Changes in average earnings—3rd quarter 1988

This note describes the factors affecting average earnings in the third quarter of 1988.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 issue of *Employment Gazette* p193. These notes now appear quarterly.

In common with the other average earnings indices, those in the table below have been rebased from January 1980 = 100 to average 1985 = 100. For further details see page S3 of the October 1988 issue of *Employment Gazette*.

For the third quarter of 1988, average weekly earnings, as measured by the average earnings index, showed an increase of 8.4 per cent over the same period a year earlier. This is below the underlying increase for the quarter of 9.1 per cent. Arrears of pay in the quarter were about two-thirds of that in the corresponding quarter last year. In manufacturing industries the underlying increase was about 9 per cent in the third quarter. This represents an increase of about 1/4 per cent from the underlying rate in the previous quarter. In service industries the increase was about 9 1/4 per cent, which was 1/2 per cent greater than the increase in the underlying rate in the second quarter of 1988. It is estimated that changes in overtime earnings contributed about 1/4 per cent to the increase in average earnings in the whole economy, the contribution to the manufacturing earnings increase being about 1/2 per cent.

Whole economy earnings index: 'underlying' series (1985 = 100)

	Seasonally Adjusted index	Further Adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing etc		
1986 Apr	107.4	-1.5	0.2	106.1	7 1/2
May	106.2	-0.5	1.4	107.1	7 1/2
Jun	107.4	-1.0	0.1	106.5	7 1/2
1986 July	108.3	-0.4	-0.2	107.7	7 1/2
Aug	108.8	-0.8	0.4	108.4	7 1/2
Sept	108.8	-0.4	0.7	109.1	7 1/2
Oct	109.9	-0.5	0.4	109.8	7 1/2
Nov	110.9	-0.3	-0.2	110.4	7 3/4
Dec	111.2	-0.2	0.7	111.7	7 3/4
1987 Jan	112.1	-0.2	-0.1	111.8	7 1/2
Feb	112.8	-0.3	0.4	112.8	7 1/2
Mar	113.2	-0.4	0.4	113.2	7 1/2
Apr	114.2	-0.6	0.8	114.4	7 3/4
May	115.4	-1.3	1.4	115.5	7 3/4
June	115.7	-0.5	-0.3	114.8	7 3/4
July	117.0	-1.3	0.3	116.0	7 3/4
Aug	117.1	-0.8	0.3	116.6	7 3/4
Sept	117.4	-0.3	0.5	117.6	7 3/4
Oct	118.8	-0.3	0.1	118.6	8
Nov	120.2	-0.3	0.3	119.6	8 1/4
Dec	121.0	-0.6	0.7	121.1	8 1/2
1988 Jan	121.8	-0.3	-0.3	121.2	8 1/2
Feb	122.0	-0.3	0.6	122.3	8 1/2
Mar	124.0	-1.0	0.2	122.8	8 1/2
Apr	124.4	-0.4	0.2	124.1	8 1/2
May	124.2	-0.4	0.2	124.1	8 1/2
June	125.1	-0.1	0.0	125.0	8 3/4
July	126.9	-0.5	0.2	126.6	9
Aug	126.6	-0.7	1.5	127.4	9 1/4
Sept	127.5	-0.4	1.3	128.4	9 1/4

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

Department of Employment
statistic inquiries
Telephone 01-273 6969



Graduate fair.

Photo: Intro UK

Graduate recruitment fair

Two graduate recruitment fairs are to take place in January 1989, offering business and technology opportunities for recent graduates and final year students. The fairs will take place in London on January 6-7, 1989, at the Hammersmith Novotel and on January 9-10, 1989, at the New Century Hall in Manchester.

Recruitment fairs are rapidly becoming an established medium for the recruitment of graduates, technical and professional staff. From the employer's point of view, they reduce the need to visit

a large number of universities and polytechnics, and mean that the recruiters do not have to interview large numbers of candidates who on first meeting do not have the interpersonal skills sought by the employer.

From the visitor's point of view, the fair provides a very efficient way of meeting a large number of employers face-to-face in one place at one time.

For further information contact Marshall Communications, 56 Britton Street, London EC1M 5NA. □

Diary dates

• The Careers Research Advisory Council is organising a national residential conference in Cambridge early next year. The programme will explore the practical implications of industry involvement with the education of undergraduates, and runs from April 17-19, 1989. Further information is available from CRAC, Sheraton House, Castle Park, Cambridge CB30 0AX (tel 0223 460227).

• The Executive Recruitment Exhibition takes place at the Queen Elizabeth II Conference Centre on January 25-26, 1989. Further details are available from FIBEX, 7 Caledonian Road, London N1 9DX.

• A conference is being held in Amsterdam with the theme of improving efficiency in flexible manufacturing automated systems. The conference dates are January 26-27, 1989. Details are available from Dr W. Haywood, (tel 0273 693655).

• *The Meetings Forum* has put together a series of conferences and seminars, running through 1988 and 1989, designed for people responsible for organising any aspect of conferences.

The one-day conferences—on 'Successful Conferences', 'Practical Conference Production', 'Take the Stage', 'Speaker's Workshop', 'Banqueting Masterclass', 'Conference Masterclass' and 'The Exhibition Goldmine'—are held in London, Manchester, Edinburgh and York. Each subject is held regularly.

For details of individual events contact the Meetings Forum, 29a Market Square, Biggleswade, Beds SG18 8AQ (tel 0767 316430). □

Money for UK ports

The European Investment Bank is lending about £16 million to Associated British Ports to improve seven UK ports—Barry, Plymouth, Ayr, Southampton, Hull, Grimsby and Immingham. □

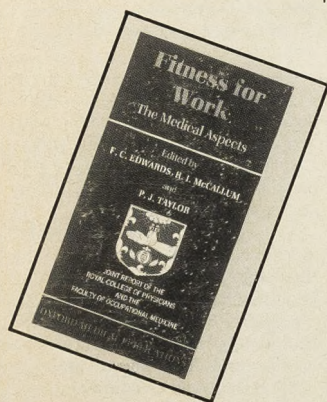
Fitness for work advice

The decision as to whether a particular job is appropriate after an illness or for someone with a chronic disease, is often a difficult one to make—even by a doctor familiar with the type of work involved.

Employers wishing to know if an applicant is medically suitable for recruitment or whether an employee is fit to return to his or her former work (and if not, what alternative work would be suitable), should find *Fitness for Work* invaluable.

The book is unique in approaching these problems with the combined expertise of clinical specialists and occupational physicians. Its practical approach embraces current clinical practice and recent advances in treatment, some of which have radically improved the outlook for employability.

The range of subjects covered is comprehensive, dealing with problems concerning all types of disability and illness as well as legal aspects relevant to employers.

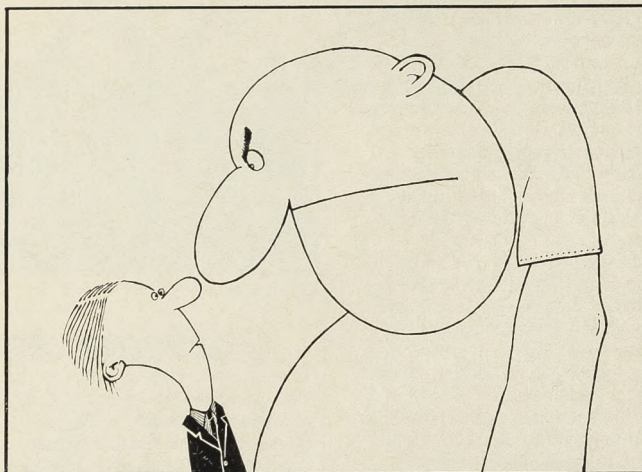


Heart disease, diabetes, skin problems, sight and hearing difficulties along with AIDS and many other problems are all discussed in detail.

The book essentially takes an advisory line and should be of interest to any doctor advising patients on their suitability for work as well as occupational health nurses and personnel management. □

Fitness for Work—The Medical Aspects, edited by F C Edwards, R I McCallum and P J Taylor is a joint report of the Royal College of Physicians and The Faculty of Occupational Medicine, published by Oxford University Press, Walton Street, Oxford OX3 6DA. Price £17.50 paperback (£45 hardback). ISBN 0 19 261702 8.

REVIEWS



Aggression at work

Successfully dealing with aggressive attitudes requires mental and sometimes physical skills.

Public sector workers, in particular, can find themselves at the brunt of aggressive behaviour, with social workers on average experiencing one personal assault every year. At work, bad interpersonal relationships can be a further cause of tension and operational inefficiency.

A new training video titled *You*

can cope shows how by adopting the right approach, staff at all levels can learn to deal with potentially dangerous or offensive situations.

You can cope has been produced by Gower in association with the Suzy Lamplugh Trust and is available on VHS or U-matic format from Gower Training Resources, Tower House, Croft Road, Aldershot, Hants GU11 3HR. Price £450 (or on hire at £95 for two days). □

Corporate communications

Managing a Corporate Communications Network, by Bill Taylor, aims to help individuals charged with developing such networks to set up an appropriate management structure, where sound design practice is applied to both the technology and its

subsequent implementation. Case studies are used to illustrate the problems involved. □

Managing a Corporate Communications Network is available from NCC, the National Centre for Information Technology, Oxford Road, Manchester M1 7ED. Price £12.50. ISBN 0 85012 708 4.

Secretarial revolution

Drake International has re-launched *The Secretary's Handbook*. First launched in 1980, this office compendium has now been revised and updated. The handbook's new sections cover office technology, proofreading and print terms—to reflect the wider responsibilities of today's

secretary.

All other vital office lore is there including guides to punctuation, mis-spelt words, key foreign words and glossaries of business and computer terms. □

The Secretary's Handbook is published by Drake International and is available from bookshops. Price £2.95.

Printed in the UK for HMSO Dd. 0290869 C83 11/88 58742

Finance for training guide

Paying for training, a completely revised guide to help employers find their way through the maze of local, national and European schemes that help finance training, has been published by the Planning Exchange—a Glasgow-based research and information body.

The layout is concise and easy to use, with details of over 100 schemes, ranging from Career Development Loans to programmes for particular sections of industry. The Employment Training and Enterprise in Higher Education schemes are also included.

Paying for Training can be obtained from CopyCraft, 74 York Street, Glasgow G2 8JX. Price £11.95 (plus £2 p and p). □

Interviews—skill and strategy

Interviews—skills and strategy is an incisive book which explains all the vital skills to attract and motivate the right candidates for a job. As

such it is aimed at the recruiter rather than the hopeful candidate, but its persuasive style will also be of interest to interviewees looking to improve their technique.



The book does not just confine itself to interviews, but examines the whole armoury of strategies available to the recruiter with a professional approach to finding the right staff. □

Interviews—skills and strategy is published by the Institute of Personnel Management and written by John Courtis. Available from bookshops. Price £5.50 (non members £4.40) +70p post and packing. ISBN 0 85292 406 2.

