Employment Gazette

November 1991

INVESTOR IN PEOPLE

Getting a taste for training

Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to **Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.**

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

General information

Employment and Training Services for you
Details of the extensive range of ED employment and training programmes and business help — EMPL45

Employment legislation

- ***Written statement of main terms and conditions of employment*** — PL700
- ***Redundancy consultation and notification*** — PL833 (3rd rev)
- ***Employee's rights on insolvency of employer*** — PL718 (4th rev)
- ***Employment rights for the expectant mother*** — PL710 (2nd rev)
- ***Suspension on medical grounds under health and safety regulations*** — PL705 (2nd rev)
- ***Facing redundancy? Time off for job hunting or to arrange training*** — PL703
- ***Union membership and non-membership rights*** — PL871 (Rev 1)
- ***Itemized pay statement*** — PL704 (1st rev)
- ***Guarantee payments*** — PL724 (3rd rev)
- ***Employment rights on the transfer of an undertaking*** — PL699 (2nd rev)
- ***Rules governing continuous employment and a week's pay*** — PL711
- ***Time off for public duties*** — PL702
- ***Unfairly dismissed?*** — PL712 (5th rev)
- ***Rights of notice and reasons for dismissal*** — PL707 (2nd rev)
- ***Limits on payments*** — PL827
- ***Unjustifiable discipline by a trade union*** — PL865
- ***Trade union executive elections*** — PL866 (Rev 1)
- ***Trade union funds and accounting records*** — PL867 (Rev 1)
- ***Trade union political funds*** — PL868 (Rev 1)
- ***A guide to the Trade Union Act 1984*** — PL752
- ***The Employment Act 1988*** A guide to its industrial relations and trade union law provisions — PL854
- ***The Employment Act 1990*** — PL907
- ***Industrial action and the law—Employees' version*** — PL869 (Rev 1)
- ***Industrial action and the law—Employers' version*** — PL870 (Rev 1)
- ***Fair and unfair dismissal—a guide for employers*** — PL714
- ***Individual rights of employees—a guide for employers*** — PL716
- ***Offsetting pensions against redundancy payments—a guide for employers*** — RPLI (1983)
- ***Code of practice—picketing*** — ECP2
- ***—picketing draft*** — ECP2DFT
- ***Code of practice—trade union ballots on industrial action*** — TUBALACT
- ***Fact sheets on employment law*** A series giving basic details for employers and employees

Health and safety

- ***AIDS and the workplace*** A guide for employers — PL893
- ***Alcohol in the workplace*** A guide for employers — PL859
- ***Drug misuse and the workplace*** A guide for employers — PL880

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
- ***Wages Councils and statutory pay rates*** — WCL1

Industrial tribunals

- ***Industrial tribunals procedure—for those concerned in industrial tribunal proceedings*** — ITL1 (1989)
- ***Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974*** — ITL19 (1983)
- ***Recoupment of benefit from industrial tribunal awards—a guide for employers*** — PL720

Sex equality

- ***Sex discrimination in employment*** — PL887
- ***Collective agreements and sex discrimination*** — PL858
- ***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

Overseas workers

- ***Employment of overseas workers in the UK*** Employers' guide to the work permit scheme — OW5 (1987)
- ***Employment of overseas workers in the UK*** Training and work experience scheme — OW21 (1987)

Miscellaneous

- ***The Race Relations Employment Advisory Service. A specialist service for employers*** — PL748
- ***RREAS. Equal opportunities "What is Positive Action"*** — PL873
- ***The Employment Agencies Act 1973*** General guidance on the Act, and regulations for use of employment agency and employment business services — PL594 (4th rev)
- ***Career development loans*** A scheme offering loans for training or vocational courses. Open to people over 18. (Available from freefone 0800 585505).

EMPLOYMENT · DEPARTMENT GROUP ·

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COVER PICTURE
The prestigious status of Investor in People has been awarded to Prospect Foods of Harrogate, proprietors of Betty's restaurants. Photo: Jacky Chapman

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CONTENTS

Time to invest in people

The message from the first firms in Britain to gain 'Investor in People' status is that investing in people can bring spectacular 'bottom line' benefits.

The first 28 companies were announced last month by Employment Secretary Michael Howard, who a year ago launched Investors in People to lever up training standards in British companies and to encourage a training culture. Organisations meeting nationally-agreed standards for development of their people can display a special laurel leaf logo.

Oxford-based holiday firm Alternative Travel Group has seen its business grow by no less than 750 per cent in the last four years, while drinks company International Distillers and Vintners UK Ltd has lifted profits per employee by 250 per cent over the past three years.

The first 28 organisations to gain recognition as Investors range in size from computer trainers Qualtech, with just three employees, to 5,500-strong car giants Nissan. A further 500 organisations have committed themselves to work towards the standard, including the Employment Department.

INVESTOR IN PEOPLE

The logo (pictured above) is awarded only after a 'rigorous and consistent' appraisal by TEC or LEC assessors. Organisations must demonstrate commitment from the top; a training strategy relevant to business goals; involvement of every employee; continuing action; and evaluation based on constant monitoring.

Congratulating the first 28 companies Mr Howard said: "The basic message is very simple: making the most of your people makes the most of your business.

"The standard is realistic and achievable. It builds on real business practice—on what successful businesses do to maximise the contribution of all of their people."

Investor status lasts for three years, after which firms must be reassessed. The Employment Department has endorsed a national target of 12,000 large and medium-sized organisations—to become 'Investors' by 1996—half of the total employing 200 workers or more. However, it is equally keen to see small firms make the grade.

Organisations wanting to join the initiative can get a special 'toolkit' from their local TEC or LEC.

Further information on Investors in People can be found on pages 611–616.

EC backs UK employment initiative

Employment Secretary Michael Howard has welcomed the formal endorsement by the European Social Affairs Council of his initiative to give high priority to developing measures to tackle unemployment.

Speaking after his meeting last month with Danish Minister of Labour Mr Knud Kirkegaard, Mr Howard said that this was a practical example of employment ministers from two member states sharing experiences in order to work together to see how best to get unemployed people back into jobs.

Mr Kirkegaard was visiting London to see for himself the UK's positive programmes to help train unemployed people.

Mr Howard said: "The Social Affairs Council in Luxembourg vindicated yet again the UK's approach to this key issue.

"It is vital that the Social Affairs Council should devote more of its time to employment issues based on the principle which we follow in the UK that unemployed people should be provided with the help they need to return to work as quickly as possible.

"I am delighted that Mr Kirkegaard was able to give Danish support to my initiative in the Council to commit ourselves to that priority."

PARTNERS: Michael Howard welcomes Mr Knud Kirkegaard (left), the Danish Minister of Labour at the Employment Department in London last month. Photo: Eyecatchers

‘Business angels’ sought for small firms

Five TECs are to pilot a ‘Business Angels’ programme to help small firms find the capital they need to grow, under a new seven-point plan announced by Employment Secretary Michael Howard.

The TECs will act with a network of other organisations as ‘marriage brokers’ bringing together private investors and small firms with potential. The aim is to copy the widespread and highly successful ‘informal investment’ arrangements found in the United States.

Projects will run in Bedfordshire, Calderdale and Kirklees, Devon and Cornwall, East Lancashire and South and East Cheshire.

As the second point of the plan, the Employment Department has issued a package of pamphlets designed to tackle the problem of late payment. Titled *Making the Cash Flow*, the material includes advice for small firms themselves, buyers and small business suppliers and will be distributed to the top 100 companies, TECs, chambers of commerce, and other organisations.

The Government has also pledged itself to be the first to settle its bills, while the ED will take up any cases made to it about late payments by Government departments or by the top hundred companies.

The other five action points to Mr Howard’s plan are:

- A major conference on the Enterprise Culture in March next year.
- A new award for the TEC with the best record each year in helping businesses to start up, survive and grow.
- A study, commissioned by the National Training Task Force and reporting next spring, on how TECs’ role in economic development can be enhanced and strengthened.
- Publication of a comprehensive guide to the sources of venture capital and equity investment for small firms.
- Exploration by TECs of ways in which they can open new sources of finance, counselling and support for small firms, and to examine how they can lever additional private sector funds for this purpose.

Mr Howard commented: “Small firms are one of the most vibrant and enterprising sectors of the economy. In 1988 and 1989 there were net increases of 66,000 and 89,000 in the number of businesses. In 1990 there was a further net increase of 50,000—even in a time of economic difficulty.

“We have thrown the full weight of Government into the encouragement of small firms; the new initiatives will further improve the business climate for them.”

☐ Copies of *Making the Cash Flow* are available free from TECs, LECs in Scotland, or the Department of Employment, Small Firms Branch, St Mary’s House, Moorfoot, Sheffield S1 4PQ, tel 0742 597382.

NOT JUST PIE IN THE SKY! One of Scotland’s largest food manufacturers, David A Hall Ltd, has become the first copmany to receive Approved Training Organisation status from Lothian and Edinburgh Enterprise (LEEL).
Pictured above are LEEL’s director of training Bill Leslie (left) with Hall’s managing director David Hall and trainee Ann Muir.

Action in the city

Last month saw the national launch of Employment Action, the new ED programme to help unemployed people keep their skills up to date while doing valuable work for the community. **Andrew Opie** reports from east London.

PASTURES NEW: Clearing scrub land on the Lea Valley Employment Action river project, east London.
Photo: Jacky Chapman

On a derelict river bank in London’s Docklands, 23-year-old Philip Lucas is taking his first tentative steps back towards full-time work.

Three years after losing his job as a diamond cutter, Philip has joined seven other long-term unemployed people on a project to turn the towpath into a picnic site for the residents of Newham.

In this, the country’s first Employment Action project, the workers will spend three and a half days each week for up to six months getting back into a working routine. For the other day and a half they will be looking for work, learning jobsearch skills like CV preparation and interview techniques, and getting any literacy or numeracy training they may need after assessment by a basic skills tutor.

On leaving the project, Philip and the others may go on to a job or a training scheme in areas like horticulture or construction, taking with them an up-to-date reference to show to prospective employers.

“The project will work at its best when people come in and go out really quickly”, says programme manager Terry Floyd of Grand Metropolitan Community Services. “The jobsearch activities are really very strong in this programme; that’s what these people are looking forward to,” he says. Floyd is talking to local companies to interest them in recruiting from the project.

The Lea Valley scheme is typical of how Employment Action is likely to work across the country: a one-off project or a permanent support service of benefit to an inner city community, run by a charitable trust and funded by the local TEC.

“We see this as complementary to all the other things which the TEC is doing,” says London East TEC (LETEC) chairman David Dickinson. “In our area we have approaching 60,000 unemployed people. A lot of those need to be given new skills, but others don’t need that training and what is nice to see in these projects is people who are simply keeping in touch with their existing skills. We’re delighted to have another weapon in our armoury.”

LETEC will be running some 30 Employment Action projects in all over the next 18 months. Among example is the Bridge Project, run from a church crypt in Bethnal Green. Here, unemployed people who are bi-lingual in English and an ethnic minority language can use their skills to help the local Somali and Bangladeshi community groups and small businesses. Three types of help are provided: translation and interpreting; support services like wordprocessing, and book-keeping.

“One of our participants has had years of experience in the Middle East, Asia and Europe as an accountant and book-keeper. He’s been unemployed for some time because of the Gulf War,” explains project coordinator Nick Friday. “A lot of the people who’ve come to us to participate in Employment Action are very, very skilled people. Another interesting recruit is a graphic artist who’s done lots of work for British Gas, and commercials on TV.”

Other LETEC-funded EA projects will include one to repaint a local school and an enterprise scheme where participants will be able to try out their own business ideas while helping on a community project. Elsewhere in the country, projects will include one fitting smoke alarms in elderly people’s homes and placing unemployed executives with charities to help with fund-raising.

“What we’re launching today is not a woolly, well-meaning piece of window-dressing but a very specific and very positive programme,” said Employment Secretary Michael Howard. “Employment Action is above all about partnership—between Government, the TECs, employers and the community—all coming together to give unemployed people the chance to make a worthwhile contribution while improving their job prospects.”

Employment Action:

- is open to all unemployed people aged 18 to 59 who have been out of work for six months or more, irrespective of their skills.
- pays participants an allowance equal to their benefit plus £10 a week and travel costs.
- consists of projects lasting up to a year but normally about six months.
- will cost £230 million and provide 90,000 places over the next 18 months.
- must accomplish work which is of benefit to the community and could not have been done by other means.
- is funded by the Employment Department and run by TECs in partnership with employers, local authorities and voluntary organisations.

Millions will be on new gold standard

New vocational qualifications to be introduced next year have been described by NCVQ chairman Sir Bryan Nicholson as a new 'gold standard' from which millions of people will benefit.

Employers, TECs and other interested parties have until the beginning of December to comment on the shape of the new 'vocational A levels' due to be introduced in schools and colleges from September 1992.

The new courses, provisionally called General National Vocational Qualifications (GNVQs), are designed to appeal mainly to 16 year olds who want to follow full-time work-based courses instead of traditional GCSEs or A levels.

Under proposals outlined in a consultation paper from the National Council for Vocational Qualifications, GNVQ courses will be available next year in five areas: leisure and tourism; manufacturing; health and care; business and administration; and art and design.

Eventually, courses will be offered in between 12 and 15 subject areas, with areas like agriculture and distribution becoming available as the full range of narrower 'occupational' NVQs in these subjects is completed.

The new qualifications will be offered by BTEC, City and Guilds and the Royal Society of Arts (RSA) and will build on models like the BTEC Diploma. Courses lasting one year will lead to an NVQ level 2 or GCSE-level award, while two-year courses will take pupils to NVQ level 3—equivalent to two A levels.

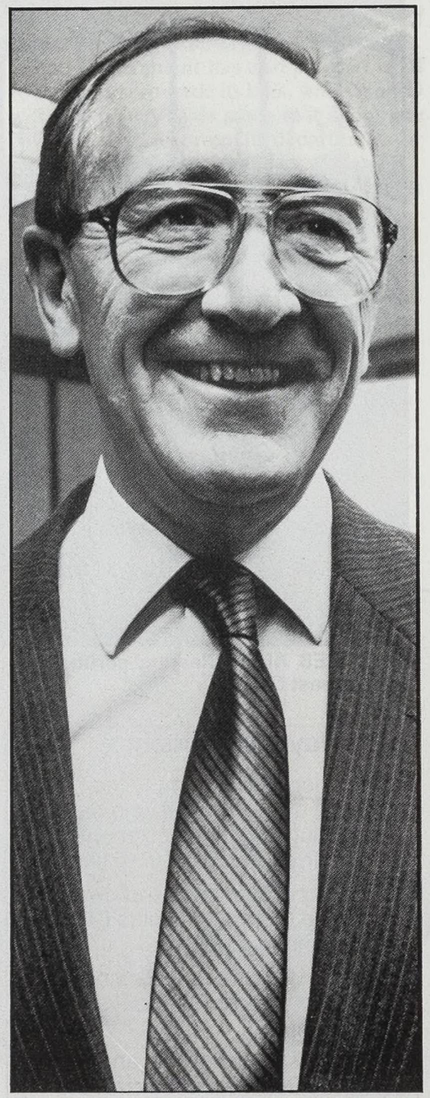
For level 3, students will have to complete a total of 12 units of study, to which they can add up to six extra units. The extra might be in maths or engineering, needed to qualify for degree level courses, or take the form of an A level or an 'occupational' NVQ.

Pursue

Courses will also require competence in the five core skills of problem solving, communication, 'personal skills', numeracy, and information technology, with modern foreign languages available for students wanting to pursue them.

General NVQs will test pupils' attainment across a broad subject rather than—like occupational NVQs—competence in a narrow set of tasks. For example, students pursuing an occupational NVQ in motor vehicle maintenance would be expected to show competence in diagnosis, problem solving and interpreting a technical specification, with a practical outcome of returning a vehicle to the road.

A general NVQ would, by contrast, cover concepts like the principles of combustion, hydraulic and transmission systems. Courses will be taught through a mixture of individual and group projects and assignments, with a large element of 'active learning' involving tasks like setting up a mock business or designing a product.



'One thing that's absolutely clear is that we're responding to a real need. There are many millions of people out there who are going to benefit from GNVQs.'

Sir Bryan Nicholson

They will also involve work placement with local employers.

'Action planning' by pupils, involving completion of the National Record of Achievement and intensive careers advice, will also be a key feature. Flexible and distance learning options mean that courses will be available to adults studying part-time.

To ensure rigorous and uniform standards across the country, courses will externally verified and testing may involve a "significant element" of written tests, says the consultation paper.

NCVQ officials acknowledge that considerable staff development will be needed in schools and colleges before the new courses can be made widely available.

Some 5,000 students are expected to start the first courses next autumn, mainly in colleges of further education, although some sixth form colleges and a very few school sixth forms will also offer courses. By 1995, however, up to one in four students could be working towards GNVQs.

Choice

"We're clearly aiming to create a new gold standard for vocational qualifications and for the first time to give pupils a genuine choice in school-time education," said NCVQ chairman Sir Bryan Nicholson.

"One thing that's absolutely clear is that we're responding to a real need. There are many millions of people out there who are going to benefit from NCVQs."

Peter Morley, vice-chairman of the National Council of Industry Training Organisations, said industry was enthusiastic about the concept of GNVQs, but warned: "Quality and rigour of assessment are the two key areas that will determine whether a GNVQ is not only perceived but accepted as having the status of an A level." NCVQ chief executive John Hillier added: "The consensus round this exercise is really quite remarkable."

☐ The concept of GNVQs was first announced in May in the Government's White Paper *Education and Training for the 21st Century*. They will be offered in England, Wales and Northern Ireland only, with separate proposals for Scotland coming from the Scottish Vocational Education Council (SCOTVEC).

☐ Copies of the consultation paper *National Vocational Qualifications: Proposals for the New Qualifications* are available free from NCVQ, 222 Euston Road, London NW1 2BZ. Comments must be sent to Jean Eaborn at NCVQ by December 2.

New safety laws require written statement

All employers with five or more workers would have to make a written assessment of the health and safety risks associated with their business, under tighter regulations due to take effect from 1993.

They would also have to record the arrangements they have in place to implement protection and prevention measures on health and safety.

The new draft regulations, backed by a code of practice, would implement an EC 'framework directive' on health and safety at work adopted in Brussels in June 1989. They would run parallel with the provisions of the Health and Safety at Work Act 1974, adding to new principles but making more explicit what employers must do to comply with existing law.

Specific requirements, applying to all employers in Great Britain and in some cases self-employed people, would be the need to make a risk assessment, "plan, organise, control, monitor and review" their health and safety measures, and to appoint "competent persons" to help them in implementing the measures. Employers would also have to arrange appropriate health surveillance, information and training for employees.

The regulations also contain additional requirements on information provision for temporary workers.

Describing the proposals as "probably the most important addition to general health and safety law since the Health and Safety at Work Act", HSC chairman Sir John Cullen commented: "Many employers already do what the regulations require, but many do not. Often, this is because they fail to understand what the broad general duties of the Health and Safety at Work Act demand of them. Now this will be made clear to them."

"What we're trying to do is to encourage firms to build management of health and safety into their line management structure. Unless you do this it will be neglected", he warned. The American multinational DuPont set the standard to aim for by making health and safety a priority issue at board meetings.

The new measures will cost employers up to £50 million initially and about £70 million a year in continuing costs, the consultation paper estimates. However, only 5 per cent of all accidents thought to be potentially preventable by management action would actually need to be prevented through the new measures, for all these extra costs would be covered, it says.

The proposals are set out in an HSC consultative document, with comments required by no later than February 21 next year. A final code of practice for employers will be available late next year.

Meanwhile further HSC proposals will be issued in the next few months on other, specific aspects of health and safety where EC directives have also been agreed. The areas covered will include the use of personal protective equipment at work, the manual handling of loads where there is a risk of back injuries, and working with display screen equipment such as personal computers. All of these directives will also have to be implemented from January 1993.

☐ *Proposals for Health and Safety (General Provisions) Regulations and Approved Code of Practice*, CD34, is available free from the Sir Robert Jones Memorial Workshops, Units 3 and 5–9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5/6.

1992-European Year of Safety

Do you want to be part of the European Year of Health and Safety At Work 1992? Benefits include EC grants of up to 70 per cent towards the costs of certain health and safety projects. Ideas on what to do during the Year and how to go about them are given in a special Information Pack, available free from Health and Safety Executive public enquiry points at 1 Chepstow Place, Westbourne Grove, London W2 4TF, tel 071-243 6610, and Broad Lane, Sheffield S3 7HQ, tel 0742 752539.

New pesticide code

A new code of practice governing the safe use of pesticides has been issued by the Health and Safety Commission (HSC).

The code covers pesticide use outside agriculture, in areas such as wood preservation, pest control in kitchens, amenity gardening, commercial forestry and the use of anti-fouling paints. By following its advice, users will be complying with the Control of Substance Hazardous to Health Regulations (COSHH).

☐ *The Safe Use of Pesticides for Non-Agricultural Purposes—Approved Code of Practice* is available, price £4 from HMSO and booksellers.

HEADS YOU WIN! Building workers are keeping their heads in a crisis by wearing hard hats at work, new figures show. Head injuries on construction sites fell by 250 last year, thanks to new regulations requiring hard hats to be worn on site whenever there is a risk of injury. To illustrate the point, Health and Safety Commission chairman Sir John Cullen (above) joined 250 construction workers on the Bovis site of the new Waterloo International passenger rail terminal in London. Photo: Jacky Chapman

Education and training—doing it our way

Britain should build on the strengths of its education and training system for young people and not try to copy slavishly the German 'Dual System' model, a new report concludes.

Common perceptions of German superiority in every aspect of training are also misfounded, since the British system offers greater flexibility and gives young people a wider range of work-based experience at an earlier age, the report says.

The report, published by the Anglo-German Foundation, is based on a study conducted in 1988–89 of the experiences of 640 British and German 16 to 18 year olds in making the transition from education to work.

Equal numbers of teenagers were studied in two matching pairs of towns experiencing either economic growth or contraction—Swindon and Paderborn, and Liverpool and Bremen. The study also matched the young people in terms of four 'career trajectories'—academic; training and education leading to skilled employment; other training leading to semi-skilled work; and early work experience or unskilled jobs, unemployment or 'remedial training'.

The report sees a huge culture gap between the two countries in their approaches to preparing young people of work. In Germany 'vocationalism' rules the day with long periods of training an essential preparation for work. In Britain, it says: "Training as a preliminary to employment has still not penetrated very deeply into the British psyche. The prevailing view still seems to be that whatever you need to know in a job can be taught on the job itself; getting a job is what matters."

British young people were much closer to the labour market than their German counterparts and had gained a wider range of job-related skills. More reported having been given responsibility, using their initiative, working to deadlines, making decisions, working cooperatively in groups, and taking both written and practical tests.

The British also held more positive views of their prospects. However, the report warns that in Britain the "qualities and educational values demanded by the new technological age are less likely to be present.

"Job-related training may equip the young person very well to meet the requirements of a particular employer, but may be less suited to the changes that economic transformation brings."

Conclusions reached are that Germany should try to build more flexibility and opportunities for work experience into its system. Britain by contrast should try to regulate more effectively the often haphazard routes into and through training, make employers more responsive to the need for training, and make jobs more 'educative'.

It says both countries should look again at the "current discontinuities" in the curriculum between 11 and 18. 'Many successful industrial nations maintain a broader mix of academic and pre-vocational education for longer, and put off employer-based training to later. Both Germany and Britain need to consider this approach as well."

A further study will now be conducted into how the same young people experience work itself, with employers and other 'key people' in their lives also being interviewed.

☐ *Youth and work: transition to employment in England and Germany*, ISBN 0 90549492 757, is available price £17 from Anglo-German Foundation Book Sales, 9 Albion Close, Parkstone, Poole, Dorset BH12 3LL. Freefone 0800 262260.

Fourth man travels East with Know-How

A senior British civil servant has been posted to Bulgaria to help the country reform its labour market, Employment Secretary Michael Howard has announced.

Don Bruce, deputy regional director of the Employment Service in Yorkshire and Humberside, will help the Ministry of Labour and Social Welfare in Sofia to develop a network of 122 labour exchanges, set up an employment and labour market intelligence system, and provide guidance on the labour market and labour law. The appointment will last for a year.

Mr Bruce is the fourth civil servant sent to eastern and central Europe under the Government's Know-How Fund.

Meanwhile, Alan Cranston, the civil servant appointed one year ago to be special adviser to Czechoslovak prime minister Marian Calfa, is to stay on for a further six months to March 1992. Mr Cranston has been working on the reform of the Czechoslovak civil service, and the country's relations with the EC, energy/environment discussions with British Gas and BP, and Mr Calfa's

DON BRUCE

international activities.

Mr Howard commented: "It is obvious that we have a lot to offer Czechoslovakia and I am naturally pleased that our expertise is helping to create a growing economy with hope of new prosperity."

Keeping pace with Europe

British employers are keeping pace with those elsewhere in Europe on practices like employee involvement and flexible working, a recent survey has found.

The study, by the Price Waterhouse Cranfield Project, covered more than 6,000 public and private sector employers in seven EC countries plus Norway, Sweden and Switzerland. It found that the UK:

- led the field in monitoring the recruitment of women, with more than half of all organisations doing so.
- came third behind Sweden and the Netherlands in monitoring the promotion of women.
- ranked fourth behind Denmark, Norway and Sweden in providing financial performance information to all employees.
- was about average in its use of part-time workers, and temporary and fixed-term contracts.

Project director Dr Chris Brewster commented: "We may have a long way to go in some areas—but no further than most other European countries."

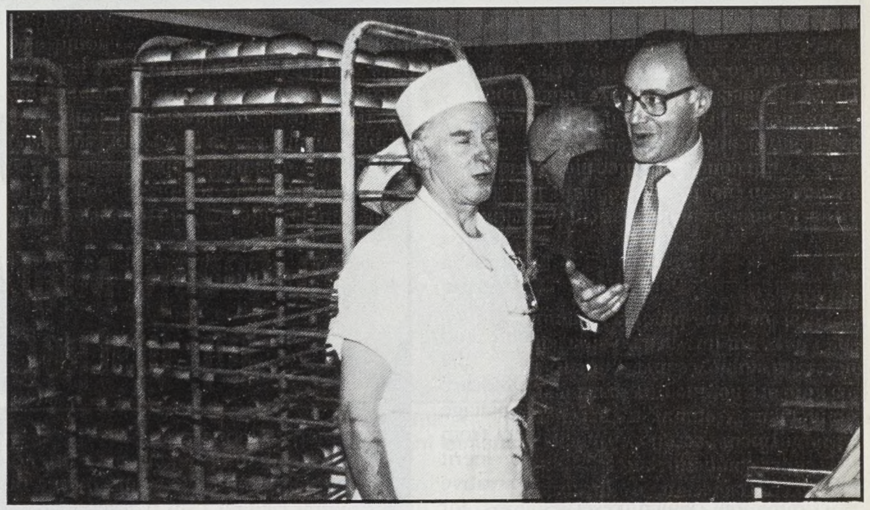
☐ *Price Waterhouse Cranfield Project Report 1990–91* is available free from Miles Holford, Price Waterhouse Management Consultants, 1 Moor Lane, London EC2Y 9PB, tel 071-939 0625.

To Russia with help

Employment Secretary Michael Howard's visit to Moscow and St Petersburg last month was historic in more ways than one.

Promoting British expertise in supporting enterprise and the development of small businesses in Russia, Mr Howard recorded six firsts in the course of his four-day visit.

- **The first joint statement of any kind to be signed by the city of St Petersburg for 74 years: the statement was signed *one hour* after Leningrad became St Petersburg.**
- **This joint statement with St Petersburg was the first to be signed with a Soviet *city* to help small firms development.**
- **The first joint statement with a *Republic* was signed with Russia to help small firms development.**
- **The first joint statement with a *city region* was signed with Pervomaiskii to help small firms development.**
- **He announced that Littlewoods would be opening the *first store* in St Petersburg by a Western mainstream retailer.**
- **He also announced that 120 Russian managers would be trained at the *Manchester Business School*.**

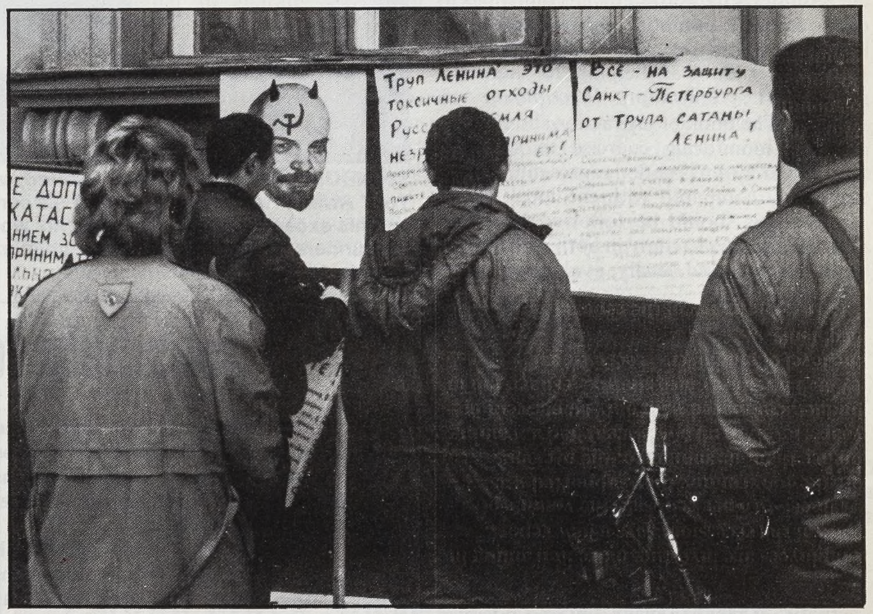


PRESTONPANS TO PETERSBURG: Michael Howard chats with Scottish baker Tom Ford at his Scottish-style bakery in St Petersburg.

As a result of Mr Howard's agreement with the Mayor of Pervomaiskii, an advice centre will be set up in Moscow to support small businesses, to be headed by the Glasgow-based Trade Advisory Service.

A business advice centre will also be set up in St Petersburg on the site of what had previously been a Soviet Training Centre. This will be supported by the City Council and by International Computers Limited.

"Small businesses are the bedrock on which a successful market economy rests", said Mr Howard. "Their development and success in the Soviet Union, as in Britain, must be encouraged so that the community as a whole can benefit from their entrepreneurial spirit."



WRITING ON THE WALL: The message on the poster reads: 'Everyone to the defence of St Petersburg against the satanic Lenin bands.'

NEWS RELEASES AND PICTURES

should be sent to:

The News Editor, Employment Gazette, ID2, Department of Employment, Caxton House, Tothill Street, London SWIH 9NF.

Act positive to be competitive

Firms large and small which take 'Positive Action' to give disadvantaged groups a fairer deal are also giving themselves a competitive edge, Employment Minister Robert Jackson has told employers.

Such action helps women, ethnic and other minorities overcome the barriers—like coping with childcare responsibilities or language difficulties—which can prevent them from being recruited or promoted on merit alone. It is different from 'positive discrimination' which reserves jobs for certain groups irrespective of ability and is illegal.

Voluntary measures enable companies to tap the full potential for recruits in a tightening labour market, the Minister said.

Mr Jackson was helping to launch a new CBI publication, *Discriminate on Ability*. The booklet says action should start with a monitoring exercise to see if a particular group is under-represented in the company compared with the local labour force. This should be followed by target setting, 'positive action' in both recruitment and training, and finally, evaluation of the results.

Discriminate on Ability gives more than 20 examples of 'Positive Action' measures taken by firms. These range from the monitoring policies of Boots the Chemist to target setting by the BBC, advertising in the ethnic minority media by Ford, and special pre-employment and personal development training courses offered by the Royal Bank of Scotland and British Telecom.

Mr Jackson said: "Promoting equal opportunities is like any other business activity—it needs a clear aim and positive management to be successful.

"The CBI's booklet is timely, showing employers what can happen when commitment from the top is turned into practical action. It is for employers to take up the challenge and spread good practice across the country."

The booklet follows Employment Secretary Michael Howard's own 'Ten-Point Plan' of action, announced earlier this year, which firms should take to avoid discrimination.

☐ *Discriminate on Ability: Practical steps to add value to your workforce* is available, price £10, from CBI Publication Sales, Centre Point, 103 New Oxford Street London WC1A 1DU, tel 071-379 7400.

SWINDON SHIELD: Alex Clarke (seated), winner of the first 'Swindon ITEC Trainee of the Year' Award. He won the award for his commitment to gaining a vocational qualification and his exceptional efforts during his work placement with GEC Plessey. With him are the runners-up and John Selway, chief executive of Wiltshire TEC, who presented the awards.

Jobs help for managers

Up to 50,000 unemployed managers and executives are to be helped back into work or further training over the next 18 months under a new Employment Service scheme, called Job Review Workshops.

Half of the places in the workshops will be in the South East, where unemployment among professionals and executives has risen in recent months.

The new workshops, first announced in the summer, consist of 12 people who have been unemployed for around 13 weeks working together with a leader.

Workshops last for 14 hours normally spread over two days, though they can sometimes run for longer on a part-time basis.

Help with career choices is provided by two interactive computer packages called 'Adult Directions' and 'Microdoors'. Other assistance includes help in putting together a 'personal skills audit'; a briefing on the labour market; access to research materials to follow up job goals; and individual guidance on CVs and help with constructing an action plan.

Retraining might then be an option, for example through a Career Development Loan.

Though designed mainly for executives and managers, Employment Service area managers have flexibility to run workshops for people from other backgrounds and to cope with large-scale local redundancies. A national network of workshops will be in place by the end of October, with 20,000 places on offer during this financial year and a further 30,000 during 1992–93. The total cost of the scheme during this time will be £4·6 million.

Initial results from the first workshops suggest that they are working well, with a number of participants finding jobs.

"We are giving people the tools and support to make their own plans—to get jobs that will make the best use of their talents," says Employment Secretary Michael Howard.

Diary dates

November
MANAGEMENT TRAINING FOR EQUAL OPPORTUNITIES
November 19–20, Manchester
Workshop on developing an in-house training programme within an equal opportunities framework. Organised by the Manchester Business School.
Tel: 061-275 6407.

QUEST FOR QUALITY
November 25–26, London
Two-day workshop mounted by the Industrial Society and aimed at Total Quality managers. Speakers from companies including Texas Instruments, British Rail and Post Office Counters.
Tel: 071-262 2401.

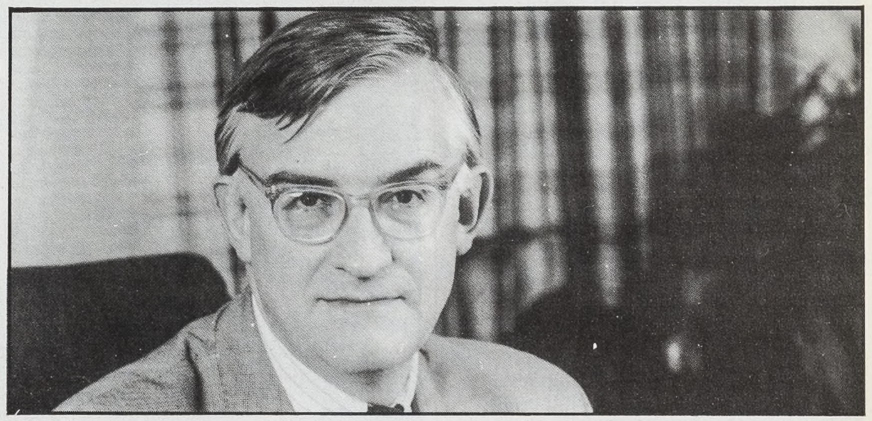
QUALITY IN EDUCATION AND TRAINING
November 26, Birmingham
Seminar on developing quality management systems for education and training organisations.
Tel: 021-331 5258.

CORPORATE INVOLVEMENT IN CONTINUING EDUCATION
November 28–29, Brussels
Conference organised by the European Institute for Vocational Training. Will look at the criteria for effective cooperation in this field.
Tel: (Paris) 00 33 1 42 66 90 75.

December
REPETITIVE STRAIN SYNDROME IN OFFICE WORKERS
December 4, London
Seminar for employers, employees, and those conducting personal injury litigation. Will consider the nature of the injuries, collecting evidence, proving causation and foreseeability.
Tel: 071-637 4383.

January 1992
MEETING THE JOINT CHALLENGE FOR UNIONS AND MANAGEMENT
January 14–15, London
Conference on all aspects of employer-trade union relations, including employee involvement. Speakers from a range of European companies including Ford and Siemens, and trade unions.
Tel: 071-837 1200.

Compact goes nationwide



THE KEY: "An extension of the Compact initiative will help to unlock the potential of the workforce of the future," says Employment Minister Robert Jackson.

Employment Minister Robert Jackson has announced that the Compact initiative is to be extended across the country.

Compacts—which bring schools and industry together to guarantee jobs for school leavers who meet agreed goals—currently operate in inner city areas. Under the new proposals, thousands more young people will be better prepared for the world of work. TECs and Education-Business Partnerships will be invited to develop Compact-style initiatives which suit their local needs and priorities.

The Compact initiative was launched in 1988 as part of the Government's strategy to revitalise inner cities. Fifty-eight Compacts have already been set up, involving nearly 500 schools and almost 9,000 employers and training providers. Another three inner-city Compacts are in development. Altogether, 92,000 young people have already benefited from effective and targeted links between their schools and industry.

The aim of extending the Compact approach is not only to increase young people's attainment in compulsory education and their participation in further education but also encourage more involvement by employers in schools.

"By drawing on the experience of the inner-city Compacts," said Mr Jackson, "schools, colleges and employers across the country can adapt the Compact approach to meet the needs of young people and local employers alike.

"The potential for making the fullest possible use of employer/education links lies in practical developments of this kind, and an extension of the Compact initiative will help to unlock the potential of the workforce of the future."

TECs will be invited to put forward bids for extending the Compact approach as part of their 1992–93 business plans. Copies of a guidance note on the proposals are available from Trevor Tucknutt, Employment Department, Room E451, Moorfoot, Sheffield S1 4PQ, tel 0742 593282.

For more information on the role and achievements to date of Compacts, see the feature article, 'Compact storms the inner cities', pages 597–602.

Labour Force Survey revised estimates

Final estimates from the 1990 Labour Force Survey are now available.

A range of preliminary results from the Survey was published in the April 1991 issue of the *Employment Gazette* (pp 175–196) based on projections of the mid–1990 population; the latest firm population estimates available at that time referred to 1989.

Population estimates for mid-1990 have now become available and the survey estimates have been revised to take these into account.

The revised estimates for Great Britain show 7,000 more economically active people aged 16 and over than the preliminary figures. The effect on estimated activity rates, unemployment rates and the distribution of the characteristics of the employed rates and unemployed is negligible.

Further information about the survey results is available from the Employment Department, Statistical Services Division C2, Level 1, Caxton House, Tothill Street, London SW1H 9NF. Telephone 071-273 5585/5586.

News Brief

Training up

Employers are investing more in training in spite of the recession, says a new report.

Ninety-two per cent said the volume of off-the-job training they supported was higher than, or similar to, the previous year's level. In all 66 per cent had a training budget, compared with only 60 per cent in 1990. The survey also showed a sharp fall in the level of employers' recruitment problems.

A free summary of the report, *Skill Needs in Britain—1991*, is available from Skills and Enterprise Network, PO Box 12, West PDO, Lean Gate, Lenton, Nottingham NG7 2GB.

8 out of 10 say 'no'

More than eight in ten UK companies responding to a recent ED consultation document were opposed to EC plans requiring large firms to set up 'works councils' for employees.

Many considered that the proposals would undermine existing employee involvement arrangements and seriously damage business efficiency. Others felt they were too bureaucratic, would cost too much and reduce competitiveness.

Employment Secretary Michael Howard commented: "Compulsory arrangements of this kind are not the way to achieve successful employee involvement. That is why I have put forward an alternative proposal for a non-binding Community initiative."

Sick rates cut

An east London council has cut its sickness absenteeism rate by a third in the last three years by introducing tighter monitoring and a new sickness procedure.

Absenteeism rates among employees of Tower Hamlets Council have fallen from 5·6 per cent to 3·9 per cent for office and from 8·2 per cent to 6·5 per cent for manual staff. An average of ten working days are now lost per employee per year compared with an estimated seven days in the private sector.

The Council has also worked out a formula to calculate the cost it incurs in lost productivity, providing essential cover and loss of services.

"Tower Hamlets is one of only a small number of Councils that accurately see the extent of the problem," says Councillor Chris Birt, chairman of the council's Performance Review Committee.

Correction

☐ The telephone number of the TVEI Enquiry Point given at the end of last month's education feature, *The TVEI Revolution*, was incorrect. The correct number is: **0742 593857**. We apologise for any inconvenience caused.

ANCHORS AWEIGH! Good progress on their Youth Training courses has won four young Tynesiders a taste of life on the ocean wave. Thanks to support from Tyneside TEC, they have just taken part on voyages to Scandinavia and France on two three-masted schooners.

Job market gets tougher for people with poor basic skills

People with low literacy and numeracy skills are finding it harder to obtain work as the number of unskilled jobs declines and unemployment rises, a new report suggests.

Better careers guidance and help from Jobcentres with completing job application forms could help to improve these people's prospects, it says. Employers should also state the basic skill attainment levels they require from recruits by using the new 'Wordpower' and 'Numberpower' measures. However, these will need to be more widely publicised since at present few employers used or knew about them, the report found.

The Government's three-year Basic Skills at Work initiative, designed in part to promote basic skills training through TECs and local education authorities was also "a timely and appropriate initiative", the report concludes.

The research looked at the process of getting and doing relatively less skilled jobs in nearly 900 firms. It found that half the firms believed their need for reading skills had risen over the last five years, with fewer than 2 per cent reporting a reduction. Two-thirds of warehousing, driving and selling jobs were closed to jobseekers with reading problems, compared with half of those in construction and a third of those in cleaning and catering.

The need to read health and safety notices and follow company rules was the main reason given for the need for literacy skills. In three out of four less skilled jobs, the applicant faced the major hurdle of filling in an application form before he or she could demonstrate their strengths.

About half of the employers surveyed—and two-thirds of small firms—gave no help at all to people with literacy problems, while the help given normally took the form of informal 'on-the-job' help rather than time off for study or help with course fees.

The report concludes that people with basic skills problems could be helped by informed counselling which describes the extent of their problem and steers them towards those jobs within their capabilities, emphasises the importance of the application form and gives help with completing it.

The research was carried out by the Institute of Manpower Studies (IMS) for the Employment Department.

☐ The report *Literacy and Less Skilled Jobs* is available, price £30, from the IMS, University of Sussex, Mantell Building, Falmer, Brighton, BN1 9RF.

TEC news

Plan for growth now

TEC leaders and other planners must act now to avoid the threat of skills shortages as the economy starts to turn up early next year, says a new report from the Employment Department.

Labour Market and Skills Trends 1992–93 summarises key developments over the past year in areas ranging from skill shortages and vacancies to enetprise and demography. It also relates these to the six priorities outlined by Employment Secretary Michael Howard in October last year in his Strategic Guidance for TECs.

The report says key aims for 1992 are to:

- improve local and national skill levels in line with the national targets proposed by the CBI in July 1991.
- avoid the re-emergence of skill shortages which will hinder growth.
- ensure that unemployed people and other disadvantaged groups benefit from the new growth.

Challenges for the 1990s will continue to be international competition, new technologies, the environment, and an ageing population, the report says.

☐ *Labour Market and Skill Trends 1992–93: Planning for Growth*, and an eight-page summary version are both available free from the Skills and Enterprise Network, PO Box 12, West PDO, Lean Gate, Lenton, Nottingham NG7 2GB.

West Midlands

The ten TECs in the West Midlands and the Employment Department have joined forces to assess their long-term impact on the production of trainng and enterprise in the region.

WMEB Consultants will help the TECs and ED over the next 18 months to develop their evaluation strategy and assist in the design, commissioning and management of research projects.

WMEB chief executive Dr Ian Pearson says the project could also highlight a way forward for evaluation nationwide.

Humberside

Humberside TEC has launched an advertising campaign featuring Body Shop founder Anita Roddick and aimed at attracting women back to work.

A series of full-page adverts in the local press carry the message that women can develop their natural abilities into sought-after skills. The ads encourage women to try for jobs in areas like construction, joinery and painting and decorating.

RING OF SUCCESS: Prize-winning jewellery designer Esther Smith (centre) was one of the star guests at the recent Birmingham exhibition aimed at would-be entrepreneurs (see below).

Esther set up her own jewellery design and manufacturing business with help and guidance from the TEC and has already won a 'Livewire' competition for new businesses.

Wales

Chief executives and senior managers from all seven Welsh TECs gathered for a two-day conference last month to develop joint approaches to training, education and business development in their areas.

Workshop groups were formed to discuss training; business service; Europe; finance; evaluation and research; and education and advisory services.

Essex

Essex TEC has set up a Returner Unit aimed at encouraging the return of married women, older workers, single parents and ex-offenders to the labour market.

The unit has obtained sponsorship from a number of local companies to help set up projects including courses for women returners and expanding after-school care for children.

A series of seminars has also been arranged for employers to emphasise the potential of ex-offenders.

Birmingham

Nearly 1,000 would-be entrepreneurs flocked to a two-day exhibition staged last month by Birmingham TEC, NatWest Bank and Birmingham Enterprise Network.

All aspects of starting up in business were covered including a series of seminars on areas such as women into business, business planning, success through marketing, managing through a recession, franchising and dealing with debts.

Birmingham TEC board member Richard Archer commented: "We're so delighted with the turnout that we've already made a commitment to repeat the exercise next year. It's refreshing that despite the current economic situation, so many people have come forward with ideas for setting up in business."

The TEC Network

1. **Avon TEC**
PO Box 164 St Lawrence House
29-31 Broad Street Bristol BS99 7HR
Tel: 0272 277116 Fax: 0272 226664

2. **AZTEC (Kingston/Merton/Wandsworth)**
Manorgate House 2 Manorgate Road
Kingston upon Thames KT2 7AL
Tel: 081-547 3934 Fax: 081-547 3884

3. **Barnsley/Doncaster TEC**
Conference Centre Eldon Street
Barnsley S70 2JL
Tel: 0226 248088 Fax: 0226 291625

4. **Bedfordshire TEC**
Woburn Court 2 Railton Road
Woburn Road Industrial Estate
Kempston
Bedfordshire MK42 7PN
Tel: 0234 843100 Fax: 0234 843211

5. **Birmingham TEC**
16th Floor Metropolitan House
1 Hagley Road
Birmingham B16 8TG
Tel: 021-456 1199 Fax: 021-454 7255

6. **Bolton/Bury TEC**
Bayley House St Georges Square
Bolton BL1 2HB
Tel: 0204 397350 Fax: 0204 363212

7. **Bradford & District TEC**
Fountain Hall Fountain Street
Bradford
West Yorkshire BD1 3RA
Tel: 0274 723711 Fax: 0274 370980

8. **Calderdale & Kirklees TEC**
Park View House
Woodvale Office Park
Woodvale Road
Brighouse HD6 4AB
Tel: 0484 400770 Fax: 0484 400672

9. **CAMBSTEC (Central & South Cambridgeshire)**
Units 2-3 Trust Court Chivers Way
The Vision Park Histon
Cambridge CB4 4PW
Tel: 0223 235633 Fax: 0223 235631

10. **Central England TEC**
The Oaks Clewes Road
Redditch B98 7ST
Tel: 0527 545415 Fax: 0527 543032

11. **Central London TEC**
12 Grosvenor Crescent
London SW1X 7EE
Tel: 071-411 3500 Fax: 071-411 3555

12. **CEWTEC (Chester, Ellesmere Port, Wirral)**
Block 4 Woodside Business Park
Birkenhead
Wirral L41 1EH
Tel: 051-650 0555 Fax: 051-650 0777

13. **CILNTEC (City & Inner London North)**
From mid-November:
80 Great Eastern Street
London EC2A 3DP
Tel: 071-324 2424 Fax: 071-324 2400

14. **County Durham TEC**
Valley Street North
Darlington DL1 1TJ
Tel: 0235 351166 Fax: 0325 381362

15. **Coventry & Warwickshire TEC**
Brandon Court Progress Way
Coventry CV3 2TE
Tel: 0203 635666 Fax: 0203 450242

16. **Cumbria TEC**
Venture House Regents Court
Guard Street Workington
Cumbria CA14 4EW
Tel: 0900 66991 Fax: 0900 604027

17. **Devon & Cornwall TEC**
Foliot House Brooklands
Budshead Road Crownhill
Plymouth PL6 5XR
Tel: 0752 767929 Fax: 0752 770925

18. **Dorset TEC**
25 Oxford Road
Bournemouth BH8 8EY
Tel: 0202 99284 Fax: 0202 299457

19. **Dudley TEC**
Dudley Court South Waterfront East
Level Street Brierley Hill
West Midlands DY5 1XN
Tel: 0384 485000 Fax: 0384 483399

20. **ELTEC (East Lancashire)**
Suite 507 Glenfield Park
Site 2 Blakewater Road
Blackburn BB1 5QH
Tel: 0254 61471 Fax: 0254 682852

21. **Essex TEC**
Redwing House
Hedgerows Industrial Estate
Colchester Road
Chelmsford CM2 5PM
Tel: 0245 450123 Fax: 0245 451430

22. **Gloucestershire TEC**
Conway House
33-35 Worcester Street
Gloucester GL1 3AJ
Tel: 0452 524488 Fax: 0452 307144

23. **Greater Nottingham TEC**
Lambert House Talbot Street
Nottingham NG1 5GL
Tel: 0602 413313 Fax: 0602 484589

24. **Greater Peterborough TEC**
Unit 4 Blenheim Court
Peppercorn Close
(*Off The Lincoln Road*)
Peterborough PE1 2DU
Tel: 0733 890808 Fax: 0733 890809

25. **Gwent TEC**
Glyndwr House Unit 2b Cleppa Park
Newport
Gwent NP9 1YE
Tel: 0633 817777 Fax: 0633 810980

26. **Hampshire TEC**
25 Thackeray Mall Fareham
Hampshire PO16 0PQ
Tel: 0329 285921 Fax: 0329 237733

27. **HAWTEC (Hereford & Worcester)**
Haswell House St Nicholas Street
Worcester WR1 1UW
Tel: 0905 723200 Fax: 0905 613338

28. **Heart of England TEC (Oxfordshire)**
26/27 The Quadrant
Abingdon Science Park
(*Off Barton Lane*)
Abingdon OX14 3YS
Tel: 0235 553249 Fax: 0235 555706

29. **Hertfordshire TEC**
New Barnes Mill Cotton Mill Lane
St Albans Herts AL1 2HA
Tel: 0727 52313 Fax: 0727 41449

30. **Humberside TEC**
The Maltings Silvester Square
Silvester Street
Hull HU1 3HL
Tel: 0482 226491 Fax: 0482 213206

31. **Isle of Wight TEC**
Mill Court Furrlongs Newport
Isle of Wight PO30 2AA
Tel: 0983 822818 Fax: 0983 527063

32. **Kent TEC**
5th Floor Mountbatten House
28 Military Road Chatham
Kent ME4 4JE
Tel: 0634 844411 Fax: 0634 830991

33. **LAWTEC (Lancashire Area West)**
4th Floor Duchy House
96 Lancaster Road
Preston PR1 1HE
Tel: 0772 200035 Fax: 0772 54801

34. **Leeds TEC**
Fairfax House Merrion Street
Leeds LS2 8JU
Tel: 0532 446181 Fax: 0532 438126

35. **Leicestershire TEC**
1st Floor Rutland Centre
Halford Street
Leicester LE1 1TQ
Tel: 0533 538616 Fax: 0533 515226

36. **Lincolnshire TEC**
5th Floor Wigford House
Brayford Wharf East
Lincoln LN5 7AY
Tel: 0522 532266 Fax: 0522 510534

37. **London East TEC**
Cityside House 40 Adler Street
London E1 1EE
Tel: 071-377 1866 Fax: 071-377 8003

38. **Manchester TEC**
Boulton House
17-21 Chorlton Street
Manchester M1 3HY
Tel: 061-236 7222 Fax: 061-236 8878

39. **Merseyside TEC**
3rd Floor Tithebarn House
Tithebarn Street
Liverpool L2 2NZ
Tel: 051-236 0026 Fax: 051-236 4013

40. **METROTEC (Wigan) Ltd**
Buckingham Row Northway
Wigan WN1 1XX
Tel: 0942 36312 Fax: 0942 821410

41. **Mid Glamorgan TEC**
Unit 17-20 Centre Court
Main Avenue
Treforest Industrial Estate
Pontypridd
Mid Glamorgan CF37 5YL
Tel: 0443 841594 Fax: 0443 841578

42. **Milton Keynes & North Bucks TEC**
Old Market Halls Creed Street
Wolverton
Milton Keynes MK12 5LY
Tel: 0908 222555 Fax: 0908 222839

43. **Norfolk and Waveney TEC**
Partnership House
Unit 10 Norwich Business Park
Whiting Road
Norwich NR4 6DJ
Tel: 0603 763812 Fax: 0603 763813

44. **NorMidTEC (North & Mid Cheshire)**
Spencer House Dewhurst Road
Birchwood
Warrington WA3 7PP
Tel: 0925 826515 Fax: 0925 820215

45. **North Derbyshire TEC**
Block C St Marys Court
St Marys Gate
Chesterfield S40 7TD
Tel: 0246 551158 Fax: 0246 238489

46. **North East Wales TEC**
Wynnstay Block Hightown Barracks
Kingsmill Road Wrexham
Clwyd LL13 8BH
Tel: 0978 290049 Fax: 0978 290061

47. **North London TEC**
19-29 Woburn Place
London WC1H 0LU
Tel: 071-837 1288 Fax: 071-837 6518

48. **North Nottinghamshire TEC**
1st Floor Block C Edwinstowe House
High Street Edwinstowe Mansfield
Nottinghamshire NG21 9PR
Tel: 0623 824624 Fax: 0623 824070

49. **North West London TEC**
19-29 Woburn Place
London WC1H 0LU
Tel: 071-837 1288 Fax: 071-837 6518

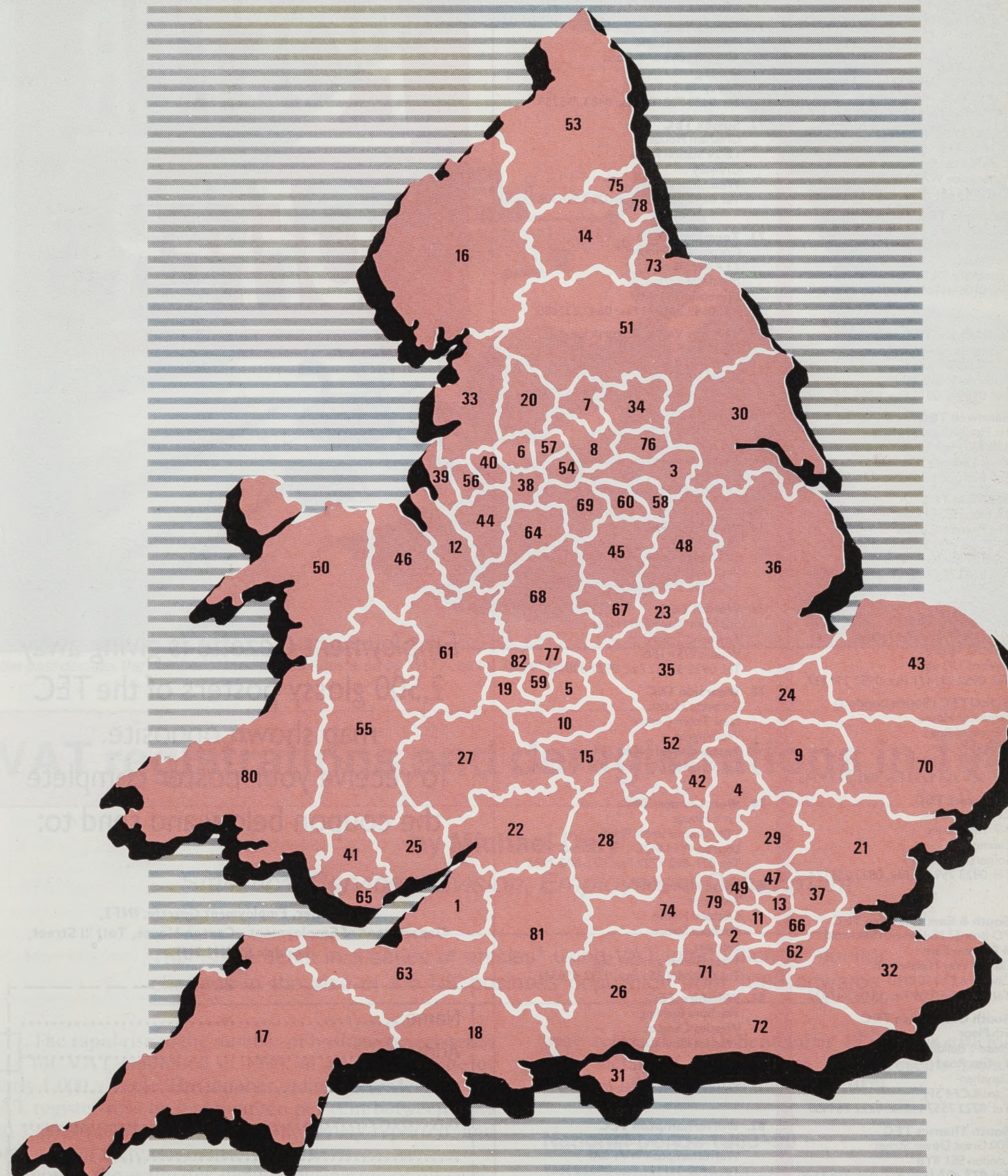
50. **North West Wales TEC**
Llys Brittania Parc Menai Bangor
Gwynedd LL57 4BN
Tel: 0248 671444 Fax: 0248 670889

51. **North Yorkshire TEC**
TEC House 7 Pioneer Business Park
Amy Johnson Way Clifton Moorgate
York YO3 4TN
Tel: 0904 691939 Fax: 0904 690411

TRAINING ENTERPRISE COUNCILS TEC

The TEC network was completed last month when CILNTEC, the 82nd and final TEC became operational. TECs are locally based employer-led partnerships designed to tailor training and enterprise to local needs.

Employment Gazette **presents a handy reference map, list of addresses, telephone and fax numbers so you can locate your local TEC.**



52. **Northamptonshire TEC**
Royal Pavilion
Summer House Pavilion
Summer House Road
Moulton Park Industrial Estate
Northants NN3 1WD
Tel: 0604 671200 Fax: 0604 670362

53. **Northumberland TEC**
Suite 2 Craster Court
Manor Walk Shopping Centre
Cramlington NE23 6XX
Tel: 0670 713303 Fax: 0670 713323

54. **Oldham TEC**
Block D 3rd Floor Brunswick Square
Union Street
Oldham OL1 1DE
Tel: 061-620 0006 Fax: 061-620 0030

55. **Powys TEC**
1st Floor St David's House Newtown
Powys SY16 1RB
Tel: 0686 622494 Fax: 0686 622716

56. **QUALITEC (St Helens)**
PO Box 113
Canal Street St Helens
Merseyside WA10 3LN
Tel: 0744 696300 Fax: 0744 696320

57. **Rochdale TEC**
St James Place
160-162 Yorkshire Street
Rochdale
Lancashire OL16 2DL
Tel: 0706 44909 Fax: 0706 49979

58. **Rotherham TEC**
Moorgate House
23 Moorgate Road
Rotherham S60 2EN
Tel: 0709 830511 Fax: 0709 362519

59. **Sandwell TEC**
1st Floor Kingston House
438/450 High Street West Bromwich
West Midlands B70 9LD
Tel: 021-525 4242 Fax: 021-525 4250

60. **Sheffield TEC**
1st Floor Don House
The Pennine Centre
20-22 Hawley Street
Sheffield S1 3GA
Tel: 0742 701911 Fax: 0742 752634

61. **Shropshire TEC**
2nd Floor Hazledine House
Central Square
Telford TF3 4JJ
Tel: 0952 291471 Fax: 0952 291437

62. **SOLOTEC (South London)**
Lancaster House
7 Elmfield Road
Bromley
Kent BR1 1LT
Tel: 081-313 9232 Fax: 081-313 9245

63. **Somerset TEC**
Crescent House
3-7 The Mount
Taunton
Somerset TA1 3TT
Tel: 0823 259121 Fax: 0823 256174

64. **South & East Cheshire TEC**
PO Box 37 Middlewich Industrial
& Business Park
Dalton Way Middlewich
Cheshire CW10 0HU
Tel: 0606 847009 Fax: 0606 847022

65. **South Glamorgan TEC**
5th Floor
Phase 1 Building
Ty Glas Road
Llanishen
Cardiff CF4 5PJ
Tel: 0222 755744 Fax: 0222 764459

66. **South Thames TEC**
200 Great Dover Street
London SE1 4YB
Tel: 071-403 1990 Fax: 071-378 1590

67. **Southern Derbyshire TEC**
4th Floor
St Peters House
Gower Street
Derby DE1 1SB
Tel: 0332 290550 Fax: 0332 292188

68. **Staffordshire TEC**
Moorlands House
24 Trinity Street
Hanley
Stoke-on-Trent ST1 5LN
Tel: 0782 202733 Fax: 0782 286215

69. **Stockport/High Peak TEC**
1 St Peters Square
Stockport SK1 1NN
Tel: 061-477 8830 Fax: 061-480 7243

70. **Suffolk TEC**
2nd Floor Crown House
Crown Street
Ipswich IP1 3HS
Tel: 0473 218951 Fax: 0473 231776

71. **Surrey TEC**
Technology House
48-54 Goldsworth Road
Woking
Surrey GU21 1LE
Tel: 0483 728190 Fax: 0483 755259

72. **Sussex TEC**
Gresham House
12-24 Station Road
Crawley
West Sussex RH10 1HT
Tel: 0293 562922 Fax: 0293 526308

73. **Teesside TEC**
Corporation House
73 Albert Road
Middlesbrough
Cleveland TS1 2RU
Tel: 0642 231023 Fax: 0642 232480

74. **Thames Valley Enterprise**
6th Floor Kings Point
120 Kings Road
Reading RG1 3BZ
Tel: 0734 568156 Fax: 0734 567908

75. **Tyneside TEC**
Moongate House
5th Avenue Business Park
Team Valley Trading Estate
Gateshead NE11 0HF
Tel: 091-487 5599 Fax: 091-482 6519

76. **Wakefield TEC**
Grove Hall
60 College Grove Road
Wakefield WF1 3RN
Tel: 0924 299907 Fax: 0924 201837

77. **Walsall TEC**
5th Floor Townend House
Townend Square
Walsall WS1 1NS
Tel: 0922 32332 Fax: 0922 33011

78. **Wearside TEC**
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Special Feature

In the past decade, the number of businesses registered by VAT rose by 33 per cent.

VAT registrations and deregistrations in 1990

by Michael Daly

Statistical Services Division, Employment Department

This is the latest in a series of articles[1] using VAT information to monitor changes in the size of the UK business population from 1980 onwards.

The rapid rise in the number of businesses registered for VAT continued in 1990, at an average rate of nearly 1,000 a week. The number of businesses leaving the VAT register rose by less than ten per cent between 1989 and 1990, in marked contrast to the widely reported, and much greater increases in insolvencies.

Although the estimates include businesses of all sizes, the vast majority of registered businesses are small, so that the figures are a good guide to trends in the size of the UK small business population.

The latest estimates for numbers of registrations and deregistrations, covering the period to the end of 1990, were released on 11 September 1991. This article gives more detail of those figures, and presents some new analyses of trends since the end of 1979.

National trends 1980–90

The number of businesses registered for VAT has risen by 420,000, or 33 per cent, over the period (detailed figures are given in *tables 1* and 2). But, as *figure 1* shows, this has been far from a steady rise, with the rate of increase accelerating rapidly from 1985 to 1989, before falling back in 1990.

Key findings

- **During 1990 the number of businesses registered for VAT rose by an estimated 50,000, an average of nearly 1,000 a week. While slower than the record 1,600 a week in 1989, it is substantially higher than the average for the 1980s as a whole.**
- **The reduction in the rate of increase is due to a small fall in the number of new registrations, coupled with a small rise in the number of deregistrations.**
- **The comprehensive picture shown by the VAT figures illustrates the continuing resilience of the small firms sector. The small rise in the number of deregistrations is in marked contrast to the widely reported, and much larger rises in insolvencies, which present only a partial picture.**
- **As a proportion of the total number of businesses, the number of deregistrations has remained virtually unchanged in recent years.**
- **In 1990 the number of businesses rose in each region, and in all industries other than agriculture and retailing.**

The net increase in the number of registered businesses is the difference between very much larger numbers of registrations and deregistrations—2·15 million and 1·73 million respectively. The rapid acceleration in the rate of net increase up to 1989 came as a result of a considerable increase in the number of registrations (from 182,000 in 1985 to 255,000 in 1989) and a very much smaller rise in the number of deregistrations—trends clearly illustrated by *figure 1*. The slowing down in the rate of increase in the latest year is due more to a drop in the number of registrations than to a rise in deregistrations.

Figure 1 Registrations & deregistrations for VAT, and net increase

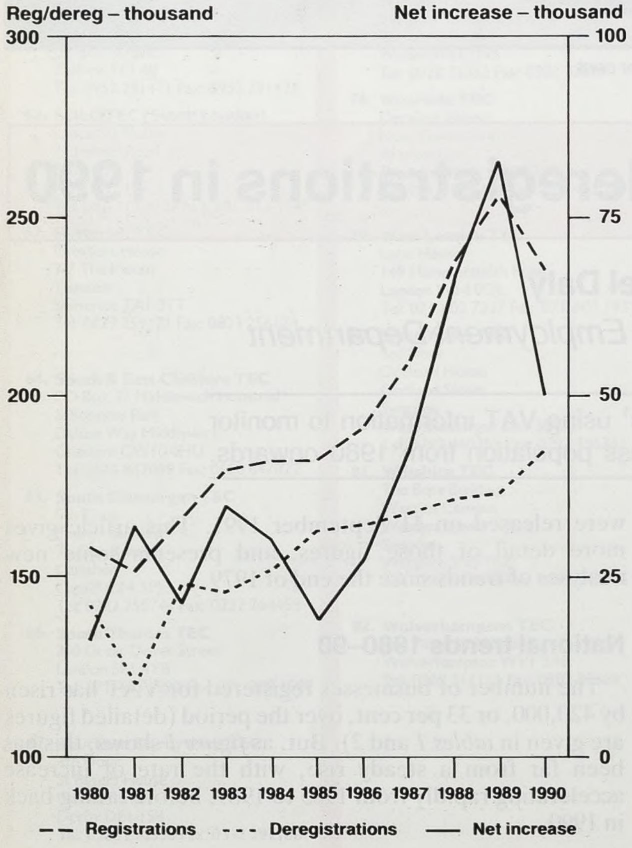


Table 1 VAT registrations and deregistrations (where revised, previous figures are shown in brackets)

Thousands

	Stock at start of year	Registrations	Deregistrations	Net change	Stock at end of year
1980	1,289	158	142	16	1,305
1981*	1,305	152	120	32	1,337
1982	1,337	166	145	21	1,357
1983	1,357	180	145	35	1,392
1984	1,392	182	152	30	1,422
1985	1,422	182	163	19	1,441
1986	1,441	191	164	27	1,468
1987	1,468	209	167	42	1,510
1988	1,510	237	171′	66′	1,576′
		′(235)	(170)	(65)	(1,575)
1989	1,576′	255	172′	83′	1,659′
	(1,575)	′(265)	(178)	(87)	(1,662)
1990	1,659′	235†	185	50	1,709
	(1,662)				
1980–90	**1,289**	**2,147**	**1,727**	**420**	**1,709**

* The pattern of registrations and deregistrations may have been affected by disturbances in the processing of regular amendments because of industrial action between 1979 and 1981.
† Incorporating an allowance of 15,000 for the effects of the changes introduced in the 1990 budget.

Table 2 Registrations, deregistrations, net change as percentage of stock at start of year

	Registrations	Deregistrations	Net change
1980	12	11	1
1981	12	9	2
1982	12	11	2
1983	13	11	3
1984	13	11	2
1985	13	11	1
1986	13	11	2
1987	14	11	3
1988	16	11	4
1989	16	11	5
1990	15†	11	4
1980–90 total	**167**	**134**	**33**
1980–90 average	**14**	**11**	**3**

* The pattern of registrations and deregistrations may have been affected by disturbances in the processing of regular amendments because of industrial action between 1979 and 1981.
† Incorporating an allowance of 15,000 for the effects of the changes introduced in the 1990 budget.

Indeed, the rise in the number of deregistrations is little more than one might expect from the overall rise in the stock of businesses. *Table 1* also shows the numbers of registrations and deregistrations in each year expressed as a percentage of the number of registered businesses at the start of the year. While the rate of registrations increased from around 13 per cent in 1985 to 16 per cent in 1989, the rate of deregistrations remained at around 11 per cent.

The small rise in deregistrations is in marked contrast to the widely publicised figures for increases in insolvencies, and related measures such as numbers of receivership appointments (DTI figures for bankruptcies and liquidations show a rise of around 50 per cent between 1989 and 1990).

The key to understanding this apparent contradiction is to realise that most businesses which cease trading do so without undergoing formal insolvency procedures. This means that the total numbers of insolvencies are very much lower than the number of VAT deregistrations. Over the last year or two, the rise in insolvencies reflects not so much an increase in the total number of business closures, but in the proportion of those closures which result in insolvency proceedings.

While the rising numbers of insolvencies are a clear sign of the difficulties being faced by individual firms of all sizes, the lower increase shown by the more comprehensive VAT figures is an equally clear sign that the small firms sector as a whole is remarkably resilient in times of recession.[2]

Table 3 VAT registrations and deregistrations by region: 1980–90

Region	Stock end 1979		1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1980–90	Stock end 1990
South East	423·7	a	60·6	57·9	62·9	69·7	72·6	73·3	77·0	84·4	94·5	102·8	94·8	850·4	617·1
		b	53·8	47·4	56·9	56·4	58·9	60·9	61·3	63·1	64·3	64·6	69·5	657·0	
		c	*1·6*	*2·4*	*1·4*	*3·0*	*3·0*	*2·6*	*3·2*	*4·2*	*5·8*	*6·9*	*4·3*	*45·6*	
of which: Greater London	189·3	a	28·0	26·7	29·5	32·2	33·9	34·0	35·5	37·6	43·2	45·6	41·6	387·7	264·2
		b	25·5	22·7	27·9	27·7	28·8	29·8	29·6	29·3	31·1	29·4	31·2	312·9	
		c	*1·3*	*2·1*	*·8*	*2·3*	*2·6*	*2·0*	*2·8*	*3·8*	*5·4*	*6·8*	*4·1*	*39·6*	
East Anglia	52·2	a	5·8	5·6	6·0	6·4	6·6	6·6	7·1	8·0	9·0	9·4	8·6	79·1	70·1
		b	4·9	4·1	5·0	5·1	5·2	5·8	5·9	5·9	6·0	6·3	6·8	61·1	
		c	*1·6*	*2·8*	*1·7*	*2·4*	*2·5*	*1·4*	*2·1*	*3·5*	*4·7*	*4·7*	*2·7*	*34·4*	
South West	124·0	a	13·7	12·7	14·0	15·2	15·6	16·2	17·5	19·4	22·6	22·6	20·8	190·4	165·4
		b	12·3	9·8	11·9	12·1	12·7	14·0	14·4	14·6	15·2	15·3	16·5	149·0	
		c	*1·1*	*2·4*	*1·6*	*2·4*	*2·1*	*1·6*	*2·2*	*3·4*	*5·1*	*4·7*	*2·7*	*33·4*	
West Midlands	111·8	a	13·7	13·6	14·8	15·6	15·3	15·0	15·5	17·1	19·6	20·9	19·2	180·1	144·5
		b	11·9	10·3	12·8	12·7	13·1	14·3	14·0	14·2	14·4	14·3	15·4	147·3	
		c	*1·6*	*2·9*	*1·8*	*2·4*	*1·7*	*·6*	*1·2*	*2·3*	*4·0*	*4·9*	*2·7*	*29·3*	
East Midlands	88·2	a	10·4	9·7	10·9	12·0	11·7	11·7	12·0	13·8	15·6	16·7	15·4	139·8	116·3
		b	9·1	7·4	9·1	9·4	9·6	10·5	10·8	10·8	11·2	11·4	12·3	111·6	
		c	*1·4*	*2·5*	*1·9*	*2·8*	*2·1*	*1·3*	*1·3*	*3·0*	*4·3*	*4·9*	*2·7*	*31·9*	
Yorkshire and Humberside	102·0	a	11·9	11·4	12·6	13·7	13·1	13·2	13·8	14·8	17·2	18·6	17·2	157·6	126·3
		b	11·0	9·2	11·0	11·0	11·5	12·9	13·1	12·9	13·0	13·3	14·3	133·3	
		c	*·9*	*2·2*	*1·5*	*2·6*	*1·4*	*·2*	*·6*	*1·7*	*3·7*	*4·5*	*2·3*	*23·8*	
North West	128·3	a	15·8	15·7	17·4	18·2	18·4	17·6	17·8	18·8	21·5	24·1	22·2	207·4	152·1
		b	15·4	12·8	15·6	15·2	16·8	18·2	17·6	17·7	17·5	17·7	19·0	183·6	
		c	*·3*	*2·2*	*1·4*	*2·2*	*1·2*	*·5*	*·1*	*·8*	*2·9*	*4·5*	*2·1*	*18·6*	
North	52·4	a	5·8	5·8	6·1	6·6	6·6	6·4	6·8	7·3	8·2	9·0	8·3	76·7	63·4
		b	5·7	4·4	5·4	5·4	5·7	6·1	6·3	6·2	6·6	6·7	7·2	65·7	
		c	*·1*	*2·6*	*1·2*	*2·2*	*1·6*	*·6*	*·8*	*1·9*	*2·6*	*3·8*	*1·7*	*21·0*	
Wales	70·4	a	7·1	7·1	7·7	8·0	7·6	7·1	7·6	8·6	10·8	10·8	9·9	92·5	86·9
		b	6·6	5·0	6·2	6·3	6·8	7·5	7·2	7·1	7·7	7·5	8·1	76·1	
		c	*·7*	*3·0*	*2·0*	*2·4*	*1·0*	*·4*	*·5*	*2·0*	*4·0*	*4·0*	*2·2*	*23·4*	
Scotland	93·4	a	9·8	9·4	10·0	11·1	11·0	11·2	12·7	13·3	14·3	16·2	14·9	134·1	115·1
		b	8·8	7·6	8·9	9·0	9·1	10·1	10·6	11·4	12·0	11·9	12·8	112·3	
		c	*1·1*	*1·9*	*1·2*	*2·2*	*2·0*	*1·1*	*2·0*	*1·8*	*2·1*	*4·0*	*1·9*	*23·4*	
Northern Ireland	42·7	a	3·8	3·2	3·6	3·5	3·5	3·7	3·3	3·4	3·6	3·9	3·6	39·3	52·0
		b	2·7	2·2	2·5	2·5	2·5	2·7	2·7	3·1	3·0	2·9	3·1	30·0	
		c	*2·6*	*2·2*	*2·5*	*2·2*	*2·2*	*2·1*	*1·0*	*·7*	*1·2*	*2·1*	*1·0*	*21·8*	
United Kingdom	**1288·9**	**a**	**158·3**	**152·1**	**166·0**	**180·0**	**182·0**	**182·0**	**191·0**	**209·0**	**237·0**	**255·0**	**235·0**	**2147·4**	**1709·3**
		b	**142·3**	**120·3**	**145·4**	**145·0**	**152·0**	**163·0**	**164·9**	**167·0**	**171·0**	**172·0**	**185·0**	**1727·0**	
		c	***1·2***	***2·4***	***1·5***	***2·6***	***2·2***	***1·3***	***1·9***	***2·9***	***4·4***	***5·3***	***3·0***	***32·6***	

a—Registrations (thousands)
b—Deregistrations (thousands)
c—Net change as percentage of stock at start of year

Revisions

The figures for 1989 have been revised downwards for both registrations and deregistrations, resulting in a revision of the net change from 87,000 to 83,000. Figures for 1988 have been revised very slightly. These revisions are in the light of further information available since the original estimates were published. *Table 1* gives full details of the revisions. The process of estimation and the consequent need for revisions was described in the November 1990 article.

Regional estimates

The number of businesses rose substantially in every region between 1980 and 1990, ranging from an increase of 19 per cent in the North West to 46 per cent in the South East (see *table 3*). Moreover, there was a rise in each year in all regions except for the North West and Wales, which both saw small decreases in 1985.

In the latest year, there was again a net increase in every region, but in every region it was less than in 1989. Not only that, there was in each region a decrease in registrations coupled with an increase in deregistrations. The pattern of

Table 4 Registration and deregistration rates by region Average annual rates 1980–1990

Per cent

Region	Registration rate	Deregistration rate	Turbulence (Reg + Dereg)	Net change
South East	15·8	12·3	28·2	3·5
of which:				
Greater London	16·6	13·5	30·0	3·1
East Anglia	12·2	9·4	21·6	2·7
South West	12·4	9·8	22·2	2·7
West Midlands	13·2	10·8	24·0	2·4
East Midlands	12·8	10·3	23·1	2·6
Yorkshire and Humberside	12·9	10·9	23·8	2·0
North West	13·8	12·2	26·0	1·6
North	12·3	10·6	22·9	1·8
Wales	11·0	9·0	20·0	1·9
Scotland	11·9	10·0	21·9	1·9
Northern Ireland	7·5	5·7	13·3	1·8
United Kingdom	**13·5**	**10·9**	**24·5**	**2·6**

net increase was very similar to that in recent years, with the increase being by some way the highest in the South East, and lowest in Northern Ireland.

Another feature of recent years is the gradual relative improvement in the North West region. Although still having the smallest net percentage increase over the period end-79 to end-90, in the latest year it had a greater increase than the North, Scotland or Northern Ireland; over the last two years it also has had a greater increase than Wales.

Figures for Greater London are for the first time shown separately in *table 3*. The trend is very similar to that for the South East as a whole, although the net rate of increase is consistently lower.

In order to compare not just the net change, but also registrations and deregistrations across regions, *table 4* shows these expressed as a percentage of the total number of business in each region. The table also shows the *turbulence*, or the total number of registrations *plus* deregistrations expressed as a proportion of the number of businesses.

It is clearly important to know whether the net change in any area is the difference between very low numbers of both registrations and deregistrations, or a high turnover of businesses. Turbulence is difficult to interpret, in that although it is generally recognised that in a healthy, competitive economy there must be a reasonable turnover of businesses, so that very low levels of turbulence would be a sign of undesirable stagnation, beyond a certain point very high levels of turbulence could be seen as a sign of unhealthy instability.

Although of considerable interest, the figures in the table do not suggest any interpretation—such as that high levels of turbulence are associated with high net increase—inasmuch as turbulence was highest in the South East, which also experienced the largest net increase; but second highest in the North West, which had the lowest net increase. However, the association between turbulence and net change is much stronger when viewed at the level of counties[3].

A possible interpretation of the high turbulence in the North West is that it reflects a process of adjustment, shifting from declining to growing industries. There is some evidence for this (see *table 10*, the discussion in the text below), and it is possible that the relative improvement in the North West in recent years is the result of such shifts. Note also the extremely low levels of turbulence in Northern Ireland, which admit of a similar interpretation—Northern Ireland is revealed in *table 10* as having gained the least of any region from industry shifts, and this could explain the relative decline in the performance of Northern Ireland in recent years.

Analysis of the columns of *table 4* shows in fact that the strongest links (at regional level) are between the registration rate and the deregistration rate, and between registration rate and turbulence.[4] But since more than half of the businesses registered in the first half of the 1980 will have deregistered by the end of 1990, it is not surprising to find close links between registration and deregistration rates taken over the whole period. A much more rigorous statistical analysis would be needed to determine whether there were any more fundamental reasons for the high correlations.

Estimates have also been prepared for counties and local authority districts of Great Britain. Space does not permit them to be presented fully here, but the complete set of data is available on request and online via NOMIS (see below). The data for counties are summarised in *table 5*, updating the similar table in the November 1990 article.

There is much greater variation between industries than between regions (see *table 6* and *figure 2*) with the figures ranging from a decrease of 3 per cent in retailing to rises of over 100 per cent in finance, property and professional services and in 'other services'[5]. This latter category covers a wide range of activities including business services such as contract cleaning, personal services such as hairdressing, entertainment services such as cinemas. (A fuller description of the coverage of each sector is available on request.)

Further tables (on paper or computer disk) showing the total number of registrations and deregistrations in each year in each local authority district in Great Britain, and broken down further by industry group for English and Welsh counties and Scottish regions, are available at a cost of £75.

For details, write to:
Employment Department, Statistcal Services C4, Room W626, Moorfoot, Sheffield S1 4PQ.

The data are also available online via NOMIS.
For further information, contact the NOMIS team at:
NOMIS, Unit 3P, Mountjoy Research Centre, University of Durham, Durham DH1 3SW.

Table 5 Net percentage change in number of VAT-registered businesses 1980–1990

Bedfordshire	57	Shropshire	31	Northumberland	21
Berkshire	68	Staffordshire	31	Tyne & Wear	18
Buckinghamshire	73	Warwickshire	45		
East Sussex	24	West Midlands	24	**North**	**21**
Essex	38				
Hampshire	59	**West Midlands**	**29**	Clywd	27
Hertfordshire	57			Dyfed	16
Isle of Wight	17	Derbyshire	32	Gwent	44
Kent	42	Leicestershire	35	Gwynedd	12
Greater London	40	Lincolnshire	20	Mid-Glamorgan	35
Oxfordshire	57	Northamptonshire	56	Powys	18
Surrey	62	Nottinghamshire	23	South Glamorgan	22
West Sussex	43			West Glamorgan	21
		East Midlands	**32**		
South East	**46**			**Wales**	**23**
		Humberside	22		
Cambridgeshire	44	North Yorkshire	24	Borders	17
Norfolk	27	South Yorkshire	26	Central	36
Suffolk	34	West Yorkshire	23	Dumfries and Galloway	12
				Fife	29
East Anglia	**34**	**Yorkshire and Humberside**	**24**	Grampian	21
				Highlands	31
Avon	43	Cheshire	37	Lothian	28
Cornwall	21	Greater Manchester	16	Orkney, Shetland and Western Isles	35
Devon	22	Lancashire	14	Strathclyde	22
Dorset	35	Merseyside	17	Tayside	18
Gloucestershire	33				
Somerset	40	**North West**	**19**	**Scotland**	**23**
Wiltshire	56				
		Cleveland	32	**Northern Ireland**	**22**
South West	**33**	Cumbria	16		
Hereford and Worcestershire	30	Durham	24	**United Kingdom**	**33**

Table 6 VAT registrations and deregistrations by region: 1980–90

Industry	Stock end 1979		1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1980–90	Stock end 1990
Agriculture	176·4	a	8·6	6·8	6·6	6·2	5·9	5·6	5·4	5·7	6·1	6·1	5·5	68·5	175·0
		b	7·6	4·8	5·6	6·0	5·8	6·3	6·7	7·1	6·9	6·5	6·6	69·9	
		c	*·5*	*1·1*	*·6*	*·1*	*·1*	*−·4*	*−·7*	*−·8*	*−·4*	*−·3*	*−·7*	*−·8*	
Production	121·0	a	14·6	14·8	16·5	18·7	19·2	19·6	19·2	19·7	20·9	21·3	20·1	204·5	158·9
		b	13·1	11·5	14·1	14·5	15·0	16·3	16·7	16·7	16·1	15·8	16·6	166·5	
		c	*1·2*	*2·7*	*1·9*	*3·3*	*3·2*	*2·4*	*1·8*	*2·1*	*3·3*	*3·6*	*2·2*	*31·3*	
Construction	180·9	a	24·6	21·1	23·9	28·9	27·8	25·4	27·8	33·4	41·7	44·4	36·1	335·0	270·2
		b	19·5	14·8	18·2	18·3	23·6	26·8	24·5	23·1	23·4	25·1	28·4	245·7	
		c	*2·8*	*3·4*	*3·0*	*5·3*	*2·0*	*−·7*	*1·6*	*4·8*	*8·2*	*8·0*	*2·9*	*49·4*	
Transport	55·8	a	7·0	6·4	7·6	7·9	7·8	8·0	8·6	9·7	11·6	12·2	10·7	97·4	73·6
		b	7·4	6·3	6·9	6·7	6·7	7·0	7·0	6·8	7·2	8·0	9·5	79·6	
		c	*−·8*	*·2*	*1·3*	*2·0*	*2·0*	*1·7*	*2·6*	*4·8*	*6·8*	*6·0*	*1·7*	*32·0*	
Wholesale	95·8	a	14·4	14·8	15·6	16·7	15·8	15·6	15·0	15·1	15·4	17·8	19·9	176·1	126·6
		b	10·6	9·5	12·4	12·9	14·3	13·7	14·5	14·4	14·2	13·7	15·0	145·3	
		c	*3·9*	*5·3*	*3·1*	*3·5*	*1·9*	*1·0*	*·5*	*·7*	*1·1*	*3·4*	*4·0*	*32·1*	
Retail	268·8	a	31·9	32·9	34·3	34·9	33·2	33·3	34·7	35·4	39·4	35·7	29·9	375·6	260·8
		b	36·1	31·6	36·8	35·4	33·9	34·9	35·4	35·7	36·8	34·3	32·7	383·6	
		c	*−1·5*	*·5*	*−·9*	*−·2*	*−·3*	*−·6*	*−·3*	*−·1*	*1·0*	*·5*	*−1·1*	*−3·0*	
Finance etc	79·0	a	10·5	9·3	9·9	11·6	14·2	15·9	16·8	17·8	22·6	30·5	29·1	188·1	162·2
		b	7·3	6·3	7·7	7·5	7·9	9·0	9·9	11·1	11·6	12·2	14·4	104·9	
		c	*4·0*	*3·6*	*2·6*	*4·7*	*6·9*	*7·0*	*6·6*	*6·0*	*9·3*	*14·2*	*10·0*	*105·4*	
Catering	117·6	a	15·4	15·0	16·4	17·8	19·8	18·1	19·3	22·0	21·9	21·5	19·3	206·4	128·8
		b	15·1	13·7	16·2	16·4	17·6	18·0	18·8	19·9	20·6	19·6	19·2	195·2	
		c	*·3*	*1·1*	*·2*	*1·2*	*1·8*	*·1*	*·4*	*1·8*	*1·0*	*1·4*	*·0*	*9·6*	
Motor trades	67·7	a	9·0	8·7	9·6	9·7	8·9	8·8	8·7	9·1	10·1	10·5	9·5	102·7	81·3
		b	8·4	7·0	8·7	8·5	8·6	8·5	8·3	7·8	7·6	7·6	8·2	89·0	
		c	*·9*	*2·5*	*1·4*	*1·7*	*·5*	*·4*	*·5*	*1·8*	*3·4*	*3·8*	*1·7*	*20·2*	
All others	126·0	a	22·4	22·4	25·5	27·6	29·5	31·7	35·6	41·0	47·2	55·1	54·9	393·0	271·7
		b	17·1	14·7	18·9	18·7	19·3	21·7	22·3	24·6	26·6	29·1	34·3	247·3	
		c	*4·2*	*5·9*	*4·7*	*6·1*	*6·6*	*6·1*	*7·6*	*8·8*	*10·1*	*11·5*	*8·2*	*115·7*	
All industries	**1288·9**	**a**	**158·3**	**152·1**	**166·0**	**180·0**	**182·0**	**182·0**	**191·0**	**209·0**	**237·0**	**255·0**	**235·0**	**2147·4**	**1709·3**
		b	**142·3**	**120·3**	**145·4**	**145·0**	**152·0**	**163·0**	**164·0**	**167·0**	**171·0**	**172·0**	**185·0**	**1727·0**	
		c	***1·2***	***2·4***	***1·5***	***2·6***	***2·2***	***1·3***	***1·9***	***2·9***	***4·4***	***5·3***	***3·0***	***32·6***	

a—Registrations (thousands).
b—Deregistrations (thousands).
c—Net change as percentage of stock at start of year.

In virtually all sectors, the increases in the lastest year were smaller than in 1990, the sole exception being wholesaling, the only sector which had an increased number of registrations. Note also that the number of deregistrations actually fell slightly in both retailing and catering. The sectors with the most noticeable slowing down were construction and transport.

The registration and deregistration rates by industry are given in *table 7*. The most obvious feature of the table is the very low rates of registration and deregistration in agriculture. The fact that this is one of the two sectors to show a decrease over the period, together with the fact that other services shows the highest rates of both turbulence and net increase, would seem to support the hypothesis that turbulence is a healthy sign; but this is not borne out by closer examination. Although there is some evidence of correlation between the two measures, it is not statistically significant.

Unlike the rates for regions however, there is a significant correlation between the registration rate and net change, but not between the registration and deregistration rates.

Industry within region

To get a full picture of what is happening in the regions, one needs to look at the industry breakdown within each region. *Table 8* shows the net percentage change over the period for each broad industry group in each region. (Further details of the numbers of businesses, and of registrations and deregistrations, are given separately in

Table 7 Registration and deregistration rates by industry
Average annual rates 1980–1990 Per cent

Industry	Registration rate	Deregistration rate	Turbulence (Reg + Dereg)	Net change
Agriculture	3·5	3·6	7·1	−·1
Production	13·6	11·1	24·7	2·5
Construction	14·2	10·5	24·7	3·7
Transport	14·6	12·0	26·6	2·6
Wholesale	14·4	11·9	26·3	2·6
Retail	13·0	13·3	26·2	−·3
Finance etc	16·0	9·2	25·2	6·8
Catering	15·3	14·5	29·8	·8
Motor trades	12·9	11·2	24·0	1·7
All others	20·2	12·9	33·1	7·3
Total	**13·5**	**10·9**	**24·5**	**2·6**

table 9.) These two tables simply update the similar tables given in the November 1990 article, and the trends shown are substantially as discussed therein.

In the previous article, it was shown that the industry mix in a region can have a substantial influence on the overall net change in that region—in particular, the very high increase in the South East can be largely attributed to the region's concentration of businesses in the fast-growing sectors of finance, property and professional services and other services.

A question this raises is whether the regions with less favourable industry mixes have improved their position in this regard, over the period. This is answered by the

Figure 2 Net change in number of VAT – registered businesses end – 1979 to end – 1990

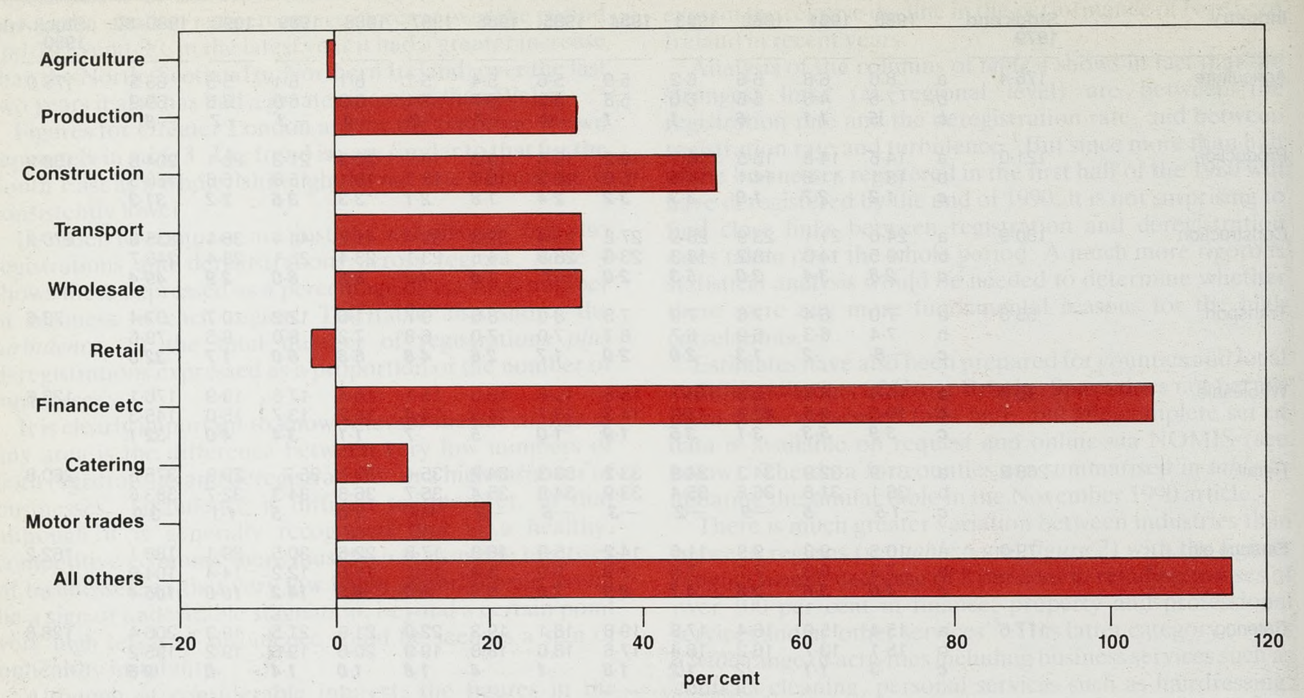


Table 8 Net percentage change in numbers of businesses registered for VAT by industry within region: 1980–90

Region	Agri-culture	Pro-duction	Constr-uction	Trans-port	Whole-sale	Retail	Finance etc	Cater-ing	Motor Trades	Other Services	Total
South East	−4·6	18·7	63·1	34·1	33·7	−·5	93·0	10·5	22·5	125·0	45·6
of which: Greater London	−16·2	−3·7	51·6	18·7	16·0	2·2	81·0	22·4	7·2	106·2	39·6
East Anglia	−10·1	58·2	56·5	40·2	52·3	−2·3	148·2	15·7	26·0	128·0	34·4
South West	−1·0	52·6	59·6	42·2	45·8	1·6	124·9	7·1	30·6	119·8	33·4
West Midlands	−3·5	33·0	40·3	26·4	35·7	−1·4	111·0	10·7	24·5	109·4	29·3
East Midlands	6·6	48·0	45·8	51·7	42·6	−1·0	136·7	12·1	24·6	120·7	31·9
Yorkshire and Humberside	−5·7	27·2	35·3	35·3	25·9	·5	121·0	4·4	19·3	102·8	23·8
North West	−9·3	23·8	23·9	21·2	17·1	−10·1	102·0	·2	10·5	100·8	18·6
North	−1·1	54·6	34·1	19·7	21·1	−7·3	121·7	15·7	7·7	88·2	21·0
Wales	2·9	66·9	53·7	31·0	28·6	−5·0	105·2	11·7	19·7	107·9	23·4
Scotland	3·7	34·8	41·1	17·6	19·1	−9·4	143·7	15·5	8·2	87·3	23·4
Northern Ireland	17·0	52·2	29·5	19·1	40·5	−1·8	90·7	13·1	11·9	74·6	21·8
United Kingdom	**−·8**	**31·3**	**49·4**	**32·0**	**32·1**	**−3·0**	**105·4**	**9·6**	**20·2**	**115·7**	**32·6**

analysis in *table 10*. This measures the extent to which the changes in industry mix within each region have been towards faster-growing sectors.

In all regions, there has been some shift towards the faster-growing sectors. This is not surprising, since the fastest and slowest growing sectors in all regions have been more or less the same. But the size of the potential gains varies substantially, from more than 12 percentage points on the net increase in the South East and East Anglia, to only 4 in Northern Ireland.

Of particular interest are the large shift in the North West and the small shift in Northern Ireland. As mentioned above, this could be taken as an indication that the high levels of turbulence in the former are a sign of a healthy shift to faster-growing industries, and the low levels of turbulence in the latter a sign of unhealthy stagnation. This has to remain speculative, since there is no general pattern—apart from the North West, other regions with high industry shift effect have had relatively large net increases over the period. It could be that in the North West and Northern Ireland, we are only now beginning to see the effects of the shift, with the improving performance in recent years of the one and the declining performance of the other.

Form of organisation

The VAT data distinguishes between sole proprietorships, partnerships and incorporated businesses[b]. Since the end of 1979, the rate of increase has been greatest among sole proprietorships, at nearly 40 per cent, and least among partnerships, at 24 per cent (see *table 11* and *figure 3*). But it is principally in more recent years that the numbers of sole proprietorships have been increasing rapidly—in the early 1980s, there were substantially faster increases in the numbers of companies.

Sole proprietorships also show the highest rates of registration and deregistration, and hence of turbulence (see *table 12*). The very low rates for partnerships reflect to some extent the greater concentration of these in declining or slow-growing industries (see below).

A summary of regional changes broken down by form of organisation is given in *table 13*. An outstanding feature of this is the high concentration of companies in the South East—almost half of the national total. At the end of 1979 there were actually more companies than sole proprietorships in the South East. In all regions other than Northern Ireland, the rate of increase was lowest among partnerships.

During 1990 the number of businesses registered for VAT rose by an estimated 50,000. Photo: FORMAT/Raissa Page

Table 9 Registrations and deregistrations for VAT by industry within region: 1980–90

Region		Agri-culture	Pro-duction	Constr-uction	Trans-port	Whole-sale	Retail	Finance etc	Cater-ing	Motor Trades	Other Services	Total
South East	a	20·2	46·7	63·1	18·7	38·2	76·3	43·9	33·1	21·5	62·2	423·7
	b	10·3	79·2	135·3	37·2	75·6	115·1	98·5	60·1	36·0	203·2	850·4
	c	11·2	70·5	95·5	30·8	62·8	115·5	57·7	56·6	31·2	125·3	657·0
of which: Greater London	a	·9	23·7	21·7	8·5	21·8	33·7	24·7	12·8	8·1	33·4	189·3
	b	·7	40·2	49·1	15·7	39·2	53·1	50·8	25·9	12·8	100·1	387·7
	c	·9	41·1	37·9	14·2	35·7	52·4	30·8	23·1	12·2	64·6	312·9
East Anglia	a	11·9	3·9	7·7	2·4	3·0	9·3	2·2	4·6	2·8	4·3	52·2
	b	4·0	7·3	13·1	4·2	5·9	11·9	6·5	8·6	4·2	13·5	79·1
	c	5·2	5·0	8·7	3·2	4·3	12·1	3·2	7·8	3·4	8·0	61·1
South West	a	27·4	8·6	17·9	4·3	6·3	23·8	5·3	13·9	6·6	9·8	124·0
	b	11·0	15·6	33·1	7·5	12·9	32·9	13·9	22·8	9·9	30·9	190·4
	c	11·3	11·1	22·4	5·7	10·0	32·5	7·2	21·8	7·9	19·1	149·0
West Midlands	a	14·2	14·4	16·0	5·1	8·9	23·7	4·9	9·2	6·2	9·1	111·8
	b	4·8	22·3	27·4	8·2	16·7	34·8	11·5	16·6	10·0	27·7	180·1
	c	5·3	17·6	20·9	6·8	13·5	35·1	6·1	15·7	8·5	17·8	147·3
East Midlands	a	14·0	9·2	12·8	4·1	6·1	19·4	3·1	7·8	5·1	6·5	88·2
	b	4·7	16·4	21·7	7·7	11·7	27·2	8·4	13·7	7·8	20·7	139·8
	c	5·6	12·0	15·8	5·5	9·1	27·3	4·2	12·8	6·6	12·8	111·6
Yorkshire and Humberside	a	13·5	10·1	14·4	4·9	7·7	24·4	3·7	10·6	5·6	7·2	102·0
	b	4·6	15·1	23·1	8·0	12·9	36·8	9·4	17·8	8·4	21·5	157·6
	c	5·4	12·4	18·0	6·3	10·9	36·7	5·0	17·3	7·3	14·0	133·3
North West	a	8·8	13·1	17·8	6·1	11·1	34·8	6·3	12·8	7·1	10·3	128·3
	b	2·7	20·6	29·7	10·4	17·6	47·7	14·8	22·1	10·4	31·4	207·4
	c	3·5	17·5	25·4	9·1	15·7	51·3	8·3	22·1	9·7	20·9	183·6
North	a	9·3	3·2	6·8	2·6	2·7	13·3	2·2	5·9	2·8	3·5	52·4
	b	3·1	6·5	11·3	3·5	4·5	17·4	6·2	10·6	3·6	9·9	76·7
	c	3·2	4·7	9·0	3·0	3·9	18·4	3·5	9·7	3·4	6·8	65·7
Wales	a	19·5	3·6	8·2	2·8	3·6	15·2	2·1	7·9	3·6	3·8	70·4
	b	7·0	7·8	15·6	4·3	6·0	18·4	4·8	12·8	4·9	10·8	92·5
	c	6·4	5·4	11·2	3·4	5·0	19·2	2·6	11·9	4·2	6·8	76·1
Scotland	a	20·5	6·1	11·4	3·6	5·5	20·7	4·3	9·4	4·4	7·5	93·4
	b	9·8	10·3	18·9	5·0	8·5	25·7	12·4	17·9	5·5	20·0	134·1
	c	9·1	8·2	14·2	4·4	7·5	27·7	6·2	16·5	5·1	13·4	112·3
Northern Ireland	a	16·8	2·1	4·8	1·3	2·6	7·9	1·1	2·5	2·0	1·7	42·7
	b	6·4	3·2	5·9	1·5	3·8	7·6	1·8	3·4	2·0	3·7	39·3
	c	3·6	2·1	4·5	1·3	2·7	7·8	·8	3·0	1·8	2·4	30·0

a—Stock at end 1979 (thousands)
b—Registrations 1989–90 (thousands)
c—Deregistrations 1980—90 (thousands)

Table 10 Potential benefits of shifts in industry mix

Region	Potential benefit of shift*
South East	12·5
of which: Greater London	12·3
East Anglia	12·3
South West	10·9
West Midlands	9·5
East Midlands	10·2
Yorkshire and Humberside	9·1
North West	10·5
North	9·2
Wales	8·5
Scotland	10·5
Northern Ireland	4·5

* This is calculated for each region as the sum across the ten broad industry groups of the change between the end of 1979 and the end of 1990 in the percentage of all businesses which are in that industry, multiplied by the *national* percentage change in that industry relative to the overall change. Thus increases in the proportion of businesses in fast-growing sectors and decreases in those with slow growth will result in a net positive figure. The interpretation of the figure is the additional overall net increase that a region could *potentially* experience over the next eleven years as a result of having the industry mix that it has now, rather than that which it had at the end of 1979, if the broad trends by industry are the same over the next eleven years as they have been over the last eleven.

Since in all regions the sectors with fastest and slowest growth have been the same, all regions have a positive potential gain from the industry shift over the period.

Table 11 VAT registrations and deregistrations by form of organisation

	Stock at start of year	Registrations	Deregistrations	Net change (per cent)	Stock at end of year
Companies					
1980	378	48	34	3·7	392
1981	392	46	33	3·3	405
1982	405	52	43	2·2	415
1983	415	57	45	2·9	427
1984	427	57	49	2·0	435
1985	435	59	53	1·3	441
1986	441	60	54	1·4	447
1987	447	62	54	1·7	455
1988	455	66	53	2·9	468
1989	468	73	52	4·6	490
1990	490	71	56	3·0	504
1980–90	**378**	**651**	**525**	**33·3**	**504**
Sole proprietorships					
1980	525	66	69	–·5	523
1981	523	65	55	1·8	532
1982	532	72	65	1·2	539
1983	539	79	63	2·8	554
1984	554	82	67	2·7	569
1985	569	81	71	1·8	579
1986	579	87	71	2·7	594
1987	594	98	72	4·3	620
1988	620	115	75	6·4	660
1989	660	124	78	7·0	706
1990	706	114	86	4·0	734
1980–90	**525**	**982**	**773**	**39·8**	**734**
Partnerships					
1980	347	43	38	1·3	361
1981	361	40	31	2·5	371
1982	371	41	36	1·4	376
1983	376	43	35	2·1	384
1984	384	42	35	1·7	390
1985	390	41	38	·8	394
1986	394	43	38	1·2	398
1987	398	48	40	2·1	407
1988	407	55	42	3·2	420
1989	420	56	41	3·5	434
1990	434	49	42	1·5	441
1980–90	**357**	**501**	**417**	**23·5**	**441**

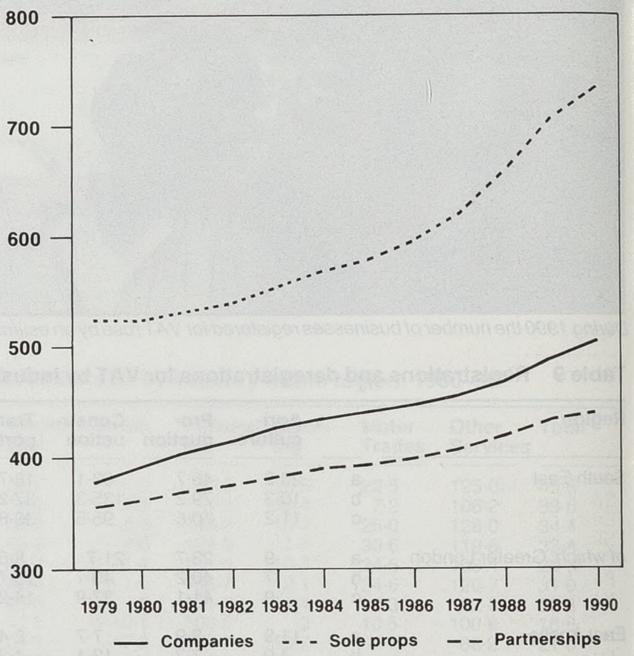
Table 12 Registration and deregistration rates by form of organisation
Average annual rates 1980–1990 — Per cent

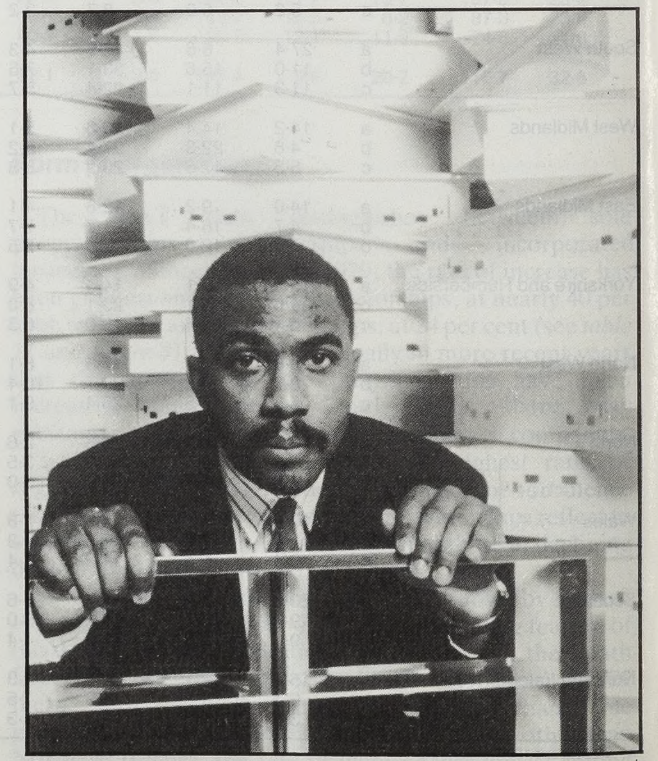
Industry	Registration rate	Deregistration rate	Turbulence (Reg + Dereg)	Net change
Companies	13·6	11·0	24·6	2·7
Sole proprietorships	15·2	12·1	27·3	3·1
Partnerships	11·7	9·7	21·4	1·9

The variation between industries is substantially less among partnerships, with all industries showing some increase, but with the maximum increase just under 100 per cent (see *table 14*). Greater variation is shown by companies, with a decline of more than 12 per cent among retail companies, and a rise of 135 per cent in the numbers in other services.

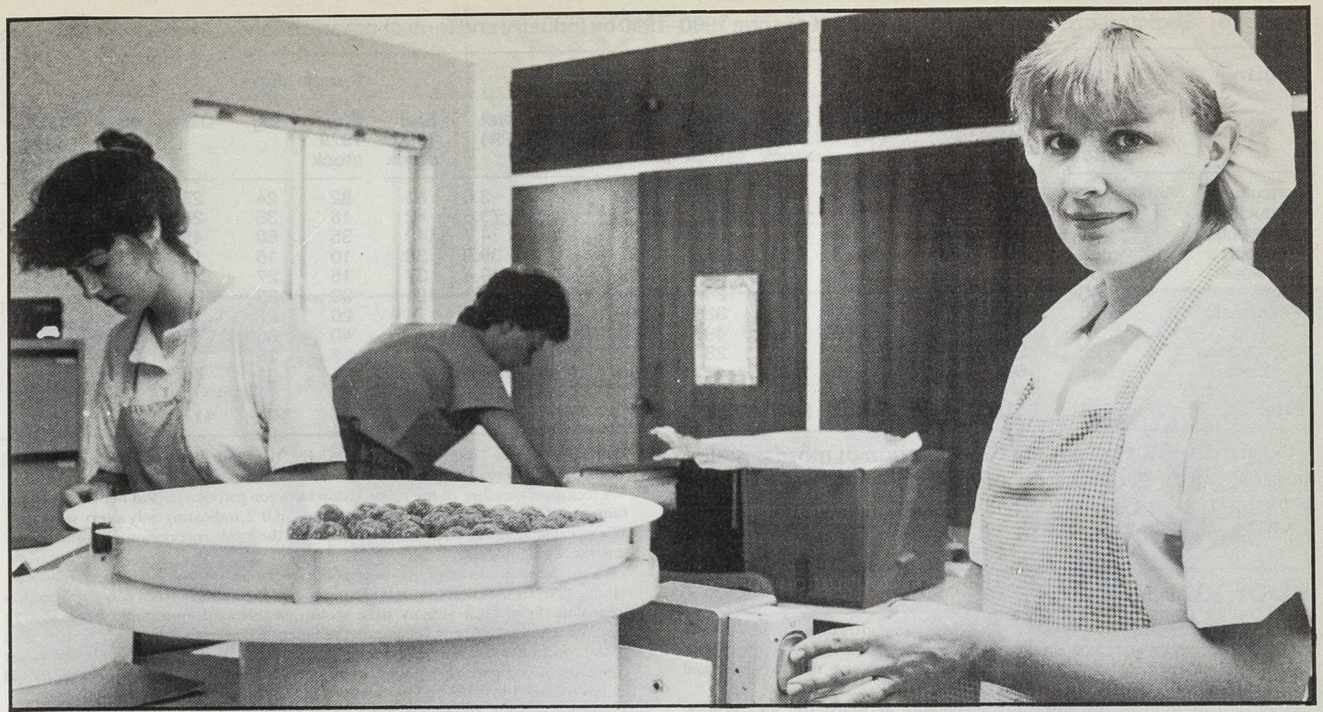
In part, these figures reflect the differing industry mixes of the three types of business, as illustrated in *figure 4*. Sole proprietorships and partnerships are more common in agriculture and retailing, less common in the fastest growing sectors.

Figure 3 Number of businesses by type





Since the end of 1979, the rate of increase has been greatest among sole proprietorships, at nearly 40 per cent.

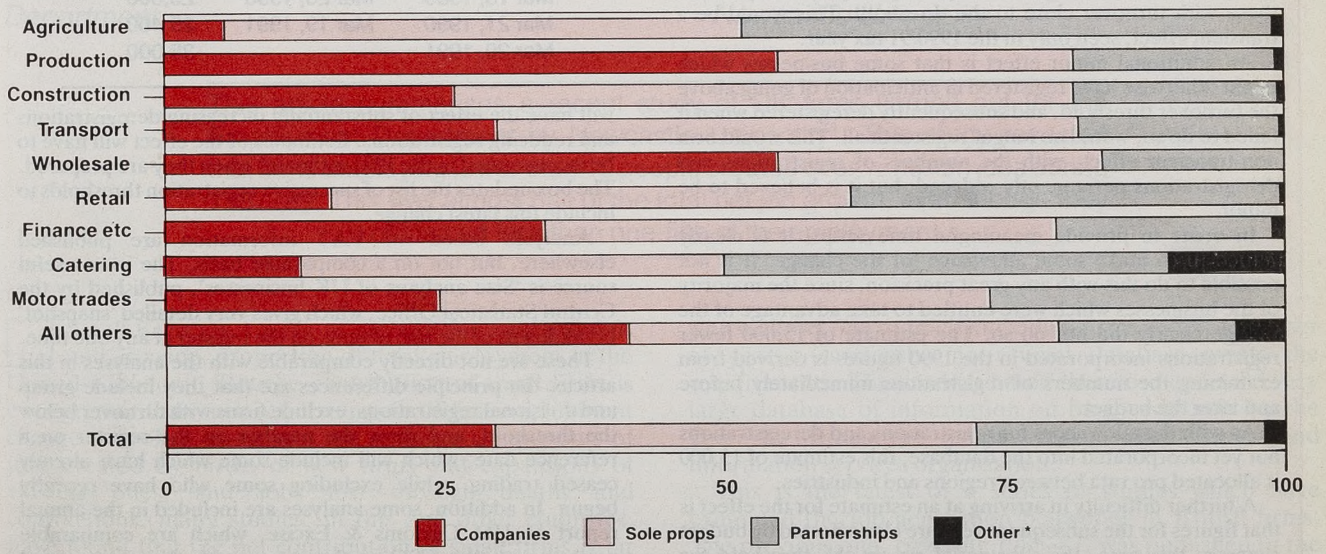


In 1990 the number of businesses rose in each region, and in all industries other than agriculture and retailing.

Table 13 Registrations, deregistrations and net change 1980–1990 by region and form of organisation
Thousands and per cent

Region	Companies					Sole proprietorships					Partnerships				
	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock
South East	170	326	265	35·7	230	156	352	259	59·7	249	86	163	129	39·4	120
East Anglia	13	20	15	38·4	17	23	39	30	35·4	32	15	20	16	26·9	19
South West	25	40	32	34·8	34	52	93	71	40·5	73	44	55	45	23·4	54
West Midlands	34	53	43	28·4	44	44	83	67	36·1	61	31	43	36	24·3	38
East Midlands	23	34	27	32·7	31	37	68	55	36·2	51	26	36	30	25·8	32
Yorkshire and Humberside	28	38	32	19·7	33	41	76	63	31·8	54	31	43	37	18·2	37
North West	38	61	51	27·4	48	51	95	82	24·1	63	36	51	47	12·0	41
North	11	17	13	35·9	15	21	38	32	26·6	26	19	22	19	12·1	22
Wales	12	19	15	35·2	16	31	48	39	28·4	39	27	26	22	14·5	31
Scotland	20	37	27	49·8	30	41	65	54	26·2	51	33	34	31	10·1	37
Northern Ireland	6	6	5	15·8	7	28	26	19	24·0	35	9	8	6	22·6	11
United Kingdom	**378**	**651**	**525**	**33·3**	**504**	**525**	**982**	**773**	**39·8**	**734**	**357**	**501**	**417**	**23·5**	**441**

Figure 4 Distribution by type of business within industry



* Mainly non-profit-making bodies, but also central and local government and public corporations

Table 14 Registrations, deregistrations and net change 1980–1990 by industry and form or organisation Thousands and per cent

Industry	Companies					Sole proprietorships					Partnerships				
	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock	End 1979 stock	Reg	Dereg	Net (%)	End 1990 stock
Agriculture	10	5	5	−2.0	10	84	39	42	−3.6	81	82	24	23	1.3	83
Production	78	107	98	11.9	88	24	60	42	73.8	42	18	36	26	55.3	28
Construction	61	90	80	16.3	71	85	185	121	74.7	149	35	60	45	42.7	50
Transport	19	29	26	17.3	22	27	52	41	39.9	38	10	16	12	37.1	13
Wholesale	57	92	77	25.0	71	25	59	47	49.4	37	15	27	21	38.2	21
Retail	45	44	50	−12.5	39	124	192	195	−2.3	121	99	138	138	.6	100
Finance etc	26	74	44	116.0	56	32	86	44	129.3	74	20	27	16	55.6	31
Catering	13	22	19	19.0	16	49	96	96	.2	49	40	86	74	27.8	51
Motor trades	22	22	24	−9.8	20	28	55	43	41.4	40	17	26	21	25.4	21
All others	48	166	101	135.0	113	47	159	102	121.7	104	21	61	40	99.9	43
Total	**378**	**651**	**525**	**33.3**	**504**	**525**	**982**	**773**	**39.8**	**734**	**357**	**501**	**417**	**23.5**	**441**

Space does not permit the reproduction of more detailed figures, but the equivalents of *tables, 3, 6, 7* and *8* for the separate types of business are available on request from the address given above.

Footnotes

[1] The most recent such article was 'The 1980s—a decade of growth in enterprise: data on VAT registrations and deregistrations', *Employment Gazette*, November 1990. This describes in some detail trends in the 1980s, and also the strengths and limitations of the data.

[2] Another indication of this resilience is the way in which the job creation performance of smaller firms is much less affected by the economic cycle than that of larger firms—see 'Job generation 1987–89; the contributions of small and large firms', pp 589–596 of this issue.

[3] A technical measure of the relationship between turbulence and net change is the rank correlation coefficient, which in this case is 0·2, indicating only a very weak link. When calculated for each county however, the rank correlation is 0·6, which is statistically significant.

[4] Where the rank correlations—at regional level—are 0·9 and 1·0 respectively.

[5] It must be stressed that trends in the number of businesses do not necessarily reflect trends in the overall activity of a sector, measured for example by output or employment. A decline in the number of independent businesses could be the result of the concentration of an unchanging or increasing level of activity in fewer, larger concerns. A comparison of trends in numbers of businesses and total output would be interesting, but is beyond the scope of this article.

[6] There are four additional types of business covered, but these account for negligible numbers. For further details, see *Employment Gazette*, November 1990.

Technical note

A full description of the database was given in the November 1990 *Employment Gazette* article. In particular, that article described the need to include in the estimates allowances for registrations and deregistrations which have not yet been incorporated into the database. It is because of the uncertainty of such allowances that the revisions made to the figures for earlier years are necessary.

It is not intended to reproduce that material and this Technical note covers two specific changes affecting the latest data.

First, the effect on the estimates of the changes to registration requirements introduced in the 1990 budget. Before the changes, a trader was obliged to register as soon as they believed that their turnover for the year would be above the current registration threshold. This requirement was removed in the 1990 budget, for businesses with turnover below £250,000, so that they no longer needed to register until their turnover had actually risen above the threshold.

The most obvious effect of this is to delay the registration of a large number of businesses, in principle by up to a year for those with turnover close to the threshold. This would be a transient effect, seen only in the 1990/91 tax year.

An additional minor effect is that some businesses which might otherwise have registered in anticipation of going above the turnover threshold, and subsequently deregistered when it failed to do so, would no longer register at all. This would be a non-transient effect, with the numbers of registrations and deregistrations permanently reduced; but it is believed to be minor.

In order to provide meaningful time series, it is clearly necessary to make some allowance for the change. It is not possible to do this with any great precision, since the majority of the businesses which were entitled to take advantage of the change clearly did not do so. The estimate of 15,000 fewer registrations incorporated in the 1990 figures is derived from examining the numbers of registrations immediately before and after the budget.

As with the allowances for registrations and deregistrations not yet incorporated into the database, this estimate of 15,000 is allocated pro rata between regions and industries.

A further difficulty in arriving at an estimate for the effect is that figures for the subsequent year are also affected by budget changes: this time, the substantial rise in the threshold for compulsory registration introduced in the 1991 budget. This will have the effect of substantially increasing deregistrations and reducing registrations. Estimates of the effect will have to be incorporated in the 1991 estimates when they are prepared. The box updates the list of successive registration thresholds to include this latest change.

Successive values of the VAT registration threshold

From	To	£ Threshold
Apr 1, 1973	Sep 30, 1977	5,000
Oct 1, 1977	Apr 11, 1978	7,500
Apr 12, 1978	Mar 26, 1980	10,000
Mar 27, 1980	Mar 10, 1981	13,500
Mar 11, 1981	Mar 9, 1982	15,000
Mar 10, 1982	Mar 15, 1983	17,000
Mar 16, 1983	Mar 13, 1984	18,000
Mar 14, 1984	Mar 19, 1985	18,700
Mar 20, 1985	Mar 18, 1986	19,500
Mar 19, 1986	Mar 17, 1987	20,500
Mar 18, 1987	Mar 15, 1988	21,300
Mar 16, 1988	Mar 14, 1989	22,100
Mar 15, 1989	Mar 20, 1990	23,600
Mar 21, 1990	Mar 19, 1991	25,400
Mar 20, 1991	—	35,000

Analyses based on VAT information are published elsewhere, but not on a comparable basis. The most useful source is 'Size analyses of UK businesses', published by the Central Statistical Office, which gives very detailed 'snapshot' breakdowns of the size of units on the register at any one time.

These are not directly comparable with the analyses in this article: the principle differences are that they include group and divisional registrations, exclude firms with turnover below the threshold, and show the number on the register on a reference date, which will include some which have already ceased trading, while excluding some who have recently begun. In addition, some analyses are included in the annual report of HM Customs & Excise, which are comparable neither with the CSO analyses nor with those presented here. ■

Special Feature

WORKING FLAT OUT: The owners of Lullaby Handmade Mattresses, a fast-growing small firm.

Job creation 1987–89: The contributions of small and large firms

by Michael Daly and Martin Campbell
Statistical Services Division, Employment Department

Geoffrey Robson and Colin Gallagher
School of Business Management, Newcastle University

This article summarises a recent study of UK firms carried out for the Employment Department by Newcastle University[1]. This study revealed that firms employing fewer than 10 people created over ½ million jobs during 1987–89. This was almost half of the total net job growth, even though they contained less than one-fifth of the employment.

Small firms are known to account for a substantial, and growing, proportion of total employment in the United Kingdom[2]. But the contribution of small firms is even greater than such results suggest. When employment change is broken down into the separate components of jobs created by births of new firms and expansions of existing ones, and jobs lost through deaths and contractions, many studies, in this and other countries, have found that the net contribution of small firms is far greater than their overall share of employment.

In order to compile such analyses, a database is needed which allows one to track individual firms across a number of years. Currrently, no official database meets the requirements. This study is based therefore upon the very large database of information on businesses held by the Dun & Bradstreet credit rating, marketing, and information services organisation.

This is the latest of a series of studies which have examined the job generation behaviour of British firms. The previous one, covering 1985–87, was published in the February 1990 issue of *Employment Gazette*[3].

Once again, improvements in the quality of the data have enabled significant improvements in the quality of the results.

The study has been described by the respected small firms analyst Graham Bannock as the most significant advance in our understanding of small firms growth since the first such studies were produced in this country. The research was financed by the Small Firms Policy Branch of the Employment Department. The help of Dun & Bradstreet has been invaluable, and is gratefully acknowledged.

Key findings

- **Firms employing fewer than 10 people created more than ½ million jobs between 1987 and 1989, roughly half of the total net growth, despite employing less than one fifth of all people.**
- **Overall job growth was due to the contributions of a large number of firms, and was not concentrated in a few cases of very rapid expansion.**
- **Net job creation of firms was proportionately greatest among firms employing fewer than five people and fell rapidly to the 10–14 size band. It was fairly similar across all size bands from 15 to 2,000 people employed, after which it again fell sharply.**
- **In this latest period, unlike those covered by earlier studies, there was a positive contribution to job growth from all size bands.**
- **When these latest results are set alongside those for earlier studies, it appears that the overall job creation of small firms is less affected by the economic cycle than that of large firms.**

The net increase in employment over a period can be split into four components: jobs gained through births of new firms and expansions of existing ones, and jobs lost through deaths and contractions. Each of these components can be further broken down by the size of the firm—size at the beginning of the period for expansions, contractions and deaths, size at the end of the period for births. For any size range of firms, the *net job generation* is defined as the net contribution to overall employment change of the births, deaths, expansions and contractions for that size band.

Between 1987 and 1989, total employment as measured by the Dun & Bradstreet database[4] increased by 1·1 million. Of this total, 520,000, or nearly half, was accounted for by firms employing fewer than 10 people—despite the fact that they accounted for less than 20 per cent of total employment in 1987 (see *figure 1* and *table 1*).

Table 1 Net job generation, by size of firm

Size band	Net job generation (thousand)	Share of total net generation (per cent)	Share of 1987 employment (per cent)	Net fertility index (ratio of two percentages)
1–4	357	31·7	8·3	3·8
5–9	166	14·7	10·6	1·4
10–14	62	5·5	7·8	0·7
15–19	30	2·7	5·6	0·5
20–24	19	1·7	2·1	0·8
25–29	13	1·1	1·5	0·7
30–39	24	2·1	3·1	0·7
40–49	20	1·8	2·3	0·8
50–69	43	3·8	4·0	1·0
70–99	41	3·7	4·0	0·9
100–199	85	7·6	6·6	1·2
200–299	35	3·1	3·3	0·9
300–499	3	0·3	3·9	0·1
500–699	33	2·9	1·8	1·6
700–999	22	1·9	1·9	1·0
1,000–1,499	8	0·7	1·8	0·4
1,500–1,999	15	1·3	1·1	1·1
2,000–4,999	13	1·1	4·0	0·3
5,000–9,999	14	1·3	3·6	0·4
10,000+	125	11·0	22·9	0·5
Total	**1,127**			

Figure 1 Comparison of shares of job generation and employment, by size

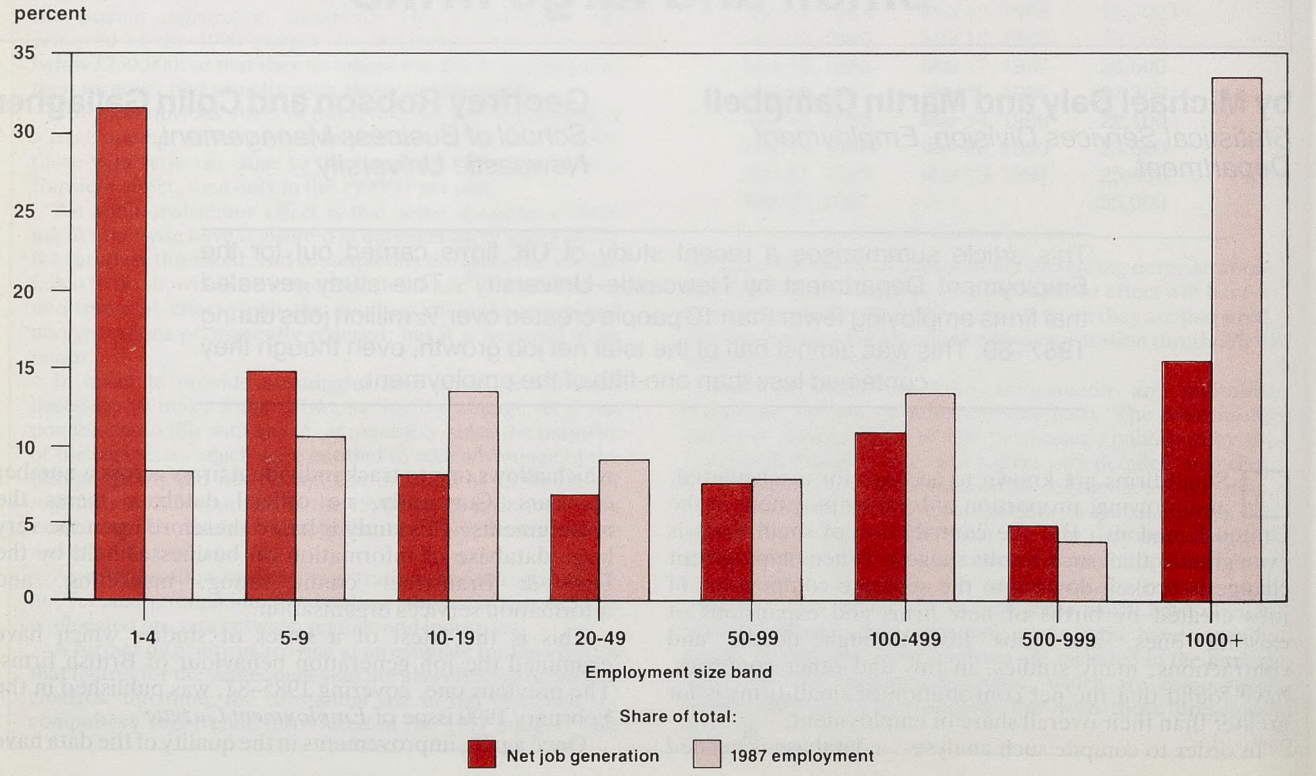


Table 2 Components of job generation by size of firm

Size band*	Births	Deaths	Contractions	Expansions	Net job generation	1987 base
Number of jobs (thousands)						
1–4	323	228	29	290	357	1,213
5–9	217	217	58	224	166	1,555
10–19	141	196	90	237	92	1,973
20–49	55	99	53	173	76	1,318
50–99	29	63	46	165	85	1,150
100–499	31	91	100	283	123	1,966
500–999	2	15	28	96	55	558
1,000+	5	46	146	363	174	4,900
Total	**802**	**955**	**551**	**1,831**	**1,127**	**14,633**
Number of jobs as a percentage of total in size band in 1987						
1–4	27	19	2	24	29	
5–9	14	14	4	14	11	
10–19	7	10	5	12	5	
20–49	4	8	4	13	6	
50–99	3	5	4	14	7	
100–499	2	5	5	14	6	
500–999	0	3	5	17	10	
1,000+	0	1	3	7	4	
Total	**5**	**7**	**4**	**13**	**8**	

essary detail.

Table 3 Components of job generation by size of firm: number of firms involved

Size band	Births	Deaths	Contractions	Expansions	No change	1987 base
Number of firms (thousands)						
1–4	135·2	87·1	20·6	92·8	245·1	445·6
5–9	34·0	33·4	24·5	51·6	124·6	234·1
10–19	11·0	14·9	21·7	35·0	79·6	151·2
20–49	2·0	3·5	6·9	12·1	22·0	44·5
50–99	0·5	1·0	3·5	6·2	6·7	17·4
100–499	0·2	0·5	2·7	4·5	2·9	10·6
500–999	0·0	0·0	0·2	0·4	0·3	0·9
1,000+	0·0	0·0	0·2	0·6	0·2	1·0
Total	**182·8**	**140·3**	**80·4**	**203·1**	**481·4**	**905·2**
Number of firms, as a percentage of total in size band in 1987						
1–4	30	20	5	21	55	
5–9	15	14	10	22	53	
10–19	7	10	14	23	53	
20–49	4	8	16	27	49	
5—99	3	6	20	36	39	
100–499	2	5	25	42	27	
500–999	0	0	22	44	33	
1,000+	0	0	20	60	20	
Total	**20**	**15**	**9**	**22**	**53**	

A summary means of looking at variation across size bands is to compare each size band's share of net job generation with its share of total employment in 1987. The resulting ratio, which we have dubbed the 'net fertility index', is also given in *table 1*, and illustrated in *figure 2*, together with similar ratios of job gain and job loss. The interpretation of these indices is that a value greater than one indicates a disproportionately large share of net job generation (or job gain or job loss), a value less than one a disproportionately small share.

The job gain index fell sharply from the 1–4 size band to the 5–9, and again to the 10–14. Thereafter, it remained fairly stable across all size bands up to around 2,000, after which it dropped sharply again. The job loss index, although also highest for the 1–4 size band, fell more gradually. It also shows stability over a range of size bands, but begins to decline again rather earlier than the index of job gain[5].

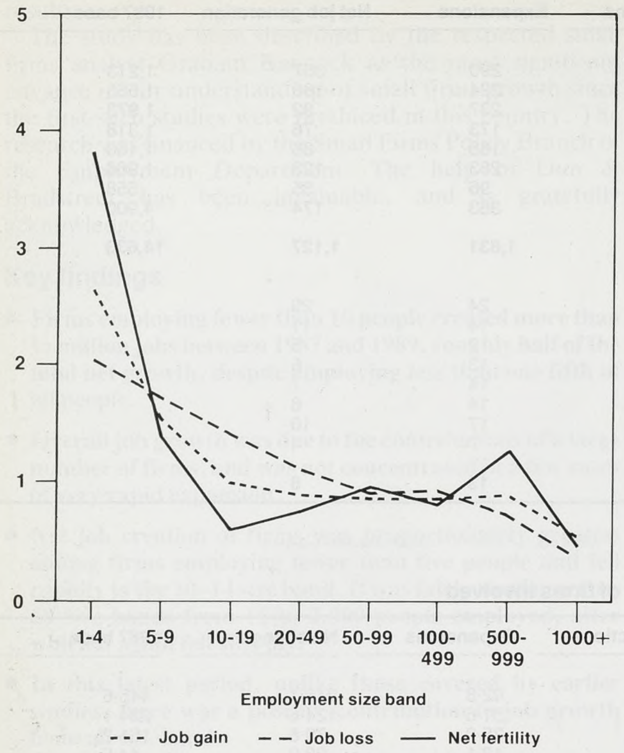
The net result of these is a fertility index which is much higher in the 1–4 band than in any other. There is a definite dip, reaching bottom in the 10–19 size band. A similar phenomenon was observed in the previous study, and it has been tentatively suggested that this possibly reflects a particularly difficult stage of development for small firms. For example, it has been suggested[6] that the management style of a business necessarily changes at around this point.

More detail of the components of job generation is given in *table 2*. The largest component in overall job growth was expansions of existing firms, which created an estimated 1·8 million additional jobs. A further 0·8 million jobs were created by new births, with 1 million being lost by deaths and ½ million by contractions.

As one would expect, births were concentrated in the lower size bands—only in the 1–4 and 5–9 bands did jobs created by births outweigh jobs lost through deaths. Relative to shares of employment, expansions were vastly greater in the 1–4 than in any other size band. In all size bands, expansions outweigh contractions, but in the 5–9 and 10–19 size bands, jobs gained by expansions are outweighed by the combined effects of deaths and contractions.

The numbers of firms involved in the various components in each size band are shown in *table 3*. An important result is that overall, less than half of all firms showed any employment change over the two years, the proportions being highest in the smaller size bands (see *figure 3*). This is further confirmation of the limited growth ambitions of many businesses[7].

Figure 2 Job gain, loss and net fertility indices 1987-89*



* The job gain index is the ratio of a size band's share of overall job gain (births plus expansions) to its share of total 1987 employment. Thus, a value greater than 1 represents a disproportionately large share of job gain, a value of less than 1 a disproportionately small share. The indices of job loss and net fertility are defined similarly.

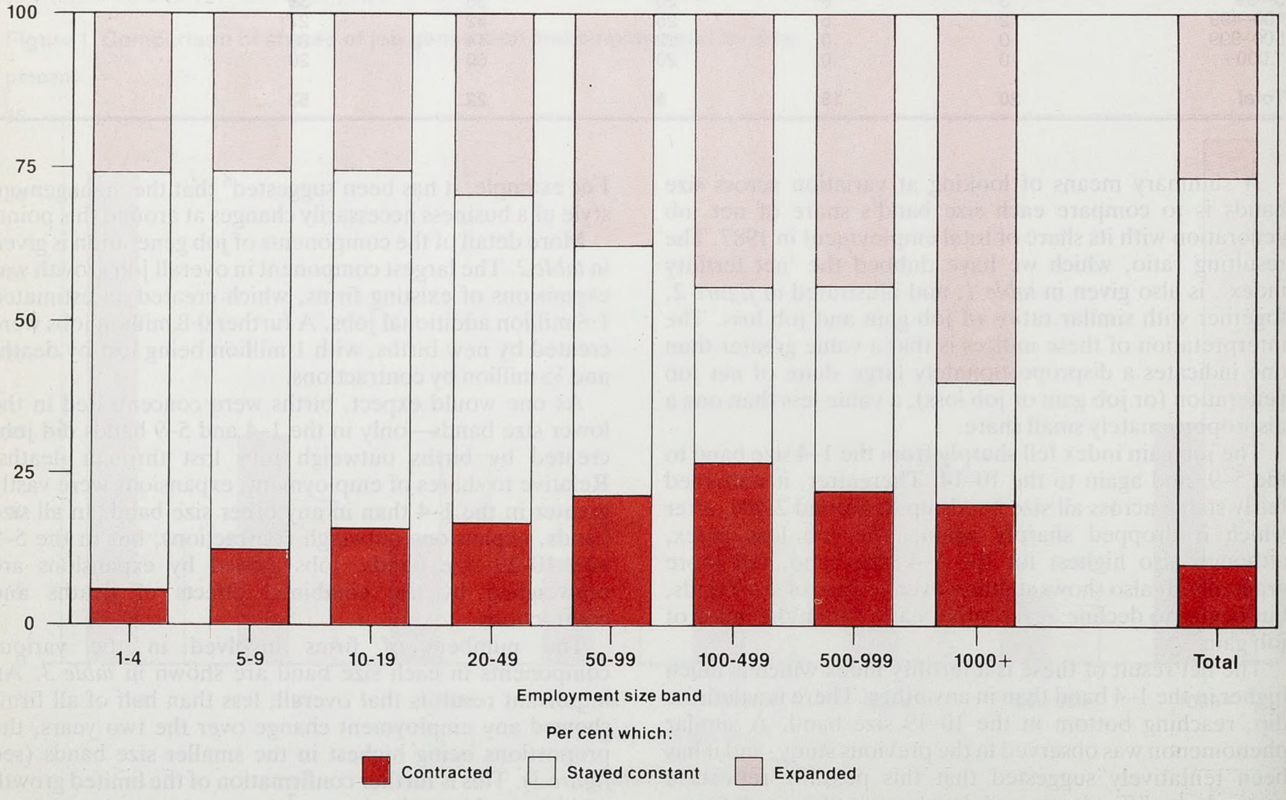
The likelihood of a firm dying is shown to be greatest among smaller firms. Expanding firms outnumber contracting firms in all size bands.

Comparison of *table 2* and *3* shows that the very high net job generation of the 1–4 size band is the result of the interaction of a number of factors. Deaths were higher than in any other size band, but were outweighed by births. Expansions were no more common than in other size bands, but on average created proportionately more jobs. Contractions were much less common than in larger firms, and accounted for proportionately far less job loss.

It has been suggested following publication of earlier results that the high net job generation figures for smaller firms are substantially influenced by a very small number of firms undergoing very rapid expansion. The potential implications of this would be twofold. Firstly, there would be an implication for the reliability of the results. If the figures were heavily dependent on only a few records, which may have been grossed up by a substantial factor, the possibility of error would obviously be greatly increased. But there would also be a policy implication. If it were truly the case that most job growth was accounted for by a tiny proportion of firms, the argument for attempting to identify those firms in order to target assistance to them—frequently referred to as a policy of 'picking winners'—would be a more compelling one.

The extent to which the assertion is true can be seen from *table 4*. This shows that the overall net job generation of firms employing 1–4 people in 1987 and which survived until 1989 was 262,000 (that is, equal to expansions minus contractions from *table 2*). Over half of this was accounted for by firms moving from the 1–4 to the 5–9 size band, of which there were no fewer than 48,000, and only 12,000 (less than 5 per cent) by the 600 or so firms expanding beyond 20 people.

Figure 3 Firms* with expanding, contracting or constant employment



*Percentages of firms which survived from 1987 to 1989

Moreover, great care was taken in the estimation procedure not to give undue weight to those firms exhibiting very rapid growth (see Technical note for further details).

Comparison with earlier results

This is the fourth such study carried out using the Dun & Bradstreet data, previous ones covering the periods 1971–81, 1982–84 and 1985–87. Comparison with these earlier studies needs to be undertaken with care, since changes can to some extent be due to improvements in the methodology as described in the technical annex—many of which flow from improvements to the quality of the basic database.

One particular change introduced in this latest study is to increase the number of size bands into which the results are broken down from the six shown in *figure 4* to the 20 shown in *table 1*.

One basic result which has come from all the studies is that small firms make the greatest contribution to job generation, as illustrated in *figure 4*. There are a number of other points in this chart worthy of comment. Most obviously, the range of variation in net fertility across size bands is greatly reduced in the latest study. As stated above, it is probably the case that this is due at least in part to improvements in the data/methods.

The line for 1982–84 is very different from that for the other periods. This could be because, as is argued below, the relative contributions of small and large firms are very different in times of recession.

There is a tendency for the graph of net fertility to dip in the 20–49 size band. This is most marked for 1985–87, where it goes from a positive value in the 1–19 band to a negative value and then back above zero, and least marked for 1982–84, where it is visible only as a slightly steeper

SIGN OF THE TIMES: Links Signs of Hastings is a small firm which is expanding and generating new jobs, aided by the development of an extensive network of contacts.

Table 4 Transition matrix for surviving firms

Size band in 1987		1–4	5–9	10–19	20–49	50–99	100–499	500–999	1,000+	Total (Size band in 1989)
1–4	a	803	152	28	2	0	0	0	0	985
	b	826	300	107	13	1	0	0	0	1,247
	c	300,749	48,409	8,784	570	21	3	0	0	358,536
5–9	a	80	1,040	198	20	0	0	0	0	1,338
	b	42	1,059	334	66	3	1	0	0	1,504
	c	13,090	157,536	27,256	2,745	57	6	0	0	200,689
10–19	a	35	112	1,402	222	7	0	0	0	1,777
	b	9	71	1,439	376	27	2	1	0	1,924
	c	3,060	9,828	107,826	15,081	437	19	1	0	136,252
20–49	a	3	5	39	421	13	2	0	0	481
	b	0	1	27	458	32	12	1	0	533
	c	114	206	1,758	18,164	530	76	2	0	20,850
50–99	a	2	3	12	607	104	9	0	0	738
	b	0	1	5	605	159	36	0	0	806
	c	62	86	344	16,810	2,626	244	0	0	20,172
100–499	a	3	3	5	71	934	986	5	2	2,007
	b	0	0	1	48	945	1,193	31	14	2,232
	c	33	42	73	1,190	13,749	8,138	35	11	23,281
500–999	a	1	0	0	2	9	859	75	7	955
	b	0	0	0	0	3	886	120	22	1,031
	c	5	1	2	9	38	2,981	199	18	3,253
1,000+	a	1	0	0	1	1	37	438	1,093	1,571
	b	0	0	0	0	0	22	448	1,229	1,700
	c	1	0	0	2	1	60	638	774	1,476
Total	**a**	**928**	**1,315**	**1,683**	**1,346**	**1,068**	**1,893**	**517**	**1,101**	**9, 851**
	b	**877**	**1,432**	**1,912**	**1,566**	**1,171**	**2,153**	**602**	**1,265**	**10,997**
	c	**317,114**	**216,107**	**146,043**	**54,571**	**17,460**	**11,527**	**885**	**803**	**764,509**

a—Aggregate 1987 employment (thousands).
b—Aggregate 1989 employment (thousands).
c—Number of firms.

Table 5 Net job generation: comparison of time periods

Millions

	Size band		
Study period	1–19	20+	Total
1982–84	+1	−¾	+¼
1985–87	+½	0	+½
1987–89	+½	+½	+1

Note: comparable figures are not available from the 1971–81 study.

decline between the 1–19 and 20–49 than between the 20–49 and 50–99 bands.

For the latest period only, the low point is known actually to be in the 15–19 size band. There is no way of knowing whether this was also the case in earlier years, as it is not possible further to disaggregate the results of previous studies.

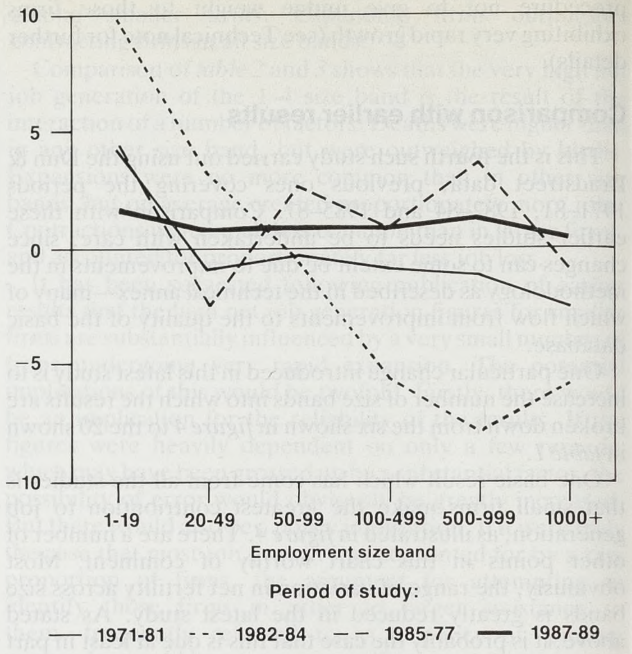
The overall job generation, in numbers of jobs, of firms employing fewer than and more than 20 people are compared in *table 5*. This shows that the overall contribution of the smaller firms has varied much less across time—and hence across different stages of the economic cycle—than that of the larger firms. While it would be going too far—given the degree of comparability of the various studies—to assert that job generation by smaller firms is actually greater in times of recession, it is certainly more resilient to the effects of recession[8].

There are a number of possible reasons why this could be the case, but it must first be emphasised that this is *not* saying that small firms are immune to recession—they suffer the same effects as larger firms. Rather, it is implying that although there are obvious negative influences on small firms from recession, there are also some positive influences, which apply to a lesser degree or not at all to large firms. One such factor for example is that large firms may seek to withdraw from marginal or less profitable activities, leaving open niches for small firms either to provide specialised goods and services, or to operate in a local market. Large firms may also seek to subcontract peripheral activities such as cleaning and catering, offering opportunities for start-up or expansion of small businesses. Another factor is the possibility of significant numbers of people being made redundant by larger firms—or at least fearing the possibility—and setting up in business on their own account as an alternative response to the challenge of finding work.

Further research has already been commissioned by the Employment Department to investigate this and other aspects of the results. Further light will be shed by the results for the 1989–91 period. ■

Jestar, a small firm was started in 1987 by a group of people with extensive experience of the automatic industry.

Figure 4: Net fertility indices from successive studies



Summary of findings

- **These results provide further evidence of the vital role that the aggregate of small firms play in the economy.**
- **The results shown in *table 4* give little encouragement to the notion that assistance can be very effectively targeted; beyond the benefits of concentrating attention on those firms which actually wish to grow.**
- **There is further evidence that there is a size range in which small firms suffer 'growing pains'.**
- **The proportion of firms which grew over a two-year period is less than one in four; in line with survey evidence that the majority of small businesses have no long-term growth plans.**
- **The aggregate job generation of small firms seems to be remarkably stable in the face of changes in the economic cycle.**

Footnotes

[1] *The growth of UK companies 1987–89 and their contribution to job generation*, Robson, Gallagher and Daly, School of Business Management, University, Newcastle upon Tyne NE1 7RU. Price £25.

[2] See example 'Size distribution of UK firms', Bannock and Daly, *Employment Gazette*, May 1990, pp 255–258.

[3] 'The growth of UK companies 1985–87 and their contribution to job generation, Gallager, Daly and Thomason', *Employment Gazette*, February 1990.

[4] This is not quite the same as official estimates of employment change. For a discussion of the differences, see the section on grossing up in the Technical Note.

[5] Interpretation of this pattern is hampered by the somewhat erratic changes between 300 and 2,000 employed. These reflect the fact that there are relatively few firms in these larger size bands, so that very marked changes in a small number can influence the overall figures for the size band.

[6] See for example 'Management succession and the stages of small business development', Clifford, Nilakant and Hamilton, *International Small Business Journal*, Vol 9, No 4, pp 43–55.

[7] This is known from other sources: for example, the *NatWest Quarterly Survey*, Vol 7, No 3 found that less than 50 per cent of firms plan to expand.

[8] This phenomenon has also been observed in the United States—see *Job Creation in America*, Birch, 1988.

Technical note

The construction of the estimates falls into three stages: file matching, validation, grossing up.

File matching

Dun and Bradstreet do not directly maintain historical employment records for individual firms; their database holds only the latest available value. In order to construct the necessary files for these analyses, the first step is to take the entire Dun & Bradstreet file as it stood at the end of 1989, and to match it against the similar file created at the end of 1987, using the unique identification numbers of the firms on the file.

This sorts records into three categories: births (firms present on the 1989 file but not in 1987); deaths (those present in 1987 but not 1989); and survivors (those present in both years). Records for subsidiaries or branches of other businesses were discarded, as were those with incomplete information (for example, no recorded employment).

Some initial adjustments were made to these files. Some records can be added to the Dun and Bradstreet database long after they start up, as the coverage of the file is improved, and it would be inaccurate to classify these as births. Therefore, those apparent births with recorded dates of start-up prior to mid-1987 were deleted from the births file. Similarly, those apparent deaths whose details had, in 1987, not been updated since 1985—these were assumed either to have died well before the study period, or to have been dropped from the file coverage owing to lack of interest in the firm. The cut-off points were chosen with considerable care, so as to measure as well as possible births and deaths over the same two-year period.

This is difficult for two main reasons. First, births of new firms are not recorded immediately, so the file at the end of 1989 will not include all births in 1989. So the new records added between 1987 and 1989 with start-up date after December 31st 1987 will not represent two years worth of births, but a slightly shorter period. It was estimated that including all those with a start-up date after mid-87 would give approximately two years' worth of births.

The second problem is that, while the actual date of firm's birth is recorded, its date of death is not. So there is no direct way of ascertaining whether a firm which was removed from the file between 1987 and 1989 actually ceased trading in that period, or earlier. A clue to this however is given by the date of last revision carried on the 1987 file, since the date of death must certainly be later than this. The decision to include all apparent deaths with last revision in 1985 or later was based on analysis of the pattern of last revision dates, and investigation of a small sample of cases.

Finally, only those survivors whose records had been updated between 1987 and 1989 were considered in the analysis.

After all these adjustments, there were records for 120,000 firms, of which 45,000 employed fewer than 10 people.

Validation

There are three main reasons why the data thus assembled needed further validation. Firstly, there is the possibility of simple errors in the data—eg mistakes as trivial as an extra zero being typed on the end of an employment number. Secondly, the file matching process described above is liable to some errors. For example, restructuring of large firms may result in the apparent birth of another, when in reality they are the same business but with a changed name. Thirdly, spurious employment changes can result from changes in the way data are reported, for example, the decision to include all overseas workers in one year's figures but not another's.

It would clearly not be possible to validate each individual record on the database. Instead, a similar strategy was used to that adopted for the previous study. A sample of records in each of the three categories was chosen for detailed examination, with the proportion included in the sample ranging from 100 per cent of extreme outliers (that is births and deaths of firms employing over 1,000 people, survivors with employment changes of more than 100 per cent) to very small proportions of records showing more plausible results. A number of different sources were used to validate the records, including the more detailed data held by Dun & Bradstreet, and the companies filed accounts, both of which include records of significant events such as mergers and takeovers, as well as providing a simple check on the accuracy of the figures.

The process was time-consuming, but we believe it was justified. To accept all records without validation would give results of little worth, since some changes were so extreme. The only readily apparent alternative would be to set arbitrary cut-off points, and reject all records which fell outside these ranges. Apart from the difficulty of selecting the appropriate cut-offs, such a procedure would run a substantial risk of eliminating a number of genuine records. Apart from the general effect on the reliability of the end results, this would disguise the importance of 'high-fliers' in overall job generation. Some examples of apparently extreme records, which on examination were found to be entirely correct, are given in the panel.

Examples of apparent outliers which were fully validated

Births

Company A: management consultants in Devon, started in 1987, which by the end of 1989 employed 1,286, and had annual sales of £19 million.

Company B: an arm of a foreign company engaged in iron smelting, started and incorporated 1987 with 835 employees and with an annual turnover of £40 million.

Deaths

Company A: electrical plumbing contractors based in Glasgow received a petition for compulsory winding up on July 19, 1989, with the loss of 800 jobs. No turnover figure.

Company B: major city investment bankers dissolved during 1989, with the loss of over 3,000 employees.

Survivors

Company A: holding company for an American manufacturing concern based in Glasgow. Employment reduced from 415 to 173 from mid-1989 with accompanying fall in turnover from 22·5 to 7·9 million.

Company B: A chain of brewing and leisure concerns, with head office in London. Employment at December 1987 of 2,245 increasing through expansion of leisure business to 6,251 at end 1989. Corresponding turnover increased from 70 to 526 million.

Two particular problems which had to be tackled during the validation were the issue of mergers, and the inclusion of overseas employment. In the results presented here, employment gain in an individual company which arises solely through merger and acquisition activity is not included in the job generation totals. In order to preserve the consistency of the components, it is therefore necessary to make equivalent adjustments to the estimates of deaths, so that companies which are taken over by others are not included. This is a topic which one could debate at length, as there is certainly a case for counting expansion through acquisition as genuine job generation. Our decision to exclude the effects of such activity is based largely on the fact that otherwise the results for the 1,000 plus size range are grossly distorted, with very high numbers of jobs lost by deaths and gained by expansions. ▶

Technical note (continued)

There is no reason for debate over the treatment of overseas employment, which clearly has no place in these analyses. Unfortunately, the employment recorded by Dun and Bradstreet is in many cases the figure recorded in a company's accounts, which can include worldwide employment. Worse, a number of the records with large employment growth which were validated were found to have included overseas employment in one year but not in another. As well as correcting such individual cases, an overall correction was made to the employment figures in these large size bands.

Grossing up

The coverage of the Dun & Bradstreet database for larger firms is very good—effectively 100 per cent. Only a proportion of smaller firms, however, are covered. While some results could be obtained from the ungrossed results—for example, the net fertility indices—there is clearly much to be gained from grossing up the figures in some way to give a representative picture of the whole economy.

Apart from the obvious desirability of knowing just how many jobs are created by small firms, the grossing up procedure provides an invaluable check on the quality of the results, in that if there were major biases in the database, or major errors in the analytical procedures, one would expect to obtain grossed up estimates of, for example, total employment growth, which bore no resemblance to reality.

Grossing up the figures is by no means straightforward, since the database is not a systematic sample, covering known proportions of businesses. The basic method, as in the previous study, was to compare the size distribution of the firms on the database with that derived from other sources[1]. Despite the improvements in the coverage of the database in recent years, it has data for only a small proportion of the smallest businesses, which are effectively self-employed people working alone.

It was decided that to gross up the results in the smallest size band by a large enough factor to give the same total number of firms as in the reference distribution would be certain to yield misleading estimates. In practice, although the database does contain records for firms with employment of one, it effectively excludes certain categories of self-employed people, such as labour-only subcontractors.

One additional feature of the grossing procedure was the use of reduced grossing factors for firms showing large employment changes, so as to avoid placing too much weight on outliers.

Ideally, one might hope to find the grossed results matching data from other sources in four ways: total number of firms, total employment, change in number of firms, change in employment. Given the uncertainties and approximations involved in the work, it would be surprising to find a close match on all four characteristics. A general difficulty is that there is no set reference date for the Dun & Bradstreet data—employment figures for some firms will be right up to date, that for others considerably out of date. For any individual firm, the employment change between the 1987 and 1989 files might cover a period either greater or less than two years (although the average period covered should be two years). Comparisons therefore can only be very general.

Overall, the grossed up results reflect the lower coverage of smaller firms in the Dun and Bradstreet database, and also a tendency to adopt cautious aproach in the grossing up procedures.

The grossed up number of firms in 1987 was 900,000. This is very similar to the number of active incorporated businesses, rather lower than the estimated total number of firms employing more than one person. This is a reflection of the less complete coverage of smaller firms by Dun and Bradstreet, and possibly of an overly cautious approach to the grossing of the lowest size band.

The grossed number of firms increased by 5 per cent over the period, similar to the increase in the number of incorporated businesses, rather less than the increases in the number of VAT-registered businesses and in self-employment. Again, this reflects both the coverage of the database and the cautious approach to grossing.

Total 1987 employment was 14·6 million. The comparable official estimate was around 18 million. Growth over the two years was 1·1 million from the grossed up Dun & Bradstreet data, around 1·5 million from official sources. (A particular difficulty with the employment numbers is the treatment of public corporations, particularly those transferred to the private sector. While Dun and Bradstreet generally exclude public corporations, they invariably include those which have been privatised. This can lead to spurious births, which have to be removed during validation. While not affecting the reliability of the results, this does make the identification of the appropriate employment total for comparison even more difficult).

Overall, these comparisons are about as close as one might reasonably expect, given the uncertainties involved. There is some sign of a consistent tendency to underestimate the grossing factors, reflecting an arguably over-cautious approach to this aspect of the analysis. If anything, therefore, it is probable that the results contained in this article understate the job generation performance of small firms. ■

Footnote

[1] The principal source used was the size distribution in 'Size distribution of UK firms', Bannock and Daly, *Employment Gazette*, May 1990, pp 255–258.

Labour Market Data

Contents

Publication dates of main economic indicators Nov 1991–Jan 1992

Labour Market Statistics: Unemployment, employment, vacancies, earnings hours, unit wage costs, productivity and industrial disputes	**Retail Prices Index**
November 14, Thursday	November 15, Friday
December 19, Thursday	December 13, Friday
January 16, Thursday	January 17, Friday

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

Unemployment and vacancies: 071-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service)
Employment and hours: 0928 715151 ext. 2564/5/6.
Average Earnings Index: 0928 794591/794547.

Commentary

Labour market commentary

Summary

The workforce in employment in the United Kingdom was 26,177,000 in June 1991. This represents a fall of 220,000 in the second quarter of 1991 and a fall of 712,000 over the year to June 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,711,000, is estimated to have fallen by 36,000 in August 1991. Employment in manufacturing fell by 342,000 over the year to August 1991, compared with a fall of 57,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 35,700 between August and September 1991 to 2,460,600. This was the eighteenth consecutive month that unemployment has risen. The level is now 854,000 higher than in March 1990 when the current upward trend began.

Unemployment is at its highest level since February 1988 (2,471,500) but remains 663,400 (21·2 per cent) lower than at its peak in July 1986. The unemployment rate in September 1991 was 8·7 per cent of the workforce, an increase of 0·2 percentage points from the rate for August.

The underlying rate of increase in average earnings in Great Britain in the year to August 1991 was 7¾ per cent (provisional estimate). Average earnings are now 2½ per cent lower than July 1990 peak.

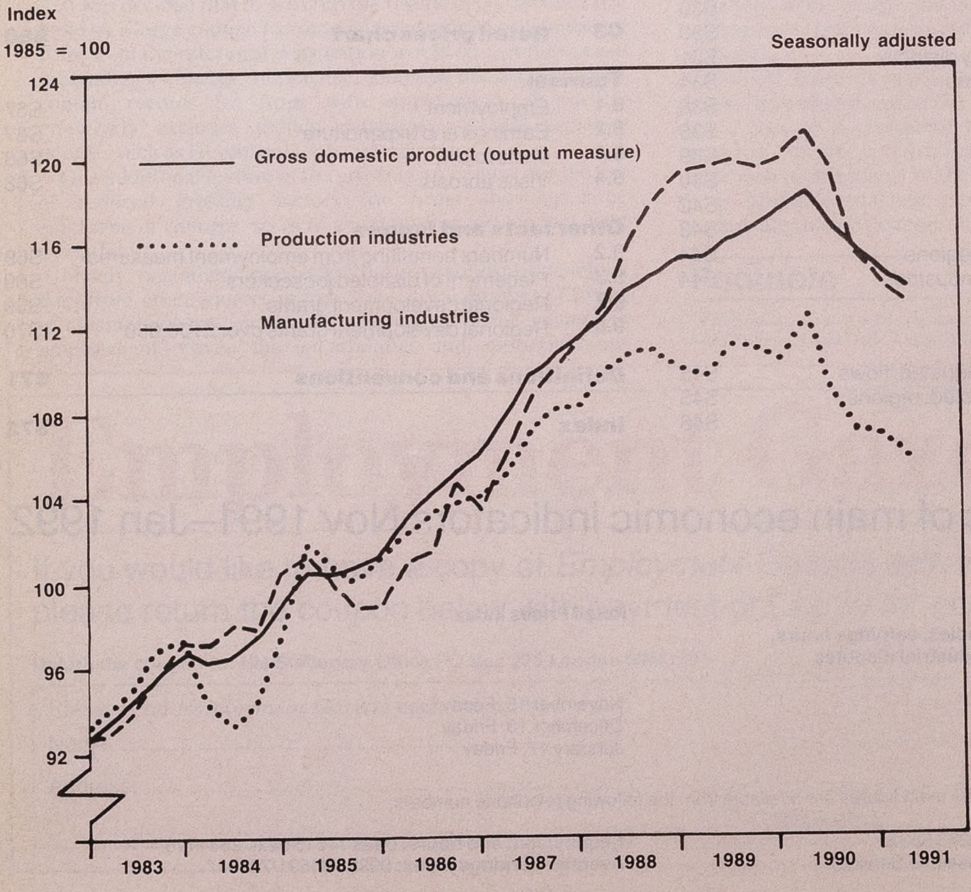
Output for the manufacturing sector in the three months ending August 1991 was 5¾ per cent lower than in the three months ending August 1990. Unit wage costs in manufacturing in the three months to August 1991 were 7¾ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 4·1 per cent in September 1991, compared with 4·7 per cent for the year to August 1991.

It is provisionally estimated that 0·7 million working days were lost through stoppages of work due to industrial disputes in the 12 months to August 1991. This compares with 2·6 million days lost in the previous 12 months and an annual average over the ten year period ending August 1990 of 6·3 million days.

Overseas residents made an estimated 1,195,000 visits to the United Kingdom in July 1991, while United Kingdom residents made about 3,360,000 visits abroad.

OUTPUT INDICES: United Kingdom



Economic background

The latest estimates for the United Kingdom economy show that *Gross Domestic Product* (GDP) in the second quarter of 1991 was ½ per cent lower than in the previous quarter, and was 3½ per cent lower than in the same quarter of 1990.

Output of the production industries in the three months to August 1991 increased by 1½ per cent compared with the previous three months, and was 3½ per cent lower than in the same period a year earlier.

Manufacturing output in the three months to August 1991 was almost unchanged from the previous three months and was 5½ per cent lower than in the same period a year earlier. Within manufacturing, between the two latest three-month periods, there were increases of 3 per cent in the output of the chemicals industry, 1 per cent in the output of textiles and clothing, 'other minerals', and 'other manufacturing', whilst the output of the metals industry was almost unchanged. There were falls of 1 per cent in the output of engineering and allied industries and the output of food, drink and tobacco.

In the three months to August 1991 output in the energy sector was 5½ per cent higher than in the previous three months and was 3½ per cent higher than in the same period a year earlier.

Latest estimates suggest that in the second quarter of 1991 *consumers' expenditure* was £67·7 billion (at 1985 prices and seasonally adjusted), approximately the same as the level of spending of the previous quarter but 1½ per cent lower than the same period a year earlier.

The provisional September 1991 estimate of the volume of *retail sales* is the same as the figure for August but below the level for July 1991. Over the period July 1991 to September 1991, sales were ½ per cent higher than in the previous three months (after seasonal adjustment) but ½ per cent lower than in the same period a year earlier.

New *credit advanced to consumers* in August 1991 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £3·9 billion (seasonally adjusted), compared with £4·3 billion in July and £3·7 billion in June 1991. *Total consumer credit* outstanding at the end of the second quarter of 1991 is estimated to have been £52·6 billion (seasonally adjusted), £0·2 billion less than at the end of the first quarter of 1991.

Fixed investment (capital expenditure, see Table 0.1 note 8 for definition) in the second quarter of 1991 at constant prices was estimated to have been 3 per cent lower than in the previous quarter and 14 per cent lower than the same period a year earlier. Fixed investment *by the manufacturing industries* (including leased assets and seasonally adjusted) for the second quarter of 1991 was 6 per cent lower than in the previous quarter and over 19 per cent lower than in the first quarter of 1990.

The latest estimate of *stockbuilding by manufacturers, wholesalers and retailers* in the second quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £1,883 million following a fall of £1,310 million in the previous quarter.

Manufacturers reduced their stocks by £889 million following a fall of £591 million in the previous quarter. Wholesalers' stocks fell by £245 million in the second quarter following a fall of £136 million in the previous quarter. Retailers reduced their stocks by £401 million following a reduction of £227 million in the previous quarter.

Visible trade in the three months to September 1991 was in deficit by £2·1 billion, little changed from the previous three months. The surplus on trade in oil was £0·4 billion in the three months to September while the deficit on non-oil trade fell by £0·2 billion to £2·5 billion.

The *volume of exports* in the three months to September 1991 was 1 per cent higher than in the previous three months and 5 per cent higher than a year earlier. *Import volume* in the three months to September 1991 was 1½ per cent higher than in the previous three months but 1 per cent lower than a year earlier.

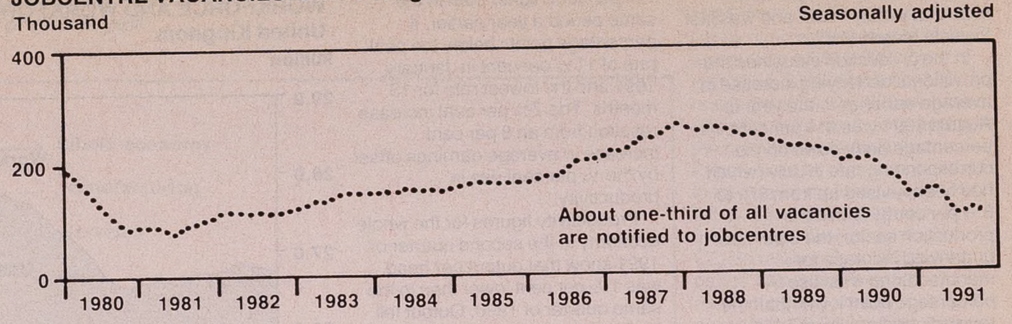
The *current account of the balance of payments* in the three months to September 1991 was estimated to have been in deficit by £1·5 billion, compared with a deficit of £0·7 billion in the previous three months.

Sterling's effective *Exchange Rate Index* (ERI) for September 1991 was 91·1 (1985=100) up ½ per cent on August 1991. The currency rose by 2½ per cent against the US Dollar, by ½ per cent against the Japanese Yen, but fell by ½ per cent against the Deutschemark. ERI was 3 per cent lower than September 1990; over the period sterling fell by 8 per cent against the US Dollar, by 11 per cent against the Japanese Yen and by 1 per cent against the Deutschemark.

On September 4 1991, the UK *base lending rate* was reduced from 11 per cent to 10·5 per cent which follows the ½ per cent reduction announced on July 12.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in September 1991 is provisionally estimated to have been £2·9 billion. Privatisation proceeds were negligible in September 1991. The PSBR excluding privatisation proceeds was £14·4 billion in the first six months of 1991–92, compared with £7·1 billion in the same period last year.

JOBCENTRE VACANCIES: United Kingdom



Employment

New figures are available this month for the United Kingdom workforce in employment for June 1991 and for employees in the production industries in Great Britain in August 1991.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 26,177,000 in June 1991. This represents a fall of 712,000 over the year and a fall of 220,000 in the second quarter of 1991. It is now 712,000 below the June 1990 peak (assuming no change in self-employment).

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 36,000 in August 1991 to 4,711,000. This follows falls of 33,000 in July, 43,000 in May and 36,000 in June 1991. Over the year to August 1991, employment in manufacturing industries fell by 342,000 compared with a fall of 57,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain remained unchanged in August 1991 at 442,000. This follows a fall of 3,000 in June and a rise of 6,000 in July 1991.

Overtime working by operatives in manufacturing industry has been inching-up since February 1991; but short-time working, which fell sharply in July, has reverted to the higher levels of earlier months.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) stood at 99·5 in August 1991 compared with 99·4 in July 1991.

Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom increased by 35,700 between August and September 1991 to 2,460,600. This was the eighteenth consecutive month that unemployment has risen. The level is now 854,000 higher than in March 1990 when the current upward trend began.

Unemployment is at its highest level since February 1988 (2,471,500) but remains 663,400 (21·2 per cent) lower than at its peak in July 1986. The unemployment rate in September 1991 was 8·7 per cent of the workforce, an increase of 0·2 percentage points from the rate for August.

Between August and September 1991 unemployment increased amongst men in all regions of the UK except Scotland, where there was a small fall. Female unemployment fell in the North, Wales, Scotland and Northern Ireland, but stayed broadly the same, or rose slightly, in all other regions.

The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to September 1991 of 2·8 percentage points.

The UK unadjusted total of claimants increased by 15,568 between August and September 1991 to 2,450,689 or 8·6 per cent of the workforce, unchanged from the rate for August 1991.

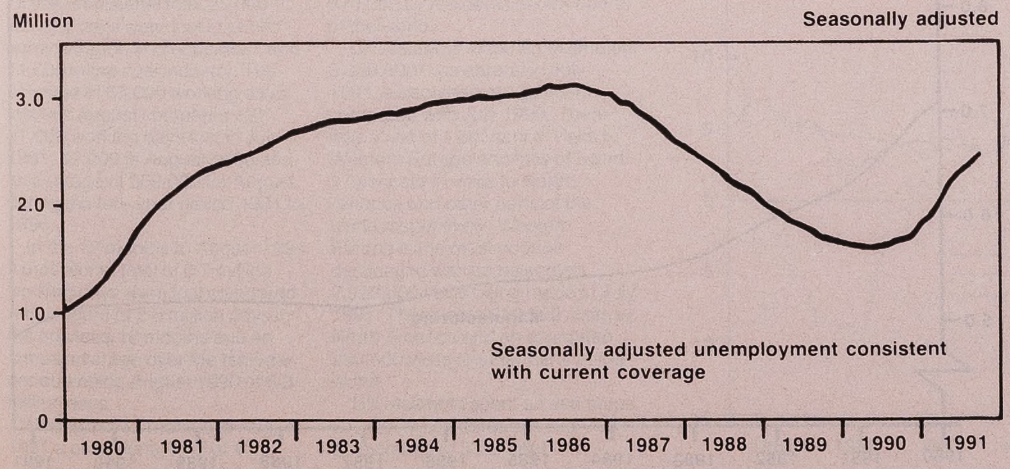
The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 2,200 between August and September 1991 to 106,400. There were rises in the number of unfilled vacancies in Wales, Scotland, East Midlands and Northern Ireland while all other regions showed a fall. Nationally, vacancies remain a third lower than a year ago.

The number of new vacancies notified to Jobcentres rose between August and September for the third consecutive month, to 170,800.

Average earnings

The underlying rate of increase in average earnings in the year to August 1991 was provisionally estimated to be 7¾ per cent, unchanged from the rate for July which has been revised up from 7½ per cent. The underlying rate is now 2½ percentage points below

UNEMPLOYMENT: United Kingdom



the peak rate of 10¼ per cent recorded in July 1990, and was last lower in March 1987.

In the production industries the provisional underlying increase in average earnings in the year to August 1991 was 8¼ per cent, ¼ percentage point down on the corresponding rate in July (which has been revised up from 8¼ to 8½ per cent). Within the production sector, the 8 per cent underlying increase for manufacturing was also ¼ percentage point lower than the revised rate for July and 1½ percentage points below the summer 1990 plateau of ½ per cent. Manufacturing's underlying rate of increase was last lower than 8 per cent in January 1987. Overtime working continued to be substantially lower than a year earlier, but the sharp decline in the spring of 1991 has now levelled off. Earnings growth in the energy and water industries remained above that for manufacturing at just under 10 per cent.

The provisional estimate for the underlying increase in average earnings in service industries in the year to August 1991 is 7½ per cent, unchanged from the rates for June and July. July's rate has been revised up from 7¼ to 7½ per cent. The rate is now 2½ percentage points below the 10 per cent peak of summer 1990, and was last lower than 7½ per cent in August 1987.

Major bonus payments in August 1991 were higher than those in August 1990 whereas in the preceding months they had been about half their corresponding 1990 level. In addition, in August some employers made lump sum payments, either as part of their annual settlements, or as part of a delayed settlement following a pay freeze, or to compensate for increased flexibility following reorganisation or regrading. This produced the high actual rate of increase of 8·2 per cent and the effect on the underlying rate of earnings growth was to slow the rate of decline, revising up the provisional underlying rates for July in each of the main sectors by ¼ percentage point.

Productivity and unit wage costs

For the three months ending August 1991, manufacturing output was just under 5¾ per cent below the level for the corresponding period of 1990. With employment levels falling by just over 5¾ per cent over the year, productivity in outut per head terms showed a small rise of ¼ per cent, the first year on year increase for 11 months. Productivity in the 3 months to August 1991 was 2¼ per cent higher than in the previous 3 months.

Wages and salaries per unit of output in manufacturing in the three months to August 1991 were 7¾ per cent higher than in the same period a year earlier, 4 percentage points below the peak rate of 11½ per cent in January 1991 and the lowest rate for 13 months. The 7¾ per cent increase resulted from an 8 per cent increase in average earnings offset by the ¼ per cent rise in productivity.

Productivity figures for the whole economy in the second quarter of 1991 show that output per head was 1½ per cent lower than in the same quarter of 1990. Output fell by 3¾ per cent in the year to the second quarter of 1991 but this was accompanied by a 2¼ per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the second quarter of 1991 showed an increase of 9¼ per cent on the second quarter of 1990. This was 1½ percentage point lower than the annual rate of increase in the previous quarter, and nearly 2 percentage points below the 11 per cent peak rate of the third quarter of 1990.

Prices

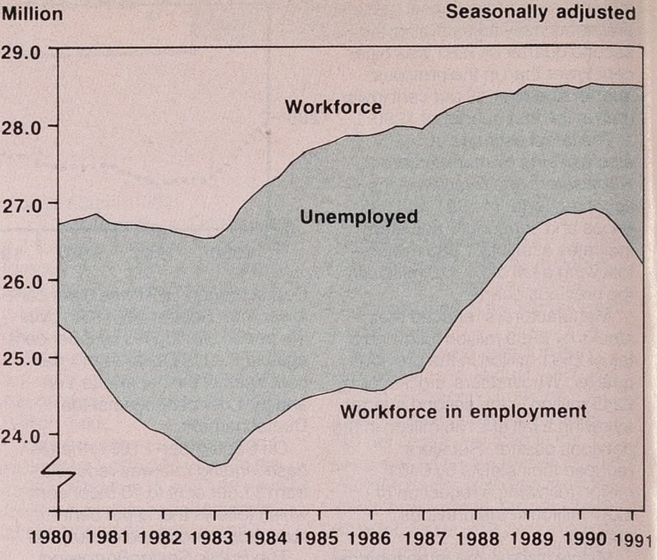
The 12-month rate of increase in the 'all-items' retail prices index for September 1991 was 4·1 per cent, down from 4·7 per cent in August. This is the lowest rate since April 1988. Excluding mortgage interest payments the annual rate of price increases fell to 5·7 per cent from 6·2 per cent.

The fall in the 'all-items' annual rate in September 1991 partly reflects the effect of oil price rises a year ago falling out of the 12-month comparison and further reduction in mortgage interest rates this September. Between August and September 1991 the level of the 'all-items' RPI rose by 0·4 per cent, compared with an increase of 0·9 per cent a year ago. While there were falls in food prices notably for potatoes and other fresh foods, and a small reduction in mortgage interest rates, there were increases for clothing and footwear as more summer sales ended and the new season's fashions arrived in the shops. There were also price rises for household goods, leisure and other services.

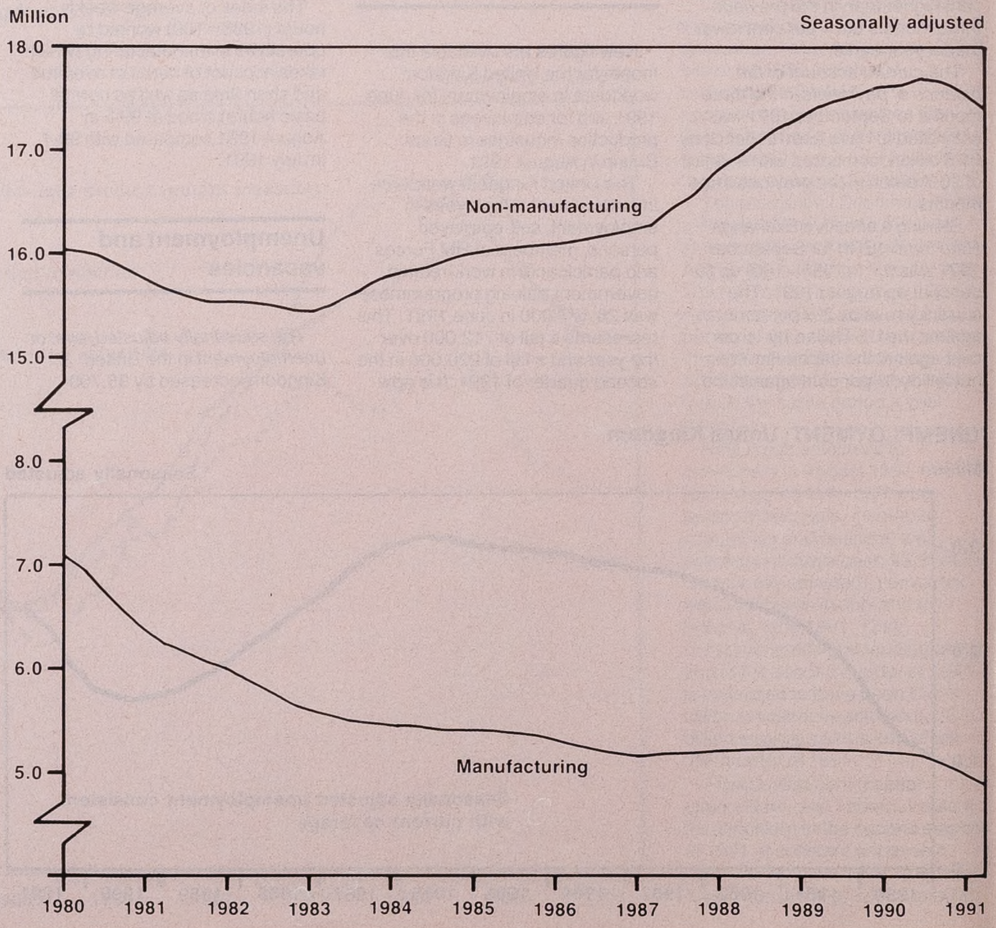
The annual rate of increase in the tax and price index was 3·5 per cent for September 1991, down from 4·2 per cent for August.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5·6 per cent for September 1991, down from the 5·7 per cent recorded for August. The index of prices of materials and fuels purchased by manufacturing industry fell by 3·1 per cent over the year to September 1991, compared with a fall of 0·8 per cent for August.

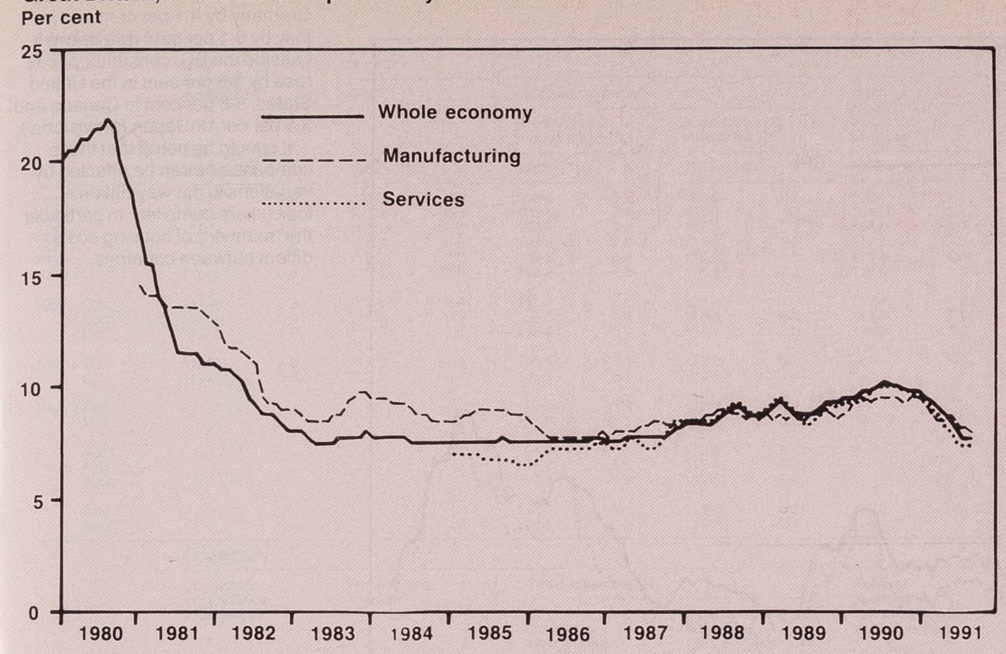
WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



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



Industrial disputes

It is provisionally estimated that 63,000 working days were lost through stoppages of work due to industrial disputes in August 1991. Of this provisional total 25,000 working days were lost in public administration and education, and 11,000 in the coal industry. The estimate of 63,000 working days lost this August compares with 51,000 working days lost in July 1991, 67,000 in August 1990 and an average of 369,000 for August during the ten- year period 1981 to 1990.

In the 12 months to August 1991 a provisional total of 0·7 million working days were lost compared with a figure of 2·6 million days in the previous 12 months and an annual average over the ten-year period ending August 1990 of 6·3 million days.

During the 12 months to August 1991 a provisional total of 420 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 641 stoppages in the 12 months to August 1990 and an annual average in the ten-year period ending August 1990 of 1,084 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 1,950,000 visits to the UK by overseas residents in July 1991, which was 12 per cent lower than the figure for July 1990. There were falls of 7 per cent, 23 per cent and 13 per cent in the number of visits by residents of Western Europe, North America and from other parts of the world respectively. Of the total number of visits, 1,220,000 were by residents of Western Europe, 360,000 by residents of North America and 370,000 by residents of other parts of the world.

UK residents made an estimated 3,360,000 trips abroad in July 1991, a decrease of 1 per cent compared with July 1990. There was a rise of 1 per cent in visits to Western Europe and falls of 5 and 17 per cent in visits to North America and other parts of the world respectively. Western Europe is the most popular destination with an estimated 2,920,000 visits being made in July 1991. There were 210,000 visits to North America and an estimated 230,000 visits to other parts of the world.

UK residents spent an estimated £1,130 million abroad in July 1991, an increase of 3 per cent compared to July 1990, while overses residents spent an estimated £845 million in the UK, a decrease of 10 per cent compared to July 1990. This resulted in a balance of payments' deficit on the travel account of £285 million for July 1991.

During the first seven months of 1991 overseas visitors to the UK decreased by 12 per cent, compared with the same period of 1990, to 8,840,000. The number of visits by UK residents going abroad during the first seven months of 1991, at 16,930,000, was virtually unchanged when compared with the same period a year earlier. Overseas residents' expenditure in the UK decreased by 13 per cent to £3,625 million, whilst UK resident's expenditure abroad increased by 1 per cent compared with the previous year, at £5,350 million.

In the twelve months ending July 1991, the number of visits to the UK by overseas residents fell by 5 per cent, to 16,810,000. The number of visits abroad by UK residents at 31,220,000 remained virtually unchanged compared with the previous twelve months. Expenditure by overseas residents in the twelve months to July 1991 fell by 3 per cent compared with the previous twelve months to £7,235 million. Over the same period, expenditure by UK residents going abroad rose by 1 per cent to £9,945 million. As a result, the deficit on the travel account of the balance of payments for the twelve month period ending in July 1991 increased by 15 per cent compared with the previous twelve months, to £2,710 million.

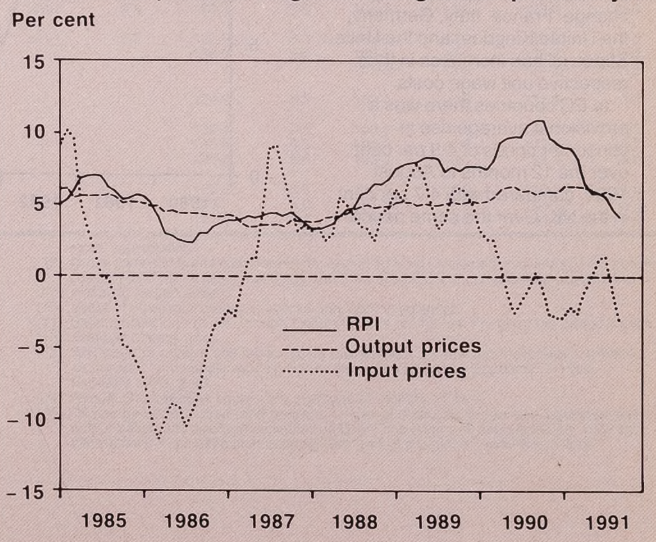
International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than in Ireland and Spain among our European partners and it is also lower than in Canada. It is now about the EC average.

There have been rises in unemployment in other major industrialised countries in recent months including France, Italy, Canada and Japan, as well as the UK.

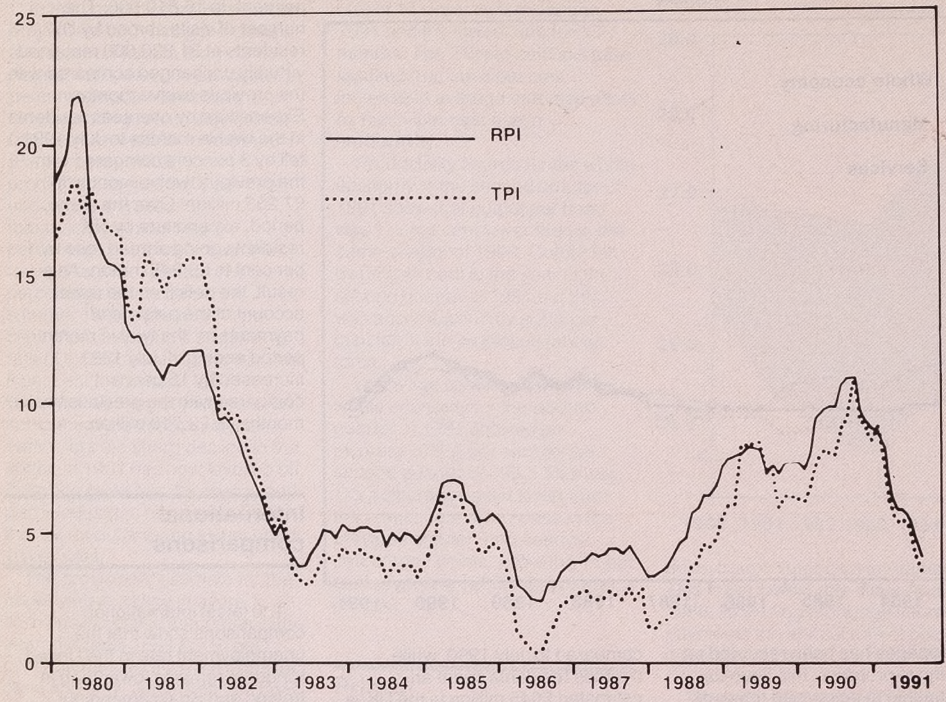
The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to April, at 8½ per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in Table 5·9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 11 of the 13

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



RPI AND TPI: United Kingdom, increases over previous year

Per cent



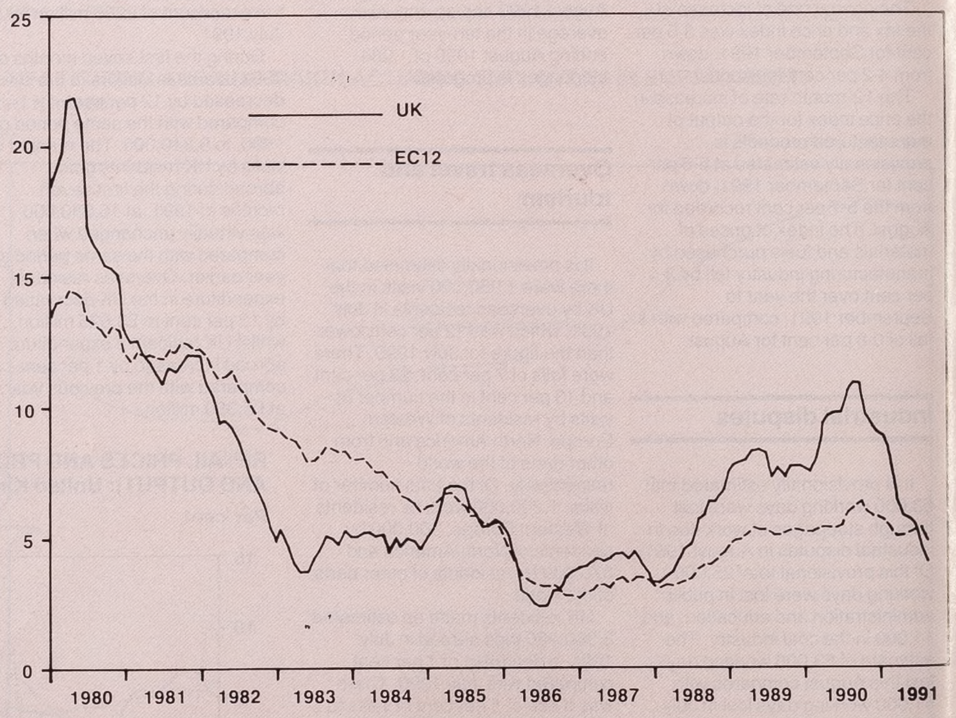
countries shown. The latest available OECD estimates of manufacturing productivity show that 7 of the 11 countries (excluding Belgium and Denmark for which figures are not available) had faster annual growth than Great Britain, and unit wage costs in Great Britain are still higher than in most OECD countries.

Figures of unit wage costs in manufacturing in the major industrial countries over the last year show Canada as the only country of the 7 recording any improvement and 5 of the other countries having worsening figures. Comparisons of the change in unit wage costs in the second quarter of 1991 with the equivalent quarter in 1990 show that the increase in unit wage costs fell in Canada from a 7 per cent increase to an estimated 5 per cent increase, while Japan showed no change. France, Italy, Germany, the United Kingdom and the United States all had increases in their respective unit wage costs.

In EC countries there was a provisional average rise in consumer prices of 4·9 per cent over the 12 months to August 1991, compared with 4·7 per cent in the UK. Over the same period

CONSUMER PRICES INDICES: Increases over previous year

Per cent



consumer prices rose in France by 3·0 per cent (provisional) in West Germany by 4·1 per cent and in Italy by 6·1 per cent (provisional) Outside the EC, consumer prices rose by 3·8 per cent in the United States, 5·8 per cent in Canada and 3·5 per cent in Japan (provisional).

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. In particular the treatment of housing costs differs between countries.

BACKGROUND ECONOMIC INDICATORS* 0·1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure[2,15]		Output: GDP[3,4,15]		Index of output UK: Production industries[1,5,15]		Index of output UK: Manufacturing industries[1,6]		Index of production OECD countries[1]		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1985	100·0	3·8	100·0	3·4	100·0	5·5	100·0	2·7	100·0	..	100·0r	2·8	38·8r	31·1
1986	103·6	3·6	103·3r	3·3	102·4	2·4	101·3	1·3	101·1	1·1	104·6	4·6	45·3	16·8
1987	108·3r	4·5	108·1	4·6	105·7	3·2	106·6	5·2	104·8	3·7	108·3	3·5	43·0	–5·1
1988	112·8	4·2	112·7	4·3	109·5	3·6	114·1	7·0	110·8	5·7	114·5	5·7	62·8	46·0
1989	115·3	2·2	115·3	2·3	109·9	0·4	118·9	4·2	114·8	3·6	120·7	5·4	66·2	5·4
1990	116·2	0·8	116·4	1·0	109·2	–0·6	118·3	–0·5	116·9	1·8	124·7	3·3	65·3	–1·4
1990 Q2	117·4r	2·3	117·6r	2·4	111·9	2·6	120·5	1·3	116·7	1·8	123·6r	1·6	17·2	3·0
Q3	116·0	0·4	116·2	0·5	108·5	–1·8	118·6	–0·5	117·9	2·5	125·6	3·5	16·7	1·2
Q4	114·7	–1·0	114·9	–1·0	106·6	–3·4	114·7	–3·5	116·9	1·3	126·2	3·4	15·2	–3·2
1991 Q1	113·7	–2·5	113·9	–2·5	106·4r	–3·1	113·3r	–5·0	..	..	125·8	1·9	15·1	–6·8
Q2	113·0	–3·7	113·2	–3·7	105·3	–5·9	112·6	–6·6	..	..	124·7	0·9	16·3	–5·2
1991 Feb	..	..	..	..	107·0r	–3·4	112·8	–4·4	..	..	..	..	..	..
Mar	..	..	..	..	107·0	–3·1	113·1	–5·0	..	..	..	..	..	..
Apr	..	..	..	..	104·4	–4·1	112·5	–6·0	..	..	..	..	..	..
May	..	..	..	..	104·0	–5·3	112·4	–6·5	..	..	..	..	..	..
June	..	..	..	..	107·4	–5·9	112·8	–6·6	..	..	..	..	..	..
July	..	..	..	..	107·1	–4·4	113·4	–6·2	..	..	..	..	..	..
Aug	..	..	..	..	105·5	–3·3	112·2	–5·7	..	..	..	..	..	..

	Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1]		Fixed investment[8]: All industries 1985 prices		Fixed investment[8]: Manufacturing industries 1985 prices[6,9]		General government consumption at 1985 prices		Stock changes 1985 prices[10]	Base lending rates † [11]	Effective exchange rate † [1,12]	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1985	217·6r	3·5	100·0	4·7	45·5	7·1	10·1r	14·8	73·8r	—	0·82	12	100·0	–0·6
1986	231·2	6·3	105·3	5·3	45·8r	0·7	9·4	–6·9	75·1	1·8	0·74r	11	91·5	–8·5
1987	243·3	5·2	110·7	5·1	51·0	11·4	10·0	6·4	76·0	1·2	1·16	11	90·1	–1·5
1988	261·3	7·4	117·7	6·3	57·9	13·5	11·2	12·0	76·5	0·7	4·03	10·25–10·5	95·5	6·0
1989	270·6	3·6	119·9	1·9	64·7	11·7	12·4	10·7	77·2	0·9	2·67	13·75–14	92·6	–3·0
1990	273·3	1·0	120·4	0·4	65·1	0·6	12·1	–2·4	79·4	2·8	–0·71	15	91·3	–1·4
1990 Q3	68·4	1·2	120·3	0·5	16·1	–0·6	2·9r	–9·4	20·0	2·0	0·06r	15	94·2	2·7
Q4	67·9	–0·4	119·1	–1·2	15·7	–3·1	3·0	–6·3	19·8	2·1	–0·97	14	94·1	6·8
1991 Q1	67·7	–0·7	120·1	–0·6	15·0	–10·2	2·7	–15·6	20·3	3·0	–1·31	13	93·8	6·5
Q2	67·6	–1·7	119·1	–1·8	14·6	–12·6	2·5	–19·4	20·3	2·5	–1·88	13	91·4	3·2
Q3	..	..	119·8	–0·4	..	..	..	..	..	..	..	13	91·4	–3·0
1991 Apr	..	..	118·8	–1·0	..	..	..	..	..	..	..	12	92·3	6·0
May	..	..	118·2	–1·2	..	..	..	..	..	..	..	11·5	91·7	5·6
Jun	..	..	120·0	–1·8	..	..	..	..	..	..	..	11·5	90·2	3·3
Jul	..	..	120·8	–1·3	..	..	..	..	..	..	..	11	90·4	0·2
Aug	..	..	119·3	–0·3	..	..	..	..	..	..	..	11	90·7	–2·9
Sept	..	..	119·3	–0·4	..	..	..	..	..	..	..	10·5	91·1	–3·7
Oct	..	..	..	..	..	..	..	..	..	..	..	10·5	91·1P	–3·8

	Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Competitiveness: Normal unit labour costs[13]		Prices: Tax and price index† [1,14]		Producer prices index† [1,6,14]: Materials and fuels		Producer prices index† [1,6,14]: Home sales	
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 =100	%	1985 = 100	%	1985 = 100	%
1985	100·0	5·6	100·0	3·2	–3·3	2·8	100·0	–1·1	96·1	5·3	100·0	..	100·0	5·3
1986	104·2	4·2	107·4	7·4	–9·5	0·0	94·2	–5·8	97·9	1·9	92·4	–7·6	104·3	4·3
1987	109·7	5·3	115·3	7·4	–11·2	–4·3	93·8	–0·4	100·4	2·6	95·3	3·1	103·3	–1·0
1988	111·8	1·9	131·0	13·6	–21·6	–15·5	99·6	6·2	103·3	2·9	98·4	3·2	113·2	9·6
1989	116·9	4·6	140·6	7·3	–24·6	–20·4	98·2	–1·4	110·6	7·1	104·0	5·7	119·0	5·1
1990	124·7	6·7	142·3	1·2	–18·7	–14·4	99·4	1·2	123·1	11·3	103·8	–0·2	126·0	5·9
Q3	122·8	4·4	141·2	–0·9	–4·0	–2·2	103·2	6·1	121·4	8·8	102·4	–0·7	126·8	5·9
Q4	124·9	0·9	138·0	–1·2	–3·2	–1·9	103·7	9·9	123·5	9·8	103·7	–2·0	128·3	5·9
1991 Q1	123·7	–0·9	136·5	–6·8	–3·0	–2·6	104·1	9·2	124·3	8·3	103·0	–2·6	130·8	6·3
Q2	127·7	0·6	137·5	–5·2	–2·1	–0·7	..	..	125·9	5·6	103·4	–0·1	133·2	6·0
Q3	128·8	4·9	139·5	–1·2	–2·1	–1·5	..	..	..	..	101·5P	–0·9	134·1P	5·8
Mar	126·5	–0·9	138·2	–6·8	–0·9	–0·7	..	..	124·9	8·3	102·4	–2·6	131·6	6·3
Apr	125·3	—	138·2	–8·1	–0·8	–0·4	..	..	125·4	7·4	103·6	–1·9	132·9	6·2
May	124·6	–1·2	136·3	–8·2	–0·9	–0·5	..	..	125·8	6·5	103·5	–1·2	133·4	6·2
June	133·3	0·6	137·9	–5·2	–0·3	–0·1	..	..	126·5	5·6	103·2	–0·1	133·4	6·0
Jul	127·9	3·5	138·6	–5·1	–0·6	–0·4	..	..	126·2	5·3	102·5	0·8	133·8	5·9
Aug	131·8	6·7	144·9	–2·2	–0·8	–0·6	..	..	126·5	5·0	101·1P	0·6	134·1P	5·8
Sept	126·8	4·9	135·0	–1·2	–0·7	–0·5	..	..	127·0	4·3	100·9P	–0·9	134·3P	5·8

P=Provisional
R=Revised
r=Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
(9) Including leased assets.
(10) Value of physical increase in stocks and work in progress.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Average of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(14) Annual and quarterly figures are averages of monthly indices.
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1·1 EMPLOYMENT
Workforce *

THOUSAND

Quarter	Employees in employment † Male: All	Male: Part-time	Female: All	Female: Part-time	All	Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce *
UNITED KINGDOM										
Unadjusted for seasonal variation										
1989 June	11,992		10,668		22,661	3,253	308	462	26,684	28,427 §
Sept	12,074		10,689		22,762	3,264	308	468	26,802	28,505 §
Dec	12,080		10,807		22,887	3,274	306	450	26,917	28,556 §
1990 Mar	12,015		10,702 R		22,716 R	3,284	306	436	26,742 R	28,387 §R
June	12,049 R		10,806		22,855 R	3,298	303	424	26,881	28,436 §R
Sept	12,072 R		10,757		22,829	3,298	303	413	26,843 R	28,517 §R
Dec	11,909 R		10,790		22,699 R	3,298	300	427	26,725	28,575 §R
1991 Mar	11,678 R		10,614 R		22,291 R	3,298	298	426	26,314	28,456 §R
Jun	11,582		10,611		22,193	3,298	297	381	26,169	28,410 §
UNITED KINGDOM										
Adjusted for seasonal variation										
1989 June	11,999		10,671		22,670	3,253	308	462	26,693	28,486
Sept	12,022		10,706		22,728	3,264	308	468	26,767	28,454
Dec	12,066		10,748		22,814	3,274	306	450	26,844	28,482
1990 Mar	12,061		10,741		22,802	3,284	306	436	26,828	28,436
June	12,056 R		10,807		22,864	3,298	303	424	26,889 R	28,509 R
Sept	12,022 R		10,777		22,799	3,298	303	413	26,813 R	28,486 R
Dec	11,895 R		10,730		22,625 R	3,298	300	427	26,651 R	28,496 R
1991 Mar	11,723 R		10,652 R		22,375 R	3,298	298	426	26,398	28,491 R
Jun	11,590		10,612		22,201	3,298	297	381	26,177	28,482
GREAT BRITAIN										
Unadjusted for seasonal variation										
1989 Jun	11,718	923	10,416	4,494	22,134	3,182	308	452	26,076	27,714 §
Sep	11,798	921	10,436	4,474	22,234	3,192	308	456	26,190	27,787 §
Dec	11,804	972	10,550	4,604	22,354	3,202	306	438	26,301	27,840 §R
1990 Mar	11,741 R	938	10,447	4,560	22,188	3,212	306	423	26,129 R	27,677 §
Jun	11,775 R	983 R	10,550	4,645 R	22,325 R	3,222	303	412	26,262 R	27,723 §R
Sep	11,797	953 R	10,501	4,568 R	22,297 R	3,222	303	398	26,220 R	27,796 §
Dec	11,634 R	967 R	10,529	4,659 R	22,163 R	3,222	300	411	26,097 R	27,852 §R
1991 Mar	11,407 R	967 R	10,357 R	4,571 R	21,763 R	3,222	298	410	25,693 R	27,737 §R
Jun	11,313	960	10,355	4,606	21,667	3,222	297	361	25,547	27,690 §
GREAT BRITAIN										
Adjusted for seasonal variation										
1989 June	11,725	911	10,417	4,481	22,143	3,182	308	452	26,084	27,771
Sept	11,747	937	10,452	4,521	22,199	3,192	308	456	26,155	27,739
Dec	11,791	959	10,493	4,558	22,284	3,202	306	438	26,230	27,768
1990 Mar	11,786 R	948	10,486 R	4,570	22,272	3,212	306	423	26,213 R	27,723
June	11,782 R	970 R	10,551	4,632 R	22,333 R	3,222	303	412	26,270 R	27,793 R
Sept	11,747 R	970 R	10,520	4,616 R	22,267	3,222	303	398	26,190	27,767
Dec	11,620 R	953 R	10,472	4,613 R	22,092 R	3,222	300	411	26,026 R	27,774 R
1991 Mar	11,451 R	978 R	10,395 R	4,581 R	21,846 R	3,222	298	410	25,776 R	27,771 R
Jun	11,320	946	10,355	4,593	21,675	3,222	297	361	25,555	27,759

Definitions of terms used will be found at the end of the section.
* Workforce in employment plus claimant unemployed.
† Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.
** Estimates of the self-employed up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of *Employment Gazette*.
‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
†† 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) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes–those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see *tables 2·1 and 2·2* and their footnotes.

EMPLOYMENT 1·2
Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes		All industries and services (0-9) All employees	Seasonally adjusted	Manufacturing industries (2-4) All employees	Seasonally adjusted	Production industries (1-4) All employees	Seasonally adjusted	Production and construction industries (1-5) All employees	Seasonally adjusted
1973	June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665
1974	June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652
1975	June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976	June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033
1977	June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048
1978	June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007
1979	June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022
1980	June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727
1981	June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982	June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983	June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984	June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985	June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986	June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987	June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
1988	June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
1989	June	22,134	22,143	5,080	5,101	5,537	5,558	6,534	6,613
	Oct			5,131	5,100	5,580	5,549		
	Nov			5,131	5,101	5,581	5,550		
	Dec	22,354	22,284	5,123	5,098	5,572	5,547	6,639	6,616
1990	Jan			5,083	5,096	5,533	5,546		
	Feb			5,063	5,086	5,513	5,535		
	Mar	22,188	22,272	5,055	5,081	5,502	5,528	6,569	6,596
	Apr			5,032	5,072	5,480	5,520		
	May			5,033	5,067	5,479	5,514		
	June	22,325 R	22,333 R	5,046	5,068	5,489	5,511	6,550	6,569
	July			5,073	5,065	5,519	5,511		
	Aug			5,077	5,053	5,524	5,499		
	Sep	22,297 R	22,267	5,075	5,041	5,518	5,484	6,571	6,536
	Oct			5,058	5,028	5,504	5,473		
	Nov			5,037	5,007	5,482	5,452		
	Dec	22,163 R	22,092 R	4,994	4,969	5,437	5,412	6,464	6,442
1991	Jan			4,936	4,949	5,381	5,394		
	Feb			4,895	4,917	5,339	5,361		
	Mar R	21,763	21,846	4,846	4,872	5,286	5,312	6,271	6,297
	Apr			4,819	4,859	5,257	5,297		
	May			4,782	4,816	5,222	5,256		
	June	21,667	21,675	4,758	4,780	5,195	5,217	6,155	6,174
	July PR			4,755	4,747	5,197	5,189		
	Aug P			4,736	4,711	5,178	5,153		

GREAT BRITAIN SIC 1980 Divisions or classes		Service industries (6-9) All employees	Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
1973	June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974	June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975	June	12,545	12,545	388	356	361	753	432	1,050	972
1976	June	12,624	12,624	382	350	361	716	424	1,020	925
1977	June	12,698	12,698	378	352	356	729	431	1,019	939
1978	June	12,895	12,859	373	357	349	707	434	1,032	941
1979	June	13,260	13,222	359	354	357	694	436	1,033	954
1980	June	13,384	13,345	352	355	361	642	420	1,005	938
1981	June	13,142	13,102	343	344	356	544	383	901	862
1982	June	13,117	13,078	338	328	343	507	367	844	815
1983	June	13,169	13,130	330	311	328	462	345	768	788
1984	June	13,503	13,465	320	289	319	445	343	750	786
1985	June	13,769	13,731	321	273	309	430	339	756	780
1986	June	13,954	13,918	310	234	302	392	328	741	755
1987	June	14,247	14,220	302	203	297	365	320	737	740
1988	June	14,860	14,841	293	182	296	356	324	757	737
1989	June	15,261	15,242	280	167	290	372	329	763	733
	Oct				161	287	398	331	757	742
	Nov				162	288	399	332	757	740
	Dec	15,436	15,387	280	161	288	398	332	761	740
1990	Jan				163	288	396	328	755	735
	Feb				163	287	392	326	753	735
	Mar	15,346 R	15,392 R	273	160	286	396	326	749	734
	Apr				161	286	393	324	747	729
	May				161	286	392	323	745	725
	June	15,497	15,477 R	279	157	286	392	326	744	728
	July				159	287	391	328	747	734
	Aug				159	288	391	329	746	733
	Sep	15,428 R	15,453 R	298	155	287	392	329	750	734
	Oct				158	288	390	327	745	728
	Nov				157	289	387	325	741	724
	Dec	15,431 R	15,380 R	268	153	290	384	325	736	720
1991	Jan				156	289	374	321	733	715
	Feb				155	289	372	318	723	709
	Mar	15,228	15,273 R	265 R	150	290	372	318	717	700
	Apr				153	286	367	315	716	695
	May				152	288	364	315	704	692
	June	15,240	15,220	272	149	288	365	317	699	686
	July P				152	290	364	317	698	682
	Aug P				151	291	360	316	696	678

* See footnote † in *table 1·1*.

1·2 EMPLOYMENT
Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes		Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41/42)	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber, plastics, etc (46,48-49)	Paper products, printing and publishing (47)	Construction (50)	Wholesale distribution and repairs (61-63 67)
1973	June	512	397	556	758	975	646	554	1,269	1,030
1974	June	498	401	560	769	946	647	576	1,223	1,032
1975	June	458	400	526	731	875	602	553	1,207	1,032
1976	June	449	394	500	720	841	601	530	1,203	1,023
1977	June	465	381	511	719	849	601	527	1,167	1,042
1978	June	472	379	515	712	819	597	531	1,161	1,070
1979	June	464	376	505	713	800	591	542	1,201	1,111
1980	June	434	365	483	705	716	554	538	1,206	1,146
1981	June	361	349	410	664	614	500	510	1,102	1,112
1982	June	315	337	385	638	577	473	495	1,038	1,115
1983	June	296	318	344	599	548	469	481	1,015	1,124
1984	June	278	290	332	582	547	472	477	1,010	1,155
1985	June	271	276	327	575	550	473	477	994	1,148
1986	June	263	263	318	555	555	485	467	964	1,134
1987	June	257	244	321	551	543	497	474	983	1,138
1988	June	268	232	333	541	546	517	478	1,021	1,168
1989	June	262	228	333	530	514	531	487	1,056	1,206
	Oct	252	240	331	535	507	548	491		
	Nov	249	242	330	539	506	548	490		
	Dec	248	243	329	533	502	547	490	1,067	1,229
1990	Jan	248	243	328	522	499	544	485		
	Feb	248	244	323	520	497	542	483		
	Mar	246	247	320	515	494	542	485	1,067	1,221
	Apr	242	248	319	515	494	541	482		
	May	243	248	321	517	492	544	483		
	June	245	248	319	520	491	549	484	1,061	1,229
	July	246	249	319	532	491	550	486		
	Aug	246	249	318	536	490	550	488		
	Sep	249	247	320	533	487	547	487	1,053	1,228
	Oct	249	247	320	535	488	544	485		
	Nov	245	247	319	535	487	543	483		
	Dec	242	248	314	527	482	535	481	1,027	1,218
1991	Jan	239	247	310	520	475	527	476		
	Feb	235	245	305	515	474	524	473		
	Mar	233	244	300	511	468	517	467	985 R	1,202
	Apr	230	243	297	511	464	518	464		
	May	227	239	293	513	460	514	461		
	June	224	236	292	510	457	511	461	960 P	1,189 R
	July P	225	232	289	517	460 R	514	458 R		
	Aug P	223	229	288	522	456	510	458		

GREAT BRITAIN SIC 1980 Divisions or classes		Retail distribution (64/65)	Hotels and catering (66)	Transport (71-77)	Postal services and telecommunications (79)	Banking, finance, insurance (81-85)	Public administration etc † (91-92)	Education (93)	Medical and other health services, veterinary services (95)	Other services ** (94 96-98)
1973	June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974	June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975	June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976	June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977	June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978	June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979	June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980	June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981	June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982	June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983	June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984	June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985	June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986	June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987	June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988	June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989	June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
	Oct									
	Nov									
	Dec	2,329	1,204	928	429	2,662	1,886	1,752	1,415	1,601
1990	Jan									
	Feb									
	Mar	2,249	1,184	930	423	2,684	1,870	1,763	1,417	1,604
	Apr									
	May									
	June	2,248	1,252	927	426	2,699	1,887	1,745	1,418 R	1,666
	July									
	Aug									
	Sep	2,252	1,264	938	424	2,698	1,894	1,652	1,419 R	1,660
	Oct									
	Nov									
	Dec	2,310	1,219	931	416	2,647	1,890	1,738	1,423 R	1,639
1991	Jan									
	Feb									
	Mar	2,217	1,166	913	410	2,625	1,903	1,741	1,421	1,631
	Apr									
	May									
	June	2,200 R	1,207 R	906	407	2,595	1,891	1,732	1,424	1,690 R
	July									
	Aug									

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

EMPLOYMENT 1·3
Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division, class or group or AH	Aug 1990 R Males	Aug 1990 R Females	Aug 1990 R All	Jun 1991 Males	Jun 1991 Females	Jun 1991 All	Jul 1991 RP Males	Jul 1991 RP Females	Jul 1991 RP All	Aug 1991 P Males	Aug 1991 P Females	Aug 1991 P All
Production industries	1–4	3,928·0	1,595·6	5,523·6	3,708·2R	1,486·7	5,194·9R	3,709·2	1,488·0	5,197·3	3,694·1	1,483·6	5,177·7
Manufacturing industries	2–4	3,561·4	1,515·6	5,077·0	3,351·0R	1,407·3	4,758·3R	3,349·2	1,405·9	4,755·2	3,334·5	1,401·4	4,735·9
Energy and water supply	1	366·6	79·9	446·6	357·1R	79·4	436·5R	360·0	82·1	442·1	359·6	82·2	441·8
Coal extraction and solid fuels	111	85·4	4·3	89·7	78·2	3·8	82·1	78·2	4·1	82·3	77·5	4·1	81·6
Electricity	161	109·2	30·1	139·3	106·6	29·3	135·9	106·7	27·5	134·2	105·8	27·2	133·0
Gas	162	54·0	22·1	76·1	54·1R	22·5R	76·6R	54·2	22·6	76·8	54·4	22·7	77·1
Other mineral and ore extraction, etc	2	549·5	171·0	720·5	517·5	164·2	681·6	518·8	161·8	680·6	514·4	162·1	676·5
Metal manufacturing and extraction of metal ores and minerals	21–23	169·1	22·1	191·2	157·6R	20·9	178·6	157·7	20·5	178·2	156·0	20·4	176·5
Non-metallic mineral products	24	155·1	45·1	200·2	144·0	42·5	186·5	144·1	41·8	185·9	142·2	41·7	183·8
Chemical industry/man-made fibres	25/26	225·3	103·9	329·1	215·8	100·8	316·5	217·1	99·5	316·6	216·2	100·0	316·2
Basic industrial chemicals	251	93·8	21·6	115·4	89·6	21·2	110·8	90·3	21·1	111·4	89·6	21·2	110·9
Other chemical products and preparations	255–259/260	131·5	82·2	213·7	126·2	79·6	205·8	126·8	78·4	205·2	126·6	78·8	205·4
Metal goods, engineering and vehicles	3	1,806·5	485·6	2,292·1	1,692·3	445·3	2,137·6	1,683·5	442·6	2,126·1	1,674·0	439·5	2,113·4
Metal goods nes	31	249·1	69·2	318·3	229·9	61·9	291·8	227·9	60·7	288·6	226·6	60·9	287·6
Mechanical engineering	32	627·5	118·4	745·9	589·2	109·6	698·9	587·8	110·2	698·0	586·3	109·8	696·1
Industrial plant and steelwork	320	92·8	11·2	104·0	91·7	11·1	102·8	91·8	10·7	102·5	91·1	10·5	101·6
Mining and construction machinery etc	325	67·6	9·7	77·3	60·7	9·1	69·8	60·9	9·0	69·9	60·3	9·0	69·3
Other machinery and mechanical equipment	321–324/ 326–329	467·1	97·5	564·6	436·8	89·5	526·3	435·1	90·5	525·6	434·9	90·3	525·2
Office machinery and data processing equipment	33	57·0	23·8	80·7	55·6	22·4	78·0	55·2	22·1	77·2	55·7	22·0	77·6
Electrical and electronic engineering	34	377·1	184·9	561·9	353·3	168·1	521·4	351·3	167·2	518·6	348·9	165·1	514·0
Wires, cables, batteries and other electrical equipment	341/342/343	141·2	55·9	197·1	134·4	51·8	186·2	132·8	51·4	184·3	131·1	49·9	181·0
Telecommunication equipment	344	108·1	51·6	159·7	101·7	47·5	149·2	101·4	48·1	149·5	101·5	47·8	149·3
Other electronic and electrical equipment	345–348	127·8	77·3	205·2	117·2	68·9	186·1	117·1	67·7	184·8	116·3	67·3	183·6
Motor vehicles and parts	35	215·0	30·8	245·8	196·4	27·7	224·1	197·2	27·6	224·8	195·0	27·6	222·6
Other transport equipment	36	220·1	28·9	249·0	209·3	27·1	236·4R	205·9	26·5	232·4	203·8	25·7	229·4
Shipbuilding and repairing	361	48·1	4·6	52·8	44·4	4·1	48·5	44·3	4·0	48·3	44·2	3·7	47·9
Aerospace and other transport equipment	362–365	171·9	24·3	196·2	164·9	23·1	188·0	161·6	22·5	184·1	159·6	21·9	181·5
Instrument engineering	37	60·9	29·6	90·5	58·6	28·3	86·9	58·1	28·3	86·5	57·7	28·5	86·2
Other manufacturing industries	4	1,205·3	859·0	2,064·3	1,141·3	797·8	1,939·1R	1,146·9	801·5	1,948·4	1,146·1	799·8	1,946·0
Food, drink and tobacco	41/42	304·5	231·3	535·8	296·2	213·6	509·8	299·1	217·7	516·8	301·8	219·8	521·6
Meat and meat products, organic oils and fats	411/412	56·9	40·9	97·8	55·9	36·7R	92·7	55·9	37·9	93·8	55·3	37·6	92·9
All other food and drink manufacture	413–423	188·0	164·5	352·5	182·2	152·1	334·3	184·9	154·7	339·6	188·0	157·1	345·1
Alcoholic, soft drink and tobacco manufacture	424–429	59·6	26·0	85·5	58·1	24·7	82·8	58·3	25·1	83·4	58·5	25·1	83·6
Textiles	43	101·9	91·2	193·0	95·8	85·3	181·1	97·0	86·7	183·7	97·0	86·2	183·2
Footwear and clothing	45	78·8	199·4	278·2	73·4	185·7	259·2	73·9	184·9	258·8	72·3	184·3	256·6
Timber and wooden furniture	46	197·9	49·3	247·2	182·9	46·3	229·2	185·2	46·4	231·5	184·5	46·0	230·5
Paper, printing and publishing	47	310·3	178·1	488·4	291·9	168·6	460·5	291·5	167·0	458·4	291·6	166·7	458·3
Pulp, paper, board and derived products	471–472	97·4	42·4	139·8	91·4	39·2	130·6	92·0	38·9	130·9	91·2	38·3	129·5
Printing and publishing	475	212·9	135·8	348·7	200·5	129·5	330·0	199·5	128·1	327·6	200·5	128·4	328·8
Rubber and plastics	48	158·6	61·2	219·9	152·2	56·1	208·3	151·8	56·7	208·5	150·6	55·2	205·8
Other manufacturing	49	43·1	39·7	82·8	39·5	34·3	73·8	39·3	34·2	73·6	39·3	34·2	73·6

* See footnotes † in *table 1·1*.
P Provisional

Employees in employment*: June 1991

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	June 1990 Male All	June 1990 Male Part-time ††	June 1990 Female All	June 1990 Female Part-time	June 1990 All	Mar 1991 Male	Mar 1991 Female	Mar 1991 All	June 1991 Male All	June 1991 Male Part-time ††	June 1991 Female All	June 1991 Female Part-time	June 1991 All
All industries and services ‡	0–9	11,774·9R	969·6R	10,550·5R	4,645·1R	22,325·4R	11,406·6R	10,356·5R	21,763·2R	11,312·7	945·6	10,354·5	4,606·1	21,667·2
Agriculture, forestry and fishing	0	201·4	28·5	77·2	26·4	278·6	198·3R	66·4R	264·7R	196·1	28·3	75·8	27·7	271·9
Production and construction industries	1–5	4,828·5	68·8	1,721·6	377·0	6,550·1	4,614·8R	1,655·9	6,270·6R	4,528·2	64·7	1,626·7	352·6	6,154·9
Production industries	1–4	3,907·7	55·9	1,581·6	320·1	5,489·3	3,770·1	1,515·9	5,285·9	3,708·2R	51·8R	1,486·7	295·7	5,194·9R
of which, manufacturing industries	2–4	3,544·0	55·0	1,502·3	305·2	5,046·3	3,410·2	1,435·4	4,845·6	3,351·0R	50·7R	1,407·3	279·7	4,758·3R
Service industries ‡	6–9	6,745·1R	885·6R	8,751·7R	4,241·7R	15,496·7R	6,593·6R	8,634·2R	15,227·8R	6,588·5	866·8	8,651·9	4,225·8	15,240·4
Agriculture, forestry and fishing	0	201·4	28·5	77·2	26·4	278·6	198·3R	66·4R	264·7R	196·1	28·3	75·8	27·7	271·9
Agriculture and horticulture	01	186·1	28·0	74·1	25·4	260·2	183·0R	63·3R	246·2R	180·8	27·9	72·7	26·6	253·5
Energy and water supply	1	363·7	0·9	79·3	14·9	443·0	359·8	80·5	440·3	357·1R	1·1R	79·4	16·1R	436·5R
Coal extraction and solid fuels	111	86·5	0·2	4·1	1·2	90·6	79·4	3·9	83·3R	78·2	0·2R	3·8	1·2	82·1
Electricity	161	109·2	0·3	30·0	6·6	139·2	109·1	30·1	139·2	106·6	0·4R	29·3	6·5	135·9
Gas	162	53·7	0·1	21·7	4·8	75·4	54·2	22·6	76·8	54·1R	0·1	22·5R	5·2	76·6R
Other mineral and ore extraction, etc	2	547·4	3·7	170·7	27·1	718·2	525·3	164·5	689·9	517·5	3·9R	164·2	25·7	681·6
Metal manufacturing and extraction of metal ores and minerals	21–23	169·5	..	22·5	3·7	192·0	161·3	21·1	182·4	157·6R	..	20·9	3·6	178·6
Non-metallic mineral products	24	154·5	1·4	45·5	8·2	200·0	146·6	42·9	189·4	144·0	1·5R	42·5	7·7	186·5
Chemical industry/man-made fibres	25/26	223·4	0·2	102·8	15·2	326·2	217·5	100·5	318·0	215·8	- R	100·8	14·5	316·5
Basic industrial chemicals	251	93·8	..	21·4	3·1	115·2	90·3	20·9	111·3	89·6	..	21·2	2·9	110·8
Other chemical products and preparations	255–259/60	129·6	0·2	81·4	12·1	211·0	127·2	79·6	206·7	126·2	- R	79·6	11·6	205·8
Metal goods, engineering, vehicles	3	1,799·4	20·3	484·9	83·9	2,284·3	1,732·9	460·3	2,193·2	1,692·3	17·4R	445·3	75·6	2,137·6
Metal goods nes	31	249·3	4·1	69·7	15·6	319·0	235·0	65·0	300·0	229·9	3·1R	61·9	14·2	291·8
Hand tools and finished metal goods including doors and windows	314/316	139·9	..	44·4	10·3	184·3	131·7	41·3	173·0	129·6	..	39·5	9·3	169·1
Other metal goods	311–313	109·4	..	25·3	5·3	134·7	103·3	23·7	127·0	100·3	..	22·4	4·9	122·7
Mechanical engineering	32	625·5	7·8	118·7	26·4	744·3	603·2	113·4	716·6	589·2	6·9R	109·6	23·2	698·9
Industrial plant and steelwork	320	91·4	..	12·0	3·4	103·3	91·7	11·2	102·9	91·7	..	11·1	3·2	102·8
Machinery for agriculture, metal working, textile, food and printing, etc industries	321–324/327	134·4	..	25·4	6·3	159·8	128·6	24·6	153·2	126·4	..	23·8	5·1	150·2
Mining and construction machinery, etc	325	66·9	..	9·7	1·9	76·6	63·2	9·4	72·6	60·7	..	9·1	1·9	69·8
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	314·3	..	67·7	14·3	382·1	301·8	64·3	366·2	293·7	..	62·2	12·9	355·9
Office machinery and data processing equipment	33	56·5	..	24·0	2·2	80·5	55·6	22·7	78·4	55·6	..	22·4	1·6	78·0
Electrical and electronic engineering	34	372·4	..	183·8	27·7	556·2	360·5	173·0	533·6	353·3	..	168·1	25·5	521·4
Wires, cables, batteries and other electrical equipment	341/342/343	140·2	..	55·5	9·7	195·8	136·8	54·2	191·1	134·4	..	51·8	9·2	186·2
Telecommunication equipment	344	108·0	..	52·0	5·7	160·0	103·3	48·8	152·1	101·7	..	47·5	4·7	149·2
Other electronic and electrical equipment	345–348	124·2	..	76·3	12·3	200·4	120·4	70·0	190·4	117·2	..	68·9	11·6	186·1
Motor vehicles and parts	35	214·8	..	30·2	3·0	245·0	203·1	29·4	232·5	196·4	..	27·7	2·4	224·1
Motor vehicles and their engines and bodies, trailers, caravans	351/352	140·6	..	13·1	1·4	153·7	133·4	12·6	146·0	127·3R	..	11·8	1·0	139·1
Motor vehicle parts	353	74·2	..	17·1	1·6	91·3	69·7	16·9	86·6	69·1	..	15·9	1·4	85·0
Other transport equipment	36	219·8	..	28·5	2·8	248·2	215·7	28·2	243·9	209·3	..	27·1	2·7	236·4R
Shipbuilding and repairing	361	48·8	..	4·5	1·1	53·3	46·0	4·4	50·4	44·4	..	4·1	1·2	48·5
Aerospace and other transport equipment	362–365	170·9	..	24·0	1·6	194·9	169·7	23·8	193·5	164·9	..	23·1	1·5	188·0
Instrument engineering	37	61·1	1·4	30·1	6·3	91·1	59·7	28·6	88·3	58·6	1·6R	28·3	5·9	86·9
Other manufacturing industries	4	1,197·1	31·0	846·7	194·2	2,043·8	1,152·0	810·5	1,962·6	1,141·3	29·4R	797·8	178·3	1,939·1R
Food, drink and tobacco	41/42	299·4	8·9	221·0	75·1	520·4	296·0	214·6	510·6	296·2	9·1R	213·6	65·2	509·8
Meat and meat products, organic oils and fats	411/412	55·5	..	40·0	10·0	95·5	55·7	37·3	93·1	55·9	..	36·7R	8·3	92·7
Bread, biscuits and flour confectionery	419	57·2	..	62·7	32·2	119·9	57·7	61·1	118·8	57·2	..	61·4	29·5	118·6
Alcoholic, soft drink and tobacco manufacture	424–429	58·8	..	25·1	3·6	83·9	57·6	24·4	82·0	58·1	..	24·7	3·2	82·8
All other food and drink manufacture	413–418/ 420–423	128·0	..	93·2	29·2	221·2	124·9	91·8	216·7	125·0	..	90·7	24·3	215·7
Textiles	43	102·6	1·7	90·3	15·8	192·9	97·2	85·4	182·6	95·8	1·6	85·3	15·2	181·1
Footwear and clothing	45	78·8	..	199·7	27·4	278·5	75·3	192·5	267·7	73·4	..	185·7	27·9	259·2
Clothing, hats, gloves and fur goods	453/456	39·0	..	151·2	20·6	190·2	36·3	144·7	181·0	35·5	..	138·1	21·5	173·6
Timber and wooden furniture	46	197·5	3·2	49·0	13·6	246·5	185·6	46·9	232·6	182·9	2·6R	46·3	13·8	229·2
Paper, printing and publishing	47	305·4	9·4	178·2	38·2	483·7	296·2	171·3	467·5	291·9	9·6R	168·6	35·6	460·5
Pulp, paper, board and derived products	471/472	95·7	..	42·1	7·5	137·8	92·6	39·4	131·9	91·4	..	39·2	6·4	130·6
Printing and publishing	475	209·8	..	136·2	30·7	345·9	203·6	131·9	335·6	200·5	..	129·5	29·1	330·0
Rubber and plastics	48	159·3	2·7	59·6	12·6	218·9	152·0	57·4	209·3	152·2	2·3R	56·1	11·9	208·3
Other manufacturing	49	43·3	1·8	40·0	9·4	83·3	40·1	34·5	74·6	39·5	1·3R	34·3	7·0	73·8
Construction	5	920·8	13·0	140·0	56·9	1,060·8	844·7R	140·0	984·7R	820·0P	13·0P	140·0P	56·9P	960·0P
Distribution, hotels, catering, repairs	6	2,144·4	401·5	2,584·6	1,523·2	4,729·0	2,085·2	2,499·6	4,584·8	2,080·3R	376·6R	2,515·8R	1,492·5R	4,596·1R
Wholesale distribution	61	641·5	14·8	312·2	93·1	953·7	626·1	306·7	932·8R	619·2R	13·2R	302·1	89·6R	921·2R
Agriculture and textile raw materials fuels, ores, metals, etc	611/612	87·4	..	30·6	8·0	118·0	85·1	32·4	117·5	84·8R	..	32·1	8·5	116·9R
Timber and building materials	613	103·6	..	30·7	9·7	134·3	95·5	28·8	124·4	94·3R	..	28·4	9·3	122·7R
Machinery, industrial equipment, vehicles and parts	614	145·3	..	57·7	13·4	203·0	141·6	55·8	197·4	139·5P	..	54·9	13·1	194·5R
Food, drink and tobacco	617	157·1	7·6	82·0	29·8	239·1	162·1	82·2	244·3	160·7R	6·7R	80·9R	28·5	241·6
Other wholesale distribution	615/616/ 618/619	148·1	7·2	111·1	32·2	259·3	141·8	107·5	249·3	139·9R	6·5R	105·7	30·2	245·7R

Employees in employment*: June 1991

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	June 1990 Male All	June 1990 Male Part-time ††	June 1990 Female All	June 1990 Female Part-time	June 1990 All	Mar 1991 Male	Mar 1991 Female	Mar 1991 All	June 1991 Male All	June 1991 Male Part-time ††	June 1991 Female All	June 1991 Female Part-time	June 1991 All
Retail distribution	64/65	844·6	176·0	1,403·6	844·8	2,248·2	838·4	1,378·9	2,217·3	821·7R	165·1R	1,378·1R	836·8R	2,199·7R
Food	641	237·0	75·5	436·2	308·7	673·2	232·2	429·0	661·2	228·7R	69·8R	432·5R	304·2R	661·3R
Confectionery, tobacco, etc	642	26·3	13·6	80·2	61·2	106·4	28·5	81·1	109·6	26·0R	12·6R	80·9R	63·9R	106·9R
Dispensing and other chemists	643	18·1	5·2	109·4	64·8	127·5	17·4	107·5	124·9	18·2	5·2R	106·9R	65·2R	125·1R
Clothing, footwear and leather goods	645/646	42·0	..	192·8	115·8	234·8	41·6	185·7	227·3	40·9R	..	186·8R	114·8R	227·8R
Household goods, hardware, ironmongery	648	125·4	..	111·1	59·7	236·6	127·8	111·4	239·2	122·8R	..	111·8R	59·6R	234·6R
Motor vehicles and parts, filling stations	651/652	189·6	..	80·1	29·6	269·8	188·4	77·2	265·6	188·3R	..	77·8R	30·9R	266·1R
Other retail distribution	653–656	195·4	..	380·0	199·2	575·4	193·5	372·9	566·4	189·8R	..	365·7R	192·5R	555·4R
Hotels and catering	66	447·9	186·7	803·7	560·7	1,251·6	414·6	751·0	1,165·6	434·4R	176·0R	772·4R	541·8R	1,206·9R
Restaurants, snack bars, cafes, etc	661	124·2	49·4	181·8	128·2	306·0	117·7	167·3	285·1	123·6R	46·2R	170·2R	121·0R	293·8R
Public houses and bars	662	104·1	61·7	234·7	196·6	338·8	97·2	220·8	317·9	99·6R	58·4R	225·6R	188·2R	325·2R
Night clubs and licensed clubs	663	55·2	36·2	87·1	74·2	142·3	54·6	90·7	145·3	55·1	36·1R	89·8R	76·7R	144·9R
Canteens and messes	664	40·7	..	106·2	57·8	146·9	39·1	107·0	146·1	40·0R	..	104·9R	59·2R	145·0R
Hotel trade	665	106·8	26·9	171·3	91·7	278·1	92·7	149·8	242·5	98·4R	24·3R	159·7R	85·7R	258·1R
Repair of consumer goods and vehicles	67	170·6	9·0	46·5	19·6	217·2	168·6	44·9	213·6	167·4R	8·8R	45·4	19·4R	212·7R
Motor vehicles	671	152·3	..	39·8	16·7	192·1	150·5	37·4	188·0	149·6R	..	38·2	16·4	187·8R
Transport and communication	7	1,037·2	40·7	315·9	76·6	1,353·1	1,012·8	310·0	1,322·8	1,005·5	43·0	307·5	77·8	1,313·0
Railways	71	118·4	0·5	10·2	0·9	128·6	120·3	10·4	130·6	120·7	0·5	10·4	1·0	131·1
Other inland transport	72	367·5	20·4	57·3	21·2	424·9	358·4	56·6	415·0	353·9R	22·3R	56·5R	22·7R	410·4R
Scheduled road passenger transport	721	148·6	..	19·6	5·8	168·2	145·4	18·8	164·2	143·7R	..	18·6	6·0	162·3R
Other including road haulage	722–726	218·9	..	37·7	15·4	256·6	213·0	37·8	250·9	210·2R	..	37·9R	16·7R	248·1R
Air transport	75	38·4	4·7	24·0	2·8	62·4	37·6	23·8	61·4	36·8	4·9	23·9	3·2	60·7
Supporting services to transport	76	73·4	0·6	17·5	2·5	90·9	71·6	18·0	89·5	70·4	0·4	17·7	2·6	88·0
Miscellaneous transport and storage	77	103·5	..	85·6	18·4	189·1	100·4	84·7	185·1R	100·8R	..	83·9	17·9	184·6R
Postal services and telecommunications	79	310·1	12·1	115·6	30·2	425·8	298·7	111·0	409·7	297·2	12·7	109·6	29·9	406·8
Postal services	7901	161·5	11·6	46·3	20·1	207·8	158·4	46·0	204·4	156·8	12·3	45·4	20·5	202·2
Telecommunications	7902	148·6	0·5	69·3	10·1	217·9	140·3	65·0	205·3	140·4	0·4	64·1	9·4	204·6
Banking, finance and insurance, etc	8	1,332·9	66·0	1,365·9	330·9	2,698·8	1,289·0R	1,335·7R	2,624·8R	1,274·6	63·3	1,320·5	324·8	2,595·1
Banking and finance	81	244·7	9·9	377·7	83·5	622·4	239·5	375·5	615·0	238·1	10·3	371·1	83·9	609·1
Banking and bill discounting	814	186·2	1·9	268·0	54·3	454·2	183·8	267·9	451·7	181·5	1·7	261·6	54·8	443·1
Other financial institutions	815	58·5	..	109·7	29·3	168·1	55·8	107·6	163·3	56·5R	..	109·5R	29·1R	166·0R
Insurance, except social security	82	134·3	..	126·6	17·3	260·9	136·1	132·5	268·6	135·0	..	132·8R	19·8R	267·8R
Business services	83	785·9	40·8	758·4	199·1	1,544·2	757·2R	731·6	1,488·9	742·3R	39·3R	716·7R	190·0R	1,459·0R
Professional business services	831–837	434·5	6·3	468·9	121·0	903·4	420·8	464·1	884·9	413·8R	6·3R	464·2R	120·9R	878·0R
Other business services	838/839	351·4	..	289·4	78·1	640·8	336·5	267·5	604·0	328·5R	..	252·5R	69·1R	581·0R
Renting of movables	84	94·9	0·6	35·6	10·5	130·4	86·3R	33·5	119·8R	85·1R	0·6	32·6R	8·7	117·6R
Owning and dealing in real estate	85	73·2	..	67·7	20·4	140·9	69·8	62·7R	132·5	74·1R	..	67·4R	22·3R	141·6R
Other services	9	2,230·6R	377·5R	4,485·2R	2,310·9R	6,715·8R	2,206·6R	4,488·9R	6,695·5R	2,228·1	383·9	4,508·2	2,330·7	6,736·2
Public administration and defence †	91	765·0R	44·5R	735·8R	231·7R	1,500·8R	779·4R	748·0R	1,527·4R	774·6	59·1	744·4	255·5	1,519·1
National government nes/social security **	9111/9190	218·4R	0·5R	296·8R	64·0	515·2	223·1R	301·4R	524·5	217·1	11·5	297·4	73·6	514·5
Local government services nes	9112	235·9	28·3	321·2	144·7	557·1	242·5	327·4R	569·9R	242·8	31·9	327·6	157·9	570·4
Justice, police, fire services	912–914	233·0	15·0	80·3	18·4	313·3	236·8	82·1	318·9	237·1	15·0	82·3	19·2	319·4
National defence	915	77·8	0·7	37·5	4·6	115·3	77·0	37·1	114·1	77·6	0·8	37·1	4·8	114·7
Sanitary services	92	148·6	49·2	237·8	202·5	386·4	141·4	233·9	375·4	140·5	39·6	231·0	195·1	371·5
Education	93	536·1	124·3	1,208·7	701·0	1,744·8	528·8	1,212·0	1,740·8	526·0	129·3	1,205·9	691·6	1,731·9
Research and development	94	61·7	1·1	32·5	5·7	94·3	60·1	33·2	93·3	59·9R	1·2R	33·6R	5·6	93·6
Medical and other health services	95	261·4R	47·4R	1,156·9R	563·6R	1,418·2R	261·1R	1,160·2R	1,421·3R	261·9	47·2	1,162·2	566·7	1,424·1
Other services	96	160·8	40·5	702·0	412·0	862·8	169·2	719·2R	888·4R	174·3R	45·4R	724·2R	432·7R	898·5R
Social welfare, etc	9611	108·3	..	616·0	368·4	724·3	112·5	627·8R	740·3R	117·0R	..	631·9R	381·7R	748·9R
Recreational and cultural services	97	250·3	63·4	262·4	142·6	512·7	218·5	236·2	454·8R	243·5R	53·8R	260·5R	134·3	504·0R
Personal services ‡	98	46·7	7·3	149·0	51·9	195·7	48·1	146·0	194·2	47·4R	8·2R	146·3R	49·2	193·6R

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.

* See footnotes † in *table 1·1*.

† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities analysed by type of service, are published in *table 1·7* on a quarterly basis.

‡ Domestic servants are excluded.

†† The part-time male figure for all industries and services (0-9) is seasonally adjusted.

1·5 EMPLOYMENT
Employees in employment by region*

THOUSAND

Standard region	Male	Female All	Female Part-time	Total	Index Sept 1989 = 100	Production and construction industries	Index Sept 1989 04 100	Production industries	Index Sept 1989 = 100	Manufacturing industries	Index Sept 1989 = 100	Service industries	Index Sept 1989 = 100
SIC 1980				R		1-5		1-4		2-4		6-9 R	
South East													
1990 Mar	3,983	3,609	1,446	7,592	99·9	1,694 R	98·0	1,377	97·8	1,278	97·6	5,841	100·6
June	3,993	3,643 R	1,475 R	7,636	100·5	1,690	97·7	1,375	97·6	1,275	97·4	5,886	101·4
Sept	3,980 R	3,613 R	1,436 R	7,592	99·9	1,687	97·6	1,374	97·5	1,274	97·3	5,841	100·6
Dec	3,931	3,625 R	1,475 R	7,556	99·4	1,662	96·1	1,356	96·3	1,255 R	95·9	5,841	100·6
1991 Mar	3,852	3,566 R	1,443 R	7,418	97·6	1,613 R	93·3	1,320	93·7	1,219	93·2	5,753	99·1
Jun	3,803	3,543	1,449	7,346	96·7	1,583	91·6	1,297	92·1	1,197	91·5	5,705	98·3
Greater London (Included in South East)													
1990 Mar	1,860 R	1,620	527	3,480	99·9	600 R	97·0	472	97·0	429 R	96·8	2,878	100·6
June	1,869	1,626 R	535 R	3,495	100·4	602 R	97·4	475	97·6	432 R	97·5	2,891	101·0
Sept	1,845 R	1,610 R	515 R	3,454	99·2	600 R	97·0	474	97·3	431	97·1	2,853	99·7
Dec	1,826	1,615 R	529 R	3,441	98·8	594 R	96·0	471	96·7	428	96·4	2,846	99·4
1991 Mar	1,785 R	1,588 R	516 R	3,373	96·9	576 R	93·0	457	93·9	414 R	93·4	2,796	97·7
Jun	1,757	1,566	519	3,323	95·4	571	92·2	455	93·5	412	93·0	2,751	96·1
East Anglia													
1990 Mar	432	368	166	800	99·9	230	98·8	193	98·5	181	98·3	540	101·1
June	434	379 R	173 R	814	101·7	230	99·0	193	98·8	182	98·8	553	103·5
Sept	438	377 R	168 R	815	101·8	234	100·6	197	101·0	186	100·9	548	102·5
Dec	432	375 R	169 R	807	100·8	232	99·8	196	100·4	185	100·3	545	101·9
1991 Mar	426 R	365	167 R	791	98·8	223	96·0	189	96·6	177	96·3	538	100·7
Jun	428	371	171	799	99·8	218	93·9	185	94·6	173	94·3	552	103·3
South West													
1990 Mar	919	837	405	1,757	100·1	479	99·7	402	99·6	374	99·5	1,238	100·7
June	921	851 R	416 R	1,772	101·0	479 R	99·6	402	99·6	374	99·5	1,254	101·9
Sept	929 R	842 R	405	1,771	101·0	480 R	99·8	404 R	100·0	375	99·8	1,248	101·5
Dec	905 R	833 R	409	1,738	99·1	471 R	98·0	396	98·2	368	97·8	1,228	99·8
1991 Mar	893 R	825 R	401 R	1,718	98·0	463	96·3	391	97·0	363	96·5	1,217	98·9
Jun	889	834	411	1,723	98·2	454	94·5	385	95·3	356	94·8	1,229	99·9
West Midlands													
1990 Mar	1,151	940	408	2,091	99·5	806	98·2	711	98·0	677	98·0	1,261	100·6
June	1,151 R	947	413	2,098	99·9	804	97·9	709	97·7	675	97·6	1,269	101·3
Sept	1,154 R	949	405	2,103	100·1	805 R	98·0	711	97·9	676	97·9	1,272	101·5
Dec	1,140 R	948 R	409	2,088	99·4	791	96·4	699	96·4	665	96·2	1,274	101·7
1991 Mar	1,108 R	926 R	402	2,034	96·8	757	92·2	669	92·2	635	91·9	1,254	100·1
Jun	1,100	925	405	2,025	96·4	739	90·1	654	90·1	620	89·8	1,261	100·6
East Midlands													
1990 Mar	834 R	726	327	1,559	99·1	603	98·3	534	98·0	485	98·2	930	99·9
June	834	734	333 R	1,568	99·6	601	98·0	532	97·7	485	98·1	941	101·0
Sept	842	728	330 R	1,570	99·8	605 R	98·5	536	98·4	489	99·0	938	100·8
Dec	827	742	342	1,569	99·7	598	97·5	531	97·5	484	98·0	946	101·5
1991 Mar	806	730 R	339 R	1,536	97·6	579	94·3	515	94·5	470 R	95·0	932	100·0
Jun	802	727	338	1,529	97·2	569	92·7	506	92·9	461	93·4	935	100·3
Yorkshire and Humberside													
1990 Mar	1,012 R	903	438	1,915	100·6	657	99·6	555	99·2	500	99·3	1,235	101·3
June	1,019 R	911	448	1,931	101·4	656	99·4	554	99·1	500 R	99·2	1,251	102·7
Sept	1,017 R	905	438 R	1,923	101·0	660	100·0	560 R	100·0	506	100·5	1,237	101·6
Dec	1,002 R	912	445	1,915	100·6	645	97·7	547	97·7	493	98·0	1,247	102·3
1991 Mar	983 R	893	436	1,876	98·5	624	94·6	530	94·8	477	94·8	1,228	100·8
Jun	980	899	441	1,879	98·7	616	93·4	525	93·8	473	93·8	1,239	101·7
North West													
1990 Mar	1,270 R	1,143	510	2,413	99·2	808	98·6	693	98·3	649	98·2	1,590	99·7
June	1,275	1,151	520	2,426	99·8	805	98·2	691	98·0	647	97·9	1,606	100·7
Sept	1,280	1,153 R	518	2,433	100·1	806	98·3	693 R	98·2	648	98·1	1,611	101·0
Dec	1,264 R	1,148 R	520 R	2,411	99·2	791 R	96·4	680	96·4	636	96·2	1,606	100·6
1991 Mar	1,239 R	1,133	508 R	2,373	97·6	772 R	94·2	666	94·5	622	94·2	1,586	99·4
Jun	1,225	1,130	513	2,354	96·8	757	92·3	654	92·7	610	92·3	1,582	99·2
North													
1990 Mar	597	525	248	1,122	100·6	386	99·2	314	98·7	277	98·6	724	101·5
June	591	524	250	1,115	99·9	382	98·1	310	97·5	273	97·4	722	101·1
Sept	596	524	248	1,120	100·3	385 R	98·8	313	98·5	276	98·5	723	101·4
Dec	588 R	530 R	255 R	1,118	100·2	376	96·6	307	96·4	270	96·3	731	102·5
1991 Mar	578	522 R	252	1,101	98·6	368	94·5	302	94·8	265	94·5	722	101·2
Jun	568	522	250	1,091	97·7	361	92·8	297	93·2	261	93·0	719	100·7
Wales													
1990 Mar	516	466	216	982	99·6	313	98·8	265	98·5	238	98·2	650	100·2
June	526 R	467	213	993	100·7	312	98·4	264	98·1	238	98·3	662	102·1
Sept	520	467	213	987	100·1	314 R	98·9	266	98·8	240	99·1	653	100·7
Dec	511	470	218	981	99·5	309	97·4	263	97·5	236	97·6	653	100·7
1991 Mar	501	459	213 R	961	97·4	299	94·4	255	94·7	229	94·5	642	99·0
Jun	502	461	215	963	97·7	293	92·5	250	92·8	224	92·4	651	100·4
Scotland													
1990 Mar	1,027	930 R	395	1,957	99·4	591	99·5	457	99·3	397	98·7	1,337	99·5
June	1,031	942	406 R	1,974	100·3	591	99·5	458	99·5	398	98·9	1,353	100·6
Sept	1,040	943	406	1,983	100·8	597	100·6	465	101·0	405	100·6	1,356	100·9
Dec	1,034	946	417 R	1,980	100·6	591	99·5	462	100·4	401	99·7	1,362	101·3
1991 Mar	1,021	936	412	1,956	99·4	573	96·4	449	97·7	388	96·5	1,356	100·9
Jun	1,015	944	414	1,959	99·6	563	94·8	443	96·3	383	95·1	1,368	101·7
Great Britain													
1990 Mar	11,741 R	10,447	4,560	22,188	99·8	6,569	98·7	5,502	98·4	5,055	98·3	15,346	100·5
June	11,775 R	10,550	4,645 R	22,325	100·4	6,550	98·4	5,489	98·2	5,046	98·1	15,497	101·5
Sept	11,797 R	10,501 R	4,568 R	22,297	100·3	6,571	98·7	5,518	98·7	5,075	98·7	15,428	101·0
Dec	11,634 R	10,529	4,659 R	22,163	99·7	6,464	97·1	5,437	97·3	4,994	97·1	15,431	101·0
1991 Mar	11,407	10,357 R	4,571 R	21,763	97·9	6,271 R	94·2	5,286	94·6	4,846	94·2	15,228	99·7
Jun	11,313	10,355	4,606	21,667	97·5	6,155	92·5	5,195	92·9	4,758	92·5	15,240	99·8

* See footnotes to *table 1·1*.

EMPLOYMENT 1·5
Employees in employment by region*

THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education health and other services
SIC 1980	0	1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
South East												
1990 Mar	57	100	147	627	504	317	812	802	559	1,339	673	1,656 R
June	60	99	149	624	502	315	825	797	559	1,348	683	1,675 R
Sept	64	100	149	626	499	313	826 R	800	562 R	1,338	675	1,641 R
Dec	54	101	146 R	615	494	306	817	818	557 R	1,308	674	1,668 R
1991 Mar	52 R	100	142	592	485	293 R	787 R	784	546 R	1,289	683	1,666 R
Jun	57	100	143	578	476	286 P	776	770	532	1,269	671	1,687
Greater London (Included in South East)												
1990 Mar	1	43	40	164	226	128	362	328	302 R	803	362	722 R
June	1	43	43	165	225	127	359	325 R	304	810	369	725 R
Sept	1	43	43	167	222	126 R	359	323	304	795	359	712 R
Dec	1	43	42	166	220	123 R	359	332 R	303 R	775	357	719 R
1991 Mar	1	43	41	155	218 R	118 R	342	319	297 R	758 R	359	721 R
Jun	1	43	40	157	215	116 P	337	307	285	740	352	730
East Anglia												
1990 Mar	30	12	18	74	88	37	90	87	54	80	51	178
June	30	11	17	75	89	37	94	86	55	83	51	185 R
Sept	33	12	19	75	92	37	95	86	55	82	51	178 R
Dec	30	12	19	73	92	36	89	88	55	81	51	181 R
1991 Mar	29	12	18	71	88	34	89	84	52	80	52	181 R
Jun	28	12	18	70	86	33 P	97	82	57	80	51	185
South West												
1990 Mar	39	28	39	191	143	77	217	190	93	204	150	384
June	40	28	40	190	144	77 R	236	189 R	94	200	149	385
Sept	43	28	40	192	143	76	233	188	94	203	150	380 R
Dec	39	29 R	39	186	143	74	217	193	92	197	150	378 R
1991 Mar	39 R	29	38 R	186	139	71	212 R	183	91	197	152	382 R
Jun	40	28	37	182	137	69 P	227	181	92	194	153	382
West Midlands												
1990 Mar	25	34	105 R	383	190 R	95	229	189	99	193	145	405
June	25	34	104	378 R	193 R	95	232	187	99	197	146	408 R
Sept	27	34	103	380 R	193	94	234	189	99	196	148	406 R
Dec	23	34	102	376	188	92	232	196	99 R	193	147	408 R
1991 Mar	23	34	97	359	179	88	226 R	187	96	191	148	406 R
Jun	25	33	95	347	179	86 P	226	187	97	193	147	410
East Midlands												
1990 Mar	26	49	64	184	237	69	165	150	78	122	138	276 R
June	25	47	64	182	239	69	167	152	77	122	140	283
Sept	27	47	63	185	241	69 R	166	152	79	125	141	274
Dec	26	47	63	184	238	67	166	157 R	80	124	139	279
1991 Mar	25	45	61	177	232	64	162	151	79	122	139	279 R
Jun	26	45	60	173	229	63 P	163	152	79	122	137	281
Yorkshire and Humberside												
1990 Mar	23	55	91	180 R	229	102	207	195	105	161	140	426
June	23	55	91	179	229	102 R	215	195	105	162	140	434 R
Sept	25	53	91	181	234	101	217	194	105 R	162	140	420 R
Dec	23	53	90	175	228	98	210	198	105 R	159	143	431 R
1991 Mar	23 R	53	89 R	169	220	94	205	191	102	159	142	428
Jun	23	52	87	165	220	92 P	207	196	102	159	144	432
North West												
1990 Mar	14	44	104	274	271	115	267	245	138	242	202	495
June	15	44	103	272	272	114	274 R	246	140 R	242	204	501
Sept	16	44	103 R	274 R	272	113	278	247	141	244	205 R	496 R
Dec	15	44	102 R	267	267	111	274	249	138	245	202 R	497 R
1991 Mar	15	44	99	263	260	106	266	241	137 R	241	203 R	498 R
Jun	15	44	99	255	256	103 P	268	239	133	237	202	503
North												
1990 Mar	12	37	56	117	104	72	115	106	63	87	94	259
June	11	37	55	116 R	103	72	116	106	62	88	95	255
Sept	12	37	54	117	105	71	119	105	62	90	95	251 R
Dec	11	37	53	114	102	69	117	113	60	88	95	256 R
1991 Mar	11	37	52	114	99	66	114 R	107	61	89	95	255 R
Jun	11	36	52	111	98	64 P	114	105	61	87	94	256
Wales												
1990 Mar	19	28	53	100	85	48	100	94	54	69	107	226
June	20	26	52	101	84	48	106	97	55	69	108	227
Sept	21	27	54	102	84	47	103	98	54 R	69	108	221
Dec	20	26	51	102	83	46	100 R	100	53 R	67	108	226
1991 Mar	20 R	26	51	98	79	44	97	96	52 R	68	107 R	222
Jun	20	27	50	95	79	43 P	102	96	52	67	108	226
Scotland												
1990 Mar	28	60 R	46	166	185	134	204	191	109	186	169 R	477
June	30	60	44	166	188	133	216 R	193	109	187 R	172	477
Sept	30	60	44	169	191	132	222	192	110 R	189	179	465
Dec	27	61 R	44	169	189	129	214	198	108	184	181	476
1991 Mar	28	61	43	165	181	123 R	211 R	193	106	189	181 R	476
Jun	29	60	42	161	180	120 P	217	191	107	187	183	482
Great Britain												
1990 Mar	273	447	722	2,297	2,036	1,067	2,406	2,249	1,353	2,684	1,870	4,784
June	279	443	718	2,284	2,044	1,061	2,481	2,248	1,353	2,699	1,887	4,829
Sept	298	443	721	2,301	2,054	1,053	2,492	2,252	1,361 R	2,698	1,894	4,732 R
Dec	268	443	709	2,260	2,025	1,027	2,437	2,310	1,347 R	2,647	1,890	4,800 R
1991 Mar	265 R	440	690	2,193	1,963	985 R	2,368	2,217	1,323 R	2,625	1,903	4,793
Jun	272	437	682	2,138	1,939	960 P	2,396	2,200	1,313	2,595	1,891	4,846

* See footnotes to *table 1·1*.

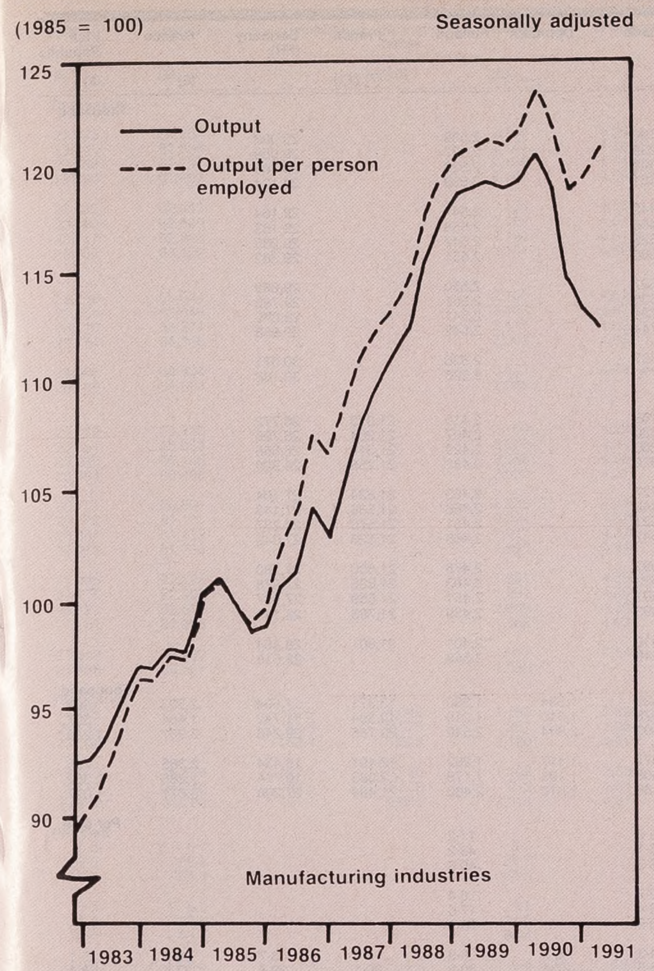
Indices of output **, employment and output per person employed

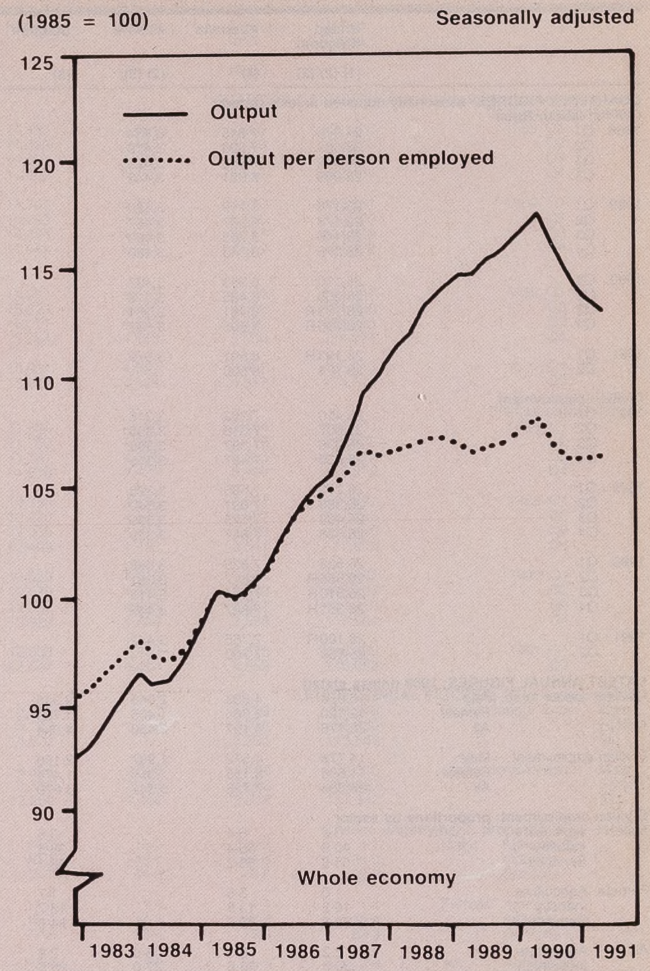
1985=100

Class	Whole economy	Total production industries	Manufacturing industries: Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	Construction
		Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5
Output †											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·3	102·4	101·3	100·3	101·3	101·8	100·2	100·8	100·7	104·5	104·5
1987	108·1	105·7	106·6	108·6	106·8	109·0	103·7	103·2	103·7	115·0	112·7
1988	112·7	109·5	114·1	122·3	117·3	114·2	112·3	104·7	102·0	126·6	122·9
1989	115·3	109·9	118·9	124·7	120·1	119·4	119·9	105·6	98·3	132·3	130·4
1990	116·4	109·2	118·3	121·3	113·4	118·2	119·6	106·1	95·7	133·2	131·8
1986 Q1	101·3	101·1	98·8	96·8	97·3	99·8	97·7	99·0	99·8	101·3	99·2
Q2	102·8	102·2	100·8	99·8	101·1	101·3	99·8	100·1	101·6	103·1	104·5
Q3	104·1	103·0	101·3	98·9	102·6	102·1	99·8	101·1	99·8	105·1	106·1
Q4	105·0	103·5	104·4	105·7	104·4	103·9	103·5	103·0	101·5	108·6	108·2
1987 Q1	105·7	103·7	103·0	103·1	101·0	105·9	99·8	102·4	101·9	110·0	111·3
Q2	107·3	104·8	105·6	107·8	106·1	106·8	102·6	103·0	103·8	114·1	109·3
Q3	109·4	106·7	108·1	110·3	109·6	111·0	105·3	103·3	105·3	116·6	113·0
Q4	110·1	107·8	109·6	113·1	110·4	112·2	106·9	104·3	103·8	119·2	117·5
1988 Q1	111·2	107·9	110·9	118·5	116·9	111·1	108·0	103·6	103·5	122·3	122·1
Q2	112·1	109·5	112·4	120·7	115·0	112·5	110·8	104·7	100·8	123·8	121·5
Q3	113·4	110·3	115·5	124·2	116·6	116·2	113·6	105·7	102·0	129·4	122·1
Q4	114·1	110·4	117·4	125·8	120·7	117·0	117·0	104·9	101·5	131·0	126·0
1989 Q1	114·8	109·6	118·7	130·7	121·9	118·7	118·9	104·6	99·8	132·4	131·7
Q2	114·8	109·1	118·9	122·1	122·2	118·3	119·7	105·8	99·2	132·6	131·0
Q3	115·6	110·5	119·2	122·6	119·8	120·4	121·1	105·6	97·3	131·4	128·8
Q4	116·1	110·4	118·9	123·3	116·4	120·1	120·0	106·1	96·8	132·7	130·2
1990 Q1	116·8	109·8	119·3	120·0	115·5	120·3	120·5	105·4	98·4	134·5	135·1
Q2	117·6	111·9	120·5	125·7	114·7	119·5	122·9	105·9	97·6	135·2	133·0
Q3	116·2	108·5	118·6	124·0	113·3	118·3	119·7	107·1	94·8	133·7	131·0
Q4	114·9	106·6	114·7	115·6	110·0	114·7	115·2	106·2	91·8	129·3	128·0
1991 Q1	113·9	106·4	113·4	110·1	104·0	115·1	114·4	106·8	89·5	126·7	124·9
	113·2	105·3	112·6	109·6	103·8	117·7	112·3	106·8	88·0	126·7	120·5
Employed labour force **											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	100·1	97·3	97·9	89·1	94·0	97·1	97·5	97·4	100·1	100·7	99·6
1987	101·9	96·1	97·0	82·3	90·2	94·8	96·2	96·5	99·3	103·3	104·4
1988	105·2	96·7	98·2	77·7	90·5	96·2	97·6	95·9	100·0	106·3	110·8
1989	107·8	96·7	98·5	83·0	93·8	97·7	97·6	94·1	95·6	109·4	120·0
1990	108·4	95·5	97·4	89·5	94·9	96·9	96·0	92·6	91·2	109·9	120·9
1986 Q1	100·0	98·7	99·1	92·6	96·6	98·5	98·9	98·5	101·0	100·5	99·1
Q2	100·0	97·6	98·2	89·9	94·7	97·3	97·7	97·5	100·8	99·9	99·0
Q3	100·1	96·8	97·3	87·9	92·6	96·6	96·9	96·8	99·4	100·6	99·5
Q4	100·4	96·2	97·0	86·1	92·1	95·9	96·4	96·8	99·2	101·6	100·6
1987 Q1	100·7	95·8	96·5	83·7	91·2	95·1	95·8	96·2	98·6	102·0	102·0
Q2	101·5	95·9	96·8	82·2	90·1	94·7	95·9	96·5	99·1	102·7	103·4
Q3	102·3	96·2	97·2	82·0	89·7	94·6	96·4	96·6	99·6	103·7	105·2
Q4	103·2	96·4	97·5	81·3	90·0	95·0	96·9	96·8	100·0	104·6	106·8
1988 Q1	104·1	96·6	97·9	79·6	90·1	95·4	97·2	96·3	100·3	105·0	108·5
Q2	104·8	96·7	98·1	77·7	90·6	95·7	97·4	95·6	100·4	105·6	109·6
Q3	105·7	96·7	98·3	77·2	90·5	96·5	97·7	95·6	99·7	106·7	111·3
Q4	106·3	96·9	98·4	76·6	90·8	97·3	98·1	96·0	99·3	108·0	113·8
1989 Q1	107·1	96·9	98·6	74·6	90·5	97·5	98·3	95·2	98·3	108·4	116·5
Q2	107·6	96·7	98·5	79·2	92·6	97·5	97·7	94·1	96·4	108·8	119·9
Q3	108·0	96·6	98·5	87·5	95·3	97·8	97·2	93·7	94·5	110·0	121·5
Q4	108·3	96·4	98·3	90·6	96·7	98·2	97·1	93·6	93·3	110·6	121·9
1990 Q1	108·4	96·1	98·1	90·5	96·2	97·4	96·7	92·9	92·4	110·2	121·9
Q2	108·6	95·9	97·7	90·1	95·2	96·8	96·1	92·3	91·9	110·2	121·4
Q3	108·6	95·5	97·4	89·5	94·3	96·8	96·0	92·5	90·8	110·0	120·8
Q4	108·0	94·6	96·5	88·1	93·9	96·5	95·2	92·8	89·9	109·0	119·7
1991 Q1	107·1	93·1	94·9	85·6	91·9	95·1	93·2	92·2	88·3	106·8	117·2
	106·2	91·5	93·2	84·1	89·5	94·1	90·8	90·9	86·6	105·1	114·9
Output per person employed ‡											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·2	105·3	103·5	112·6	107·8	104·9	102·8	103·5	100·5	103·8	104·9
1987	106·1	110·1	109·8	131·8	118·3	114·9	107·7	107·0	104·4	111·3	108·0
1988	107·1	113·2	116·2	157·2	129·5	118·7	115·1	109·2	102·0	119·1	111·0
1989	107·0	113·7	120·8	151·2	128·1	122·1	122·9	112·1	102·8	120·9	108·8
1990	107·4	114·3	121·4	135·3	119·4	122·0	124·6	114·6	104·8	121·2	109·0
1986 Q1	101·3	102·5	99·7	104·4	100·7	101·3	98·8	100·6	98·8	100·7	100·2
Q2	102·8	104·7	102·6	110·9	106·7	104·1	102·1	102·6	100·7	103·2	105·5
Q3	104·0	106·4	104·1	112·3	110·6	105·8	103·0	104·3	100·4	104·4	106·6
Q4	104·6	107·5	107·7	122·7	113·3	108·4	107·3	106·4	102·3	106·9	107·5
1987 Q1	105·0	108·3	106·7	123·1	110·7	111·4	104·2	106·5	103·4	107·8	109·2
Q2	105·7	109·2	109·1	131·1	117·8	112·8	107·0	106·7	104·7	111·0	105·6
Q3	106·9	111·0	111·2	134·4	122·2	117·4	109·2	107·0	105·7	112·4	107·4
Q4	106·6	111·9	112·4	138·9	122·7	118·1	110·3	107·7	103·9	114·0	109·9
1988 Q1	106·8	111·7	113·3	148·8	129·7	116·5	111·1	107·5	103·1	116·5	112·6
Q2	107·0	113·3	114·6	155·2	126·8	117·5	113·8	109·5	100·4	117·2	110·8
Q3	107·3	114·0	117·5	160·6	128·8	120·5	116·2	110·5	102·3	121·3	109·7
Q4	107·4	113·9	119·3	164·1	132·9	120·3	119·2	109·4	102·2	121·4	110·7
1989 Q1	107·1	113·1	120·5	174·9	134·6	121·8	120·9	109·9	101·5	122·1	113·0
Q2	106·7	112·8	120·8	153·9	131·9	121·3	122·6	112·5	103·0	121·8	109·3
Q3	107·0	114·4	121·1	139·9	125·6	123·1	124·6	112·8	103·1	119·5	105·9
Q4	107·2	114·5	120·9	136·0	120·3	122·3	123·6	113·4	103·8	120·0	106·8
1990 Q1	107·8	114·2	121·6	132·5	120·1	123·5	124·6	113·5	106·5	122·1	110·9
Q2	108·3	116·7	123·4	139·4	120·4	123·5	127·9	114·7	106·3	122·7	109·6
Q3	107·0	113·6	121·7	138·4	120·1	122·3	124·6	115·8	104·3	121·5	108·4
Q4	106·4	112·7	118·8	131·1	117·1	118·8	121·1	114·4	102·2	118·6	107·0
1991 Q1	106·4	114·3	119·4	128·5	113·1	121·1	122·8	115·8	101·3	118·6	106·6
Q2	106·6	115·0	120·8	130·1	115·8	125·2	123·6	117·5	101·6	120·6	104·9

** Industries are grouped according to the Standard Industrial Classification 1980.

Indices of output, employment and productivity





Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy: Output †	Employed labour force *	Output per person employed	Production industries Divisions 1 to 4: Output	Employed labour force *	Output per person employed	Manufacturing industries Divisions 2 to 4: Output	Employed labour force *	Output per person employed
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·3	100·1	103·2	102·4	97·3	105·3	101·3	97·9	103·5
1987	108·1	101·9	106·1	105·7	96·1	110·1	106·6	97·0	109·8
1988	112·7	105·2	107·1	109·5	96·7	113·2	114·1	98·2	116·2
1989	115·3	107·8	107·0	109·9	96·7	113·7	118·9	98·5	120·8
1990	116·4	108·4	107·4	109·2	95·5	114·3	118·3	97·4	121·4
1985 Q1	98·9	99·8	99·1	97·8	100·4	97·4	100·4	100·3	100·2
Q2	100·4	100·0	100·4	101·7	100·2	101·5	101·1	100·1	101·0
Q3	100·2	100·1	100·1	100·6	99·9	100·7	99·9	100·0	99·9
Q4	100·6	100·1	100·5	99·9	99·4	100·5	98·6	99·7	99·0
1986 Q1	101·3	100·0	101·3	101·1	98·7	102·5	98·8	99·1	99·7
Q2	102·8	100·0	102·8	102·2	97·6	104·7	100·8	98·2	102·6
Q3	104·1	100·1	104·0	103·0	96·8	106·4	101·3	97·3	104·1
Q4	105·0	100·4	104·6	103·5	96·2	107·5	104·4	97·0	107·7
1987 Q1	105·7	100·7	105·0	103·7	95·8	108·3	103·0	96·5	106·7
Q2	107·3	101·5	105·7	104·8	95·9	109·2	105·6	96·8	109·1
Q3	109·4	102·3	106·9	106·7	96·2	111·0	108·1	97·2	111·2
Q4	110·1	103·2	106·6	107·8	96·4	111·9	109·6	97·5	112·4
1988 Q1	111·2	104·1	106·8	107·9	96·6	111·7	110·9	97·9	113·3
Q2	112·1	104·8	107·0	109·5	96·7	113·3	112·4	98·1	114·6
Q3	113·4	105·7	107·3	110·3	96·7	114·0	115·5	98·3	117·5
Q4	114·1	106·3	107·4	110·4	96·9	113·9	117·4	98·4	119·3
1989 Q1	114·8	107·1	107·1	109·6	96·9	113·1	118·7	98·6	120·5
Q2	114·8	107·6	106·7	109·1	96·7	112·8	118·9	98·5	120·8
Q3	115·6	108·0	107·0	110·5	96·6	114·4	119·2	98·5	121·1
Q4	116·1	108·3	107·2	110·4	96·4	114·5	118·9	98·3	120·9
1990 Q1	116·8	108·4	107·8	109·8	96·1	114·2	119·3	98·1	121·6
Q2	117·6	108·6	108·3	111·9	95·9	116·7	120·5	97·7	123·4
Q3	116·2	108·6	107·0	108·5	95·5	113·6	118·6	97·4	121·7
Q4	114·9	108·0	106·4	106·6	94·6	112·7	114·7	96·5	118·8
1991 Q1	113·9	107·1	106·4	106·4	93·1	114·3	113·4	94·9	119·4
Q2	113·2	106·2	106·6	105·3	91·5	115·0	112·6	93·2	120·8

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

1·9 EMPLOYMENT
Selected countries: national definitions

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic
	(1) (2) (3)	(4)	(2) (5)	(3)				(7) (11)		(6)	(8)
QUARTERLY FIGURES: seasonally adjusted unless stated											Thousand
Civilian labour force											
1988 Q1	27,976	7,845	3,434	..	13,196	..	2,539	..	29,003	..	..
Q2	28,032	7,908	3,418	..	13,239	..	2,527	..	29,059	..	..
Q3	28,072	7,956	3,423	..	13,308	..	2,539	..	29,108	..	..
Q4	28,056	8,021	3,443	..	13,361	..	2,538	..	29,134	..	..
1989 Q1	28,178	8,119	3,420	..	13,442	..	2,547	..	29,164	..	..
Q2	28,178	8,207	3,457	..	13,466	..	2,558	..	29,183	..	..
Q3	28,146	8,263	3,460	..	13,525	..	2,542	..	29,255	..	..
Q4	28,176	8,343	3,460	..	13,580	..	2,551	..	29,382	..	..
1990 Q1	28,130	8,353	3,492	..	13,627	..	2,550	..	29,689	..	..
Q2	28,206	8,425	3,513	..	13,638	..	2,551	..	29,783	..	..
Q3	28,183 R	8,481	3,534	..	13,721	..	2,541	..	29,876	..	..
Q4	28,196 R	8,505	3,567	..	13,744	..	2,542	..	29,958	..	..
1991 Q1	28,193 R	8,501	3,579	..	13,697	..	2,536	..	30,071	..	..
Q2	28,124	8,500	..	..	13,770	..	2,526	..	30,186	..	..
Civilian employment											
1988 Q1	25,410	7,262	3,316	..	12,165	..	2,415	21,073	26,772	..	..
Q2	25,607	7,318	3,300	..	12,230	..	2,407	21,264	26,796	..	..
Q3	25,836	7,397	3,300	..	12,260	..	2,429	21,314	26,866	..	..
Q4	26,030	7,487	3,315	..	12,326	..	2,432	21,255	26,929	..	..
1989 Q1	26,272	7,585	3,328	..	12,427	..	2,453	21,334	27,104	..	..
Q2	26,386	7,691	3,340	..	12,446	..	2,468	21,538	27,143	..	..
Q3	26,459	7,775	3,359	..	12,521	..	2,451	21,576	27,237	..	..
Q4	26,538	7,847	3,339	..	12,547	..	2,468	21,523	27,349	..	..
1990 Q1	26,522	7,825	3,398	..	12,597	..	2,478	21,600	27,783	..	..
Q2	26,586 R	7,877	3,391	..	12,623	..	2,463	21,836	27,878	..	..
Q3	26,510 R	7,864	3,415	..	12,601	..	2,451	21,869	27,977	..	..
Q4	26,351 R	7,827	3,445	..	12,493	..	2,439	21,783	28,141	..	..
1991 Q1	26,100 R	7,755	3,442	..	12,310	..	2,401	21,801	28,464	..	..
Q2	25,880	7,700	..	..	12,348	..	2,348	..	28,516	..	..
LATEST ANNUAL FIGURES: 1989 unless stated											Thousand
Civilian labour force: Male	16,059	4,833	2,045	2,345	7,525	1,534	1,330	13,371	17,504	2,503	882
Female	12,120	3,364	1,405	1,709	5,978	1,310	1,219	10,394	11,742	1,464	397
All	28,178	8,197	3,450	4,054	13,503	2,844	2,549	23,765	29,246	3,967	1,279
Civilian employment: Male	14,778	4,572	1,987	2,196	6,977	1,417	1,282	12,401	16,434	2,385	725
Female	11,608	3,156	1,355	1,474	5,508	1,193	1,178	9,083	10,774	1,286	352
All	26,386	7,728	3,342	3,670	12,486	2,610	2,460	21,484	27,208	3,671	1,077
Civilian employment: proportions by sector											Per cent
Male: Agriculture	3·2	6·4	..	3·5	5·6	..	11·2	..	..	..	..
Industry	40·9	35·4	..	38·5	35·1	..	43·2	..	..	..	..
Services	55·9	58·2	..	58·1	59·3	..	45·6	..	..	..	..
Female: Agriculture	1·0	3·6	..	1·7	2·7	..	6·4	..	..	..	..
Industry	16·2	13·8	..	13·7	13·4	..	17·6	..	..	..	..
Services	82·8	82·5	..	84·6	83·9	..	76·1	..	..	..	..
All: Agriculture	2·2	5·3	8·0	2·8	4·3	5·7	8·9	6·4	3·7	25·3	15·1
Industry	30·0	26·6	37·0	28·5	25·5	27·4	30·9	30·1	39·8	27·5	28·4
Services	67·8	68·1	55·0	68·8	70·2	67·0	60·2	63·5	56·5	47·1	56·5

Sources: OECD "Labour Force Statistics 1969-1989" 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, so comparisons must be approached with caution.

Notes:
1 Civilian labour force figures refer to workforce excluding HM Forces. Civilian employment refers to workforce in employment excluding HM Forces. The proportions 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 second quarter.
7 Civilian employment figures include apprentices in professional training.
8 Annual figures relate to April.
9 Quarterly figures relate to January, April, July and October.
10 Annual figures relate to January.
11 Unadjusted figures.

Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States	
(9)	(5)		(10)	(5)			(5)	(2) (5)		
Thousand										**QUARTERLY FIGURES: seasonally adjusted unless stated**
										Civilian labour force
23,675	61,361	..	..	2,149	4,568	14,590	4,454	3,485	121,025	1988 Q1
23,746	61,569	..	..	2,144	4,498	14,638	4,467	3,499	121,275	Q2
23,680	61,727	..	..	2,160	4,545	14,667	4,473	3,505	121,914	Q3
23,655	61,897	..	..	2,141	4,562	14,623	4,488	3,512	122,464	Q4
23,639	62,243	..	..	2,130	4,582	14,705	4,501	3,523	123,251	1989 Q1
23,660	62,569	..	..	2,128	4,613	14,783	4,524	3,516	123,700	Q2
23,717	62,823	..	..	2,120	4,614	14,854	4,530	3,547	124,019	Q3
23,752	63,126	..	..	2,101	4,628	14,948	4,554	3,559	124,432	Q4
23,748	63,544	..	..	2,100	4,620	14,991	4,579	3,578	124,647	1990 Q1
23,754	63,649	..	..	2,106	4,677	15,023	4,562	3,562	124,839	Q2
23,730	63,871	..	..	2,117	4,627	15,077	4,582	3,590	124,795	Q3
23,744	64,340	..	..	2,093	4,852	15,064	4,588	3,608	124,924	Q4
24,008	64,804	..	..	2,077	4,739	15,001	4,592	3,607	125,013	1991 Q1
24,166	64,863	..	..	2,068	..	15,042	4,568	3,587	125,511	Q2
										Civilian employment
20,779	59,730	..	..	2,100	4,296	11,684	4,380	3,464	114,111	1988 Q1
20,851	60,052	..	..	2,076	4,215 R	11,730	4,391	3,478	114,607	Q2
20,843	60,165	..	..	2,088	4,296	11,787	4,398	3,483	115,212	Q3
20,784	60,408	..	..	2,050	4,317	11,919	4,423	3,490	115,972	Q4
20,751	60,801	..	..	2,025	4,349	12,053	4,439	3,504	116,837	1989 Q1
20,772	61,141	..	..	2,021	4,370	12,220	4,460	3,497	117,185	Q2
20,831	61,432	..	..	2,017	4,370	12,355	4,474	3,529	117,465	Q3
20,973	61,735	..	..	1,993	4,416	12,409	4,493	3,541	117,832	Q4
21,065	62,227	..	..	1,981	4,392	12,529	4,516	3,561	118,085	1990 Q1
21,175	62,303	..	..	1,991	4,469	12,579	4,502	3,543	118,201	Q2
21,121	62,511	..	..	2,009	4,398	12,652	4,508	3,567	117,818	Q3
21,131	62,955	..	..	1,988	4,633	12,622	4,504	3,578	117,564	Q4
21,342	63,490	..	..	1,962	4,549	12,630	4,490	3,578	116,865	1991 Q1
21,456	63,507	..	..	1,952	..	12,647	4,464	3,552	116,958	Q2
Thousand										**LATEST ANNUAL FIGURES: 1988 unless stated**
14,825	..	118·9	4,048	1,163	2,626	9,657	..	2,199	67,840	Civilian labour force: Male
8,873	..	64·5	2,575	957	1,984	5,165	..	1,336	56,030	Female
23,698	..	183·4	6,623	2,120	4,610	14,822	..	3,535	123,869	All
13,605	36,540	117·4	3,786	1,102	2,536	8,394	2,326	2,190	64,315	Civilian employment: Male
7,227	24,740	63·5	2,278	912	1,841	3,866	2,140	1,328	53,027	Female
20,832	61,280	181·1	6,065	2,014	4,377	12,260	4,466	3,518	117,342	All
Per cent										**Civilian employment: proportions by sector**
9·3	6·7	..	..	8·7	..	14·0	5·2	6·3	4·1	Male: Agriculture
37·5	38·6	..	..	36·7	..	40·4	43·1	44·0	36·0	Industry
53·2	54·7	..	..	54·6	..	45·7	51·8	49·6	59·9	Services
9·5	8·9	..	..	4·1	..	11·0	1·9	4·4	1·4	Female: Agriculture
22·8	27·8	..	..	11·5	..	16·7	14·5	20·3	15·4	Industry
67·7	63·4	..	..	84·4	..	72·2	83·6	75·3	83·3	Services
9·3	7·6	3·4	4·7	6·6	19·0	13·0	3·6	5·6	2·9	All: Agriculture
32·4	34·3	31·2	26·5	25·3	35·3	32·9	29·4	35·1	26·7	Industry
58·2	58·2	65·4	68·8	68·1	45·7	54·1	67·0	59·3	70·5	Services

1·11 EMPLOYMENT
Overtime and short-time operatives in manufacturing industries

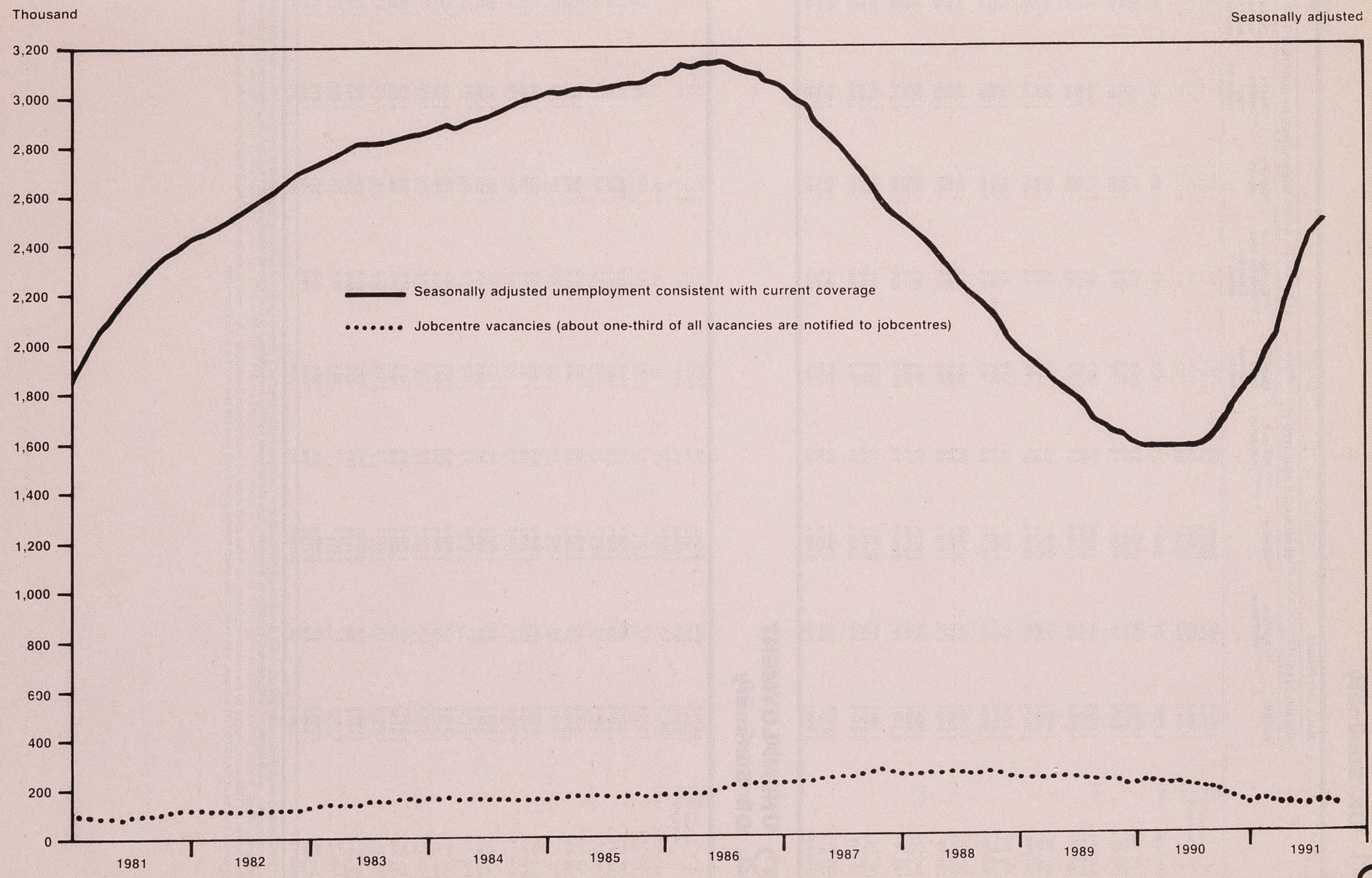
GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost		
									(Thou)	Average per operative working part of the week			Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
1989	1,394	37·6	9·6	13·44		3	119	19	183	9·5	22	0·6	303		13·7
1990	1,346	37·5	9·5	12·75		6	227	20	180	8·9	26	0·7	407		15·7
week ended															
1989 July 15	1,347	36·5	9·8	13·17	13·31	4	145	14	117	8·7	17	0·5	262	279	15·3
Aug 19	1,319	35·6	9·8	12·92	13·66	2	79	12	102	8·7	14	0·4	181	223	13·3
Sept 16	1,367	37·5	9·7	13·71	13·53	3	137	16	160	9·9	20	0·5	298	362	15·2
Oct 14	1,465	39·0	9·7	14·19	13·30	2	96	19	168	8·8	21	0·6	263	298	12·3
Nov 11	1,456	38·8	9·6	14·04	13·10	4	150	19	164	8·8	22	0·6	314	314	14·0
Dec 16	1,391	37·1	9·8	13·66	12·77	3	137	21	185	8·6	25	0·7	322	367	12·9
1990 Jan 12	1,291	34·8	9·2	11·89	12·85	3	130	25	208	8·5	28	0·7	338	293	12·1
Feb 9	1,363	36·9	9·3	12·72	12·94	4	145	28	257	9·1	32	0·9	402	318	12·6
Mar 9	1,336	36·2	9·4	12·57	12·80	6	246	28	254	9·1	34	0·9	500	396	14·7
Apr 6	1,349	36·8	9·5	12·80	13·12	3	134	26	233	9·1	29	0·8	366	319	12·7
May 4	1,343	36·6	9·3	12·53	12·63	4	172	17	150	9·1	21	0·6	323	306	15·5
June 8	1,358	36·8	9·4	12·76	13·00	4	142	13	125	9·3	17	0·5	268	344	15·7
July 13	1,340	38·3	9·5	12·77	12·92	5	194	13	118	8·7	18	0·5	311	330	17·0
Aug 17	1,285	36·7	9·6	12·37	13·09	7	297	11	102	8·9	19	0·5	399	493	21·1
Sept 14	1,363	38·9	9·7	13·26	13·07	14	558	11	91	8·2	25	0·7	649	779	25·9
Oct 12	1,399	40·0	9·6	13·46	12·52	7	266	16	149	9·3	23	0·6	415	471	18·3
Nov 9	1,393	40·0	9·3	12·99	12·05	6	233	26	231	8·7	32	0·9	463	469	14·3
Dec 14	1,338	38·8	9·6	12·86	11·97	5	205	29	248	8·7	34	1·0	454	515	13·5
1991 Jan 11	1,140	33·5	9·1	10·35	11·28	9	373	37	371	9·9	47	1·4	744	651	15·9
Feb 8	1,108	32·8	8·8	9·80	10·03	8	331	65	611	9·3	74	2·2	942	741	12·8
Mar 15	1,110	33·2	9·1	10·11	10·36	9	354	105	931	8·9	113	3·4	1,285	1,015	11·3
Apr 12	1,105	33·3	8·9	9·86	10·17	8	315	99	943	9·5	107	3·2	1,257	1,098	11·7
May 17	1,108	33·7	9·1	10·04	10·16	9	358	73	649	8·9	82	2·5	1,007	953	12·3
June 14	1,106	33·7	9·4	10·35	10·60	5	201	61	564	9·2	66	2·0	765	984	11·6
July 12P	1,083	33·0	9·3	10·07	10·23	5	212	54	477	8·9	59	1·8	689	728	11·7
Aug 16P	1,014	31·0	9·5	9·60	10·31	9	361	56	504	9·0	65	2·0	865	1,071	13·3

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	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42
1986	96·6	95·4	96·5	99·0	97·6	99·7	99·6	100·0	99·1	99·6
1987	96·1	96·0	96·1	98·4	97·2	100·5	100·5	101·1	99·9	99·6
1988	97·2	98·6	93·7	97·0	97·0	101·1	101·2	102·0	99·3	101·0
1989	96·2	96·9	92·6	90·2	94·8	100·5	100·6	102·6	98·6	100·5
1990	92·3	90·5	95·1	83·0	89·9	100·7	100·6	102·8R	98·1	100·2
Week ended										
1989 Aug 19	96·5					100·6				
Sept 16	96·7	96·9	93·5	89·0	94·3	100·4	100·4	103·9	98·3	100·0
Oct 14	95·8					100·4				
Nov 11	95·3					100·3				
Dec 16	94·8	95·6	91·5	87·2	93·3	100·0	100·7	101·5	98·3	100·4
1990 Jan 13	94·8					100·5				
Feb 10	94·5					100·7				
Mar 10	93·8	93·1R	93·0	85·1	91·1	100·6	100·7	102·1	97·9	99·9
Apr 14	93·6					100·9				
May 12	92·8					100·6				
June 9	92·6	90·9	93·7	84·2	90·7	100·8	100·3	102·1	98·2	100·5
July 14	92·2					100·8				
Aug 11	91·9					100·9				
Sept 8	91·7	90·2R	97·4R	82·4	89·0	101·0	100·6	103·6R	98·4	100·0
Oct 13	90·8					100·7				
Nov 10	89·7					100·4				
Dec 8	88·8	87·6R	96·2	80·4	88·7	100·4	100·7	103·2	98·0	100·5
1991 Jan 12	87·4					99·7				
Feb 9	85·7					98·8				
Mar 9	84·5	81·9R	90·4	76·1	88·0	98·8	98·5	99·4	95·9	101·0
Apr 13	83·9					98·7				
May 11	83·0					99·1				
June 8	82·5R	79·1R	88·6	74·8	85·4R	99·6	98·9	99·2	97·1	100·7R
July 13	81·6					99·4				
Aug 10	80·8					99·5				

C1 UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1981–91



2·1 UNEMPLOYMENT UK Summary

THOUSAND

		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
1987)		2,953·4	10·6	2,806·5	10·0					
1988**)	Annual	2,370·4	8·4	2,274·9	8·1					
1989)	averages	1,798·7	6·3	1,784·4	6·3					
1990)		1,664·5	5·9	1,661·7	5·8					
1989	Sept 14 ‡	1,702·9	6·0	1,684·7	5·9	–40·3	–35·5	222	1,455	26
	Oct 12 ‡	1,635·8	5·8	1,670·4	5·9	–14·3	–31·9	214	1,397	25
	Nov 9 ‡	1,612·4	5·7	1,651·1	5·8	–19·3	–24·6	209	1,379	24
	Dec 14 ‡	1,639·0	5·8	1,636·1	5·8	–15·0	–16·2	207	1,407	25
1990	Jan 11 ‡	1,687·0	5·9	1,615·8	5·7	–20·3	–18·2	214	1,448	25
	Feb 8 ‡	1,675·7	5·9	1,614·0	5·7	–1·8	–12·4	227	1,425	24
	Mar 8	1,646·6	5·8	1,606·6	5·6	–7·4	–9·8	206	1,416	24
	Apr 12	1,626·3	5·7	1,607·0	5·7	0·4	–2·9	216	1,387	24
	May 10	1,578·5	5·6	1,610·9	5·7	3·9	–1·0	181	1,374	24
	June 14	1,555·6	5·5	1,618·4	5·7	7·5	3·9	190	1,342	23
	July 12	1,623·6	5·7	1,632·1	5·7	13·7	8·4	261	1,340	23
	Aug 9	1,657·8	5·8	1,655·3	5·8	23·2	14·8	236	1,398	23
	Sept 13	1,673·9	5·9	1,670·5	5·9	15·2	17·4	247	1,403	24
	Oct 11	1,670·6	5·9	1,704·8	6·0	34·3	24·2	257	1,390	24
	Nov 8	1,728·1	6·1	1,763·1	6·2	58·3	35·9	268	1,435	25
	Dec 13	1,850·4	6·5	1,842·3	6·5	79·2	57·3	273	1,550	27
1991	Jan 10	1,959·7	6·9	1,891·6	6·7	49·3	62·3	267	1,664	29
	Feb 7	2,045·4	7·2	1,979·8	7·0	88·2	72·2	313	1,703	30
	Mar 14	2,142·1	7·5	2,091·0	7·4	111·2	82·9	300	1,810	32
	Apr 11	2,198·5	7·7	2,173·6	7·6	82·6	94·0	292	1,873	34
	May 9	2,213·8	7·8	2,241·3	7·9	67·7	87·2	270	1,908	35
	June 13	2,241·0	7·9	2,300·3	8·1	59·0	69·8	262	1,942	37
	July 11	2,367·5	8·3	2,369·0	8·3	68·7	65·1	363	1,967	38
	Aug 8	2,435·1	8·6	2,424·9	8·5	55·9	61·2	310	2,086	40
	Sept 12 P	2,450·7	8·6	2,460·6	8·7	35·7	53·4	303	2,106	41

2·2 UNEMPLOYMENT GB Summary

1987)		2,826·9	10·4	2,684·4	9·8					
1988**)	Annual	2,254·7	8·2	2,161·7	7·9					
1989)	averages	1,693·0	6·1	1,678·8	6·1					
1990)		1,567·3	5·6	1,564·6	5·6					
1989	Sept 14 ‡	1,596·8	5·7	1,581·7	5·7	–38·7	–34·5	212	1,360	25
	Oct 12 ‡	1,534·0	5·5	1,568·1	5·7	–13·6	–30·8	206	1,304	24
	Nov 9 ‡	1,513·2	5·4	1,549·9	5·6	–18·2	–23·5	202	1,288	23
	Dec 14 ‡	1,539·9	5·6	1,535·7	5·5	–14·2	–15·3	200	1,316	23
1990	Jan 11 ‡	1,586·6	5·7	1,516·6	5·5	–19·1	–17·2	206	1,357	24
	Feb 8 ‡	1,576·8	5·7	1,515·3	5·5	–1·3	–11·5	219	1,335	23
	Mar 8	1,549·0	5·6	1,508·1	5·4	–7·2	–9·2	199	1,326	23
	Apr 12	1,528·7	5·5	1,509·0	5·4	0·9	–2·5	208	1,298	23
	May 10	1,482·5	5·3	1,513·2	5·5	4·2	–0·7	176	1,284	23
	June 14	1,460·6	5·3	1,521·5	5·5	8·3	4·5	184	1,255	22
	July 12	1,524·1	5·5	1,535·2	5·5	13·7	8·7	251	1,251	22
	Aug 9	1,559·6	5·6	1,559·5	5·6	24·3	15·4	229	1,308	22
	Sept 13	1,575·5	5·7	1,575·0	5·7	15·5	17·8	237	1,316	22
	Oct 11	1,575·9	5·7	1,609·4	5·8	34·4	24·7	248	1,305	23
	Nov 8	1,633·8	5·9	1,666·8	6·0	57·4	35·8	260	1,350	24
	Dec 13	1,754·8	6·3	1,745·4	6·3	78·6	56·8	266	1,463	26
1991	Jan 10	1,861·5	6·7	1,794·2	6·5	48·8	61·6	259	1,574	28
	Feb 7	1,947·6	7·0	1,882·2	6·8	88·0	71·8	306	1,612	29
	Mar 14	2,043·9	7·4	1,992·2	7·2	110·0	82·3	293	1,720	31
	Apr 11	2,099·4	7·6	2,074·4	7·5	82·2	93·4	285	1,782	33
	May 9	2,115·8	7·6	2,141·9	7·7	67·5	86·6	264	1,818	34
	June 13	2,142·8	7·7	2,200·3	7·9	58·4	69·4	255	1,852	36
	July 11	2,263·9	8·2	2,268·2	8·2	67·9	64·6	351	1,876	37
	Aug 8	2,330·7	8·4	2,322·9	8·4	54·7	60·3	302	1,990	39
	Sept 12 P	2,346·3	8·5	2,358·5	8·5	35·6	52·7	294	2,013	40

† National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.

** Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced 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.

UNEMPLOYMENT UK Summary 2·1

THOUSAND

MALE				FEMALE						
UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED		
Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number		
2,045·8	12·5	1,955·3	12·0	907·6	7·8	851·2	7·3		1987	)
1,650·5	10·1	1,588·1	9·7	719·9	6·1	686·8	5·8		1988**	) Annual
1,290·8	7·9	1,277·4	7·8	507·9	4·2	507·0	4·2		1989	) averages
1,232·3	7·6	1,230·3	7·6	432·2	3·6	431·4	3·5		1990	)
1,218·8	7·5	1,218·6	7·5	484·1	4·0	466·1	3·9	183·0	1989	Sept 14 ‡
1,181·3	7·2	1,211·2	7·4	454·5	3·8	459·2	3·8	172·9		Oct 12 ‡
1,172·7	7·2	1,200·0	7·4	439·7	3·6	451·1	3·7	165·0		Nov 9 ‡
1,204·8	7·4	1,194·7	7·3	434·2	3·6	441·4	3·6	162·5		Dec 14 ‡
1,239·3	7·6	1,181·7	7·3	447·7	3·7	434·1	3·6	164·2	1990	Jan 11 ‡
1,232·2	7·6	1,182·4	7·3	443·5	3·6	431·6	3·5	160·2		Feb 8 ‡
1,213·5	7·5	1,177·9	7·2	433·1	3·6	428·7	3·5	155·8		Mar 8
1,198·2	7·4	1,177·2	7·2	428·1	3·5	429·8	3·5	154·8		Apr 12
1,170·0	7·2	1,184·0	7·3	408·5	3·4	426·9	3·5	146·1		May 10
1,155·4	7·1	1,193·5	7·3	400·2	3·3	424·9	3·5	141·9		June 14
1,192·1	7·3	1,210·4	7·4	431·5	3·5	421·7	3·5	146·1		July 12
1,211·8	7·5	1,230·2	7·6	446·0	3·7	425·1	3·5	150·5		Aug 9
1,234·2	7·6	1,246·6	7·7	439·7	3·6	423·9	3·5	145·0		Sept 13
1,244·4	7·7	1,273·8	7·8	426·2	3·5	431·0	3·5	143·1		Oct 11
1,295·8	8·0	1,320·1	8·1	432·3	3·6	443·0	3·6	144·6		Nov 8
1,400·6	8·6	1,385·8	8·5	449·8	3·7	456·5	3·7	151·7		Dec 13
1,480·8	9·1	1,425·6	8·8	479·0	3·9	466·0	3·8	160·7	1991	Jan 10
1,547·8	9·5	1,495·6	9·2	497·6	4·1	484·2	4·0	165·4		Feb 7
1,623·8	10·0	1,581·2	9·7	518·2	4·3	509·8	4·2	172·6		Mar 14
1,668·2	10·3	1,644·8	10·1	530·2	4·4	528·8	4·3	178·2		Apr 11
1,684·7	10·4	1,697·4	10·4	529·0	4·3	543·9	4·5	178·3		May 9
1,707·7	10·5	1,744·6	10·7	533·4	4·4	555·7	4·6	179·9		June 13
1,782·4	11·0	1,795·9	11·0	585·2	4·8	573·1	4·7	189·8		July 11
1,823·0	11·2	1,837·0	11·3	612·2	5·0	587·9	4·8	199·5		July 11
1,843·4	11·3	1,865·3	11·5	607·2	5·0	595·3	4·9	194·9		Sept 12 P

UNEMPLOYMENT GB Summary 2·2

1,566·1	9·8	1,505·4	9·4	688·6	6·0	656·3	5·7		1988**	) Annual
1,213·1	7·6	1,199·8	7·5	479·9	4·1	479·1	4·1		1989	) averages
1,159·1	7·3	1,157·1	7·3	408·2	3·4	407·5	3·4		1990	)
1,141·7	7·2	1,142·4	7·2	455·1	3·9	439·3	3·7	171·3	1989	Sept 14 ‡
1,106·5	7·0	1,135·5	7·1	427·4	3·6	432·6	3·7	161·7		Oct 12 ‡
1,099·0	6·9	1,124·9	7·1	414·2	3·5	425·0	3·6	154·4		Nov 9 ‡
1,130·4	7·1	1,120·0	7·0	409·5	3·5	415·7	3·5	152·3		Dec 14 ‡
1,163·7	7·3	1,107·7	7·0	422·9	3·6	408·9	3·4	154·2	1990	Jan 11 ‡
1,157·5	7·3	1,108·6	7·0	419·3	3·5	406·7	3·4	150·5		Feb 8 ‡
1,139·6	7·2	1,104·2	7·0	409·4	3·4	403·9	3·4	146·4		Mar 8
1,124·5	7·1	1,103·8	7·0	404·2	3·4	405·2	3·4	145·2		Apr 12
1,097·1	6·9	1,110·6	7·0	385·3	3·2	402·6	3·4	136·9		May 10
1,083·5	6·8	1,120·5	7·1	377·1	3·2	401·0	3·4	132·9		June 14
1,118·3	7·1	1,137·3	7·2	405·8	3·4	397·9	3·4	136·0		July 12
1,139·1	7·2	1,157·8	7·3	420·5	3·5	401·7	3·4	140·5		Aug 9
1,161·0	7·3	1,174·3	7·4	414·5	3·5	400·7	3·4	135·8		Sept 13
1,173·0	7·4	1,201·4	7·6	402·9	3·4	408·0	3·4	134·4		Oct 11
1,224·2	7·7	1,247·1	7·9	409·6	3·4	419·7	3·5	136·2		Nov 8
1,327·4	8·4	1,312·3	8·3	427·4	3·6	433·1	3·6	143·3		Dec 13
1,405·5	8·9	1,351·7	8·5	456·0	3·8	442·5	3·7	152·3	1991	Jan 10
1,472·6	9·3	1,421·3	9·0	475·0	4·0	460·9	3·9	157·1		Feb 7
1,548·3	9·8	1,506·0	9·5	495·6	4·2	486·2	4·1	164·3		Mar 14
1,592·1	10·1	1,569·1	9·9	507·3	4·3	505·3	4·3	169·6		Apr 11
1,609·3	10·2	1,621·5	10·2	506·6	4·3	520·4	4·4	169·8		May 9
1,632·3	10·3	1,668·3	10·5	510·4	4·3	532·0	4·5	171·4		June 13
1,704·8	10·8	1,719·1	10·9	559·2	4·7	549·1	4·6	180·3		July 11
1,744·9	11·0	1,759·2	11·1	585·8	4·9	563·7	4·7	189·9		July 11
1,764·9	11·1	1,787·3	11·3	581·3	4·9	571·2	4·8	186·0		Sept 12 P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.

†† The seasonally adjusted series takes account of past discontinuities to be consistent with the current coverage of the count (see p 608 of the December 1990 issue of the *Employment Gazette* for the list of discontinuities taken into account). To maintain a consistent assessment, the seasonally adjusted series relates only to claimants aged 18 and over.

‡ The unadjusted unemployment figures between September 1989 and March 1990 are affected by the change in the conditions of the Redundant Mineworkers Payment Scheme. An estimated 15,500 men left the count as a result of this change.

2·3 UNEMPLOYMENT
Regions

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST													
1987)		680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988**)	Annual	508·6	346·8	161·8	5·5	6·5	4·1	495·8	5·4			339·8	156·0
1989)	averages	367·4	259·6	107·8	3·9	4·9	2·7	366·9	3·9			259·3	107·6
1990)		372·4	273·3	99·2	4·0	5·2	2·5	371·8	4·0			272·8	99·0
1990	Sept 13	387·2	282·7	104·6	4·2	5·4	2·6	383·8	4·1	11·5	9·8	283·3	100·5
	Oct 11	394·7	290·3	104·4	4·2	5·5	2·6	399·1	4·3	15·3	13·1	294·8	104·3
	Nov 8	414·1	306·6	107·5	4·4	5·8	2·7	422·6	4·5	23·5	16·8	312·8	109·8
	Dec 13	458·7	343·3	115·4	4·9	6·5	2·9	456·7	4·9	34·1	24·3	340·6	116·1
1991	Jan 10	487·1	365·0	122·1	5·2	6·9	3·0	478·3	5·1	21·6	26·4	357·2	121·1
	Feb 7	526·1	394·4	131·7	5·6	7·5	3·3	514·8	5·5	36·5	30·7	385·1	129·7
	Mar 14	573·2	428·5	144·7	6·2	8·1	3·6	561·8	6·0	47·0	35·0	418·8	143·0
	Apr 11	595·6	445·4	150·2	6·4	8·4	3·7	589·5	6·3	27·7	37·1	440·1	149·4
	May 9	608·5	456·3	152·2	6·5	8·6	3·8	613·8	6·6	24·3	33·0	458·8	155·0
	June 13	627·6	471·9	155·7	6·7	8·9	3·9	638·8	6·9	25·0	25·7	478·5	160·3
	July 11	665·5	496·5	169·0	7·1	9·4	4·2	665·0	7·1	26·2	25·2	497·9	167·1
	Aug 8	694·2	514·2	180·1	7·5	9·7	4·5	688·9	7·4	23·9	25·0	514·8	174·1
	Sept 12 P	705·7	523·4	182·4	7·6	9·9	4·5	706·7	7·6	17·8	22·6	527·6	179·1
GREATER LONDON (included in South East)													
1987)		363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988**)	Annual	291·9	205·1	86·7	6·8	8·2	4·9	285·3	6·6			201·5	83·8
1989)	averages	218·2	156·5	61·8	5·1	6·4	3·4	218·0	5·1			156·4	61·7
1990)		211·8	154·7	57·1	5·0	6·4	3·2	211·4	5·0			154·5	57·0
1990	Sept 13	221·5	160·7	60·8	5·3	6·6	3·4	216·6	5·1	5·3	4·5	158·8	57·8
	Oct 11	222·7	162·4	60·3	5·3	6·7	3·4	223·5	5·3	6·9	5·9	163·7	59·8
	Nov 8	229·2	167·8	61·4	5·4	6·9	3·4	233·6	5·6	10·1	7·4	171·1	62·5
	Dec 13	248·3	182·8	65·6	5·9	7·6	3·7	247·7	5·9	14·1	10·4	181·8	65·9
1991	Jan 10	257·1	189·4	67·6	6·1	7·8	3·8	257·4	6·1	9·7	11·3	189·1	68·3
	Feb 7	274·1	201·8	72·3	6·5	8·3	4·0	272·5	6·5	15·1	13·0	200·2	72·3
	Mar 14	296·4	217·9	78·5	7·0	9·0	4·4	292·8	7·0	20·3	15·0	214·5	78·3
	Apr 11	309·3	227·2	82·0	7·4	9·4	4·6	307·5	7·3	14·7	16·7	225·5	82·0
	May 9	317·7	234·2	83·5	7·6	9·7	4·7	320·1	7·6	12·6	15·9	235·1	85·0
	June 13	329·5	243·5	86·0	7·8	10·1	4·8	332·9	7·9	12·8	13·4	245·0	87·9
	July 11	347·2	254·9	92·3	8·3	10·5	5·2	344·5	8·2	11·6	12·3	253·7	90·8
	Aug 8	361·4	263·5	97·8	8·6	10·9	5·5	356·0	8·5	11·5	12·0	261·7	94·3
	Sept 12 P	367·6	268·6	99·0	8·7	11·1	5·5	364·3	8·7	8·3	10·5	267·8	96·5
EAST ANGLIA													
1987)		72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·6
1988**)	Annual	52·0	33·6	18·5	5·4	6·0	4·6	50·4	5·2			32·7	17·7
1989)	averages	35·2	24·0	11·2	3·6	4·2	2·7	35·2	3·6			24·0	11·2
1990)		37·5	27·3	10·2	3·7	4·7	2·4	37·4	3·7			27·2	10·2
1990	Sept 13	37·2	26·9	10·3	3·7	4·6	2·4	38·6	3·8	0·9	0·9	28·2	10·4
	Oct 11	38·3	27·9	10·5	3·8	4·8	2·4	40·4	4·0	1·8	1·3	29·6	10·8
	Nov 8	41·1	30·2	10·9	4·1	5·2	2·5	42·6	4·2	2·2	1·6	31·3	11·3
	Dec 13	45·4	33·9	11·5	4·5	5·8	2·7	45·0	4·4	2·4	2·1	33·4	11·6
1991	Jan 10	49·4	36·8	12·6	4·9	6·3	2·9	46·9	4·6	1·9	2·2	34·9	12·0
	Feb 7	53·5	40·0	13·5	5·3	6·9	3·1	50·4	5·0	3·5	2·6	37·5	12·9
	Mar 14	56·4	42·1	14·2	5·6	7·3	3·3	53·5	5·3	3·1	2·8	39·9	13·6
	Apr 11	57·2	42·8	14·5	5·7	7·4	3·4	55·5	5·5	2·0	2·9	41·4	14·1
	May 9	58·0	43·4	14·6	5·7	7·5	3·4	57·7	5·7	2·2	2·4	43·1	14·6
	June 13	57·1	43·0	14·2	5·6	7·4	3·3	59·0	5·8	1·3	1·8	44·2	14·8
	July 11	60·0	44·7	15·3	5·9	7·7	3·5	61·1	6·0	2·1	1·9	45·7	15·4
	Aug 8	61·5	45·5	16·1	6·1	7·8	3·7	62·6	6·2	1·5	1·6	46·7	15·9
	Sept 12 P	62·1	46·1	16·0	6·1	7·9	3·7	63·8	6·3	1·2	1·6	47·7	16·1
SOUTH WEST													
1987)		178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988**)	Annual	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1989)	averages	98·1	66·1	31·9	4·5	5·3	3·3	98·0	4·5			66·1	31·9
1990)		97·3	69·8	27·5	4·4	5·6	2·8	97·2	4·4			69·7	27·5
1990	Sept 13	97·4	70·2	27·2	4·4	5·6	2·8	99·7	4·5	1·7	2·0	72·4	27·3
	Oct 11	101·0	73·3	27·7	4·5	5·8	2·9	103·2	4·6	3·5	2·5	75·2	28·0
	Nov 8	109·4	79·9	29·5	4·9	6·4	3·0	109·3	4·9	6·1	3·8	80·2	29·1
	Dec 13	122·6	90·7	31·9	5·5	7·2	3·3	118·4	5·3	9·1	6·2	87·5	30·9
1991	Jan 10	133·3	98·7	34·6	6·0	7·9	3·6	124·8	5·6	6·4	7·2	92·7	32·1
	Feb 7	142·7	106·0	36·7	6·4	8·4	3·8	134·5	6·1	9·7	8·4	100·4	34·1
	Mar 14	150·2	112·4	37·9	6·8	8·9	3·9	144·0	6·5	9·5	8·5	108·0	36·0
	Apr 11	152·0	114·5	37·5	6·8	9·1	3·9	150·1	6·8	6·1	8·4	112·7	37·4
	May 9	151·8	114·8	37·0	6·8	9·1	3·8	155·3	7·0	5·2	6·9	116·7	38·6
	June 13	153·1	116·1	37·0	6·9	9·2	3·8	160·6	7·2	5·3	5·5	120·8	39·8
	July 11	162·9	122·4	40·5	7·3	9·7	4·2	167·1	7·5	6·5	5·7	125·6	41·5
	Aug 8	169·3	126·4	42·8	7·6	10·1	4·4	171·9	7·7	4·8	5·5	129·1	42·8
	Sept 12 P	172·8	129·3	43·4	7·8	10·3	4·5	176·4	7·9	4·5	5·3	132·5	43·9

See footnotes to *tables 2·1* and *2·2*.

THOUSAND

		UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
		All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS													
1987)		305·9	211·1	94·8	12·0	13·8	9·2	292·0	11·4			203·4	88·6
1988**)	Annual	238·0	163·0	75·0	9·2	10·7	7·1	229·7	8·9			158·3	71·4
1989)	averages	168·5	118·8	49·7	6·6	7·9	4·7	167·9	6·6			118·3	49·6
1990)		152·7	111·7	41·1	5·9	7·4	3·8	152·6	6·0			111·5	41·1
1990	Sept 13	154·9	112·6	42·3	6·0	7·4	3·9	151·3	5·8	—	0·7	111·5	39·8
	Oct 11	152·2	111·9	40·2	5·9	7·4	3·7	154·3	6·0	3·0	1·6	113·9	40·4
	Nov 8	155·6	115·4	40·2	6·0	7·6	3·7	159·6	6·2	5·3	2·8	118·2	41·4
	Dec 13	166·0	124·3	41·7	6·4	8·2	3·9	166·5	6·4	6·9	5·1	123·8	42·7
1991	Jan 10	177·1	132·5	44·5	6·8	8·8	4·1	171·8	6·6	5·3	5·8	128·0	43·8
	Feb 7	186·7	140·1	46·6	7·2	9·2	4·3	181·8	7·0	10·0	7·4	136·0	45·8
	Mar 14	198·9	150·0	49·0	7·7	9·9	4·6	195·8	7·6	14·0	9·8	147·3	48·5
	Apr 11	207·2	156·4	50·8	8·0	10·3	4·7	206·5	8·0	10·7	11·6	155·6	50·9
	May 9	210·9	160·2	50·7	8·1	10·6	4·7	214·2	8·3	7·7	10·8	161·9	52·3
	June 13	216·0	164·1	51·9	8·3	10·8	4·8	220·5	8·5	6·3	8·2	166·8	53·7
	July 11	229·1	172·0	57·1	8·8	11·4	5·3	227·7	8·8	7·2	7·1	171·9	55·8
	Aug 8	236·0	176·1	59·9	9·1	11·6	5·6	233·4	9·0	5·7	6·4	176·0	57·4
	Sept 12 P	239·9	179·6	60·3	9·3	11·9	5·6	238·0	9·2	4·6	5·8	179·7	58·3
EAST MIDLANDS													
1987)		183·9	125·2	58·7	9·6	11·2	7·4	171·6	9·0			116·4	55·2
1988**)	Annual	147·8	101·9	45·9	7·7	9·1	5·7	137·4	7·1			93·5	43·9
1989)	averages	108·9	77·2	31·7	5·6	6·9	3·9	104·7	5·4			73·1	31·6
1990)		99·4	72·2	27·2	5·1	6·5	3·3	99·2	5·1			72·1	27·1
1990	Sept 13	100·0	72·2	27·8	5·2	6·5	3·4	100·8	5·2	0·9	1·6	74·0	26·8
	Oct 11	99·5	72·6	26·9	5·1	6·5	3·3	103·0	5·3	2·2	1·9	75·6	27·4
	Nov 8	103·0	75·9	27·1	5·3	6·8	3·3	106·7	5·5	3·7	2·3	78·3	28·4
	Dec 13	111·1	83·1	28·0	5·7	7·5	3·4	111·4	5·8	4·7	3·5	82·4	29·0
1991	Jan 10	119·4	89·0	30·4	6·2	8·0	3·7	114·9	5·9	3·5	4·0	85·3	29·6
	Feb 7	125·9	94·5	31·5	6·5	8·5	3·8	120·6	6·2	5·7	4·6	90·1	30·5
	Mar 14	133·5	100·4	33·0	6·9	9·0	4·0	128·7	6·7	8·1	5·8	96·5	32·2
	Apr 11	136·6	102·8	33·8	7·1	9·3	4·1	133·9	6·9	5·2	6·3	100·5	33·4
	May 9	137·0	103·3	33·6	7·1	9·3	4·1	138·3	7·2	4·4	5·9	104·0	34·3
	June 13	138·5	104·6	33·9	7·2	9·4	4·1	142·2	7·4	3·9	4·5	107·1	35·1
	July 11	147·0	109·5	37·5	7·6	9·9	4·6	147·0	7·6	4·8	4·4	110·5	36·5
	Aug 8	151·8	112·5	39·4	7·9	10·1	4·8	151·1	7·8	4·1	4·3	113·4	37·7
	Sept 12 P	152·1	113·2	39·0	7·9	10·2	4·7	153·6	7·9	2·5	3·8	115·3	38·3
YORKSHIRE AND HUMBERSIDE													
1987)		286·0	201·2	84·8	12·2	14·6	8·7	266·4	11·3			188·3	78·1
1988**)	Annual	234·9	165·8	69·1	9·9	12·2	6·9	221·0	9·3			155·8	65·2
1989)	averages	178·8	129·7	49·1	7·5	9·5	4·8	175·2	7·4			126·2	49·0
1990)		161·3	120·6	40·6	6·7	8·8	3·9	161·0	6·7			120·4	40·6
1990	Sept 13	161·1	120·0	41·1	6·7	8·7	4·0	160·5	6·7	0·9	1·3	121·1	39·4
	Oct 11	160·3	121·1	39·3	6·7	8·8	3·8	164·2	6·8	3·7	2·1	124·2	40·0
	Nov 8	165·0	125·7	39·3	6·9	9·1	3·8	168·5	7·0	4·3	3·0	127·8	40·7
	Dec 13	175·2	134·8	40·5	7·3	9·8	3·9	174·5	7·2	6·0	4·7	133·0	41·5
1991	Jan 10	185·1	141·9	43·2	7·7	10·3	4·2	177·9	7·4	3·4	4·6	135·8	42·1
	Feb 7	190·7	146·4	44·4	7·9	10·6	4·3	184·0	7·6	6·1	5·2	140·9	43·1
	Mar 14	196·1	150·8	45·3	8·1	11·0	4·4	191·8	8·0	7·8	5·8	147·2	44·6
	Apr 11	202·1	155·6	46·5	8·4	11·3	4·5	199·7	8·3	7·9	7·3	153·4	46·3
	May 9	202·4	156·3	46·1	8·4	11·4	4·5	205·1	8·5	5·4	7·0	157·8	47·3
	June 13	203·4	157·0	46·4	8·4	11·4	4·5	209·5	8·7	4·4	5·9	161·2	48·3
	July 11	213·9	163·1	50·7	8·9	11·8	4·9	214·4	8·9	4·9	4·9	165·0	49·4
	Aug 8	219·1	166·2	52·9	9·1	12·1	5·1	218·4	9·1	4·0	4·4	168·1	50·3
	Sept 12 P	219·7	167·7	52·1	9·1	12·2	5·0	220·2	9·1	1·8	3·6	169·5	50·7
NORTH WEST													
1987)		403·3	284·3	119·0	13·1	15·9	9·2	383·7	12·5			272·4	111·3
1988**)	Annual	333·0	235·9	97·1	10·8	13·2	7·5	320·7	10·4			228·3	92·4
1989)	averages	262·6	191·6	71·0	8·5	10·8	5·4	261·9	8·5			191·0	70·9
1990)		234·9	176·4	58·5	7·7	10·2	4·5	234·6	7·7			176·2	58·4
1990	Sept 13	234·8	175·3	59·5	7·7	10·1	4·6	232·7	7·6	1·0	0·8	176·0	56·7
	Oct 11	230·4	173·9	56·4	7·6	10·0	4·3	236·1	7·8	3·4	1·8	178·7	57·4
	Nov 8	235·5	179·0	56·5	7·7	10·3	4·3	241·6	7·9	5·5	3·3	183·3	58·3
	Dec 13	248·2	190·4	57·8	8·2	11·0	4·4	249·0	8·2	7·4	5·4	189·7	59·3
1991	Jan 10	260·4	199·1	61·4	8·6	11·5	4·7	252·0	8·3	3·0	5·3	192·6	59·4
	Feb 7	266·5	204·0	62·5	8·8	11·7	4·8	259·2	8·5	7·2	5·9	198·2	61·0
	Mar 14	273·3	209·9	63·4	9·0	12·1	4·9	267·3	8·8	8·1	6·1	204·8	62·5
	Apr 11	278·5	214·3	64·1	9·2	12·3	4·9	275·3	9·0	8·0	7·8	211·2	64·1
	May 9	279·8	215·8	64·0	9·2	12·4	4·9	282·5	9·3	7·2	7·8	216·7	65·8
	June 13	280·9	217·3	63·6	9·2	12·5	4·9	287·9	9·5	5·4	6·9	221·6	66·3
	July 11	295·2	225·7	69·5	9·7	13·0	5·3	294·3	9·7	6·4	6·3	226·6	67·7
	Aug 8	302·5	230·2	72·3	9·9	13·3	5·5	300·4	9·9	6·1	6·0	231·2	69·2
	Sept 12 P	303·9	232·0	71·9	10·0	13·4	5·5	303·3	10·0	2·9	5·1	233·8	69·5

See footnotes to *tables 2·1* and *2·2*.

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1987)	213·1	155·1	58·0	14·9	18·4	9·9	201·3	14·1			147·1	54·2
1988**) Annual	179·4	130·7	48·7	12·5	15·5	8·2	171·0	11·9			124·6	46·4
1989) averages	141·9	105·7	36·2	10·0	12·8	6·1	140·0	9·9			103·9	36·2
1990)	122·9	93·4	29·5	8·7	11·6	4·9	122·7	8·7			93·3	29·4
1990 Sept 13	122·0	92·2	29·8	8·7	11·4	5·0	122·6	8·7	0·4	0·8	94·2	28·4
Oct 11	120·6	92·3	28·3	8·6	11·4	4·7	123·7	8·8	1·1	0·9	95·1	28·6
Nov 8	124·5	96·0	28·6	8·9	11·9	4·8	126·8	9·0	3·1	1·5	97·5	29·3
Dec 13	129·0	100·2	28·8	9·2	12·4	4·8	129·0	9·2	2·2	2·1	99·4	29·6
1991 Jan 10	135·6	104·7	30·9	9·6	13·0	5·2	129·9	9·2	0·9	2·1	100·0	29·9
Feb 7	136·8	105·8	31·1	9·7	13·1	5·2	131·8	9·4	1·9	1·7	101·7	30·1
Mar 14	139·2	107·7	31·4	9·9	13·3	5·3	135·0	9·6	3·2	2·0	104·3	30·7
Apr 11	142·8	110·6	32·2	10·2	13·7	5·4	140·2	10·0	5·2	3·4	108·3	31·9
May 9	141·9	110·0	31·9	10·1	13·6	5·3	142·9	10·2	2·7	3·7	110·3	32·6
June 13	140·9	109·1	31·8	10·0	13·5	5·3	144·4	10·3	1·5	3·1	111·3	33·1
July 11	146·1	112·1	34·0	10·4	13·9	5·7	147·3	10·5	2·9	2·4	113·7	33·6
Aug 8	147·6	112·7	35·0	10·5	13·9	5·8	149·0	10·6	1·7	2·0	115·0	34·0
Sept 12 P	149·1	114·2	34·9	10·6	14·1	5·8	150·0	10·7	1·0	1·9	116·2	33·8
WALES												
1987)	157·0	111·8	45·2	12·7	15·2	9·0	148·1	12·0			105·9	42·2
1988**) Annual	130·0	92·9	37·1	10·3	12·5	7·2	123·9	9·8			88·6	35·4
1989) averages	97·0	70·9	26·2	7·4	9·2	4·8	96·1	7·3			69·9	26·1
1990)	86·3	65·7	20·6	6·7	8·6	3·8	86·2	6·6			65·6	20·6
1990 Sept 13	85·9	65·2	20·7	6·6	8·6	3·9	86·0	6·6	–0·6	0·6	66·2	19·8
Oct 11	86·0	66·2	19·9	6·6	8·7	3·7	87·5	6·7	1·5	0·7	67·3	20·2
Nov 8	89·9	69·6	20·3	6·9	9·1	3·8	90·6	7·0	3·1	1·3	69·9	20·7
Dec 13	95·7	74·7	21·0	7·4	9·8	3·9	94·0	7·2	3·4	2·7	72·9	21·1
1991 Jan 10	101·5	78·9	22·5	7·8	10·4	4·2	96·2	7·4	2·2	2·9	74·8	21·4
Feb 7	104·9	81·8	23·1	8·1	10·8	4·3	100·3	7·7	4·1	3·2	78·4	21·9
Mar 14	108·0	84·8	23·2	8·3	11·1	4·3	104·9	8·1	4·6	3·6	82·2	22·7
Apr 11	110·5	86·7	23·8	8·5	11·4	4·4	109·1	8·4	4·2	4·3	85·4	23·7
May 9	110·2	86·7	23·5	8·5	11·4	4·4	112·2	8·6	3·1	4·0	87·8	24·4
June 13	109·8	86·6	23·2	8·5	11·4	4·3	114·6	8·8	2·4	3·2	89·7	24·9
July 11	116·0	90·3	25·7	8·9	11·9	4·8	117·6	9·1	3·0	2·8	92·0	25·6
Aug 8	118·5	91·6	26·9	9·1	12·0	5·0	119·6	9·2	2·0	2·5	93·6	26·0
Sept 12 P	119·0	92·5	26·4	9·2	12·2	4·9	120·2	9·3	0·6	1·9	94·3	25·9
SCOTLAND												
1987)	345·8	241·9	103·8	14·0	16·7	10·1	321·8	13·0			227·3	94·5
1988**) Annual	293·6	207·2	86·4	11·9	14·4	8·5	278·2	11·3			197·5	80·8
1989) averages	234·7	169·5	65·2	9·4	11·8	6·1	233·2	9·3			168·2	65·0
1990)	202·5	148·7	53·8	8·2	10·5	5·0	202·1	8·1			148·5	53·6
1990 Sept 13	195·1	143·9	51·2	7·9	10·2	4·8	199·2	8·0	–1·2	–0·6	147·6	51·6
Oct 11	193·0	143·5	49·4	7·8	10·1	4·6	197·9	8·0	–1·3	–1·2	146·9	51·0
Nov 8	195·7	145·9	49·7	7·9	10·3	4·7	198·6	8·0	0·7	–0·6	147·8	50·8
Dec 13	203·0	152·0	50·9	8·2	10·7	4·8	200·8	8·1	2·2	0·5	149·6	51·2
1991 Jan 10	212·7	158·8	53·8	8·6	11·2	5·0	201·5	8·1	0·7	1·2	150·3	51·2
Feb 7	213·7	159·7	54·0	8·6	11·3	5·1	204·7	8·2	3·2	2·0	153·0	51·7
Mar 14	215·1	161·6	53·5	8·7	11·4	5·0	209·3	8·4	4·6	2·8	157·0	52·3
Apr 11	217·0	163·1	53·9	8·7	11·5	5·1	214·6	8·6	5·3	4·4	160·6	54·0
May 9	215·3	162·5	52·9	8·7	11·5	5·0	219·8	8·9	5·2	5·0	164·4	55·4
June 13	215·5	162·7	52·8	8·7	11·5	4·9	222·7	9·0	2·9	4·5	167·0	55·7
July 11	228·4	168·4	59·9	9·2	11·9	5·6	226·7	9·1	4·0	4·0	170·1	56·6
Aug 8	230·2	169·5	60·6	9·3	12·0	5·7	227·6	9·2	0·9	2·6	171·3	56·3
Sept 12 P	222·0	167·0	55·0	8·9	11·8	5·1	226·1	9·1	–1·5	1·1	170·6	55·5
NORTHERN IRELAND												
1987)	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·0			89·2	32·9
1988**) Annual	115·7	84·3	31·3	16·0	19·6	10·7	113·2	15·6			82·7	30·5
1989) averages	105·7	77·7	28·0	14·6	18·2	9·5	105·6	14·6			77·6	27·9
1990)	97·2	73·2	24·0	13·4	17·1	8·1	97·2	13·4			73·2	24·0
1990 Sept 13	98·4	73·2	25·3	13·6	17·1	8·5	95·5	13·2	–0·3	–0·5	72·3	23·2
Oct 11	94·8	71·5	23·3	13·1	16·7	7·9	95·4	13·2	–0·1	–0·5	72·4	23·0
Nov 8	94·3	71·6	22·7	13·0	16·8	7·7	96·3	13·3	0·9	0·2	73·0	23·3
Dec 13	95·6	73·2	22·4	13·2	17·1	7·5	96·9	13·4	0·6	0·5	73·5	23·4
1991 Jan 10	98·3	75·3	23·0	13·6	17·6	7·7	97·4	13·5	0·5	0·7	73·9	23·5
Feb 7	97·8	75·2	22·6	13·5	17·6	7·6	97·6	13·5	0·2	0·4	74·3	23·3
Mar 14	98·2	75·5	22·6	13·6	17·7	7·6	98·8	13·6	1·2	0·6	75·2	23·6
Apr 11	99·0	76·1	22·9	13·7	17·8	7·7	99·2	13·7	0·4	0·6	75·7	23·5
May 9	98·0	75·5	22·5	13·5	17·7	7·6	99·4	13·7	0·2	0·6	75·9	23·5
June 13	98·2	75·3	22·9	13·6	17·6	7·7	100·0	13·8	0·6	0·4	76·3	23·7
July 11	103·6	77·6	26·0	14·3	18·2	8·8	100·8	13·9	0·8	0·5	76·8	24·0
Aug 8	104·4	78·1	26·3	14·4	18·3	8·9	102·0	14·1	1·2	0·9	77·8	24·2
Sept 12 P	104·4	78·5	25·9	14·4	18·4	8·7	102·1	14·1	0·1	0·7	78·0	24·1

See footnotes to *tables 2·1* and *2·2*.

Unemployment in regions by assisted area status* and in travel-to-work areas† at September 12, 1991

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
ASSISTED REGIONS ‡					
South West					
Development Areas	7,571	2,309	9,880	14·7	. .
Intermediate Areas	16,852	5,452	22,304	12·8	. .
Unassisted	104,908	35,675	140,583	8·7	. .
All	**129,331**	**43,436**	**172,767**	**9·3**	**7·8**
West Midlands					
Intermediate Areas	142,802	46,645	189,447	12·0	. .
Unassisted	36,840	13,637	50,477	7·7	. .
All	**179,642**	**60,282**	**239,924**	**10·7**	**9·3**
East Midlands					
Development Areas	2,321	805	3,126	8·8	. .
Intermediate Areas	3,310	1,373	4,683	9·0	. .
Unassisted	107,540	36,798	144,338	9·2	. .
All	**113,171**	**38,976**	**152,147**	**9·2**	**7·9**
Yorkshire and Humberside					
Development Areas	17,296	5,263	22,559	13·4	. .
Intermediate Areas	85,394	25,043	110,437	12·2	. .
Unassisted	64,990	21,752	86,742	8·6	. .
All	**167,680**	**52,058**	**219,738**	**10·6**	**9·1**
North West					
Development Areas	98,273	30,360	128,633	15·1	. .
Intermediate Areas	73,064	21,741	94,805	10·6	. .
Unassisted	60,661	19,840	80,501	8·9	. .
All	**231,998**	**71,941**	**303,939**	**11·5**	**10·0**
North					
Development Areas	90,715	26,516	117,231	13·8	. .
Intermediate Areas	13,051	4,416	17,467	11·1	. .
Unassisted	10,425	3,935	14,360	6·5	. .
All	**114,191**	**34,867**	**149,058**	**12·1**	**10·6**
Wales					
Development Areas	35,309	9,506	44,815	12·0	. .
Intermediate Areas	49,842	14,269	64,111	11·2	. .
Unassisted	7,357	2,669	10,026	8·0	. .
All	**92,508**	**26,444**	**118,952**	**11·1**	**9·2**
Scotland					
Development Areas	101,798	31,062	132,860	12·7	. .
Intermediate Areas	26,412	9,435	35,847	11·4	. .
Unassisted	38,769	14,477	53,246	6·6	. .
All	**166,979**	**54,974**	**221,953**	**10·2**	**8·9**
UNASSISTED REGIONS					
South East	**523,360**	**182,362**	**705,722**	**8·8**	**7·6**
East Anglia	**46,063**	**15,991**	**62,054**	**7·3**	**6·1**
GREAT BRITAIN					
Development Areas	353,283	105,821	459,104	13·6	. .
Intermediate Areas	410,727	128,374	539,101	11·6	. .
Unassisted	1,000,913	347,136	1,348,049	8·6	. .
All	**1,764,923**	**581,331**	**2,346,254**	**9·9**	**8·5**
Northern Ireland	**78,519**	**25,916**	**104,435**	**16·7**	**14·4**
United Kingdom	**1,843,442**	**607,247**	**2,450,689**	**10·0**	**8·6**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale (I)	3,333	1,028	4,361	8·6	**7·2**
Alfreton and Ashfield	4,232	1,243	5,475	8·8	**7·8**
Alnwick and Amble	868	331	1,199	11·3	**8·7**
Andover	1,356	516	1,872	6·2	**5·3**
Ashford	2,007	672	2,679	8·2	**6·7**
Aylesbury and Wycombe	8,300	2,884	11,184	6·5	**5·4**
Banbury	1,958	743	2,701	9·4	**7·8**
Barnsley (I)	8,038	2,387	10,425	14·4	**12·4**
Barnstaple and Ilfracombe	2,078	673	2,751	10·4	**8·2**
Barrow-in-Furness	2,718	1,031	3,749	8·3	**7·3**
Basingstoke and Alton	3,410	1,086	4,496	5·3	**4·8**
Bath	3,816	1,428	5,244	7·8	**6·7**
Beccles and Halesworth	785	288	1,073	6·9	**5·2**
Bedford	4,168	1,367	5,535	7·1	**6·3**
Berwick-on-Tweed	360	121	481	5·2	**4·3**
Bicester	853	342	1,195	6·7	**5·4**
Bideford	904	320	1,224	13·6	**10·4**
Birmingham (I)	66,721	21,423	88,144	12·4	**11·0**
Bishop Auckland (D)	4,115	1,278	5,393	13·6	**11·7**
Blackburn (I)	5,573	1,445	7,018	11·1	**9·5**
Blackpool	7,172	1,809	8,981	7·9	**6·3**
Blandford	467	213	680	7·5	**5·8**
Bodmin and Liskeard (I)	2,004	680	2,684	12·8	**9·3**
Bolton and Bury (I)	14,803	4,590	19,393	11·0	**9·4**
Boston	1,291	476	1,767	8·0	**6·4**
Bournemouth	8,158	2,316	10,474	10·3	**8·4**
Bradford (I)	18,310	5,216	23,526	10·5	**9·3**
Bridgwater	2,372	816	3,188	10·3	**8·4**
Bridlington and Driffield	1,542	600	2,142	11·4	**8·9**
Bridport	586	221	807	10·8	**7·6**
Brighton	13,410	4,470	17,880	11·3	**9·2**
Bristol	24,135	8,323	32,458	9·7	**8·6**
Bude (I)	623	209	832	15·8	**10·3**
Burnley	2,875	953	3,828	8·8	**7·8**
Burton-on-Trent	3,858	1,483	5,341	9·4	**8·1**

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Bury St Edmunds	1,298	535	1,833	5·7	**4·8**
Buxton	1,065	501	1,566	7·2	**5·6**
Calderdale	6,068	1,892	7,960	9·8	**8·5**
Cambridge	5,439	2,079	7,518	5·2	**4·4**
Canterbury	3,223	952	4,175	8·9	**7·3**
Carlisle	2,471	903	3,374	6·0	**5·2**
Castleford and Pontefract	4,157	1,309	5,466	11·1	**9·7**
Chard	589	187	776	8·4	**6·8**
Chelmsford and Braintree	5,933	2,232	8,165	7·6	**6·3**
Cheltenham	3,857	1,254	5,111	6·5	**5·7**
Chesterfield	5,917	1,998	7,915	10·7	**9·2**
Chichester	3,035	839	3,874	6·7	**5·3**
Chippenham	1,577	668	2,245	7·8	**6·3**
Cinderford and Ross-on-Wye (I)	1,752	679	2,431	10·0	**8·0**
Cirencester	642	243	885	6·4	**5·3**
Clacton	2,359	624	2,983	15·9	**11·9**
Clitheroe	321	140	461	5·5	**4·4**
Colchester	4,714	1,709	6,423	8·1	**6·8**
Corby (D)	2,197	752	2,949	8·5	**7·7**
Coventry and Hinckley (I)	18,930	6,414	25,344	10·7	**9·4**
Crawley	7,089	2,614	9,703	4·6	**4·0**
Crewe	3,192	1,255	4,447	9·3	**8·2**
Cromer and North Walsham	1,252	375	1,627	9·7	**7·1**
Darlington (I)	3,823	1,303	5,126	10·3	**8·8**
Dartmouth and Kingsbridge	572	199	771	10·3	**6·8**
Derby	10,206	3,403	13,609	9·2	**8·0**
Devizes	687	275	962	8·0	**6·5**
Diss	598	275	873	6·8	**4·9**
Doncaster (I)	10,905	3,453	14,358	14·4	**12·4**
Dorchester and Weymouth	2,669	895	3,564	10·0	**8·3**
Dover and Deal	2,439	745	3,184	7·2	**6·2**
Dudley and Sandwell (I)	23,169	7,614	30,783	11·7	**10·3**
Durham (I)	4,569	1,615	6,184	10·1	**8·9**
Eastbourne	3,535	1,088	4,623	8·6	**6·8**
Evesham	1,277	579	1,856	6·7	**4·9**
Exeter	5,031	1,662	6,693	6·7	**5·7**
Fakenham	648	251	899	10·8	**7·4**
Falmouth (D)	1,250	389	1,639	14·1	**11·0**
Folkestone	2,655	656	3,311	10·7	**8·7**
Gainsborough (I)	1,009	375	1,384	11·6	**9·6**
Gloucester	3,937	1,138	5,075	6·8	**6·2**
Goole and Selby	1,942	723	2,665	9·6	**8·2**
Gosport and Fareham	3,637	1,399	5,036	9·4	**8·1**
Grantham	1,113	385	1,498	6·4	**5·3**
Great Yarmouth	3,083	1,058	4,141	10·2	**8·3**
Grimsby (I)	6,790	1,869	8,659	11·2	**9·8**
Guildford and Aldershot	8,349	2,949	11,298	6·1	**5·1**
Harrogate	1,581	585	2,166	4·9	**4·1**
Hartlepool (D)	4,609	1,207	5,816	16·5	**14·4**
Harwich	716	199	915	12·9	**10·8**
Hastings	4,745	1,356	6,101	12·8	**9·8**
Haverhill	729	292	1,021	8·6	**7·0**
Heathrow	35,280	13,388	48,668	7·0	**6·0**
Helston (D)	684	253	937	14·3	**10·1**
Hereford and Leominster	2,701	1,085	3,786	8·9	**6·9**
Hertford and Harlow	12,952	4,929	17,881	8·1	**6·9**
Hexham	635	296	931	6·9	**5·0**
Hitchin and Letchworth	3,691	1,365	5,056	9·0	**7·6**
Honiton and Axminster	901	275	1,176	7·2	**5·2**
Horncastle and Market Rasen	690	357	1,047	9·5	**7·0**
Huddersfield	6,228	2,336	8,564	9·3	**7·9**
Hull (I)	17,380	5,164	22,544	11·5	**10·1**
Huntingdon and St Neots	2,702	1,145	3,847	8·3	**6·9**
Ipswich	5,429	1,803	7,232	6·7	**5·9**
Isle of Wight	3,487	1,112	4,599	10·1	**8·0**
Keighley	2,241	794	3,035	9·9	**8·3**
Kendal	570	213	783	3·2	**2·6**
Keswick	86	41	127	3·5	**2·4**
Kettering and Market Harborough	2,175	762	2,937	7·8	**6·6**
Kidderminster (I)	2,746	1,057	3,803	9·7	**8·1**
King's Lynn and Hunstanton	2,426	843	3,269	8·3	**6·8**
Lancaster and Morecambe	3,605	1,234	4,839	11·0	**9·0**
Launceston	492	200	692	10·0	**6·7**
Leeds	23,268	7,233	30,501	8·8	**7·8**
Leek	515	165	680	5·6	**4·5**
Leicester	17,229	5,827	23,056	9·2	**8·0**
Lincoln	4,640	1,680	6,320	10·5	**8·9**
Liverpool (D)	55,959	16,347	72,306	16·9	**14·9**
London	247,241	90,596	337,837	10·1	**8·8**
Loughborough and Coalville	3,118	1,241	4,359	6·9	**6·0**
Louth and Mablethorpe	1,182	412	1,594	13·1	**9·8**
Lowestoft	2,073	789	2,862	8·6	**7·3**
Ludlow	764	316	1,080	9·4	**6·4**
Macclesfield	2,256	911	3,167	5·3	**4·4**
Malton	240	112	352	4·2	**3·4**
Malvern and Ledbury	1,241	376	1,617	8·6	**6·3**
Manchester (I)	58,605	17,794	76,399	10·5	**9·3**
Mansfield	5,396	1,532	6,928	12·4	**10·6**
Matlock	677	299	976	5·4	**4·4**
Medway and Maidstone	15,876	5,211	21,087	10·2	**8·6**

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at September 12, 1991

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Melton Mowbray	898	391	1,289	6·8	**5·4**
Middlesbrough (D)	14,012	3,993	18,005	14·7	**12·8**
Milton Keynes	6,056	1,969	8,025	8·3	**7·4**
Minehead	512	152	664	7·9	**5·9**
Morpeth and Ashington (I)	4,670	1,504	6,174	13·2	**11·3**
Newark	1,612	578	2,190	10·1	**8·2**
Newbury	1,951	694	2,645	6·4	**5·4**
Newcastle upon Tyne (D)	32,926	9,751	42,677	12·1	**10·8**
Newmarket	1,323	504	1,827	7·2	**5·8**
Newquay (D)	912	274	1,186	12·1	**9·2**
Newton Abbot	1,792	548	2,340	9·9	**7·9**
Northallerton	489	232	721	4·0	**3·4**
Northampton	6,113	2,012	8,125	7·0	**6·2**
Northwich	2,910	1,124	4,034	7·9	**6·7**
Norwich	7,627	2,316	9,943	7·0	**6·0**
Nottingham	26,370	8,284	34,654	10·6	**9·3**
Okehampton	282	120	402	10·9	**6·9**
Oldham (I)	6,874	2,357	9,231	10·9	**9·4**
Oswestry	805	347	1,152	8·6	**6·6**
Oxford	8,485	2,779	11,264	6·0	**5·2**
Pendle	2,108	654	2,762	8·4	**7·1**
Penrith	492	214	706	5·0	**3·7**
Penzance and St Ives (D)	1,867	608	2,475	14·1	**10·6**
Peterborough	7,151	2,201	9,352	9·8	**8·6**
Pickering and Helmsley	243	102	345	4·9	**3·5**
Plymouth (I)	12,806	4,051	16,857	13·1	**11·4**
Poole	4,712	1,321	6,033	9·1	**7·7**
Portsmouth	11,967	3,436	15,403	10·3	**8·8**
Preston	9,268	2,955	12,223	7·9	**6·8**
Reading	7,115	2,102	9,217	5·8	**5·1**
Redruth and Camborne (D)	2,858	785	3,643	18·2	**14·6**
Retford	1,276	555	1,831	9·0	**7·5**
Richmondshire	518	356	874	7·2	**5·4**
Ripon	383	212	595	6·0	**4·5**
Rochdale (I)	5,963	1,817	7,780	12·7	**10·9**
Rotherham and Mexborough (D)	11,987	3,556	15,543	15·8	**13·9**
Rugby and Daventry	2,754	1,233	3,987	7·7	**6·5**
Salisbury	2,159	849	3,008	6·9	**5·8**
Scarborough and Filey	2,032	694	2,726	8·0	**6·5**
Scunthorpe (D)	4,415	1,420	5,835	9·8	**8·5**
Settle	161	95	256	4·2	**2·9**
Shaftesbury	821	356	1,177	9·1	**6·5**
Sheffield (I)	25,298	7,533	32,831	12·6	**11·1**
Shrewsbury	2,137	794	2,931	7·3	**5·8**
Sittingbourne and Sheerness	3,710	1,150	4,860	13·3	**11·1**
Skegness	973	285	1,258	12·6	**9·4**
Skipton	470	191	661	6·4	**4·9**
Sleaford	507	238	745	5·9	**4·8**
Slough	8,173	3,022	11,195	6·3	**5·5**
South Molton	298	124	422	10·9	**6·9**
South Tyneside (D)	7,526	2,288	9,814	20·0	**17·3**
Southampton	12,657	3,361	16,018	8·8	**7·7**
Southend	20,413	6,384	26,797	11·1	**9·1**
Spalding and Holbeach	1,041	411	1,452	6·8	**5·1**
St Austell	2,017	586	2,603	11·6	**9·0**
Stafford	3,161	1,205	4,366	6·2	**5·3**
Stamford	858	387	1,245	7·5	**6·0**
Stockton-on-Tees (D)	7,155	2,209	9,364	12·3	**11·0**
Stoke	12,368	4,327	16,695	8·6	**7·5**
Stroud	2,349	905	3,254	8·9	**7·2**
Sudbury	1,025	403	1,428	9·5	**7·1**
Sunderland (D)	18,309	5,069	23,378	15·0	**13·1**
Swindon	6,273	2,181	8,454	7·8	**6·9**
Taunton	2,360	810	3,170	7·3	**6·1**
Telford and Bridgnorth (I)	4,959	1,770	6,729	9·2	**7·9**
Thanet	4,449	1,300	5,749	15·1	**11·9**
Thetford	1,462	514	1,976	9·6	**7·8**
Thirsk	211	103	314	5·3	**4·1**
Tiverton	641	205	846	8·1	**6·3**
Torbay	4,235	1,212	5,447	12·2	**9·4**
Torrington	345	163	508	11·0	**7·4**
Totnes	574	241	815	12·3	**8·7**
Trowbridge and Frome	2,730	976	3,706	8·0	**6·8**
Truro	1,563	525	2,088	8·8	**7·1**
Tunbridge Wells	3,955	1,321	5,276	5·6	**4·5**
Uttoxeter and Ashbourne	492	185	677	5·1	**4·3**
Wakefield and Dewsbury	9,089	2,747	11,836	10·6	**9·4**
Walsall (I)	13,547	4,310	17,857	11·9	**10·3**
Wareham and Swanage	604	190	794	7·1	**5·7**
Warminster	426	209	635	8·5	**7·0**
Warrington	5,152	1,583	6,735	8·1	**7·3**
Warwick	3,896	1,455	5,351	6·5	**5·5**
Watford and Luton	19,826	6,421	26,247	8·1	**7·0**
Wellingborough and Rushden	2,823	1,136	3,959	8·4	**7·1**
Wells	1,497	592	2,089	8·6	**6·9**
Weston-super-Mare	3,349	1,152	4,501	11·5	**9·3**
Whitby (D)	725	214	939	12·3	**8·8**
Whitchurch and Market Drayton	743	345	1,088	7·9	**5·6**
Whitehaven	2,016	704	2,720	8·3	**7·4**
Widnes and Runcorn (D)	5,706	1,746	7,452	13·0	**11·7**
Wigan and St Helens (D)	16,837	6,110	22,947	13·8	**11·9**
Winchester and Eastleigh	2,677	798	3,475	4·1	**3·6**
Windermere	202	78	280	3·4	**2·6**
Wirral and Chester (D)	19,771	6,157	25,928	12·9	**11·3**
Wisbech	1,289	441	1,730	11·8	**8·9**
Wolverhampton (I)	13,360	4,303	17,663	13·2	**11·6**
Woodbridge and Leiston	718	290	1,008	4·4	**3·6**
Worcester	3,471	1,178	4,649	8·1	**6·8**
Workington (D)	2,356	847	3,203	11·4	**9·5**
Worksop	1,832	649	2,481	10·9	**9·6**
Worthing	4,681	1,349	6,030	8·0	**6·5**
Yeovil	2,371	1,001	3,372	7·9	**6·5**
York	4,173	1,464	5,637	6·5	**5·5**
Wales					
Aberdare (D)	2,499	590	3,089	15·5	**13·2**
Aberystwyth	643	245	888	6·9	**5·4**
Bangor and Caernarfon (I)	2,640	871	3,511	12·3	**10·0**
Blaenau, Gwent and Abergavenny (D)	3,448	786	4,234	13·8	**11·3**
Brecon	381	156	537	6·8	**4·7**
Bridgend (I)	5,013	1,609	6,622	12·3	**10·4**
Cardiff (I)	16,573	4,341	20,914	10·3	**9·0**
Cardigan (D)	738	248	986	17·0	**9·2**
Carmarthen	892	316	1,208	6·5	**4·8**
Conwy and Colwyn	2,314	727	3,041	9·3	**7·1**
Denbigh	622	244	866	10·3	**6·6**
Dolgellau and Barmouth	366	131	497	10·8	**7·8**
Fishguard (I)	310	106	416	18·0	**9·1**
Haverfordwest (I)	1,943	523	2,466	13·7	**10·5**
Holyhead (D)	2,108	746	2,854	16·7	**13·0**
Lampeter and Aberaeron (D)	446	188	634	13·0	**7·7**
Llandeilo	186	84	270	11·1	**5·6**
Llandrindod Wells	424	209	633	7·4	**4·8**
Llanelli (I)	3,170	1,006	4,176	14·1	**11·5**
Machynlleth	259	106	365	10·6	**6·7**
Merthyr and Rhymney (D)	6,079	1,315	7,394	14·7	**12·6**
Monmouth	311	100	411	10·5	**7·1**
Neath and Port Talbot (D)	3,467	871	4,338	10·8	**9·5**
Newport (I)	6,607	2,011	8,618	10·2	**9·0**
Newtown	555	187	742	7·9	**5·6**
Pontypool and Cwmbran (I)	3,460	1,037	4,497	11·3	**9·8**
Pontypridd and Rhondda (D)	6,508	1,560	8,068	12·9	**11·1**
Porthmadoc and Ffestiniog (I)	528	172	700	10·4	**7·9**
Pwllheli (I)	473	150	623	10·7	**7·3**
Shotton, Flint and Rhyl (D)	4,852	1,599	6,451	8·3	**6·9**
South Pembrokeshire (D)	1,542	397	1,939	16·8	**11·7**
Swansea (I)	9,125	2,443	11,568	11·3	**9·7**
Welshpool	404	164	568	8·6	**5·4**
Wrexham (D)	3,622	1,206	4,828	9·6	**8·0**
Scotland					
Aberdeen	4,339	1,631	5,970	3·3	**3·0**
Alloa (I)	1,659	576	2,235	13·7	**11·9**
Annan	485	222	707	7·2	**6·0**
Arbroath (D)	826	359	1,185	12·8	**10·4**
Ayr (I)	3,014	1,020	4,034	8·4	**7·3**
Badenoch (I)	195	82	277	6·3	**4·9**
Banff	335	163	498	5·6	**4·2**
Bathgate (D)	4,355	1,330	5,685	11·9	**10·7**
Berwickshire	226	98	324	6·5	**4·7**
Blairgowrie and Pitlochry	486	221	707	6·2	**4·8**
Brechin and Montrose	653	347	1,000	7·7	**6·1**
Buckie	257	119	376	8·5	**7·0**
Campbeltown (I)	269	122	391	11·4	**8·0**
Crieff	195	79	274	7·4	**5·7**
Cumnock and Sanquhar (D)	2,178	647	2,825	22·4	**18·1**
Dumbarton (D)	2,796	867	3,663	12·8	**11·3**
Dumfries	1,186	479	1,665	6·9	**5·9**
Dundee (D)	7,207	2,691	9,898	11·0	**9·9**
Dunfermline (I)	4,109	1,390	5,499	11·3	**10·0**
Dunoon and Bute (I)	835	250	1,085	13·1	**9·4**
Edinburgh	17,819	5,819	23,638	8·0	**7·2**
Elgin	695	386	1,081	6·7	**5·7**
Falkirk (I)	4,629	1,721	6,350	10·4	**9·3**
Forfar	441	265	706	7·1	**5·9**
Forres (I)	283	157	440	15·4	**11·8**
Fraserburgh	313	179	492	5·5	**4·5**
Galashiels	615	266	881	5·3	**4·5**
Girvan (I)	417	179	596	17·2	**13·1**
Glasgow (D)	55,572	16,625	72,197	12·1	**10·9**
Greenock (D)	4,599	1,303	5,902	15·8	**13·8**
Haddington	601	244	845	7·7	**6·3**
Hawick	470	139	609	7·5	**6·5**
Huntly	166	74	240	7·4	**5·5**
Invergordon and Dingwall (I)	1,157	383	1,540	11·6	**10·1**
Inverness	2,030	717	2,747	7·4	**6·3**
Irvine (D)	5,369	1,667	7,036	13·3	**11·7**
Islay/Mid Argyll	272	107	379	8·6	**6·8**
Keith	246	96	342	8·5	**6·5**
Kelso and Jedburgh	192	84	276	5·4	**4·3**
Kilmarnock (D)	3,148	1,101	4,249	14·0	**12·1**
Kirkcaldy (I)	5,532	2,079	7,611	13·0	**11·2**
Lanarkshire (D)	15,748	4,472	20,220	13·7	**11·9**
Lochaber (I)	550	154	704	8·9	**7·2**
Lockerbie	180	126	306	8·6	**6·3**
Newton Stewart (I)	348	158	506	16·5	**11·2**
North East Fife	818	403	1,221	7·0	**5·8**
Oban	351	132	483	6·4	**4·8**
Orkney Islands	277	143	420	5·7	**4·1**
Peebles	326	117	443	10·3	**8·4**
Perth	1,554	586	2,140	7·2	**6·2**
Peterhead	541	241	782	6·4	**5·2**
Shetland Islands	230	106	336	3·5	**2·8**
Skye and Wester Ross (I)	432	132	564	7·9	**6·2**
Stewartry (I)	376	188	564	8·2	**5·9**
Stirling	2,024	739	2,763	7·8	**6·7**
Stranraer (I)	576	227	803	10·9	**8·8**
Sutherland (I)	359	133	492	11·9	**8·9**
Thurso	446	149	595	8·4	**7·1**
Western Isles (I)	1,196	344	1,540	15·9	**12·0**
Wick (I)	476	140	616	14·7	**11·3**
Northern Ireland					
Ballymena	1,900	786	2,686	11·2	**9·6**
Belfast	37,581	13,412	50,993	14·6	**12·9**
Coleraine	4,507	1,474	5,981	18·7	**15·7**
Cookstown	1,567	533	2,100	24·1	**19·8**
Craigavon	6,673	2,381	9,054	15·4	**13·2**
Dungannon	2,503	754	3,257	19·5	**16·0**
Enniskillen	2,626	745	3,371	17·7	**14·0**
Londonderry	8,950	2,061	11,011	22·9	**19·8**
Magherafelt	1,772	577	2,349	17·9	**14·7**
Newry	5,278	1,611	6,889	25·5	**21·0**
Omagh	2,398	929	3,327	20·3	**16·4**
Strabane	2,764	653	3,417	30·5	**24·7**

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24 Up to 26 weeks	18-24 Over 26 and up to 52 weeks	18-24 Over 52 weeks	18-24 All	25-49 Up to 26 weeks	25-49 Over 26 and up to 52 weeks	25-49 Over 52 weeks	25-49 All	50 and over Up to 26 weeks	50 and over Over 26 and up to 52 weeks	50 and over Over 52 weeks	50 and over All	All ages * Up to 26 weeks	All ages * Over 26 and up to 52 weeks	All ages * Over 52 weeks	All ages * All
MALE AND FEMALE																	
1989	July	309·7	103·6	106·7	520·1	374·2	163·9	346·0	884·1	91·6	52·2	221·7	365·5	776·9	319·9	674·6	1,771·4
	Oct	288·3	81·8	96·2	466·3	363·7	147·9	318·1	829·7	93·4	45·9	199·1	338·3	746·9	275·7	613·3	1,635·8
1990	Jan	313·2	83·8	91·1	488·1	420·1	144·7	301·7	866·4	103·5	42·6	184·8	330·8	838·3	271·1	577·6	1,687·0
	Apr	288·7	92·0	84·5	465·2	413·6	147·9	283·0	844·4	99·3	43·7	172·3	315·3	802·9	283·7	539·7	1,626·3
	July	317·7	88·4	81·6	487·7	411·6	152·1	273·5	837·2	95·2	43·1	158·6	296·9	826·2	283·7	513·6	1,623·6
	Oct	332·2	83·6	81·0	496·8	436·6	161·1	272·1	869·9	102·6	44·7	154·5	301·8	873·4	289·5	507·7	1,670·6
1991	Jan	399·7	101·3	85·4	586·5	567·3	183·5	286·9	1,037·8	131·8	48·5	152·5	332·8	1,101·5	333·4	524·8	1,959·7
	Apr	430·5	134·5	94·0	659·0	646·7	221·1	309·2	1,177·0	151·4	56·1	151·8	359·3	1,231·5	411·9	555·1	2,198·5
	July	472·9	155·3	107·9	736·2	650·9	269·4	336·4	1,256·6	155·3	66·9	147·9	370·1	1,283·5	491·9	592·2	2,367·5
MALE																	
1989	July	194·6	69·0	75·6	339·2	253·7	110·2	281·1	645·1	69·3	39·8	167·4	276·4	518·4	219·1	524·1	1,261·6
	Oct	184·5	56·0	69·5	309·9	254·1	102·3	259·6	616·0	71·6	34·9	148·1	254·6	511·0	193·2	477·2	1,181·3
1990	Jan	207·1	57·4	67·3	331·8	304·9	102·9	248·4	656·2	80·2	32·6	137·6	250·4	593·0	192·9	453·3	1,239·3
	Apr	192·5	62·7	62·9	318·2	299·6	107·2	234·2	641·0	76·3	33·5	128·4	238·2	569·2	203·5	425·5	1,198·2
	July	206·3	61·6	60·7	328·6	297·2	113·1	227·4	637·7	72·9	33·2	118·7	224·8	577·4	207·9	406·8	1,192·1
	Oct	220·5	59·5	60·9	340·9	322·7	121·6	227·3	671·7	80·1	34·6	116·1	230·8	624·4	215·8	404·3	1,244·4
1991	Jan	272·8	72·6	65·0	410·4	430·0	140·0	240·9	810·8	105·4	37·7	115·1	258·2	809·5	250·3	421·0	1,480·8
	Apr	295·9	96·9	72·2	465·0	488·6	171·9	260·2	920·7	121·5	44·4	115·1	280·9	907·4	313·2	447·6	1,668·2
	July	314·2	113·6	83·2	511·0	481·9	212·9	284·3	979·1	123·3	53·7	112·7	289·8	921·8	380·3	480·3	1,782·4
FEMALE																	
1989	July	115·1	34·6	31·2	180·9	120·4	53·7	64·9	239·1	22·3	12·5	54·3	89·1	258·5	100·8	150·4	509·8
	Oct	103·8	25·8	26·7	156·4	109·6	45·6	58·5	213·7	21·8	11·0	50·9	83·7	235·9	82·4	136·2	454·5
1990	Jan	106·0	26·3	23·9	156·2	115·2	41·8	53·3	210·2	23·3	10·1	47·1	80·5	245·3	78·2	124·3	447·7
	Apr	96·1	29·3	21·6	147·0	114·0	40·6	48·8	203·4	23·0	10·2	43·8	77·1	233·7	80·2	114·2	428·1
	July	111·4	26·8	20·9	159·1	114·4	39·0	46·1	199·5	22·3	9·9	39·9	72·0	248·9	75·8	106·8	431·5
	Oct	111·8	24·0	20·2	156·0	113·8	39·5	44·8	198·2	22·4	10·1	38·4	71·0	249·0	73·7	103·5	426·2
1991	Jan	126·9	28·8	20·4	176·1	137·4	43·6	46·0	227·0	26·4	10·8	37·4	74·6	292·0	83·1	103·8	479·0
	Apr	134·6	37·6	21·8	194·0	158·2	49·2	48·9	256·4	30·0	11·8	36·7	78·4	324·1	98·7	107·5	530·2
	July	158·7	41·8	24·7	225·2	169·0	56·5	52·1	277·5	31·9	13·2	35·1	80·3	361·7	111·6	111·9	585·2

See footnotes to *table 2·1* and *2·2*.
* Including some aged under 18.

2·7 UNEMPLOYMENT Age

THOUSAND

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE									
1990 July	1,621·7	130·8	356·8	268·8	322·0	246·4	269·5	27·4	1,623·6
Oct	1,668·5	144·1	352·8	279·5	335·2	255·1	272·9	29·0	1,670·6
1991 Jan	1,957·0	166·4	420·0	335·1	400·5	302·2	297·9	34·9	1,959·7
Apr	2,195·4	185·4	473·7	379·7	456·0	341·3	318·5	40·8	2,198·5
July	2,362·9	200·1	536·1	405·8	488·3	362·6	325·6	44·5	2,367·5
MALE									
1990 July	1,191·1	81·0	247·6	200·9	254·9	181·9	198·0	26·9	1,192·1
Oct	1,243·4	89·3	251·6	211·7	268·8	191·1	202·3	28·6	1,244·4
1991 Jan	1,479·4	106·0	304·4	257·2	324·4	229·2	223·8	34·5	1,480·8
Apr	1,666·6	119·6	345·4	292·8	369·4	258·5	240·7	40·2	1,668·2
July	1,779·9	128·2	382·8	312·2	393·5	273·4	245·8	44·0	1,782·4
FEMALE									
1990 July	430·6	49·8	109·3	68·0	67·1	64·5	71·5	0·5	431·5
Oct	425·2	54·8	101·2	67·8	66·4	64·0	70·6	0·4	426·2
1991 Jan	477·7	60·4	115·6	77·9	76·1	73·0	74·1	0·5	479·0
Apr	528·8	65·8	128·3	87·0	86·6	82·8	77·8	0·6	530·2
July	583·1	71·9	153·4	93·6	94·8	89·2	79·8	0·5	585·2

* Including some aged under 18.

2·8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE								Thousand
1990 July	260·7	565·5	283·7	197·8	80·9	234·9	1,623·6	513·6
Oct	256·9	616·5	289·5	202·6	80·4	224·7	1,670·6	507·7
1991 Jan	266·9	834·6	333·4	221·6	83·9	219·3	1,959·7	524·8
Apr	291·8	939·7	411·9	253·7	87·9	213·5	2,198·5	555·1
July	362·6	920·9	491·9	293·5	93·1	205·6	2,367·5	592·2
Proportion of number unemployed								Per cent
1990 July	16·1	34·8	17·5	12·2	5·0	14·5	100·0	31·6
Oct	15·4	36·9	17·3	12·1	4·8	13·5	100·0	30·4
1991 Jan	13·6	42·6	17·0	11·3	4·3	11·2	100·0	26·8
Apr	13·3	42·7	18·7	11·5	4·0	9·7	100·0	25·2
July	15·3	38·9	20·8	12·4	3·9	8·7	100·0	25·0
MALE								Thousand
1990 July	171·1	406·2	207·9	153·6	63·3	189·9	1,192·1	406·8
Oct	181·9	442·5	215·8	158·9	63·5	181·9	1,244·4	404·3
1991 Jan	186·0	623·6	250·3	175·8	67·3	177·9	1,480·8	421·0
Apr	206·9	700·5	313·2	202·7	71·3	173·5	1,668·2	447·6
July	241·0	680·8	380·3	236·3	76·3	167·7	1,782·4	480·3
Proportion of number unemployed								Per cent
1990 July	14·4	34·1	17·4	12·9	5·3	15·9	100·0	34·1
Oct	14·6	35·6	17·3	12·8	5·1	14·6	100·0	32·5
1991 Jan	12·6	42·1	16·9	11·9	4·5	12·0	100·0	28·4
Apr	12·4	42·0	18·8	12·2	4·3	10·4	100·0	26·8
July	13·5	38·2	21·3	13·3	4·3	9·4	100·0	26·9
FEMALE								Thousand
1990 July	89·6	159·3	75·8	44·2	17·6	45·0	431·5	106·8
Oct	75·0	174·0	73·7	43·8	16·8	42·9	426·2	103·5
1991 Jan	80·9	211·0	83·1	45·8	16·6	41·4	479·0	103·8
Apr	84·9	239·2	98·7	51·0	16·6	40·0	530·2	107·5
July	121·6	240·1	111·6	57·2	16·9	37·9	585·2	111·9
Proportion of number unemployed								Per cent
1990 July	20·8	36·9	17·6	10·2	4·1	10·4	100·0	24·8
Oct	17·6	40·8	17·3	10·3	4·0	10·1	100·0	24·3
1991 Jan	16·9	44·1	17·4	9·6	3·5	8·6	100·0	21·7
Apr	16·0	45·1	18·6	9·6	3·1	7·5	100·0	20·3
July	20·8	41·0	19·1	9·8	2·9	6·5	100·0	19·1

UNEMPLOYMENT Area statistics 2·9

Unemployment in counties and local authority districts at September 12, 1991

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Bedfordshire	**15,045**	**4,765**	**19,810**	**8·6**	**7·5**
Luton	6,766	1,869	8,635		
Mid Bedfordshire	2,005	770	2,775		
North Bedfordshire	3,668	1,183	4,851		
South Bedfordshire	2,606	943	3,549		
Berkshire	**16,288**	**5,472**	**21,760**	**6·1**	**5·3**
Bracknell	2,124	733	2,857		
Newbury	2,552	894	3,446		
Reading	4,059	1,079	5,138		
Slough	3,340	1,197	4,537		
Windsor and Maidenhead	2,180	883	3,063		
Wokingham	2,033	686	2,719		
Buckinghamshire	**14,356**	**4,858**	**19,214**	**7·2**	**6·1**
Aylesbury Vale	3,211	1,179	4,390		
Chiltern	1,450	488	1,938		
Milton Keynes	5,380	1,736	7,116		
South Buckinghamshire	905	326	1,231		
Wycombe	3,410	1,129	4,539		
East Sussex	**20,901**	**6,673**	**27,574**	**11·1**	**8·8**
Brighton	6,961	2,292	9,253		
Eastbourne	2,210	618	2,828		
Hastings	3,263	874	4,137		
Hove	3,086	1,099	4,185		
Lewes	1,924	622	2,546		
Rother	1,572	515	2,087		
Wealden	1,885	653	2,538		
Essex	**39,887**	**13,438**	**53,325**	**9·8**	**8·0**
Basildon	5,037	1,640	6,677		
Braintree	2,807	1,053	3,860		
Brentwood	1,338	457	1,795		
Castle Point	2,198	773	2,971		
Chelmsford	3,091	1,192	4,283		
Colchester	3,474	1,298	4,772		
Epping Forest	2,545	1,036	3,581		
Harlow	2,475	926	3,401		
Maldon	1,219	384	1,603		
Rochford	1,599	542	2,141		
Southend-on-Sea	5,409	1,533	6,942		
Tendring	3,605	991	4,596		
Thurrock	4,018	1,183	5,201		
Uttlesford	1,072	430	1,502		
Greater London	**268,606**	**99,040**	**367,646**	**9·9**	**8·7**
Barking and Dagenham	5,431	1,533	6,964		
Barnet	7,581	3,219	10,800		
Bexley	5,898	2,233	8,131		
Brent	11,724	4,524	16,248		
Bromley	6,536	2,454	8,990		
Camden	8,245	3,483	11,728		
City of London	82	31	113		
City of Westminster	6,035	2,634	8,669		
Croydon	9,450	3,302	12,752		
Ealing	9,938	3,722	13,660		
Enfield	8,839	3,192	12,031		
Greenwich	10,018	3,324	13,342		
Hackney	13,639	4,721	18,360		
Hammersmith and Fulham	7,653	3,062	10,715		
Haringey	13,005	4,981	17,986		
Harrow	4,551	1,979	6,530		
Havering	5,615	1,865	7,480		
Hillingdon	5,441	1,878	7,319		
Hounslow	6,117	2,581	8,698		
Islington	10,173	4,006	14,179		
Kensington and Chelsea	4,232	2,085	6,317		
Kingston-upon-Thames	2,826	1,102	3,928		
Lambeth	16,065	6,025	22,090		
Lewisham	12,581	4,678	17,259		
Merton	4,842	1,799	6,641		
Newham	12,947	3,947	16,894		
Redbridge	6,361	2,419	8,780		
Richmond-upon-Thames	3,324	1,532	4,856		
Southwark	14,073	4,760	18,833		
Sutton	3,813	1,286	5,099		
Tower Hamlets	11,159	3,123	14,282		
Waltham Forest	9,826	3,397	13,223		
Wandsworth	10,586	4,163	14,749		
Hampshire	**39,600**	**11,960**	**51,560**	**7·9**	**6·8**
Basingstoke and Deane	3,040	968	4,008		
East Hampshire	1,648	568	2,216		
Eastleigh	2,145	641	2,786		
Fareham	1,859	660	2,519		
Gosport	2,044	835	2,879		
Hart	1,204	450	1,654		
Havant	3,939	941	4,880		
New Forest	3,245	922	4,167		
Portsmouth	6,945	2,091	9,036		
Rushmoor	1,673	644	2,317		
Southampton	8,493	2,118	10,611		
Test Valley	1,807	592	2,399		
Winchester	1,558	530	2,088		
Hertfordshire	**23,109**	**8,437**	**31,546**	**7·7**	**6·5**
Broxbourne	2,128	1,014	3,142		
Dacorum	2,890	1,009	3,899		
East Hertfordshire	2,223	934	3,157		
Hertsmere	1,951	684	2,635		
North Hertfordshire	2,861	1,047	3,908		
St Albans	2,327	811	3,138		
Stevenage	2,621	862	3,483		
Three Rivers	1,497	486	1,983		
Watford	2,155	759	2,914		
Welwyn Hatfield	2,456	831	3,287		
Isle of Wight	**3,487**	**1,112**	**4,599**	**10·1**	**8·0**
Medina	2,077	696	2,773		
South Wight	1,410	416	1,826		
Kent	**40,429**	**12,733**	**53,162**	**9·3**	**7·7**
Ashford	2,066	683	2,749		
Canterbury	3,223	952	4,175		
Dartford	1,981	654	2,635		
Dover	2,439	745	3,184		
Gillingham	2,956	1,041	3,997		
Gravesham	3,170	960	4,130		
Maidstone	2,835	988	3,823		
Rochester-upon-Medway	5,078	1,633	6,711		
Sevenoaks	2,037	710	2,747		
Shepway	2,655	656	3,311		
Swale	3,710	1,150	4,860		
Thanet	4,449	1,300	5,749		
Tonbridge and Malling	2,088	709	2,797		
Tunbridge Wells	1,742	552	2,294		
Oxfordshire	**11,824**	**3,984**	**15,808**	**6·2**	**5·3**
Cherwell	2,596	936	3,532		
Oxford	3,425	1,044	4,469		
South Oxfordshire	2,497	789	3,286		
Vale of White Horse	1,817	601	2,418		
West Oxfordshire	1,489	614	2,103		
Surrey	**16,102**	**5,470**	**21,572**	*	*
Elmbridge	1,752	622	2,374		
Epsom and Ewell	1,047	339	1,386		
Guildford	2,104	727	2,831		
Mole Valley	1,054	348	1,402		
Reigate and Banstead	1,853	600	2,453		
Runnymede	1,231	406	1,637		
Spelthorne	1,612	589	2,201		
Surrey Heath	1,261	439	1,700		
Tandridge	1,052	370	1,422		
Waverley	1,738	585	2,323		
Woking	1,398	445	1,843		
West Sussex	**13,726**	**4,420**	**18,146**	**6·1**	**5·1**
Adur	1,334	409	1,743		
Arun	2,790	776	3,566		
Chichester	1,721	512	2,233		
Crawley	1,818	708	2,526		
Horsham	1,905	691	2,596		
Mid Sussex	1,814	656	2,470		
Worthing	2,344	668	3,012		
EAST ANGLIA					
Cambridgeshire	**15,534**	**5,457**	**20,991**	**7·4**	**6·3**
Cambridge	2,518	860	3,378		
East Cambridgeshire	965	372	1,337		
Fenland	2,019	707	2,726		
Huntingdon	2,880	1,187	4,067		
Peterborough	5,570	1,653	7,223		
South Cambridgeshire	1,582	678	2,260		
Norfolk	**17,591**	**5,783**	**23,374**	**8·0**	**6·5**
Breckland	2,306	827	3,133		
Broadland	1,522	516	2,038		
Great Yarmouth	2,815	971	3,786		
North Norfolk	1,668	526	2,194		
Norwich	4,859	1,356	6,215		
South Norfolk	1,576	630	2,206		
West Norfolk	2,845	957	3,802		
Suffolk	**12,938**	**4,751**	**17,689**	**6·6**	**5·5**
Babergh	1,475	548	2,023		
Forest Heath	900	356	1,256		
Ipswich	3,445	1,038	4,483		
Mid Suffolk	1,133	545	1,678		
St Edmundsbury	1,869	752	2,621		
Suffolk Coastal	1,589	560	2,149		
Waveney	2,527	952	3,479		
SOUTH WEST					
Avon	**31,107**	**10,840**	**41,947**	**9·6**	**8·4**
Bath	2,687	995	3,682		
Bristol	17,609	5,840	23,449		
Kingswood	2,151	718	2,869		
Northavon	2,811	1,158	3,969		
Wansdyke	1,502	570	2,072		
Woodspring	4,347	1,559	5,906		
Cornwall	**15,157**	**4,757**	**19,914**	**12·9**	**9·9**
Caradon	2,036	672	2,708		
Carrick	2,663	861	3,524		
Isles of Scilly	5	2	7		
Kerrier	3,299	955	4,254		
North Cornwall	2,030	679	2,709		
Penwith	2,327	759	3,086		
Restormel	2,797	829	3,626		
Devon	**29,614**	**9,553**	**39,167**	**10·2**	**8·3**
East Devon	1,866	600	2,466		
Exeter	3,065	1,006	4,071		
Mid Devon	1,203	409	1,612		
North Devon	2,400	800	3,200		
Plymouth	10,595	3,293	13,888		
South Hams	1,586	615	2,201		
Teignbridge	2,487	755	3,242		
Torbay	4,115	1,170	5,285		
Torridge	1,338	525	1,863		
West Devon	959	380	1,339		

Unemployment in counties and local authority districts at September 12, 1991

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Dorset	**17,445**	**5,316**	**22,761**	9·6	7·9
Bournemouth	6,009	1,671	7,680		
Christchurch	856	263	1,119		
East Dorset	1,369	452	1,821		
North Dorset	815	348	1,163		
Poole	4,029	1,077	5,106		
Purbeck	877	277	1,154		
West Dorset	1,554	577	2,131		
Weymouth and Portland	1,936	651	2,587		
Gloucestershire	**12,499**	**4,184**	**16,683**	7·3	6·2
Cheltenham	2,665	777	3,442		
Cotswold	1,166	455	1,621		
Forest of Dean	1,610	593	2,203		
Gloucester	3,083	833	3,916		
Stroud	2,382	920	3,302		
Tewkesbury	1,593	606	2,199		
Somerset	**10,827**	**3,984**	**14,811**	8·3	6·8
Mendip	2,374	888	3,262		
Sedgemoor	2,596	906	3,502		
South Somerset	2,968	1,208	4,176		
West Somerset	622	201	823		
Taunton Deane	2,267	781	3,048		
Wiltshire	**12,682**	**4,802**	**17,484**	7·5	6·5
Kennet	1,244	512	1,756		
North Wiltshire	2,142	944	3,086		
Salisbury	2,037	820	2,857		
Thamesdown	5,054	1,688	6,742		
West Wiltshire	2,205	838	3,043		
WEST MIDLANDS					
Hereford and Worcester	**15,767**	**5,879**	**21,646**	8·7	7·0
Bromsgrove	2,097	750	2,847		
Hereford	1,528	612	2,140		
Leominster	710	259	969		
Malvern Hills	1,613	554	2,167		
Redditch	2,176	849	3,025		
South Herefordshire	834	377	1,211		
Worcester	2,465	775	3,240		
Wychavon	1,750	721	2,471		
Wyre Forest	2,594	982	3,576		
Shropshire	**9,283**	**3,503**	**12,786**	8·3	6·8
Bridgnorth	887	368	1,255		
North Shropshire	870	371	1,241		
Oswestry	720	297	1,017		
Shrewsbury and Atcham	1,913	710	2,623		
South Shropshire	732	305	1,037		
The Wrekin	4,161	1,452	5,613		
Staffordshire	**27,207**	**9,962**	**37,169**	9·0	7·7
Cannock Chase	2,717	942	3,659		
East Staffordshire	2,599	980	3,579		
Lichfield	2,129	859	2,988		
Newcastle-under-Lyme	3,016	1,177	4,193		
South Staffordshire	2,565	1,006	3,571		
Stafford	2,266	918	3,184		
Staffordshire Moorlands	1,628	630	2,258		
Stoke-on-Trent	7,795	2,472	10,267		
Tamworth	2,492	978	3,470		
Warwickshire	**11,527**	**4,564**	**16,091**	8·0	6·7
North Warwickshire	1,390	577	1,967		
Nuneaton and Bedworth	3,589	1,283	4,872		
Rugby	1,988	935	2,923		
Stratford-on-Avon	1,737	723	2,460		
Warwick	2,823	1,046	3,869		
West Midlands	**115,858**	**36,374**	**152,232**	12·4	11·1
Birmingham	51,416	15,477	66,893		
Coventry	13,269	4,229	17,498		
Dudley	9,986	3,333	13,319		
Sandwell	13,274	4,301	17,575		
Solihull	5,774	2,179	7,953		
Walsall	10,448	3,204	13,652		
Wolverhampton	11,691	3,651	15,342		
EAST MIDLANDS					
Derbyshire	**26,492**	**9,368**	**35,860**	9·6	8·3
Amber Valley	2,494	951	3,445		
Bolsover	2,229	679	2,908		
Chesterfield	3,532	1,133	4,665		
Derby	8,468	2,670	11,138		
Derbyshire Dales	1,021	459	1,480		
Erewash	2,807	976	3,783		
High Peak	1,784	813	2,597		
North East Derbyshire	2,800	1,103	3,903		
South Derbyshire	1,357	584	1,941		
Leicestershire	**23,530**	**8,351**	**31,881**	8·3	7·2
Blaby	1,479	568	2,047		
Charnwood	2,817	1,267	4,084		
Harborough	993	376	1,369		
Hinckley and Bosworth	1,726	709	2,435		
Leicester	12,692	3,958	16,650		
Melton	692	299	991		
North West Leicestershire	1,815	594	2,409		
Oadby and Wigston	937	381	1,318		
Rutland	379	199	578		
Lincolnshire	**13,672**	**5,121**	**18,793**	8·7	7·1
Boston	1,190	452	1,642		
East Lindsey	2,875	1,032	3,907		
Lincoln	3,427	1,094	4,521		
North Kesteven	1,346	634	1,980		
South Holland	1,092	427	1,519		
South Kesteven	2,010	734	2,744		
West Lindsey	1,732	748	2,480		
Northamptonshire	**14,371**	**5,178**	**19,549**	7·8	6·8
Corby	2,101	690	2,791		
Daventry	1,069	486	1,555		
East Northamptonshire	1,217	496	1,713		
Kettering	1,861	651	2,512		
Northampton	5,358	1,712	7,070		
South Northamptonshire	1,028	437	1,465		
Wellingborough	1,737	706	2,443		
Nottinghamshire	**35,106**	**10,958**	**46,064**	10·6	9·2
Ashfield	3,610	996	4,606		
Bassetlaw	2,964	1,178	4,142		
Broxtowe	2,572	972	3,544		
Gedling	2,591	1,004	3,595		
Mansfield	3,556	1,019	4,575		
Newark	2,723	892	3,615		
Nottingham	14,883	4,096	18,979		
Rushcliffe	2,207	801	3,008		
YORKSHIRE AND HUMBERSIDE					
Humberside	**31,219**	**9,407**	**40,626**	11·0	9·5
Beverley	2,058	886	2,944		
Boothferry	1,632	552	2,184		
Cleethorpes	2,304	686	2,990		
East Yorkshire	1,792	730	2,522		
Glanford	1,588	610	2,198		
Great Grimsby	4,131	1,037	5,168		
Holderness	1,192	495	1,687		
Kingston-upon-Hull	14,023	3,737	17,760		
Scunthorpe	2,499	674	3,173		
North Yorkshire	**12,535**	**4,906**	**17,441**	6·3	5·1
Craven	726	318	1,044		
Hambleton	1,140	531	1,671		
Harrogate	2,060	838	2,898		
Richmondshire	529	362	891		
Ryedale	989	433	1,422		
Scarborough	2,734	888	3,622		
Selby	1,432	657	2,089		
York	2,925	879	3,804		
South Yorkshire	**55,028**	**16,412**	**71,440**	13·9	12·1
Barnsley	8,910	2,598	11,508		
Doncaster	12,411	3,806	16,217		
Rotherham	10,272	3,213	13,485		
Sheffield	23,435	6,795	30,230		
West Yorkshire	**68,898**	**21,333**	**90,231**	9·8	8·6
Bradford	17,912	5,170	23,082		
Calderdale	6,068	1,892	7,960		
Kirklees	11,024	3,669	14,693		
Leeds	23,870	7,415	31,285		
Wakefield	10,024	3,187	13,211		
NORTH WEST					
Cheshire	**25,961**	**8,955**	**34,916**	8·6	7·5
Chester	3,155	1,097	4,252		
Congleton	1,551	710	2,261		
Crewe and Nantwich	2,868	1,122	3,990		
Ellesmere Port and Neston	2,599	805	3,404		
Halton	5,433	1,634	7,067		
Macclesfield	2,511	970	3,481		
Vale Royal	2,692	1,034	3,726		
Warrington	5,152	1,583	6,735		
Greater Manchester	**94,310**	**29,604**	**123,914**	11·0	9·7
Bolton	9,054	2,734	11,788		
Bury	4,430	1,490	5,920		
Manchester	25,370	7,047	32,417		
Oldham	7,590	2,644	10,234		
Rochdale	7,580	2,298	9,878		
Salford	9,655	2,598	12,253		
Stockport	6,965	2,365	9,330		
Tameside	7,238	2,373	9,611		
Trafford	6,322	2,174	8,496		
Wigan	10,106	3,881	13,987		
Lancashire	**38,026**	**11,656**	**49,682**	9·0	7·6
Blackburn	5,316	1,353	6,669		
Blackpool	4,585	1,091	5,676		
Burnley	2,855	940	3,795		
Chorley	2,148	848	2,996		
Fylde	891	276	1,167		
Hyndburn	2,001	634	2,635		
Lancaster	3,626	1,255	4,881		
Pendle	2,108	654	2,762		
Preston	4,859	1,295	6,154		
Ribble Valley	612	261	873		
Rossendale	1,646	511	2,157		
South Ribble	2,056	740	2,796		
West Lancashire	3,428	1,299	4,727		
Wyre	1,895	499	2,394		
Merseyside	**73,701**	**21,726**	**95,427**	16·9	14·8
Knowsley	10,148	2,559	12,707		
Liverpool	30,918	8,985	39,903		
Sefton	11,491	3,565	15,056		
St Helens	7,071	2,321	9,392		
Wirral	14,073	4,296	18,369		
NORTH					
Cleveland	**25,205**	**7,198**	**32,403**	14·2	12·7
Hartlepool	4,331	1,122	5,453		
Langbaurgh	6,149	1,752	7,901		
Middlesbrough	7,570	2,115	9,685		
Stockton-on-Tees	7,155	2,209	9,364		
Cumbria	**10,970**	**4,060**	**15,030**	7·0	5·9
Allerdale	2,507	946	3,453		
Barrow-In-Furness	2,382	887	3,269		
Carlisle	2,283	810	3,093		
Copeland	2,129	735	2,864		
Eden	566	247	813		
South Lakeland	1,103	435	1,538		
Durham	**19,608**	**6,305**	**25,913**	12·2	10·6
Chester-le-Street	1,551	567	2,118		
Darlington	3,493	1,178	4,671		
Derwentside	3,228	974	4,202		
Durham	2,445	924	3,369		
Easington	3,058	794	3,852		
Sedgefield	2,804	944	3,748		
Teesdale	484	207	691		
Wear Valley	2,545	717	3,262		
Northumberland	**8,072**	**2,834**	**10,906**	10·8	9·0
Alnwick	726	277	1,003		
Berwick-upon-Tweed	398	135	533		
Blyth Valley	2,671	842	3,513		
Castle Morpeth	1,071	449	1,520		
Tynedale	922	401	1,323		
Wansbeck	2,284	730	3,014		
Tyne and Wear	**50,336**	**14,470**	**64,806**	13·6	12·2
Gateshead	8,410	2,402	10,812		
Newcastle upon Tyne	13,469	3,862	17,331		
North Tyneside	6,983	2,162	9,145		
South Tyneside	7,526	2,288	9,814		
Sunderland	13,948	3,756	17,704		
WALES					
Clwyd	**10,137**	**3,377**	**13,514**	9·0	7·3
Alyn and Deeside	1,634	630	2,264		
Colwyn	1,339	430	1,769		
Delyn	1,464	464	1,928		
Glyndwr	824	336	1,160		
Rhuddlan	1,616	475	2,091		
Wrexham Maelor	3,260	1,042	4,302		
Dyfed	**10,011**	**3,155**	**13,166**	11·8	8·7
Carmarthen	1,208	432	1,640		
Ceredigion	1,466	541	2,007		
Dinefwr	1,053	381	1,434		
Llanelli	2,343	715	3,058		
Preseli	2,399	689	3,088		
South Pembrokeshire	1,542	397	1,939		
Gwent	**15,020**	**4,166**	**19,186**	11·3	9·7
Blaenau Gwent	2,814	566	3,380		
Islwyn	1,886	459	2,345		
Monmouth	1,666	643	2,309		
Newport	5,296	1,516	6,812		
Torfaen	3,358	982	4,340		
Gwynedd	**7,559**	**2,544**	**10,103**	11·7	9·1
Aberconwy	1,273	399	1,672		
Arfon	2,144	688	2,832		
Dwyfor	685	202	887		
Meirionnydd	890	334	1,224		
Ynys Mon - Isle of Anglesey	2,567	921	3,488		
Mid Glamorgan	**20,339**	**5,106**	**25,445**	13·9	11·9
Cynon Valley	2,812	669	3,481		
Merthyr Tydfil	2,416	574	2,990		
Ogwr	4,481	1,411	5,892		
Rhondda	3,267	701	3,968		
Rhymney Valley	4,248	917	5,165		
Taff-Ely	3,115	834	3,949		
Powys	**2,248**	**877**	**3,125**	7·4	5·2
Brecknock	838	316	1,154		
Montgomery	1,047	382	1,429		
Radnor	363	179	542		
South Glamorgan	**15,040**	**4,033**	**19,073**	10·0	8·7
Cardiff	11,560	3,048	14,608		
Vale of Glamorgan	3,480	985	4,465		
West Glamorgan	**12,154**	**3,186**	**15,340**	11·2	9·6
Afan	1,522	347	1,869		
Lliw Valley	1,711	463	2,174		
Neath	1,945	524	2,469		
Swansea	6,976	1,852	8,828		
SCOTLAND					
Borders Region	**1,829**	**704**	**2,533**	6·5	5·4
Berwick	226	98	324		
Ettrick and Lauderdale	615	266	881		
Roxburgh	662	223	885		
Tweedale	326	117	443		
Central Region	**8,078**	**2,908**	**10,986**	10·2	8·9
Clackmannan	1,549	525	2,074		
Falkirk	4,450	1,611	6,061		
Stirling	2,079	772	2,851		
Dumfries and Galloway Region	**3,368**	**1,501**	**4,869**	8·6	6·9
Annandale and Eskdale	665	348	1,013		
Nithsdale	1,403	580	1,983		
Stewartry	376	188	564		
Wigtown	924	385	1,309		
Fife Region	**10,554**	**3,965**	**14,519**	11·7	10·1
Dunfermline	4,036	1,370	5,406		
Kirkcaldy	5,470	2,047	7,517		
North East Fife	1,048	548	1,596		
Grampian Region	**7,273**	**3,120**	**10,393**	4·3	3·7
Banff and Buchan	1,189	583	1,772		
City of Aberdeen	3,635	1,218	4,853		
Gordon	581	313	894		
Kincardine and Deeside	387	248	635		
Moray	1,481	758	2,239		
Highlands Region	**5,645**	**1,890**	**7,535**	8·9	7·4
Badenoch and Strathspey	195	82	277		
Caithness	880	280	1,160		
Inverness	1,681	554	2,235		
Lochaber	550	154	704		
Nairn	189	84	273		
Ross and Cromarty	1,416	495	1,911		
Skye and Lochalsh	333	99	432		
Sutherland	401	142	543		
Lothian Region	**22,954**	**7,503**	**30,457**	8·6	7·7
City of Edinburgh	14,120	4,689	18,809		
East Lothian	2,111	642	2,753		
Midlothian	2,189	732	2,921		
West Lothian	4,534	1,440	5,974		
Strathclyde Region	**94,296**	**28,358**	**122,654**	12·7	11·2
Argyll and Bute	1,641	582	2,223		
Bearsden and Milngavie	604	305	909		
City of Glasgow	38,817	10,940	49,757		
Clydebank	2,192	574	2,766		
Clydesdale	1,578	555	2,133		
Cumbernauld and Kilsyth	1,901	700	2,601		
Cumnock and Doon Valley	2,156	600	2,756		
Cunninghame	5,340	1,651	6,991		
Dumbarton	2,796	867	3,663		
East Kilbride	2,349	944	3,293		
Eastwood	848	367	1,215		
Hamilton	4,037	1,118	5,155		
Inverclyde	4,449	1,209	5,658		
Kilmarnock and Loudoun	3,148	1,101	4,249		
Kyle and Carrick	3,236	1,145	4,381		
Monklands	4,244	1,176	5,420		
Motherwell	5,889	1,623	7,512		
Renfrew	6,982	2,152	9,134		
Strathkelvin	2,089	749	2,838		
Tayside Region	**11,279**	**4,432**	**15,711**	9·6	8·3
Angus	2,043	1,007	3,050		
City of Dundee	6,873	2,502	9,375		
Perth and Kinross	2,363	923	3,286		
Orkney Islands	**277**	**143**	**420**	5·7	4·1
Shetland Islands	**230**	**106**	**336**	3·5	2·8
Western Isles	**1,196**	**344**	**1,540**	15·9	12·0
NORTHERN IRELAND					
Antrim	1,641	656	2,297		
Ards	1,800	779	2,579		
Armagh	2,249	795	3,044		
Ballymena	1,900	786	2,686		
Ballymoney	1,217	388	1,605		
Banbridge	1,106	443	1,549		
Belfast	19,561	5,753	25,314		
Carrickfergus	1,240	560	1,800		
Castlereagh	1,720	796	2,516		
Coleraine	2,399	828	3,227		
Cookstown	1,567	533	2,100		
Craigavon	3,318	1,143	4,461		
Derry	7,191	1,606	8,797		
Down	2,173	908	3,081		
Dungannon	2,503	754	3,257		
Fermanagh	2,626	745	3,371		
Larne	1,453	492	1,945		
Limavady	1,759	455	2,214		
Lisburn	3,603	1,355	4,958		
Magherafelt	1,772	577	2,349		
Moyle	891	258	1,149		
Newry and Mourne	5,278	1,611	6,889		
Newtownabbey	2,667	1,129	3,796		
North Down	1,723	984	2,707		
Omagh	2,398	929	3,327		
Strabane	2,764	653	3,417		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployed claimants, self- employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.

Unemployment in Parliamentary constituencies at September 12, 1991

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	4,382	1,132	5,514
Mid Bedfordshire	2,139	803	2,942
North Bedfordshire	3,026	950	3,976
North Luton	2,982	964	3,946
South West Bedfordshire	2,516	916	3,432
Berkshire			
East Berkshire	2,509	887	3,396
Newbury	2,134	743	2,877
Reading East	2,726	734	3,460
Reading West	2,073	604	2,677
Slough	3,340	1,197	4,537
Windsor and Maidenhead	1,795	729	2,524
Wokingham	1,711	578	2,289
Buckinghamshire			
Aylesbury	2,501	899	3,400
Beaconsfield	1,298	471	1,769
Buckingham	1,878	694	2,572
Chesham and Amersham	1,434	482	1,916
Milton Keynes	4,690	1,516	6,206
Wycombe	2,555	796	3,351
East Sussex			
Bexhill and Battle	1,404	460	1,864
Brighton Kemptown	3,500	1,037	4,537
Brighton Pavilion	3,461	1,255	4,716
Eastbourne	2,388	677	3,065
Hastings and Rye	3,596	986	4,582
Hove	3,086	1,099	4,185
Lewes	1,976	645	2,621
Wealden	1,490	514	2,004
Essex			
Basildon	3,648	1,144	4,792
Billericay	2,197	779	2,976
Braintree	2,454	936	3,390
Brentwood and Ongar	1,635	555	2,190
Castle Point	2,198	773	2,971
Chelmsford	2,368	887	3,255
Epping Forest	1,949	827	2,776
Harlow	2,774	1,037	3,811
Harwich	3,075	823	3,898
North Colchester	2,461	883	3,344
Rochford	1,989	698	2,687
Saffron Walden	1,758	696	2,454
South Colchester and Maldon	2,762	967	3,729
Southend East	3,049	887	3,936
Southend West	2,360	646	3,006
Thurrock	3,210	900	4,110
Greater London			
Barking	2,799	754	3,553
Battersea	4,104	1,566	5,670
Beckenham	2,264	829	3,093
Bethnal Green and Stepney	5,543	1,479	7,022
Bexleyheath	1,789	706	2,495
Bow and Poplar	5,616	1,644	7,260
Brent East	4,597	1,668	6,265
Brent North	2,415	1,092	3,507
Brent South	4,712	1,764	6,476
Brentford and Isleworth	2,767	1,224	3,991
Carshalton and Wallington	2,143	711	2,854
Chelsea	1,572	847	2,419
Chingford	2,013	774	2,787
Chipping Barnet	1,649	709	2,358
Chislehurst	1,520	572	2,092
City of London and Westminster South	2,213	975	3,188
Croydon Central	2,351	705	3,056
Croydon North East	2,717	1,017	3,734
Croydon North West	2,926	1,050	3,976
Croydon South	1,456	530	1,986
Dagenham	2,632	779	3,411
Dulwich	3,353	1,364	4,717
Ealing North	2,998	1,034	4,032
Ealing Acton	3,065	1,248	4,313
Ealing Southall	3,875	1,440	5,315
Edmonton	3,430	1,168	4,598
Eltham	2,643	849	3,492
Enfield North	3,175	1,117	4,292
Enfield Southgate	2,234	907	3,141
Erith and Crayford	2,878	1,000	3,878
Feltham and Heston	3,350	1,357	4,707
Finchley	2,083	989	3,072
Fulham	3,285	1,453	4,738
Greenwich	3,057	1,110	4,167
Hackney North and Stoke Newington	6,457	2,297	8,754
Hackney South and Shoreditch	7,182	2,424	9,606
Hammersmith	4,368	1,609	5,977
Hampstead and Highgate	3,324	1,617	4,941
Harrow East	2,688	1,175	3,863
Harrow West	1,863	804	2,667
Hayes and Harlington	2,219	726	2,945
Hendon North	2,013	787	2,800
Hendon South	1,836	734	2,570
Holborn and St Pancras	4,921	1,866	6,787
Hornchurch	1,857	600	2,457
Hornsey and Wood Green	5,171	2,352	7,523
Ilford North	1,869	726	2,595
Ilford South	2,962	1,026	3,988
Islington North	5,608	2,206	7,814
Islington South and Finsbury	4,565	1,800	6,365
Kensington	2,660	1,238	3,898
Kingston-upon-Thames	1,683	653	2,336
Lewisham East	3,229	1,155	4,384
Lewisham West	4,060	1,536	5,596
Lewisham Deptford	5,292	1,987	7,279
Leyton	4,397	1,497	5,894
Mitcham and Morden	2,966	1,004	3,970
Newham North East	4,729	1,421	6,150
Newham North West	4,079	1,370	5,449
Newham South	4,139	1,156	5,295
Norwood	5,255	2,040	7,295
Old Bexley and Sidcup	1,231	527	1,758
Orpington	1,486	547	2,033
Peckham	5,338	1,759	7,097
Putney	2,470	987	3,457
Ravensbourne	1,266	506	1,772
Richmond-upon-Thames and Barnes	1,720	820	2,540
Romford	1,795	590	2,385
Ruislip-Northwood	1,248	507	1,755
Southwark and Bermondsey	5,382	1,637	7,019
Streatham	4,284	1,677	5,961
Surbiton	1,143	449	1,592
Sutton and Cheam	1,670	575	2,245
Tooting	4,012	1,610	5,622
Tottenham	7,834	2,629	10,463
Twickenham	1,604	712	2,316
Upminster	1,963	675	2,638
Uxbridge	1,974	645	2,619
Vauxhall	6,526	2,308	8,834
Walthamstow	3,416	1,126	4,542
Wanstead and Woodford	1,530	667	2,197
Westminster North	3,904	1,690	5,594
Wimbledon	1,876	795	2,671
Woolwich	4,318	1,365	5,683
Hampshire			
Aldershot	2,280	871	3,151
Basingstoke	2,573	778	3,351
East Hampshire	1,840	659	2,499
Eastleigh	2,899	811	3,710
Fareham	1,976	713	2,689
Gosport	2,249	920	3,169
Havant	3,380	801	4,181
New Forest	1,648	465	2,113
North West Hampshire	1,622	580	2,202
Portsmouth North	3,074	818	3,892
Portsmouth South	4,430	1,413	5,843
Romsey and Waterside	2,249	659	2,908
Southampton Itchen	4,066	1,021	5,087
Southampton Test	3,673	927	4,600
Winchester	1,641	524	2,165
Hertfordshire			
Broxbourne	2,332	1,107	3,439
Hertford and Stortford	1,871	777	2,648
Hertsmere	2,107	731	2,838
North Hertfordshire	2,735	997	3,732
South West Hertfordshire	1,805	617	2,422
St Albans	1,859	658	2,517
Stevenage	2,964	1,004	3,968
Watford	2,545	891	3,436
Welwyn Hatfield	2,486	838	3,324
West Hertfordshire	2,405	817	3,222
Isle of Wight			
Isle of Wight	3,487	1,112	4,599
Kent			
Ashford	2,066	683	2,749
Canterbury	2,409	727	3,136
Dartford	2,333	798	3,131
Dover	2,246	683	2,929
Faversham	3,592	1,111	4,703
Folkestone and Hythe	2,655	656	3,311
Gillingham	2,997	1,053	4,050
Gravesham	3,170	960	4,130
Maidstone	2,213	730	2,943
Medway	2,970	967	3,937
Mid Kent	2,730	924	3,654
North Thanet	3,124	878	4,002
Sevenoaks	1,685	566	2,251
South Thanet	2,409	736	3,145
Tonbridge and Malling	2,088	709	2,797
Tunbridge Wells	1,742	552	2,294
Oxfordshire			
Banbury	2,381	882	3,263
Henley	1,432	479	1,911
Oxford East	2,984	839	3,823
Oxford West and Abingdon	1,801	605	2,406
Wantage	1,522	511	2,033
Witney	1,704	668	2,372
Surrey			
Chertsey and Walton	1,627	508	2,135
East Surrey	1,052	370	1,422
Epsom and Ewell	1,374	451	1,825
Esher	1,094	406	1,500
Guildford	1,674	574	2,248
Mole Valley	1,136	378	1,514
North West Surrey	1,762	625	2,387
Reigate	1,526	488	2,014
South West Surrey	1,481	495	1,976
Spelthorne	1,612	589	2,201
Woking	1,764	586	2,350
West Sussex			
Arundel	2,372	634	3,006
Chichester	1,721	512	2,233
Crawley	2,124	842	2,966
Horsham	1,905	691	2,596
Mid Sussex	1,508	522	2,030
Shoreham	1,752	551	2,303
Worthing	2,344	668	3,012
EAST ANGLIA			
Cambridgeshire			
Cambridge	2,291	764	3,055
Huntingdon	2,321	944	3,265
North East Cambridgeshire	2,493	900	3,393
Peterborough	5,003	1,393	6,396

Unemployment in Parliamentary constituencies at September 12, 1991

	Male	Female	All
South East Cambridgeshire	1,372	594	1,966
South West Cambridgeshire	2,054	862	2,916
Norfolk			
Great Yarmouth	2,815	971	3,786
Mid Norfolk	1,653	549	2,202
North Norfolk	1,668	526	2,194
North West Norfolk	2,215	702	2,917
Norwich North	2,140	612	2,752
Norwich South	3,316	949	4,265
South Norfolk	1,576	630	2,206
South West Norfolk	2,208	844	3,052
Suffolk			
Bury St Edmunds	2,068	830	2,898
Central Suffolk	1,862	766	2,628
Ipswich	2,716	817	3,533
South Suffolk	2,176	826	3,002
Suffolk Coastal	1,589	560	2,149
Waveney	2,527	952	3,479
SOUTH WEST			
Avon			
Bath	2,687	995	3,682
Bristol East	3,663	1,219	4,882
Bristol North West	3,490	1,023	4,513
Bristol South	4,758	1,405	6,163
Bristol West	4,688	1,882	6,570
Kingswood	2,814	907	3,721
Northavon	2,355	977	3,332
Wansdyke	1,969	712	2,681
Weston-super-Mare	2,773	916	3,689
Woodspring	1,910	804	2,714
Cornwall			
Falmouth and Camborne	3,721	1,044	4,765
North Cornwall	2,848	919	3,767
South East Cornwall	2,495	832	3,327
St Ives	3,093	1,044	4,137
Truro	3,000	918	3,918
Devon			
Exeter	3,065	1,006	4,071
Honiton	1,569	487	2,056
North Devon	2,488	830	3,318
Plymouth Devonport	3,902	1,064	4,966
Plymouth Drake	4,053	1,274	5,327
Plymouth Sutton	2,640	955	3,595
South Hams	2,393	877	3,270
Teignbridge	2,231	653	2,884
Tiverton	1,694	603	2,297
Torbay	3,282	899	4,181
Torridge and West Devon	2,297	905	3,202
Dorset			
Bournemouth East	3,718	1,098	4,816
Bournemouth West	3,089	787	3,876
Christchurch	1,605	488	2,093
North Dorset	1,678	653	2,331
Poole	3,231	863	4,094
South Dorset	2,613	868	3,481
West Dorset	1,511	559	2,070
Gloucestershire			
Cheltenham	2,879	854	3,733
Cirencester and Tewkesbury	1,915	766	2,681
Gloucester	3,151	862	4,013
Stroud	2,433	937	3,370
West Gloucestershire	2,121	765	2,886
Somerset			
Bridgwater	2,369	797	3,166
Somerton and Frome	1,905	782	2,687
Taunton	2,342	811	3,153
Wells	2,060	778	2,838
Yeovil	2,151	816	2,967
Wiltshire			
Devizes	2,286	877	3,163
North Wiltshire	2,142	944	3,086
Salisbury	1,951	790	2,741
Swindon	4,012	1,323	5,335
Westbury	2,291	868	3,159
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	2,097	750	2,847
Hereford	2,163	898	3,061
Leominster	1,548	612	2,160
Mid Worcestershire	2,937	1,145	4,082
South Worcestershire	1,781	630	2,411
Worcester	2,647	862	3,509
Wyre Forest	2,594	982	3,576
Shropshire			
Ludlow	1,619	673	2,292
North Shropshire	1,830	773	2,603
Shrewsbury and Atcham	1,913	710	2,623
The Wrekin	3,921	1,347	5,268
Staffordshire			
Burton	2,599	980	3,579
Cannock and Burntwood	2,645	980	3,625
Mid Staffordshire	2,235	842	3,077
Newcastle-under-Lyme	2,300	857	3,157
South East Staffordshire	2,940	1,193	4,133
South Staffordshire	2,565	1,006	3,571
Stafford	1,939	748	2,687
Staffordshire Moorlands	1,628	630	2,258
Stoke-on-Trent Central	3,034	906	3,940
Stoke-on-Trent North	2,865	970	3,835
Stoke-on-Trent South	2,457	850	3,307
Warwickshire			
North Warwickshire	2,420	980	3,400
Nuneaton	2,702	972	3,674
Rugby and Kenilworth	2,177	998	3,175
Stratford-on-Avon	1,737	723	2,460
Warwick and Leamington	2,491	891	3,382
West Midlands			
Aldridge-Brownhills	2,364	865	3,229
Birmingham Edgbaston	3,137	1,113	4,250
Birmingham Erdington	4,684	1,381	6,065
Birmingham Hall Green	3,369	1,103	4,472
Birmingham Hodge Hill	4,457	1,271	5,728
Birmingham Ladywood	5,916	1,737	7,653
Birmingham Northfield	4,602	1,381	5,983
Birmingham Perry Barr	4,801	1,438	6,239
Birmingham Small Heath	6,479	1,584	8,063
Birmingham Sparkbrook	5,628	1,350	6,978
Birmingham Yardley	2,753	907	3,660
Birmingham Selly Oak	3,721	1,373	5,094
Coventry North East	4,650	1,389	6,039
Coventry North West	2,623	958	3,581
Coventry South East	3,447	1,024	4,471
Coventry South West	2,549	858	3,407
Dudley East	4,151	1,234	5,385
Dudley West	3,256	1,125	4,381
Halesowen and Stourbridge	2,579	974	3,553
Meriden	3,867	1,295	5,162
Solihull	1,907	884	2,791
Sutton Coldfield	1,869	839	2,708
Walsall North	4,174	1,127	5,301
Walsall South	3,910	1,212	5,122
Warley East	3,307	1,098	4,405
Warley West	2,894	999	3,893
West Bromwich East	3,176	1,079	4,255
West Bromwich West	3,897	1,125	5,022
Wolverhampton North East	4,545	1,295	5,840
Wolverhampton South East	3,750	1,116	4,866
Wolverhampton South West	3,396	1,240	4,636
EAST MIDLANDS			
Derbyshire			
Amber Valley	2,116	796	2,912
Bolsover	2,634	843	3,477
Chesterfield	3,181	1,015	4,196
Derby North	3,143	1,032	4,175
Derby South	4,543	1,359	5,902
Erewash	2,703	939	3,642
High Peak	1,883	851	2,734
North East Derbyshire	2,746	1,057	3,803
South Derbyshire	2,139	863	3,002
West Derbyshire	1,404	613	2,017
Leicestershire			
Blaby	1,861	700	2,561
Bosworth	1,877	754	2,631
Harborough	1,548	625	2,173
Leicester East	3,514	1,223	4,737
Leicester South	4,384	1,426	5,810
Leicester West	4,794	1,309	6,103
Loughborough	1,967	868	2,835
North West Leicestershire	2,011	706	2,717
Rutland and Melton	1,574	740	2,314
Lincolnshire			
East Lindsey	2,604	887	3,491
Gainsborough and Horncastle	2,003	893	2,896
Grantham	1,977	817	2,794
Holland with Boston	1,713	653	2,366
Lincoln	3,810	1,258	5,068
Stamford and Spalding	1,565	613	2,178
Northamptonshire			
Corby	2,674	929	3,603
Daventry	1,580	727	2,307
Kettering	2,029	713	2,742
Northampton North	2,826	876	3,702
Northampton South	2,881	970	3,851
Wellingborough	2,381	963	3,344
Nottinghamshire			
Ashfield	3,166	872	4,038
Bassetlaw	2,657	986	3,643
Broxtowe	2,139	814	2,953
Gedling	2,216	850	3,066
Mansfield	3,123	892	4,015
Newark	2,268	862	3,130
Nottingham East	6,163	1,845	8,008
Nottingham North	4,580	1,074	5,654
Nottingham South	4,140	1,177	5,317
Rushcliffe	2,207	801	3,008
Sherwood	2,447	785	3,232
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,919	797	2,716
Booth Ferry	2,086	812	2,898
Bridlington	2,669	1,054	3,723
Brigg and Cleethorpes	3,271	1,052	4,323
Glanford and Scunthorpe	3,120	918	4,038
Great Grimsby	4,131	1,037	5,168
Kingston-upon-Hull East	4,426	1,152	5,578
Kingston-upon-Hull North	5,012	1,356	6,368
Kingston-upon-Hull West	4,585	1,229	5,814
North Yorkshire			
Harrogate	1,550	576	2,126
Richmond	1,531	828	2,359
Ryedale	1,255	544	1,799
Scarborough	2,545	820	3,365
Selby	1,493	679	2,172
Skipton and Ripon	1,236	580	1,816
York	2,925	879	3,804

Unemployment in Parliamentary constituencies at September 12, 1991

	Male	Female	All
South Yorkshire			
Barnsley Central	3,295	876	4,171
Barnsley East	2,881	789	3,670
Barnsley West and Penistone	2,734	933	3,667
Don Valley	3,635	1,181	4,816
Doncaster Central	4,326	1,339	5,665
Doncaster North	4,450	1,286	5,736
Rother Valley	3,020	1,084	4,104
Rotherham	3,893	1,109	5,002
Sheffield Central	5,911	1,575	7,486
Sheffield Attercliffe	3,322	901	4,223
Sheffield Brightside	4,624	1,083	5,707
Sheffield Hallam	2,401	1,039	3,440
Sheffield Heeley	4,192	1,173	5,365
Sheffield Hillsborough	2,985	1,024	4,009
Wentworth	3,359	1,020	4,379
West Yorkshire			
Batley and Spen	2,858	836	3,694
Bradford North	4,810	1,269	6,079
Bradford South	3,466	1,000	4,466
Bradford West	5,421	1,443	6,864
Calder Valley	2,446	862	3,308
Colne Valley	2,163	831	2,994
Dewsbury	2,780	896	3,676
Elmet	1,812	620	2,432
Halifax	3,622	1,030	4,652
Hemsworth	2,711	841	3,552
Huddersfield	3,223	1,106	4,329
Keighley	2,282	817	3,099
Leeds Central	5,026	1,338	6,364
Leeds East	4,290	1,040	5,330
Leeds North East	2,672	936	3,608
Leeds North West	2,117	860	2,977
Leeds West	3,294	999	4,293
Morley and Leeds South	2,502	834	3,336
Normanton	1,906	747	2,653
Pontefract and Castleford	2,885	854	3,739
Pudsey	1,710	616	2,326
Shipley	1,933	641	2,574
Wakefield	2,969	917	3,886
NORTH WEST			
Cheshire			
City of Chester	2,614	853	3,467
Congleton	1,642	758	2,400
Crewe and Nantwich	2,777	1,074	3,851
Eddisbury	2,217	916	3,133
Ellesmere Port and Neston	2,837	894	3,731
Halton	4,251	1,338	5,589
Macclesfield	1,576	646	2,222
Tatton	1,713	597	2,310
Warrington North	3,329	953	4,282
Warrington South	3,005	926	3,931
Greater Manchester			
Altrincham and Sale	1,749	694	2,443
Ashton-under-Lyne	2,681	857	3,538
Bolton North East	2,813	766	3,579
Bolton South East	3,674	1,041	4,715
Bolton West	2,567	927	3,494
Bury North	2,188	652	2,840
Bury South	2,242	838	3,080
Cheadle	1,288	558	1,846
Davyhulme	2,327	791	3,118
Denton and Reddish	3,238	1,066	4,304
Eccles	2,955	835	3,790
Hazel Grove	1,674	571	2,245
Heywood and Middleton	3,107	988	4,095
Leigh	3,027	1,082	4,109
Littleborough and Saddleworth	2,033	787	2,820
Makerfield	2,687	1,164	3,851
Manchester Central	6,914	1,615	8,529
Manchester Blackley	3,994	1,050	5,044
Manchester Gorton	4,047	1,223	5,270
Manchester Withington	3,906	1,346	5,252
Manchester Wythenshawe	3,827	931	4,758
Oldham Central and Royton	3,608	1,109	4,717
Oldham West	2,648	976	3,624
Rochdale	3,774	1,082	4,856
Salford East	4,439	1,080	5,519
Stalybridge and Hyde	3,198	964	4,162
Stockport	2,124	722	2,846
Stretford	4,928	1,571	6,499
Wigan	3,680	1,351	5,031
Worsley	2,973	967	3,940
Lancashire			
Blackburn	4,436	1,022	5,458
Blackpool North	2,381	568	2,949
Blackpool South	2,204	523	2,727
Burnley	2,855	940	3,795
Chorley	2,276	930	3,206
Fylde	1,110	354	1,464
Hyndburn	2,001	634	2,635
Lancaster	1,712	623	2,335
Morecambe and Lunesdale	2,077	680	2,757
Pendle	2,108	654	2,762
Preston	4,207	1,034	5,241
Ribble Valley	1,045	444	1,489
Rossendale and Darwen	2,526	842	3,368
South Ribble	2,056	740	2,796
West Lancashire	3,300	1,217	4,517
Wyre	1,732	451	2,183
Merseyside			
Birkenhead	5,711	1,438	7,149
Bootle	6,159	1,515	7,674
Crosby	3,026	1,220	4,246
Knowsley North	5,140	1,208	6,348
Knowsley South	5,008	1,351	6,359
Liverpool Broadgreen	4,925	1,467	6,392
Liverpool Garston	4,323	1,200	5,523
Liverpool Mossley Hill	4,332	1,488	5,820
Liverpool Riverside	6,186	1,789	7,975
Liverpool Walton	6,016	1,622	7,638
Liverpool West Derby	5,136	1,419	6,555
Southport	2,306	830	3,136
St Helens North	3,207	1,127	4,334
St Helens South	3,864	1,194	5,058
Wallasey	4,126	1,214	5,340
Wirral South	1,984	812	2,796
Wirral West	2,252	832	3,084
NORTH			
Cleveland			
Hartlepool	4,331	1,122	5,453
Langbaurgh	3,776	1,235	5,011
Middlesbrough	5,113	1,346	6,459
Redcar	4,144	1,071	5,215
Stockton North	4,275	1,205	5,480
Stockton South	3,566	1,219	4,785
Cumbria			
Barrow and Furness	2,673	1,008	3,681
Carlisle	1,894	632	2,526
Copeland	2,129	735	2,864
Penrith and the Border	1,273	584	1,857
Westmorland	855	327	1,182
Workington	2,146	774	2,920
Durham			
Bishop Auckland	3,010	920	3,930
City of Durham	2,445	924	3,369
Darlington	3,275	1,084	4,359
Easington	2,662	696	3,358
North Durham	3,090	1,009	4,099
North West Durham	2,881	903	3,784
Sedgefield	2,245	769	3,014
Northumberland			
Berwick-upon-Tweed	1,523	568	2,091
Blyth Valley	2,671	842	3,513
Hexham	1,134	527	1,661
Wansbeck	2,744	897	3,641
Tyne and Wear			
Blaydon	2,610	789	3,399
Gateshead East	3,403	1,024	4,427
Houghton and Washington	3,818	1,198	5,016
Jarrow	3,672	1,064	4,736
Newcastle upon Tyne Central	3,199	1,151	4,350
Newcastle upon Tyne East	3,906	1,098	5,004
Newcastle upon Tyne North	3,248	937	4,185
South Shields	3,854	1,224	5,078
Sunderland North	5,618	1,278	6,896
Sunderland South	4,512	1,280	5,792
Tyne Bridge	5,513	1,265	6,778
Tynemouth	3,148	990	4,138
Wallsend	3,835	1,172	5,007
WALES			
Clwyd			
Alyn and Deeside	1,779	672	2,451
Clwyd North West	2,496	713	3,209
Clwyd South West	1,683	629	2,312
Delyn	1,802	596	2,398
Wrexham	2,377	767	3,144
Dyfed			
Carmarthen	2,036	729	2,765
Ceredigion and Pembroke North	1,884	697	2,581
Llanelli	2,568	799	3,367
Pembroke	3,523	930	4,453
Gwent			
Blaenau Gwent	2,706	536	3,242
Islwyn	1,886	459	2,345
Monmouth	1,644	610	2,254
Newport East	2,776	824	3,600
Newport West	2,857	839	3,696
Torfaen	3,151	898	4,049
Gwynedd			
Caernarfon	1,953	580	2,533
Conwy	1,981	650	2,631
Meirionnydd Nant Conwy	1,058	393	1,451
Ynys Mon	2,567	921	3,488
Mid Glamorgan			
Bridgend	2,336	854	3,190
Caerphilly	3,396	788	4,184
Cynon Valley	2,812	669	3,481
Merthyr Tydfil and Rhymney	3,268	703	3,971
Ogmore	2,590	646	3,236
Pontypridd	2,670	745	3,415
Rhondda	3,267	701	3,968
Powys			
Brecon and Radnor	1,201	495	1,696
Montgomery	1,047	382	1,429
South Glamorgan			
Cardiff Central	3,605	1,114	4,719
Cardiff North	1,706	519	2,225
Cardiff South and Penarth	3,392	719	4,111
Cardiff West	3,572	891	4,463
Vale of Glamorgan	2,765	790	3,555
West Glamorgan			
Aberavon	2,017	482	2,499
Gower	1,828	616	2,444
Neath	2,081	534	2,615
Swansea East	2,934	664	3,598
Swansea West	3,294	890	4,184

Unemployment in Parliamentary constituencies at September 12, 1991

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	888	321	1,209
Tweeddale, Ettrick and Lauderdale	941	383	1,324
Central Region			
Clackmannan	2,057	693	2,750
Falkirk East	2,146	801	2,947
Falkirk West	2,111	721	2,832
Stirling	1,764	693	2,457
Dumfries and Galloway Region			
Dumfries	1,711	751	2,462
Galloway and Upper Nithsdale	1,657	750	2,407
Fife Region			
Central Fife	2,698	1,041	3,739
Dunfermline East	2,299	758	3,057
Dunfermline West	1,994	680	2,674
Kirkcaldy	2,515	938	3,453
North East Fife	1,048	548	1,596
Grampian Region			
Aberdeen North	1,722	503	2,225
Aberdeen South	1,398	470	1,868
Banff and Buchan	1,189	583	1,772
Gordon	769	418	1,187
Kincardine and Deeside	714	388	1,102
Moray	1,481	758	2,239
Highlands Region			
Caithness and Sutherland	1,281	422	1,703
Inverness, Nairn and Lochaber	2,448	814	3,262
Ross, Cromarty and Skye	1,916	654	2,570
Lothian Region			
East Lothian	2,111	642	2,753
Edinburgh Central	2,708	1,032	3,740
Edinburgh East	2,292	661	2,953
Edinburgh Leith	3,451	1,019	4,470
Edinburgh Pentlands	1,853	619	2,472
Edinburgh South	2,110	759	2,869
Edinburgh West	1,384	448	1,832
Linlithgow	2,466	717	3,183
Livingston	2,390	874	3,264
Mid Lothian	2,189	732	2,921
Strathclyde Region			
Argyll and Bute	1,641	582	2,223
Ayr	2,251	782	3,033
Carrick Cumnock and Doon Valley	3,141	963	4,104
Clydebank and Milngavie	2,495	716	3,211
Clydesdale	2,433	767	3,200
Cumbernauld and Kilsyth	1,901	700	2,601
Cunninghame North	2,508	822	3,330
Cunninghame South	2,832	829	3,661
Dumbarton	2,796	867	3,663
East Kilbride	2,349	944	3,293
Eastwood	1,646	614	2,260
Glasgow Cathcart	2,008	596	2,604
Glasgow Central	4,027	1,089	5,116
Glasgow Garscadden	3,169	768	3,937
Glasgow Govan	3,065	861	3,926
Glasgow Hillhead	2,886	1,267	4,153
Glasgow Maryhill	4,261	1,278	5,539
Glasgow Pollock	3,661	956	4,617
Glasgow Provan	4,265	970	5,235
Glasgow Rutherglen	3,354	953	4,307
Glasgow Shettleston	3,694	1,008	4,702
Glasgow Springburn	4,427	1,194	5,621
Greenock and Port Glasgow	3,998	1,002	5,000
Hamilton	3,182	906	4,088
Kilmarnock and Loudoun	3,148	1,101	4,249
Monklands East	2,841	789	3,630
Monklands West	2,129	628	2,757
Motherwell North	3,119	847	3,966
Motherwell South	2,770	776	3,546
Paisley North	2,575	749	3,324
Paisley South	2,463	718	3,181
Renfrew West and Inverclyde	1,597	645	2,242
Strathkelvin and Bearsden	1,664	671	2,335
Tayside Region			
Angus East	1,819	852	2,671
Dundee East	3,464	1,211	4,675
Dundee West	3,128	1,152	4,280
North Tayside	1,052	550	1,602
Perth and Kinross	1,816	667	2,483
Orkney and Shetland Islands	507	249	756
Western Isles	1,196	344	1,540
NORTHERN IRELAND			
Belfast East	2,985	1,093	4,078
Belfast North	5,362	1,565	6,927
Belfast South	3,691	1,646	5,337
Belfast West	7,810	1,580	9,390
East Antrim	3,881	1,477	5,358
East Londonderry	5,587	1,732	7,319
Fermanagh and South Tyrone	5,129	1,499	6,628
Foyle	8,596	1,931	10,527
Lagan Valley	3,687	1,406	5,093
Mid-Ulster	5,667	1,918	7,585
Newry and Armagh	5,760	1,690	7,450
North Antrim	4,008	1,432	5,440
North Down	2,474	1,256	3,730
South Antrim	3,120	1,360	4,480
South Down	4,381	1,794	6,175
Strangford	2,398	1,121	3,519
Upper Bann	3,983	1,416	5,399

2·13 UNEMPLOYMENT
Students: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1990	Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
	Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827
	Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
	Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991	Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
	Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
	Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
	Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
	May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
	June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
	July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
	Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
	Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654

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

2·14 UNEMPLOYMENT
Temporarily stopped: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1990	Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
	Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
	Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
	Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991	Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
	Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
	Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
	Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
	May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
	June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
	July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
	Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
	Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893

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

UNEMPLOYMENT 2·15
Rates by age

PER CENT

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE									
1988	July	13·0	12·3	9·4	6·7	5·5	9·8	3·4	8·2
	Oct	12·6	11·0	8·9	6·3	5·2	9·6	3·3	7·5
1989	Jan	12·1	11·0	8·5	6·2	5·0	9·2	3·1	7·3
	Apr	10·5	9·9	7·8	5·7	4·6	8·5	2·7	6·6
	July	9·8	9·9	7·4	5·3	4·3	7·7	2·4	6·2
	Oct	9·5	8·6	6·9	5·0	4·0	7·1	2·2	5·8
1990	Jan	10·4	9·3	7·1	5·1	4·1	6·9	2·2	5·9
	Apr	9·8	8·9	6·9	5·0	4·0	6·6	2·1	5·7
	July	9·8	9·5	6·9	5·0	3·9	6·2	2·0	5·7
	Oct	10·8	9·4	7·2	5·2	4·0	6·3	2·1	5·9
1991	Jan	12·5	11·2	8·6	6·2	4·8	6·9	2·5	6·9
	Apr	13·9	12·6	9·8	7·0	5·4	7·3	2·9	7·7
	July	14·3	13·8	10·7	7·6	5·8	7·5	3·0	8·3
MALE									
1988	July	14·2	14·0	10·4	8·5	7·1	12·3	4·8	9·8
	Oct	13·8	12·7	9·9	8·0	6·7	12·0	4·7	9·1
1989	Jan	13·8	13·2	9·9	8·0	6·5	11·7	4·3	9·0
	Apr	12·2	12·0	9·2	7·4	6·0	10·8	3·7	8·3
	July	11·3	11·7	8·8	6·9	5·5	9·7	3·3	7·7
	Oct	10·9	10·5	8·3	6·6	5·3	8·9	3·0	7·2
1990	Jan	11·9	11·7	8·9	7·0	5·5	8·9	3·1	7·6
	Apr	11·3	11·3	8·7	6·8	5·3	8·4	2·9	7·4
	July	11·2	11·8	8·8	6·8	5·2	7·9	2·8	7·3
	Oct	12·4	12·0	9·2	7·2	5·5	8·1	3·0	7·7
1991	Jan	14·7	14·5	11·2	8·7	6·6	9·0	3·6	9·1
	Apr	16·6	16·4	12·8	9·9	7·4	9·7	4·2	10·3
	July	17·3	17·6	13·9	10·6	8·0	9·8	4·5	10·9
FEMALE									
1988	July	11·6	10·2	7·8	4·2	3·6	6·4	0·2	6·1
	Oct	11·2	8·8	7·3	3·9	3·3	6·3	0·2	5·3
1989	Jan	10·1	8·3	6·5	3·7	3·2	5·8	0·2	5·0
	Apr	8·6	7·2	5·8	3·3	2·9	5·3	0·2	4·4
	July	8·2	7·5	5·4	3·0	2·7	4·8	0·2	4·2
	Oct	7·9	6·2	4·8	2·7	2·5	4·5	0·1	3·8
1990	Jan	8·6	6·3	4·6	2·6	2·4	4·3	0·1	3·7
	Apr	8·1	5·9	4·4	2·5	2·3	4·1	0·1	3·5
	July	8·2	6·6	4·3	2·5	2·3	3·9	0·1	3·5
	Oct	9·0	6·1	4·3	2·4	2·2	3·8	0·1	3·5
1991	Jan	9·9	7·0	4·9	2·8	2·6	4·0	0·1	3·9
	Apr	10·8	7·8	5·5	3·2	2·9	4·2	0·1	4·4
	July	10·9	9·0	6·1	3·5	3·2	4·3	0·1	4·8

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.

Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid 1990 for 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates have been revised to take account of the 1989 Census Of Employment and 1990 Labour Force Survey and hence are consistent with the unadjusted rates shown in *table 2.1*.

2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2·18 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										
1990 Sep	1,674	628	144	344	1,061	262	82	2,555	1,728	120
Oct	1,670	607	164	345	1,121	268	90	2,589	1,687	143
Nov	1,728	630	188	346	1,217	268	102	2,583	1,685	169
Dec	1,850	705	216	356	1,262	273	107	2,616	1,784	185
1991 Jan	1,960	768	236	369	1,455	309	137	2,647	1,879	187
Feb	2,045	812	236	372	1,515	305	150	2,643	1,869	193
Mar	2,142	825	202	366	1,592	308	152	2,621	1,731	194
Apr	2,198	856	186	361	1,443	299	168	2,571	1,652	179
May	2,214	812	164	354	1,412	281	164	2,551	1,604	158
June	2,241	764	148	..	1,384	275	198	2,553	1,593	155
July	2,368	802	148	..	1,439	272	..	2,666	1,694	155
Aug	2,435	806	151	..	1,419	..	..	2,753	1,672	152
Sep	2,368	..	152	..	..	..	..	..	1,610	..
Percentage rate: latest month	8·6	9·5	4·7	12·3	10·0	9·7	7·3	9·5	5·6	3·9
latest month: change on a year ago	+2·7	+2·5	+0·1	+0·6	+2·1	+0·9	+4·2	+0·6	−1·0	+0·9
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	435	1,150	217	130	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	115	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	89	2,533	2,029	118
1990	1,662	590	169	348	1,110	267	89	2,505	1,870	140
Monthly										
1990 Sep	1,671	631	181	351	1,150	275	89	2,500	1,837	148
Oct	1,705	652	180	349	1,210	275	92	2,516	1,798	161
Nov	1,763	697	180	353	1,246	273	104	2,528	1,738	166
Dec	1,842	690	176	354	1,281	272	105	2,532	1,719	160
1991 Jan	1,892	712	171	355	1,321	271	114	2,542	1,676	152
Feb	1,980	738	181	360	1,399	274	143	2,587	1,678	158
Mar	2,091	777	175	357	1,442	278	148	2,603	1,661	171
Apr	2,174	844	186	361	1,398	285	171	2,637	1,671	174
May	2,241	804	189	361	1,413	289	170	2,689	1,687	174
June	2,300	793	200	..	1,453	292	..	2,721	1,686	175
July	2,369	832	201	..	1,449	296	..	2,763	1,708	177
Aug	2,425	841	..	..	1,462	..	..	2,746	1,711	179
Sep	2,461	..	..	..	..	..	..	..	1,706	..
Percentage rate: latest month	8·7	9·8	6·4	12·5	10·6	10·6	7·3	9·5	6·4	4·6
latest three months: change on previous three months	+0·6	+0·1	+0·5	+0·1	+0·2	+0·5	+1·7	+0·3	+0·2	+0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Aug	Jul	..	Aug	Aug	..	Jul	Jul	Jul	..
Per cent	10·0	9·8	..	7·8	10·5	..	8·2	9·5	4·6	..

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

UNEMPLOYMENT
Selected countries 2·18

THOUSAND

	Irish Republic **	Italy ‡‡	Japan††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1990 Sep	221	4,035	1,380	1·9	346	87	295	2,300	81	14·9	6,330
Oct	218	4,060	1,390	2·2	331	83	300	2,345	80	16·5	6,722
Nov	223	4,070	1,260	2·3	330	80	304	2,348	88	19·6	7,211
Dec	233	4,090	1,190	2·3	338	89	304	2,351	82	22·6	7,343
1991 Jan	241	4,110	1,330	2·5	345	103	308	2,359	104	25·9	8,595
Feb	243	4,150	1,360	2·2	346	100	307	2,362	106	27·7	8,919
Mar	247	4,170	1,540	2·1	330	97	301	2,341	102	28·9	8,804
Apr	248	4,193	1,450	2·1	320	93	298	2,309	97	30·2	8,049
May	244	4,188	1,360	2·2	305	89	289	2,255	98	31·3	8,233
June	253	4,175	1,320	2·1	303	101	284	2,228	103	31·4	8,774
July	261	4,160	1,330	2·2	..	115	284	2,195	134	33·4	8,576
Aug	..	4,205	..	2·2	..	..	282	2,193	142	..	8,237
Sep	..	..	..	..	..	..	..	..	..	..	8,070
Percentage rate: latest month	20·1	18·3	2·0	1·4	4·3	5·4	6·3	15·3	3·1	1·2	6·4
latest month: change on a year ago	+2·8	+1·0	N/C	+0·2	−0·5	+0·5	−0·2	−0·6	+1·5	+0·7	+1·4
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	247	3,317	1,729	2·7	..	32·3	319	2,924	84	21·9	7,412
1988	241	3,833	1,552	2·5	..	49·9	306	2,858	72	19·5	6,696
1989	232	3,951	1,417	2·3	..	83·5	312	2,550	62	15·1	6,521
1990	225	4,148	1,344	2·1	..	93·2	307	2,349	70	16·0	6,884
Monthly											
1990 Sep	226	4,094	1,400	1·9	..	93	312	2,347	69	16·5	7,087
Oct	226	4,100	1,440	2·1	..	89	311	2,346	80	17·8	7,142
Nov	228	4,087	1,340	2·2	..	84	307	2,321	89	19·7	7,337
Dec	228	4,157	1,320	2·1	..	87	303	2,312	88	21·0	7,600
1991 Jan	232	4,082	1,300	2·2	..	86	296	2,288	92	21·8	7,715
Feb	237	4,056	1,290	2·0	..	87	291	2,291	105	24·6	8,158
Mar	243	4,076	1,400	2·0	..	89	289	2,287	103	27·4	8,572
Apr	249	4,126	1,360	2·2	..	94	293	2,282	105	29·7	8,274
May	249	4,157	1,320	2·3	..	103	291	2,275	102	32·2	8,640
June	255	4,239	1,380	2·3	..	111	293	2,280	116	33·9	8,745
July	261	4,278	1,420	2·3	..	122	295	2,273	134	36·2	8,501
Aug	..	4,240	..	2·4	..	..	295	2,267	133	..	8,488
Sep	..	..	..	..	..	..	..	..	..	..	8,442
Percentage rate: latest month	20·1	18·4	2·2	1·6	..	5·8	6·5	15·8	3·0	1·3	6·7
latest three months: change on previous three months	+1·0	+0·6	N/C	+0·1	..	+1·0	+0·1	−0·1	+0·4	+0·2	−0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Aug	Apr	Jul	..	Jun	May	Feb	May	Aug	..	Aug
Per cent	16·3	10·0	2·2	..	6·6	5·3	4·2	15·6	2·8	..	6·7

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.
‡ Insured unemployed. Rates are calculated as percentages of total insured Labour Force.
†† Labour force sample survey. Rates are calculated as percentages of total labour force.
‡‡ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.
§ Numbers registered at employment offices. Rates are calculated as a percentage of total Labour Force.
§§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
N/C no change.

2·19 UNEMPLOYMENT
Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW † Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1990	Sept 13	311·3	+30·1	211·6	+26·9	99·7	+3·1	31·5
	Oct 11	330·6	+49·4	231·6	+41·1	99·0	+8·3	32·6
	Nov 8	339·7	+66·0	241·7	+52·9	98·0	+13·1	33·7
	Dec 13	328·4	+73·1	240·7	+58·6	87·7	+14·5	30·6
1991	Jan 10	327·3	+57·3	226·4	+46·1	101·0	+11·2	35·9
	Feb 7	387·7	+93·7	274·8	+73·1	113·0	+20·7	39·2
	Mar 14	378·1	+106·7	269·9	+82·5	108·2	+24·3	39·2
	Apr 11	359·2	+89·4	252·3	+67·5	106·9	+21·9	40·3
	May 9	334·7	+98·6	237·6	+72·4	97·2	+26·2	36·2
	June 13	326·3	+79·4	231·2	+58·7	95·1	+20·8	34·4
	July 11	441·9	+113·0	293·5	+77·5	148·4	+35·5	40·0
	Aug 8	385·8	+81·5	259·1	+56·2	126·7	+25·2	38·5
	Sept 12	372·4	+61·1	252·2	+40·7	120·2	+20·4	38·5

UNITED KINGDOM Month ending		OUTFLOW † Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1990	Sept 13	297·3	−17·0	192·1	−9·5	105·2	−7·5	35·5
	Oct 11	334·2	−19·6	220·5	−10·5	113·7	−9·0	33·3
	Nov 8	277·5	−21·7	186·1	−12·1	91·4	−9·6	30·3
	Dec 13	222·4	−9·9	149·9	−4·5	72·5	−5·4	23·6
1991	Jan 10	208·8	−9·1	139·5	−3·3	69·3	−5·7	24·5
	Feb 7	295·0	−11·3	202·2	−7·2	92·8	−4·1	32·4
	Mar 14	294·3	−8·7	203·9	−3·7	90·4	−5·0	31·7
	Apr 11	298·1	+10·8	204·2	+6·1	93·9	+4·6	32·8
	May 9	318·1	+30·2	219·7	+24·0	98·5	+6·3	33·6
	June 13	302·7	+36·0	211·4	+26·1	91·4	+9·9	32·0
	July 11	304·8	+49·6	212·6	+36·3	92·2	+13·3	29·4
	Aug 8	312·6	+45·3	215·1	+33·6	97·5	+11·7	28·7
	Sept 12	358·9	+61·6	234·5	+42·3	124·4	+19·3	28·7

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ 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.

UNEMPLOYMENT 2·20
Flows by age (GB); standardised*; not seasonally adjusted computerised records only

THOUSAND

INFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1991	Apr 11	1·8	23·6	54·7	43·0	29·4	42·9	31·3	12·7	7·3	246·7
	May 9	1·9	22·7	51·8	40·9	27·9	40·6	28·5	11·3	6·5	232·2
	June 13	2·0	22·8	51·5	39·4	27·0	38·8	26·9	10·7	6·0	225·2
	July 11	2·3	31·4	84·4	46·9	30·7	42·1	29·5	11·8	6·9	285·9
	Aug 8	2·5	27·7	66·1	42·6	28·6	40·0	28·3	11·4	6·2	253·2
	Sept 12	2·4	32·9	59·0	40·7	27·7	38·7	27·4	10·6	5·7	245·1
FEMALE											
1991	Apr 11	1·3	14·7	26·5	17·4	10·1	16·9	13·2	3·7	—	103·8
	May 9	1·3	13·7	24·4	16·4	9·3	15·0	11·3	3·1	—	94·4
	June 13	1·4	14·0	24·4	15·3	8·9	14·2	10·6	3·0	—	91·8
	July 11	1·8	22·5	52·1	20·4	11·1	17·8	12·8	3·5	—	142·0
	Aug 8	2·0	19·7	37·7	19·1	10·4	17·4	13·4	3·7	—	123·3
	Sept 12	1·8	24·8	31·4	17·4	9·6	15·8	11·4	3·3	—	115·5
Changes on a year earlier											
MALE											
1991	Apr 11	0·7	3·9	12·1	12·3	9·0	13·1	10·2	4·0	2·6	67·8
	May 9	1·0	5·1	13·4	13·1	9·5	13·7	10·1	3·8	2·7	72·3
	June 13	1·0	3·7	10·7	10·1	7·8	11·3	7·8	3·3	2·1	57·5
	July 11	1·0	7·0	20·4	12·3	8·7	11·6	9·0	3·6	2·6	76·2
	Aug 8	1·1	4·3	11·8	9·3	6·7	9·9	7·8	3·1	1·9	56·0
	Sept 12	1·1	3·6	7·1	6·8	5·3	7·2	5·8	2·3	1·5	40·6
FEMALE											
1991	Apr 11	0·5	1·9	5·2	4·0	2·5	4·2	3·2	0·7	—	22·2
	May 9	0·6	2·9	6·2	4·8	2·8	4·7	3·3	0·8	—	26·2
	June 13	0·6	2·3	5·1	3·4	2·3	3·6	2·4	0·6	—	20·3
	July 11	0·8	4·8	12·3	5·1	2·9	4·3	3·4	0·8	—	34·5
	Aug 8	0·9	3·4	6·6	4·3	2·3	3·7	3·3	0·9	—	25·5
	Sept 12	0·7	3·4	5·4	3·1	1·7	3·3	2·3	0·8	—	20·7

OUTFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1991	Apr 11	0·5	16·9	44·7	33·2	22·4	32·0	22·5	8·9	5·6	186·5
	May 9	0·6	17·5	46·9	35·1	23·5	34·0	24·0	9·7	6·0	197·4
	June 13	0·7	17·1	46·4	34·5	23·2	33·6	23·6	9·0	5·9	193·9
	July 11	0·7	17·0	48·3	34·2	23·3	32·9	22·8	8·5	5·7	193·5
	Aug 8	0·8	17·6	51·3	33·9	22·9	32·1	25·5	8·6	5·5	195·2
	Sept 12	1·0	20·9	57·6	37·6	25·0	34·5	23·4	0·9	0·6	214·6
FEMALE											
1991	Apr 11	0·5	12·6	24·7	15·0	8·3	12·6	9·6	2·9	0·1	86·3
	May 9	0·6	12·8	25·3	15·5	8·5	13·3	9·9	2·9	0·1	88·9
	June 13	0·6	11·9	24·0	14·8	8·2	12·5	9·6	2·8	0·1	84·4
	July 11	0·7	11·8	24·9	14·6	8·1	12·1	9·0	2·6	0·1	84·0
	Aug 8	0·7	12·7	29·3	14·5	8·1	11·6	8·6	2·6	0·1	88·2
	Sept 12	0·9	16·0	36·4	18·1	10·2	17·0	12·1	3·3	0·1	113·8
Changes on a year earlier											
MALE											
1991	Apr 11	0·1	−0·8	0·7	1·8	1·4	1·5	1·7	0·8	0·6	7·6
	May 9	0·2	0·2	4·1	5·1	3·4	4·3	3·3	1·3	1·1	23·1
	June 13	0·3	0·1	4·4	4·6	3·3	4·7	4·1	1·6	1·3	24·3
	July 11	0·3	0·9	7·7	6·5	4·7	6·0	4·6	1·6	1·4	33·7
	Aug 8	0·3	1·1	6·3	5·5	4·1	5·9	4·9	2·0	1·3	31·4
	Sept 12	0·5	2·0	8·4	7·0	5·0	6·7	5·3	2·0	1·5	38·4
FEMALE											
1991	Apr 11	0·1	0·4	1·9	1·0	0·7	0·8	0·6	0·2	—	5·7
	May 9	0·2	0·7	3·0	1·3	0·4	0·5	0·2	−0·2	—	6·1
	June 13	0·2	0·9	3·2	1·6	1·0	1·7	1·0	0·1	—	9·8
	July 11	0·3	0·8	4·0	2·2	1·3	2·3	1·2	0·3	—	12·4
	Aug 8	0·3	0·7	3·5	1·9	1·3	1·5	1·1	0·4	—	10·8
	Sept 12	0·4	1·9	5·4	3·0	1·8	2·7	2·0	0·5	—	17·8

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2·30 CONFIRMED REDUNDANCIES †
Regions

	South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990 R	14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1990 Q2 R	4,728	359	842	2,584	6,301	2,508	2,677	6,404	2,697	28,741	2,988	4,343	36,072
Q3 R	3,338	660	1,384	5,260	5,713	2,194	4,870	6,673	2,423	31,855	1,940	3,198	36,993
Q4 R	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991 Q1 R	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
Q2 R	5,440	1,609	1,329	3,406	9,432	4,541	7,926	10,364	4,116	46,554	3,054	4,190	53,798
1990 Sept	666	52	510	2,478	1,985	1,029	1,035	2,481	762	10,946	712	1,077	12,753
Oct R	879	63	649	1,312	2,078	803	1,652	2,345	1,253	10,971	1,381	1,460	13,812
Nov R	1,341	307	615	1,383	2,445	2,298	2,528	3,466	1,652	15,728	1,274	1,761	18,763
Dec R	1,045	148	684	1,640	4,017	1 587	1,414	3,467	1,332	15,186	1,040	1,691	17,917
1991 Jan R	1,186	136	328	1,183	3,190	1,563	1,913	2,158	1,310	12,831	609	1,321	14,761
Feb R	1,367	261	697	1,731	4,430	1,947	2,417	3,942	1,223	17,754	900	1,837	20,491
Mar R	3,481	2,020	509	3,724	5,992	1,622	4,191	4,320	2,354	26,195	2,638	3,226	32,099
Apr R	1,779	313	770	1,225	3,888	2,367	2,052	3,031	1,141	16,253	1,201	1,303	18,757
May R	1,477	252	259	874	3,373	1,231	2,943	3,890	1,957	16,004	817	1,198	18,019
June R	2,184	1,044	300	1,307	2,171	943	2,931	3,443	1,018	14,297	1,036	1,689	17,022
July P	2,094	681	456	1,535	3,809	2,844	3,240	3,097	973	18,048	528	684	19,260
AugPR	2,282	754	475	1,004	2,337	716	839	2,859	103	10,615	885	1,100	12,600
Sept*	1,586	426	136	1,185	1,781	365	443	1,636	603	7,735	394	373	8,502

** Included in South East.
Other notes: see table 2·31.

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class	1990	1991	1990 Q2	Q3	Q4	1991 Q1	Q2	1991 June P	July PR	Aug *
Agriculture, forestry and fishing	0		**129**	**379**	**25**	**242**	**61**	**14**	**0**	**3**	**0**	**33**
Coal extraction and coke		11–12	15,372	3,707	1,255	1,133	1,158	3,481	1,007	896	333	107
Mineral oil and natural gas		13–14	265	481	158	94	150	255	9	3	4	36
Electricity, gas, other energy and water		15–17	532	539	118	143	57	803	296	111	49	38
Energy and water supply industries	1		**16,169**	**4,727**	**1,531**	**1,370**	**1,365**	**4,539**	**1,312**	**1,010**	**386**	**181**
Extraction of other minerals and ores		21,23	304	705	56	310	294	728	414	16	47	0
Metal manufacture		22	2,618	7,588	762	1,776	3,047	2,480	2,385	526	229	83
Manufacture of non-metallic products		24	1,823	4,365	1,019	442	1,643	2,665	1,116	197	201	117
Chemicals and man-made fibres		25–26	1,884	3,031	479	645	1,411	937	1,187	187	162	176
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		**6,629**	**15,689**	**2,316**	**3,173**	**6,395**	**6,810**	**5,102**	**926**	**639**	**376**
Manufacture of metal goods		31	2,565	4,612	1,154	681	1,601	1,907	2,202	382	480	349
Mechanical engineering		32	8,935	13,141	2,458	2,976	4,693	6,052	4,906	1,585	997	541
Manufacture of office machinery and data processing equipment		33	1,656	858	69	281	467	190	72	66	68	16
Electrical and electronic engineering		34	8,963	13,091	3,063	2,995	3,937	6,008	4,910	1,642	1,340	867
Manufacture of motor vehicles		35	2,362	5,020	1,005	945	1,947	3,296	2,863	905	539	333
Manufacture of other transport equipment		36	3,766	5,154	482	1,236	1,910	1,879	2,634	531	364	145
Instrument engineering		37	1,113	1,151	126	392	352	548	145	65	159	7
Metal goods, engineering and vehicles industries	3		**29,360**	**43,027**	**8,357**	**9,506**	**14,907**	**19,880**	**17,732**	**5,176**	**3,947**	**2,258**
Food, drink and tobacco		41–42	7,446	10,219	2,829	2,172	2,633	2,791	2,830	522	978	248
Textiles		43	7,267	8,780	2,461	1,967	1,882	1,779	1,743	358	376	259
Leather, footwear and clothing		44–45	5,179	9,052	2,745	1,880	2,668	3,952	3,061	402	261	320
Timber and furniture		46	2,061	4,933	1,354	1,034	1,140	1,818	900	306	257	89
Paper, printing and publishing		47	3,518	5,679	855	1,555	2,203	2,445	2,516	411	244	271
Other manufacturing		48–49	2,950	5,987	1,171	1,362	2,379	3,487	2,220	946	799	477
Other manufacturing industries	4		**28,421**	**44,650**	**11,415**	**9,970**	**12,905**	**16,272**	**13,270**	**2,945**	**2,915**	**1,664**
Construction	5		**6,812**	**10,381**	**2,989**	**2,561**	**3,374**	**3,066**	**3,423**	**751**	**846**	**482**
Wholesale distribution		61–63	3,100	3,740	950	890	962	1,066	1,052	624	337	410
Retail distribution		64–65	4,149	6,522	2,306	1,106	1,441	2,006	1,176	372	807	218
Hotel and catering		66	977	1,078	558	139	233	821	528	193	175	105
Repair of consumer goods and vehicles		67	594	363	4	217	142	292	128	21	114	51
Distribution, hotels and catering, repairs	6		**8,820**	**11,703**	**3,818**	**2,352**	**2,778**	**4,185**	**2,884**	**1,210**	**1,433**	**784**
Transport		71–77	4,313	5,575	939	1,150	1,714	2,437	2,250	525	181	126
Telecommunications		79	69	1,030	0	441	560	782	685	58	102	85
Transport and communication	7		**4,382**	**6,605**	**939**	**1,591**	**2,274**	**3,219**	**2,935**	**583**	**283**	**211**
Insurance, banking, finance and business services	8		**2,109**	**4,112**	**463**	**1,272**	**1,514**	**2,463**	**2,971**	**1,103**	**459**	**653**
Public administration and defence		91–94	8,859	13,330	3,821	4,168	3,388	5,731	2,771	5,337	1,232	1,588
Medical and other health services		95	2,295	1,922	129	443	447	481	807	83	314	16
Other services nes		96–99,0	2,781	1,863	269	340	1,084	691	591	133	146	256
Other services	9		**13,935**	**17,115**	**4,219**	**4,596**	**4,919**	**6,903**	**4,169**	**5,553**	**1,692**	**1,860**
All production industries	1–4		**80,579**	**108,093**	**23,619**	**24,019**	**35,572**	**47,501**	**37,416**	**10,057**	**7,887**	**4,479**
All manufacturing industries	2–4		**64,410**	**103,366**	**22,088**	**22,649**	**34,207**	**42,962**	**36,104**	**9,047**	**7,501**	**4,298**
All service industries	6–9		**29,246**	**39,535**	**9,439**	**10,171**	**11,485**	**16,770**	**12,959**	**8,449**	**3,867**	**3,508**
ALL INDUSTRIES AND SERVICES	0–9		**116,766**	**158,388**	**36,072**	**36,993**	**50,492**	**67,351**	**53,798**	**19,260**	**12,600**	**8,502**

PR Provisional Revised. P Provisional.
* First estimates as at I October, 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 21,200 in September.
† 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. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of *Employment Gazette* (p 450-454).

VACANCIES 3·1
UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS Level	Average change over 3 months ended
1986) Annual averages	188·8			212·2		208·3		157·4	
1987)	235·4			226·4		222·3		159·5	
1988)	248·6			231·2		232·7		159·1	
1989)	219·5			226·0		229·2		158·4	
1990)	173·5			201·1		207·3		147·0	
1989 Sept	218·4	-·2	-1·9	228·4	-1·2	230·9	1·8	159·1	·5
Oct	213·1	-5·3	-2·9	227·8	-·6	234·1	1·7	160·2	·7
Nov	207·8	-5·3	-3·6	221·4	-2·3	228·8	-·9	158·3	-·6
Dec	197·9	-9·9	-6·8	214·7	-4·6	217·5	-4·5	152·0	-2·4
1990 Jan	200·7	2·8	-4·1	210·4	-5·8	209·0	-8·4	145·8	-4·8
Feb	199·9	-·8	-2·6	220·0	-·5	223·2	-1·9	156·1	-·7
Mar	198·2	-1·7	·1	215·2	·2	217·5	·0	152·4	·1
Apr	199·9	1·7	-·3	217·9	2·5	219·3	3·4	152·3	2·2
May	195·3	-4·6	-1·5	216·7	-1·1	218·6	-1·5	151·7	-1·5
June	185·4	-9·9	-4·3	200·3	-5·0	210·1	-2·5	145·7	-2·2
July	172·4	-13·0	-9·2	197·4	-6·8	210·9	-2·8	149·0	-1·1
Aug	167·8	-4·6	-9·2	196·4	-6·8	201·3	-5·8	144·0	-2·6
Sept	159·2	-8·6	-8·7	196·9	-1·1	206·5	-1·2	147·9	·7
Oct	142·6	-16·6	-9·9	186·5	-3·6	205·5	-1·8	149·2	0·1
Nov	132·4	-10·2	-11·8	181·3	-5·0	194·2	-2·4	141·9	-0·7
Dec	128·7	-3·7	-10·2	174·3	-7·5	171·9	-11·5	127·5	-6·8
1991 Jan	143·8	15·1	0·4	197·3	3·6	182·2	-7·8	130·9	-6·1
Feb	146·9	3·1	4·8	161·6	-6·6	161·2	-11·0	117·3	-8·2
Mar	143·5	-3·4	4·9	165·1	-3·1	169·1	-0·9	124·8	-0·9
Apr	125·1	-18·4	-6·2	185·8	-3·8	201·6	6·5	149·9	6·3
May	110·6	-14·5	-12·1	184·4	7·6	200·8	13·2	149·2	10·7
June	102·6	-8·0	-13·6	163·1	-0·6	171·3	0·8	125·6	0·3
July	103·9	1·3	-7·1	165·2	-6·9	163·2	-12·8	123·3	-8·9
Aug	108·6	4·7	-0·7	166·3	-6·0	161·3	-13·2	117·9	-10·4
Sept	106·4	-2·2	1·3	170·8	2·6	174·8	1·2	126·3	0·2

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

VACANCIES 3·2
Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

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
1989 Sept	69·4	22·7	8·1	17·8	20·1	12·7	12·9	25·7	10·5	14·4	22·5	214·2	4·3	218·4
Oct	66·0	20·6	7·9	17·3	18·8	12·6	12·7	25·6	10·3	14·5	23·1	208·7	4·3	213·1
Nov	64·1	20·3	7·5	17·0	18·1	12·3	12·2	24·5	9·9	13·9	24·3	203·7	4·1	207·8
Dec	61·1	19·4	7·2	16·3	16·7	12·0	11·7	23·4	9·7	12·8	23·1	194·0	3·8	197·9
1990 Jan	61·6	19·4	7·2	16·4	17·4	12·0	12·1	23·8	10·5	12·8	22·8	196·7	4·0	200·7
Feb	61·6	20·1	7·1	15·8	16·9	12·0	12·2	23·8	11·8	12·6	22·3	195·9	4·0	199·9
Mar	61·1	20·1	6·7	15·3	16·7	11·6	12·6	23·0	12·1	12·7	22·3	194·1	4·1	198·2
Apr	58·8	18·8	6·6	16·3	17·1	11·1	13·1	23·2	12·6	13·5	23·0	195·4	4·5	199·9
May	55·9	17·8	6·4	15·5	17·0	10·9	13·0	22·5	12·9	13·6	22·7	190·4	5·0	195·3
June	50·1	15·8	6·0	14·9	16·1	10·8	12·6	21·4	12·5	13·2	22·4	180·2	5·3	185·4
July	45·4	14·9	4·6	13·6	14·9	10·5	12·0	20·2	11·8	12·5	22·2	167·6	4·7	172·4
Aug	43·2	14·1	4·7	13·3	14·4	10·2	11·7	20·3	10·9	12·0	22·4	163·0	4·8	167·8
Sept	39·0	12·5	4·3	12·9	13·3	10·2	11·6	19·5	9·6	11·8	22·4	154·5	4·7	159·2
Oct	31·6	7·5	3·7	11·2	11·2	9·2	10·3	19·4	8·6	10·9	21·9	138·0	4·7	142·6
Nov	31·6	8·0	3·4	10·5	10·0	8·6	9·7	17·8	8·0	10·0	18·4	128·0	4·5	132·4
Dec	31·3	8·6	3·7	10·9	9·9	8·6	9·1	17·5	7·2	10·1	16·4	124·5	4·2	128·7
1991 Jan	34·3	9·6	4·0	12·8	11·2	8·9	10·1	20·2	8·9	10·8	18·6	139·7	4·1	143·8
Feb	34·7	10·2	4·0	13·7	10·3	8·3	9·3	20·4	8·4	10·8	22·8	142·8	4·1	146·9
Mar	35·2	11·2	3·9	13·1	10·4	7·4	8·8	19·0	8·1	10·2	23·7	139·6	3·9	143·5
Apr	30·4	10·0	3·7	10·3	8·6	6·9	8·4	17·1	7·3	9·2	19·5	121·3	3·8	125·1
May	26·7	8·8	2·9	8·5	8·1	6·6	8·1	14·5	6·4	7·1	17·6	106·4	4·1	110·6
June	23·1	7·0	2·8	7·1	8·2	5·9	7·3	13·5	5·9	6·9	17·5	98·2	4·4	102·6
July	26·1	8·5	2·5	7·7	7·6	6·3	7·3	14·3	5·6	6·6	16·0	99·8	4·2	103·9
Aug	28·5	8·8	2·9	8·8	8·0	6·7	7·2	14·4	5·8	6·6	15·5	104·3	4·3	108·6
Sept	27·3	7·9	2·6	8·7	6·8	6·9	6·8	14·0	5·6	6·7	16·5	102·0	4·4	106·4

* See footnote to *table 3·1*.
† Included in South East.

3·3 VACANCIES
Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
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) Annual	90·7	37·7	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	234·9
1988) averages	95·1	32·2	9·7	20·4	24·1	13·8	15·5	23·9	11·4	12·1	20·0	245·9	2·0	247·8
1989)	71·7	23·6	8·3	18·5	20·5	12·9	13·3	24·4	10·7	13·8	21·7	215·8	2·6	218·4
1990)	47·6	14·8	5·4	13·9	14·6	10·5	11·7	21·1	10·7	12·1	21·6	169·1	3·4	172·5
1990 Sept	45·5	13·9	5·3	14·5	15·2	11·5	13·2	22·7	10·7	13·1	24·5	176·0	3·6	179·6
Oct	43·4	13·1	4·8	12·7	14·7	11·0	12·6	23·1	9·9	12·1	24·0	168·4	3·5	171·9
Nov	37·1	11·2	3·8	10·3	12·6	9·5	10·9	19·9	8·5	10·1	19·4	142·1	3·3	145·4
Dec	27·1	8·4	2·9	8·0	9·4	7·6	8·1	15·5	6·6	8·5	15·2	108·9	3·0	111·9
1991 Jan	25·4	7·6	2·8	9·0	9·8	7·4	8·6	16·8	7·3	9·0	15·6	111·6	2·9	114·5
Feb	25·3	7·7	2·7	10·2	8·7	6·9	7·8	17·1	7·1	9·1	19·8	114·5	3·1	117·6
Mar	26·9	8·5	2·9	11·1	8·3	6·3	7·6	16·7	7·1	8·8	21·8	117·5	2·9	120·4
Apr	27·4	8·7	3·4	11·3	7·6	6·8	7·7	16·5	7·1	8·7	19·4	116·0	3·0	119·0
May	28·6	8·7	3·2	11·2	7·7	7·0	8·1	15·5	6·5	8·0	18·5	114·3	3·2	117·5
June	29·6	8·2	3·6	10·9	8·3	6·7	8·1	15·3	6·7	8·6	18·8	116·6	3·5	120·1
July	28·4	7·7	3·2	9·4	7·3	6·3	7·1	14·1	6·1	7·7	17·1	106·8	3·1	109·9
Aug	28·3	7·2	3·1	8·9	7·0	6·5	7·3	14·4	5·9	7·2	16·3	104·7	2·9	107·7
Sept	33·8	9·2	3·7	10·2	8·8	8·2	8·5	17·2	6·7	8·0	18·6	123·9	3·3	127·2
Vacancies at careers offices														
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) Annual	11·8	7·0	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	19·5
1988) averages	16·0	8·1	0·9	1·6	1·8	1·3	1·1	1·3	0·4	0·3	0·5	25·2	1·0	26·3
1989)	14·4	7·5	1·0	1·6	2·7	1·5	1·2	1·4	0·5	0·4	0·8	25·5	1·3	26·8
1990)														
1990 Sept	8·4	4·4	0·6	1·1	2·2	1·0	1·2	1·7	0·6	0·3	1·1	18·2	0·5	18·6
Oct	6·9	3·8	0·5	0·9	1·8	0·7	1·0	1·6	0·5	0·3	0·9	15·0	0·5	15·4
Nov	5·8	3·2	0·3	0·7	1·4	0·6	0·7	1·2	0·4	0·2	0·9	12·2	0·4	12·6
Dec	3·9	2·0	0·2	0·5	1·4	0·4	0·6	0·9	0·3	0·1	0·6	9·1	0·3	9·4
1991 Jan	3·9	2·1	0·3	0·4	1·4	0·4	0·5	0·9	0·3	0·1	0·7	8·9	0·3	9·2
Feb	4·2	2·7	0·2	0·6	1·5	0·4	0·6	0·8	0·3	0·1	0·6	9·3	0·3	9·6
Mar	3·4	1·9	0·3	0·6	1·6	0·4	0·7	0·8	0·2	0·1	0·6	8·9	0·3	8·9
Apr	3·2	1·7	0·4	0·5	1·5	0·4	0·7	0·9	0·3	0·1	0·7	8·8	0·3	9·1
May	3·7	2·0	0·5	0·6	1·5	0·5	0·8	1·1	0·3	0·2	0·8	9·9	0·3	10·2
June	4·9	2·5	0·4	0·6	1·5	0·6	0·7	1·0	0·4	0·2	0·9	11·2	0·3	11·5
July	4·5	2·4	0·4	0·6	1·5	0·5	0·7	0·8	0·3	0·2	0·8	10·2	0·3	10·5
Aug	3·9	2·2	0·3	0·5	1·5	0·4	0·6	0·8	0·3	0·1	0·7	9·1	0·2	9·3
Sept	3·8	2·1	0·3	0·5	1·4	0·4	0·6	0·8	0·4	0·1	0·6	8·8	0·3	9·1

Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.
* Included in South East.
† Excluding vacancies on government programmes. See note to *table 3·1*.

Stoppages in progress: industry

United Kingdom SIC 1980	12 months to August 1990 Stoppages	Workers involved	Working days lost	12 months to August 1991 Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	-	-	-	2	100	‡
Coal extraction	101	20,800	57,000	44	5,900	40,000
Coke, mineral oil and natural gas	2	14,900	32,000	4	1,900	4,000
Electricity, gas, other energy and water	6	9,200	13,000	4	4,200	6,000
Metal processing and manufacture	7	900	17,000	2	600	2,000
Mineral processing and manufacture	11	2,100	8,000	4	800	7,000
Chemicals and man-made fibres	5	700	1,000	1	†	‡
Metal goods nes	17	2,100	26,000	9	900	16,000
Engineering	54	16,300	148,000	39	12,100	78,000
Motor vehicles	59	75,900	576,000	13	5,900	10,000
Other transport equipment	18	17,400	576,000	13	11,600	41,000
Food, drink and tobacco	13	5,600	70,000	8	3,600	13,000
Textiles	4	1,200	3,000	1	†	‡
Footwear and clothing	7	1,700	20,000	3	400	‡
Timber and wooden furniture	3	200	1,000	1	†	‡
Paper, printing and publishing	11	2,800	34,000	4	300	1,000
Other manufacturing industries	11	1,800	16,000	3	1,000	5,000
Construction	18	7,300	36,000	19	7,800	17,000
Distribution, hotels and catering, repairs	8	3,000	9,000	5	1,100	13,000
Transport services and communication	102	63,400	158,000	72	21,600	89,000
Supporting and misc. transport services	6	2,900	15,000	2	200	1,000
Banking, finance, insurance, business services and leasing	1	1,000	1,000	2	100	2,000
Public administration, education and health services	177	94,100	740,000	150	89,700	328,00
Other services	8	1,300	20,000	16	2,900	27,000
All industries and services	641 **	346,400	2578,000	420 **	172,500	703,000

** 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 50 workers involved.
‡ Less than 500 working days lost.

Stoppages: August 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	38	10,700	63,000
of which, stoppages:			
Beginning in month	21	7,900*	30,000
Continuing from earlier months	17	2,800**	33,000

* All directly involved.
** Includes 330 involved for the first time.

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 1991 are provisional.

Stoppages in progress: cause

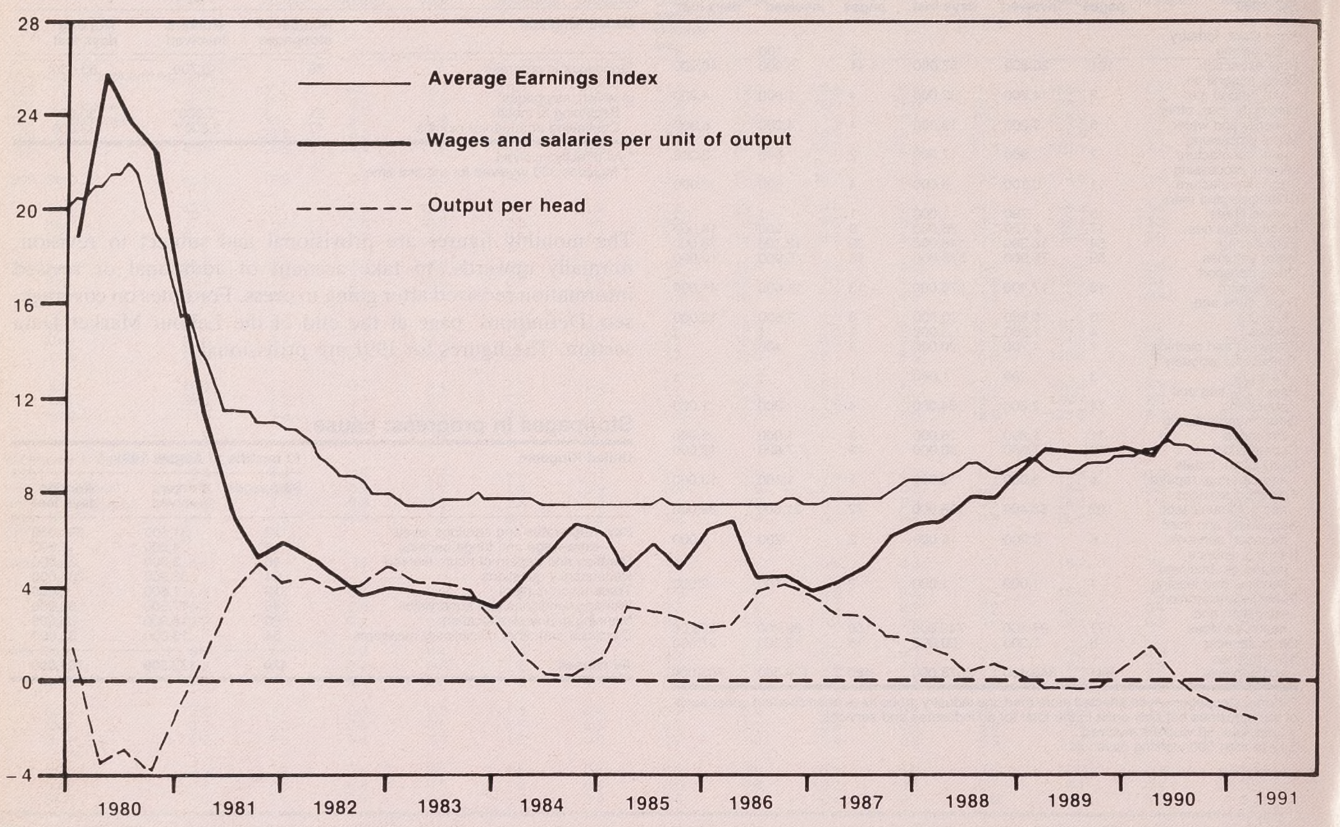
United Kingdom	12 months to August 1991 Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	122	51,500	291,000
–extra-wage and fringe benefits	16	4,000	11,000
Duration and pattern of hours worked	15	3,000	21,000
Redundancy questions	64	62,900	203,000
Trade union matters	13	1,600	6,000
Working conditions and supervision	46	17,500	33,000
Manning and work allocation	90	18,900	86,000
Dismissal and other disciplinary measures	54	13,000	53,000
All causes	**420**	**172,500**	**703,000**

Stoppages of work**: summary 4·2

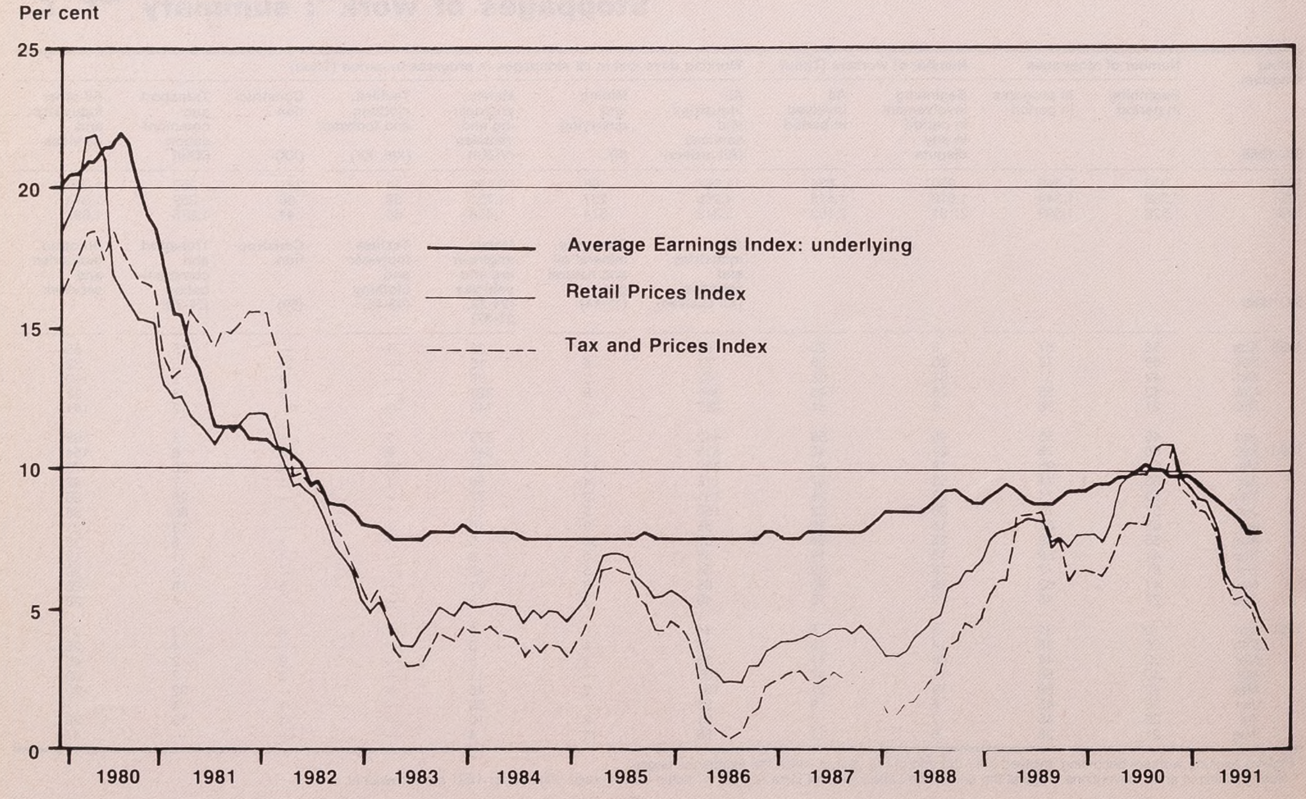
United Kingdom	Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involved in period	Working days lost in all stoppages in progress in period (Thou): All industries and services						
SIC 1968					All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22, 31-37)	Textiles, footwear and clothing (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
1989 Aug	58	67	6	23	99	4	22	1	—	15	58
Sep	69	78	26	26	71	4	16	—	14	5	32
Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
Jan	45	55	45	58	443	1	273	1	—	3	165
1990 Feb	66	78	24	46	515	5	347	2	—	8	154
Mar	66	95	19	49	236	13	104	17	4	26	73
Apr	53	71	53	57	112	4	56	1	1	7	42
May	53	71	23	28	131	2	77	—	—	25	26
Jun	57	73	20	32	150	5	45	1	1	60	38
Jul	55	67	16	19	55	9	10	1	—	13	21
Aug	55	69	25	26	67	36	5	1	1	6	19
Sep	41	59	15	16	35	5	8	—	1	1	19
Oct	61	77	18	19	54	5	10	—	—	9	29
Nov	41	62	18	20	65	6	11	—	5	16	26
Dec	27	45	9	12	40	3	5	—	—	4	28
1991 Jan	19	31	6	8	44	5	2	—	4	2	31
Feb	26	36	14	16	35	4	3	—	—	4	25
Mar	32	44	40	41	56	1	5	—	3	2	46
Apr	40	50	11	37	105	—	11	—	2	2	90
May	42	59	19	21	101	2	46	—	—	32	20
Jun	26	45	6	9	54	—	33	—	1	4	17
Jul	26	45	7	9	51	2	10	—	1	13	26
Aug	21	38	8	11	63	11	4	—	—	—	47

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
** See 'Definitions and Conventions' page at the end of the Labour Market Data section for notes on coverage. Figures for 1991 are provisional.

C2 EARNINGS
Earnings and output per head: whole economy—increases over previous year



Earnings and prices: whole economy—increases over previous year



Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1988=100				Under-lying*				Under-lying*				Under-lying*				Under-lying*
1988) Annual	100·0				100·0				100·0				100·0			
1989) averages	109·1				108·7				109·1				108·9			
1990)	119·7				118·9				119·4				119·4			
1988 Jan	95·4	96·5			95·8	96·2			95·8	96·1			95·4	96·6		
Feb	95·5	96·9			95·6	96·3			95·3	95·9			96·0	97·1		
Mar	98·3	98·2			98·0	97·9			97·8	97·6			98·6	98·6		
Apr	97·8	97·9			98·8	99·1			98·9	99·0			97·3	97·6		
May	98·4	98·5			99·3	99·2			99·5	99·9			98·0	98·3		
June	99·8	99·2			100·6	99·3			100·4	99·2			99·6	99·8		
July	101·3	100·2			101·1	100·0			101·3	100·2			101·3	100·0		
Aug	100·3	100·1			99·5	100·4			99·9	100·6			100·5	99·7		
Sept	100·9	101·1			100·2	101·2			100·5	101·4			100·6	100·5		
Oct	101·7	102·2			101·8	102·2			101·9	102·6			101·2	101·7		
Nov	103·7	103·3			103·6	103·1			103·7	103·1			103·6	103·7		
Dec	106·9	105·8			105·5	104·6			105·3	104·6			107·9	106·3		
1989 Jan	104·2	105·4	9·2	9	104·2	104·7	8·8	8 ¾	104·2	104·6	8·8	8 ¾	104·2	105·5	9·2	9
Feb	104·6	106·1	9·5	9 ¼	105·0	105·8	9·9	8 ½	104·9	105·6	10·1	8 ¾	104·4	105·6	8·8	9 ¼
Mar	107·3	107·3	9·3	9 ½	105·7	105·6	7·9	8 ¾	106·0	105·8	8·4	8 ¾	107·8	107·8	9·3	9 ½
Apr	107·3	107·4	9·7	9 ¼	107·8	108·2	9·2	8 ½	107·9	108·0	9·1	8 ¾	107·1	107·3	9·9	9 ¼
May	107·5	107·6	9·2	9	108·0	107·9	8·8	8 ¾	108·1	108·5	8·6	8 ¾	107·2	107·5	9·4	9
June	109·1	108·4	9·3	8 ¾	109·4	108·0	8·8	8 ½	109·6	108·2	9·1	8 ¾	108·5	108·7	8·9	8 ½
July	110·3	109·1	8·9	8 ¾	110·3	109·2	9·2	8 ½	110·8	109·5	9·3	9	109·7	108·4	8·4	8 ¼
Aug	109·1	108·9	8·8	8 ¾	108·3	109·3	8·9	8 ¾	109·2	110·0	9·3	9 ¼	108·7	107·8	8·1	8 ½
Sept	110·7	110·9	9·7	9	109·5	110·5	9·2	8 ¾	109·8	110·8	9·3	9	110·4	110·3	9·8	8 ¾
Oct	111·7	112·2	9·8	9 ¼	110·6	111·0	8·6	9	111·0	111·8	9·0	9 ¼	111·6	112·2	10·3	9
Nov	113·2	112·8	9·2	9 ¼	112·2	111·6	8·2	8 ¾	112·9	112·2	8·8	9	112·7	112·7	8·7	9 ¼
Dec	114·7	113·5	7·3	9 ¼	113·8	112·9	7·9	8 ½	114·3	113·5	8·5	9	114·3	112·7	6·0	9
1990 Jan	113·8	115·1	9·2	9 ½	112·7	113·2	8·1	8 ¾	113·2	113·6	8·6	9 ¼	113·9	115·2	9·2	9 ¼
Feb	114·0	115·6	9·0	9 ½	113·9	114·7	8·4	9 ¼	114·3	115·0	8·9	9 ½	113·7	115·0	8·9	9 ¼
Mar	117·4	117·3	9·3	9 ½	116·8	116·8	10·6	9 ½	117·0	116·8	10·4	9 ¾	117·2	117·2	8·7	9 ¼
Apr	117·3	117·4	9·3	9 ¾	117·2	117·6	8·7	9 ½	117·4	117·6	8·9	9 ¾	116·9	117·2	9·2	9 ½
May	118·5	118·7	10·3	9 ¾	117·9	117·9	9·3	9 ¼	118·2	118·6	9·3	9 ¾	118·6	118·9	10·6	9 ¾
June	120·5	119·8	10·5	10	120·1	118·6	9·8	9 ½	120·7	119·3	10·3	9 ¾	119·8	120·1	10·5	10
July	121·2	119·9	9·9	10 ¼	120·8	119·6	9·5	9 ½	121·3	119·9	9·5	10	120·5	119·1	9·9	10
Aug	120·9	120·7	10·8	10	118·8	119·9	9·7	9 ½	119·7	120·6	9·6	9 ¾	121·1	120·2	11·5	10
Sept	121·3	121·5	9·6	10	120·2	121·4	9·9	9 ½	121·0	122·1	10·2	9 ¾	120·6	120·5	9·2	10
Oct	121·7	122·3	9·0	9 ¾	120·8	121·2	9·2	9 ¼	121·6	122·4	9·5	9 ¾	120·9	121·5	8·3	9 ¾
Nov	123·8	123·3	9·3	9 ¾	123·0	122·4	9·7	9 ½	123·7	122·9	9·5	9 ¾	123·0	123·1	9·2	9 ¾
Dec	126·3	125·0	10·1	9 ¾	125·1	124·1	9·9	9 ½	125·2	124·4	9·6	9 ¾	126·3	124·5	10·5	9 ½
1991 Jan	124·3	125·7	9·2	9 ½	123·4	123·9	9·5	9 ¼	124·3	124·7	9·8	9 ½	123·8	125·3	8·8	9 ½
Feb	124·7	126·4	9·3	9 ¼	124·3	125·2	9·2	8 ¾	125·2	126·0	9·6	9	123·8	125·2	8·9	9
Mar	127·5	127·5	8·7	9	126·1	126·0	7·9	8 ½	126·8	126·6	8·4	9	127·6	127·6	8·9	8 ¾
Apr	127·4	127·5	8·6	8 ¾	128·0	128·5	9·3	8 ½	128·6	128·8	9·5	9	126·1	126·4	7·8	8 ¼
May	128·1	128·3	8·1	8 ½	127·7	127·7	8·3	8 ¾	129·2	129·7	9·4	9	127·1	127·5	7·2	8
Jun	129·2	128·4	7·2	8	129·7	128·0	7·9	8 ¼	130·3	128·7	7·9	8 ¾	127·9	128·1	6·7	7 ½
Jul	130·5	129·1	7·7	7 ¾R	130·0	128·7	7·6	8 ¼R	130·8	129·3	7·8	8 ½R	129·5	128·0	7·5	7 ½R
Aug P	130·8	130·6	8·2	7 ¾	128·8	130·0	8·4	8	130·3	131·1	8·7	8 ¼	130·3	129·3	7·6	7 ½

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.
* For a note on the underlying rate of change see News Brief, page 364, in the September 1991 *Employment Gazette*.

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988) Annual	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
1989) averages	108·0	113·3	110·3	109·8	107·2	109·4	109·0	109·8	109·5	109·9	112·7	107·9	109·3
1990)	120·0	125·0	126·7	121·6	115·5	119·1	122·6	119·3	119·3	119·5	125·6	117·5	121·7
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
April	95·5	104·4	97·0	98·4	107·1	98·2	98·2	98·7	98·3	98·6	98·9	98·6	99·3
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
Nov	111·6	122·2	120·5	114·9	104·2	112·6	117·5	113·2	113·5	112·2	115·5	111·3	113·4
Dec	108·3	119·6	118·9	114·4	109·6	114·2	120·8	115·6	113·6	119·4	115·7	110·8	115·9
1990 Jan	104·3	124·7	123·1	112·6	111·5	112·6	115·7	114·4	113·5	109·3	115·3	112·7	112·7
Feb	103·8	124·5	118·2	113·3	104·9	114·4	117·2	116·2	115·4	109·4	118·1	113·3	114·1
Mar	108·1	124·5	120·4	114·8	107·9	115·7	117·7	118·9	118·4	122·8	123·8	115·5	115·4
Apr	110·8	124·2	121·6	116·3	121·2	117·9	120·2	116·9	116·2	122·0	121·7	116·1	120·5
May	110·6	121·7	123·3	118·7	109·4	119·3	120·9	118·4	117·9	118·4	125·3	117·0	122·3
June	122·6	123·1	125·3	126·5	119·8	121·4	123·4	119·9	119·2	122·3	127·7	118·8	123·9
July	124·9	122·5	130·7	124·3	131·8	121·8	121·9	121·5	119·9	121·3	127·3	119·0	124·3
Aug	133·3	125·9	129·2	127·2	112·6	118·3	122·7	118·2	119·0	119·4	127·3	118·0	122·2
Sept	139·3	125·9	130·8	125·8	114·7	119·6	122·0	120·0	121·2	119·1	127·3	118·9	123·7
Oct	136·0	128·3	130·4	126·9	122·0	120·5	122·3	120·7	122·1	121·5	127·9	118·9	122·9
Nov	126·5	131·1	131·4	126·8	113·0	122·6	130·2	122·3	123·5	124·0	132·1	121·4	127·3
Dec	120·1	123·7	135·8	125·4	117·7	124·8	136·9	124·7	124·7	125·0	132·8	120·6	130·9
1991 Jan	118·7	137·8	139·6	125·7	123·2	122·3	126·3	124·2	123·6	124·5	135·0	119·9	127·0
Feb	122·0	141·0	131·5	127·8	114·9	121·9	129·7	126·6	125·3	124·8	132·4	121·8	128·4
Mar	120·9	142·7	136·0	126·4	116·9	122·2	135·4	127·8	127·3	124·9	135·7	122·0	131·3
Apr	129·9	139·3	140·0	127·8	127·2	123·7	129·9	129·1	127·1	139·4	139·2	122·6	135·5
May	126·4	140·6	140·8	140·9	119·5	125·8	130·7	129·2	129·4	126·7	133·2	123·9	135·9
Jun	127·1	142·2	141·7	129·0	119·8	128·0	131·6	131·6	132·1	131·2	135·5	124·4	135·5
Jul	134·4	139·7	145·1	133·4	128·6	127·5	132·4	131·0	131·0	131·3	136·0	127·4	134·5
Aug P	..	141·5	140·6	141·1	126·2	126·7	133·8	130·7	130·4	124·6	136·1	123·8	135·8

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

EARNINGS 5·3
Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication ‡	Banking, finance insurance and business services	Public administration	Education and health services	Other services ††	Whole economy	
(43)	(44,45)	(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75–77,79)	(81–82, 83pt.– 84pt.)	(91–92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)		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	1988) Annual
107·4	107·1	106·1	107·7	111·8	108·6	107·6	107·6	109·9	108·8	108·6	111·3	109·1	1989) averages
117·6	115·8	113·5	117·5	124·6	117·3	118·4	118·8	121·2	120·7	118·0	122·9	119·7	1990)
96·2	97·0	94·9	95·0	93·4	95·6	96·0	97·3	95·7	95·2	93·0	97·8	95·4	1988 Jan
96·3	97·5	95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5	Feb
98·7	100·0	98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3	Mar
98·6	100·6	97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8	April
98·9	100·1	99·7	99·7	96·9	99·2	99·1	98·9	98·8	97·9	94·5	99·0	98·4	May
101·7	101·6	102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8	June
102·6	101·0	101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3	July
99·8	100·6	101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3	Aug
100·6	99·3	102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9	Sept
101·3	100·2	102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7	Oct
103·5	101·0	102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·9	103·7	Nov
101·6	101·5	102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9	Dec
102·4	104·0	101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2	1989 Jan
103·1	104·7	101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6	Feb
102·0	106·6	103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3	Mar
104·7	105·3	104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3	April
107·2	107·1	105·8	106·7	108·6	107·6	106·2	106·0	107·3	106·6	107·8	107·6	107·5	May
110·6	108·4	107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1	June
109·6	108·8	107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3	July
107·8	106·2	106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1	Aug
108·7	107·8	108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·1	110·7	Sept
109·3	108·5	107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7	Oct
112·7	109·0	108·3	110·4	119·0	109·1	111·1	111·9	115·6	115·9	110·6	116·7	113·2	Nov
110·6	109·2	109·3	111·2	121·5	114·3	117·6	110·6	118·1	115·1	110·2	118·6	114·7	Dec
111·7	112·3	108·6	111·9	118·0	111·7	112·2	114·7	116·2	114·7	111·7	117·7	113·8	1990 Jan
112·1	112·5	108·7	115·7	117·7	112·8	111·6	112·1	115·4	116·5	110·3	118·6	114·0	Feb
115·0	113·8	111·4	116·3	123·2	117·6	114·1	114·2	124·3	116·6	111·7	118·5	117·4	Mar
114·1	113·3	111·5	115·0	122·5	117·1	115·4	115·6	119·4	115·7	113·8	124·0	117·3	Apr
117·5	116·1	112·1	115·7	121·6	117·0	119·3	116·3	120·3	118·2	120·2	119·3	118·5	May
119·9	116·4	114·3	118·0	126·1	117·7	118·9	120·7	121·7	121·0	118·0	122·0	120·5	June
118·9	116·9	114·5	118·3	126·8	117·7	118·2	120·9	122·8	120·8	119·9	125·4	121·2	July
118·4	115·1	114·7	116·4	123·2	117·5	120·1	117·8	119·5	124·4	125·4	124·9	120·9	Aug
120·0	116·8	116·5	119·3	125·1	118·4	120·0	118·6	119·5	123·4	122·0	124·2	121·3	Sept
119·7	117·1	115·8	118·8	127·0	117·7	120·0	119·6	120·6	126·3	120·6	122·9	121·7	Oct
122·1	118·6	116·7	121·1	131·3	118·7	121·9	122·1	126·6	125·7	121·3	127·3	123·8	Nov
121·4	120·6	117·1	123·4	132·6	123·8	129·6	133·1	128·3	125·2	121·3	129·7	126·3	Dec
120·8	119·1	117·0	120·3	129·7	120·1	123·6	125·1	126·5	125·7	122·3	125·8	124·3	1991 Jan
121·9	120·1	116·1	122·8	130·8	120·8	124·3	124·8	123·7	126·5	122·6	128·5	124·7	Feb
123·1	121·9	118·0	122·9	131·9	125·5	124·3	125·9	134·9	126·9	123·5	130·7	127·5	Mar
124·5	122·6	119·1	123·7	133·4	124·3	125·0	126·5	126·8	125·7	126·4	129·7	127·4	Apr
126·7	123·6	120·1	125·6	132·1	124·8	127·6	126·8	127·6	127·5	127·9	130·6	128·1	May
129·7	125·8	122·5	127·9	137·4	125·7	129·8	125·7	129·4	126·9	129·1	132·3	129·2	Jun
132·9	124·8	123·4	127·2	137·0	125·5	128·7	127·8	129·0	131·7	133·9	130·8	130·5	Jul
130·9	123·2	121·8	125·0	132·5	125·0	131·4	130·6	128·4	131·1	135·9	135·0	130·8	Aug P

‡ Excluding sea transport.
†† Excluding private domestic and personal services.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on aldult rates)										
Weekley earings										£
1984	168·84	162·96	173·63	152·37	145·73	159·01	159·05	148·45	161·86	128·59
1985	180·15	172·96	187·19	167·86	160·26	170·94	174·76	156·56	173·18	140·50
1986	198·21	184·98	201·37	176·15	167·36	184·09	186·36	168·16	186·47	148·48
1987	219·89	198·94	215·84	192·92	179·27	210·58	197·89	184·19	197·82	162·93
1988	238·17	216·29	234·67	212·22	196·04	226·97	213·22	197·33	211·36	170·37
1989	253·44	229·61	255·71	229·02	217·18	247·11	231·45	212·40	229·59	181·36
1990	265·23	248·83	279·94	245·92	228·76	263·70	262·23	228·41	251·04	196·51
Hours worked										
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
1989	42·7	45·0	43·6	43·8	43·3	42·3	42·8	43·3	45·0	42·8
1990	41·6	44·1	43·0	42·8	41·4	41·2	42·6	43·0	44·7	42·5
Hourly earnings										pence
1984	400·3	361·4	403·5	359·3	347·9	385·1	382·4	347·0	356·9	292·2
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
1986	473·6	410·5	469·1	416·1	400·6	457·8	445·9	392·6	415·7	340·0
1987	513·7	439·3	498·3	442·1	420·8	503·5	467·9	422·8	439·2	366·3
1988	556·2	476·4	541·3	479·7	459·5	536·8	492·6	452·7	468·3	392·7
1989	594·0	509·8	586·1	523·4	501·3	584·0	541·3	490·5	509·9	424·1
1990	638·2	563·7	651·7	574·6	552·1	639·8	616·3	531·6	561·7	462·7
FEMALE (full-time on adult rates)										
Weekly earnings										£
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
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
1989	144·26	139·90	164·11	159·79	148·50	197·97	166·95	145·28	156·58	117·87
1990	152·48	152·88	177·25	171·79	162·56	207·23	177·75	155·76	167·98	128·36
Hours worked										
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
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
1989	39·6	38·8	40·0	39·7	39·5	40·5	39·0	39·0	40·1	37·4
1990	39·2	38·1	39·2	38·8	39·5	39·1	38·2	39·2	39·0	37·0
Hourly earnings										pence
1984	265·4	259·0	286·1	275·6	267·9	304·6	288·9	262·4	274·2	215·8
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	277·3	295·0	235·9
1986	293·0	296·1	333·9	323·0	301·5	370·9	328·3	297·3	316·1	251·4
1987	319·2	312·4	352·5	334·4	326·0	397·9	352·3	315·8	337·7	270·1
1988	348·8	339·0	371·5	369·6	351·5	427·4	383·0	338·5	363·5	291·0
1989	364·2	360·6	410·6	402·6	375·6	489·0	427·7	372·5	390·0	315·3
1990	389·4	401·7	452·7	443·3	411·9	529·7	465·6	397·6	430·3	346·5
ALL (full-time on adult rates)										
Weekly earnings										£
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
1989	250·12	218·09	237·12	224·52	190·97	243·88	228·53	197·81	209·25	153·67
1990	261·78	236·72	260·62	241·39	205·28	259·82	258·80	212·59	227·61	167·59
Hours worked										
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
1989	42·6	44·2	42·9	43·5	41·9	42·2	42·6	42·4	43·7	40·4
1990	41·5	43·4	42·2	42·6	40·7	41·1	42·4	42·1	43·1	40·2
Hourly earnings										pence
1984	395·9	351·0	382·8	355·1	319·3	380·1	378·5	330·1	336·5	261·2
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413·3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0
1989	587·5	493·0	552·9	516·2	456·0	578·0	536·6	466·9	479·2	380·2
1990	631·0	545·7	617·0	567·3	503·9	632·6	610·8	504·5	528·1	417·2

† More detailed results were published in an article in the April 1991 issue of the Employment Gazette. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

EARNING AND HOURS 5·4
Average earnings and hours: manual employees: by industry †

SIC 1980 Class	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
MALE Weekly earnings									£
1984	119·69	139·92	198·43	151·41	157·50	179·77	147·80	173·32	**159·30**
1985	129·72	154·00	214·42	162·57	170·58	193·34	160·37	..	..
1986	134·81	163·40	235·17	177·70	182·25	208·70	171·25	..	..
1987	142·55	174·76	253·77	190·88	197·92	222·22	180·62	..	..
1988	153·01	186·54	269·67	207·04	213·59	237·16	200·01	..	..
1989	166·76	193·08	284·81	219·21	229·87	262·63	220·12	..	..
1990	180·71	208·11	301·03	235·83	247·15	295·57	239·46	..	..
Hours worked									
1984	41·8	42·9	42·5	43·3	42·8	40·7	43·3	46·7	**43·4**
1985	42·0	44·1	42·4	43·4	43·0	41·1	44·0	..	..
1986	41·7	43·6	42·1	43·4	42·7	41·3	44·0	..	..
1987	42·0	44·4	43·0	43·7	43·5	41·4	44·1	..	..
1988	41·5	43·8	42·9	43·7	43·6	41·7	44·6	..	..
1989	41·4	42·4	42·9	43·3	43·4	41·9	45·2	..	..
1990	41·5	42·5	41·7	42·4	42·6	42·0	44·9	..	..
Hourly earnings									pence
1984	286·5	326·3	467·1	349·7	367·7	441·5	341·4	371·2	**366·7**
1985	309·0	348·9	506·1	374·5	397·1	470·0	364·8	..	..
1986	323·6	374·7	558·6	409·6	426·8	504·9	389·3	..	..
1987	339·7	393·9	590·7	436·3	455·1	536·3	409·4	..	..
1988	368·4	425·4	628·1	473·6	489·6	568·1	448·3	..	..
1989	403·1	455·7	663·6	506·8	529·6	627·1	487·4	..	..
1990	435·5	489·5	721·4	556·0	580·0	704·3	533·1	..	..
FEMALE Weekly earnings									£
1984	78·58	102·63	119·71	92·48	96·30	126·00	87·81	126·69	**97·34**
1985	85·22	113·18	129·16	98·23	103·21	124·17	95·86	..	..
1986	89·55	121·09	139·81	107·39	110·48	157·49	98·55	..	..
1987	96·51	128·43	152·00	113·63	118·79	163·79	104·68	..	..
1988	102·63	137·79	163·55	123·37	128·82	183·91	107·21	..	..
1989	112·31	145·85	179·34	129·52	139·93	188·28	123·40	..	..
1990	120·34	157·59	194·17	142·26	150·44	209·22	138·96	..	..
Hours worked									
1984	37·0	38·4	38·8	38·6	38·1	37·5	38·8	41·5	**38·2**
1985	37·1	38·7	38·5	38·6	38·1	36·9	38·3	..	..
1986	36·8	38·4	38·7	38·5	38·1	39·4	37·8	..	..
1987	37·2	39·1	39·2	38·7	38·4	38·6	38·0	..	..
1988	37·0	39·2	39·5	39·3	38·7	39·4	38·4	..	..
1989	36·9	38·1	39·8	38·4	38·6	38·8	39·7	..	..
1990	36·9	38·0	39·6	38·3	38·3	37·3	39·2	..	..
Hourly earnings									pence
1984	212·6	267·2	308·3	239·8	252·9	336·1	226·6	305·4	**254·9**
1985	229·9	292·4	335·9	254·5	271·0	336·4	250·4	..	..
1986	243·3	315·5	361·3	278·8	289·7	399·4	260·8	..	..
1987	259·8	328·3	387·7	293·7	309·5	424·7	275·8	..	..
1988	277·7	351·9	414·3	313·7	332·8	466·8	279·5	..	..
1989	304·3	383·1	451·0	337·1	362·1	484·8	310·7	..	..
1990	326·6	414·9	490·2	371·4	393·2	561·6	354·2	..	..
ALL Weekly earnings									£
1984	88·13	136·00	182·49	136·87	143·09	179·22	147·59	171·39	**148·69**
1985	95·10	149·83	198·21	145·72	155·04	192·65	160·11	181·06	**160·39**
1986	99·31	159·09	215·74	161·91	164·74	208·03	170·99	193·47	**171·02**
1987	106·78	170·20	233·61	171·85	178·54	221·48	180·30	206·73	**184·10**
1988	113·66	181·70	247·94	187·21	192·55	236·44	199·61	218·52	**198·57**
1989	124·62	188·29	262·12	196·60	207·53	261·48	219·74	233·30	**214·47**
1990	133·91	202·37	279·30	212·93	223·75	294·48	239·06	251·11	**231·85**
Hours worked									
1984	38·1	42·4	41·7	42·1	41·7	40·7	43·3	46·5	**42·5**
1985	38·2	43·6	41·6	42·2	41·8	41·1	43·9	46·4	**42·8**
1986	37·9	43·1	41·4	42·3	41·6	41·3	44·0	47·0	**42·7**
1987	38·2	43·8	42·2	42·5	42·2	41·4	44·1	47·0	**43·1**
1988	38·0	43·4	42·2	42·7	42·4	41·7	44·6	48·3	**43·5**
1989	37·9	41·9	42·2	42·0	42·2	41·8	45·1	48·0	**43·4**
1990	37·9	42·0	41·3	41·4	41·6	41·9	44·9	47·7	**42·9**
Hourly earnings									pence
1984	231·4	320·7	437·2	324·9	343·0	440·5	341·0	368·7	**349·5**
1985	249·2	343·8	476·2	345·7	370·6	468·9	364·4	390·0	**374·7**
1986	262·4	369·4	521·0	382·9	396·1	503·6	388·8	411·3	**400·6**
1987	279·3	388·2	553·3	404·4	422·7	535·0	409·0	439·5	**426·7**
1988	299·4	418·8	587·2	438·7	454·1	566·8	447·7	452·5	**456·3**
1989	328·7	449·0	620·6	467·7	491·6	625·0	486·7	485·9	**493·9**
1990	353·4	481·8	676·3	514·2	538·4	702·7	532·5	526·9	**540·4**

* Except sea transport.

5·5 EARNINGS
Index of average earnings: non-manual workers

GREAT BRITAIN April of each year	Manufacturing industries								
April 1970=100	Weights	1983	1984	1985	1986	1987	1988	1989	1990
FULL-TIME ADULTS *									
Men	699	547·3	604·5	657·5	724·7	776·8	854·3	939·4	1032·0
Women	311	681·4	743·9	807·2	869·4	947·0	1,039·4	1162·5	1287·5
Men and women	1,000	569·3	627·3	682·0	748·4	804·6	883·7	975·9	1073·8

* 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.

EARNINGS 5·5
Index of average earnings: non-manual workers

	All industries and services								
	Weights	1983	1984	1985	1986	1987	1988	1989	1990
FULL-TIME ADULTS *									
Men	575	556·0	604·4	650·1	708·2	770·7	853·4	937·8	1027·7
Women	425	651·6	697·5	750·9	818·8	883·9	988·1	1097·4	1212·9
Men and women	1,000	581·9	629·6	677·4	738·1	801·3	889·8	981·0	1077·7

Source: New Earnings Survey.
Note: These series were published in Employment Gazette as Table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pp 431-434) and January 1976 (p19).

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: full-time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES *					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
ADULTS										
Manual occupations										
1983	130·0	135·0	42·9	3·14	3·07	129·5	132·7	43·1	3·08	3·00
1984	141·0	146·8	43·5	3·37	3·28	139·0	143·0	43·5	3·29	3·20
1985	153·5	159·2	43·7	3·64	3·51	149·1	153·0	43·7	3·51	3·40
1986	163·9	168·6	43·7	3·88	3·75	159·5	163·2	43·6	3·75	3·63
1987	175·2	181·1	43·8	4·13	3·99	169·4	173·5	43·8	3·98	3·85
1988	188·7	195·5	44·3	4·41	4·24	182·2	187·2	44·2	4·25	4·11
1989	204·1	212·1	44·5	4·76	4·58	203·2	203·2	44·4	4·59	4·44
1990	223·3	231·1	44·3	5·20	5·00	216·2	221·2	44·3	5·01	4·84
Non-manual occupations										
1983	167·1	168·5	38·5	4·30	4·28	157·7	159·1	37·5	4·16	4·14
1984	184·1	186·1	38·7	4·73	4·71	170·5	172·2	37·6	4·49	4·47
1985	200·0	201·5	38·8	5·11	5·08	182·9	184·6	37·7	4·79	4·76
1986	220·3	221·6	38·7	5·61	5·58	199·1	200·9	37·7	5·22	5·19
1987	235·7	237·6	38·8	5·99	5·97	215·0	217·4	37·8	5·63	5·60
1988	258·4	260·3	38·9	6·52	6·49	237·9	240·7	37·9	6·22	6·19
1989	284·3	286·5	39·0	7·19	7·17	261·9	264·9	37·9	6·89	6·83
1990	313·3	315·1	38·9	7·89	7·86	288·4	291·2	37·9	7·51	7·49
All occupations										
1983	142·2	147·0	41·4	3·52	3·47	144·5	147·4	40·1	3·63	3·60
1984	155·2	160·8	41·9	3·81	3·75	155·8	159·3	40·3	3·90	3·87
1985	169·2	174·7	41·9	4·12	4·05	167·4	171·0	40·4	4·17	4·13
1986	183·1	188·6	41·9	4·44	4·38	181·2	184·7	40·4	4·51	4·47
1987	196·0	202·0	42·0	4·74	4·68	194·9	198·9	40·4	4·85	4·81
1988	212·7	219·4	42·3	5·09	5·02	213·6	218·4	40·6	5·29	5·26
1989	231·7	239·5	42·5	5·55	5·48	234·3	239·7	40·7	5·81	5·79
1990	255·1	262·8	42·4	6·09	6·01	258·0	263·1	40·5	6·37	6·34
MEN										
Manual occupations										
1983	141·0	145·5	43·6	3·33	3·26	138·4	141·6	43·8	3·23	3·15
1984	153·6	158·9	44·4	3·58	3·49	148·8	152·7	44·3	3·45	3·36
1985	167·5	172·6	44·6	3·87	3·74	159·8	163·6	44·5	3·68	3·57
1986	178·4	183·4	44·5	4·12	3·99	170·9	174·4	44·5	3·93	3·81
1987	191·2	195·9	44·7	4·38	4·24	182·0	185·5	44·6	4·17	4·04
1988	206·8	212·3	45·2	4·69	4·52	196·3	200·6	45·0	4·46	4·32
1989	223·8	230·6	45·5	5·06	4·89	212·9	217·8	45·3	4·81	4·66
1990	243·7	250·0	45·2	5·51	5·32	233·1	237·2	45·2	5·25	5·09
Non-manual occupations										
1983	191·4	192·9	39·1	4·87	4·87	190·6	191·8	38·4	4·95	4·94
1984	211·7	213·5	39·3	5·38	5·37	207·3	209·0	38·5	5·37	5·36
1985	230·7	232·0	39·3	5·82	5·81	223·5	225·0	38·6	5·75	5·73
1986	254·4	255·7	39·3	6·41	6·40	243·4	244·9	38·6	6·27	6·26
1987	271·9	273·7	39·4	6·84	6·84	263·9	265·9	38·7	6·80	6·79
1988	299·1	300·5	39·4	7·45	7·44	292·1	294·1	38·7	7·49	7·48
1989	329·6	331·5	39·6	8·22	8·23	321·3	323·6	38·8	8·23	8·24
1990	362·3	364·1	39·6	9·03	9·04	352·9	354·9	38·7	9·02	9·02
All occupations										
1983	156·4	161·2	42·2	3·78	3·75	161·1	164·7	41·4	3·93	3·91
1984	171·2	176·8	42·8	4·10	4·06	174·3	178·8	41·7	4·23	4·21
1985	187·2	192·6	42·9	4·44	4·39	187·9	192·4	41·9	4·53	4·50
1986	202·3	207·8	42·9	4·79	4·74	203·4	207·5	41·8	4·89	4·87
1987	217·0	222·3	43·0	5·11	5·07	219·4	224·0	41·9	5·27	5·26
1988	236·3	242·3	43·3	5·50	5·44	240·6	245·8	42·1	5·74	5·73
1989	257·3	264·6	43·6	5·98	5·94	263·5	269·5	42·3	6·28	6·29
1990	282·2	289·2	43·4	6·55	6·50	290·2	295·6	42·2	6·88	6·89
WOMEN										
Manual occupations										
1983	86·7	90·4	39·7	2·28	2·25	85·8	88·1	39·3	2·25	2·23
1984	91·9	96·0	39·9	2·41	2·38	90·8	93·5	39·4	2·38	2·35
1985	100·1	104·5	40·0	2·62	2·57	98·2	101·3	39·5	2·57	2·53
1986	107·0	111·6	40·0	2·79	2·75	104·5	107·5	39·5	2·73	2·69
1987	113·8	119·6	40·3	2·97	2·92	111·4	115·3	39·7	2·92	2·87
1988	121·2	127·9	40·5	3·16	3·10	118·8	123·6	39·8	3·11	3·06
1989	131·2	138·2	40·4	3·42	3·35	129·7	134·9	39·9	3·39	3·33
1990	145·2	152·8	40·5	3·77	3·69	142·2	148·0	39·8	3·72	3·66
Non-manual occupations										
1983	106·2	107·0	37·2	2·85	2·84	115·1	116·1	36·5	3·13	3·12
1984	115·8	117·2	37·4	3·11	3·09	123·0	124·3	36·5	3·34	3·33
1985	125·5	126·8	37·4	3·37	3·35	132·4	133·8	36·6	3·59	3·58
1986	135·8	136·7	37·4	3·63	3·61	144·3	145·7	36·7	3·91	3·89
1987	147·7	149·1	37·5	3·92	3·89	155·4	157·2	36·8	4·18	4·16
1988	161·6	163·3	37·6	4·30	4·28	172·9	175·5	36·9	4·68	4·65
1989	181·3	182·8	37·6	4·82	4·80	192·5	195·0	36·9	5·22	5·20
1990	201·6	202·8	37·6	5·31	5·29	213·0	215·5	36·9	5·76	5·73
All occupations										
1983	94·7	97·9	38·6	2·53	2·51	107·6	109·5	37·2	2·91	2·90
1984	101·7	105·5	38·8	2·71	2·69	114·9	117·2	37·2	3·10	3·09
1985	110·6	114·7	38·8	2·94	2·92	123·9	126·4	37·3	3·34	3·32
1986	119·2	123·2	38·8	3·16	3·13	134·7	137·2	37·3	3·63	3·61
1987	128·2	133·4	39·0	3·39	3·36	144·9	148·1	37·5	3·88	3·86
1988	138·4	144·3	39·2	3·66	3·62	160·1	164·2	37·6	4·31	4·29
1989	152·7	159·1	39·1	4·04	4·00	178·1	182·3	37·6	4·80	4·78
1990	170·3	177·1	39·1	4·48	4·44	197·0	201·5	37·5	5·30	5·28

Note: New EarningsSurvey estimates.
* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

GREAT BRITAIN / SIC 1980		Total labour costs * (pence per hour)	Percentage shares of labour costs *: Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †
Manufacturing	1975	161·68	88·1	6·5	0·6	3·9	1·1	-0·2
	1978	244·54	84·3	8·5	0·5	4·8	1·3	0·6
	1981	394·34	82·1	9·0	2·1	5·2	1·3	0·3
	1984	509·80	84·0	7·4	1·3	5·3	1·3	0·7
	1985	555·90	84·4	6·9	1·6	5·1	1·2	0·8
	1986	597·20	84·2	6·8	2·2	4·7	1·2	0·8
	1987	641·20	84·8	6·9	1·8	4·5	1·2	0·8
	1988	692·35	85·2	7·0	1·6	4·2	1·1	0·9
	1989	751·50	85·3	7·1	1·4	4·2	1·1	0·9
	1990	827·00	84·8	7·0	2·0	4·2	1·1	0·9
Energy (excl. coal) and water supply**	1975	217·22	82·9	6·0	0·6	8·5	1·2	0·8
	1978	324·00	78·2	6·9	0·4	12·2	1·3	1·0
	1981	595·10	75·8	7·0	1·9	13·1	1·3	0·9
	1984	811·41	77·7	5·5	1·9	12·1	1·8	1·1
	1985	847·50	78·4	5·5	2·6	10·7	1·7	1·1
	1986	919·90	75·8	5·3	7·1	9·1	1·6	1·1
	1987	924·80	79·5	5·6	3·8	8·3	1·6	1·2
	1988	937·89	81·9	6·2	1·6	7·4	1·7	1·3
	1989	1,029·20	82·0	6·2	1·5	7·4	1·7	1·2
	1990	1,147·50	81·9	6·2	1·5	7·4	1·7	1·3
Construction	1975	156·95	90·2	6·3	0·2	1·7	0·7	0·9
	1978	222·46	86·8	9·1	0·2	2·3	0·8	0·8
	1981	357·43	85·0	9·9	0·6	2·8	0·8	0·9
	1984	475·64	86·0	7·7	0·6	4·1	0·6	1·1
	1985	504·70	86·4	7·7	0·5	3·8	0·6	1·0
	1986	535·90	86·5	7·6	0·7	3·5	0·6	1·0
	1987	566·70	87·1	7·6	0·5	3·3	0·6	0·9
	1988	616·86	87·6	7·6	0·4	3·0	0·6	0·9
	1989	688·90	87·7	7·6	0·3	3·0	0·6	0·8
	1990	769·70	87·5	7·6	0·5	3·0	0·6	0·8
Distribution	1974	96·54	87·9	6·3	0·2	2·9	1·3	1·4
	1978	192·32	85·1	8·6	0·2	4·3	1·2	0·6
	1981	310·76	83·8	9·2	0·5	4·7	1·1	0·7
	1984	423·07	83·8	7·2	0·3	6·9	1·2	0·6
	1985	444·90	84·7	6·9	0·5	6·2	1·2	0·6
	1986	463·50	85·2	6·8	0·7	5·4	1·2	0·7
	1987	483·10	86·0	6·7	0·7	4·7	1·2	0·7
	1988	511·32	86·8	6·8	0·6	3·9	1·2	0·7
	1989	554·80	86·9	6·8	0·4	3·9	1·2	0·8
	1990	599·10	86·9	6·9	0·4	3·9	1·2	0·7
Banking, finance and insurance	1974	180·86	73·5	4·3	0·2	15·8	2·0	4·2
	1978	345·65	72·3	6·3	0·1	15·1	5·2	1·0
	1981	581·58	70·3	6·5	0·4	14·7	7·2	0·9
	1984	729·71	73·1	5·3	0·5	13·8	6·2	1·1
	1985	788·78	73·7	5·3	0·9	12·6	6·2	1·3
	1986	864·86	74·4	5·4	1·2	11·4	6·2	1·4
	1987	944·27	75·8	5·6	0·7	10·2	6·2	1·5
	1988	1,011·49	77·1	5·7	0·6	8·8	6·2	1·6
	1989	1,117·50	76·7	5·7	0·9	8·8	6·2	1·8
	1990	1,198·90	77·1	5·7	0·5	8·8	6·2	1·7

INDEX OF LABOUR COSTS PER UNIT OF OUTPUT ‡ 1985 = 100		Manufacturing	Manufacturing: Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Whole economy: Per cent change from a year earlier
1980		83·7	22·2	102·0	88·0	82·2	81·7	78·0	22·9
1981		91·5	9·3	109·5	94·5	94·5	94·4	86·3	10·6
1982		94·7	3·5	108·8	96·4	91·9	91·9	89·5	3·7
1983		93·6	-1·2	102·3	94·2	93·0	93·0	92·4	3·2
1984		95·8	2·4	87·7	96·5	96·8	96·7	95·9	3·8
1985		100·0	4·3	100·0	100·0	100·0	100·0	100·0	4·3
1986		104·4	4·5	98·4	102·9	103·0	102·9	105·0	5·0
1987		105·8	1·4	98·6	105·4	110·1	110·0	108·9	3·7
1988		105·8	0·4	105·3	108·4	117·3	116·9	116·0	6·5
1989		110·0	3·8	123·2	116·7	136·8	134·6	126·0	8·6
1990		120·8	9·8	136·3	128·4	151·5	..	..	..
1988	Q1	..	..	..	..	..	..	113·2	5·9
	Q2	..	..	..	..	..	..	114·8	6·2
	Q3	..	..	..	..	..	..	116·5	6·7
	Q4	..	..	..	..	..	..	119·5	7·3
1989	Q1	..	..	..	..	..	..	121·9	7·7
	Q2	..	..	..	..	..	..	124·6	8·5
	Q3	..	..	..	..	..	..	127·7	9·6
	Q4	..	..	..	..	..	..	129·7	8·5

* *Source:* Department of Employment. See report on labour cost surveys in the September 1990 issue of *Employment Gazette*, p 431-437.
† Employers' liability insurance, benefits in kind, training (excluding wages and salaries element) *less* government contributions (high government contributions in 1975 produced a negative figure for manufacturing).
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.
‡ *Source:* Central Statistical Office (using national accounts data); quarterly data are seasonally adjusted.

5·8 UNIT WAGE COSTS*
All employees: index for main industrial sectors

UNITED KINGDOM
SIC 1980
1985 = 100

	Manufacturing	Manufacturing: Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Whole economy: Per cent change from a year earlier
1980	80·1	22·3	100·0	85·8	80·9	85·0	76·1	22·7
1981	87·5	9·3	106·3	91·7	92·3	91·8	83·4	9·6
1982	91·2	4·2	106·4	93·8	90·3	93·4	87·4	4·8
1983	91·7	0·5	100·5	92·3	91·7	92·3	90·6	3·7
1984	94·5	3·1	86·8	95·7	95·8	95·7	94·8	4·6
1985	100·0	5·8	100·0	100·0	100·0	100·0	100·0	5·5
1986	104·0	4·0	100·0	103·7	103·4	103·7	105·5	5·5
1987	105·9	1·8	101·7	107·0	110·9	107·1	110·4	4·6
1988	108·6	2·5	110·1	110·9	118·5	112·3	118·5	7·3
1989	113·6	4·6	130·5	120·2	139·3	..	129·8	9·5
1990	123·7	8·9	144·4	132·3	154·2	..	143·2	10·3
1986 Q1	104·9	8·3	..	..	..	..	104·1	6·4
Q2	104·0	5·8	..	..	..	..	105·2	6·8
Q3	104·0	3·0	..	..	..	..	105·7	4·3
Q4	103·1	-·7	..	..	..	..	107·0	4·5
1987 Q1	105·8	·9	..	..	..	..	108·0	3·7
Q2	105·4	1·3	..	..	..	..	109·6	4·2
Q3	105·5	1·4	..	..	..	..	110·7	4·7
Q4	106·9	3·7	..	..	..	..	113·5	6·1
1988 Q1	107·8	1·9	..	..	..	..	115·1	6·6
Q2	109·3	3·7	..	..	..	..	117·1	6·8
Q3	108·0	2·4	..	..	..	..	119·4	7·9
Q4	109·2	2·2	..	..	..	..	122·3	7·8
1989 Q1	110·4	2·4	..	..	..	..	125·3	8·9
Q2	112·9	3·3	..	..	..	..	128·6	9·8
Q3	114·3	5·8	..	..	..	..	130·9	9·6
Q4	116·7	6·9	..	..	..	..	134·2	9·7
1990 Q1	119·2	8·0	..	..	..	..	137·6	9·8
Q2	120·7	6·9	..	..	..	..	140·8	9·5
Q3	124·7	9·1	..	..	..	..	145·4	11·1
Q4	130·1	11·5	..	..	..	..	148·8	10·9
1991 Q1	132·1	10·8	..	..	..	..	152·4	10·8
Q2	133·8	10·9	..	..	..	..	153·9	9·3
1989 Mar	111·3	2·4	..	..	..	..	..	..
Apr	112·4	1·9	..	..	..	..	..	..
May	113·0	3·8	..	..	..	..	..	..
Jun	113·2	4·2	..	..	..	..	..	..
Jul	113·5	5·3	..	..	..	..	..	..
Aug	113·7	5·1	..	..	..	..	..	..
Sept	115·6	7·1	..	..	..	..	..	..
Oct	116·1	7·4	..	..	..	..	..	..
Nov	116·9	7·1	..	..	..	..	..	..
Dec	117·2	6·1	..	..	..	..	..	..
1990 Jan	118·3	7·9	..	..	..	..	..	..
Feb	119·3	8·3	..	..	..	..	..	..
Mar	120·0	7·8	..	..	..	..	..	..
Apr	120·2	6·9	..	..	..	..	..	..
May	120·4	6·5	..	..	..	..	..	..
June	121·5	7·3	..	..	..	..	..	..
July	122·8	8·2	..	..	..	..	..	..
Aug	124·5	9·5	..	..	..	..	..	..
Sept	127·0	9·9	..	..	..	..	..	..
Oct	128·2	10·4	..	..	..	..	..	..
Nov	130·8	11·9	..	..	..	..	..	..
Dec	131·4	12·1	..	..	..	..	..	..
1991 Jan	130·9	10·7	..	..	..	..	..	..
Feb	133·1	11·6	..	..	..	..	..	..
Mar	132·4	10·3	..	..	..	..	..	..
Apr	135·4	12·6	..	..	..	..	..	..
May	133·6	11·0	..	..	..	..	..	..
Jun	132·4	9·0	..	..	..	..	..	..
Jul	131·6	7·2	..	..	..	..	..	..
Aug	133·4	7·1	..	..	..	..	..	..
Three months ending: 1989 Mar	110·4	2·4	..	..	..	..	..	..
Apr	111·3	1·9	..	..	..	..	..	..
May	112·2	2·7	..	..	..	..	..	..
June	112·9	3·3	..	..	..	..	..	..
July	113·2	4·4	..	..	..	..	..	..
Aug	113·5	4·9	..	..	..	..	..	..
Sept	114·3	5·8	..	..	..	..	..	..
Oct	115·1	6·5	..	..	..	..	..	..
Nov	116·2	7·2	..	..	..	..	..	..
Dec	116·7	6·9	..	..	..	..	..	..
1990 Jan	117·5	7·0	..	..	..	..	..	..
Feb	118·3	7·4	..	..	..	..	..	..
Mar	119·2	8·0	..	..	..	..	..	..
Apr	119·8	7·7	..	..	..	..	..	..
May	120·2	7·1	..	..	..	..	..	..
June	120·7	6·9	..	..	..	..	..	..
July	121·6	7·4	..	..	..	..	..	..
Aug	122·9	8·3	..	..	..	..	..	..
Sept	124·7	9·1	..	..	..	..	..	..
Oct	126·6	9·9	..	..	..	..	..	..
Nov	128·7	10·7	..	..	..	..	..	..
Dec	130·1	11·5	..	..	..	..	..	..
1991 Jan	131·0	11·5	..	..	..	..	..	..
Feb	131·8	11·4	..	..	..	..	..	..
Mar	132·1	10·8	..	..	..	..	..	..
Apr	133·6	11·5	..	..	..	..	..	..
May	133·8	11·3	..	..	..	..	..	..
Jun	133·8	10·9	..	..	..	..	..	..
Jul	132·5	9·0	..	..	..	..	..	..
Aug	132·5	7·8	..	..	..	..	..	..

Source: Central Statistical Office.
Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.
* Wages and salaries per unit of output.

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

THOUSAND

Indices 1985 = 100

	Great Britain (1) (2)	Belgium (7) (8)	Canada (8)	Denmark (6) (8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2) (5)	Nether-lands (4)	Spain (2) (8) (9)	Sweden (6) (8)	United States (8) (10)
Annual averages														
1983	84·4	92	92	91·0	87·8	93	66	83	80·9	..	94	..	84·9	92
1984	91·7	96	96	95·3	94·6	96	83	92	90·2	97·0	95	90·9	93·0	96
1985	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100·0	100·0	100
1986	107·7	102	103	104·8	104·3	104	113	107	104·8	101·6	102	110·9	107·4	102
1987	116·3	104	106	114·5	107·2	108	124	113	111·6	103·1	103	119·3	114·3	104
1988	126·1	105	111	122·0	110·5	113	146	118	118·4	107·8	104	127·0	123·4	107
1989	137·2	111	117	127·7	114·7	117	176	124	125·6	114·0	106	136·3	135·7	110
1990	150·1	116	123	133·8	119·9	123	..	..	134·7	120·1	109	148·2	148·5	114
Quarterly averages														
1989 Q1	133·0	109	115	124·8	112·8	114	167	120	122·4	111·6	105	132·9	131·6	109
Q2	136·3	110	116	128·0	114·3	117	173	121	124·8	113·0	106	133·4	135·5	109
Q3	138·4	110	117	128·2	115·2	118	176	123	126·6	114·4	106	136·2	136·5	110
Q4	141·1	116	120	129·9	116·4	119	189	124	128·6	115·4	106	141·9	139·2	111
1990 Q1	145·0	113	121	131·0	117·7	119	201	125	131·4	116·7	107	145·8	144·4	112
Q2	149·0	116	123	134·1	119·4	124	207	128	133·6	120·7	109	145·7	149·6	113
Q3	151·8	115	123	134·3	120·6	125	..	129	135·8	118·1	110	147·9	149·1	114
Q4	154·7	120	126	135·9	121·7	126	..	..	137·9	121·8	109	152·7	150·9	115
1991 Q1	157·8	119	129	136·1	123·1	126	..	..	141·7	121·1	111	..	152·5	116
Q2	161·6	..	..	..	..	132	..	..	..	125·6	..	..	..	117
Monthly														
1989 Aug	137·9	..	117	126·6	..	..	..	..	126·5	115·6	106	..	135·1	110
Sept	139·5	110	118	128·7	..	..	..	123	126·8	113·5	106	..	137·3	111
Oct	140·1	..	119	129·5	116·4	119	..	..	126·8	113·4	106	..	138·3	110
Nov	140·8	..	120	129·7	..	..	..	..	129·1	115·3	106	..	138·5	111
Dec	142·5	116	120	131·8	..	..	..	124	129·8	117·5	106	..	140·9	112
1990 Jan	142·9	..	121	131·3	117·7	120	..	..	131·3	119·4	107	..	140·5	111
Feb	144·8	..	121	130·3	..	..	..	..	131·4	114·6	107	..	145·7	112
Mar	147·4	113	122	131·5	..	..	..	125	131·5	116·0	107	..	146·9	113
Apr	148·4	..	122	133·4	119·4	121	..	..	131·5	117·0	109	..	149·7	113
May	148·8	..	123	134·1	..	..	..	..	134·5	118·0	109	..	149·3	113
Jun	149·7	116	123	134·7	..	..	..	128	134·8	127·0	109	..	149·9	114
Jul	150·9	..	123	136·4	120·6	125	..	..	135·8	118·5	110	..	149·9	114
Aug	151·3	..	123	132·4	..	..	..	..	135·8	116·6	110	..	147·5	113
Sep	153·2	115	124	134·2	..	..	..	129	135·9	119·2	109	..	149·9	115
Oct	153·0	..	125	135·1	121·7	126	..	..	135·9	119·7	109	..	149·3	115
Nov	154·5	..	126	135·1	..	..	..	..	138·7	121·5	109	..	149·9	115
Dec	156·6	120	127	137·6	..	..	..	..	139·0	124·0	109	..	153·5	116
1991 Jan	156·4	..	128	136·1	123·1	127	..	..	141·6	121·0	110	..	151·5	116
Feb	158·0	..	129	135·5	..	..	..	..	141·7	121·4	111	..	152·1	116
Mar	159·0	119	130	136·7	..	..	..	..	142·0	120·9	111	..	153·7	116
Apr	162·2	..	130	139·9	..	..	..	..	..	121·5	111	..	153·9	116
May	161·2	..	130	..	..	..	..	..	..	122·7	112	..	..	117
Jun	161·5	..	..	..	..	..	..	..	..	132·6	..	..	..	117
Jul	162·3	..	..	..	..	..	..	..	..	..	..	..	..	..

Increases on a year earlier

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether-lands	Spain	Sweden	United States
Annual averages														
1984	9	4	4	5	8	3	26	11	11	..	1	..	10	4
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	..	..	7	5	3	9	9	4
Quarterly averages														
1989 Q3	9	5	5	4	4	4	21	5	6	6	1	6	10	3
Q4	8	6	6	4	4	4	20	5	7	5	1	8	10	3
1990 Q1	9	4	5	5	4	4	20	4	7	5	2	10	10	3
Q2	9	5	6	5	4	6	20	6	7	7	3	9	10	4
Q3	10	5	5	5	5	6	..	5	7	3	4	9	9	4
Q4	10	3	5	5	5	6	..	..	7	6	3	8	8	4
1991 Q1	9	5	7	4	5	6	..	..	8	4	4	..	6	4
Q2	9	..	..	..	..	6	..	..	..	4	..	..	..	4
Monthly														
1989 June	9	5	5	5	..	..	..	5	6	6	2	..	10	3
July	9	..	5	4	4	4	..	..	6	7	1	..	10	3
Aug	9	..	6	4	..	..	..	..	6	5	1	..	11	4
Sep	9	5	5	4	..	..	..	5	6	5	1	..	11	4
Oct	9	..	5	4	4	4	..	..	6	4	1	..	10	3
Nov	8	..	6	4	..	..	..	..	7	5	1	..	10	3
Dec	8	6	7	4	..	..	..	5	7	7	1	..	10	3
1990 Jan	8	..	5	5	4	5	..	..	8	6	2	..	10	2
Feb	8	..	5	4	..	..	..	..	8	4	2	..	10	3
Mar	11	4	6	5	..	..	..	4	7	4	2	..	9	4
Apr	9	..	5	4	4	3	..	..	7	4	3	..	11	4
May	9	..	6	4	..	..	..	..	7	5	3	..	9	4
Jun	10	5	6	5	..	..	..	6	7	11	3	..	11	5
Jul	10	..	6	4	5	6	..	..	8	5	4	..	9	4
Aug	10	..	5	5	..	..	..	..	7	1	4	..	9	3
Sep	10	5	5	4	..	..	..	..	7	5	3	..	9	4
Oct	9	..	5	4	5	6	..	..	7	6	3	..	8	5
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	4
Dec	10	3	6	4	..	..	..	..	7	6	3	..	9	4
1991 Jan	9	..	6	4	5	6	..	..	8	1	3	..	8	5
Feb	9	..	7	4	..	..	..	..	8	6	4	..	4	4
Mar	8	5	7	4	..	..	..	..	8	4	4	..	5	3
Apr	9	..	7	5	..	..	..	..	..	4	2	..	3	3
May	8	..	6	..	..	..	..	..	..	4	3	..	..	4
Jun	8	..	..	..	..	..	..	..	..	4	..	..	..	3
Jul	8	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD–Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.
3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 Including mining.
7 Including mining and transport.
8 Hourly earnings.
9 All industries.
10 Production workers.

6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods

(*Source:* Central Statistical Office)

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1990	Sept	129·3	0·9	6·5	10·9	129·8	1·0	6·9
	Oct	130·3	0·8	4·2	10·9	130·7	0·7	4·5
	Nov	130·0	–0·2	3·0	9·7	130·4	–0·2	3·2
	Dec	129·9	–0·1	2·5	9·3	130·2	–0·2	2·6
1991	Jan	130·2	0·2	2·7	9·0	130·4	0·2	2·4
	Feb	130·9	0·5	2·2	8·9	131·1	0·5	2·0
	Mar	131·4	0·4	1·6	8·2	131·6	0·4	1·4
	Apr	133·1	1·3	2·1	6·4	133·3	1·3	2·0
	May	133·5	0·3	2·7	5·8	133·8	0·4	2·6
	June	134·1	0·4	3·2	5·8	134·3	0·4	3·1
	July	133·8	–0·2	2·8	5·5	134·2	–0·1	2·9
	Aug	134·1	0·2	2·4	4·7	134·4	0·1	2·5
	Sep	134·6	0·4	2·4	4·1	135·2	0·6	2·7

The rise in the index between August and September reflected higher prices for clothing and household goods as summer sales ended and new stocks arrived in the shops. Charges for some leisure services were higher, but seasonal food prices fell sharply.

Food: The index for the group fell by 0·8 per cent over the month. There was a sharp fall of 5·5 per cent between August and September in the prices of seasonal food, most notably for potatoes and other fresh fruit and vegetables. The index for non-seasonal food rose by 0·1 per cent, reflecting higher prices for imported lamb, poultry and various manufactured foods. There were however reductions in the prices of bread, butter, cheese, pork and other meat.

Catering: There were price increases throughout this group, most notably for school meals. The index increased by 0·6 per cent between August and September.

Alcoholic drinks: The index rose by 0·4 per cent over the month mainly as a result of dearer pub beer prices.

Tobacco: There was no change in this index between August and September.

Housing: A decrease of 0·1 per cent over the month reflected a further fall in mortgage interest rates, but there were some price increases for repairs and maintenance.

Fuel and light: The end of some summer discounts on coal, and a small increase for domestic heating oil pushed the index up by 0·3 per cent over the month.

Household goods: This index rose by 0·8 per cent between August and September, reflecting the end of summer sales and the arrival of new stocks in the shops.

Household services: The first phase of the latest increase in telephone charges helped push the index up by 0·6 per cent over the month.

Clothing and footwear: There were sharp increases as most summer sales ended and the new season's fashions continued to arrive in the shops. The index rose by 3·7 per cent over the month.

Personal goods and services: The group index rose by 0·1 per cent.

Motoring expenditure: There were price increases for vehicle maintenance and some some second hand cars but falls in petrol prices. The index for this group went up by 0·3 per cent.

Fares and other travel costs: The index rose by 0·1 per cent between August and September.

Leisure goods: The group index was unchanged over the month.

Leisure services: Sharp price increases for entertainment and recreation, particularly for evening classes, English football matches and theatre admission, pushed the group index up by 3·1 per cent in September.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for September 10

	Index Jan 1987 04100	Percentage change over (months) 1	12
ALL ITEMS	**134·6**	**0·4**	**4·1**
Food and catering	**129·1**	**–0·5**	**5·6**
Alcohol and tobacco	**140·0**	**0·3**	**13·4**
Housing and household expenditure	**141·3**	**0·3**	**–1·6**
Personal expenditure	**125·6**	**2·4**	**5·3**
Travel and leisure	**131·6**	**0·5**	**6·6**
All items excluding seasonal food	**135·2**	**0·6**	**4·2**
All items excluding food	**136·4**	**0·6**	**4·0**
Seasonal food	**114·9**	**–5·5**	**3·0**
Food excluding seasonal	**127·4**	**0·1**	**4·6**
All items excluding housing	**130·4**	**0·5**	**7·2**
All items exc mortgage interest	**132·0**	**0·5**	**5·7**
Consumer durables	**116·2**	**2·0**	**3·3**
Food	**125·4**	**–0·8**	**4·2**
Bread	129·0		7
Cereals	132·6		6
Biscuits and cakes	130·4		7
Beef	124·0		0
Lamb	99·4		–7
of which, home-killed lamb	92·4		–11
Pork	117·7		–7
Bacon	129·3		–1
Poultry	115·4		–4
Other meat	122·9		2
Fish	127·5		6
of which, fresh fish	139·2		6
Butter	120·8		0
Oil and fats	127·0		7
Cheese	120·5		0
Eggs	105·8		–5
Milk fresh	133·7		7
Milk products	134·8		5
Tea	151·8		13
Coffee and other hot drinks	90·8		1
Soft drinks	145·7		5
Sugar and preserves	139·4		6
Sweets and chocolates	118·1		8
Potatoes	125·1		10
of which, unprocessed potatoes	114·5		11
Vegetables	108·6		–3
of which, other fresh vegetables	98·1		–7
Fruit	135·3		14
of which, fresh fruit	138·7		16
Other foods	132·1		8
Catering	**142·0**	**0·6**	**10·0**
Restaurant meals	141·9		9
Canteen meals	144·2		12
Take-aways and snacks	141·0		10
Alcoholic drink	**143·2**	**0·4**	**12·4**
Beer	147·1		13
on sales	148·9		13
off sales	134·0		11
Wines and spirits	137·7		12
on sales	142·7		12
off sales	134·1		11

	Index Jan 1987 =100	Percentage change over (months) 1	12
Tobacco	**133·2**	**0·0**	**15·6**
Cigarettes	133·9		16
Tobacco	128·7		14
Housing	**156·0**	**–0·1**	**–8·8**
Rent	156·3		11
Mortgage interest payments	189·5		–14
Rates and community charges	120·9		–30
Water and other payments	174·1		17
Repairs and maintenance charges	138·9		11
Do-it yourself materials	138·4		10
Dwelling insurance & ground rent	195·3		9
Fuel and Light	**128·0**	**0·3**	**7·1**
Coal and solid fuels	113·6		7
Electricity	139·6		11
Gas	119·5		6
Oil and other fuels	116·6		–17
Household goods	**124·8**	**0·8**	**6·9**
Furniture	124·9		5
Furnishings	123·8		5
Electrical appliances	111·9		5
Other household equipment	130·7		8
Household consumables	138·6		10
Pet care	118·8		8
Household services	**131·0**	**0·6**	**7·6**
Postage	130·2		16
Telephones, telemessages, etc	119·3		7
Domestic services	144·4		10
Fees and subcriptions	135·9		6
Clothing and footwear	**120·1**	**3·7**	**3·2**
Men's outerwear	122·0		5
Women's outerwear	111·7		–1
Children's outerwear	118·6		1
Other clothing	131·3		9
Footwear	123·2		4
Personal goods and services	**136·1**	**0·1**	**9·0**
Personal articles	112·2		3
Chemists' goods	140·0		9
Personal services	158·3		15
Motoring expenditure	**132·9**	**0·3**	**5·2**
Purchase of motor vehicles	126·6		6
Maintenance of motor vehicles	145·2		11
Petrol and oil	131·0		–2
Vehicles tax and insurance	144·5		12
Fares and other travel costs	**137·4**	**0·1**	**9·9**
Rail fares	141·2		10
Bus and coach fares	146·2		16
Other travel costs	128·5		6
Leisure goods	**118·2**	**0·0**	**4·7**
Audio-visual equipment	86·7		–3
Records and tapes	108·4		7
Toys, photographic and sport goods	119·1		4
Books and newspapers	143·1		9
Gardening products	133·2		7
Leisure services	**144·5**	**3·1**	**13·2**
Television licences and rentals	116·7		6
Entertainment and other recreation	161·2		16

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See general notes under *table 6·7*.)

RETAIL PRICES 6·3
Average retail prices of selected items

Average retail prices on September 10 for a number of important items derived from prices collected by the Central Statistical Office 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 September 10, 1991

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS			
Beef: home-killed			
Best beef mince	409	159	108–199
Topside	392	274	228–318
Brisket (without bone)	329	191	168–210
Rump steak *	419	372	295–400
Stewing steak	401	168	128–209
Lamb: home-killed			
Loin (with bone)	393	199	176–250
Shoulder (with bone)	388	90	68–126
Leg (with bone)	378	169	149–199
Lamb: imported (frozen)			
Loin (with bone)	315	194	139–289
Leg (with bone)	311	169	139–189
Pork: home-killed			
Leg (foot off)	337	144	99–188
Belly *	386	111	89–128
Loin (with bone)	414	181	128–199
Shoulder (with bone)	334	141	120–175
Bacon			
Streaky *	374	130	110–159
Gammon *	366	240	179–269
Back, vacuum packed	305	221	149–259
Back, not vacuum packed	308	204	169–230
Ham			
Ham (not shoulder), per 4oz	381	76	59– 98
Sausages			
Pork	400	108	89–137
Beef	315	103	79–119
Canned meats			
Pork luncheon meat, 12oz can	236	56	45– 67
Corned beef, 12oz can	236	97	89–109
Chicken: roasting, oven ready			
Frozen, oven ready	346	73	59– 81
Fresh or chilled 3lb,	373	105	75–145
Fresh and smoked fish			
Cod fillets	309	282	240–320
Mackerel, whole	251	105	78–145
Kippers, with bone	316	114	98–189
Canned fish			
Red salmon, half size	243	135	119–152
Bread			
White loaf, sliced, 800g	399	52	39– 70
White loaf, unwrapped, 800g	362	70	65– 77
White loaf, unsliced, 400g	381	46	43– 50
Brown loaf, sliced, small	384	47	39– 51
Brown loaf, unsliced, 800g	342	69	59– 79
Flour			
Self raising, per 1·5kg	257	61	48– 68
Butter			
Home produced, per 250g	380	61	54– 72
New Zealand, per 250g	369	58	58– 62
Danish, per 250g	355	70	69– 75
Margarine			
Soft 500g tub	377	46	35– 82
Low fat spread	362	47	44– 49
Other fats			
Lard, per 250g	378	18	16– 20
Cheese			
Cheddar type	394	156	119–199
Eggs			
Size 2 (65–70g), per dozen	345	112	84–138
Size 4 (55–60g), per dozen	282	94	79–118
Milk			
Pasteurised, per pint	405	33	28– 33
Skimmed, per pint	379	32	28– 33
Tea			
loose, per 125g	395	61	46– 79
Tea bags, per 250g	408	155	78–162
Coffee			
Pure, instant, per 100g	810	130	99–159
Ground (filter fine), per 8oz	376	133	89–209
Sugar			
Granulated, per kg	410	66	65– 69
Fresh vegetables			
Potatoes, old loose			
White	232	15	10– 19
Red	115	16	12– 20
Potatoes, new loose	0	0	0
Tomatoes	403	53	45– 60
Cabbage, greens	310	38	20– 55
Cabbage, hearted	378	26	20– 45
Cauliflower, each	394	42	32– 50
Brussels sprouts	192	51	30– 69
Carrots	393	23	15– 29
Onions	390	28	20– 32
Mushrooms, per 4oz	409	32	25– 35
Cucumber, each	391	45	39– 60
Lettuce - iceberg	406	57	49– 60
Fresh fruit			
Apples, cooking	362	50	36– 65
Apples, dessert	395	64	52– 69
Pears, dessert	311	65	50– 79
Oranges, each	387	20	12– 26
Bananas	411	54	40– 59
Grapes	373	98	59–135
Items other than food			
Draught bitter, per pint	745	128	110–145
Draught lager, per pint	752	142	125–160
Whisky per nip	762	98	85–110
Gin, per nip	762	97	85–110
Cigarettes 20 king size filter	5,103	191	159–202
Coal, per 50kg	387	613	495–755
Smokeless fuel per 50kg	459	830	675–990
4–star petrol, per litre	578	49	48– 50
Derv per litre	529	44	43– 45
Unleaded petrol ord. per litre	574	46	44– 47
Super unleaded petrol, per litre	283	48	47– 49

† Per lb unless otherwise stated.
* Or Scottish equivalent.

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

6·4 RETAIL PRICES
General index of retail prices

(*Source:* Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal † food	Food: Non-seasonal 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
Weights 1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70	43	124	52	64	91	63	135	54
1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82	46	108	53	70	89	71	149	52
1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81	46	112	56	75	84	74	140	57
1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83	46	112	58	63	82	71	139	54
1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85	48	113	60	64	80	70	140	56
1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77	44	120	59	64	82	69	143	59
1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82	40	124	59	69	84	74	151	62
1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79	36	135	62	65	81	75	152	66
1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77	41	144	62	64	77	72	154	65
1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78	39	137	69	64	74	75	159	63
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	36	149	65	69	70	76	158	65
1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75	37	153	65	65	75	77	156	62
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	40	153	62	63	75	81	157	58
Annual averages																	
1974	108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
1975	134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
1976	157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
1977	182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
1978	197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
1979	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
1980	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
1981	295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
1982	320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
1983	335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
1984	351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
1985	373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
1986	385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
1975 Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
1976 Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
1977 Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
1978 Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
1979 Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
1980 Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
1981 Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
1982 Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
1983 Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
1984 Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
1985 Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
1986 Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
1987 Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7	602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food: All	Food: Seasonal †	Food: Non-seasonal † 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 *	Leisure goods *	Leisure services *
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76	38	157	61	73	44	74	38	127	22	47	30
1988	1,000	837	975	840	958	54	141	163	25	138	50	78	36	160	55	74	41	72	37	132	23	50	29
1989	1,000	846	977	825	940	46	135	154	23	131	49	83	36	175	54	71	41	73	37	128	23	47	29
1990	1,000	842	976	815	925	—	132	158	24	134	47	77	34	185	50	71	40	69	39	131	21	48	30
1991	1,000	849	976	808	924	—	128	151	24	127	47	77	32	192	46	70	45	63	38	141	20	48	30
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9	103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9	106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1990	126·1	127·4	126·4	119·2	122·1	—	111·3	119·4	116·4	119·9	126·4	123·8	113·6	163·7	115·9	115·4	119·6	115·0	122·7	120·9	123·4	112·4	124·5
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9	105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1
1989 Sept 12	116·6	117·6	117·0	112·5	114·1	116·9	107·9	111·3	100·7	113·2	118·0	114·7	106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2
Oct 17	117·5	118·5	117·9	113·3	114·9	117·2	108·8	112·4	101·5	114·4	118·9	115·5	107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4
Nov 14	118·5	119·5	118·9	113·8	115·3	117·4	109·3	113·5	106·2	114·8	119·5	115·4	108·1	143·9	109·7	111·8	115·1	113·0	116·7	115·0	117·0	109·9	118·4
Dec 12	118·8	119·7	119·0	114·0	115·5	—	109·5	114·5	111·1	115·1	120·1	115·5	108·2	144·8	110·0	112·2	115·2	113·2	117·3	114·0	117·1	110·0	118·4
1990 Jan 16	119·5	120·2	119·6	114·6	116·1	—	108·0	116·0	116·3	116·0	121·2	116·3	108·3	145·8	110·6	112·0	116·3	110·8	118·6	115·0	117·5	110·1	119·6
Feb 13	120·2	120·9	120·3	115·3	116·7	—	109·1	117·0	118·7	116·7	121·8	117·1	108·4	146·7	109·9	112·8	116·7	112·4	119·4	115·4	121·4	110·5	119·9
Mar 13	121·4	122·1	121·4	115·9	117·3	—	109·9	117·7	119·6	117·3	122·4	117·8	108·4	151·0	110·1	113·9	116·8	113·3	120·2	116·0	121·5	111·0	120·0
Apr 10	125·1	126·3	125·1	117·6	121·1	—	111·0	118·8	123·4	118·0	123·9	121·5	112·4	165·4	111·7	114·5	117·1	115·0	121·1	118·8	121·8	111·5	122·8
May 15	126·2	127·4	126·3	118·8	122·1	—	111·6	120·1	123·6	119·4	125·0	123·8	114·8	166·7	114·3	115·1	117·9	115·6	121·7	119·4	122·4	112·2	123·4
June 12	126·7	128·0	126·9	119·1	122·5	—	111·5	120·0	118·3	120·3	125·9	124·3	115·0	167·6	116·0	115·5	118·4	115·3	122·0	119·9	123·8	112·3	124·1
July 17	126·8	128·4	127·3	119·1	122·6	—	109·7	118·8	108·1	120·7	127·1	125·8	115·0	169·0	116·7	114·7	119·3	112·5	122·8	120·7	124·2	112·1	124·4
Aug 14	128·1	129·6	128·5	120·3	123·7	—	110·7	120·0	112·2	121·4	127·7	126·7	115·1	170·1	118·6	115·7	119·5	113·8	123·9	123·5	124·8	112·5	124·8
Sept 11	129·3	131·1	129·8	121·6	124·9	—	112·5	120·3	111·5	121·8	129·1	127·4	115·2	171·0	119·5	116·7	121·7	116·4	124·9	126·3	125·0	112·9	127·7
Oct 16	130·3	132·2	130·7	122·6	125·8	—	113·2	120·4	111·8	121·9	130·0	128·2	116·5	172·0	121·9	117·2	123·2	117·6	125·6	127·5	126·0	114·2	128·4
Nov 13	130·0	131·7	130·4	122·7	125·9	—	113·8	121·3	114·5	122·4	130·8	128·3	116·9	169·7	120·8	118·0	124·0	118·6	126·1	125·4	126·1	114·9	129·2
Dec 11	129·9	131·4	130·2	122·6	125·9	—	114·1	122·1	119·2	122·6	131·4	128·6	117·6	169·6	120·5	118·5	124·0	118·6	126·2	123·0	126·2	115·1	129·6
1991 Jan 15	130·2	131·6	130·4	122·7	126·0	—	110·7	122·9	121·2	123·1	132·2	129·7	118·2	170·6	121·6	116·7	125·5	114·2	127·2	122·8	130·8	114·9	130·7
Feb 12	130·9	132·2	131·1	123·5	126·7	—	111·8	124·4	125·9	124·0	132·8	130·9	118·3	171·4	121·6	118·2	125·6	115·2	128·4	122·8	132·2	115·7	130·8
Mar 12	131·4	132·8	131·6	123·9	127·2	—	113·0	124·4	124·4	124·4	133·3	131·5	118·4	172·2	120·2	119·5	126·1	116·8	129·0	123·6	132·7	115·3	130·8
Apr 16	133·1	134·5	133·3	127·6	129·3	—	115·2	125·9	125·6	125·8	137·9	139·3	132·1	161·8	121·3	121·6	128·5	119·3	131·9	128·1	133·6	117·2	137·8
May 14	133·5	135·1	133·8	128·5	130·2	—	116·0	125·6	122·5	126·2	139·1	140·1	133·2	159·6	123·5	123·2	129·0	119·8	132·9	129·9	134·9	118·1	138·4
Jun 11	134·1	135·5	134·3	129·3	130·9	—	116·1	126·9	126·0	127·1	139·9	140·9	133·3	158·9	125·7	123·6	129·0	120·0	133·5	130·5	136·5	117·8	139·0
Jul 16	133·8	135·4	134·2	129·2	130·9	—	113·2	125·3	117·3	126·8	140·7	142·0	133·3	157·2	127·2	122·4	130·2	115·6	135·3	132·2	136·7	118·0	139·7
Aug 13	134·1	135·6	134·4	129·8	131·4	—	113·9	126·4	121·6	127·3	141·2	142·6	133·2	156·1	127·6	123·8	130·2	115·8	135·9	132·5	137·2	118·2	140·1
Sep 10	134·6	136·4	135·2	130·4	132·0	—	116·2	125·4	114·9	127·4	142·0	143·2	133·2	156·0	128·0	124·8	131·0	120·1	136·1	132·9	137·4	118·2	144·5

† 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.
** The Nationalised Industries index is no longer published from December 1989, see also General Notes under *table 6·7*.

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*).

6·5 RETAIL PRICES
General index of retail prices: percentage changes on a year earlier for main sub-groups

(*Source:* Central Statistical Office)

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	Miscel-laneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	–0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	–0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	–0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	–0·2	0·2	2·5	2·5	1·7	4·0

	All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3·3	2·9	6·4	3·7	1·4	3·9	–1·7	3·3	5·0	1·1	4·3	5·1	5·1	2·8	3·6
1989 Jan 17	7·5	4·4	6·3	6·0	4·1	19·9	6·0	4·1	5·0	4·7	5·8	5·2	7·4	2·2	8·2
1989 Sept 12	7·6	6·2	6·2	5·8	2·6	18·6	5·2	3·5	5·0	5·9	7·2	4·9	6·9	3·2	6·0
Oct 17	7·3	7·1	6·4	5·9	3·4	15·7	5·5	3·6	5·5	5·1	7·6	4·7	6·8	3·5	6·2
Nov 14	7·7	7·4	6·6	5·8	2·9	17·9	5·6	3·6	5·9	5·0	7·3	4·5	6·8	4·8	6·1
Dec 12	7·7	7·5	6·9	6·1	2·9	18·2	5·7	4·0	5·9	4·9	7·5	3·8	6·8	4·8	6·0
1990 Jan 16	7·7	8·0	7·2	5·8	2·6	17·0	6·1	4·2	5·4	4·6	7·4	4·0	4·1	4·8	6·7
Feb 13	7·5	8·6	7·3	6·0	2·6	15·5	5·5	4·2	5·3	4·9	7·7	4·0	7·2	4·7	6·9
Mar 13	8·1	8·7	7·3	6·2	2·5	18·2	5·6	4·6	5·3	5·2	8·2	3·8	7·2	5·0	6·9
Apr 10	9·4	8·4	7·7	9·0	6·2	23·4	6·0	4·6	4·8	4·7	7·1	4·0	7·4	5·2	8·2
May 15	9·7	8·9	8·1	10·6	8·5	23·8	7·4	4·7	5·5	4·6	7·0	3·6	6·8	4·7	8·0
June 12	9·8	8·4	8·3	10·8	8·6	23·7	7·8	4·9	5·9	4·2	7·0	3·8	7·1	4·6	8·4
July 17	9·8	7·9	8·8	11·4	8·7	23·7	7·7	4·3	6·3	3·6	6·9	4·6	7·2	4·2	8·0
Aug 14	10·6	8·5	8·8	11·1	8·8	23·8	9·1	4·7	6·5	4·7	7·5	7·8	7·5	4·6	8·0
Sept 11	10·9	8·1	9·4	11·1	8·3	23·7	9·6	5·2	7·5	4·9	8·0	9·7	7·5	4·7	9·0
Oct 13	10·9	7·1	9·3	11·0	8·2	23·2	11·4	5·1	7·9	4·7	8·0	10·5	8·1	5·1	9·4
Nov 13	9·7	6·9	9·5	11·2	8·1	17·9	10·1	5·5	7·7	5·0	8·1	9·0	7·8	4·5	9·1
Dec 11	9·3	6·6	9·4	11·3	8·7	17·1	9·5	5·6	7·6	4·8	7·6	7·9	7·8	4·6	9·5
1991 Jan 15	9·0	5·9	9·1	11·5	9·1	17·0	9·9	4·2	7·9	3·1	7·3	6·8	11·3	4·4	9·3
Feb 12	8·9	6·3	9·0	11·8	9·1	16·8	10·6	4·8	7·6	2·5	7·5	6·4	8·9	4·7	9·1
Mar 12	8·2	5·7	8·9	11·6	9·2	14·0	9·2	4·9	8·0	3·1	7·3	6·6	9·2	3·9	9·0
Apr 16	6·4	6·0	11·3	14·7	17·5	–2·2	8·6	6·2	9·7	3·7	8·9	7·8	9·7	5·1	12·2
May 14	5·8	4·6	11·3	13·2	16·0	–4·3	8·0	7·0	9·4	3·6	9·2	8·8	10·2	5·3	12·2
Jun 11	5·8	5·8	11·1	13·4	15·9	–5·2	8·4	7·0	9·0	4·1	9·4	8·8	10·3	4·9	12·0
Jul 16	5·5	5·5	10·7	12·9	15·9	–7·0	9·0	6·7	9·1	2·8	10·2	9·5	10·1	5·3	12·3
Aug 13	4·7	5·3	10·6	12·5	15·7	–8·2	7·6	7·0	9·0	1·8	9·7	7·3	9·9	5·1	12·3
Sep 10	4·1	4·2	10·0	12·4	15·6	–8·8	7·1	6·9	7·6	3·2	9·0	5·2	9·9	4·7	13·2

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 Q1	Q2	Q3	Q4	Two–person pensioner households Q1	Q2	Q3	Q4	General index of retail prices (excl. housing) 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	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7	353·6	353·8	357·5	343·8	351·4	351·3	355·1	337·5	344·3	345·3	348·5
1985	363·2	371·4	371·3	374·5	360·7	369·0	368·7	371·8	353·0	361·8	362·6	365·3
1986	378·4	382·8	382·6	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3	106·6	103·1	104·8	105·5	106·8	103·6	105·5	106·4	107·7
1989	108·0	110·0	111·0	113·2	108·2	110·4	111·3	113·4	109·0	111·2	112·0	113·7
1990	115·3	118·1	119·9	122·4	115·4	118·3	120·2	122·6	115·2	118·5	120·3	122·6
1991	123·8	127·4			123·7	128·0			123·4	128·5		

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	Miscel-laneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											**JAN 15, 1974 = 100**
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	. .	231·7	. .	. .	. .
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	. .	240·5	. .	. .	. .
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	. .	230·8	. .	. .	. .

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													**JAN 13, 1987 = 100**	
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
1988	104·8	104·6	109·7	106·4	103·5	101·3	106·2	104·5	104·5	109·1	107·9	108·7	109·3	103·3
1989	110·6	110·8	116·7	111·9	106·5	106·8	110·9	109·1	109·3	119·3	115·1	114·9	116·2	106·1
1990	118·9	120·0	126·4	122·3	113·8	116·2	116·5	116·4	115·3	129·4	124·1	121·7	124·8	111·2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101·2	101·1	102·8	101·8	100·1	99·1	102·2	100·9	101·2	102·3	103·0	102·8	103·4	100·5
1988	105·0	104·7	109·6	106·7	103·4	101·4	106·1	103·8	104·5	108·8	107·4	108·7	109·4	103·7
1989	110·9	111·0	116·5	112·4	106·4	106·8	110·5	107·9	109·4	118·3	114·2	115·2	116·3	106·7
1990	119·1	120·4	126·3	123·1	113·7	115·7	115·8	114·9	115·5	127·6	122·8	122·1	124·6	112·1
GENERAL INDEX OF RETAIL PRICES														
1987	101·6	101·1	102·8	101·7	100·1	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	105·8	104·6	109·6	106·9	103·4	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	111·5	110·5	116·5	112·9	106·4	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1990	119·2	119·4	126·4	123·8	113·6	115·9	115·4	119·6	115·0	122·7	120·9	123·4	112·4	124·5

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

The responsibility for the Retail Prices Index has been transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements also apply to the tables on household spending from the Family Expenditure Survey (*tables 7·1, 7·2* and *7·3*), responsibility for which has also passed to the Central Statistical Office.

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

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

Calculations

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

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

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the January1987 index on the 1974 base (394.5), then divide by the June 1986 index (385.8). Subtract 100 from the result and this will show that the index increased by 5.2 per cent between those months.

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

Structure

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

Definitions

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

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 fares and postage. Telephone charges were included until December 1984, gas until December 1986, and bus fares until January 1989. From December 1989 the Nationalised Industries index is no longer published. Industries remaining nationalised in December 1989 were coal, electricity, postage and rail.

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.

6·8 RETAIL PRICES
Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxem-bourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·5	101·3	103·6	99·9	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	106·9	102·9	107·8	100·1	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·7	104·1	112·7	101·4	162·5	120·0	108·7	109·4	116·5	101·7
1989	121·8	116·4	107·3	118·1	104·2	184·9	128·2	112·5	113·9	123·8	105·1
1990	133·3	123·0	111·0	121·2	107·0	222·6	136·8	116·3	117·6	131·8	109·0
Monthly											
1990 Sep	136·7	124·6	112·4	122·7	107·5	232·3	139·2	117·5	..	133·2	109·7
Oct	137·8	125·5	113·1	122·9	108·2	237·9	140·5	118·2	..	134·3	110·8
Nov	137·4	125·6	112·7	122·8	108·0	241·3	140·2	118·0	118·7	135·1	111·4
Dec	137·3	125·7	112·6	122·5	108·1	245·4	140·5	117·9	..	135·4	111·3
1991 Jan	137·6	126·4	113·4	122·5	108·8	244·9	142·2	118·4	..	136·3	111·2
Feb	138·4	126·9	113·8	122·8	109·1	245·3	142·0	118·6	119·6	137·5	111·4
Mar	138·9	127·2	113·3	123·0	109·0	249·7	142·5	118·7	..	138·3	111·6
Apr	140·7	128·0	113·4	123·3	109·5	258·3	142·8	119·1	..	138·8	111·2
May	141·1	128·4	113·8	124·1	109·9	259·3	143·2	119·4	120·6	139·3	111·7
Jun	141·8	128·9P	114·3	124·4	110·5	264·3	143·6	119·7	..	140·0P	111·9
Jul	141·5	129·5P	114·9	124·0	111·5	264·1	145·4	120·2	..	140·2P	112·5
Aug	141·8	129·8P	115·3	124·3	111·5	263·5	146·0	120·4P	..	140·6P	112·8
Sep	142·3	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											Per cent
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·6	1·3	3·6	–0·3	23·0	8·8	2·7	3·8	5·8	0·3
1987	4·2	3·3	1·6	4·1	0·3	16·4	5·2	3·1	3·2	4·8	–0·1
1988	4·9	3·6	1·2	4·5	1·2	13·5	4·8	2·6	2·1	5·0	1·5
1989	7·8	5·1	3·1	4·8	2·8	13·8	6·8	3·5	4·1	6·3	3·3
1990	9·4	5·7	3·4	2·6	2·7	20·4	6·7	3·4	3·2	6·5	3·7
Monthly											
1990 Sep	10·9	6·1	3·7	3·1	3·1	21·8	6·4	3·8	..	6·7	3·7
Oct	10·9	6·3	4·3	2·7	3·3	22·3	7·0	3·9	..	6·8	4·2
Nov	9·7	5·9	4·0	2·2	3·0	22·9	6·7	3·5	2·7	6·8	4·5
Dec	9·3	5·7	3·5	1·9	2·8	22·8	6·5	3·4	..	6·6	4·4
1991 Jan	9·0	5·6	3·9	2·5	2·8	21·7	6·8	3·5	..	6·3	3·0
Feb	8·9	5·5	4·0	2·6	2·7	21·8	6·0	3·5	2·5	6·4	3·2
Mar	8·2	5·3	3·3	2·4	2·5	19·5	5·9	3·2	..	6·6	3·5
Apr	6·4	5·0	2·9	2·6	2·8	21·5	5·9	3·2	..	6·6	2·9
May	5·8	5·0	3·2	2·5	3·0	18·4	6·2	3·2	3·1	6·7	3·2
Jun	5·8	5·1P	3·6	2·9	3·5	18·1	6·2	3·3	..	6·7P	3·3
Jul	5·5	5·3P	3·8	2·9	4·4	18·3	6·1	3·4	..	6·6P	3·8
Aug	4·7	4·9P	3·5	2·1	4·1	17·4	6·0	3·0P	..	6·1P	3·6
Sep	4·1	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

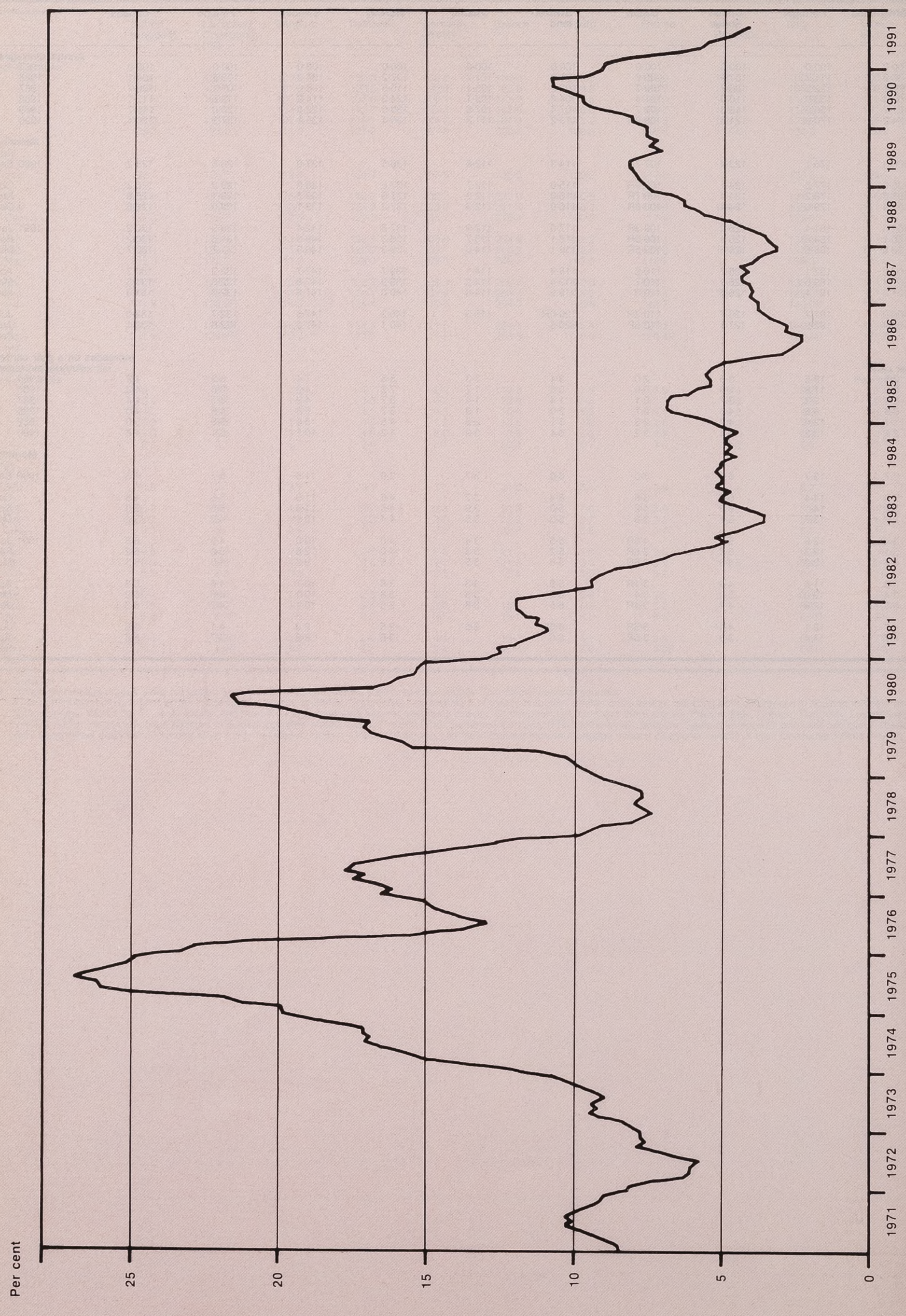
Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.

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

RETAIL PRICES 6·8
Selected countries

Netherlands	Portugal	United States	Japan	Switzer-land	Austria	Norway	Sweden	Finland	Canada	
										Annual averages
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985
100·2	111·7	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1	1986
99·8	122·2	105·7	100·7	102·2	103·1	116·5	108·6	107·1	108·7	1987
100·6	133·9	110·0	101·4	104·2	105·1	124·3	114·9	112·6	113·1	1988
101·7	150·8	115·3	103·7	107·4	107·8	130·0	122·3	120·0	118·7	1989
104·2	170·9	121·5	106·9R	113·2	111·3	135·4	135·1	127·3	124·4	1990
										Monthly
105·3	175·1	123·4	107·7R	114·3	112·6	136·5	137·9	128·8	125·2	1990 Sep
105·6	177·0	124·1	108·9R	115·0	112·7	137·6	138·8	129·2	126·2	Oct
105·6	178·2	124·4	108·7R	116·0	112·3	137·6	139·3	129·1	126·9	Nov
105·4	179·6	124·4	108·6R	116·0	112·3	137·2	139·1	129·0	126·8	Dec
106·0	181·4	125·2	109·3R	117·0	112·9	137·8	142·4	130·9	130·2	1991 Jan
106·1	184·6	125·4	109·0R	118·1	113·7	138·3	146·3	131·6	130·2	Feb
106·8	185·6	125·5	109·5R	118·1	114·0	139·3	146·9	131·7	130·7	Mar
107·2	187·1	125·7	110·2	118·4	114·1	139·7	147·7	132·2	130·7	Apr
107·4	189·5	126·1	110·7	119·4	114·2	139·9	147·8	132·8	131·3	May
107·5	191·1	126·5	110·3	119·9	114·9	140·0	147·6	132·7	131·9	Jun
109·0	191·7	126·7	110·2R	120·0R	116·3	140·2	147·6	132·7	132·0	Jul
109·4	192·9	127·1	110·6P	120·6	..	140·1	147·5	132·8	132·1	Aug
..	..	..	..	..	..	..	..	..	..	Sep
										Increases on a year earlier
Per cent										**Annual averages**
2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2	1985
0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2	1986
–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4	1987
0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0	1988
1·1	12·6	4·8	2·3	3·1	2·6	4·6	6·4	6·6	5·0	1989
2·5	13·3	5·4	3·2	5·4	3·2	4·2	10·5	6·1	4·8	1990
										Monthly
2·7	13·7	6·2	3·0	6·0	3·7	3·9	11·5	5·7	4·3	1990 Sep
2·9	14·4	6·3	3·5	6·4	3·7	4·6	11·3	5·6	4·8	Oct
2·9	14·1	6·3	4·2	6·0	3·9	4·5	11·4	5·6	5·0	Nov
2·7	13·7	6·1	3·8	5·3	3·5	4·4	10·9	4·9	5·0	Dec
3·4	12·9	5·7	4·0R	5·5	3·4	4·0	10·0	4·9	6·8	1991 Jan
3·1	12·3	5·3	3·6R	6·2	3·3	4·0	12·6	5·0	6·2	Feb
3·4	12·2	4·9	3·6R	5·8	3·5	3·5	9·9	4·8	6·3	Mar
3·3	11·8	4·9	3·4R	5·8	3·3	3·8	10·7	4·6	6·3	Apr
3·4	12·0	5·0	3·4	6·3	3·3	3·8	10·1	4·6	6·2	May
3·6	12·6	4·7	3·4R	6·5	3·8	3·5	10·1	4·2	6·3	Jun
4·7	12·1	4·4	3·5R	6·6R	3·6	3·5	9·0	4·1	5·8	Jul
4·7	11·4	3·8	3·5P	6·0	..	3·6	8·2	3·7	5·8	Aug
..	..	..	..	..	..	..	..	..	..	Sep

C3 RETAIL PRICES INDEX
Increases over 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	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism -related industries
Self-employed * 1981	48·0	51·7	1·6	36·4	18·4	156·1
Employees in employment						
1986 Mar	215·3	249·9	137·1	226·5	322·0	1150·8
June	229·2	259·8	138·2	270·5	370·9	1268·6
Sept	227·7	264·3	138·5	268·4	362·0	1260·9
Dec	225·2	263·4	139·2	232·3	331·2	1191·2
1987 Mar	223·8	257·0	138·4	220·9	328·5	1168·6
June	240·4	263·1	136·9	265·4	375·1	1280·9
Sept	242·2	264·1	139·9	270·1	367·0	1283·3
Dec	245·9	274·5	143·3	245·5	348·3	1257·5
1988 Mar	245·3	274·3	139·3	240·9	352·7	1252·4
June	265·1	289·3	140·5	281·2	373·5	1349·7
Sept	265·9	304·5	139·5	287·3	374·3	1371·6
Dec	269·9	313·1	144·9	251·7	346·3	1325·8
1989 Mar	268·4	316·4	139·9	259·1	343·2	1327·0
June	290·1	326·2	140·4	301·0	373·3	1431·0
Sept	295·3	329·1	143·3	310·6	376·2	1454·6
Dec	296·6	336·3	144·5	282·1	335·8	1395·0
1990 Mar	294·1	326·3	140·9	278·8	337·7	1377·7
June	306·0	338·8	142·3	317·6	387·4	1492·1
Sept	310·1	338·3	144·9	320·8	380·9	1495·0
Dec	301·6	333·3	150·0	285·6	346·6	1417·1
1991 Mar	285·1	317·9	145·3	271·2	337·4	1356·9
June	293·8	325·2	144·9	297·9	379·4	1441·3
CHANGES: Jun 1990–1991 no.(thousands)	−12·2	−13·6	2·6	−19·7	−8·0	−50·7
Percentage	−4·0	−4·0	1·8	−6·2	−2·1	−3·4

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

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

† 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)
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985	5,442	4,871	+571
1986	5,553	6,083	−530
1987	6,260	7,280	−1,020
1988	6,184	8,216	−2,032
1989	6,945	9,357	−2,412
1990 R	7,785	9,916	−2,131
Percentage change 1990/1989	+12	+6	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990 R Q1	1,374	2,034	1,698	2,490	−324	−456
Q2	1,858	1,941	2,531	2,521	−673	−580
Q3	2,822	1,912	3,752	2,408	−930	−495
Q4	1,731	1,898	1,935	2,498	−204	−600
1991 Q1 (e)	1,100	1,621	1,730	2,518	−630	−897
Q2 (e)	1,680	1,771	2,490	2,591	−810	−820
1990 R Jan	489	641	584	862	−95	−221
Feb	400	732	486	814	−85	−81
Mar	485	661	629	814	−144	−153
Apr	537	629	697	829	−161	−200
May	618	682	731	839	−114	−157
June	704	630	1,102	854	−399	−223
July	942	645	1,092	834	−150	−189
Aug	1,020	623	1,396	819	−376	−196
Sept	860	644	1,264	755	−404	−111
Oct	678	613	991	828	−313	−214
Nov	532	689	527	843	5	−154
Dec	521	596	417	828	104	−231
1991 Jan (e)	400	546	560	846	−160	−300
Feb (e)	280	515	490	826	−210	−311
Mar (e)	420	560	680	846	−260	−286
Apr (e)	470	575	775	981	−305	−406
May (e)	585	635	730	851	−145	−216
June (e)	625	561	985	759	−360	−198
July (e)	845	584	1,130	872	−285	−288

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

8·3 TOURISM
Overseas travel and tourism: visits to the UK by overseas residents

THOUSAND

		All areas: Actual	All areas: Seasonally adjusted	North America	Western Europe	Other areas
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		15,566		3,394	9,317	2,855
1988		15,799		3,272	9,669	2,859
1989		17,338		3,481	10,689	3,168
1990 R		18,021		3,749	10,645	3,627
1990 R	Q1	3,319	4,663	603	2,029	687
	Q2	4,525	4,363	1,097	2,570	859
	Q3	6,305	4,447	1,325	3,668	1,311
	Q4	3,872	4,547	724	2,378	770
1991	Q1 (e)	2,780	3,782	410	1,830	540
	Q2 (e)	4,110	4,038	790	2,590	730
1990 R	Jan	1,183	1,513	222	689	272
	Feb	966	1,593	149	632	185
	Mar	1,170	1,557	232	709	229
	Apr	1,404	1,390	234	955	215
	May	1,480	1,508	386	782	312
	June	1,642	1,466	477	833	332
	July	2,205	1,518	466	1,312	427
	Aug	2,309	1,409	488	1,323	498
	Sept	1,791	1,520	371	1,034	386
	Oct	1,535	1,509	346	873	316
	Nov	1,210	1,540	210	764	237
	Dec	1,127	1,499	168	742	217
1991	Jan (e)	1,000	1,280	180	580	240
	Feb (e)	770	1,278	90	550	130
	Mar (e)	1,010	1,224	140	700	170
	Apr (e)	1,240	1,328	190	860	190
	May (e)	1,420	1,428	270	890	260
	June (e)	1,450	1,282	330	840	280
	July (e)	1,950	1,380	360	1,220	370

Notes: See table 8·2.

8·4 TOURISM
Visits abroad by UK residents

THOUSAND

		All areas: Actual	All areas: Seasonally adjusted	North America	Western Europe	Other areas
1978		13,443		782	11,517	1,144
1979		15,466		1,087	12,959	1,420
1980		17,507		1,382	14,455	1,670
1981		19,046		1,514	15,862	1,671
1982		20,611		1,299	17,625	1,687
1983		20,994		1,023	18,229	1,743
1984		22,072		919	19,371	1,781
1985		21,610		914	18,944	1,752
1986		24,949		1,167	21,877	1,905
1987		27,447		1,559	23,678	2,210
1988		28,828		1,823	24,519	2,486
1989		31,030		2,218	26,128	2,684
1990 R		31,182		2,349	25,817	3,016
1990 R	Q1	5,274	7,919	371	4,070	833
	Q2	8,225	7,741	626	6,897	702
	Q3	11,485	7,553	782	9,850	853
	Q4	6,198	7,968	569	5,000	628
1991	Q1 (e)	5,370	7,898	370	4,290	710
	Q2 (e)	8,200	7,947	590	6,990	620
1990 R	Jan	1,811	2,755	124	1,363	324
	Feb	1,534	2,593	101	1,227	206
	Mar	1,929	2,572	146	1,480	303
	Apr	2,537	2,634	170	2,100	267
	May	2,470	2,610	191	2,042	237
	June	3,218	2,498	265	2,755	198
	July	3,395	2,539	220	2,897	278
	Aug	4,288	2,537	286	3,713	288
	Sept	3,803	2,477	275	3,240	288
	Oct	3,094	2,632	303	2,546	245
	Nov	1,886	2,835	133	1,540	213
	Dec	1,217	2,502	133	914	170
1991	Jan (e)	1,770	2,707	130	1,350	290
	Feb (e)	1,500	2,552	90	1,240	170
	Mar (e)	2,100	2,639	150	1,700	250
	Apr (e)	2,760	3,094	180	2,330	250
	May (e)	2,420	2,551	170	2,070	180
	June (e)	3,020	2,302	240	2,590	190
	July (e)	3,360	2,597	210	2,920	230

Notes: See table 8·2.

OTHER FACTS AND FIGURES 9·2
Numbers of people benefiting from Government employment measures

Measure	Great Britain: September	Great Britain	Scotland: September	Scotland	Wales: September	Wales
Enterprise Allowance Scheme	45,323		2,854		2,166	
Job Release Scheme	891		41		52	
Jobshare	146		11		9	
Restart interviews						

Note: Community industry figures which were formerly provided in *Table 9.2* are no longer being published as they now form part of Youth Training.
‡ Includes all participants in receipt of allowances as of August 19, except new start-up in Scotland.
** Restart interview figures are now collected on a quarterly basis. The next set of figures will be available for the quarter to the end of the September.

OTHER FACTS AND FIGURES 9·3
Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, July 6 1991 to August 2 1991 †	2,447
Registered as disabled on April 17, 1991 ‡	368,276

† Not including placings through displayed vacancies.
‡ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

OTHER FACTS AND FIGURES 9·7
Regional Development Grants: Apr—June 1991

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme	785,440	5,288	0	0	153,643	2,872,044	81,297	3,897,712
Revised scheme	2,011,239	1,345,178	757,938	673,626	46,237	2,806,490	4,770,395	12,411,103

Note: For inquiries about these figures, see footnote to *table 9·8*.

9·8 OTHER FACTS AND FIGURES
Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): April-June 1991 *

Region and company	Area †	Value (£)
ORIGINAL SCHEME		
Scotland		
Warburg Industrial Leasing (No 1) Ltd	Livingston	1,494,000
Lombard North Central Plc	Springburn	414,000
Burr-Brown Ltd	Livingston	59,000
Roche Products Ltd	Kilwinning	743,000
National Semiconductor (UK) Ltd	Greenock	79,000
National Semiconductor (UK) Ltd	Greenock	83,000
Total		**2,872,000**
Wales		
A B Electronic Components Ltd	Pontypridd	81,000
Total		**81,000**
North East		
NatWest Leasing Manufacturers Ltd	Sunderland	65,927
NatWest Leasing Manufacturers Ltd	Sunderland	25,411
Edward Thompson (Printers) Ltd	Sunderland	29,142
Natwest Leasing Manufacturers Ltd	Sunderland	222,482
Natwest Leasing Manufacturers Ltd	Sunderland	75,056
Sunderland Paper Mill Ltd	Sunderland	261,177
Fine Organics Ltd	Middlesbrough	40,303
Total		**719,498**
South West		
Trustees of Tecalemit Pension & Plymouth Life Assurance Scheme		153,643
Total		**153,643**
REVISED SCHEME		
Scotland		
OKI (UK)	Bathgate	169,000
OKI Electric Industry Co Ltd	Glasgow	194,000
Tenmar (UK) Ltd	Glasgow	182,000
Compaq Computer Ltd	Greenock	195,000
Roche Products Ltd	Irvine	580,000
Unitex Ltd	Irvine	209,000
D B Marshall (Newbridge) Ltd	Lanarkshire	204,000
Vetco Gray UK Ltd	Lanarkshire	163,000
Total		**1,896,000**
Wales		
Sun Valley Poultry Ltd	Blaenau Gwent Abergavenny	326,000
Otford Group Ltd	Merthyr & Rhymney	329,000
Ford Motor Co Ltd	Neath & Port Talbot	282,000
British Airways Engine Overhaul Ltd	Pontypridd & Rhondda	1,750,000
Iceland Frozen Foods Plc	Shotton Flint & Rhyl	108,000
Lloyds Machinery Leasing Ltd	Shotton Flint & Rhyl	300,000
W A Turner	Wrexham	367,000
Wrexham Wire Co Ltd	Wrexham	185,000
Total		**3,647,000**
East Midlands		
Fresh Fruit Juice Manuf Ltd	Corby	276,808
RPC Containers Ltd	Corby	374,214
Total		**651,022**
North East		
Calsonic Automotive Products Ltd	Bishop Auckland	426,938
Domnick Hunter Filters Ltd	Newcastle upon Tyne	200,000
Grove Europe Ltd	Sunderland	312,000
Nissan Motor Manuf (UK) Ltd	Sunderland	108,302
NSK Bearings Europe Ltd	Sunderland	360,000
Total		**1,407,240**
North West		
Barclays Bank Plc	Liverpool	293,012
BICC Cables Ltd	Widnes & Runcorn	136,276
Capper Pipe Services Ltd	Widnes & Runcorn	252,000
Ingersoll-Rand Co Ltd	Wigan & St Helens	159,723
Bristol-Myers Squibb Pharmaceuticals Ltd	Wirral & Chester	213,175
Total		**1,054,186**
Yorkshire and Humberside		
Citizen Manufacturing (UK) Ltd	Scunthorpe	192,000
Total		**192,000**

Note: Inquiries regarding the published information should be addressed to:
English cases—Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2595).
Scottish cases— Scottish Office Industry Department IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-248 5803/5698).
Welsh cases—Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
* Companies listed here may have received one or more payments.
† Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

DEFINITIONS

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.

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 or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who say on that day they are unemployed and that they satisfy the conditions for claiming benefit. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

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.

Conventions
The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
P	provisional
——	break in series
R	revised
r	series revised from indicated entry onwards
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Employment and workforce

Employment and workforce	Frequency*	Latest issue	Table number or page
Workforce: UK and GB			
Quarterly series	M (Q)	Nov 91:	1·1
Labour force estimates, projections		May 91:	269
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	Nov 91:	1·4
: time series, by order group	M	Nov 91:	1·2
Manufacturing: by division, class or group	M	Nov 91:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 90:	1·10
Local authorities manpower	Q	Oct 91:	1·7
Region: GB			
Sector: numbers and indices	Q	Nov 91:	1·5
Self-employed: by region		Apr 90:	224
: by industry		Apr 90:	222
Census of Employment			
UK and regions by industry (Sept 1989)		Apr 91:	209
GB and regions by industry (Sept 1989)		May 91:	308
International comparisons	Q	Nov 91:	1·9
Apprentices and trainees			
Manufacturing industries: by industry	A	Dec 90:	1·14
by region	A	Mar 91:	1·15
Employment measures	M	Sept 91:	9·2
Registered disabled in the public sector	A	Feb 91:	81
Labour turnover in manufacturing	D	Apr 90:	1·6
Trade union membership	A	June 91:	337

Unemployment and vacancies

Unemployment and vacancies	Frequency	Latest issue	Table number or page
Unemployment			
Summary: UK	M	Nov 91:	2·1
: GB	M	Nov 91:	2·2
Age and duration: UK	M (Q)	Nov 91:	2·5
Broad category: UK	M	Aug 91:	2·1
Broad category: GB	M	Aug 91:	2·2
Detailed category: UK and GB	Q	Sept 91:	2·6
Region: summary	Q	Sept 91:	2·6
Age: time series UK	M (Q)	Nov 91:	2·7
: estimated rates	M	Nov 91:	2·15
Duration: time series UK	M (Q)	Nov 91:	2·8
Region and area			
Time series summary: by region	M	Nov 91:	2·3
: assisted areas, travel-to-work areas	M	Nov 91:	2·4
: counties, local areas	M	Nov 91:	2·9
: parliamentary constituencies	M	Nov 91:	2·10
Age and duration: summary	Q	June 91:	2·6
Flows			
UK, time series	M	Nov 91:	2·19
GB, time series	D	May 84:	2·19
Age time series	M	Nov 91:	2·20
Regions and duration	D	Oct 88:	2·23/24/26
Age and duration	D	Oct 88:	2·21/22/25
Students: by region	M	Nov 91:	2·13
Disabled jobseekers: GB	M	Sept 91:	9·3
International comparisons	M	Nov 91:	2·18
Ethnic origin		Mar 90:	125
Temporarily stopped			
Latest figures: by UK region	M	Nov 91:	2·14
Vacancies			
Unfilled, inflow, outflow and placings seasonally adjusted	M	Nov 91:	3·1
Unfilled seasonally adjusted by region	M	Nov 91:	3·2
Unfilled unadjusted by region	M	Nov 91:	3·3

Redundancies

Redundancies	Frequency	Latest issue	Table number or page
Confirmed: GB time series	M	Nov 91:	2·30
Regions	M	Nov 91:	2·30
Industries	M	Nov 91:	2·31
Advance notifications	S (M)	Feb 91:	287
Payments: GB latest quarter	D	July 86:	284

Earnings and hours

Earnings and hours	Frequency	Latest issue	Table number or page
Average earnings			
Whole economy (New series) index			
Main industrial sectors	M	Nov 91:	5·1
Industries	M	Nov 91:	5·3
Underlying trend	Q (M)	July 91:	364
New Earnings Survey (April estimates)	A	Nov 90:	571
Latest key results			
Time series	M (A)	Nov 91:	5·6
Average weekly and hourly earnings and hours worked [Manual workers]			
Manufacturing and certain other industries			
Summary (Oct)	B(A)	Nov 91:	5·4
Detailed results	A	Apr 91:	227
Holiday entitlements	A	Apr 90:	222

Earnings and hours *(cont.)*	Frequency	Latest issue	Table number or page
Average earnings: non-manual employees	M (A)	Nov 91:	5·5
Manufacturing			
International comparisons	M	Nov 91:	5·9
Agriculture	A	May 90:	253
Coal-mining	A	May 90:	253
Overtime and short-time: manufacturing			
Latest figures: industry	M	Nov 91:	1·11
Regions: summary	Q	Sept 91:	1·13
Hours of work: manufacturing	M	Nov 91:	1·12

Output per head

Output per head	Frequency	Latest issue	Table number or page
Output per head: quarterly and annual indices	M (Q)	Nov 91:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Nov 91:	5·8
Quarterly and annual indices	Q	Nov 91:	5·8

Labour costs

Labour costs	Frequency	Latest issue	Table number or page
Survey results 1988	Quadrennial	Sept 90:	431
Per unit of output	Q	Nov 91:	5·7

Retail prices

Retail prices	Frequency	Latest issue	Table number or page
General index (RPI)			
Latest figures: detailed indices	M	Nov 91:	6·2
: percentage changes	M	Nov 91:	6·2
Recent movements and the index excluding seasonal foods	M	Nov 91:	6·1
Main components: time series and weights	M	Nov 91:	6·4
Changes on a year earlier: time series	M	Nov 91:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	Nov 91:	6·6
Group indices: annual averages	M (A)	Nov 91:	6·7
Revision of weights	A	June 91:	351
Food prices	M	Nov 91:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Nov 91:	6·8

Household spending

Household spending	Frequency	Latest issue	Table number or page
All expenditure: per household	Q	Jan 91:	7·1
: per person	Q	Jan 91:	7·1
Composition of expenditure			
Quarterly summary	Q	Jan 91:	7·2
In detail	Q (A)	Jan 91:	7·3
Household characteristics	Q (A)	Jan 91:	7·3

Industrial disputes: stoppages of work

Industrial disputes: stoppages of work	Frequency	Latest issue	Table number or page
Summary: latest figures	M	Nov 91:	4·1
: time series	M	Nov 91:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	Sept 91:	4·1
Annual: Detailed	A	July 90:	337
: Prominent stoppages	A	July 90:	344
Main causes of stoppage			
Cumulative	M	Sept 91:	4·1
Latest year for main industries	A	July 90:	341
Size of stoppages	A	July 90:	342
Days lost per 1,000 employees in recent years by industry	A	July 90:	339
International comparisons	A	Dec 90:	609

Tourism

Tourism	Frequency	Latest issue	Table number or page
Employment in tourism: by industry			
Time series GB	M	Nov 91:	8·1
Overseas travel: earnings and expenditure	M	Nov 91:	8·2
Overseas travel: visits to the UK by overseas residents	M	Nov 91:	8·3
Visits abroad by UK residents	M	Nov 91:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Oct 91:	8·5
Visits abroad by country visited	Q	Aug 91:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Oct 91:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Oct 91:	8·9
Visitor nights	Q	Oct 91:	8·9

YTS

YTS	Frequency	Latest issue	Table number or page
Entrants: regions	D	Oct 90;	9·1

Regional aid

Regional aid	Frequency	Latest issue	Table number or page
Selective Assistance by region	Q	Oct 91:	9·5
Selective Assistance by region and company	Q	Oct 91:	9·6
Development Grants by region	Q	Nov 91:	9·7
Development Grants by region and company	Q	Nov 91:	9·8

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

CREATIVITY IN CARTON: The prize-winning entry in a 'Design a Dessert' competition, run by Birmingham Heartlands Compact. Photo: Jim Stagg

Compact storms the inner cities

by Andrew Opie

This is the third in an *Employment Gazette* series of features about the Employment Department's education initiatives. It reviews the progress so far of the Compact partnerships between business and schools.

Wherever people gather to discuss the Compacts scheme, it seems the air is soon thick with superlatives. Take the comments of George Benham, Director of Education at the London Borough of Brent: at a recent conference he described these new partnerships as "some of the most successful change agents in history". For the Corporate Affairs Director at IBM, Compacts are quite simply "the most practical and effective way for businesses to become directly involved with academic and vocational education."

Such glowing tributes help to explain the mushroom growth of Compacts from modest beginnings in 1988 into what, in many inner city areas of Britain, are the main vehicle for education-business partnership. Often, indeed, they have proved to be models for the development of the Training and Enterprise Councils emerging in their wake.

The ultimate accolade came with the publication in May this year of the Government's White Paper, *Education and Training for the 21st Century*: here, the Compact approach was adopted as the way to reinforce school-business links across the country, in the leafy shires as much as in run-down inner cities.

If proof were needed of the challenge faced by the education system in the inner cities in forging a well-educated, highly motivated future workforce, one would need to look no further than 1990 report by Her Majesty's Inspectorate on schools in Hackney, east London.

"By any of the accepted indices of socio-economic deprivation, Hackney is among the most disadvantaged boroughs not only in London but in the country as a whole," the report says.

One in three men and one in five women aged 20–24 were out of work a the time of the report, and more than two-thirds of the pupils in maintained schools came from ethnic minority groups.

Of the 400 infant and junior school lessons inspected, no less than 42 per cent were judged unsatisfactory. At secondary level, more than 40 per cent of lessons (including science, maths and English) were "less than satisfactory or poor".

"Lack of adequate classroom control is often linked to unpunctuality by pupils or teachers or both . . . in the worst instances, lessons degenerate into noisy chaos," the inspectors noted. Identifying reliance on teachers with little or no experience of the local circumstances as the main problem, the report concludes ". . . there is a strong case . . . for saying that the scale of the difficulties requires a radically different approach if the education of these pupils is ever to be more than second best."

The American model

It was problems of this magnitude which led to the development of Compact in the early 1980s—not in Britain, but in Boston, Massachusetts. There, the idea was a crisis response from a business community fearful of the social and economic consequences of an inner city youth alienated and at risk from drugs, crime, and family breakdown.

In America, notes a recent British report: "A powerful crusade to convince business that involvement in education is only 'enlightened self-interest' has been made possible by the effective assembly of relevant statistics and demographic projections." Advocates of change could show that the overall school drop-out rate of 50 per cent in urban areas was costing the nation some $240 billion in lost earnings and foregone taxes.

Their solution was a simple one: a 'compact' or agreement between the business community, schools and colleges. A key feature was the measurable goals it provided for both schools and businesses. Schools were looking for improvements in pupils' attendance and academic performance (especially in maths and reading), completion of their school career and participation in further education. Businesses aimed to extend their contact with schools, improve priority hiring of school leavers and increase the number of summer jobs.

Breaking down barriers

Compacts first crossed the Atlantic in 1987 when a partnership modelled on the Boston scheme was launched in six London Docklands schools by the Inner London Education Authority and the London Enterprise Agency. This was followed by the launch of 12 Compacts in March 1988 as part of the Government's 'Action for Cities' initative led by the then Employment Secretary Norman Fowler.

Three years on, the statistics are impressive: 60 Compacts are now operational—covering every major 'Urban Programme Authority' area in England which wants one, and identified priority areas in Scotland and Wales. Compacts now involve some 92,000 14 to 16 year olds in nearly 500 inner city schools, working with more than 9,000 employers who between them have provided some 26,000 job opportunities.

Unlike any other such scheme before, Compacts have been able to break down the age-old barriers of distrust and even hostility dividing the worlds of education and business. Like voyagers to an undiscovered country, captains of industry and middle managers have ventured into schools, meeting inner-city young people and learning at first hand about the realities of modern school life.

"If you go back to 1985–86, there was not only non-communication, there was deep suspicion and distrust between education and the world of work," says John Phillips, director of the London Education-Business Partnership, the umbrella body for Compacts in London.

"We're beginning to take for granted the openness, the fact that employers are prepared to go into schools to give mock interviews, when four years ago these would have inconceivable long-term goals. It's an enormous success, a monumental breakthrough in the culture."

The result has been a massive infusion of business energy and know-how into education, an explosion of new ideas for fruitful partnership, an enriched curriculum and a more meaningful 'real-world' school experience for pupils.

Compact in action

Several models have emerged for the organisation of Compacts across the country, but in most cases the lead was taken either by the local Chamber of Commerce or the local education authority. Everywhere, though, the Compact is a partnership of senior people from the worlds of business, education and the community. A core team of Compact officers, often led by a director seconded from industry, is backed by a board representing the different sides of the partnership.

The scheme is not an expensive one. Each Compact is granted £50,000 by the Employment Department for its start-up phase and then £100,000 for its first four full years of operation. Since the average Compact costs about £180,000 a year to run, the remainder has come from employers and other sponsors. To date, the Department has spent some £8 million with a further £21 million planned for the next three years, while spending by employers so far is estimated at £6 million. Corporate largesse has ranged from six-figure donations by household names like Marks and Spencer to local funding for a mailshot or providing the materials for a school textiles course.

Only three rules have been laid down by the Department to regulate Compacts, namely: each successful student must be covered by the job or training guarantee; Compacts in England must be in an Urban Programme Authority area; and the whole age group must be included, irrespective of ability. Beyond this, it is down to the Compact partners to come up with local solutions to local needs while working to ensure that the Compact becomes self-sufficient after four years.

How then does Compact work in a typical school? On agreeing to join the partnership, the school embarks on a development year during which parents' evenings, courses for teachers, governors' meetings and briefings for pupils are held to prepare everyone involved. When all is ready to 'go live', fourth formers are invited to sign up to their Compact goals: these might cover attendance (typically 85 per cent or more over three consecutive terms); punctuality, completion of coursework, and competence in English and maths, to be measured in GCSE grades or judged by the school itself.

During the next two years the pupil will also enjoy some if not all of the following: two weeks' work experience; class visits to local companies; help from local employers with self-presentation, writing job applications and mock interviews; more intensive careers guidance linked to completion of an individual 'Record of Achievement'; and special project work using material and expertise provided by local industry.

He or she may also win a prize in a Compact competition, represent the school at a conference, go on a fun run or an outward bound course paid for by a local firm. Achievement of the goals after two years leads to the offer of a job with training, or training leading to a job, by a local employer (the so-called 'Job and Training Guarantee').

Teachers meanwhile may get the chance to shadow a local employer for a week, knowing that the Compact administration has arranged sufficient cover; attend a Compact conference, and work with an advisory teacher and a local firm in running a class project. Better pupil motivation makes their teaching easier and boosts their own morale.

Parents are also involved in the scheme. They may have attended an exhibition of Compact project work, countersigned their child's Compact pledge, or received regular reports on progress made towards meeting the goals.

Beyond pledging a job or offering a work placement, the local employer may join the board of the Compact, second a bright manager to a Compact support team for a year; donate a computer or send in an employee to talk to students once a month. In the process, the company gets a clearer picture of what is being taught and how, and of what young people have to offer. In addition, the seconded manager will go back to the business world with a new perspective and new skills he or she might not have known they had.

Simple but effective

Many of the elements of Compact are not new; work placements and records of achievement, for instance, have been a feature of life in many schools for years. The difference lies in the way that a simple idea has captured the imagination of those involved, giving them a sense of ownership.

"People like Compact because it's simple and recognisable, and there's that hard edge which is the job and training guarantee," says Alison Lockwood of the Employment Department's Compact Support Unit. The strengths of American models of partnership as identified by a recent report are also those of Compact here: "the commitment and support of the most senior people across the community", planning and the setting of goals which create "a solid sense of purpose", the focus on local needs and issues, the readiness to profit from experience and acknowledging "the importance of starting small".

Business commitment has brought with it an invaluable input to the logistical side of Compacts, like arranging the thousands of annual work placements, setting up computer systems, and recruiting more employers. Equally important, though, is the marketing flair which has sold the concept to local communities and produced a wide variety of ideas.

In Blackburn, for example, the Compact mounted a roadshow, sent mailshots to thousands of local employers, and made a video of its early achievements. Elsewhere there have been fun runs, T-shirts, ties, pens . . .

Photo: Jacky Chapman

DOUBLE ACT: Deputy head teacher John Howard (left) and Bob Allen, West London Compact director, at Elizabeth Burgwin school, Hammersmith.

Evaluation

Measuring the success of Compact will never be an exact science, but the baseline indicators include: the numbers of students achieving their Compact goals; the proportion staying on at school after the age of 16; and results in GCSE exams. No national numbers are available as yet for 1991, when the many Compacts launched in 1989 produced the first 'crop' of 16 year-olds who have had the full two years of Compact education.

That said, indications from the 1989 and 1990 data are encouraging: in the six original schools of the very first Compact in London Docklands, the staying-on rate rose from 35 per cent in 1988 to 56 per cent two years later, with an impressive 82 per cent for pupils achieving all their Compact goals. Though other factors like the recession and the introduction of the new GCSE exam may have been contributory factors, Compact must take much of the credit for this trend.

More important than the bald statistics, though, is the view shared by many head teachers that students' attitudes and motivation have improved, and that the life of their schools has been enriched.

Inevitably in such a fast-expanding scheme, performance across the 60 Compacts has been variable, with some cities and schools much more ready to adopt the concept than others. Nationally, though, two issues have emerged as common problems requiring special action. One is that of non-achievers, and in particular the hard core of demotivated young people who hover just below the goal-achievement level rather than the 10 per cent who are never likely to make the grade.

Compacts Plus

Step forward Compact Plus, a two-year pilot scheme funded by the Employment Department and just entering its second year. Under the scheme, 17 schools in seven compact areas have been given £5,000 a year to set up Compact Plus Clubs. Groups of between 10 and 25 students in danger of missing their goals are allowed to join, supervised by an adviser who could be a youth officer but is not otherwise connected to the school.

Club members run the club themselves, and plan and carry out their own extra-curricular activities which can range from running a disco to fund-raising and doing the gardening for local people.

"The aim is to instill a sense of self-esteem, by giving opportunities for leadership and owning an event," says Alison Lockwood. "The kids learn to organise themselves and compete at something they can succeed in."

Early results from the pilots are encouraging, with attendance levels and punctuality shooting up in some cases.

Elsewhere, a number of other approaches to boosting motivation are being tried. In Walsall, local employers go into schools for a one-to-one chat with every pupil in danger of missing his or her goals. Commonly used is the 'carrot' technique, in the shape of a reward either for individual achievers or the whole class. At a special needs school in east London, for example, the pupils in one form spent a week in Blackpool as their prize for meeting attendance targets.

Another challenge for Compacts is to win the support and involvement of parents—a factor all too often ignored in education as a whole. This year ten secondary and special Compact schools have joined in an important pilot scheme run jointly since 1989 by the Royal Society of Arts and the National Association of Head Teachers. Called the 'Home-School Contract of Partnership', the project aims to draw parents more actively into school life using Compact-style written agreements which are signed by the school, the parent and in some cases the pupils.

At Archbishop Thurston Secondary School in Hull, for example, parents are asked to agree among other things to attend assembly, label clothing and equipment, and encourage their children to be responsible.

Another way of breaking down barriers, used by Homerton House School in Hackney, has been to encourage parents to come into school themselves once a week for English language lessons. Stoke Newington School, also in Hackney, has set aside a room for parents' use.

One effect of the success of Compacts and the general rise in stay-on rates, has been to shift attention onto what happens to students post-16. Many Compacts are now working to extend the partnership concept into both further and higher education, while recognising that goals like punctuality and attendance are not appropriate for older, voluntary students.

Among the biggest projects is the '16 Plus Careership Compact', a pilot scheme part-funded by the London Education–Business Partnership. From this autumn, students at Islington Sixth Form College and eight FE colleges across London will be guaranteed jobs, training or a place on a higher education course in return for proving competence in six core skills as well as in their specialist subject. These core skills are communication, problem solving, personal skills, numeracy, information technology and modern languages, and they will be measured both in traditional A-level courses and vocational subjects like business and finance, design and catering. The Compact will also strengthen links between business and FE.

Another similar post-16 scheme is taking shape in Walsall, where Compact goals will include a two-week minimum work-based project and preparation of a 'career profile' or action plan.

In Coventry, meanwhile, an HE Compact has been developed which guarantees access to courses at the city's polytechnic for students aged 18 or more who meet requirements like specific GCSE grades in English and maths and satisfactory completion of a 'Personal Development Programme' including study skills, careers guidance and economic awareness.

Future plans

So what of the future? Most key players predict modest but steady progress in the years to come, with little lasting impact from the current recession. Finding new employers willing to offer jobs, training or work experience is the constant challenge all Compacts face. Another will be to build good relations with the TECs and LECs.

These bodies will take over responsibility for funding Compacts from April 1992, and each will also be establishing Education-Business Partnerships covering its whole area. In many cases Compacts will become a part of these wider partnerships, but elsewhere they may keep their separate identity. One problem particularly apparent in London is that TEC and Compact boundaries often fail to coincide, so that one half of a Compact may lie in one TEC's area and the other half in another's.

One thing though is clear: the Compact principle will endure. Says Les Warburton, ex-head of the East London Compact: "I'm absolutely certain that partnership is the way forward. There's an awful lot that we need to do, but the principle is sound."

For further information on Compacts, contact the Compact Enquiry Point, Employment Department, on 0742 593282. ■

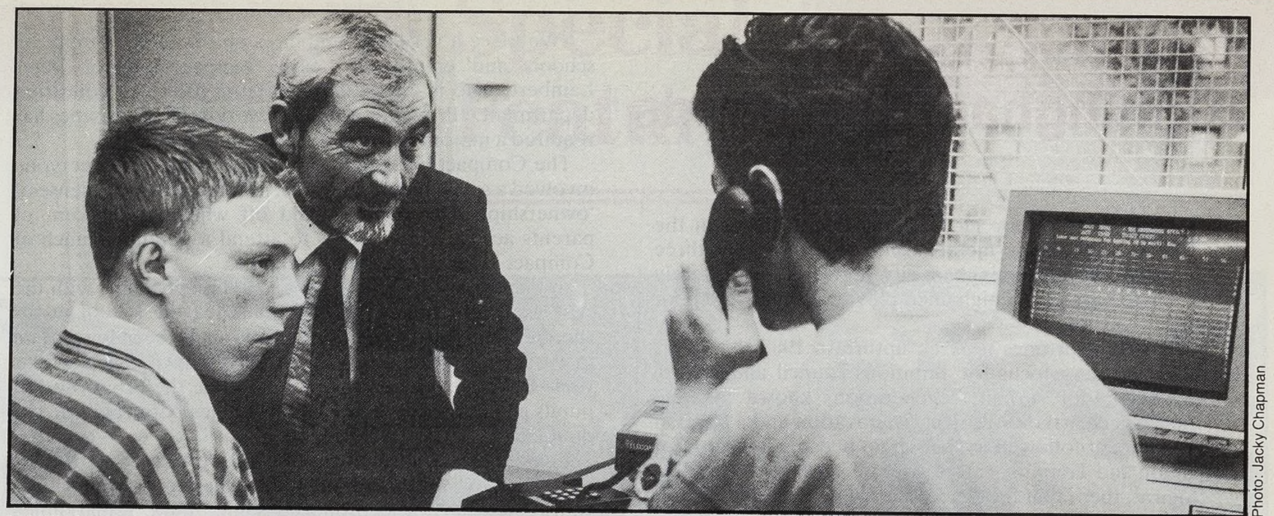


Photo: Jacky Chapman

MAKING IT WORK: Students preparing for the world of work in the school's IT portakabin, donated by British Telecom and the Post Office.

Compact in action:
West London

It's the end of term at Elizabeth Burgwin Special School in Hammersmith, west London, and a coffee morning is in full swing. Visiting employers are plied with cakes and coffee, while every inch of corridor displays the work of projects and assignments carried out as part of Compact.

"Our connection with Compact is the best thing that's happened in this school in ten years," says deputy head John Howard, a teacher with 25 years' experience of inner city schools. "It's the big thing in making the senior part of the school of value to children and staff."

The 70-odd pupils here have moderate learning difficulties relating to conceptualisation, literacy and numeracy. In the past, these have put them firmly at the back of the jobs queue: one or two found permanent work, while the rest meandered in and out of jobs. But now Howard detects a growing sense of purpose, confidence and realism, as 14 to 16 year olds stick to their action plans instead of opting out.

Elizabeth Burgwin School has been part of West London Compact from the start, in September 1988. Many of the elements of Compact, like work experience, had been running in the school for years, but in a piecemeal way. What Compact has done is to draw them all together in a coherent whole-school programme.

Much of the success, says Howard, is down to the effects of the Compact's inspirational former director, Derek Wheeler, a manager on secondment from Marks and Spencer. He and other employers had "gone in with fire", selling the partnership to parents, teachers and children.

In the summer of 1989, Compact's influence spread through the whole school in the shape of a term-long 'World of Work' project. Five year olds studied the workings of a local park; 9 to 11 year olds visited the fire and ambulance stations, and 13 year olds made a presentation to council officers of their plans for the redevelopment of Hammersmith Broadway.

The school has also gained from corporate generosity, ranging from IT equipment for the pupils donated by British Telecom and the Post Office to management courses for teachers sponsored by IBM.

West London Compact, as a whole, has expanded steadily to cover all 19 secondary schools and colleges in the area, and partnership activity in the past year has been impressive. Some 2,200 fourth years have gone on two-week work placements, along with about 60 teachers, while 295 employers have gone into schools to give mock interviews or stage events like 'Industry Days'.

In all, the Compact boasts 120 full employer members who offer the job or training guarantee, plus 800 associate members or supporters who offer work experience or other help.

Less impressive, though, are Compact goal achievement levels, with the 1991 figure likely to nudge 50 per cent compared with 41·3 per cent in 1990. Punctuality and attendance, not academic achievement, are seen as the key goals for students.

Last year, only six of the 500 or so guaranteed jobs on offer were taken up—a result of an excellent stay-on rate which in Kensington and Chelsea is as high as 92 per cent. The vast majority of students stay on at college, many of them taking BTEC courses or the Certificate of Pre-Vocational Education as a stepping stone to jobs.

Another reason for the low take-up of Compact jobs, which also applies to the work placements, is the mismatch between the type of work on offer and the aspirations of the students. Most young people want to get into the 'glamour' industries like the BBC or design, at the expense of McDonalds or Pizza Hut, where many of the real opportunities lie.

Students—and their parents and teachers too—often have a misconception both of what these jobs may have to offer and of what a work placement is all about. "Most students see the placement as a vocational experience rather than an experience of the world of work—of working with adults and completing a task," says Compact administrator Theresa Gillard.

The Compact is now busy getting people from catering and other industries into schools to talk to pupils and parents to get across a more realistic picture of what they have to offer.

Certainly the biggest challenge facing West London Compact in its fourth year will be to continue finding enough employers to offer good-quality jobs and placements. Theresa Gillard is quietly confident: "Generally the will is there; very few give us a cold 'no' when we approach them," she says.

From ex-Compact director Derek Wheeler, though, come words of caution: "It's slow; the seeds are there, but it'll take some years for the thing to germinate, for the ethos to begin to work and for employers to get a clear understanding of what education is about and for education to motivate pupils to achieve their full potential.

"But if we can do that, if the kid who goes out on work experience increases his confidence and gets his job, then the Compact's been very successful, and all the politics, the hassle, the admin, and the countless meetings are unimportant." ■

Compact in action: Birmingham Heartlands

Duddeston Manor 11–16 Comprehensive lies in the heart of Midlands 'metal bashing' country, some three miles north east of Birmingham city centre. It is a severely impoverished area, with high unemployment levels and poor housing.

Duddeston's fortunes took an upturn in 1987, however, when it became a focus for ambitious council and private sector plans for urban regeneration known as the Birmingham Heartlands Project. Renovation and a flood of new equipment followed as the school became a Centre for Education and Training, catering for all ages from 3 to 65. It was logical, then, that the school should be chosen as one of first three to join the Birmingham Heartlands Compact in September 1989.

Compact is "a total learning and development programme adding value to everything we do for pupils aged 11 and upwards," says head teacher Bob Donnelly.

"It's not just another initiative, because we're already suffering from teacher initiative fatigue: it's a catalyst, an enabler. School-industry links were nothing new, but the Compact structure has made it all more systematic. The goal-setting by employers, students and teachers together has added spice, and there's a lot more evaluation and monitoring of what goes on," he says.

The result is that work experience for fourth years is better prepared and no longer hit-and-miss, all staff have done one-day work shadows and some have been on one or two-week secondments. A total of 15 Compact 'tutors' from local industries—one of them a policeman—pay monthly calls, working with groups of six or seven students on self-presentation and other skills.

"It's pretty clear that motivation has been greatly improved, especially for the non-academic pupils who are usually switched off by the middle of the fourth year," says Donnelly. "It's raised expectations and pupils' self-esteem; horizons have been advanced and classroom work is more relevant and exciting."

There have also been more concrete spin-offs like the £15,000 computerised careers-industry centre now in use at the school.

This summer, the first cohort of fifth year pupils completed their two-year journey through Compact, and the school is reviewing progress. New, simpler Compact goals have already been introduced. In all, a commendable 67 per cent of pupils achieved their goals, and the staying-on rate is nearly half, with 37 out of 72 young people going on to college for A-levels or vocational courses.

Inevitably there have been problems: a Compact jobs directory advertising the vacancies on offer to goal achievers has only worked moderately well, says Donnelly. In some cases, the advertisements did not mention the goals and the interviews had not been conducted sensitively; in others, employers withdrew the job guarantees they had previously pledged. The appointment of a secondee to the Compact to manage the induction of employers should put that right, he said.

Birmingham Heartlands Compact's annual report is a document any thriving business would be proud of. Here progress in every sphere, from employer recruitment to special needs, from health and safety to publicity, is mapped out in detail, with targets set and resources allocated.

From small beginnings in three schools the Compact is growing steadily, with coverage of 18 schools planned by 1993. And from the autumn of 1994, every school in Birmingham which wants to join the scheme will have that chance.

"We place a very high emphasis on the level of input by schools and employers," says Compact director Peter Lambert, who is on secondment from the city's education department. "Providing a menu of work-related activities has required a major investment of time and planning."

The Compact has gone to great lengths to give everyone involved a say in how it develops, so increasing their sense of 'ownership'. The strategy paid off when 80 per cent of parents accepted invitations to attend a parents' launch of Compact in the original three schools.

In many ways 1990–91 has been a 'crunch year', with the first wave of Compact 16 year olds leaving school in the summer. Staying-on rates have traditionally been lower than in west London, but this year they have shown a spectacular rise—up from 31·6 to 53 per cent, while the proportion of pupils gaining five or more GCSE grades A to C has nearly doubled from seven to 13 per cent.

Lambert is pleased with the students' progress; apart from showing growing self-confidence and better communication skills, they have also produced some "quite remarkable" project work, he says.

Vivid

Forthcoming challenges for Lambert and his team are familiar ones; recruiting enough employers to work with all the new schools joining Compact; improving management of that involvement, and tying Compact in with the host of other initiatives now underway including Training Credits, Records of Achievement, and the Technical and Vocational Training Initiative (known in Birmingham as TVE).

To extend the benefits of partnership beyond school age, the Compact now has a training coordinator to work with employers in the 'sector groups' set up in industries like construction and the motor trades to run Youth Training in the city. Pilots are also under way in two FE colleges for a post-16 Compact, and an HE Compact coordinator is working on links with Birmingham Polytechnic.

Proof of business's commitment to the Compact are the secondees who work in Lambert's team. TSB has sent three staff in all, with managers also coming from British Telecom, IBM, Midlands Electricity, British Gas and Cadbury's.

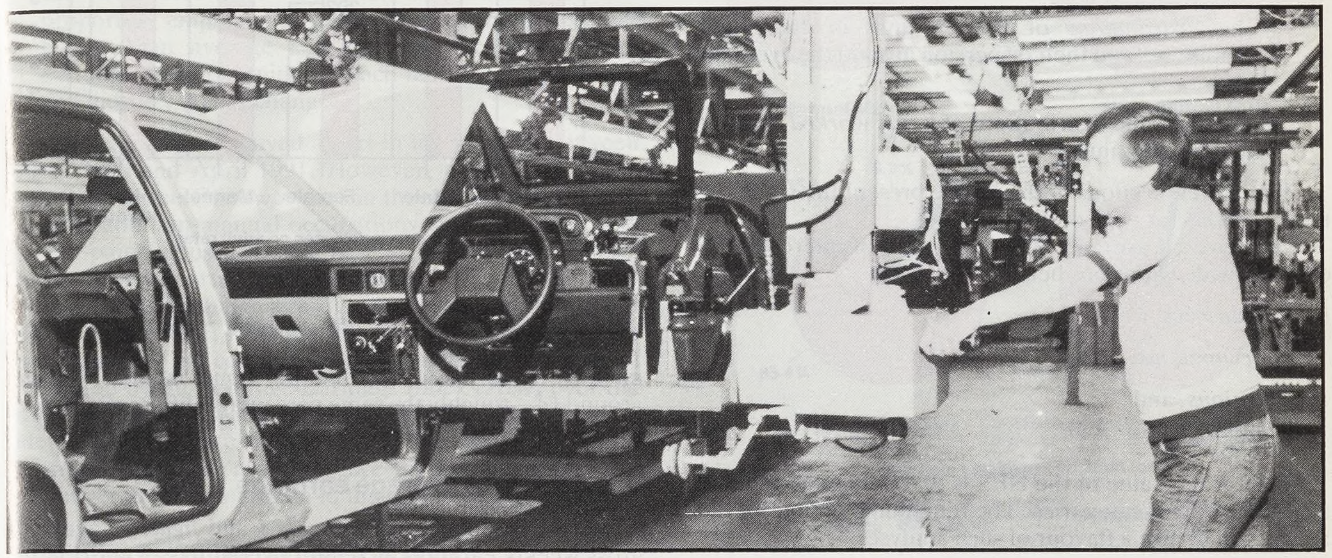
Nigel Turner was a network information manager at TSB headquarters in the city before coming to Compact. In his year with the teams he has worked on recruiting employers, administering the army of Compact tutors going into schools, and managing the financial and computer systems.

He comments: "I was surprised by the teachers' dedication and how many work-based activities are already going on. Compact has given it all more consistency, so that it's no longer ad hoc like before."

In 1989–90, professional musicians worked with students from all the Compact schools on a record of rap music. This year, the project centred on art and technology classes, as students were asked to produce designs illustrating what Compact meant. No less than 534 pupils from 17 schools submitted posters, jigsaw puzzles, T-shirts, comic strips and a host of other material in a competition judged by 34 graphic designers. Meanwhile, in individual schools, pupils have set up 'banks' as part of maths lessons or written material for hospital patients in their English lessons.

For a vivid illustration of what Compact can achieve, the last word must go to Duddeston Manor head Bob Donnelly. He cites the case of 15 year-old Nicky Mason. A boy with learning difficulties, Nicky nevertheless showed a talent for illustration in the Compact design competition. His work was noticed by a graphic design firm, which offered him a training place when he left school.

"Five years ago that lad would have been on the scrap heap," says Donnelly. "Compact's the only thing which has brought employers and trainers and the community to recognise that low achievers have talent."■



Pay in Great Britain

by Alan Spence
Statistical Services Division, Employment Department

The first results of the 1991 New Earnings Survey, the Employment Department's annual April survey of the structure of earnings, have now been published. This article describes some of the main findings[1].

- **In April 1991 the average gross weekly pay of all full-time employees in Great Britain was £285;**
- **Between April 1990 and April 1991, average earnings increased by 8·2 per cent, a similar rise to that recorded by the monthly average earnings index;**
- **Full-time employees worked on average 40 hours per week including overtime, half an hour less than in April 1990 and the lowest ever recorded by the Survey;**
- **Average weekly pay of women was 70 per cent that of men; for average hourly earnings (excluding overtime) the proportion was 78 per cent—the highest ever;**
- **Overtime, incentive pay and shift premia accounted for 11 per cent of all employees' gross weekly earnings, compared with 13 per cent last year;**
- **10 per cent of employees earned less than £139 per week (which is 44 per cent below the median, or mid-point, of £247 per week), while 10 per cent of employees earned more than £457 (85 per cent above it);**
- **The industries with the highest average earnings were energy and water supply (£363 per week), and banking, finance, insurance, business services and leasing (£337);**
- **The occupational analysis shows managers and administrators with the highest average weekly earnings (£412) but a low increase in the year to April 1991 (6·1 per cent);**
- **Regionally, Greater London has by far the highest average earnings (£361 per week), though in the year to April 1991 it had the lowest percentage increase (7·3 per cent);**
- **The results by age show average earnings climbing to reach a maximum in the 40–49 age group (£323 per week) before declining.**

The New Earnings Survey (NES) has been held each April since 1970, and is the only source of exhaustive information on

- the *levels* of earnings, separately for men and women, manual and non-manual workers (the NES also gives information on the growth in earnings, which can be compared with other sources);
- the *make-up* of total earnings, split between basic pay and other components;
- the *distributions* of the earnings of individual employees and their dispersion around the average; and
- averages and distributions of *hours worked*, in total and on overtime.

The first few sections of this article present the results of the 1991 NES for each of these in turn.

While overall averages of earnings are of interest, they can hide wide variations between different

- *industries*,
- *occupations*,
- *regions*, and
- *age groups*.

Much of the value of the NES is that it enables detailed analyses of these categories. The remaining sections of the article aim to give a flavour of such analyses.

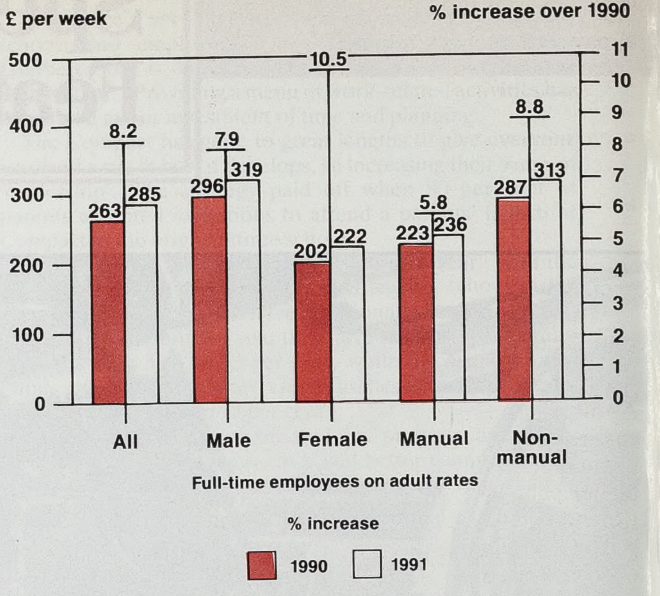
Average levels of pay and hours

Table 1 and *figure 1* show that the overall average of gross weekly earnings (including overtime) of all full-time employees on adult rates working a full week in April 1991 was £285. The largest difference was between men in non-manual occupations, with an average of £376 per week, and women in manual occupations, who averaged £159.

The average working week, for those full-time employees for whom weekly hours were reported, was exactly 40 hours, of which 2·4 consisted of overtime. Here the biggest contrast was between manual males (over 44 hours per week) and non-manual females (less than 37 hours).

Average gross hourly earnings, whether including or excluding overtime, were around £7 overall. Non-manual

Figure 1: Average gross weekly earnings



men averaged just over £9·50 per hour, manual women around £4—roughly the same percentage differential as for weekly earnings.

The growth of average earnings

As can also be seen from *table 1* and *figure 1*, average gross weekly earnings increased overall by 8·2 per cent in the year to April 1991. The highest increase was, as in other recent years, for non-manual females, whose earnings rose almost twice as fast as those of manual males.

The rise in weekly earnings was reduced by a fall in the weekly hours worked. The average full-time working week was half an hour shorter in April 1991 than in April 1990, due entirely to a fall in overtime; average basic hours were unchanged. The overall average of 40·0 hours is the lowest ever recorded in the NES.

Average hourly earnings (including or excluding overtime) rose by 10 per cent—almost 2 per cent faster than weekly earnings. The fall in weekly hours worked was greater for manual workers (and for men), which is part of the reason why non-manual workers (and women) had larger rises in weekly earnings. The highest increase in hourly earnings was still for non-manual female employees, but by a smaller margin than in the case of weekly earnings.

Table1 Levels of average pay and hours in April 1991, and increases since April 1990.
Full-time employees on adult rates, whose pay for the survey pay-period was not affected by absence

	Males			Females			Males and females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings (£)	253·1	375·7	318·9	159·2	236·8	222·4	236·2	312·5	284·7
Increase since April 1990 (Per cent)	5·7	8·4	7·9	7·3	10·6	10·5	5·8	8·8	8·2
Average gross hourly earnings including overtime pay and hours (£)	5·70	9·55	7·55	4·01	6·38	5·91	5·43	8·10	7·00
Increase since April 1990 (Per cent)	7·9	9·5	9·8	8·2	11·6	11·7	7·8	9·9	10·0
Average gross hourly earnings excluding overtime pay and hours (£)	5·54	9·56	7·57	3·95	6·36	5·89	5·27	8·09	6·98
Increase since April 1990 (Per cent)	8·2	9·5	9·8	8·4	11·7	11·7	8·1	10·0	10·1
Average total weekly hours	44·4	38·7	41·5	39·7	36·8	37·4	43·6	37·8	40·0
Change since April 1990 (hours)	−1·0	−0·2	−0·7	−0·3	−0·1	−0·1	−0·8	−0·2	−0·5
Average weekly overtime hours	5·3	1·4	3·3	1·6	0·6	0·8	4·7	1·0	2·4
Change since April 1990 (hours)	−0·9	−0·2	−0·6	−0·3	−0·1	−0·1	−0·8	−0·2	−0·5

The increase in average earnings from one year to the next reflects several factors:

- pay settlements implemented between the April survey dates (changes in the timing of settlements can therefore be important);
- changes in the amount of overtime and other payments relative to basic pay; and
- the structural effects of changes in the composition of the workforce (for example, an increase in the proportion employed in occupations or industries with higher than average earnings will increase average earnings even if earnings in each individual occupation and industry do not change).

All of these have played a part in the increase between April 1990 and April 1991. However, an analysis of the changes between the two years in the sample numbers for manual and non-manual occupations, and for lower- and higher-paid industries, suggests that structural effects were not an important factor this year.

The overall annual increase in weekly earnings of 8·2 per cent between April 1990 and 1991 is slightly lower than the increase of 8·6 per cent (an underlying rate of 8¾ per cent) measured by the Average Earnings Index (AEI) over the same period. One would not expect the two increases to be identical: both the NES and the AEI relate to the whole economy, but there are differences in their coverage, and moreover they do not relate to the same week in April.

Earnings of women relative to men

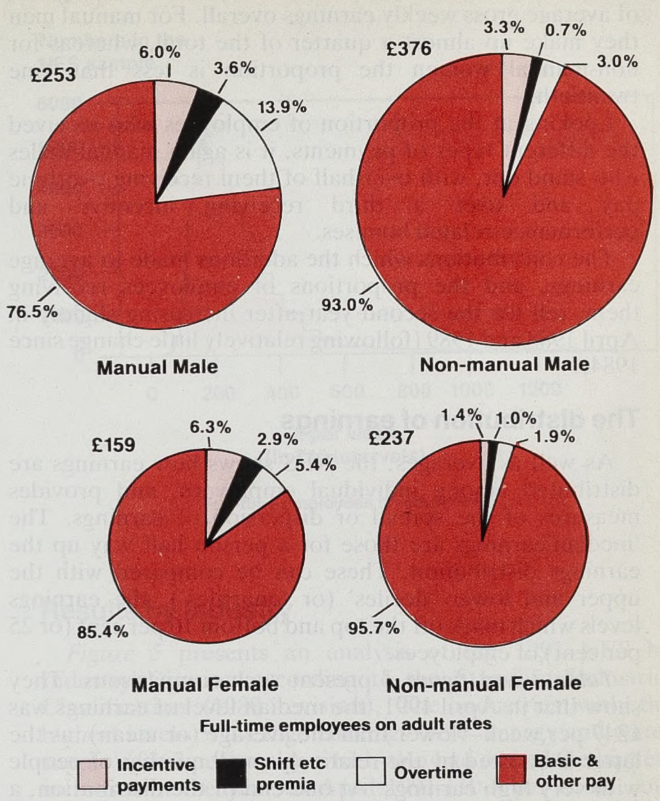
Female average gross weekly earnings, at £222, were around 70 per cent of the male level of £319. This proportion has risen by over 1 percentage point since April 1990.

The average earnings of women are lower than those of men because women tend to work in lower paid occupations and industries, and because they have a shorter working week. Women worked on average 4·1 fewer hours per week than men in April 1991, mostly because they worked less overtime.

Average hourly earnings provide a better comparison, though they do not indicate differences in rates of pay for comparable jobs. This is because such averages reflect the different employment patterns and other labour force characteristics of women and men, such as the proportions in different occupations and length of time in jobs.

The ratio of female to male hourly earnings, whether including or excluding overtime, was 78 per cent in April

Figure 2: Components of average weekly earnings



1991—again a rise of more than 1 percentage point over the year.

Historically, average hourly earnings of women relative to those of men rose appreciably in the early 1970s following the introduction of the Equal Pay Act. After 1975 the proportion was fairly stable until 1987, but since then it has increased each year. (The overall trend is more significant than the result for a particular year, which may reflect delays in particular settlements affecting the average earnings of one gender more than another).

Make-up of pay

The NES divides total gross earnings into four components: overtime, payment by results/incentive payments, premium payments for shift work, and the residual—which can be referred to in shorthand as 'basic pay'. The data for April 1991 are summarised in *table 2* and *figure 2*.

Table 2 Make-up of average weekly pay in April 1991.
Full-time employees on adult rates, whose pay for the survey pay-period was not affected by absence

	Males			Females			Males and females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings (£)	253·1	375·7	318·9	159·2	236·8	222·4	236·2	312·5	284·7
Of which:									
overtime payments (£)	35·3	11·4	22·5	8·6	4·5	5·3	30·5	8·3	16·4
incentive etc payments (£)	15·1	12·4	13·6	10·0	3·2	4·5	14·2	8·2	10·4
shift etc premium payments (£)	9·2	2·6	5·7	4·6	2·5	2·8	8·4	2·5	4·7
all 'additions' (£)	59·6	26·4	41·8	23·2	10·2	12·6	53·1	19·0	31·5
(Per cent of total)	23·5	7·0	13·1	14·6	4·3	5·7	22·5	6·1	11·1
basic and all other payments (£)	193·5	349·3	277·1	136·0	226·6	209·8	183·1	293·5	253·2
Proportion of employees who received									
overtime payments (Per cent)	52·1	21·0	35·4	25·5	17·1	18·6	47·3	19·2	29·5
incentive etc payments (Per cent)	35·5	16·0	25·0	26·2	12·0	14·6	33·8	14·2	21·3
shift etc premium payments (Per cent)	23·8	6·6	14·6	16·1	9·8	11·0	22·4	8·0	13·3

Additions to 'basic pay' account for just over one-tenth of average gross weekly earnings overall. For manual men they make up almost a quarter of the total, whereas for non-manual women the proportion is less than one twentieth.

Looking at the proportion of employees who received the different types of payments, it is again manual males who stand out, with over half of them receiving overtime pay and over a third receiving incentive and performance-related bonuses.

The contributions which the additions made to average earnings, and the proportions of employees receiving them, fell for the second year after increasing slightly in April 1988 and 1989 (following relatively little change since 1984).

The distribution of earnings

As well as averages, the NES shows how earnings are distributed among individual employees, and provides measures of the spread or dispersion of earnings. The 'median' earnings are those for a person half way up the earnings distribution. These can be compared with the upper and lower 'deciles' (or 'quartiles'), the earnings levels which mark off the top and bottom 10 per cent (or 25 per cent) of employees.

Table 3 and *figure 3* present such comparisons. They show that in April 1991, the median level of earnings was £247 per week—lower than the average (or mean), as the latter is boosted by the relatively small number of people with very high earnings. At one end of the distribution, a tenth of employees earned less than £139 per week; at the other end, a tenth earned more than £457.

Figure 3: Dispersion of gross weekly earnings

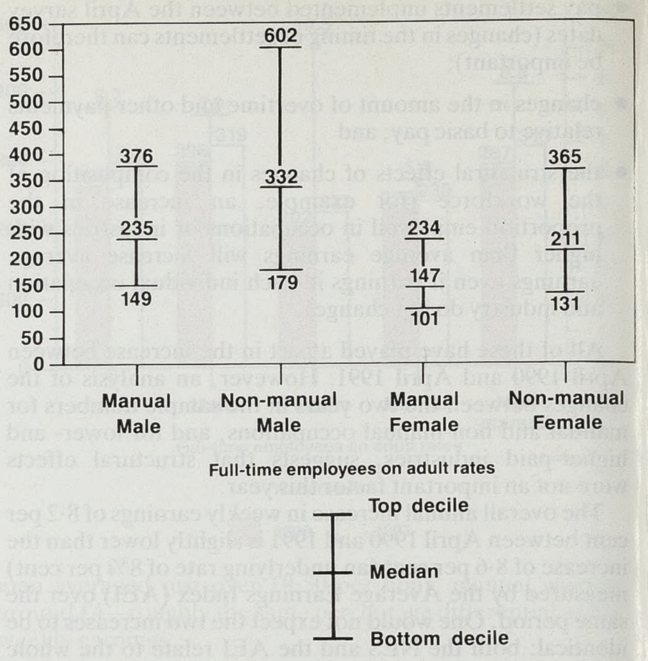


Table 3 Distribution of pay in April 1991.
Full-time employees on adult rates, whose pay for the survey pay-period was not affected by absence

	Males			Females			Males and females		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Distribution of gross weekly earnings									
10 per cent earned less than (£)	149·3	178·7	160·7	100·5	131·0	120·8	129·2	146·0	139·2
25 per cent earned less than (£)	186·0	242·1	206·9	119·9	162·8	150·6	166·8	189·8	179·8
50 per cent earned less than (£)	235·4	332·2	277·5	147·4	211·1	195·7	219·9	272·0	246·9
25 per cent earned more than (£)	298·2	440·2	376·5	185·5	289·8	271·6	283·9	375·1	341·9
10 per cent earned more than (£)	375·5	602·0	507·8	233·8	365·4	353·3	360·2	507·1	456·6
Percentage earning less than £100	1·0	0·5	0·7	9·6	1·7	3·1	2·5	1·0	1·6
£150	10·2	4·9	7·3	52·1	18·4	24·7	17·7	11·0	13·5
£200	31·6	14·5	22·4	80·9	45·2	51·8	40·5	28·5	32·8
£300	75·6	40·7	56·9	97·2	77·0	80·7	79·5	57·2	65·3
£420	94·0	71·3	81·8	99·6	95·0	95·9	95·0	82·1	86·8
£600	99·1	89·9	94·2	100·0	99·0	99·2	99·3	94·0	95·9
Distribution of gross hourly earnings including overtime pay and hours									
10 per cent earned less than (£)	3·60	4·49	3·87	2·68	3·52	3·20	3·27	3·84	3·56
25 per cent earned less than (£)	4·36	6·12	4·88	3·12	4·37	3·96	4·02	4·95	4·50
50 per cent earned less than (£)	5·40	8·50	6·53	3·76	5·62	5·16	5·09	7·00	6·03
25 per cent earned more than (£)	6·70	11·71	9·12	4·59	7·82	7·20	6·44	9·96	8·48
10 per cent earned more than (£)	8·10	15·95	12·99	5·67	10·55	9·97	7·87	13·73	11·94
Percentage earning less than £2·40	0·7	0·4	0·5	4·4	0·6	1·3	1·4	0·5	0·8
£3·40	7·1	2·8	4·9	35·8	8·3	13·5	12·2	5·4	7·9
£4·80	35·5	12·6	23·7	79·0	34·2	42·6	43·2	22·8	30·5
£6·00	62·3	23·8	42·4	92·5	55·4	62·3	67·6	38·6	49·6
£8·00	89·2	44·7	66·2	98·7	76·3	80·5	90·9	59·5	71·4
£14·00	99·6	84·9	92·0	100·0	97·2	97·7	99·7	90·6	94·1
Distribution of gross hourly earnings excluding overtime pay and hours									
10 per cent earned less than (£)	3·50	4·42	3·76	2·67	3·50	3·18	3·21	3·81	3·51
25 per cent earned less than (£)	4·23	6·04	4·77	3·09	4·35	3·93	3·90	4·90	4·42
50 per cent earned less than (£)	5·27	8·41	6·40	3·72	5·59	5·13	4·99	6·95	5·93
25 per cent earned more than (£)	6·54	11·67	9·02	4·54	7·78	7·16	6·28	9·88	8·39
10 per cent earned more than (£)	7·97	15·94	12·97	5·60	10·53	9·94	7·72	13·72	11·92
Percentage earning less than £2·40	0·9	0·4	0·6	4·5	0·6	1·4	1·5	0·5	0·9
£3·40	8·5	3·0	5·7	37·2	8·6	13·9	13·6	5·6	8·6
£4·80	38·7	13·2	25·5	79·9	34·9	43·3	46·0	23·4	31·9
£6·00	65·3	24·5	44·2	92·8	55·8	62·7	70·2	39·2	50·9
£8·00	90·3	45·5	67·2	98·8	76·6	80·7	91·8	60·1	72·0
£14·00	99·6	84·9	92·0	100·0	97·2	97·7	99·7	90·7	94·1

The ratio between these two numbers—3·28 in April 1991—gives a measure of the spread or dispersion of weekly earnings.

The spread was greatest for non-manual males (the upper decile was 3·37 times the lower decile), and smallest for manual females (2·33 times).

For hourly earnings, the pattern is similar: the overall ratio of the highest to the lowest decile is 3·35 including overtime, or 3·40 excluding overtime.

In the year to April 1991, the overall dispersion of earnings did not change very much: the ratio of the highest to the lowest decile fell by just 0·02 from 3·30 in April 1990. This follows a run of several years during which the dispersion of earnings widened[2].

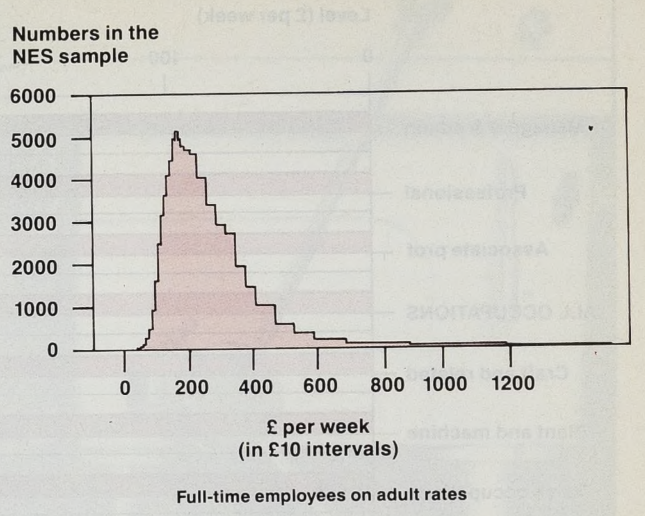
Table 3 also includes simplified distributions of the weekly and hourly earnings of full-time employees on adult rates, giving the proportions of employees earnings less than certain amounts per week or hour. *Figure 4* displays the shape of the overall distribution of gross weekly earnings among employees in the NES sample. This is clearly 'skewed' to the right: the relatively small number of very high earners means that the distribution extends much further at the top end than at the bottom.

Detailed analyses

The detailed results of the New Earnings Survey are summarised in Part A of the published Report, and presented in full in subsequent Parts. In this article it is only possible to present such results very briefly.

In the following sections, a series of figures show the average gross weekly earnings, and increases between April 1990 and April 1991, for broad categories of industry (analyses of which are contained mainly in Part C of the published Report), occupation (Part D), region and age group (Part E).

Figure 4: Distribution of gross weekly earnings



Results by industry

Figure 5 presents an analysis of the 1991 NES by Industry Division according to the Standard Industrial Classification (1980 revision). The industries with the highest levels of average earnings were 'energy and water supply' (£363 per week), which also had one of the highest increases in the year to April 1991 (10·8 per cent), and 'banking, finance, insurance, business services and leasing' (£337), which had one of the lowest (6·1 per cent). 'Agriculture, forestry and fishing' was the industry with the lowest average earnings (£208 per week), but had a higher than average increase (8·7 per cent).

Figure 5: Average gross weekly earnings by industry division, April 1991

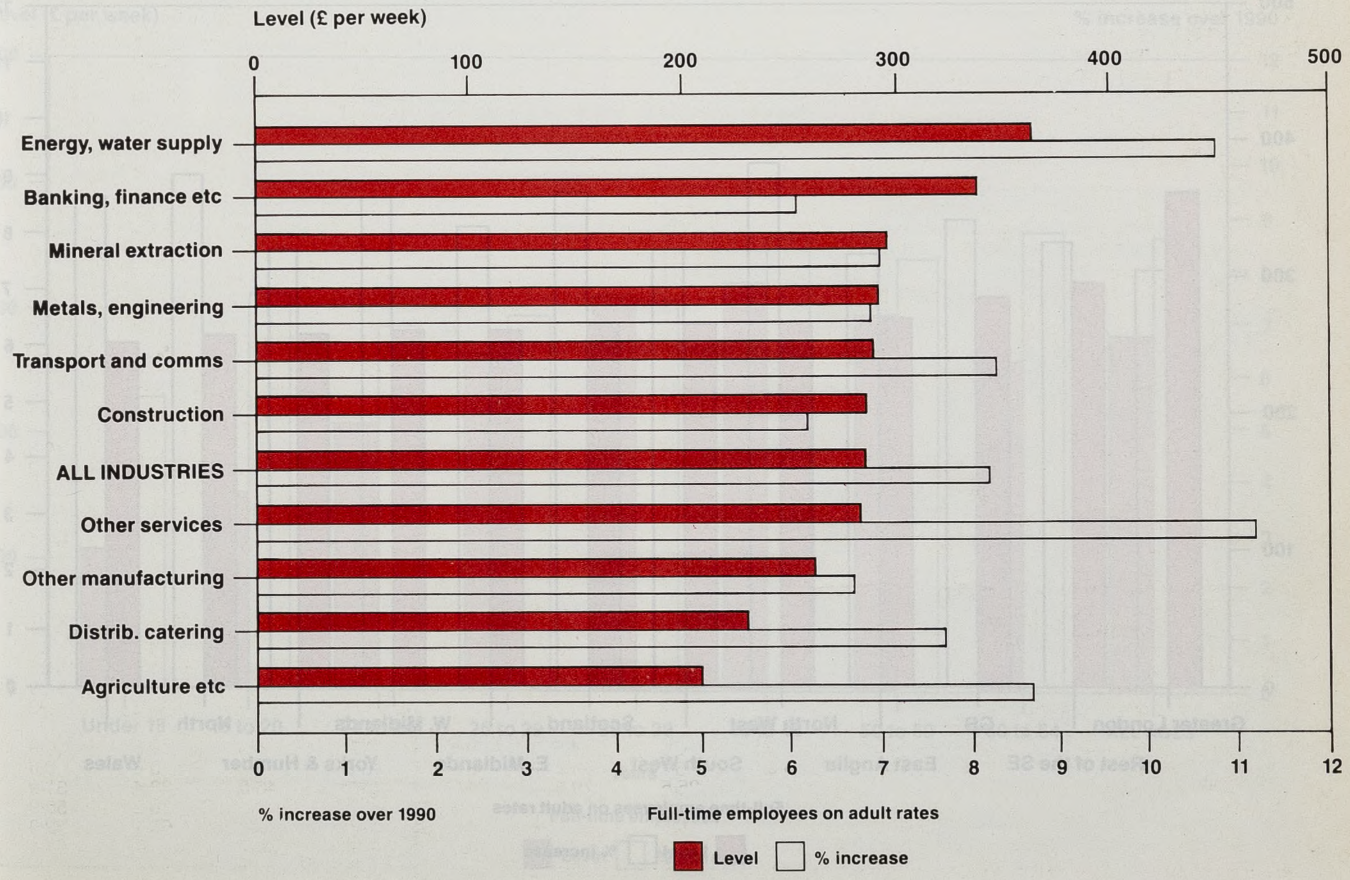


Figure 6: Average gross weekly earnings by occupational major group, April 1991

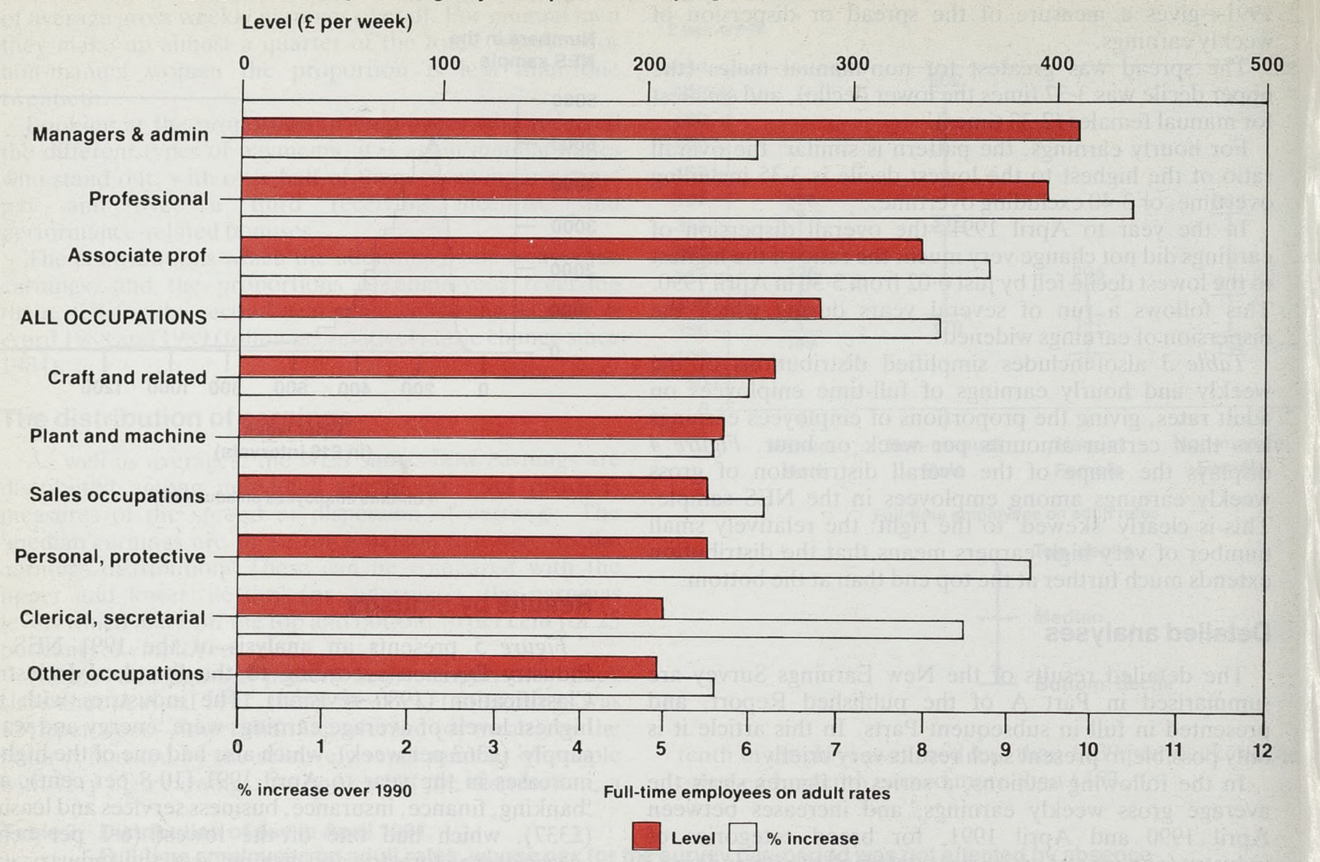
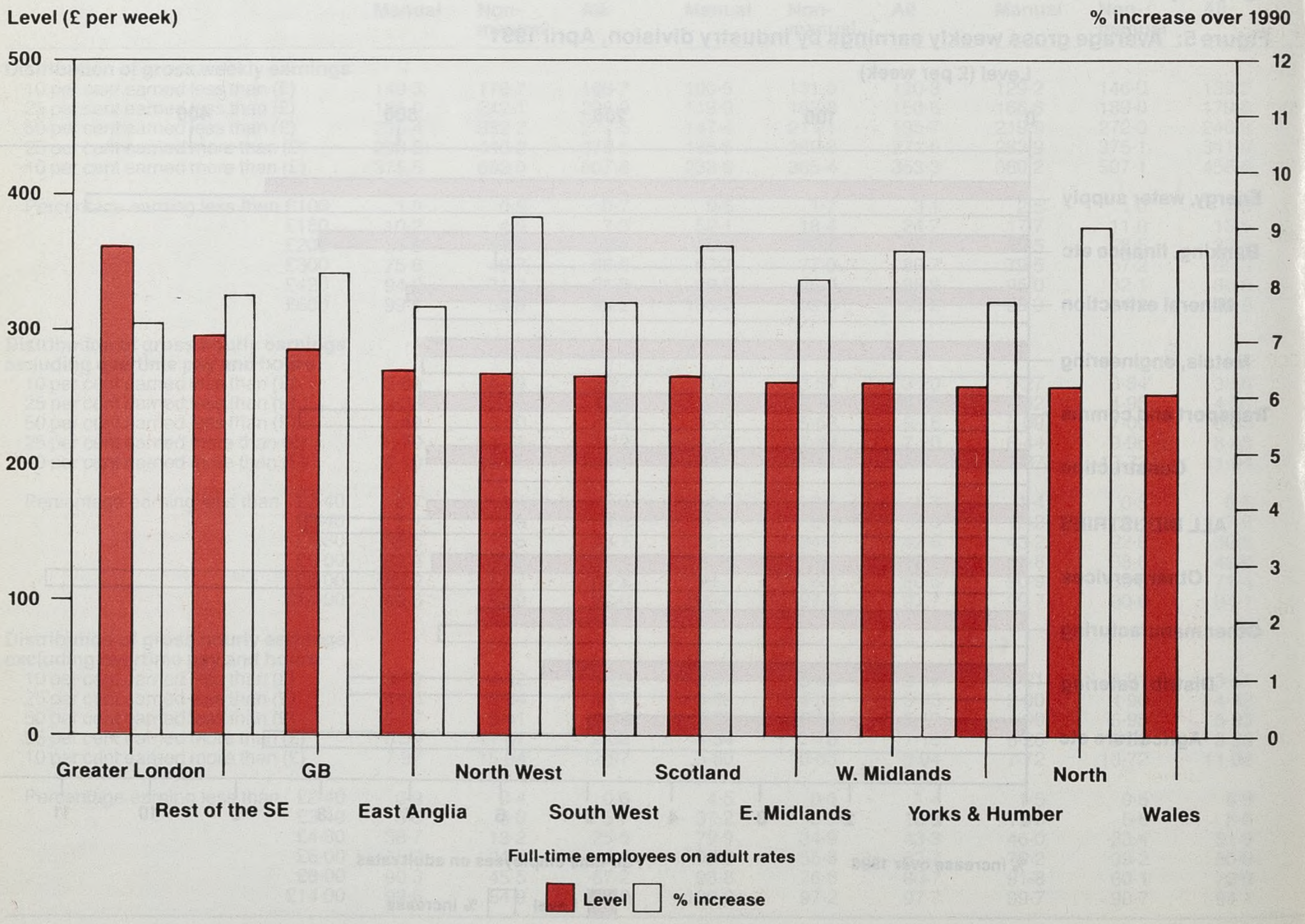
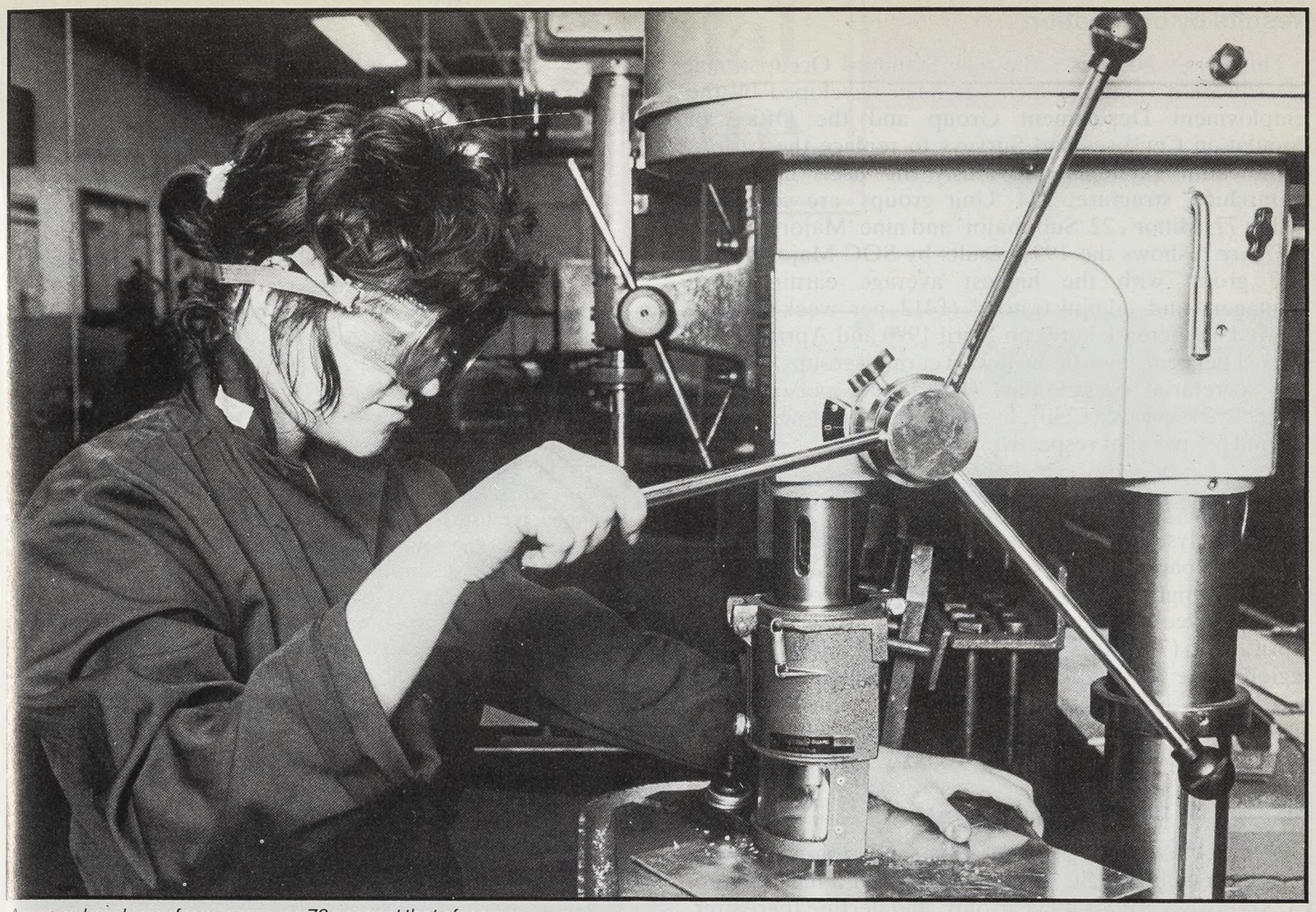


Figure 7: Average gross weekly earnings by region, April 1991

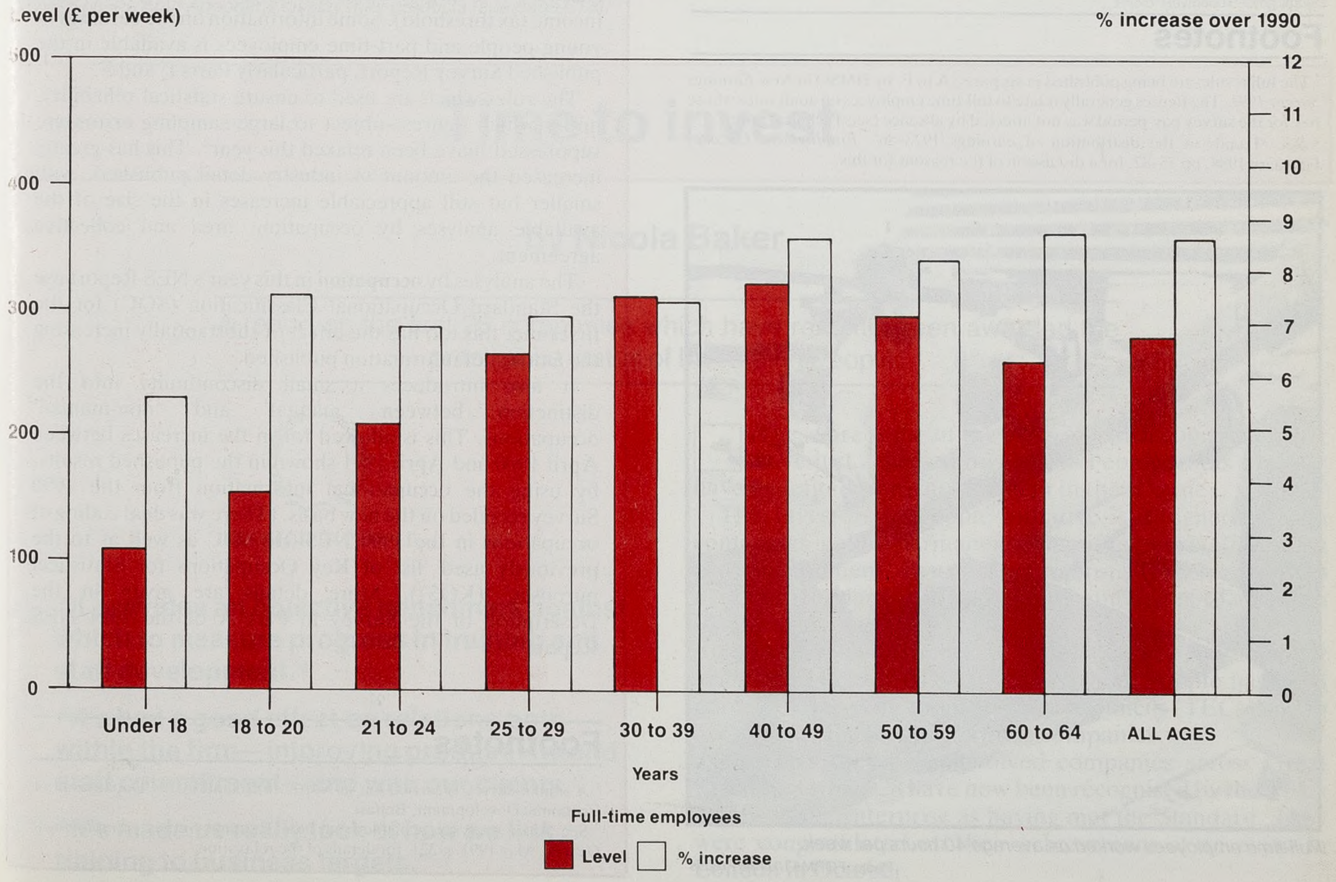




Average hourly pay for women was 78 per cent that of men.

Photo: FORMAT/Brenda Prince

Figure 8: Average gross weekly earnings by age group, April 1991



Results by occupation

This year's NES uses the new Standard Occupational Classification (SOC), which has been developed by the Employment Department Group and the Office of Population Censuses and Surveys to replace the various classification systems previously in use. It has a hierarchical structure: 374 'Unit groups' are contained within 77 'Minor', 22 'Sub-major' and nine 'Major' groups.

Figure 6 shows the 1991 results by SOC Major group. The group with the highest average earnings was 'managers and administrators' (£412 per week), which showed an increase between April 1990 and April 1991 of just 6·1 per cent. Two of the lowest earning groups, 'clerical and secretarial occupations' (£209) and 'personal and protective services' (£230), had relatively high increases of 9·3 and 8·5 per cent respectively.

Results by region

An analysis by standard region (showing Greater London separately) is given in *figure 7*. Greater London has much higher average earnings than any other region (£361 per week), but had the lowest increase in the year to April 1991 (7·3 per cent). Outside the South East, all regions have very similar levels of average earnings, but it was the northern regions (the North West and North of England in particular) that had the highest increases (9·2 per cent and 9·0 per cent respectively).

Results by age group

Figure 8 shows the results for broad age-groups. Average earnings climb steadily with age, to reach a maximum of £323 per week for 40–49 year-olds, and decline thereafter. The highest 1990–91 increases came in the older age groups: above the age of 40, all the increases were between 8 and 9 per cent. ■

Footnotes

[1] The full results are being published in six parts, A to F, by HMSO in *New Earnings Survey 1991*. The figures generally relate to full-time employees on adult rates whose pay for the survey pay-period was not affected by absence (see Technical note).
[2] See 'Trends in the distribution of earnings 1973–86', *Employment Gazette*, February 1988, pp 75–82, for a discussion of the reasons for this.

Full-time employees worked on average 40 hours per week.
Photo: FORMAT/Ulrike Preuss

Technical note

The New Earnings Survey is based on a 1 per cent sample of employees in employment in Great Britain[1], information on whose earnings and hours is obtained from employers through returns that are treated in strictest confidence. In 1991, the information related to the pay period which included April 10.

The earnings information collected relates to **gross pay**, including overtime but before tax, national insurance or other deductions, and generally excluding payments in kind. It is restricted to earnings relating to the survey pay period, and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

Where employees receive periodical payments covering more than one pay period (for example, quarterly or annual bonuses), the relevant amount for one pay period is included in the total earnings reported for the survey. A more detailed description of the survey is contained in Part A of the New Earnings Survey Report.

For particular groups of employees, changes in average earnings between successive Surveys may be affected by changes in the timing of **pay settlements**, in some cases reflecting more than one settlement and in some others no settlement at all. *Table A* in Part A of the Survey Report lists the settlements implemented between the 1990 and 1991 Surveys.

Most of the NES analyses relate to **full-time employees on adult rates** whose earnings for the survey pay period were **not affected by absence**. Thus they do not include the earnings of those who did not work a full week, and those whose earnings were reduced because of sickness, short-time working, etc. Nor do they include the earnings of young people (not on adult rates of pay) or part-time employees, for whom the NES has incomplete coverage (because it is largely limited to people earning above the income tax threshold). Some information on the earnings of young people and part-time employees is available in the published Survey Report, particularly Parts E and F.

The rules which are used to ensure statstical reliability, under which figures subject to large sampling errors are suppressed, have been relaxed this year[2]. This has greatly increased the amount of industry detail published, with smaller but still appreciable increases in the size of the available analyses by occupation, area and collective agreement.

The analyses by **occupation** in this year's NES Report use the Standard Occupational Classification (SOC) for the first time: this too has the effect of substantially increasing the amount of information published.

It also introduces a small discontinuity into the distinction between 'manual' and 'non-manual' occupations. This is allowed for in the increases between April 1990 and April 1991 shown in the published results, by using the occupational information from the 1990 Survey recoded on the new basis. (There was dual coding of occupations in the 1990 NES—to SOC as well as to the previously used 'list of Key Occupations for Statistical purposes' (KOS)). More details are given in the Description of the Survey in Part A of the 1991 NES Report.

Footnotes

[1] A similar survey is carried out in Northern Ireland by the Department of Economic Development, Belfast.
[2] See 'More analyses available from New Earnings Survey', *Employment Gazette*, May 1991, p 321, for details of the relaxation.

Special Feature

SOAP STARS: Four Apporians display their products (see page 613).
Photo: Raymond Photographers

Time to invest

by Nicola Baker

A report on the first 28 companies which have recently been awarded the prestigious status of Investor in People.

INVESTOR IN PEOPLE

- **"It provides an objective benchmark against which to measure progress in training and staff development."**
- **"It's had a good effect on relations both within the firm—improving productivity and staff commitment—and with our clients."**
- **"It's made us really look at how we link training to business targets."**

These are some of the ways in which companies that have just achieved Investor in People status say they have benefited from involvement in the scheme.

The Investors in People initiative is designed to help companies make a permanent commitment to staff training and development. By setting a rigorous (and prestigious) national Standard, it challenges all employers to aspire to the achievements of the best.

Since its launch last November by Employment Secretary Michael Howard, Investors in People has been piloted by Training and Enterprise Councils (TECs) and in Scotland by the local enterprise companies.

Together they have involved companies across Great Britain, of which 28 have now been recognised by the TECs and Scottish Enterprise as having met the Standard. They were congratulated on their achievement at an event in London in October.

WELL DONE: Michael Howard (right) congratulates Martin Williamson of Appor. Photo: Jacky Chapman

In addition, over 500 organisations of all sizes and in all sectors, including the public sector, have announced their commitment to achieving the Standard.

These include major household names such as IBM, The Royal Bank of Scotland, Rolls Royce plc, Pitney Bowes plc, several companies in the Grand Metropolitan Group and public sector bodies such as Bromsgrove and Redditch Area Health Authority, as well as the Employment Department itself.

The aim of Investors in People is to make investment in training and developing people a central business issue and part of corporate culture. This has never been more important for individuals, companies, and the country as a whole.

As Michael Howard said at the presentation: "Investors in People is about making the most of people in order to make the most of businesses."

Successful companies, he said, are those in which people are involved and committed to the goals and targets of the organisation; are properly skilled and qualified to do the job; are flexible and adaptable; show initiative; and seek to improve themselves and the business continuously.

Moreover, companies which put effort into staff development and quality programmes gain tangible rewards. Benefits highlighted by the companies already involved with Investors in People include:

- **increased productivity and quality;**
- **increased competitiveness and greater potential for growth;**
- **improved staff motivation, and readier acceptance of change;**
- **greater customer satisfaction; and**
- **an enhanced company reputation with employees, potential recruits, shareholders and the public.**

Companies formally recognised as Investors in People are also entitled to display the Investor in People logo on company literature. This logo will be increasingly recognised by clients, other companies and prospective recruits as a symbol for quality.

You too can become an Investor in People

First stop for companies wishing to take up the Investors in People challenge is their local TEC or LEC. There, they will be able to discuss their business and training objectives and be put in touch with the relevant sources of advice. They can also obtain the *Investors in People Toolkit*, a resource pack which sets out how to work towards achieving the Standard.

The Investors in People Standard is demanding. It is based on the best practice taken from a wide range of businesses, and sets out the performance criteria a company must follow in order to achieve Investor in People status. It stipulates that an Investor in People:

- makes a public commitment from the top to develop all employees to achieve business objectives;
- regularly reviews the training and development needs of all employees;
- takes action to train and develop individuals on recruitment and throughout their employment;
- evaluates the investment in training and development to assess achievement and improve future effectiveness.

The company should have a written, yet flexible, plan setting out business targets and specifying how development needs will be assessed and met. All employees should be given a clear vision of where the organisation is going and how they will be expected to contribute to its success.

Managers should also regularly agree training and development needs (including the achievement of National Vocational Qualifications) with each employee, and ensure that all new recruits are properly trained. They should review each employee's progress and use of new skills against business targets, and should evaluate the overall effectiveness of training and devleopment activities and investment as a basis for continuous improvement.

It will take time, effort and commitment for these developments to become part of the company culture. But when they are in place companies can apply for assessment by the TEC to see whether they meet the Standard. This is rigorous process. The employer must present a portfolio of evidence showing how the business meets the Standard. This will be reviewed by a professional assessor, who will also make on-site visits to verify the evidence and ensure that top management commitment is reflected at all levels. The final decision whether to recognise an organisation as an Investor in People is taken by the TEC Board.

And recognition is not the end. Investors in People should be committed to continuing improvement and TECs will undertake reviews at least every three years. ■

The standard bearers

The following companies have now met the Investors in People Standard:

A Plus Group, Langley, Berkshire—PR and marketing consultancy
Alternative Travel Group, Oxford—travel agency
Amerada Hess Ltd, Aberdeen—oil company
Appor Ltd, Derby—produces liquid dispensing systems
Bridon Ropes Ltd, Doncaster—manufactures high tensile steel wire rope
Elida Gibbs, Leeds—health and beauty products
Frizzell Financial Services, Bournemouth—financial services, insurance
Hoseasons Holidays Ltd, Lowestoft—holidays
Edward Howell Galvanisers Ltd, Woverhampton—metal finishers
International Distillers and Vintners UK Ltd, Harlow—drink distributors
Komatsu UK Ltd, Chester-le-Street—earth-moving equipment
Lonrho Textiles Ltd, Cramlington—fabrics manufacturers and retailers
Monsanto plc, Newport, Gwent—chemicals production
Nissan Motor Manufacturing (UK) Ltd, Sunderland—car production
Nomix-Chipman Ltd, Bristol—design and sale of herbicide sprays
Perrys Rotherham, Rotherham—car sales
Pirelli Cables Ltd, Aberdare, Mid Glamorgan—cable manufacture
Prospect Foods Ltd, Harrogate—catering, baking, food production
Qualtech Services Ltd, Treforest, Mid Glamorgan—computer and secretarial training
Searle Pharmaceuticals, Morpeth—pharmaceuticals production
Sheerness Steel Company Ltd, Sheerness—steel makers
Steetley Brick & Concrete Products, Newcastle-under-Lyme—building products manufacturers
Tulsa Holdings Ltd, Newport, Gwent—restaurant chain
Unilever Research Colworth Laboratory, Sharnbrook, Bedford—food research centre
Venture Pressings Ltd, Telford—car body panels production
Willmott Dixon Eastern Ltd, Norwich—building company
Woods of Colchester Ltd, Colchester—fan manufacturers
Yorkshire Bank plc, Leeds—retail bank

APPOR
LIMITED

Cleaning up our act

INVESTOR IN PEOPLE

"Getting everyone kicking the ball in the same direction" is how managing director Martin Williamson describes his aim for Appor Limited. As a result of the progress already made, the company has been recognised as an Investor in People by Southern Derbyshire TEC.

Appor, of Little Eaton, Derbyshire, manufactures plastic fluid and soap dispensing systems. Sixty per cent of its sales are handled through its parent company, and it is also building up independent sales around the world. Appor employs 65 people, the majority of whom are full-time, female workers.

When Martin Williamson joined the company in 1988, it was stuck in a rut. "Twenty-five years in a sheltered market had led to some complacency," he says. "The company was run along traditional lines, with one person controlling virtually everything. Decisions would be referred up the line, while the middle management saw its role as passing instructions down to the frontline staff. Communication between the moulding shop and the assembly area was very poor, with staff tending to blame each other for problems."

To meet the challenge of new markets, new customers and the introduction of high tech moulding equipment, Appor needed a more flexible, multi-skilled and, above all, productive workforce. It also needed a dramatic culture change.

So, two years ago, helped by a Business Growth Training grant, the company began a process of self-assessment and development.

The first initiative was a year of team-building activities, 'Team Spirit Strategy '90'. As Martin Williamson puts it, "Instead of only using about five brains at Appor, we wanted to engage all 65."

So all Apporians (the term 'employee' has been abandoned by the company) were encouraged to take part in a wide range of activities, such as social evenings and problem-solving workshops, in order to break down communication barriers and motivate them to work better in teams. The emphasis was, and still is, on making information widely accessible and empowering frontline staff.

Developments have included an in-house newsletter, and regular 'Good News Days' when staff can air work-related problems and discuss possible solutions. It is also when problem-solving teams give presentations about work in hand.

The company mission statement: "Through total quality and commitment to continuous improvement, ▶

WINNING TEAM: Appor's workforce line up outside the company. Photo: Raymond Photographers

► the Appor team aims to provide the best fluid dispensers in the world" is now highly visible, on business cards, on posters around the company and even in the form of a cartoon mural in the assembly area.

Although TSS '90 involved some ad hoc training, "we realised that we needed a more structured approach to training—but weren't sure how to go about it," says Martin Williamson.

Then Appor was invited to take part in the Investors in People pilot. It proved to be exactly what was needed to provide a more focused training package.

Guided by Southern Derbyshire TEC, Appor devised a training and appraisal system suited to its particular needs. The system is designed to encourage staff to take more personal responsibility for their work, to identify clearly where problems lie and put forward ways of solving them and, through teamwork, work more effectively and productively. In this way it is linked firmly to company objectives.

While the changes were largely welcomed by the frontline staff, there was some adverse reaction from middle managers and supervisors, who were concerned about their new role. This was tackled through an intensive training programme, tellingly called 'Moving from Things to People'. They are now called 'coaches' and their priority is not merely to manage resources but to help staff improve their performance.

Time is allotted in the work schedule for training covering, for example, quality awareness, assertiveness, computing for beginners and presentation skills. Wherever possible, individual workbench training or group workshops are held in-house.

There is always someone in the organisation, says Martin Williamson, who has the relevant information or expertise, to pass on to other staff. Appor has even devised its own outward bound course, based on staff experience of professionally-led ones.

The company also pays for staff to go on vocational training. For example, Mark Fretwell, 24, joined the company straight from school and is now a coach with responsibility for nine staff. He has already gone on a course in electrical engineering and is about to start on in supervisory management.

The benefits of training for both the individual and the company as a whole are being carefully monitored. Two appraisal systems are used: each training course must address either a 'key statistic' such as efficiency, number of accidents, deliveries in time, or ensure the trainee reaches a competency level in the 'Competence assessment and action programme' (CAAP).

This programme includes a wide range of skill areas such as time management, numeracy and statistics, computer awareness and usage, objective selling and meeting, creativity and innovation, team membership, and problem solving.

There are four competency levels for each skill, and the individual decides with their coach which level they should be aiming for. Every six months they agree on five key priority competences and a package of training sessions.

It is up to the coaches to make sure their team reaches the required standard. After a given time for each course, the training coordinator checks with the coaches whether it has had the desired effect, and produces statistics of the results for the management and staff.

Although the long term benefits of training and culture change are naturally more difficult to assess, their evaluation is a crucial part of the whole programme. It is already clear that investing in people is bringing about significant improvements at Appor:

- efficiency in terms of speed of work done in the assembly area has risen from 50 to 80 per cent
- scrap levels have fallen from 15 to 3 per cent
- staff are benefiting from a new profit share scheme
- the company is more profitable and therefore more secure.

A vital factor in these achievements has been the staff reaction to the culture change. "To begin with," says Martin Williamson, "we had believers, non-believers and fence-sitters". But now there is general agreement that the quality of life at Appor has greatly improved. "Most of the fence-sitters have got off and joined the believers' side."

Toolmaker Malcolm Usher sums up the Appor approach: "It's terrific. You don't have to rely on someone else all the time. We're encouraged to make our own decisions, and if there's a problem, we get together to work it out." ■

HOSEASONS HOLIDAYS

Sailing to success

INVESTOR IN PEOPLE

Two decades and more of commitment to staff development have not only helped make Hoseasons Holidays one of the top firms in the British holiday industry but has now brought it recognition as an Investor in People by Norfolk and Waveney TEC.

"We were impressed by how training and being trained is an accepted part of everyone's job," explains John Wooddissee, the TEC's managing director. "The company makes a clear and direct link between training and both individual and business performance."

Based in Lowestoft, Hoseasons Holidays is the largest booking organisation in the UK holiday business. Established some 45 years ago, the company acts as a booking agency for holiday homes and boating holidays all over England, Scotland and Wales and, increasingly, in Europe as well. It sells nearly only million holidays, worth £50 million, every year.

Essentially a sales and marketing agency, Hoseasons' main success over many years has been achieved from direct selling to the customer. Its principal assets are: a household brand name; strong marketing and sales skills; well-developed computer technology; a telephone sales system; and loyal, dedicated employees.

Depending on the time of the year, 150–200 administrative staff are employed although, with expansion into other activities, the incidence of 'season only' employment is declining.

Training and a teamwork approach have always been part of the company's culture. It recognises that people are its most valuable resource and therefore prioritises their training, motivation and development.

James Hoseasons, chairman and joint managing director, explains; "People tend often to move jobs in this business. But at Hoseasons we train our people long-term to progress in their jobs and enjoy booking holidays. After all, a holiday is often a family's most important purchase of the year, and only dedicated people can help them get that decision right."

The company believes that teamwork is the key to success. It follows a 'Management by Objectives' philosophy aimed at improving individual and group performance through involvement in common goals, and the rewards available for the staff include a profit-sharing scheme.

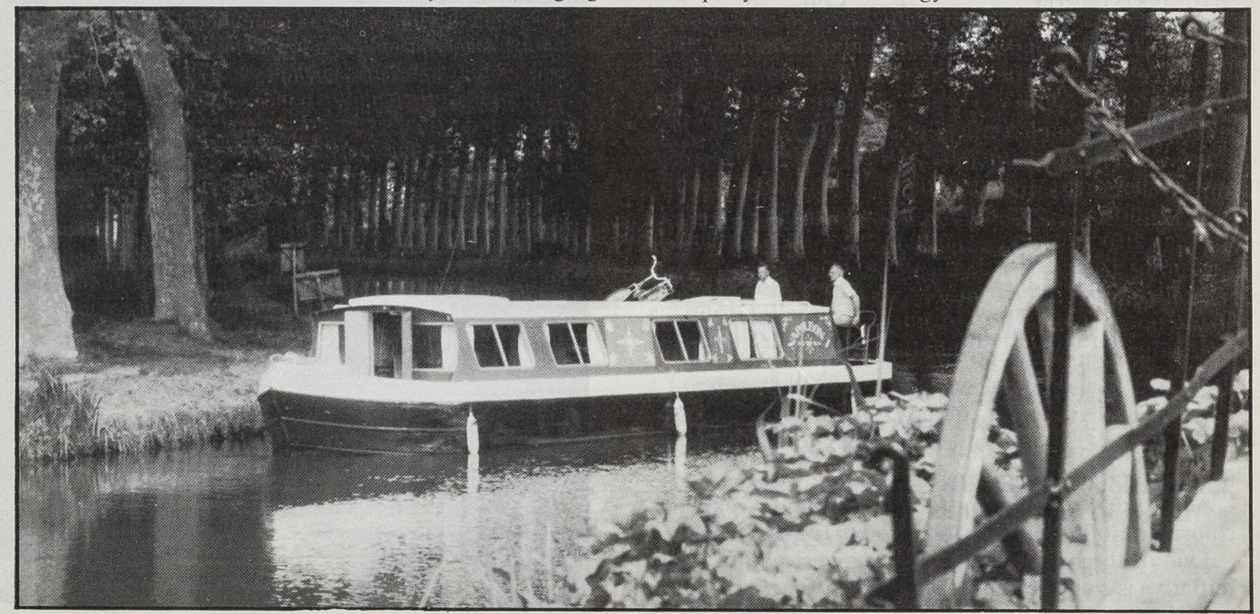
As well as providing in-house courses on core skills such as information technology and customer relations, the company pays for staff to go on outside specialist courses in areas such as planning, marketing and finance.

And the benefits of this attention to staff development and involvement include:

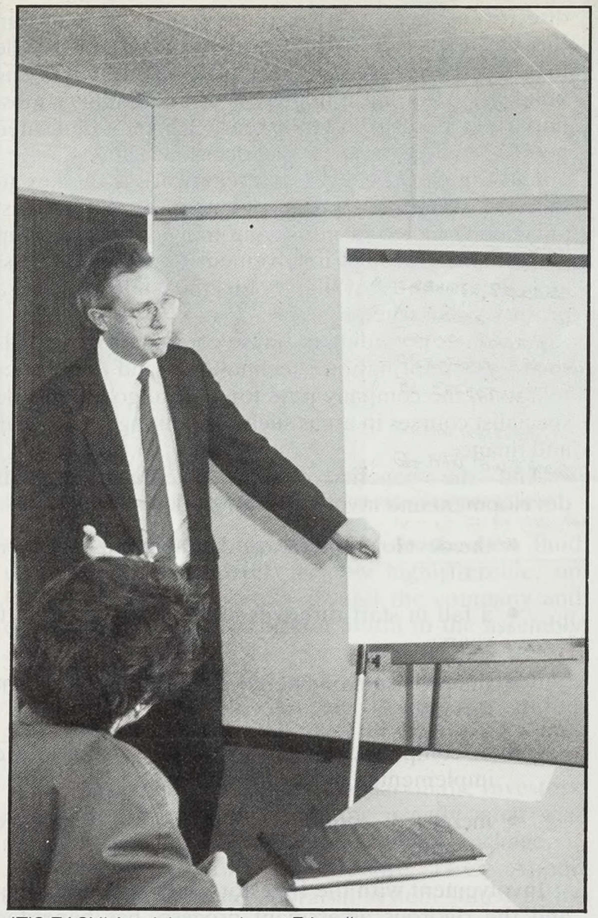
- the development of an adaptable, multi-skilled staff;
- a fall in staff turnover by 50 per cent over 10 years;
- the provision of a better quality, more efficient service;
- a company culture in which changes are implemented more effectively; and
- increased confidence at all levels of the company.

Involvement with the Investors in People initiative, and the rigorous assessment process, has benefited Hoseasons. "We welcomed being searched over," says James Hoseasons. "It revealed some weaknesses, which we've now been able to repair."

Moreover, gaining recognition as an Investor in People doesn't mean resting on their laurels. Hoseasons is currently finalising a BGT Option 3 programme which has been concerned with management development and succession planning, and continued improvement is central to the company's overall strategy. ■



BOATING ALONE: Hoseasons staff are trained to progress in their job and enjoy booking holidays. Photo: Publicity Plus



IT'S EASY! A training session at Frizzell.

Insuring a profitable future

INVESTOR IN PEOPLE

The news that Frizzell Financial Services Ltd is the first company in the South West to achieve Investors in People status came as a welcome relief to its training manager, Tony Miller. "It was not a quick or easy process!" he explains.

"Frizzell has been committed to training and staff development for some years but, even so, we found the assessment process thorough and tough. It certainly helped us focus on what we are doing and how it can be improved."

Based in Bournemouth, Frizzell Financial Services Ltd provides banking and investment services for individuals, 'affinity groups' such as trade union members, and large corporations, and is an autonomous divison within The Frizzell Group—a privately-controlled family company. It has a staff of around 1,500 people.

The management recognises the value of training against the costs involved. This is demonstrated by the fact that this year, despite the recession, it has spent more on staff development than ever before.

"We are very committed to training," explains chairman Colin Frizzell, "We need to train to survive."

One of the main criteria of the Investors in People initiative is commitment to staff development from the top of an organisation—and this is clearly evident at

FRIZZELL

Frizzell. As chief executive Hamish Mackay has stated: "We truly believe in investing in our most important resource—people. After all, our services are sold on the basis of the quality of our staff."

And this is not simply a paper commitment—it is at the heart of the company culture. Employees at all levels who want to develop skills and aim for more senior positions are given the full support of the management. Training is usually planned for whole groups. For example, the company is currently sponsoring management training at NVQ level for the majority of supervisory staff and mangaers.

Under the Investors in People pilot scheme, key areas of work have been monitored and evaluated. For instance, one of Frizzell's most important services, motor insurance, currently has a 'lapse rate', ie., the number of people who don't renew their policy, of just 5 per cent—well below the industry norm which ranges from 15–40 per cent. This shows that staff training in customer care has had a positive effect on customer loyalty.

The company values the status afforded by being an Investor in People. "It will greatly improve our standing with customers and suppliers," comments Tony Miller. "It clearly shows the public that we set and maintain high standards, and it will help when recruiting new staff."

As with any service industry, the benefits of staff development are not that straightfoward to assess—it is not possible for the management to say, "We've sold 10,000 more widgets as a result of Investors in People."

However, Frizzell's involvement with the scheme has spurred on its business and training objectives. Says Tony Miller, "As far as standards go, being the best in the UK does not satisfy Frizzell; we want to be the best in Europe." ■

HANDSHAKE: Chairman Colin Frizzell is congratulated by Employment Secretary Michael Howard at the presentation of Investors in People in London last month. Photo: Jacky Chapman

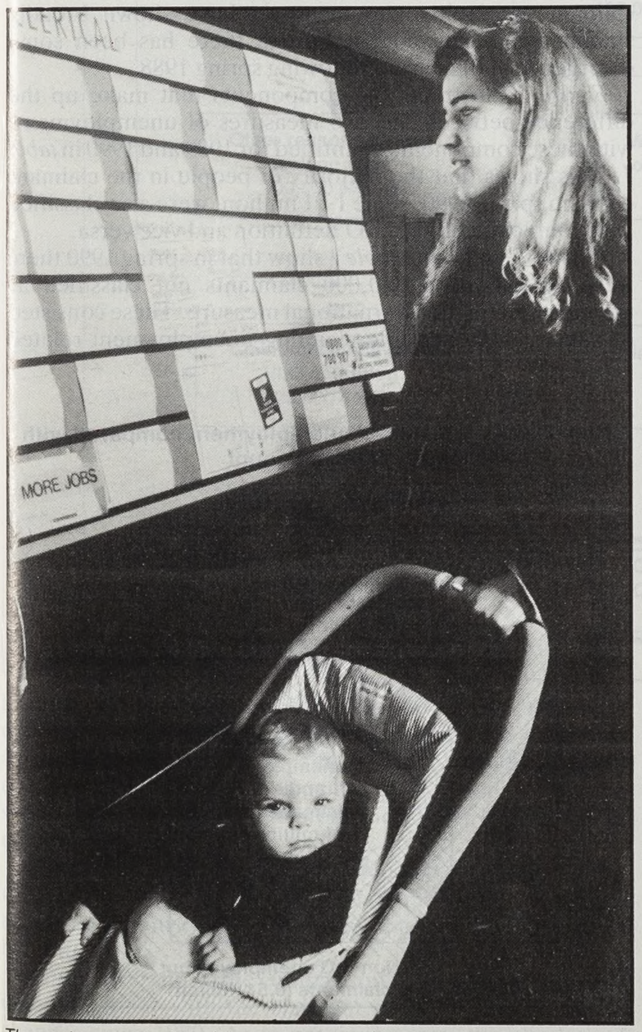
Special Feature

Measures of unemployment: the claimant count and the LFS

by John Lawlor and Ann White

Statistical Services Division, Employment Department

his article, using the preliminary results from the 1990 Labour orce Survey (LFS) published in the April 1991 *Employment Gazette*, compares the monthly count of benefit claimants with he alternative unemployment figures from the Labour Force Survey, estimated according to the internationally agreed International Labour Office (ILO) definition.[1]



The main reason given by women who were not actively seeking work was that they were looking after their family or home.

This is the latest in a series of annual articles which presents a reconciliation between the results of the monthly claimant count and the internationally recognised ILO definition of unemployment, provided by the survey measure from the Labour Force Survey (LFS). It looks at and suggests reasons for the differences in both the levels and the year-on-year movements between the two measures, which are inevitable given the differing definitions and coverage. Preliminary results from the 1990 LFS are incorporated and some comparisons are made with previous years. Further details of the definitions are given in the Technical note on page 624.

- **Since 1984 the international survey measure of unemployment has been on a downward trend, though it remained level between 1985 and 1986. In contrast, the claimant count carried on rising until 1986. Since 1986 both measures have fallen substantially. On both definitions, unemployment in 1990 was about one and a quarter million lower than in 1984.**
- **In spring 1990 the estimate of the number of unemployed in Great Britain on the internationally agreed ILO definition was 1·87 million, a fall of 110,000 since 1989. The unadjusted claimant count for spring 1990 was 1·52 million, a fall of 260,000[2].**
- **The number of male claimants in spring 1990 (1·12 million) was roughly equal to the number of unemployed men on the ILO definition (1·09 million), while the number of female claimants (0·40 million) was around half the number of ILO unemployed women (0·78 million).**
- **In spring 1990 an estimated 510,000 or 34 per cent of claimants were not unemployed on the international definition, compared with 860,000 unemployed on the international measure but not claiming benefits.**
- **A relatively high proportion of claimants in the South were not unemployed on the ILO definition. In London this proportion was 45 per cent, averaged over the period 1987–90, compared with the corresponding national proportion of 33 per cent.**
- **The proportion of ILO unemployed who were not claiming benefits was also relatively high in the South, averaged over the years 1987–90; the highest being in the South East outside Greater London, where the proportion was 49 per cent. The national average proportion was 36 per cent, and the lowest nationally was in the North region, at 30 per cent.**

Methods of measuring unemployment

Unemployment can be measured in different ways but there are two basic approaches to collecting the information. First, by surveys in which individuals are asked about whether they have a job or would like work and the steps they have taken to find work. Second, by counting people recorded at government offices as unemployed for administrative purposes.

In this country the main survey is the Labour Force Survey (LFS), results of which are currently published annually[3]. The LFS collects data not only about unemployment according to the internationally agreed ILO definition, but also employment and self-employment. Additionally, it provides a wide range of detail about the social characteristics of the labour force.

However, surveys are expensive and take time to process, so the United Kingdom—in common with most Western European countries—uses as its main monthly indicator of unemployment the count of those registered as unemployed. Since October 1982 the monthly figures have been based directly on the number of people claiming unemployment-related benefits at Unemployment Benefit Offices (UBOs)—the claimant count. As a by-product of the administrative system used for paying these benefits, these figures are available frequently, quickly and cheaply and provide an indicator of the trend in unemployment. It is the frequency and timeliness of these that makes the monthly count the most widely quoted measure of unemployment in this country.

The claimant count also provides figures for local areas which, because of the sample size that would be needed to produce reliable data, would be prohibitively costly to obtain from surveys.

However, the count necessarily reflects the administrative system on which it is based and is not ideal for every purpose. Additionally, in common with all statistics based on administrative systems, it is vulnerable to changes in coverage whenever there are changes to the administrative procedures. These problems are overcome by maintaining a series free from temporary distortions, from seasonal influences and from significant changes in coverage that, unless adjusted for, would give a false impression of the trend in unemployment, that is, the seasonally adjusted series, available back to 1971, which is *consistent with the current coverage of the count*. This series is published each month alongside the 'headline' figures, is given most prominence in statements by the Secretary of State for Employment, and is used in the assessment of trends.

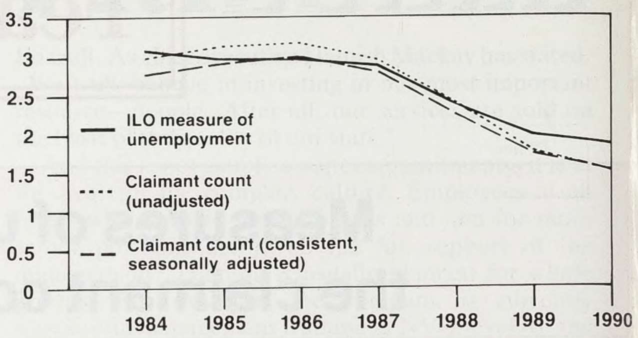
For any particular year, the unadjusted claimant count is the appropriate measure for comparison with the Labour Force Survey since the LFS estimates are not adjusted for seasonal variation and relate to people's actual claimant status at the time of interviews. However, the consistent seasonally adjusted series of claimants is more appropriate for comparison of trends over time.

The methodology used to reconcile the two measures of unemployment was changed for the 1989 data published last year because of changes to the LFS questionnaire and in benefit rules for under 18-year-olds. This year we have reverted to the usual methodology for all years. See the Technical note for further details.

Comparisons of results for 1990

According to the preliminary results[4] of the LFS for Great Britain for spring 1990 there were 1·87 million people unemployed on the ILO definition—that is, people without paid jobs who said they were available to start

Figure 1: Unemployment: survey and claimant measures



work and had sought work at some time during the four weeks prior to interview—420,000 of whom were seeking part-time work. This measure, which conforms to international guidelines, was 350,000 higher than the claimant count for the same period, which averaged 1·52 million for Great Britain. Despite this difference in the levels shown by the two measures, which is not surprising given the differences in definition and coverage, it can be seen from *figure 1* that both the ILO and consistent claimant unemployment measures have shown broadly similar trends since 1984, though there has been some divergence in the period following spring 1988.

Figure 2 illustrates the components that make up the difference between the two measures of unemployment, with these components quantified for 1989 and 1990 in *table 1*. This shows that the majority of people in the claimant count in spring 1990, some 1·01 million, were also classified as unemployed on the ILO definition and vice versa.

Figures 2 and *3* and *table 1* show that in spring 1990 there were an estimated 510,000 claimants not classified as unemployed on the international measure. These consisted of some 320,000 people claiming unemployment-related

Figure 2: ILO measure of unemployment compared with the monthly claimant count

Great Britain, spring 1990

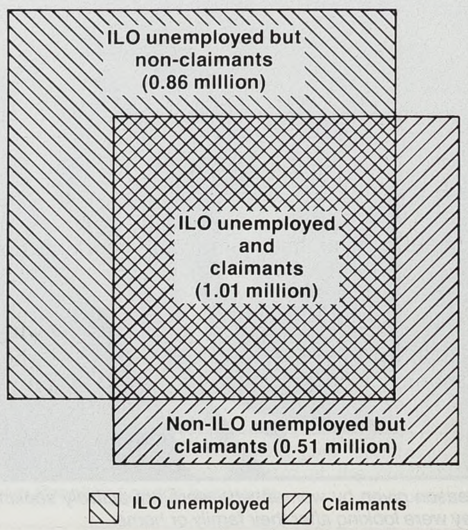
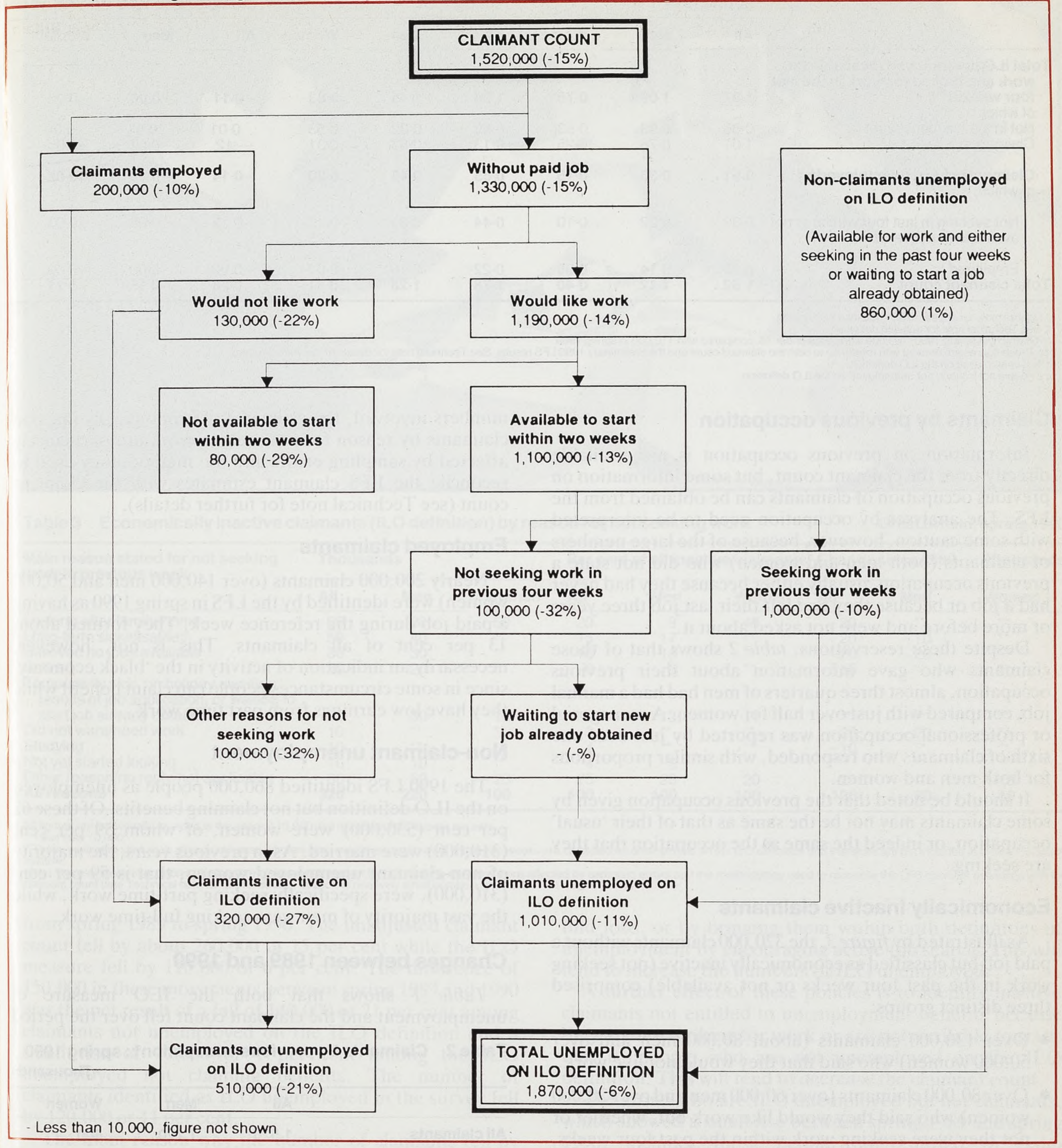


Figure 3 The monthly claimant count compared with the ILO measure of unemployment Great Britain spring 1990 (Percentage changes since spring 1989 are shown in brackets)



- Less than 10,000, figure not shown

benefits, but not unemployed according to the ILO definition because they were not seeking or were not available to start a job; and another 200,000 people claiming benefits who had some paid work during the survey reference week and were therefore classified as in employment.

Conversely, there were in total 860,000 people who were unemployed according to the ILO definition but who were not in the count of those claiming unemployment-related benefits.

Table 1 also shows the comparison of the ILO measure of unemployment with the claimant count, by sex, and the changes since 1989. As in previous years, the number of men unemployed according to the ILO measure (1·09 million) was less than the number of male claimants (1·12 million), although the two measures are now very close. This small difference arises from the fact that there were marginally more men in the claimant count who were not classified as ILO unemployed (360,000), compared with the number of ILO unemployed not claiming benefits (330,000).

For women the position was reversed, with the ILO measure (780,000) almost double the claimant count (400,000). This mainly reflects the fact that many married women would not be entitled to Income Support because their husbands were working and would, therefore, not be signing as unemployed at a UBO once their entitlement to Unemployment Benefit had expired.

Table 1 ILO measure of unemployment compared with the monthly claimant count: Great Britain Millions*

	Spring 1990			Spring 1989			Change since 1989		
	All	Men	Women	All	Men	Women	All	Men	Women
Total ILO unemployed (available for work and looked for work in the last four weeks)†**	**1·87**	**1·09**	**0·78**	**1·98**	**1·15**	**0·83**	**−0·11**	**−0·06**	**−0·05**
of which:									
Not in the claimant count	0·86	0·33	0·53	0·85	0·32	0·53	0·01	0·01	0·00
Claimants††	1·01	0·76	0·25	0·13	0·83	0·31	−·12	−0·07	−0·05
Claimants†† not unemployed‡	**0·51**	**0·36**	**0·15**	**0·65**	**0·45**	**0·20**	**−0·14**	**−0·09**	**−0·05**
of which:									
Not seeking in last four weeks or not available (inactive)‡‡	0·32	0·22	0·10	0·44	0·30	0·13	−0·12	−0·08	−0·03
Employed	0·20	0·14	0·05	0·22	0·15	0·07	−0·02	−0·00	−0·02
Total claimant count	**1·52**	**1·12**	**0·40**	**1·78**	**1·28**	**0·51**	**−0·26**	**−0·15**	**−0·11**

* Figures may not appear to add because of rounding.
† See Technical note for detailed definition.
** Of which, in spring 1990, 100,000 were aged under 18, compared with 110,000 in spring 1989.
†† These figures are derived with reference to both the claimant count and the preliminary 1990 LFS results. See Technical note for details of the method used.
‡ Not unemployed on the ILO definition.
‡‡ People not in work, nor unemployed on the ILO definition.

Claimants by previous occupation

Information on previous occupation is not available directly from the claimant count, but some information on previous occupation of claimants can be obtained from the LFS. The analyses by occupation need to be interpreted with some caution, however, because of the large numbers of claimants (both men and women) who did not state a previous occupation, usually either because they had never had a job or because they had left their last job three years or more before and were not asked about it.

Despite these reservations, *table 2* shows that of those claimants who gave information about their previous occupation, almost three quarters of men had had a manual job, compared with just over half for women. A managerial or professional occupation was reported by just over one sixth of claimants who responded, with similar proportions for both men and women.

It should be noted that the previous occupation given by some claimants may not be the same as that of their 'usual' occupation, or indeed the same as the occupation that they are seeking.

Economically inactive claimants

As illustrated by *figure 3*, the 320,000 claimants without a paid job but classified as economically inactive (not seeking work in the past four weeks or not available) comprised three distinct groups:

- Over 130,000 claimants (about 80,000 men and over 50,000 women) who said that they would not like work.
- Over 80,000 claimants (over 60,000 men and over 20,000 women) who said they would like work but, whether or not they were seeking work within the past four weeks, they were not available to start within the next fortnight.
- Nearly 100,000 claimants (nearly 80,000 men and about 20,000 women) who said they were available for work but had nevertheless not sought a job within the past four weeks.

Table 3 shows the main reason for not seeking work of all inactive claimants. Of the 220,000 men, 60,000 or 26 per cent were sick, disabled or retired, with 30,000 or 13 per cent not seeking work because they believed there were no jobs available (known as 'discouraged workers'). For women, the main reason given was that they were looking after their family or home.

It should be noted that, due to the relatively small numbers involved, the estimates of economically inactive claimants by reason for not seeking work are particularly affected by sampling errors and the methodology used to reconcile the LFS claimant estimates with the claimant count (see Technical note for further details).

Employed claimants

Nearly 200,000 claimants (over 140,000 men and 50,000 women) were identified by the LFS in spring 1990 as having a paid job during the reference week. They formed about 13 per cent of all claimants. This is not, however, necessarily an indication of activity in the 'black economy' since in some circumstances people can claim benefit while they have low earnings from part time work.

Non-claimant unemployment

The 1990 LFS identified 860,000 people as unemployed on the ILO definition but not claiming benefits. Of these 62 per cent (530,000) were women, of whom 59 per cent (310,000) were married. As in previous years, the majority of non-claimant unemployed women, that is 59 per cent (310,000), were specifically seeking part-time work, while the vast majority of men were seeking full-time work.

Changes between 1989 and 1990

Table 1 shows that both the ILO measure of unemployment and the claimant count fell over the period

Table 2 Claimants by previous occupation†: spring 1990 Thousands

	All	Men	Women
All claimants	**1,520**	**1,120**	**400**
All non-manual work	**350**	**200**	**140**
Managerial and professional	170	120	40
Clerical and related	110	30	70
Other non-manual work	70	50	30
All manual work	**740**	**590**	**160**
Craft and similar	220	190	30
General labourers	30	30	*
Other manual work	490	360	130
All with previous occupation stated	**1,100**	**800**	**300**
Never had a paid job	70	50	30
Left last job three years or more ago	350	280	70

* Less than 10,000.
† Previous occupation of those who left their last job less than three years ago.

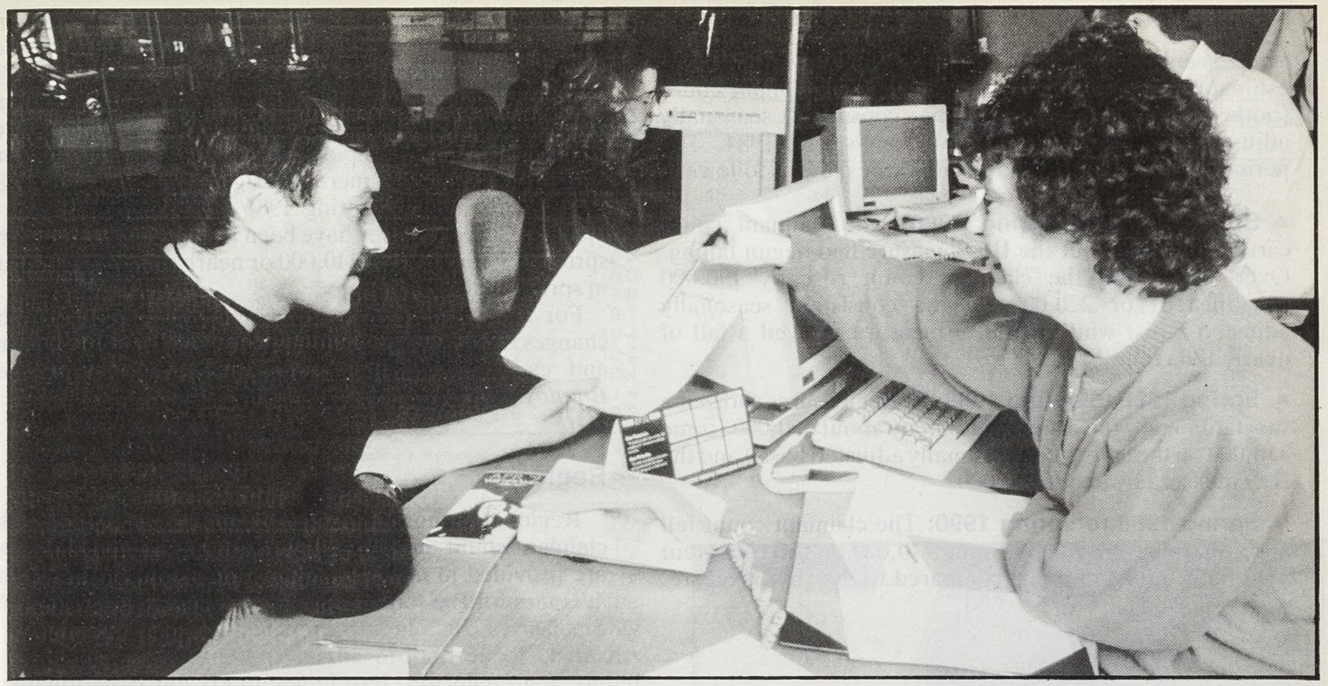


Table 3 Economically inactive claimants (ILO definition) by reason for not seeking work Great Britain, spring 1990

Main reason stated for not seeking work in previous week	Thousands			Per cent of all inactive claimants			Change since 1989		Thousands
	All	Men	Women	All	Men	Women	All	Men	Women
Looking after family/home	60	20	50	20	9	40	−20	**	**
Long-term sick/disabled	50	40	**	15	17	**	−20	−10	**
Believed no jobs available	30	30	**	10	13	**	−20	−20	**
Retired	20	20	**	6	8	**	−10	**	**
Temporarily sick, on holiday awaiting results of job application, or waiting to start job already obtained	40	30	10	12	13	11	**	**	**
Did not want/need work	10	**	**	3	**	**	−20	−20	**
Studying	10	**	**	4	**	**	−10	**	**
Not yet started looking	10	10	**	4	5	**	**	**	**
Other reason/no reply/not applicable	80	60	20	25	28	20	−20	**	−10
All reasons	**320**	**220**	**100**	**100**	**100**	**100**	**−120**	**−80**	**−30**

All figures are individually rounded to the nearest 10,000 and may therefore appear not add.
** Less than 10,000.
† Those waiting to start a job already obtained who are also available to start work within two weeks are classified as unemployed on the ILO definition and therefore are not included in the economically inactive.
Note: The estimates of economically inactive claimants by reason for not seeking work are more affected by sampling errors and the methodology used to reconcile the LFS claimant estimates with the claimant count (see Technical note for further details) due to the relatively small numbers involved.

from spring 1989 to spring 1990. The unadjusted claimant count fell by about 260,000 or 15 per cent while the ILO measure fell by 110,000 or 6 per cent. The difference of 150,000 in these movements between spring 1989 and 1990 was the net result of a fall of 140,000 or 21 per cent among claimants not unemployed on the ILO definition and a small rise of 10,000 or 1 per cent among the ILO unemployed not claiming benefits. The number of claimants identified as ILO unemployed in the survey fell by 120,000 or 11 per cent.

The main reason why the number of claimants fell by more than the number of ILO unemployed between spring 1989 and spring 1990 was the sharp fall in the number of economically inactive claimants, which fell by 320,000 or 27 per cent. One reason for this sharp fall was the change in regulations relating to redundant mineworkers (most of whom are inactive), effective from July 1989, who are now no longer required to register at an Unemployment Benefit Office to receive their benefits[5], but who would have fallen into this category in 1989. Their removal from the claimant count accounts for some 15,000 of this fall.

The policies of the Employment Department, which aim to help claimants improve and expand their job search activities, will also have contributed to the fall in the number of inactive claimants, either by helping them to find jobs, or by bringing them within both definitions of unemployment by encouraging active job search. This will tend to increase the numbers of ILO unemployed.

A further effect of these policies is to identify inactive claimants not entitled to unemployment benefits because they are not looking for work or are not available to start: that is, people who are not unemployed on the ILO definition. This will tend to decrease the claimant count.

The group who are ILO unemployed but not claimants, which showed a small rise between spring 1989 and spring 1990, includes those people not entitled to claim unemployment-related benefits, such as many married women, who are often not entitled to benefits in their own right if their husband is working or claiming benefit themselves; people aged under 18 years who do not take up the offer of a Youth Training place; and students looking for part-time or vacation work.

The policies of the Employment Department may have also affected this group, as the claimant count criteria are tighter than those for the ILO definition—see the Technical note for further details. This may mean that more people are failing to satisfy the claimant count criteria, while still being unemployed on the ILO definition.

Trends 1984–1990

Table 4 and also *figure 1* compare the LFS unemployed estimates on the ILO definition with the claimant count (both the unadjusted and the consistent seasonally adjusted series) for the period from spring 1984. The period can be broadly divided into three parts as follows:

- **Spring 1984 to spring 1986:** The claimant count carried on rising, but the ILO measure had begun falling. Over the period the claimant count rose by 190,000 (unadjusted) or 220,000 on the consistent seasonally adjusted basis, while the ILO measure showed a fall of nearly 130,000.
- **Spring 1986 to spring 1988:** Both measures showed a substantial fall, the claimant count by about 760,000 (some 710,000 on the consistent seasonally adjusted basis) and the ILO measure by about 590,000.
- **Spring 1988 to spring 1990:** The claimant count fell more sharply, by 890,000 (some 770,000 on the consistent seasonally adjusted basis) compared to the ILO measure, which showed a fall of 510,000.

As can be seen from *table 5*, the sharper fluctuations have generally occurred among claimants who were not unemployed on the ILO definition, rather than among the unemployed non-claimants. The latter group has remained fairly stable between 1984 and 1990. Claimants not identified as ILO unemployed—economically inactive and employed claimants—increased significantly between 1984 and 1986 so that by spring 1986 they numbered over 1 million. Since then they have been falling sharply so that by spring 1990 there were 240,000 or nearly a third fewer than in spring 1984.

For a more detailed discussion of the reasons for the changes in the numbers of ILO unemployed non-claimants and claimants not ILO unemployed since 1984, see *Employment Gazette*, August 1989, p 448.

Regions

Regional comparisons of the differences between the claimant count and the survey estimate of unemployment are provided in *table 6*. These comparisons are based on averages for the four years 1987–90 because regional data for individual years are more affected than national data by sampling errors.

Regional differences between the claimant count and the ILO measure of unemployment are considerably influenced by variations in the proportion of claimants identified as not ILO unemployed. For men these varied from 44 per cent in London to 22 per cent in Wales, compared with the corresponding national proportion of 31 per cent. For women the national proportion was 38 per cent, but varied regionally from 49 per cent in London to 29 per cent in Wales.

There were also regional differences in the proportions of the ILO unemployed not claiming benefits. For men these proportions were around 20 per cent everywhere except the South East, South West and East Anglia, where they were around 30 per cent. For women the proportions varied from 64 per cent in the South East outside Greater London to 53 per cent in the North and the North West, compared to the national proportion of 58 per cent.

United Kingdom

An LFS in Northern Ireland is conducted on a similar basis to that carried out for Great Britain to provide consistent data covering the whole of the United Kingdom. There are however some differences in the design of the samples, and for this reason the main published LFS figures, including main comparisons in this and similar articles, have been restricted to Great Britain.

However, for the United Kingdom the ILO measure of unemployment in spring 1990 was 1·95 million, compared with an average of 1·62 million according to the unadjusted claimant count over the survey period. In terms of unemployment rates, the ILO measure for the UK was 6·8 per cent compared with the corresponding unadjusted claimant rate of 5·7 per cent of the workforce. The former rate provides the basis for standardised unemployment rates used in the international comparisons published by the OECD. ■

Table 4 Comparison of alternative measures of unemployment 1984–1990: Great Britain Millions*

Spring	ILO measure of unemployment†			Claimant count** (unadjusted, total††)			Claimant count** (seasonally adjusted consistent with current coverage: excluding under 18-year-olds)		
	All	Men	Women	All	Men	Women	All	Men	Women
1984	3·09	1·84	1·26	2·98	2·08	0·89	2·77	1·96	0·82
1985	2·97	1·79	1·18	3·13	2·17	0·96	2·91	2·03	0·89
1986	2·97	1·79	1·18	3·17	2·18	0·99	2·99	2·07	0·93
1987	2·88	1·72	1·16	2·95	2·05	0·91	2·81	1·95	0·86
1988	2·38	1·40	0·98	2·41	1·67	0·74	2·28	1·58	0·70
1989	1·98	1·15	0·83	1·78	1·28	0·51	1·75	1·24	0·51
1990	1·87	1·09	0·78	1·52	1·12	0·40	1·51	1·11	0·40

* All figures are individually rounded to the nearest 10,000.
† LFS time series estimates.
** The unadjusted claimant count is not fully consistent over the periods shown. Consistent comparisons over time, allowing for discontinuities, can be made using the seasonally adjusted series (which excludes under 18-year-olds). The article 'Monthly unemployment statistics: maintaining a consistent series', in the December 1990 issue of *Employment Gazette* gives further details, and lists the changes in the coverage of the claimant count which need to be taken into account over the period shown.
†† Weighted averages of monthly claimant count to cover survey period.

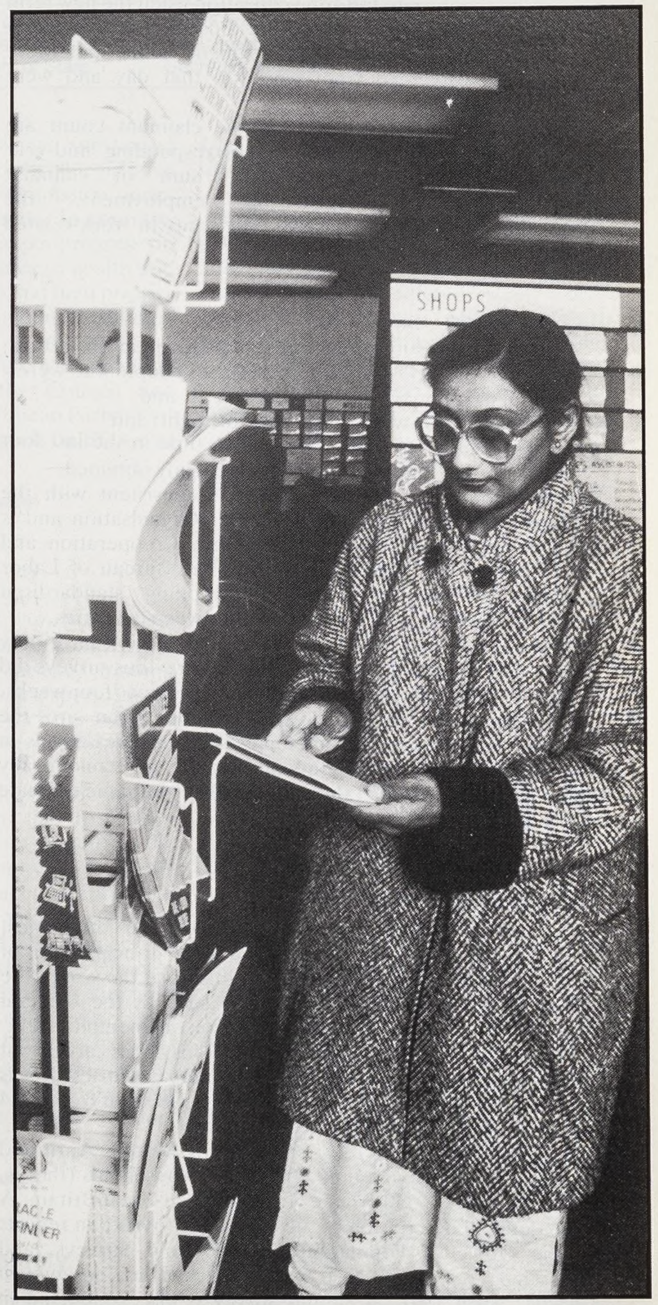
Table 5 ILO measure of unemployment compared with the monthly count, 1984–1990 Great Britain

Spring	Claimants not unemployed on ILO definition		ILO unemployed				
			Claimants			Non-claimants	
	Thousands	Per cent of claimants	Thousands	Per cent of claimants	Per cent of ILO unemployed	Thousands	Per cent of ILO unemployed
All							
1984	760	25	2,220	75	72	870	28
1985	1,000	32	2,130	68	72	840	28
1986	1,010	32	2,160	68	73	810	27
1987	910	31	2,040	69	71	840	29
1988	810	34	1,600	66	67	770	33
1989	650	37	1,130	63	57	850	43
1990	510	34	1,010	66	54	860	46
Male							
1984	480	23	1,600	77	87	230	13
1985	610	28	1,560	72	87	230	13
1986	620	28	1,560	72	87	230	13
1987	580	28	1,470	72	85	250	15
1988	530	32	1,140	68	82	260	18
1989	450	35	830	65	72	320	28
1990	360	32	760	68	70	330	30
Female							
1984	280	31	620	69	49	640	51
1985	390	40	580	60	49	600	51
1986	390	39	600	61	51	580	49
1987	330	36	580	64	50	590	50
1988	280	38	460	62	47	520	53
1989	200	40	310	60	37	530	63
1990	150	37	250	63	32	530	68

Table 6 Claimant count compared with ILO unemployed: averages for the period 1987–90

	Claimant count	ILO unemployed		Per cent of claimants not ILO unemployed			Per cent of ILO unemployed not claiming benefit		
	Thousands	Thousands	Rate* per cent	All	Men	Women	All	Men	Women
South East	499	531	5·9	42	41	43	45	32	63
(Greater London)	278	261	7·7	45	44	49	42	30	60
(Rest of South East)	220	269	4·9	37	37	37	49	34	64
East Anglia	53	60	5·7	37	38	36	45	27	63
South West	133	144	6·3	37	36	39	42	27	59
West Midlands	225	233	8·9	31	27	41	33	17	58
East Midlands	141	158	7·9	31	28	36	38	21	60
Yorkshire and Humberside	224	231	9·7	31	28	39	33	18	56
North West	320	323	10·4	32	31	33	32	19	53
North	171	177	12·1	27	26	30	30	16	53
Wales	122	136	10·4	24	22	29	32	17	55
Scotland	279	283	11·4	30	28	36	31	16	54
Great Britain	**2,168**	**2,276**	**8·2**	**33**	**31**	**38**	**36**	**22**	**58**

* ILO unemployed as a percentage of corresponding estimate of economically active.



Jobcentres are one of the major sources of advice for people looking for work.

Footnotes

[1] A similar comparison using results from the 1989 LFS was published in the *Employment Gazette*, October 1990.
[2] See 'Comparisions of results for 1990' section for an explanation of the differences between the two measures in 1990.
[3] It was announced in March 1990 by the Secretary of State for Employment that plans have been approved for the LFS to be developed to produce results on a quarterly basis.
[4] Final results for spring 1990 have recently become available, but have resulted in only minor revisions. They have not changed the overall conclusions drawn from these analyses.
[5] See the article 'Monthly unemployment statistics: maintaining a consistent series', *Employment Gazette*, December 1990, for more information.

Technical note

Claimant count

The monthly unemployment count relates to claimants of benefits at Unemployment Benefit Offices on the day of the court, normally the second Thursday of each month; it is derived almost wholly from the computerised administrative records.

Claimants include those people who claim Unemployment Benefit, Income Support and National Insurance credits. The rules for claiming these benefits vary slightly, depending upon which benefit is being claimed, but, broadly, the claimant count consists of people who have declared for each *day* they are claiming that they were:

- capable of work; and
- available for work; and
- had been 'actively seeking employment' in the week in which the day falls.

The count will include some severely disabled, but exclude students seeking vacation work and the temporarily stopped. Students are those people claiming benefit during a vacation who intend to return to full-time education when the new term begins. The temporarily stopped are those people who had a job on the day of the unemployment count but were temporarily suspended from work on that day and were claiming benefits.

Unemployment rates based on the claimant count are expressed as a percentage of the corresponding mid-year estimate of the workforce (the sum of claimant unemployment, employees in employment, the self-employed, HM Forces and participants in work-related government training schemes).

ILO definition

The survey measure of unemployment given in this article, according to the ILO definition, comprises people who were:

- without a paid job in the reference *week*; and
- available to start work in the next fortnight; and
- had either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

This definition of unemployment is consistent with the guidelines of the International Labour Organisation and is used by the Organisation for Economic Co-operation and Development and also the United States Bureau of Labor Statistics for the purposes of compiling standardised unemployment rates for comparisons between countries.

Figures from the LFS using the ILO definition have only been available for the UK since 1984, as previous surveys did not identify those looking for work in the previous four weeks.

Unemployment rates on the ILO definition are the appropriate estimate of unemployment, expressed as a percentage of the corresponding estimate of economically active people (the sum of the employed and the same estimate of unemployment).

The Labour Force Survey

The Labour Force Survey (LFS) is by far the largest household survey of the labour force and the principal basis of the Department of Employment's estimates of the size of the labour force, although other surveys such as the General Household Survey also collect information on unemployment.

The LFS is a sample survey of households and is carried out on similar lines in all European Community countries. It was conducted in alternate years from 1973 to 1983, but from 1984 has been enhanced and conducted annually.

In 1990 interviewing took place during March, April and May in a sample of about 60,000 private households (that is, about one in every 350 private households) in Great Britain. A more detailed description of the survey is provided in reports by the Office of Population Censuses and Surveys, and preliminary results for 1990 were published in *Employment Gazette*, April 1991. A similar survey is also conducted in Northern Ireland.

Analysis of claimants and non-claimants

Characteristics of claimants—for example, according to whether they were available to start work—cannot be obtained by matching the LFS data with the Department of Employment's administrative records. Instead data on claimant status is obtained from the following questions in the LFS itself, designed to identify people in the claimant count:

- Have you attended an Unemployment Benefit Office in the last four months?
- Were you claiming Unemployment Benefit last week?
- Were you signed on at an Unemployment Benefit Office to claim Income Support as an unemployed person?
- Were you signed on at an Unemployment Benefit Office in order to get credits for National Insurance contributions?

Respondents who answer 'yes' to any one of the last three questions are taken to be claimants.

The first of the questions was added in 1989 to help reduce the mis-reporting that had occurred in the past as a result of possible confusion among respondents about the source of their benefits (only people who answer 'yes' to the first question are asked the others). The four month timescale ensures that those claimants who are required to attend a UBO only once a quarter to receive their benefit (that is, quarterly attenders) are not excluded from those identified as on the claimant count.

Inevitably, the questions are not always answered correctly and prior to the above questionnaire change it was believed that the two most likely biases in identifying claimants were from:

(a) those who are receiving benefits directly from the Department of Social Security (instead of via an Unemployment Benefit Office) for which they do not have to be available for work—for example, the sick, disabled or lone parents—and who may be uncertain about the source of their benefit and so incorrectly report themselves in the LFS as being on the claimant count.

(b) those who have already said that they were not looking for work or not available to start (that is, not unemployed on the ILO definition) and may be reluctant to admit they are claimants later in the interview.

To allow for such mis-reporting of claimant status, the LFS data on claimants are scaled (separately by sex and also by region where appropriate) in order that the analysis of claimants in total agrees with the actual claimant count. These adjustments do not affect total estimates of unemployment on either the ILO or claimant count definitions.

When presenting the results for the 1989 LFS, special methods were required to cope with a change in the questionnaire, and changes to the benefit rules. Now that another year's data is available, it is clear that, in spite of the questionnaire changes in 1989 (which appear to have significantly reduced mis-reporting errors among women), there remain discrepancies in the male claimant estimate. It is therefore more appropriate to revert to the original methodology of reconciliation, where it is assumed that the errors identifying claimants in the LFS are wholly concentrated among those who have answered that they are not ILO unemployed. (See the Technical note to the article 'Measures of unemployment: claimant count and Labour Force Survey' in *Employment Gazette*, August 1989.)

The reconciliation for this article has been performed using data for all ages, not just those aged 18 and over. A reconciliation using only those aged 18 and over was performed for the 1989 results because of the discontinuity in the claimant count between the survey periods for the 1988 and 1989 LFS, following the changes in benefit rules for under 18-year-olds in September 1988. By reverting to the original methodology, there have been some changes to the estimates for 1989 compared with those published last year.

With the development of the LFS to produce results on a quarterly basis from 1992, the methodologies used to produce the analyses of claimants in this article will be reviewed.

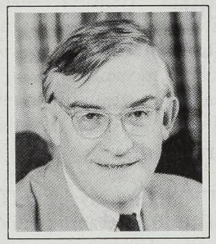
PARLIAMENTARY QUESTIONS

A selection of Parliamentary Questions put to Employment Department Ministers.

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

Employment Department Ministers

Michael Howard
Secretary of State



Robert Jackson
Parliamentary Under Secretary of State

Eric Forth
Parliamentary Under Secretary of State

Viscount Ullswater
Parliamentary Under Secretary of State

Labour and Social Affairs Council

Mr Donald Thompson (Calder Valley) asked the Secretary of State, what was the outcome of the meeting of the Labour and Social Affairs Council held in Luxembourg on October 14; and if he will make a statement.

Michael Howard: The Council reached unanimous agreement on the draft directive concerned with health and safety on temporary and mobile construction worksites. The Council formally adopted a common position on the directive concerning written statements of employment conditions (proof of contract), on which the United Kingdom abstained in the vote.

There was lengthy discussion of the provisions in the proposed directive on pregnant workers concerned with dismissal and maternity pay. However, agreement was not reached on actual texts, which were referred back to COREPER for further examination.

There was agreement to take forward my proposal that the Social Affairs Council should launch an Employment Initiative, based on the principle that unemployed people should be provided with the help they need to return to work as quickly as possible, and on a commitment by the Council to devote more of its time at future meetings to identifying and disseminating information on effective practice. As the first practical step in thie Initiative, the Council took note of a paper which I presented on the comprehensive range of help and advice available in the United Kingdom to people without a job.

The EC Ministers discussed implications of the European Court of Justice decision on the Barber case. Industrial action on the part of the interpreters prevented any discussion of the proposed directive on working time.

This Council demonstrated yet again that the United Kingdom is far from isolated in its approach to EC social affairs. A wide range of Member States have substantial concerns about the more difficult legislative proposals made by the Commission under its Social Action Programme. In contrast, the Council was able to make progress on matters of genuine relevance to health and safety at work and agreed that high priority should be given to creating and sustaining employment.

Prior to the Council, there was a meeting between Members of the Council and representatives of the European Parliament to discuss the state of progress on EC social affairs.

Training credits

Henry McLeish (Fife Central) asked the Secretary of State for Employment when the evaluation at the first phase of training credits will be published; and if special needs is one of the selection criteria being used for the second round of bids for training credits.

Robert Jackson: I hope to publish evaluation results from the first nine months of operating training credits in the spring of 1992. Evaluation will, of course, continue well beyond that, to identify the achievements of young people currently beginning training, and the impact of credits on young people who leave school in 1992 and subsequently. Training for those with special needs is one of the factors I will take into account in selecting successful applications for the second round, and all bidders were specifically asked to set out theri plans for meeting special training needs.

Motor vehicle repair safety

Paul Flynn (Newport West) asked the Secretary of State for Employment what initiatives have been taken by his Department since July to improve health and safety in motor vehicle repair.

Eric Forth: Since July 1991, the Health and Safety Executive (HSE) has published and publicised a booklet and a video entitled *Health and Safety in Motor Vehicle Repair* aimed at improving health and safety in the motor vehicle repair industry.

Inspectors have continued to undertake visits to motor vehicle repair premises for inspection and other purposes, and to seek compliance with the health and safety regulations that apply. Additionally, inspectors from HSE's Engineering National Interest Group has met with the National Tyre Distributors Association to discuss problems relevant to that sector of the industry.

Quota scheme

Gordon McMaster (Paisley South) asked the Secretary of State for Employment if he has any plans to review the registration rules for people with disabilities who are seeking employment or vocational training; and if he will make a statement.

Robert Jackson: Since its introduction, the main purpose of the Disabled Persons Register, established under the Disabled Persons (Employment) Act, 1944, has been connected with the question of the scheme under which employers with 20 or more employees are required to employ a 'quota' of registered disabled people.

Mr right hon and learned Friend, the Secretary of State for Employment anounced on September 17 that he has decided to make no change to the quota system and to keep the position under review. We will, therefore, continue to look at the operation of the scheme and reassess its effectiveness in due course.

Employment Training priority

David Hinchliffe (Wakefield) asked the Secretary of State for Employment if priority training monies within Employment Training will be ring-fenced in order to ensure priority groups receive assistance.

Robert Jackson: Training and Enterprise Councils are obliged under their contracts to ensure that priority in recruitment to Employment Training is given to persons in the Guarantee and Aim Groups.

(October 21)

Small firms growth

David Nicholson (Taunton) asked the Secretary of State for Employment if he will make a statement on the latest information on growth and competitiveness in the small firms sector.

Eric Forth: At the end of 1986 there were an estimated 2·5 million businesses in the United Kingdom; at the end of 1989 there were almost three million. The overwhelming majority of these were small; around 95 per cent employing fewer than 20 people. This growth has continued: in the latest year, 1990, there was a net increase of almost 1,000 a week in the number of businesses registered for VAT.

Small firms continue to make a major contribution to employment growth. Between 1985 and 1989, firms employing fewer than 20 people created over one million additional jobs, more than twice as many as larger firms.

The small firms sector continues to improve the competitive edge of the economy by maximising the range of choice available to consumers and by challenging the dominance of existing market leaders.

(October 17)

European Year of Health and Safety

Paul Flynn (Newport West) asked the Secretary of State for Employment what contributions Her Majesty's Government currently plans to make to the European Year of Health, Safety and Hygiene at Work.

Eric Forth: The Government welcomes this European initiative and hopes it will give a new thrust to the improvement of occupational health and safety throughout the Community.

In the UK, a National Liaison Committee has been set up by the Health and Safety Commission to co-ordinate activities for the Year. It is composed of employer, trade union, voluntary sector and government representatives. The National Committee is working with the Health and Safety Executive to develop a full programme of events and activities throughout the year. Some EC funding is available.

Applications have been invited from a wide range of private, public and voluntary sector bodies to take forward projects during the Year. In addition, many employers, workers and voluntary organisations are planning their own initiatives for the Year. The success of the Year clearly depends on the widest possible involvement at all levels.

(October 18)

Industrial tribunals

Spencer Batiste (Elmet) asked the Secretary of State for Employment when he proposes to bring forward appropriate measures to give industrial tribunals jurisdiction over complaints of breach of employment contracts; and if he will make a statement.

Eric Forth: The Government is firmly committed to giving industrial tribunals this jurisdiction, as announced by my predecessor, the member for Teignbridge last year. However, it is now clear that the powers contained in section 131 of the Employment Protection (Consolidation) Act 1978 are inadequate for achieving this objective. The Government therefore proposes to include a provision to enable industrial tribunals to hear complaints arising from breach of contract of employment at the earliest appropriate opportunity in a future legislative programme.

(October 22)

TECs and Citizen's Charter

Ron Leighton (Newham North East) asked the Secretary of State for Employment, how the TECs will be integrated into the Citizen's Charter.

Robert Jackson: My rt hon and learned Friend, the Secretary of State, wrote to all TEC chairmen on July 22 to encourage them to establish a Citizen's Charter for the activities for which they are responsible.

(October 21)

Skillcentre staff

Martin Redmond (Don Valley) asked the Secretary of State for Employment, what responsibility his Department has assumed for redundancy payments to civil servants who moved from his Department to TICC skill centres, on that company having gone bankrupt in August.

Robert Jackson: The Department met the commitments it made to former staff to oblige purchasers of skillcentres to write into staff's new employment contracts an entitlement to redundancy payments at Civil Service rates. This is now a matter between the employees, the company and its liquidators, although I do recognise the difficult position of former civil servants and am giving the issue serious consideration.

(October 21)

Jobshare scheme

Michael Latham (Rutland and Melton) asked the Secretary of State for Employment what plans he has for the future of the Jobshare scheme; and if he will make a statement.

Robert Jackson: The Government remains keen to encourage labour force flexibility, and the Department recently issued a guide for employers setting out the benefits of a flexible approach to working arrangements.

Research has shown, however, that employers are introducing measures such as jobsharing without the need for continuing financial inducement from public funds. The low current take-up of the scheme suggests it is not now fulfilling a useful purpose and we have therefore decided to close it for new applications on December 31, 1991.

(October 17)

Employment Action

Martin Brandon-Bravo (Nottingham South) asked the Secretary of State for Employment what progress is being made on the Employment Action programme.

Michael Howard: Progress on Employment Action has been very satisfactory. The first people joined the programme some three weeks ago. We are on course as planned to have 30,000 participants by March next year, with 60,000 helped in 1992—93.

(October 22)

David Hinchliffe (Wakefield) asked the Secretary of State for Employment, how many bids have been received from Training and Enterprise Councils and other agencies in order to run Employment Action Schemes.

Robert Jackson: Seventy-five Training and Enterprise Councils are already running Employment Action or are negotiating contracts with my Department. Where TECs have declined to participate, my officials will be arranging contracts direct with providers. There has been strong interest from providers in such cases.

(October 21)

David Hinchliffe (Wakefield) asked the Secretary of State for Employment what steps he has taken to ensure that Employment Action does not result in job substitution; and if he will make a statement.

Robert Jackson: Employment Action is delivered locally. Training and Enterprise Councils with their solid base in the local community, are ideally placed to ensure that there is no substitution.

(October 21)

Never too old

FAST FOOD IN THE FAST LANE: There are many advantages to be gained from hiring older workers—as McDonalds have discovered.

Training for Older People is a new handbook which provides an international overview of the current position of older people in the labour market.

It examines how training programmes can be designed specifically to assist older people into the labour market, and describes strategies and techniques from various international sources.

It also provides information on the overall environment for older workers, and on the implications of training, programme design and implementation, marketing the skills and experience of older workers, staffing, costs and the evaluation of results.

While intended mainly for trainers and training institutions of all kinds concerned with the training of older people, the handbook should also prove useful for local or regional authorities, counselling and employment agencies, companies and other organisations which are setting up training measures for older people.

☐ *Training for Older People* by Peter C Plett and Brenda T Lester. Published by International Labour Office, Vincent House, Vincent Square, London SW1P 2NB, tel 071-233 5925. Price £11 pbk.

How about going international?

International strategies and structures have risen to the top of boardroom agendas worldwide. Spurred on by the need to exploit global market opportunities, companies are experimenting with new approaches which cut across national boundaries and allow the most flexible use of corporate resources.

And one such vital resource is the manager who can work effectively in various environments and cultures, in order to help bring about company success.

Drawing on the findings of a recent survey by Ashridge Management Research Group of nearly 50 businesses in the USA, Japan and Europe, *The International Manager* discusses how companies develop their international managers.

The book begins with a review of changing corporate structures and the advance of internationalism. It then examines how employees are trained for an international managerial career and what key skills and competences are required of them.

☐ *The International Manager* by Kevin Barham and David Oates. Published by Business Books Ltd, Random Century House, 20 Vauxhall Bridge Road, London SW1V 2SA. Price £16.99 hbk.

Get switched on

Employers considering taking on a person with a disability may gain useful guidance and encouragement from a new video entitled *Switched On—Disability, Technology and Employment*.

Produced by Hereward College of Further Education in collaboration with Bourneville College of FE and the Department of Trade and Industry, it features disabled people undertaking demanding work in various public and private sector environments and at all levels from data-input clerk to top executive.

It includes interviews with Professor Stephen Hawkinge and Bob Taylor, chief executive of Birmingham International Airport.

Throughout the video, the emphasis is upon the need for empowerment—for employers to recognise the abilities of disabled people and be willing to help develop these abilities in the workplace.

☐ *Switched on—Disability, Technology and Employment*. Available from Hereward College of Further Education, Bramston Crescent, Tile Hill Lane, Coventry CV4 9SW, tel 0203 461231.

Why keeping ethnic records at work is essential

How can you ensure that ethnic minority employees in your organisation get a fair deal?

Three essentials are a monitoring system, an action plan and a training programme, says the Commission for Racial Equality in three new guides.

A Measure of Equality gives a step-by-step guide to monitoring, from planning its introduction, consultation with trade unions and employees, collecting the data both for the existing workforce and job applicants, using the information gained. The guide says senior managers should prepare annual reviews and action plans to identify where, if at all, under-representation is occurring, and then establish the causes and take corrective action. Such measures should include setting equality targets, based on the percentage of ethnic minorities in the local labour market; outreach work with minority communities; and special training schemes and other positive action members.

Endorsing the guide, Employment Secretary Michael Howard said, "It's clearly important that employers should tailor to their own needs and circumstances any ethnic monitoring system that they adopt. This booklet will help them greatly in achieving. this."

Fifteen questions and objections most often raised by employers are answered in the second, 23-page booklet: *Why Keep Ethnic Records?*

The third title, *Training—Implementing Racial Equality at Work,* has been written for senior managers, trainers, personnel officers and training providers, and sets out the basic elements of good training practice. A curriculum tailored to fit each of these groups is outlined in terms of 'essential learning elements'—such as knowledge of equal opportunities law—and 'outputs', like being able to identify barriers to progress as stereotyping.

Successful training has three requirements, says the booklet: senior management support; back-up for changes in policy and practice; and adequate resourcing.

A Measure of Equality: Monitoring and Achieving Racial Equality in Employment, price £4; *Why Keep Ethnic Records?* price £3; *Training—Implementing Racial Equality at Work*, price £3.50.

All three titles are available from Lavis Marketing, 73 Lime Walk, Headington, Oxford OX3 7AQ, tel 0865 67575.

Childcare made simple

CHILD'S PLAY: Jane Johnston combines her work as a public administrator with care of Katy, 18 months. See *Childcare made simple*, left.

According to OPCS figures for 1990, 41 per cent of women with children under four years and 67 per cent with children aged 5–9 were in full or part-time employment—a rise respectively from 25 and 57 per cent in 1981.

This steep increase in the number of mothers combining a working life with looking after their family has gone hand in hand with an increasing demand for knowledge about childcare options and the lights of working parents and benefits available to them.

Parents facing these issues will find much useful advice in *The Working Parents Handbook*. Now in its tenth edition, the handbook has been extended and retitled in recognition of the growing participation of fathers in choosing childcare arrangements.

The handbook includes concise information on:

- childcare alternatives, eg childminder, day nursery, nanny, or creche;
- looking after school-age children;
- how to find a carer via local authorities or private agencies, and how to advertise for and interview candidates;
- the formalities (tax, national insurance, sickness pay); and
- the costs involved.

It also explains how the newly-enacted Children Act affects daycare arrangements, and provides details of the rights and benefits parents can expect from employers, and a list of useful addresses.

Proof that the information in the book is based not on theory but has evolved from the real-life experiences of working mothers is demonstrated by a number of case studies in which WMA members describe the ups and downs of using various methods of childcare.

☐ *The Working Parents' Handbook: A Practical Guide to the Alternatives in Childcare*. Available, price £4.50, from The Working Mothers' Association, 77 Holloway Road, London N7 8JZ, tel 071-700 5771.

Perks auditing

Pensions, share options, company cars, health insurance, meal allowances. These are just some of the wide range of fringe benefits now available to employees in addition to basic pay and bonuses.

Despite the prevalence of these benefits and the substantial costs involved, the complexity of the subject means that many employers still shy away from making a full assessment of their company's benefits provision.

A new book, *Director's Guide to Employee Benefits* should, however, provide invaluable assistance for employers who need to evaluate the costs and usefulness of benefits in attracting, retaining and motivating staff.

It gives a straightforward review of the issues involved, such as communication and the legal framework, and particular forms of benefit such as cheap loans, pensions, healthcare and company cars. Each chapter is written by an expert in the field.

The final section discusses trends for the future including the development of the 'cafeteria' concept and the influence post–1992 of European benefits practice.

☐ *Director's Guide to Employee Benefits*. Available from the Books Department, The Director Publications Ltd, Mountbarrow House, 12 Elizabeth Street, London SW1W 9RB, tel 071-730 6060. Price £9.95 pbk.

Law at work

Unfair dismissal and industrial tribunals are the focus of two new law handbooks published by The Industrial Society.

Unfair Dismissal—Your Legal Rights is a practical guide through the legal complexities of issues such as constructive dismissal, disciplinary procedures, redundancy dismissals, and absence through sickness or pregnancy.

Industrial Tribunals—How to Prevent your Case gives step-by-step advice on constructing a case, the legal issues to be aware of and also what preventative steps could be taken to avoid a tribunal.

Both titles are written for the benefit of employers, employees, trade union officials and personnel professionals. They complete a set of seven *Law at Work* guides that also cover: redundancy, environmental issues, maternity and sick pay, and a guide to the employment acts.

☐ *Unfair Dismissal: Your Legal Rights* by Richard W Painter and *Industrial Tribunals—How to Present your Case* by Philip Parry. Published by The Industrial Society, 3 Carlton House Terrace, London SW1Y 5DG, tel 071-839 4300. Price £12.95 each, pbk.

Let's stick together

Labour-management cooperation has assumed increasing importance recently, especially because of the introduction of new technology and structural change.

If the necessary adjustments are to be made without series friction, employees must be convinced of the need for, and the fairness of, the measure taken.

Working Together provides an overview of the issues involved and describes a number of successful examples of joint action by workers and employers in various industries around the world.

☐ *Working Together: Labour-management cooperation in training and in technological and other changes* edited by Alan Gladstone and Muncto Ozaki. Published by ILO Vincent House, Vincent Square, London SW1P 1NP, tel 071-828 6401. Price £16.50 pbk.

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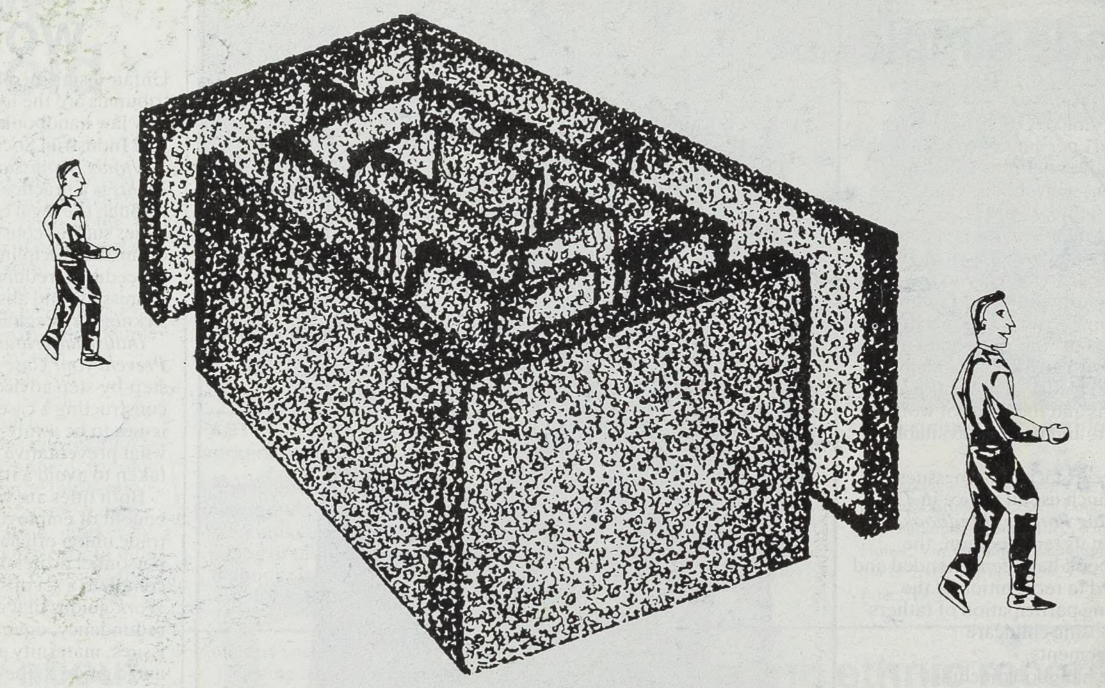

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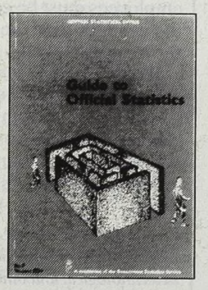

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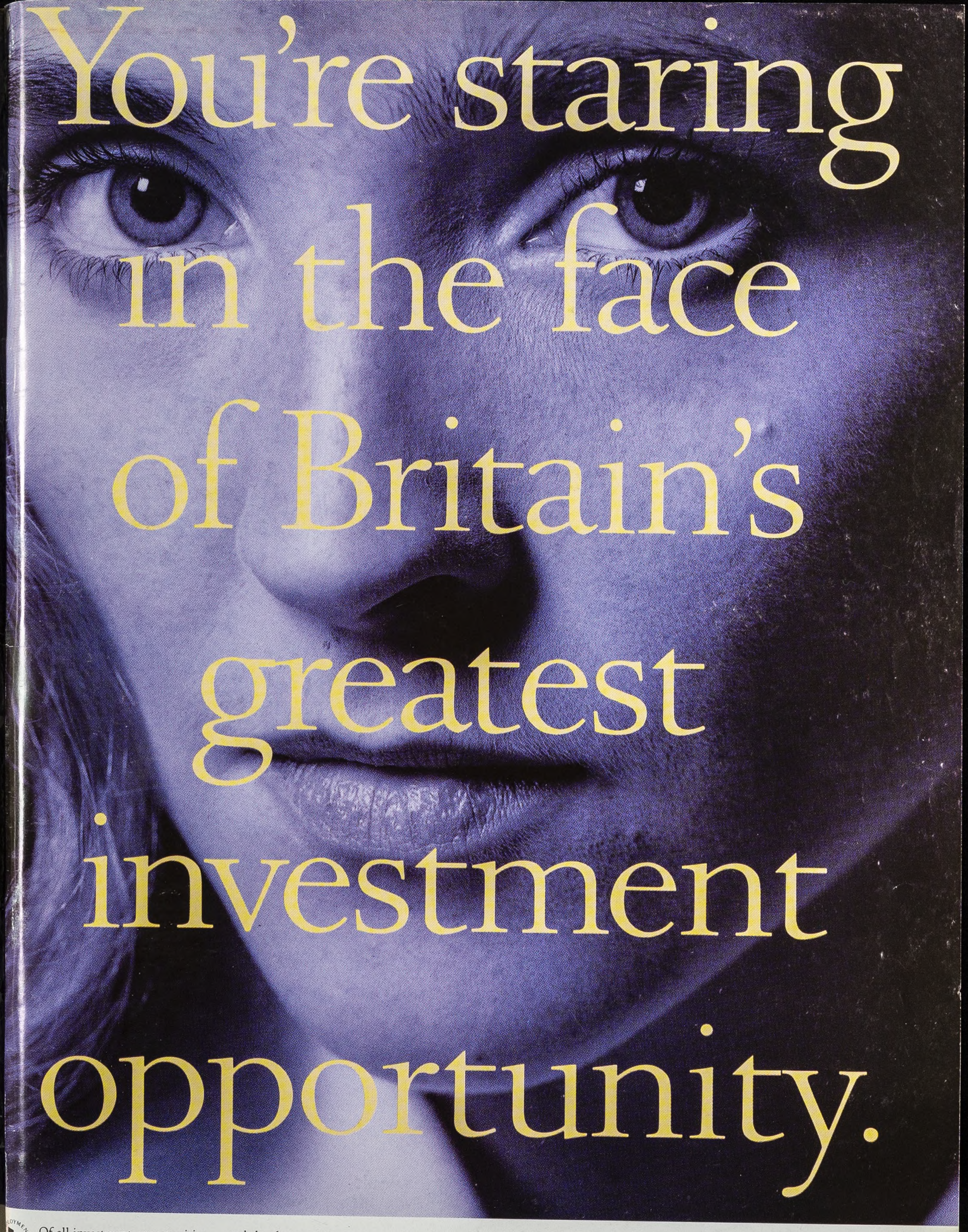

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RESEARCH PAPERS

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

No 77: The Employment of People with Disabilities: Research into the Policies and Practices of Employers

Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled.) Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

No 78: The Early Careers of 1980 Graduates: earnings, earnings differentials and postgraduate study

Peter Dolton, University of Bristol, Gerry Makepeace, University of Hull, G.D. Inchley, University of Bristol.

Using the Survey of 1980 Graduates and Diplomates, the authors consider how the earnings of graduates are determined. The paper examines the influence on earnings of: sex, race, institution of study, sector of employment, type of work and occupation type. Earnings differentials by sex, race and institution of study are computed and earnings by degree subject and occupation over time are examined in detail. Finally it investigates the pattern and impact of postgraduate study amongst the individuals in the sample.

No 80: Motivation Unemployment and Employment Department programmes

Michael H. Banks, J. Bryn Davies, MRC/ESRC, Social and Applied Psychology Unit, Department of Psychology, University of Sheffield.

This paper is a review of academic literature on the unemployed and their psychological motivation. The paper is split into two parts, the first considers the available evidence on the psychological motivation of the unemployed, especially the long-term unemployed (LTU), their attitudes to work, money and training and their methods of job search.

The second section is about attitudes towards programmes for the unemployed and the reasons for participation/non-participation. This section looks at awareness of programmes amongst the unemployed and their attitudes towards them, as well as the process of referral to schemes and the reasons for non-completion.

No 81: The use of Cohort study data for estimating the education and labour market status (ELMS) of young people

David Raffe and Peter Burnhill, Centre for Educational Sociology, University of Edinburgh

The research undertaken explored the possibility of using survey data from the Youth Cohort Studies in England and Wales and from the Scottish Young People's Survey in the preparation of the ELMS estimates, in order to extend their range and improve their reliability. The ELMS series is regularly published in the Department of Employment *Gazette*, most recently in the December 1990 issue.

The research report is primarily a methodological study which compares data (mainly for 1987) from the various sources used and evolves a strategy for the development of the ELMS series.

No 82: The Bristol labour market

Geoff Griffin, Simon Wood and Jackie Knight, Employment Department

Parallel surveys of employers and the unemployed were carried out in Bristol in October 1989. This report considers the results from both studies in an attempt to identify barriers which restrict the functioning of the local labour market. About 1,300 employers were interviewed by telephone using a structured questionnaire; they were asked about vacancies, recruitment methods and characteristics of recent recruits. Over 1,200 unemployed people were interviewed at Benefit Offices after 'signing on'; amongst the information they provided were details of personal characteristics, such as qualifications and previous experience, and of job search/requirements.

Research papers can be obtained free from: Department of Employment, Research Management, Room E417, Moorfoot, Sheffield S1 4PQ (telephone 0742 593932). Papers will be sent as soon as they are available.

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