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Editor
DAVID MATTES
Assistant Editor
BRIAN McGAVIN
Production Editor
TED FINN
Studio
CHRISTINE HOLDFORTH
Editorial office
ROSE SPITTLES
01-273 5001

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

Department of Employment inquiries 01-273 6969

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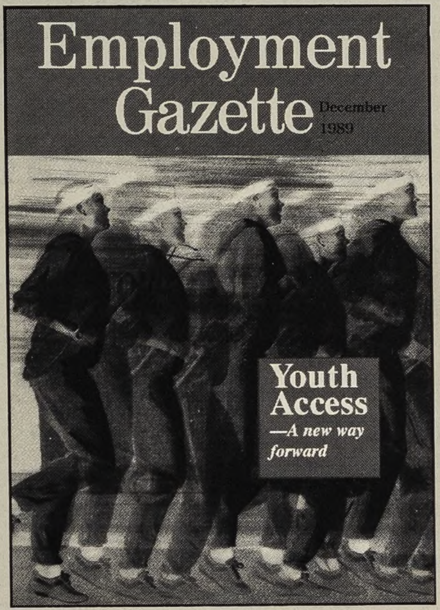
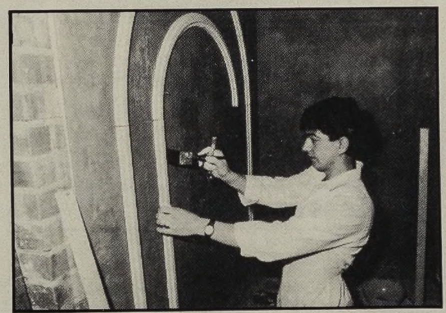
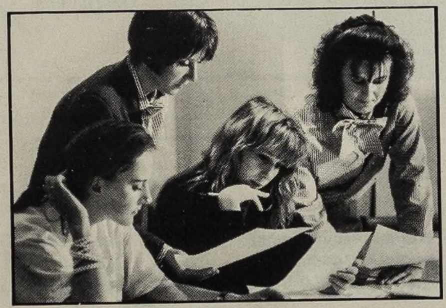


COVER PICTURE
Youth Access is a novel means of attracting young people into higher education and should also benefit employers. See p 649. Photo: Image Bank.



Details of the new Employment Act are set out on p 658.



Women's training is put under the spotlight in a special feature on p 662.

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Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **Publications, ID6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

Note: This list does not include the publications of the Training Agency or the Employment Service, nor does it include any priced publications of the Department of Employment.

General information

Your guide to our employment training and enterprise progammes
Details of the extensive range of DE employment and training programmes and business help PL856

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 ***Written statement of main terms and conditions of employment*** PL700 (1st rev)

2 ***Redundancy consultation and notification*** PL833 (3rd rev)

3 ***Employee's rights on insolvency of employer*** PL718 (4th rev)

4 ***Employment rights for the expectant mother*** PL710 (1st rev)

5 ***Suspension on medical grounds under health and safety regulations*** PL705 (1st rev)

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

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9 ***Guarantee payments*** PL724 (3rd rev)

10 ***Employment rights on the transfer of an undertaking*** PL699 (2nd rev)

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Industrial action and the law
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A simple leaflet for employers, summarising employment law

Fact sheets on employment law
A series of ten, giving basic details for employers and employees

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Employers' guide to the work permit scheme OW5

Employment of overseas workers in the UK
Training and work experience scheme OW21(1982)

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A guide to part 1 of the Wages Act 1986 PL810

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Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITL19

Recoupment of benefit from industrial tribunal awards—a guide for employers PL720

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Collective agreements and sex discrimination

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Equal pay for women—what you should know about it
Information for working women PL739

Miscellaneous

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

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

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

A.I.D.S. and employment
An attempt to answer the major questions asked about employment aspects of A.I.D.S. but also part of a wider public information campaign PL811

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

Alcohol in the workplace
A guide for employers PL859

Drug misuse and the workplace
A guide for employers PL880

Mind boggling!

Forty-two per cent of working adults cannot imagine themselves undertaking any training in the future and a third of 19 to 34 year olds could not foresee any circumstances leading them to undertake any further education or training, according to an authoritative new study, *Training in Britain*.

The figures rise to nearly half for those aged over 35.

Speaking in London at the presentation of the National Training Awards, Employment Secretary Norman Fowler described the findings as "mind boggling", adding: "Jobs are changing all around us. Almost all will require higher level skills and call for increased levels of responsibility. Technology continues to change rapidly. The international competition in markets for goods and services grows fiercer by the day." Mr Fowler continued: "The substantial fall in the number of young people means that our future prosperity in the 1990s lies largely in the hands of our existing workforce. Eight out of ten of those who will be at work in the year 2000 are in the workforce now. Yet nearly half of them cannot imagine themselves undertaking training ever. I should add that another 38 per cent *could* imagine themselves training—but they had done very little about it and were waiting for someone else to take the initiative.

"Those figures show the mountain we have to climb. It is not just money. We have to enthuse our workforce about the importance of training."

Evidence

The study, said Mr Fowler, also showed that there is now a substantial body of evidence on the contribution training makes to improving productivity and the earnings and employment prospects of individuals. "Training raises productivity within firms through flexible deployment of the workforce, fewer machine breakdowns, and the ability to use more advanced technology."

Training in Britain is published by HMSO. Price £10. ISBN 0 11 361279 6.

Jobclub celebration

Britain's first Jobclub leaders Diane Hadley (left) Durham Jobclub and Anne Sanderson (Middlesbrough) cut the birthday cake with Norman Fowler.

Jobclubs, which help the long-term unemployed find work, celebrated five years of success at a party attended by Employment Secretary, Norman Fowler and a group of Jobclub 'graduates'.

Mr Fowler noted that the Government's Jobclub programme had been conspiciously successful, with 54 per cent of participants finding work in the past year and a further 15 per cent going into some form of training or self-employment.

Long-term unemployment, he said, has halved in the last three and a half years and is falling faster than total unemployment.

Mr Fowler then announced that a pilot project is to start immediately in 15 Jobclubs, designed specifically for people with severe literacy and language problems.

Major tune up for training programmes

New proposals for the training and development of young people have been set out by the Government.

Speaking at the CBI conference in Harrogate, Employment Secretary Norman Fowler announced there would be three clear objectives for training young people for the 1990s:

The first is to secure that every young person up to and including the age of 18 should either be in full-time education or in a job with training.

The second is to ensure that by 1995 every young person should, by the age of 18, have the opportunity to achieve a recognised vocational qualification at what is called Level Two of the new National Vocational Qualifications. "To give an idea of the significance of that objective, what we are saying," explained Mr Fowler, "is that all young people should be able to get the vocational equivalent of five old-fashioned O-levels—that is a huge advance.

"But things need to go further," he said. "We must plan to secure that at least half of our young people should progress either to Level Three—an advanced vocational qualification—or to A-levels. We must get to that point quickly. We must aim for 1995 for that. We cannot afford to wait for the year 2000."

As announced in the Government's Autumn Statement, allocations to the YTS and Employment Training (ET) programme are being reduced.

Mr Fowler explained that the cuts were in response to the sharp falls in the number of people out of work and claiming benefit.

ET places are to be reduced to 450,000 and the budget to £1,200 million in the next financial year. YTS will be trimmed to £900 million in the same period.

Focus on ET

The first official study of the performance of the Government's Employment Training scheme suggests that over half the long-term adult unemployed leaving it are either finding jobs or becoming self-employed.

A Department of Employment survey of 2,000 people leaving ET after an average of five months' training found that 53 per cent were entering employment. Under the Community Programme the figure was 40 per cent.

Almost 495,000 people have now passed through the ET scheme.

Employer rush as TECs take off

Employers have responded so well to the concept of Training and Enterprise Councils (TECs) that progress on establishing a national network is well ahead of schedule.

According to Brian Wolfson, chairman of the National Training Task Force, the first TECs should be up and running by April 1990 with the programme completed by October. By then, there should be some 100 TECs across the UK.

TECs were launched in March with the aim of involving employers in improving training and identifying local labour market needs. At the time it was envisaged that it would take three to four years to establish 80 TECs in England and Wales.

The board of each TEC will be a mirror of the commercial and economic activity in its region, with national standards but local provision, added Mr Wolfson.

Vocational qualifications reach out to professions

Vocational qualifications for professions could soon form part of a new, all-embracing higher level of the National Vocational Qualifications (NVQ) system.

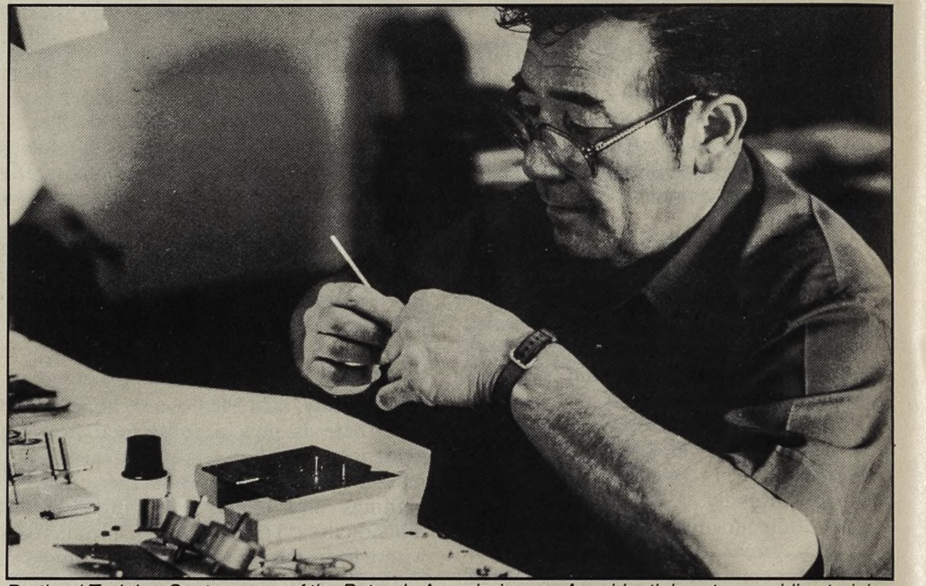
They would extend the comprehensive four-level structure of UK vocational qualifications already being set up.

The National Council for Vocational Qualifications has written to 131 UK professional bodies and other institutions asking for their views on bringing higher qualifications, including those giving entry to the professions, into the NVQ framework. Responses are being asked for by February 5, 1990.

More than 140 work-related qualifications have now been accredited by the council, according to its latest annual report.

This is about a third of the number targeted to get the system of National Vocational Qualifications in place by the end of 1991—the date set by the Government for implementation of the NVQ framework at the first four levels in all major employment sectors.

80 ways to success in training awards



Portland Training Centre—one of the Patron's Award winners. A residential centre providing training for people with varying disabilities, the centre has developed highly effective training packages to help speech-impaired students operate in a working environment.

A firm which recovered its training costs in a year and a museum where displays are enlivened by trainee actors gained special recognition from the judges at this year's National Training Awards.

Tunnel Refineries, and the Museum of the Moving Image, both from London South Bank, jointly won the Patron's award in the competition which aims to highlight exceptionally effective training developments and practice.

By radically improving technology and transforming company culture with an on-site training scheme designed to implement flexible working practices, Tunnel Refineries can now look to major financial benefits for its food and pharmaceuticals processing business.

More than 1,300 organisations entered the competition with 80 gaining awards at a ceremony in London, hosted by Employment Secretary Norman Fowler. Of these, 25 were organisations with fewer than 200 employees.

The Patron, Brian Wolfson, chairman of the National Training Task Force, also chose Portland Training College, Mansfield, Nottinghamshire, as an example of outstanding innovation in training methods.

Two other organisations picked up special awards: the Times 1992 Award for companies which have done most to prepare for the single European market went to Sheerness Steel, Kent, while Channel Four TV's Business Daily Award was won by Ernest Ireland Construction, of Bath.

The National Training Awards—now in their third year—are sponsored by the Training Agency with support from the CBI.

Careers Service reports go on the record

Employment Secretary Norman Fowler has announced he is to improve public accountability by publishing all future Careers Service inspection reports.

The reports on England's 96 local authority careers services have, until now, been confidential, prepared initially for the Minister of State for Employment and sent by him to the chairs of local education committees.

Mr Fowler announced that henceforth, reports on all inspections would be published. This decision, he said, "will improve the Careers Service accountability to its public. Those working closely with the Careers Service—schools, managing agents, employers—as well as students and their parents are entitled to know how their local service is performing and what are its strengths and weaknesses. The publication of the inspection reports is a way through which this may be achieved."

Blueprint for skills revolution

In a speech to the Confederation of British Industry's annual conference Sir Bryan Nicholson, Post Office chairman, described the launch of the CBI's vocational Education and Training Task Force report as a blueprint to bring about a skills revolution in Britain, but active employer support in putting its 55 recommendations into effect was vital.

"Britain's inadequate skill levels are a competitive handicap," he said. On this topic, the Task Force had three fundamental points to make.

Three problems

First, people are now the *only* source of sustainable competitive advantage and a need for higher skill levels is forecast throughout the economy; but the skills gap with our competitors appears to be widening rather than narrowing.

Second, Britain stands no chance of making progress unless it sets clear, ambitious national attainment targets: By the end of the century at least half of the workforce and young entrants to the workforce should be qualified to higher education entry levels."

Third, Britain will not achieve this target unless it creates an education and training market where customers exercise more influence over provision. "We want to create more demand in that market by giving young people cash credits to buy education and training. We call this package 'careership'."

The Task Force cannot support the employment of young people where this does not lead to nationally recognised qualifications, continued Nicholson, nor would it wish to perpetuate the "nonsensical" divide between the academic and the vocational, "a divide which has consistently failed to meet the needs of the more vocationally inclined."

Sir Bryan Nicholson.

The Task Force also called upon the Government to instigate a major review of careers advice and guidance, but recognised that employers as well as government had to become investors in training if adult targets are to be met.

Nicholson concluded by saying that the Task Force wanted a number of TECs to pilot its careership proposals, with the members of the TEC boards leading the way by example in their own companies.

"We need to ensure by this time next year that all 16 to 18-year-old employees are receiving training leading to nationally recognised qualifications. Doing nothing is not an option,"

Industry training boards to go

Further steps towards a new framework for training in Great Britain are under way with new organisations, based on the voluntary commitment of employers, coming forward to replace the statutory industrial training boards. These will cover:

- engineering, other than engineering construction;
- road transport;
- hotel and catering;
- clothing and allied products;
- plastics processing; and
- offshore petroleum.

Progressively over the next three years the boards covering these sectors will be wound up and their key functions taken over by the new voluntary organisations.

In the construction and engineering construction industries the Government has accepted that the particular employment patterns in these sectors mean that statutory arrangements will have to continue for the present.

However, the two boards involved will be required to introduce a number of important reforms to reduce the burdens on small firms and on employers who are good trainers.

Protection for occupational pensions

Greater protection for members of pension schemes whose companies are involved in takeovers or mergers has been announced by Social Security Secretary, Tony Newton.

Mr Newton also announced:

- the setting up of a Social Security Ombudsman;
- a tracing service based on a register of pension schemes, to help people track down pensions held with their previous employers; and
- increased help and advice for members of occupational and personal pension schemes, by a strengthening of the voluntary Occupational Pension Advisory Service.

To improve benefit security for present and future pensioners, Mr Newton proposed four measures.

"First, we will strengthen the protection for early leavers from occupational pension schemes which we introduced in 1985, by requiring the schemes to revalue all future early leavers' preserved pension rights.

Pension rights which go beyond the guaranteed minimum pension will have to be revalued in line with prices, up to a maximum of 5 per cent a year.

"Second, where a pension scheme winds up, the same revaluation requirement will also apply to future pensions and to pensions in payment.

"Third, again on wind-up, any deficiency in a scheme's assets to meet scheme liabilities, including these new liabilities, will become a debt on the employer.

"Fourth, we shall introduce a new ceiling on self-investment for pension schemes which will allow companies which run their own schemes to hold no more than 5 per cent of their pension assets in the employer's business."

Managers with no shadows

Britain's companies are failing to meet the demand from students, eager to 'shadow' managers in the workplace, according to The Industrial Society.

Since the scheme was launched this summer, more than 250 students at universities and polytechnics have expressed interest in placements—but only six companies have so far responded.

Amanda Knight, the Student Industrial Society (SIS) national campaign leader, said: "I am very disappointed with this response. At a time when it is claimed that graduates are like gold dust, British firms have been found sadly wanting in providing opportunities for students to gain experience of what it would be like working for their organisation."

'Workshadowing' involves a student observing a manager or graduate trained employee of three-to-five years standing for up to a week.

Employment Act 1989 gets Royal Assent

The Employment Act 1989, which came into force last month, takes forward the Government's training strategy for the 1990s, removes barriers to women's employment and relieves young people and their employers of a mass of bureaucratic restraints.

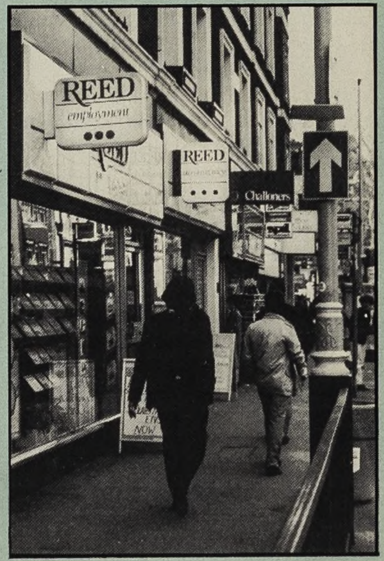
Commenting on the Act, Employment Secretary Norman Fowler said it was particularly significant in view of the 'demographic time bomb' facing industry. "There is no doubt that women's contribution to the nation's workforce will become increasingly important in the 1990s. The fall in the number of young people entering the labour market also makes it timely to review the restrictions on their employment and remove those that serve no useful purpose. But we have kept all those that are necessary for health and safety reasons.

"Continuing the Government's programme of deregulation, the Act also lifts a number of unjustified burdens from business—particularly from small firms." (See special feature on p. 658).

• In the current session of Parliament, legislation will be introduced to make further reforms of industrial relations and trade union law.

Two Green Papers from the Department of Employment, *Removing Barriers to Employment* published on March 20, 1989 and *Unofficial Action and the Law* published on October 11, 1989, set out the Government's proposals for changes in employment law. The consultation periods for these papers have now ended.

Call for British style agencies in Europe



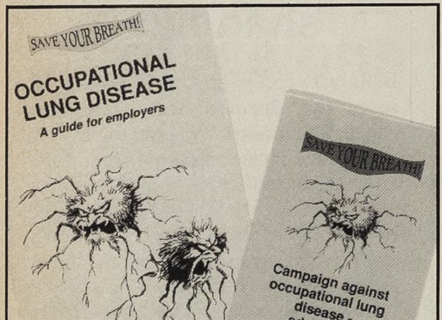
A call for the adoption of Britain's system of recruitment by other community countries following the removal of trade barriers in 1992, has been made by the president of the Federation of Recruitment and Employment Services (FRES).

In her opening speech at the FRES annual conference, Lady Howe told delegates that the UK had the largest, most sophisticated, and the least restricted private employment sector in the whole of Europe. But many of its practices (for example, charging fees) are illegal—or only tolerated—in some community countries.

Save your breath

The Health and Safety Executive has launched a year-long campaign aimed at reducing occupational lung disease.

Introducing the campaign, John Rimington, director-general of the HSE said: "The traditional lung diseases caused at work—pneumoconiosis and silicosis—belong essentially to a past era, though the consequences are still with us. Our priorities now are to tackle asthma and other allergic lung diseases which can be caused by a whole range of materials encountered at work. Over 200 new cases of occupational asthma are diagnosed each year under the Department of Social Security's Disablement Benefit Scheme; but there are many more known cases which do not lead to claims for benefit."



In its campaign the HSE will discuss with employers the conditions at work which could cause lung disease and also suggest ways of monitoring the effectiveness of preventive action, including health surveillance where appropriate. Family doctors will be encouraged, through seminars and meetings, to consider whether work activities could be the cause of lung disorders in their patients. The campaign will also put the message to occupational health nurses and safety officers.

Early results of improved statistics and notification procedures confirm that exposure to harmful substances can occur in a wide range of occupations. Hospital workers and nurses, for instance, have contracted occupational asthma from exposure to glutaraldehyde, a sterilising agent.

The investigation of a complaint by an employee working in a commercial tomato growing establishment also led to the discovery that a fungus which attacks tomato plant debris can cause asthma.

Literature for employers, pocket cards for employees and posters for workplace display are available free of charge from HSE Enquiry Points in London 01-221 0870, Sheffield (0742) 752539 and Bootle 051-951 4381.

Easier for the over 50s

The Government intends to question all employers who specify upper age limits for vacancies notified to jobcentres. This tightening of procedures is in response to publication of the Employment Select Committee report on employment opportunities for the over 50s. But the committee's proposals for people to be offered a decade of "flexible retirement" were ruled out on the grounds of cost.

Employment Secretary, Norman Fowler pointed out that the abolition of the earnings rule for pensioners has already introduced an element of flexibility.

The Government has also ruled out the committee's call for £500 vouchers for unemployed people over 55, to be spent on education and training, pointing out that almost 10,000 people over 50 are currently in training on the Employment Training programme. The Employment Department rejects the committee's claim that entry requirements for ET restrict entry by older people.

In addition, the Department is piloting a part-time Jobstart scheme specifically for the over 50s in which £20 a week is paid for up to six months for people taking part-time jobs of at least ten hours a week and where wages do not exceed £2.57 per hour.

House of Commons Employment Committee: Employment patterns of the over 50s. Available from HMSO. Price £2.20.

No future for Luddite employers

We have been lulled into a false sense of security, according to Frits Janssen, managing director of information technology consultants, IT World Ltd.

"We have grown used to such maxims as 'small is beautiful' and 'the customer is king', he said, "now we'll have to learn to believe that 'the individual is power'. We have to learn to live in a world where a new breed of 'anti-Luddites' holds all the cards."

Instead, said Mr Janssen, the benefits of new technology are being recognised formerly by the individual, and the individual's demands will be the driving force behind organisational changes and success, right up to the year 2000 and beyond.

Lost resource

Speaking at the Human Resources and the Future of Work conference in London, he made the point that employers should recognise that the skills and experience of individual employees are sometimes irreplacable and that women employees who leave work because of family commitments need not become a lost resource for employers. Teleworking can help prevent the loss of skilled and experienced staff but "structural change to accommodate this is primarily, if not exclusively, a concern for the hirer, not the hired."

Home working

IT World developed a home-based working scheme for the Department of Trade and Industry in which 100 people with disabilities were set up as home workers. This, said Janssen, led to provisions for disabled people to be adopted by the Employment Department and grants are now available to assist with start-up costs. It also led to a three-year evaluation of the viability of home-delivered training in skills that would enable home-bound people to qualify for meaningful employment.

His company has attempted to identify the particular challenges of remote working and remote management. "It is not true that if you can't see them, you can't manage them," said Janssen. "The manager is key—he or she must be particularly competent, a skilled communicator and a good team builder. He or she must take every opportunity to develop the team, and must be experienced in health and safety, tax and national insurance and other regulatory issues affecting the remote workers.

"We can learn from other countries' experience, particularly the USA.

"In the United States, American Airlines has moved all its ticketing operations from Arizona to Barbados; Best Western Hotels uses prison inmates to handle peak season reservations; Control Data Corp has offered professional and management staff in Minnesota the possibility of working at home; and the US Army has about 200 programmers working from home in an interactive office support system."

Work patterns

"We must, most of all, accept that in a seller's market for labour we cannot afford to ignore the individual's need for flexibility, autonomy and control," he said, concluding: "If we, as employers, want the best workforce, then we must offer the most advantageous employment package. Forget nine-to-five, five days a week: it has as much relevance to work patterns today as the Victorian workhouse."

Career loans

More than £10 million has now been lent to trainees through the Employment Department's Career Development Loans.

Commenting on the success of the loans, Employment Minister Tim Eggar said: "It proves that, given the opportunity, people are willing to take the iniative and invest in their own career progress." Since the national launch in July 1988 some 5,000 applications have been approved.

The CDLs provide sums between £300 and £5,000 to people who want to take up job-related training and finance it themselves. The Government pays the interest on the loan during the period of training and for up to three months afterwards, during which time the trainee has to make no repayments. The individual then takes over responsibility for repayment of the loan plus any further interest, over a time agreed with the bank.

Any course is eligible for consideration provided it is job related, lasts for at least a week and no more than a year and does not attract a mandatory student award. Applicants may be employed or unemployed. Full-time, part-time or distance learning courses can all be considered.

An information booklet, giving details of eligibility criteria as well as examples of repayment schedules, can be obtained from any jobcentre, participating bank branch or by ringing 0800 585 505.

Miners Jobshop funded through British Coal Enterprise.

Job creation from coal enterprise

Two new initiatives have been announced by British Coal Enterprise—the coal industry's job creation agency.

An equity capital package for businesses too small to gain access to the venture capital market and a 'skill shop' for employers experiencing difficulty in recruiting skilled workers.

In the five years since it was established, British Coal Enterprise have provided support for schemes which have led to over 40,000 people being employed—with a commitment to projects which will employ a further 15,000 in coal-mining communities.

"The new service will seek to find the best employees for the employers who use our service. The emphasis will be very firmly on helping to solve skill shortages, and we have the resources to locate the best providers of training and skill enhancement where necessary," said Merrick Spanton of British Coal Enterprise.

IPM Harrogate Conference

Special Report

by Brian McGavin and Mike Boland

Collective bargaining — a dying trend?

The decline of multi-employer bargaining with trade unions and the decentralisation of collective bargaining within organisations are growing and important trends.

But what are the immediate and longer-term consequences and is there some overriding imperative to decentralisation?

Professor Brian Towers, from the University of Strathclyde Business School spoke about the assumed advantages of decentralised bargaining.

It is generally believed that this will encourage lower rates of wage inflation, greater labour market flexibility and higher levels of employment. Some employers, for instance, want flexibility to respond to inflationary bargaining pressures in the South East.

In the public sector, the teachers' long-standing national machinery has been abolished, the water industry has discontinued national agreements and this example, he said, could well be followed by electricity after privatisation.

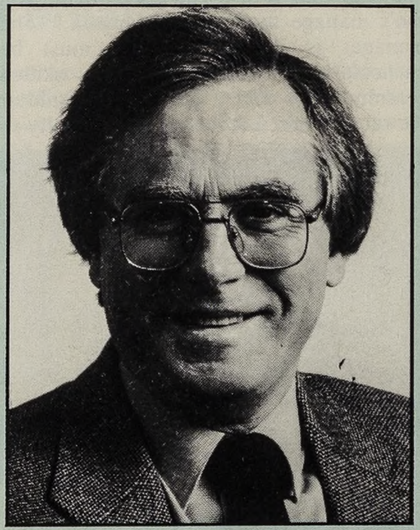
Similar developments are occurring in the private sector, prompted, according to Professor Towers, by changes within organisational structures giving a freer hand to management, as well as by the greater circumspection of trade unions. The newly privatised British Steel, for instance, has announced its intention to relate bargaining arrangements to plans for a decentralised organisational structure.

Nevertheless, Professor Towers suggested that this trend towards decentralisation may be losing some of its momentum. The potential problems of widening differentials, 'leap-frogging' pay claims and the absence of local bargaining skills could be rekindling some enthusiasm for the disciplines of national bargaining.

In spite of the abolitionist trend, he observed th multi-employer bargaining retains significance, especially in setting holidays and hours.

He believes it tends to be most durable in industries having most, or all, of the following characteristics:

- a large number of companies, of small size;
- geographical concentration;
- strong competition;
- high levels of union membership; and
- relatively high labour costs;



Professor Brian Towers

Small employers with limited time, resources and expertise appear to be attracted by arrangements which buy bargaining skills, limit the influence of unions in the local workplace and reduce vulnerability to competitive pay pressures.

Bargaining strength

While the distribution of bargaining power between the parties may be the primary consideration in choosing the centralised or decentralised roads —with large employers more likely to withdraw from multi-employer bargaining. Towers maintained the question of bargaining strength is not easy to assess. However, patterns are emerging and corporate-level bargaining, he observes, is more appropriate in the following conditions:

- a single product industry;
- relatively stable markets;
- centralised functions;
- a preference for negotiating with full-time union officials at national level—often due to the inexperience of local negotiators; and
- a preference for standardised terms and conditions across the organisation's plants.

Decentralised bargaining, on the other hand, appears to be associated with:

- a multi-product company;
- relatively unstable markets;
- a multi-divisional structure;
- decentralised functions;
- a preference for negotiating with shop stewards; and
- an intention to relate pay more closely to performance.

The decentralised form allows organisations to respond with more sensitivity to market changes. It also allows for the possibility of moving to single union agreements at decentralised, autonomous plants. But Professor Towers cautioned firms set on the road to decentralised bargaining by warning them of the need to recognise the substantially enlarged roles of both line-management and local shop stewards.

He emphasised that there should be careful preparation and planning, and a need to allay trade union suspicions. It would be necessary to nurture local bargaining and participating cultures, through team-briefings and training of representatives.

He warned too that comparability problems could emerge in the future, through the difference in final settlements; and, in Professor Towers' opinion, some organisations—where there is a national career structure—have a good case for maintaining a centralised bargaining structure.

Special Report

Total quality management

Total quality management is a heaven-sent opportunity for the personnel professional—or so Martin Wibberley tried to convince IPM Conference delegates.

Mr Wibberley, human resources director of the Lex Retail Group, began his address with an impressive list of British and international companies before asking what they all have in common.

The answer was: They all place exceptional emphasis on quality.

As a working definition, he described total quality management (TQM) as "a mission for satisfying customer expectations through continual improvement in all areas of activity." Underlying the TQM philosophy is the belief that inspection is no substitute for getting the product right first time.

However, total quality is more than a philosophy; it is a practical working process based on the assumption that focused management action can lead to improved quality of work and organisation. These in turn will lead to distinctive quality at a competitive cost, satisfied customers and a growth in market share.

TQM, said Martin Wibberley, is a process not just a system, and requires change to an organisation's culture. It takes time and consumes effort and energy, and needs commitment to an attitude and behaviour change on the part of every individual employee.

Martin Wibberley.

"So total quality is a priority issue for the human resources specialist," argued Mr Wibberley.

Japanese experience

Giving a potted history of total quality, he pointed to the Japanese experience: immediately after World War II they had a reputation for cheap and shoddy products. The catalyst of change was two American experts, Deming and Juran, who taught them a new approach to management, with the problem solving techniques and statistical control to back it up.

There followed a 20-year period of massive Japanese economic expansionism, at the end of which American companies began to wake up to the threat.

Not until the 1980s did European companies start to follow suit but, stressed Martin Wibberley, the best American, European and British companies have not slavishly copied Japan. What they have done is to absorb total quality principles, tailor them to their circumstances, and implement with conviction over years, not months.

Mr Wibberley highlighted seven basic tenets of the TQ faith: it must be *management-led*; *company-wide* in its scope; must emphasise *a common responsibility for quality*; focus on *prevention, not detection*; set a standard of *right first time*; measure using the *cost of quality*; and commit all to *continuous improvement*.

But to rush straight into quality circles without first changing management's ways or into quality improvement techniques training without first building awareness is to put the cart before the horse.

It is also a mistake, said Martin Wibberley, to assume that TQ is a six-month quick-fix, to make it a PR-led campaign or to focus just on the 'front-line troops'.

Instead, he argued, total quality requires *a corporate culture change*, someone to be the champion, training, communications and "measurement, measurement, measurement."

"These all must be proper areas of influence for the human resources professional," concluded Mr Wibberley. "The choice for us is clear—get in the lead or be sidelined."

Older workers: what should employers do?

The Government is committed to ensuring that older workers are fully utilised in the labour market, the IPM Conference was told by John Robertson, the Employment Service's head of special needs and programmes.

The debate about ageism has come to the fore fairly recently, he pointed out; and the issue is not just one of fairness but also of the effective working of the labour market.

This is one of the problems highlighted in the NEDO report, *Defusing the Demographic Time Bomb* (see last month's *Employment Gazette*), which indicates that as we go further towards the 21st century a higher percentage of the population will be over current pension age.

We will therefore need to look more to older workers as a source of labour. At present, Mr Robertson said, a large number of jobs are closed to older workers; this is often simply because of employers' stereotyped views and preconceptions.

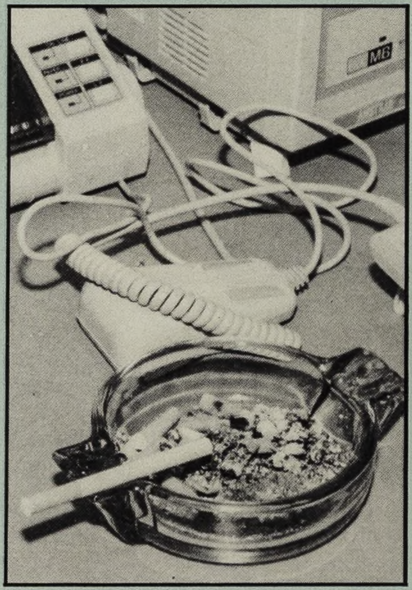
There is, in fact, a substantial supply of under-utilised older workers. So what should employers do? Mr Robertson suggested they should take another look at their recruitment, training and retirement policies.

Many current age-bars cannot be justified, claimed John Robertson. On the contrary, older workers need encouragement from employers to apply for posts for which they are well qualified.

It is absurd, he commented, that people over 50 holding senior positions within companies should sanction arrangements which discriminate against others over 50.

Special Report

Smoking at work policies



Many employees are not benefiting from what is already known about the effect of passive smoking, claimed Professor James McEwan, Professor of Community Medicine at Glasgow University.

Although as long ago as 1987 the Government's Independent Scientific Committee on Smoking and Health showed the real risk to non-smokers from passive smoking many employers still have no policies or these are not effective.

The balance of proof on the effects of smoking, including passive smoking, has now shifted, he argued, with the onus now on those who still maintain that smoking is not dangerous.

Reporting on a pilot survey by his department and the IPM, Professor McEwan indicated that there is a very wide range of policy and practice among companies.

Options that are not much favoured include those of dividing workspaces into smoking and no-smoking areas and imposing restrictions on the times during which smoking is permitted.

Ed Millie, personnel consultant with Peat Marwick McLintock, argued that a smoking at work policy is not primarily an issue of statute, contract or health: "The problem is essentially that of implementing changes to workplace rules, and the process is dictated by good practice.

"The changing attitudes to smoking policies at work simply reflect public opinion," he said.

"It is not the role of personnel staff to take a personally opinionated position: they should understand, anticipate and manage change."

Attitudes to smoking have changed significantly in the past two years, claimed Mr Millie, reflected in the acceptance by smokers and non-smokers of the right not to have to work in a smoking environment.

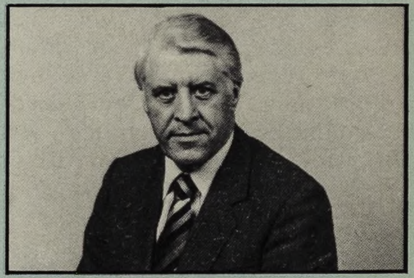
It is advisable for employers—specifically personnel staff—to be ready for the issue. Based on his experience, Mr Millie gave the following advice:

- Take easy opportunities to introduce no smoking policies, most obviously in new buildings;
- Do not assume smokers are against such policies;
- Employee-initiated change in an existing environment is more difficult to control and will cause tensions;
- The often adopted tactic of setting aside smoking areas is expensive, difficult to control and squalid.

The power of managing expectations

Employers can achieve higher productivity from their staff without paying a penny more, or give staff a bonus only to be ridiculed by their workforce.

Professor David Drennan of Nottingham University had a disarmingly simple but powerful message to tell delegates: "Managing expectations," he said, "is one of the least understood yet most powerful concepts in the difficult business of managing people."



Professor David Drennan

He quoted the case of a managing director who announced to his staff that, because the company was doing so well, a Christmas bonus would be paid. Employee expectations started to rise: £10, £50, £100, what would it be? In the event the £10 received became a bitter disappointment. The message: you only develop a pool of good will by matching or doing more than expectations.

Similarly there are techniques to limit the impact of bad news—relocation involving redundancies is bought at a heavy price in resentment if a company blockbusts measures through. Professor Drennan advised a step-by-step approach, counselling all staff over a period of a few weeks on options for early retirement or re-training so everyone knows what they are going to do—minimising the scale of reaction.

The OK Box

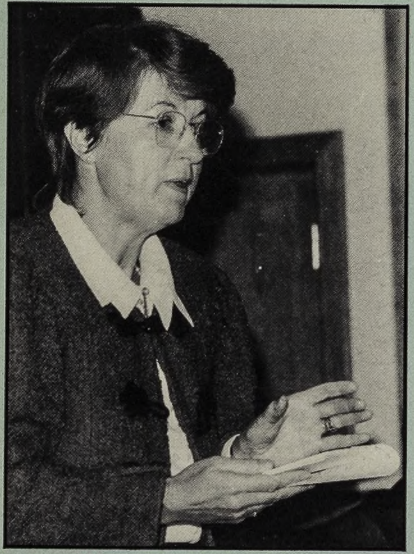
It is vital, said Drennan, for management to practise what it preaches. For instance, having a 'mission statement' like 'quality first' is useless if you don't follow through. People will follow what you do—not what you say.

Managers, in effect, create an 'OK box' and if they *seriously* expect employees to perform better—they will.

Drennan cautioned that silence on working patterns meant acceptance: they become part of the 'OK box'. Employers might have to review their targets, but they should make their expectations absolutely clear from the start.

Special Report

Making Equal Opportunities a reality



Joanna Foster.

Equal opportunities make sound business sense, said Joanna Foster, chair of the Equal Opportunities Commission.

It is no longer just a 'women's issue' or a 'race issue' or a 'disability issue' but an issue of central strategic importance for every organisation.

When a few years ago some of the pioneering practitioners were bravely claiming that Equal Opportunities made good business sense, for their organisation, the reaction from their competitors was sceptical. But gradually they had begun to count the cost of *not* developing a policy and translating into good practice.

Good Equal Opportunities practice, argued Ms Foster, is about good management practice: about recruiting, developing and training skills and creative ideas. It is also about the sort of culture and ethos we nurture, she pointed out, and therefore about how we adapt our ways to change.

"With the international competition hotting up and predictions like the recent one from the Henley Centre for Forecasting that women will make up half our workforce within 11 years, there is precious little time to get to grips with these Equal Opportunity issues.

"We have to think long term and invest both energy and money. Making Equal Opportunities a reality is one of the most exciting and important issues any one of us has to face as we go into the '90s and the next century."

Ethnic change

Michael Day, chairman of the Commission for Racial Equality, pointed out that in some areas, such as central London and central Birmingham, up to 25 per cent of new entrants to the labour market in the 1990s will be from ethnic minorities.

The latest CBI figures record that a quarter of manufacturing companies are already reporting output restricted by skill shortages.

"It is our experience," added Michael Day, "that manufacturing is one of the sectors that has been slow to develop equal opportunity policies—even though many have plants located in areas with above average ethnic minority numbers."

Too many organisations, he suggested, still make recruitment and promotion decisions on the basis of whether the applicant is 'the right kind of chap'.

Nine point agenda

Mr Day set out a nine-point agenda for change for Britain's employers:

- Don't assume that direct, basic and unsubtle discrimination can't be happening in your organisation;
- Use effective public relations and outreach methods;
- Look thoroughly at the selection process and make sure it is working fairly and efficiently to bring through the candidates who really are suitable
- Train all staff who participate in the recruitment and selection process;
- Use training and development programmes so that those with otherwise full abilities and potential can catch up on the skills and qualifications needed;
- Recognise the key role of positive action/developmental training for all staff at all levels;
- Be aware of the need for grievances and particularly cases of racial abuse and harassment to be dealt with firmly and sensitively;
- Recognise the need for objective performance setting and measuring;
- Give a strong lead from the top.

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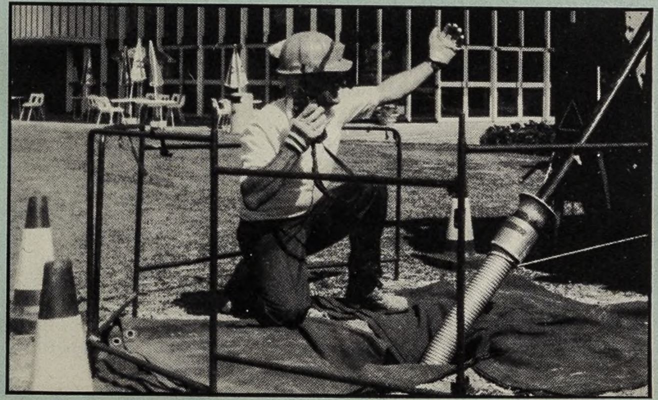
through a staff attitude survey covering 60,000 people (25 per cent of the workforce).

There has also been a trend towards individual contracts, first for top management and then for middle management: there are now 6,000 people on contract.

Overall, the seminar stressed the need for learning experiences to be shared, and anyone who still thought in terms of a skills gap between the public and private sectors was in for a surprise.



British Telecom cable being installed outside Chichester Festival Theatre. Privatisation of BT meant a complete change of culture.

Special Report

Public sector management

One of the significant recent trends in management has been the narrowing gap between the private and public sectors.

For the public sector this has meant major culture changes, greater management freedom and a new emphasis on customer service.

These were some of the themes covered in a seminar which focused on the experience of four public sector organisations: Kent County Council, Companies House; Yorkshire Water and British Telecom.

Culture change

As Danny Cheeseman, Kent's assistant personnel director, reminded delegates, the 1988 Local Government Act made competition compulsory for catering services, vehicle maintenance, building cleaning, grounds maintenance, refuse collection and street cleaning.

A *Local Government Chronicle* survey had, however, shown that "the idea that the private sector is queuing up to take over local services or that private contractors can outbid the authorities' own employees is in conflict with the available evidence."

Kent County Council, a large and complex organisation, had been involved in competition well ahead of the 1988 Bill, and had sought to anticipate the requirements of change in local government.

"Through a major organisation and development programme, we have changed our culture," said Mr Cheeseman. "The emphasis throughout is on customer responsiveness; management rather than administration; and large-scale devolution of responsibility away from the central departments which have traditionally played a dominant role in local authorities."

He quoted one manager's comments on the attitude change: "Things are different. There has been an increase in motivation among staff on the client side. Credit controls have relaxed. There is more self-confidence among management. Life seems to be more purposeful."

An interesting perspective was that of a full-time NUPE official who had observed: "We do not support compulsory competitive tendering and it's not without its down-sides in practice but we accept that it gives our members and us as their representatives the opportunity to show the quality and responsiveness of excellent public services.

"It is early days but there are signs of more scope for job satisfaction and retention of staff for local government."

Better service, lower costs, more fines

Companies House became an executive agency in October 1988.

Agency status, explained Stephen Curtis, chief executive and Registrar of Companies, created new management freedoms designed to foster the spirit of enterprise and improve customer service.

The Secretary of State (for Trade and Industry) set them a series of targets, such as a unit cost-reduction in real terms of 7 per cent in two years and a productivity increase of 12 per cent. These targets required the development of an already substantial computerisation programme.

"Increased computerisation will mean more directors convicted and fined for failure to produce accounts," pointed out Mr Curtis, adding: "Will you be one of them?"

Union co-operation

The challenges faced by Yorkshire Water during the mid-1980s resembled those common in the private sector, claimed Lloyd Davies, group human resources manager. He also argued that the personnel strategy adopted by the Authority could have equal relevance in private companies.

Top management considered it important to have a trade union agreement; and the foundation of that agreement was their offer of a guarantee of no compulsory redundancy providing there was genuine and ready co-operation in change.

Senior management seminars were a key plank in Yorkshire Water's personnel strategy and, reported Mr Davies, they brought home "the realisation that managers achieve results through other people and that an important role of a manager is that of having regard to the needs of those who work for him or her."

New words, new style

The changing status of British Telecom had brought with it the need for a new managerial style, said Janet Boud, BT's director of employee relations; it had also meant a move to a totally different culture.

One change, she said, was "moving away from a 'nanny' personnel function". Another was learning a different vocabulary.

"We had talked about complement, staff, subscribers, connections and standards. We had to learn to use words like resources, people, customers, service and quality.

"We had always had customers," recognised Ms Boud; "we had to learn to see them in a different light."

Another thing BT had to take a careful look at was the 'people' dimension in its organisation; and one away it has done this has been

Yorkshire Water: employees' attitiudes are vital to policy.

Special Feature

Female students training to be engineers at Newcastle-upon-Tyne College, where employers will have a significant role in the college's proposed Youth Access programme.

'Fifth Avenue' opens for young people

By David Truman,
Further Education and Partnership Branch Training Agency

This is not a new retail outlet; rather, Youth Access is a novel means of attracting young people into higher education. The aim is to open a fifth option aimed specifically at young people from less advantaged backgrounds.

The Youth Access initiative shares some common elements with the four other principal options open to school leavers: 'A' levels, YTS, employment and vocational courses (such as B/TEC, City and Guilds and RSA). It is, however, aimed at young people who may not have achieved their full potential at school and who as a consequence, may be unable to gain access to the higher level skills and qualifications so necessary for the economic well-being of the nation in the next decade.

Youth Access is currently being developed by the Training Agency's Further Education and Partnerships Branch in conjunction with four local education authorities and their further education colleges. These are: Newcastle upon Tyne (Newcastle upon Tyne College), Staffordshire (Newcastle-under-Lyme College), Lancashire (Accrington and Rossendale College), Bradford City Council (Bradford and Ilkley Community College), and the Royal Society of Arts, in conjunction with the London Docklands Development Corporation, Tower Hamlets College and Newham Community College. The various research and pilot projects will be phased in from January onwards.

Strong links are expected to be forged between the various pilot centres by means of a support group which will meet regularly. The function of the group will be to identify common issues, to share experiences, and to work out solutions to problems which are bound to arise with an innovative programme such as this. For example, it would be very useful to see how each of the pilot centres has identified and recruited its target group of students. It is eventually hoped that a single report will be published from all of the pilot centres, which will offer guidelines to other colleges, if Youth Access becomes a substantive initiative. It is also hoped that a new name will emerge other than Youth Access, possibly as an outcome of the support group.

It is anticipated that some 100 students will be involved in the pilot stage.

Labour market

The fall in the numbers of young people leaving school over the next few years is likely to have a severe effect upon the national economy unless strategies are adopted to compensate for this. Not only will there be fewer young people entering the labour market, but the kinds of jobs likely to emerge over the next few years will demand more of the workforce in terms of the ability to use numbers, language and technology.

Perhaps more than ever before, the country requires workers with high levels of technical skills to enable older industries to modernise, and newer ones to emerge. It is not simply, then, a matter of systematically improving the quality of work-related education and training, however important this might be; there is also a need to increase access to both further and higher education.

Educational institutions themselves recognise this need. Many higher educational institutions already have long established access courses for adults. They are developing new methods of entry to higher education, such as the gradual accumulation of credits, rather than relying entirely on examination results. Some are even 'franchising' parts of their degree and other courses. (A franchise in this context is when students can study part of a higher education programme while still in the sixth-form, further education or tertiary college, thereby exempting them from having to study that topic again when they progress to higher education.)

In recent years the further education service has started to examine notions of adequacy and equity of provision. Under the 1988 Education Reform Act, local education authorities are charged with providing an adequate further education service. However, many colleges and authorities have taken this a step further, and have asked the question: Does the student population reflect the diverse characteristics of the population at large in terms of gender, ethnic background and social class? If this is not the case, then how can the college change to meet the needs and aspirations of all the community?

Client-centred

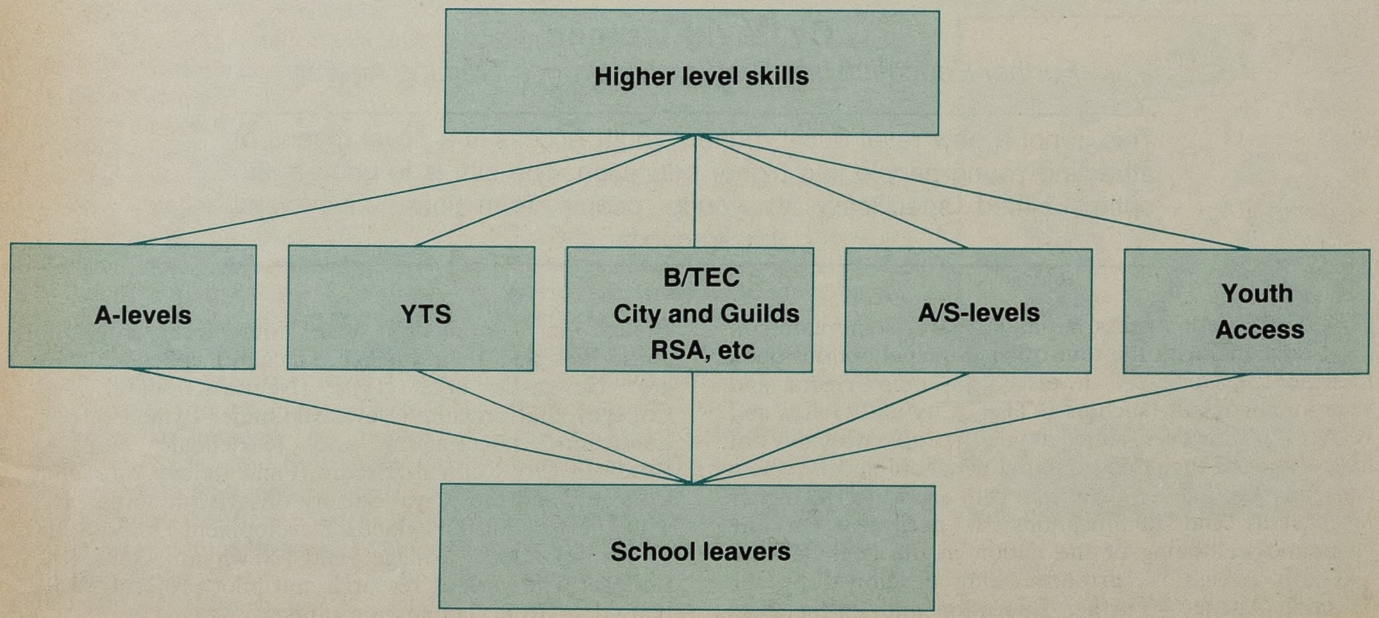
Both higher and further education have in recent years moved towards more client-centred provision. This can be seen in the development of programmes of learning tailored to meet the needs of individual students, rather than simply enrolling groups of students on to pre-determined courses. There has also been a rapid growth in what is called 'open' or 'flexible' learning, where students can learn at a time and at a pace which is convenient to them.

These are necessary changes, both for the survival of educational institutions themselves against a background of diminishing numbers, and for business and industry as a whole, which need highly skilled people to ensure their competitiveness. Those needs are likely to become all the more acute with the advent of the Single European Market in 1992.

The Government has already stated its aim of increasing the participation rate of young people in higher education from 13 per cent to 20 per cent. Youth Access is one means through which the Training Agency is seeking to support that aim. An examination of the participation rates in higher education among young people from the Registrar General's categories IV and V[1], or that of young people from ethnic minorities or young women in the areas of science and technology, show just how poor is the current take up.

Youth Access aims to meet the needs of these client groups, in particular local employment markets. For instance, in the Rossendale Valley in Lancashire, one of

[1] This is a means of classifying people according to occupational status for the purposes of government statistics. These two categories relate to manual occupations.



the staple industries is the making of footwear. Local employers are concerned because they anticipate that they will find it difficult to recruit young people with the right kinds of skills to meet the future demands of the industry. Youth Access is a way of providing such young people through the involvement of employers in the design and delivery of students' programmes.

Youth Access is therefore targeted at young people who have not achieved their full potential at school for a variety of reasons. In many cases such young people are likely to be the most difficult of client groups; they may be disillusioned by their experiences of education and may well underestimate their own worth and abilities. In order to meet the needs of such young people, a radical approach to the curriculum is required.

Curricular principles

The Training Agency is encouraging the Youth Access pilot programmes to develop provision in terms of curricular principles rather than specifying the rules and regulations of operation and funding. This marks a change in thinking towards strategic management, rather than a concern with the day-to-day operation of programmes.

It is expected that Youth Access students will gain the opportunity to obtain qualifications. However, systems of accreditation should not obscure the curriculum. The use of competency objectives and the development of student portfolios will also need to be encouraged.

These various curricular principles have appeared before under various names in Youth Training, the Certificate of Pre-Vocational Education, the Technical and Vocational Education Initiative, Employment Training and Compacts. These principles are:

Employer participation

It is essential for the success of Youth Access that employers participate from the onset. Experience has shown that the work-related and work-based elements of learning programmes, for example in Youth Training, play a major part in motivating young people to learn after the negative experiences of classroom-based education. Work-based learning means that employers will have a significant part to play in the delivery and assessment of learning, such as in the development of work-based projects. Employers will also need to sponsor individual students in a similar way to Compacts, given that many of these young people will suffer from economic and social disadvantage.

Student negotiation

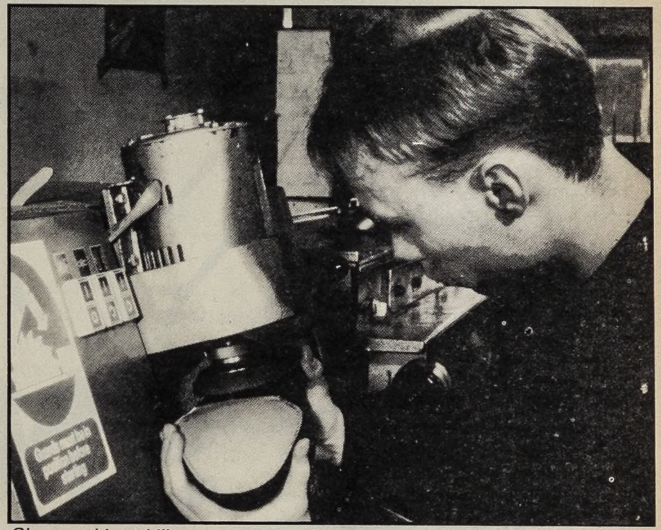
Each Youth Access student should be given the opportunity to negotiate a programme of learning in consultation with the FE tutor and their sponsoring employer. This marks a significant move away from the idea that students go to college to take a course, which offers an identical range of learning to everyone. Instead, students should be able to 'pick and mix' from a range of different modules which constitute a curriculum offer. It is unlikely that any two Youth Access students will follow the same programme.

Experiential learning

Youth Access students will undertake the bulk of their learning by doing rather than sitting in a classroom and absorbing knowledge passively. This is as true of college-based activities as of learning in the workplace. Thus college tutors will be expected to develop assignments for students which will encourage learning by experimentation and the solving of problems. Such strategies are likely to be blended with the work-based elements of programmes.

Core skills

Attainment and competence in both self and job-management skills—including literacy, numeracy, science and technology will be goals for young people wishing to progress to higher education. These core skills will need to be delivered through work-based projects and integrated assignments.



Shoe-making skills course at Accrington College, Lancs—one of the pilot colleges for next year's Youth Access programme.

Tutorial support

No system based upon experiential learning will ever work unless students are allowed to reflect upon those experiences. This is an important part of the learning process. In this respect the further education college will play a vital part; the expertise and professionalism of its staff encouraging students to articulate their ideas. Such strategies should enable young people to make better informed choices regarding future options.

Higher education

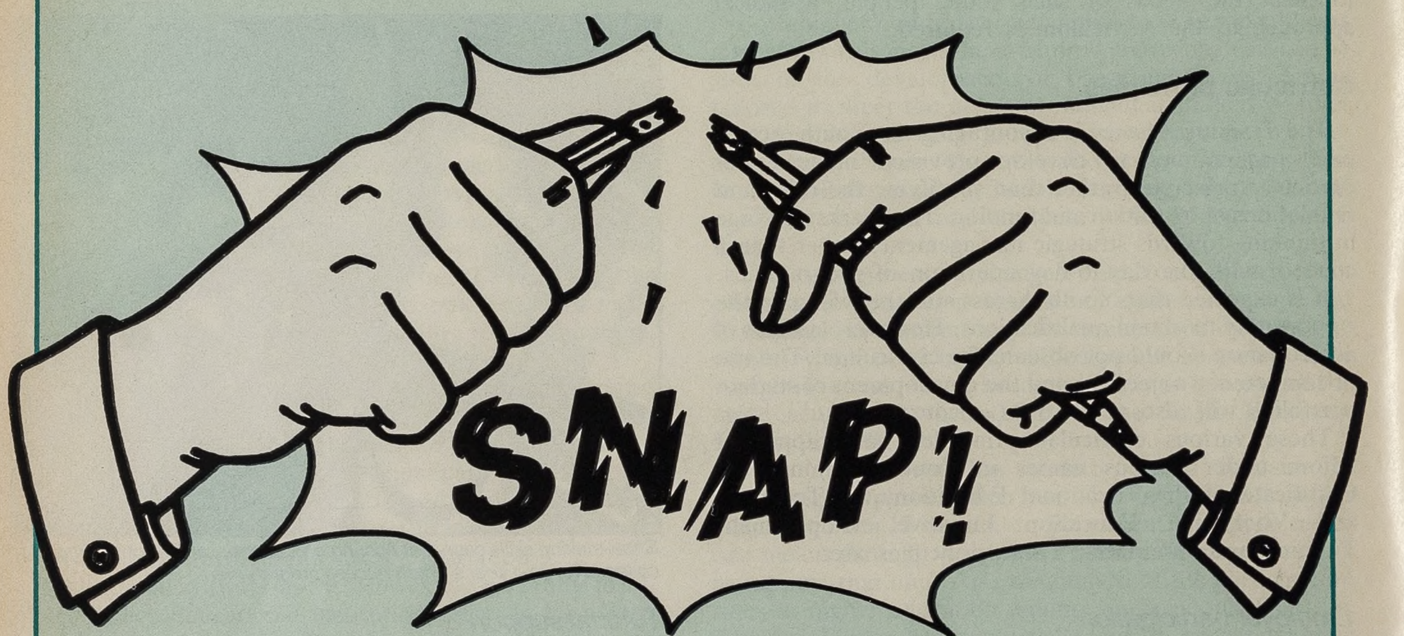
The learning undertaken by Youth Access students will need to be considered as a continuum, with the same curricular principles applying to both further and higher education. It is not simply a matter of providing additional students for traditional higher education courses. It might well be possible for individual students to 'step off' at any given point to take up employment.

Flexibility then, is the key word. Such a continuum is in itself a means of breaking down perceived barriers to higher education. Higher educational establishments will have to be involved from the start of any Youth Access arrangement as a partner. Flexibility and co-operation is required between the different educational providers involved.

Further education colleges

Further education colleges stand at the centre of Youth Access, both in terms of co-ordinating individual students' programmes, and in bringing the various members of the partnership together. In most cases they will need to build upon existing structures which embrace the curricular principles outlined above. ■

Special Feature



Mental health at work

by Dr Graham Lucas

Adviser in mental health, Health and Safety Executive[1]

Mental health needs to be put in the same context as physical health, says Graham Lucas. A positive policy towards all aspects of health can promote good morale and work performance, be cost-effective and thus of benefit to the employer.

What do you do when a secretary suddenly bursts into tears for no apparent reason; or when your normally amiable colleague becomes increasingly irritable and withdrawn; when a young worker disappears rather too often to the lavatory and you are told by the cleaner that disposable syringes have been discovered there?

The problem

All these are indications of a possible mental health problem. Unfortunately, this is frequently regarded as being something to conceal or is confused with laziness or 'spinelessness'. Ignorance or failure to recognise the symptoms may lead to a manager dealing with a potentially ill and treatable person by a "pull-your-socks-up" approach.

If untreated, there is a danger that stress may develop into a serious mental health problem which may affect not only the individual sufferer but other colleagues too. Either way, the workplace and its output are likely to be affected.

Mental health must be put in the context of general health, and its impact on the functional effectiveness of the individual and the organisation as a whole. Minor mental illness or psychiatric morbidity is relatively common in the workforce. Even in occupationally stable workplaces, prevalence has been shown to be more than 30 per cent in such varied occupations as civil service executive officers, journalists, industrial workers and air traffic controllers. During labour disputes and threatened redundancy it can increase to 37 per cent[1]. Such figures are equal to those found in patients attending GPs' surgeries and higher than those found in community studies.

The Health and Safety Executive (HSE) in recognising the seriousness of such high rates of mental ill health in employment issued a booklet called *Mental Health at Work*[2] in 1988, aimed at employers and employees. It stresses that the mental health of an individual worker (or group of employees) becomes an organisational problem when it interferes with functional effectiveness. Mental health, therefore, is of concern to management and to everyone in the workplace.

Between 30 and 40 per cent of all sickness absence from work is attributable to some form of mental or emotional disturbance. Even a small reduction of this could be of positive benefit to an employer. A policy capable of providing help quickly should prove to be cost-effective, bearing in mind that health and productivity are closely linked.

The HSE booklet advises management about recognition of the signs of stress and symptoms of possible mental ill-health. It also suggests appropriate action, particularly emphasising the importance of intervening and sensitively supporting, or liaising with the general practitioner or with occupational health staff when this may be necessary.

The HSE's initiative has resulted in many organisations taking steps to include mental health awareness in their

Stress management course: Trainer Jimmy Holmes (kneeling) with trainees from the Employment Service. Photo: Jim Stagg

[1] Doctor Lucas is also consultant psychiatrist, King's College Hospital.

[1] Dr R Jenkins *Mental health of people at work* Occupational Health Practice, H A Waldron, Butterworths.

[2] *Mental Health at Work* is available from HMSO and booksellers. Price £1.25. ISBN 0 11 883998 5.

own health policy and the reinforcement of this awareness in their continuing programmes of health education.

Occupational stress

Occupational stress exists when physical and or mental demands exceed the individual's resources. To a considerable extent this is subjective and varies according to a broad range of health, social and domestic factors.

Although it is commonly believed that victims of stress tend to be executives and managers, these are frequently the kind of jobs where people are in a position to influence events in ways which may actually reduce their own stress. It is low-status jobs which are often the ones where the most inflexible demands are placed on the employee. This employee may also be most prone to job-insecurity, itself an important cause of stress in the workplace. Stress can also be aggravated by financial problems, poor housing, inadequate nutrition, alcohol, drugs and substance abuse (which are considered later).

Appropriate selection

One way of avoiding stress in an organisation is by ensuring appropriate selection for particular jobs. A responsible employer would not appoint someone with a fear of heights to be a scaffolder nor recruit an airline pilot with a history of unpredictable emotional instability.

Failure to ensure the employee is suited to the work can be a frequent cause of stress and even mental ill-health, if not identified and remedied as a matter of urgency. Any significant change in work performance and behaviour including irritability and excessive use of cigarettes and alcohol should raise the possibility of work-related stress.

Pressures on the individual may eventually be overwhelming if the problem is caused by work-related demands, inappropriate to the person's skills and capabilities. Constant striving to meet unrealistic deadlines or targets inevitably leads to failure, frustration and lowered self-esteem and later mental health impairment. Conversely a job which offers no challenge or interest to the individual may cause stress too.

In either situation the employee may 'soldier on' propped inappropriately by excesses of cigarettes, coffee or alcohol. Some, wisely, seek help from an occupational physician or family doctor and are thus helped to separate the work-related effects from those of other origin. If the cause is occupational the situation can often be improved, with the employee's formal agreement, by close liaison between health and personnel professionals.

Stress management

Stress management is tackled both by change in the organisation and the individual. The organisational aspect is improved by acknowledging the potentially negative impact of stress.

Common sources of stress include inadequate communication, profusion of paperwork, constant pressure due to workload and lack of competent staff. Other factors are inadequate staffing, delegation problems, vague roles and areas of responsibility, and excessively long hours leading to insufficient time for family or personal life. Most of the problems are linked to an unrealistically competitive, go-getting company strategy and can be removed or modified.

Jobs can be redesigned, to modify the flow of work and reporting systems. This is vital if individuals are to feel that their work is recognised and that support and advice are readily available through effective feedback. Careful attention to ergonomic factors can also improve occupational well-being and morale, so vital in motivating the workforce.

Stress managment programmes should not be considered as molly-coddling. They demonstrate an open and positive approach to helping individuals and endorse stress as an essential topic for consideration in a management programme.

The individual can be helped by techniques for relaxation and breathing, time structuring and appropriate self-assertion without aggression. Meditation, a sophisticated but practical skill, is also very effective. Known availability of counselling is of inestimable value following crises such as serious or unpredictable accidents and disasters and individual traumatic events, like verbal or physical violence.

Sensitive listening is the most important function in counselling at any level in the occupational health or personnel departments. Ideally, this is carried out by someone with special skills in this respect.

The counsellor needs also to have some authority within the organisation and be specifically nominated for such a role. Special consideration is also worthwhile for those undergoing medical investigation or who have recently developed an even relatively minor chronic illness such as arthritis or diabetes. These illnesses can impair work performance and quality of life and the individual may need help in adapting during the early stages. If this help is given, the person's productivity and value to the organisation need not be affected in the long term. Reassurance of the worker to this effect is beneficial.

Help may be arranged in the local community through a general practitioner within the primary care setting or other skilled agency. It is important to give support and help as a matter of urgency following identification and intervention in the workplace. Basic personality traits such as anxiety, and obsessionality can be understood and modified to reduce vulnerability. Intervention may cause apprehension or a feeling of being threatened; therefore sensitive reassurance is needed. The subject will need to know that sickness absences can be arranged as for any illness and that neither job security nor promotion prospects will be jeopardised.

Rapid delivery

Emphasis must be placed on the importance of identification, intervention and rapid delivery of effective help, be it brief counselling while continuing at work or a period of sickness absence. In certain cases comprehensive psychiatric treatment and resettlement into the same or alternative employment is necessary. Ideally, by including mental health in the organisation's overall 'health policy', introduced to employees at induction and repeated in ongoing health education, the individual will recognise that such help is available without prejudice; and hence the spontaneous seeking of essential advice will be achieved.

Organisations must maintain effective productivity in a highly competitive market. Therefore, there is no implication whatsoever that the workplace should assume an 'occupational therapy' or 'rehabilitation unit' role. However, an overall improvement of mental health is cost-effective by reducing sickness absences and labour turnover, thus minimising the high cost of recruitment and training of skilled workers.

In many jobs the implementation of a policy which encourages sensible drinking may be appropriate.

Alcohol and substance abuse

Figures on the prevalence of alcohol abuse depend on the definition used, but most authorities agree that in the UK, problem drinkers account for about 1½ per cent of the adult population and the number is rising. Many of the problems associated with drug abuse are similar to those of alcohol abuse. The main difference lies in the way they are treated by law. Under the Misuse of Drugs Act 1971 it is an offence to possess, supply or produce certain drugs. Partly for this reason, it is more difficult to assess the true extent of drug abuse, but it is as likely to occur among highly paid executives using cocaine as with school leavers sniffing glue.

Problem drinking occurs when the pattern of alcohol consumption:

- Causes medical and or social harm;
- disrupts the work of the individual and or co-workers;
- requires some form of treatment or help.

A study of those undergoing treatment showed that 88 per cent periodically engaged in drinking before work, 62 per cent sometimes brought a bottle to work, 12 per cent brought a bottle to work every day; 91 per cent sometimes drank continually throughout the day. Significantly, these are people who recognised that they had a problem.

A common misconception is that the alcoholic is usually an elderly male, socially derelict. This is not the case and a significant proportion of alcoholics are in full or part-time employment. Certain occupations carry a relatively high-risk of problem drinking. This may be due to social pressures (for example, where there is a 'tradition' of hard-drinking, as among medical students, service personnel, miners and seamen) coupled with insecurity regarding employment prospects, or to availability of alcohol as in the drinks and catering trades. Other factors such as occupational boredom itself may be a major contributory factor.

Recognising the problem in an employee may not be straightforward. Indeed, some of the symptoms of alcohol intoxication can be similar to those of certain medical conditions such as diabetes, renal impairment or even head injury. Consequently, when dealing with suspected alcohol misuse at work, employers should ensure there is careful evaluation of the circumstances, together with a medical examination if necessary, before assuming impaired work performance or abnormal behaviour is due only to alcohol.

Reasonable steps

Where alcohol is identified as the cause of an employee's lateness, absences, misconduct or deterioration of performance, it is frequently appropriate to regard the problem as being one of sickness. This means taking reasonable steps as described above and then to discuss the problem with the employee concerned. If necessary, the employee should be encouraged to seek medical help together with that of voluntary organisations such as Alcoholics Anonymous, if required.

Extended leave may need to be arranged for the treatment of any other illness. Other possible causes, such as excessive over-load, should be investigated and an agreed transfer to less stressful work may be part of the solution.

Some occupations demand a strict 'no-alcohol' policy but in many jobs the implementation of a policy which encourages sensible drinking may be appropriate, especially in the type of 'high risk' occupations described above.

An alcohol education programme can help both managers and employees understand 'problem drinking' and to respond effectively where necessary. Organisations such as Alcohol Concern and the Scottish Council on

Alcohol are among the sources of further information regarding alcohol-related problems[2]. More information about drug abuse can be obtained from bodies such as the Institute for the Study of Drug Dependency. The Employment Department has also published a booklet *Drug Misuse and the Workplace—a guide for employers.*

Mental health and physical illness

Physical illness of any origin, although not necessarily life-threatening, inevitably has significant repercussions on the mental health of the individual. Also, those undergoing routine screening procedures or other medical investigations can be vulnerable to stress due to fears of serious illness such as heart disease or cancer.

It should be emphasised that those suffering from anxiety and reactive depression, the most common forms of mental illness, are usually well capable of retaining their former jobs without lengthy rehabilitation and frequently do not even require sickness absences. However, following more prolonged sickness absence due to mental illness, transfer to a more suitable occupation may be essential to ensure further effective work performance.

Suitable work re-deployment may be possible within the same organisation, or alternative employment may be available when necessary. Help in this respect can be obtained from the disablement resettlement officer at the local jobcentre and through an Employment Rehabilitation Centre, if necessary. However, while the individuals concerned are capable of returning to work, and may previously have been well adapted people, they may initially lack self-confidence and be less capable of coping with predictable stress.

Premature return to work following sickness absence for any illness is counterproductive, as self-confidence can be further impaired and so negate the inestimable benefits of supportive employers and co-workers, who can frequently contribute to a return of confidence and functional effectiveness.

What can managers do?

An organisation which has a positive policy towards health as a whole, including mental health aspects can promote good morale and work performance, better production and lower sickness absence and accident rates.

At the strategic level, senior management should consider the aspect that improvement of physical environment, deployment of workers, patterns of work and new technology can have on the mental health of the workforce and it should also look at the advantages of occupational health advice. Larger organisations may have their own facilities but the majority of firms need to obtain such services from the local community.

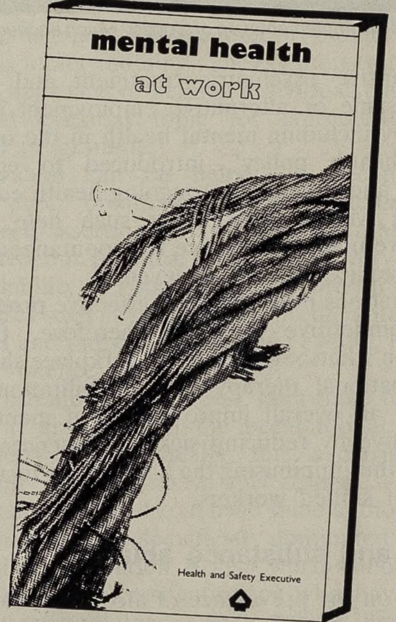
Many general practitioners are taking an increasing role in part time occupational health work. The Employment Medical Advisory Service (EMAS), part of the HSE, has a national network of doctors and nurses who give occupational health advice to employers, employees and trade unions.

At times, fairly simple responses from an appropriate person, such as the line manager, or a representative of the personnel or occupational health departments, may prevent the development of a mental health problem. Providing confidentiality is observed at all times, a sympathetic inquiry may be sufficient. If the problem requires further consultation, it will probably be necessary to refer the employee tactfully to a general practitioner or occupational health staff, where an 'in-house' service is available.

Occupational health staff will give counselling services and advice on changes in work patterns which may alleviate the problem. They will then establish and maintain contact with the employee's own GP provided formal consent has been obtained.

Neuroses

Minor disorders (neuroses) are experienced by some 10–25 per cent of adults sometime in life, whereas severe forms of mental illness (psychoses) are relatively rare, affecting only some 1–2 per cent of the adult population. The perceived stigma and discrimination still attached to those affected by mental illness in general results in many people being reluctant to disclose such problems to employers. Thus the number of people affected is in fact much higher than figures indicate.



It must be emphasised that mental health disorders are not an indication of weakness, incompetence or laziness, and those with such disabilities require a sympathetic and practical response from employers and colleagues. If appropriate treatment is provided, the vast majority of those suffering from mental ill-health will again be capable of working efficiently.

Summary

Considerable feedback and comment has followed the publication of *Mental health at work.* It seems to have had a favourable impact throughout organisations in both the public and private sectors.

Line managers, occupational physicians, GPs and psychiatrists describe its value in reassuring individuals in need of relatively simple treatment. It shows them that the problem is common and its importance is generally recognised in the occupational setting.

Individual managers report that the booklet has helped them approach workers whose overall performance has deteriorated either gradually or suddenly. The most effective approach being a statement of the fact about performance coupled with a tactful inquiry as to whether the problem could be due to poor health in the broadest sense. ■

[1] Further reading includes The Health and Safety Executive's Occasional Paper *The Problem Drinker at Work*, published in 1981 and available from HMSO. Price £2.25.

Labour Market Data

Contents

Publication dates of main economic indicators 1989–90

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	**Retail Prices Index**	**Tourism**
December 14, Thursday	December 15, Friday	January 10, Wednesday
January 18, Thursday	January 19, Friday	February 7, Wednesday
February 15, Thursday	February 16, Friday	March 7, Wednesday

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

Unemployment and vacancies: 01-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).
Tourism: 01-273 5507

Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214

Commentary

Trends in labour statistics

Summary

The workforce in employment in the United Kingdom is now estimated to have increased by 71,000 in the second quarter of 1989, contributing to an overall increase of 479,000 in the year to June 1989. This continues the upward trend of the past six years but is the smallest quarterly increase seen for two years.

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 9,000 in September 1989. However, month-to-month changes can be erratic and it is more appropriate to consider trends over longer time periods. In the third quarter of 1989 there was a rise of 5,000 in manufacturing employment, while over the year to September 1989 there was a fall of 27,000.

Unemployment in the UK (seasonally adjusted) fell by 20,300 between September and October to reach 1,674,000, the lowest level for nine years. The unemployment rate fell to 5·9 per cent of the workforce. Unemployment has now fallen by 1,459,000 over 39 consecutive months since the peak in July 1986.

The underlying rate of increase in average earnings for the whole economy in the year to September 1989 was 9 per cent (provisional estimate). This is ¼ percentage point higher than the rate of increase for the year to August.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending September 1989 was 3½ per cent higher than in the same quarter of 1988. Unit wage costs in manufacturing in the three months to September 1989 were about 5·5 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 7·3 per cent for October, compared with 7·6 per cent for September. The rate excluding mortgage interest payments increased to 6·1 per cent, the highest since February 1983.

It is provisionally estimated that 3·5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to September 1989. This compares with 3·7 million days lost in the previous 12 months and an annual average over the ten- year period ending September 1988 of 10·2 million days.

Overseas residents made an estimated 2,270,000 visits to the United Kingdom in August 1989, while United Kingdom residents made about 4,270,000 visits abroad.

Economic background

A preliminary third quarter of 1989 estimate of *Gross Domestic Product (GDP)* is available for the output based measure only. This suggests that the third quarter output of the whole economy was 1 per cent higher than in the second quarter and 2 per cent higher than a year earlier.

The second quarter estimate for GDP (average of expenditure, income, and output based estimates) shows that it was effectively unchanged between the first and second quarters of 1989, following an increase of 0·5 per cent between the fourth quarter of 1988 and the first quarter of this year. GDP was 2 per cent higher in the second quarter of 1989 than in the second quarter of 1988.

Output of the production industries in the third quarter of 1989 is provisionally estimated to have increased by 1·5 per cent compared with the previous quarter but to have been little changed compared with the corresponding period a year earlier.

Manufacturing output in the third quarterof 1989 was 0·5 per cent higher than in the previous quarter and 3 per cent higher than in the corresponding period a year earlier. Within manufacturing, between the latest two quarters, there were increases of 2 per cent in the output of the engineering and allied industries, and of 1 per cent in the output of the chemicals industry. The output of 'other manufacturing' fell by 1 per cent and the output of 'other minerals' by 3 per cent. The output of the metals industry, of food, drink and tobacco, and of textiles and clothing was little changed.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July last year. In the third quarter of 1989, total output was 5·5 per cent higher than in the previous quarter but was 8 per cent lower than in the corresponding period a year earlier.

Preliminary estimates suggest that in the third quarter of 1989 *consumers' expenditure* was £67·2 billion (at 1985 prices and seasonally adjusted), similar to the level of spending in the second quarter of 1989 and 4 per cent above the same period last year.

The index of the volume of retail sales has changed little since late 1988. Over the period August to October (the October figure is provisional), sales were 0·5 per cent less than in the previous three months (after seasonal adjustment) but 1·25 per cent higher than in the same period a year earlier.

Total consumer credit outstanding is estimated to have been £46·0 billion (seasonally adjusted) at the end of the third quarter of 1989. The rise in the third quarter in the amount outstanding was £1·2 billion. This was less than the £1·5 billion second quarter increase.

Provisional third quarter of 1989 estimates of *fixed investment* (capital expenditure) *by the manufacturing industries* (including assets leased from the financial industries), at 1985 prices and seasonally adjusted, indicate a level of investment 1 per cent higher than in the second quarter and 9 per cent higher than in the third quarter of last year. Third quarter figures are not yet available for the rest of the economy where fixed investment (excluding dwellings) was approximately 7 per cent higher in the second quarter of 1989 than a year previously.

A provisional third quarter of 1989 estimate of *stockbuilding* (1985 prices and seasonally adjusted) is available for manufacturers, wholesalers, and retailers. This indicates an increase of £267 million in their stocks. In the second quarter of 1989 total stockbuilding was £791 million, much less than the £2,519 million recorded for the previous quarter but also very much in contrast with the second quarter of 1988 when stocks fell by some £611 million.

The current account of the *balance of payments* in the third quarter of 1989 is estimated to have been in deficit by £5·9 billion, compared with a £4·9 billion deficit in the previous quarter. It should be noted, however, that trade flows during the period April to August 1989 are likely to have been disturbed following the announcement on April 6 of the intended abolition of the National Dock Labour Scheme. This was followed by periods of strike action, mainly June 8–19 and July 11–August 3. The effect on trade has been complex. Trade flows may have been disrupted in anticipation of, and during, strike action, and in the recovery from it.

Visible trade in the third quarter of 1989 was in deficit by £6·8 billion, £0·9 billion more than the deficit for the second quarter. In the later quarter a surplus on trade in oil of £0·2 billion was offset by a deficit on non-oil trade of £7·0 billion.

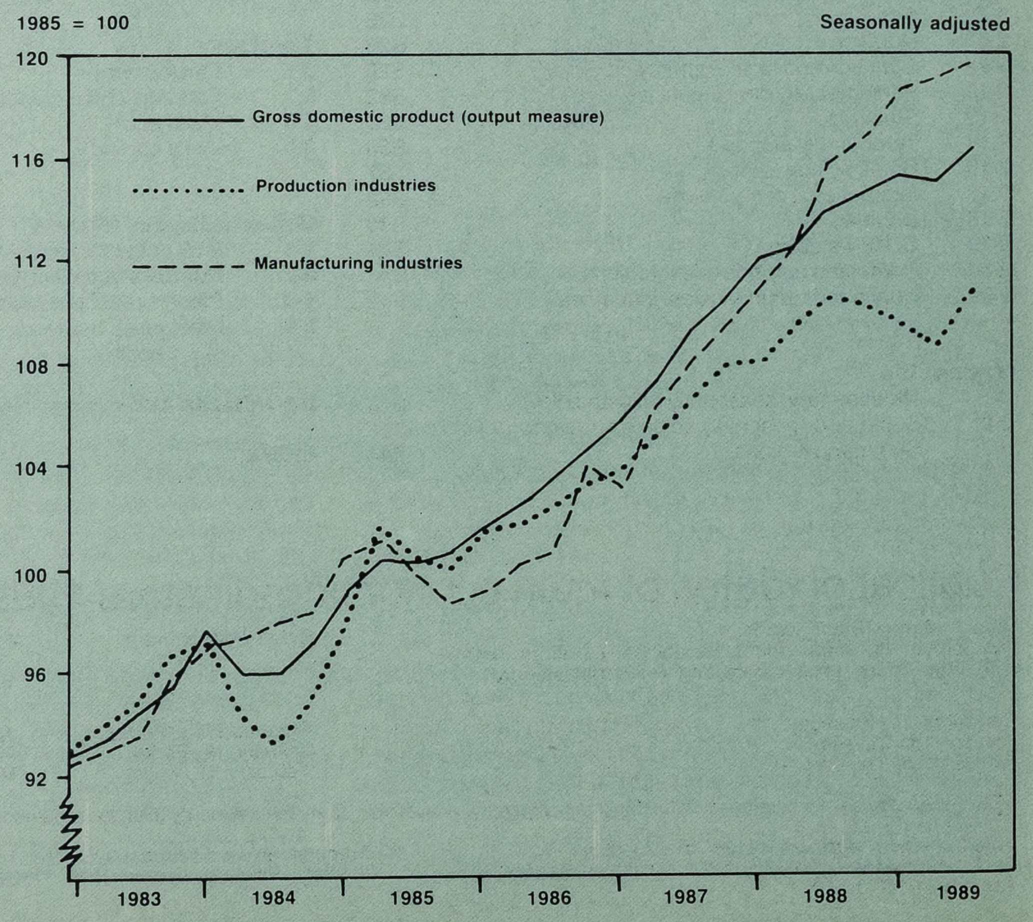
The volume of exports rose by 2½ per cent in the third quarter of 1989 and was 4½ per cent higher than in the corresponding quarter a year earlier. Total import volume in the third quarter was 4·5 per cent higher than in the previous quarter and 8·5 per cent higher than in the corresponding quarter a year earlier.

Sterling's effective *exchange rate index* (ERI) for October 1989 fell by 2 per cent to 89·7 (1985=100). The currency fell by 3·5 per cent against the deutschemark and by 1 per cent against the Japanese yen but rose by 1 per cent against the $US. The ERI was 6 per cent lower than in the corresponding month a year earlier; over the period sterling fell by 8·5 per cent against the $US, by 6 per cent against the deutschemark, but rose by 1 per cent against the yen.

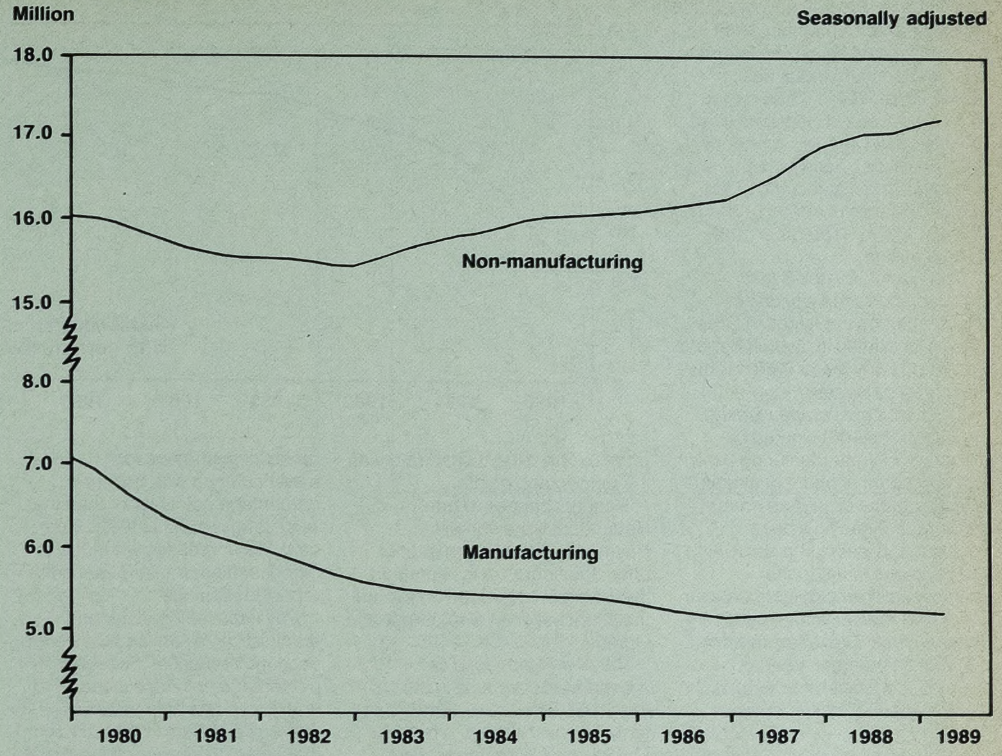
The UK *base lending rate* increased by 1 percentage point to 15 per cent on October 5, 1989. Previously, after falling to a trough of 7·5 per cent in May 1988, it had risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR), not seasonally adjusted) in October 1989 is provisionally estimated to have been minus £2·7 billion (that is a net repayment) bringing the total for the first seven months of 1989–90 to minus £3·2 billion. In the first seven months of 1988–89 the PSBR was minus £5·8 billion. Privatisation proceeds were £0·1 billion in October. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £0·2 billion in the first seven months of 1989–90, compared with minus £0·9 billion in the first seven months of 1988–89.

OUTPUT INDICES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



Employment

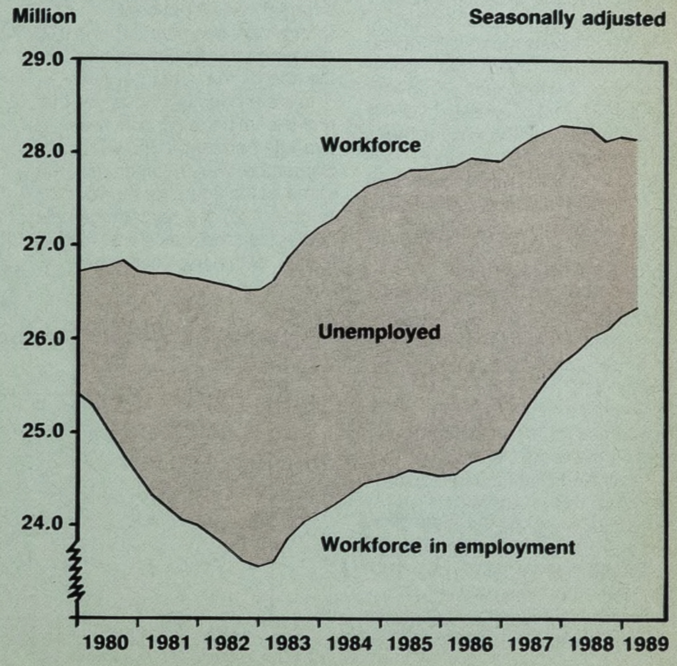
New figures are available for *employees in the manufacturing and energy and water supply industries* in September 1989 in Great Britain. There are also a few small revisions to the estimates of *employees in employment* in manufacturing in earlier months and to the June 1989 estimates of employees in all industries, affecting the latest estimate of the *workforce in employment*.

New figures show that the number of *employees employed in manufacturing industry* in Great Britain is estimated to have fallen by 9,000 in September, compared with a fall of 4,000 in July and a rise of 18,000 in August, giving rise to an overall increase of 5,000 for the third quarter of 1989. Month-to-month changes can be erratic and it is more appropriate to consider trends over longer time periods. Over the year to September 1989, employment in manufacturing industries fell by 27,000, compared with a rise of 59,000 in the previous 12 months and a fall of 23,000 inthe 12 months to September 1987.

The *workforce in employment* in the United Kingdom (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) is estimated to have increased by 71,000 in the second quarter of 1989 and by 479,000 in the year to June 1989. This continues the generally upward trend of the past years but is the smallest quarterly increase seen for two years.

In the *energy and water supply industries* employment continues

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



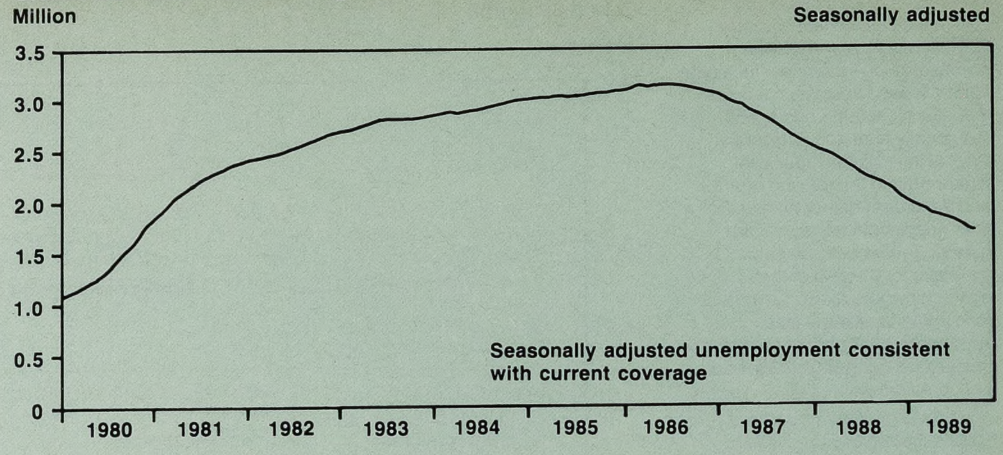
on a downward trend, falling by 4,000 in September, 8,000 in the third quarter of 1989 and by 26,000 in the year to September 1989.

Overtime working by operatives in manufacturing industries in Great Britain fell to 13·65 million hours per week in September, after the high level seen in August (13·85 million), but was higher than the levels seen at the end of the second quarter of 1989 (13·31 million) and in September 1988 (13·36 million).

The number of hours lost through *short-time working* in manufacturing industries in Great Britain increased in September but remained fairly low at 0·39 million hours lost per week.

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) has now been recalculated taking into account the revisions made to the employees in employment data as a result of the 1987 Census of Employment. The index stood at 101·1 in September 1989, compared with 101·4 in August 1989 and 101·0 in September 1988.

UNEMPLOYMENT: United Kingdom



Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom fell by a further 20,300 between September and October to 1,674,000, 5·9 per cent of the total workforce. The continuous fall since July 1986 has now reached 1,459,000 over 39 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for nine years.

The month's fall in unemployment was smaller than those in August and September, which seemed erratically large. Over the last six months there has been a fall of around 30,000 per month on average, compared with a fall of 50,000 per month over the previous six months to April 1989.

Between September and October total unemployment rose in the West Midlands and in East Anglia (where the rise in male unemployment more than offset the reduction in female unemployment). Unemployment for males rose in the South East, excluding Greater London; female unemployment rose slightly in the North West. The fall in unemployment in Scotland accounted for around one quarter of the drop in the UK total.

Over the 12 months to October the seasonally adjusted unemployment rate fell in all regions of the UK. The largest fall in therate over this period was in the North and Wales (both 2·5 percentage points) followed by the West Midlands (2·2 percentage points). The fall in the UK rate was 1·7 percentage points.

Recent changes to the Redundant Mineworkers Payments Scheme continue to affect the figures. It is estimated that about 5,500 mineworkers left the count between September and October.

The *unadjusted total of unemployed claimants* in the UK was 1,635,844 in October (5·8 per cent of the workforce), a fall of 67,051 since September. The unadjusted total fell in all regions.

The stock of *vacancies at jobcentres* (UK seasonally adjusted) fell to 214,600 in the month to October, the majority of the fall being concentrated in the South East. Vacancy stocks rose in the North West and Scotland. Recorded placings by jobcentres remained high for the month of October at 160,900, 100 fewer than for September.

Average earnings

The underlying rate of increase in average earnings in the year to September 1989 for the whole economy was 9 per cent (provisional estimate). This is 0·25 of a percentage point higher than the rate for the year to August.

In the production industries the provisional underlying increase in average earnings in the year to September was 9·25 per cent, the same as the figure for the year to August (0·25 of a percentage point higher than the provisional August figure). Within this sector the underlying increase for manufacturing was 0·25 of a percentage point higher than the August figure and stood at 9 per cent. The increases were due to higher settlements appearing in reported earnings.

Pay rises for local authority administrative staff and the police account for most of the recent ¼ percentage point rise in the underlying rate of increase in average earnings in the service industries; the provisional estimate for the 12 months to September was 8½ per cent. Rounding and smoothing, which are integral parts of the calculation of the underlying rate (see last month's *Employment Gazette*, pp 611 and 612) have caused the August figure to be revised up to 8·5 per cent as well, although the bulk of the earnings increases that produced the higher rate in fact occurred in September.

The actual rate of increase in average earnings for services is over 1 percentage point higher than the underlying rate, both because backpay in these industries during September 1989 was at a very high level and because some groups of employees have received more than one pay increase in the latest 12 month period.

Productivity and unit wage costs

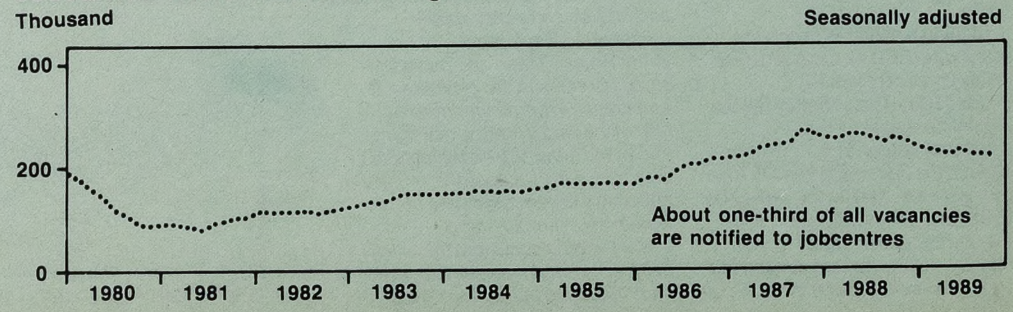
For the three months ending September 1989, manufacturing output was about 3·25 per cent above the level for the corresponding period of 1988, a little below the estimated trend rate of growth of 3·5 per cent. With employment levels falling by 0·25 per cent over the last year, productivity is growing slightly faster than output at a trend rate of 4 per cent, although the figure for the three months ending September was below trend at 3·5 per cent.

Wages and salaries per unit of output in manufacturing in the three months to September 1989 were about 5·5 per cent higher than in the same period a year earlier; the average level of actual earnings in manufacturing (seasonally adjusted) grew by just over 9 per cent but this was partly offset by the increase in productivity of 3·5 per cent. The current trend rate of growth in unit wage costs in manufacturing is assessed to be 4·5 to 5 per cent per annum.

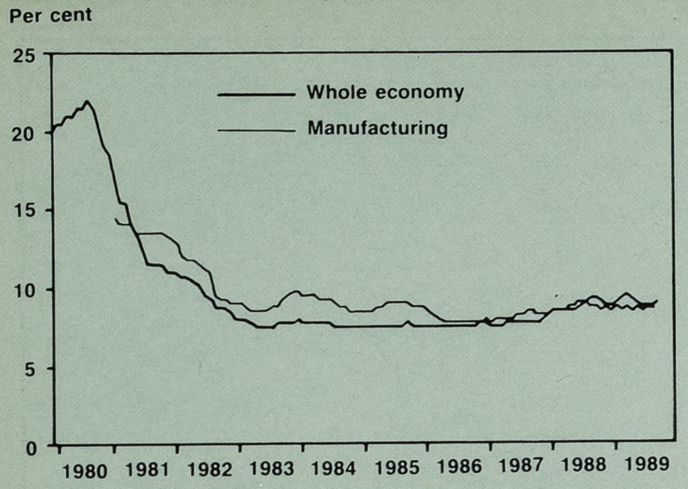
Latest productivity and unit wage cost figures for the whole economy are unchanged from those given last month. They show that output per head in the second quarter of 1989 was 0·5 per cent higher than in the same quarter of 1988. Output rose by 2·25 per cent in the year to the second quarter of 1989, but this was accompanied by a 1·5 per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been 1 percentage point higher but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage cost figures for the whole economy, for the second quarter of 1989, show an increase of 8 per cent over the second quarter of 1988, the highest rate of increase since the second quarter of 1981, and 1 percentage point higher than the rate in the previous quarter. Wages and salaries per head rose by about 8·5 per cent in the year to the second quarter of 1989, and this was only slightly offset by the 0·5 per cent increase in whole economy productivity.

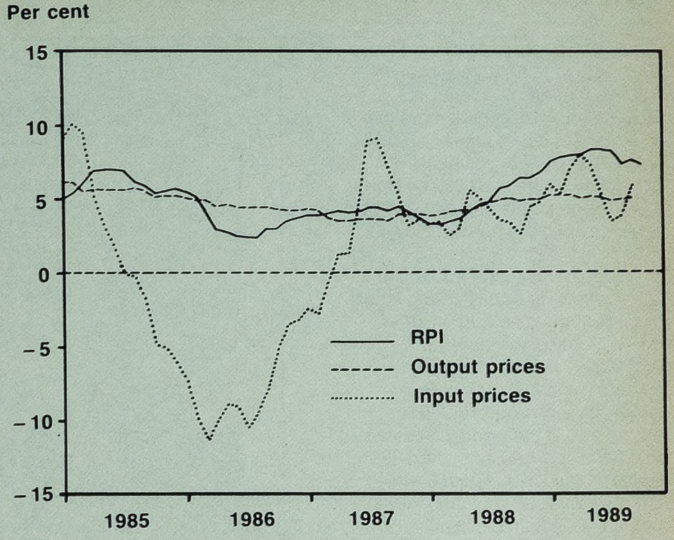
JOBCENTRE VACANCIES: United Kingdom



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



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



Prices

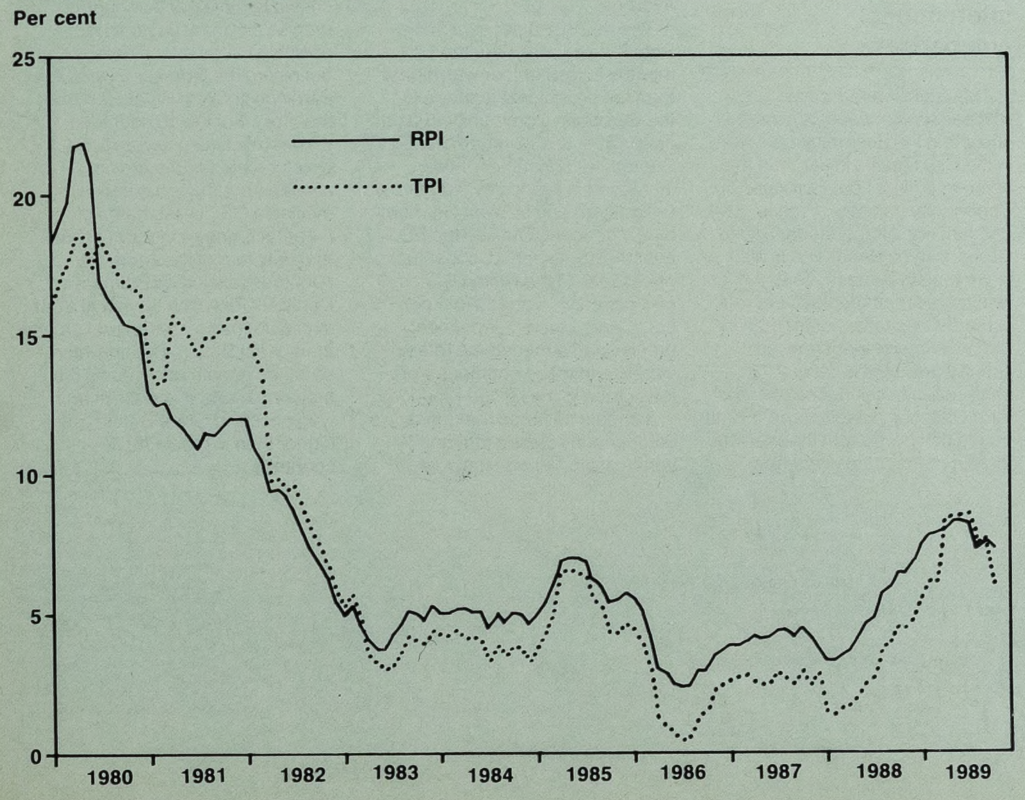
The 12-month rate of increase in the *Retail Prices Index* fell to 7·3 per cent for October, from 7·6 per cent in September. The fall was mainly a result of the rise in mortgage interest rates in October last year dropping out of the 12-month comparison. Excluding mortgage interest payments, the annual rate increased by 0·3 to 6·1 per cent for October, the highest since February 1983.

Between September and October, the overall level of prices increased by 0·8 per cent. This compares with an increase of 1 per cent over the corresponding month a year ago, half of which was due to the rise in mortgage interest rates in October 1988. Higher prices were reported this October for a wide range of goods and services, particularly food. As well as a sharp increase in milk prices, there were further rises in some meat prices, particularly pork and bacon. Some fresh vegetable prices also increased. There was also a small rise in mortgage interest rates since a few Building societies put up their rates in time to affect the October index. Other notable contributions to October's rise in the RPI came from clothing and footwear, alcoholic drinks and tobacco.

The annual rate of increase for the *tax and price index* fell to 6·0 per cent for the year to October, from the 7·6 per cent recorded for September. This fall reflects the changes in National Insurance payments which took effect in October.

The 12-month rate of increase in the price index for the *output of manufactured products* has been little changed over recent months at around 5 per cent. The provisional figure for October was 4·9 per cent. The annual rate of increase in prices for *material and fuels purchased by manufacturing industry* rose further to (provisionally) 6·3 per cent in October. This compares with 3·4 per cent in July and a peak of 7·9 per cent for April.

RPI AND TPI: United Kingdom, increases over previous year



Industrial disputes

It is provisionally estimated that 62,000 *working days* were *lost through stoppages of work due to industrial disputes* in September 1989. The two largest components in this total relate to 13,000 working days lost in the paper products industry group, and 9,000 working days lost in the construction industry. This September 1989 figure of 62,000 days lost compares with 101,000 days lost in August 1989, 1,115,000 in September 1988 and an average of 1,736,000 for the month of September over the ten-year period 1979 to 1988.

In the 12 months to September 1989 a provisional total of 3·5 million working days were lost, compared to a figure of 3·7 million days in the previous 12 months and an annual average over the ten-year period ending September 1988 of 10·2 million days.

Included in the figure for the latest 12-month period are 2·0 million days lost in the NALGO dispute.

During the12 months to September 1989 a provisional total of 715 *stoppages* has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 842 stoppages in the 12 months to September 1988 and an annual average in the ten-year period ending September 1988 of 1,361 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 2,270,000 *visits to the UK* by overseas residents in August 1989, 9 per cent more than in August 1988. Of these, 1,420,000 were by residents of Western Europe, 410,000 by North America residents and 440,000 by residents of other parts of the world.

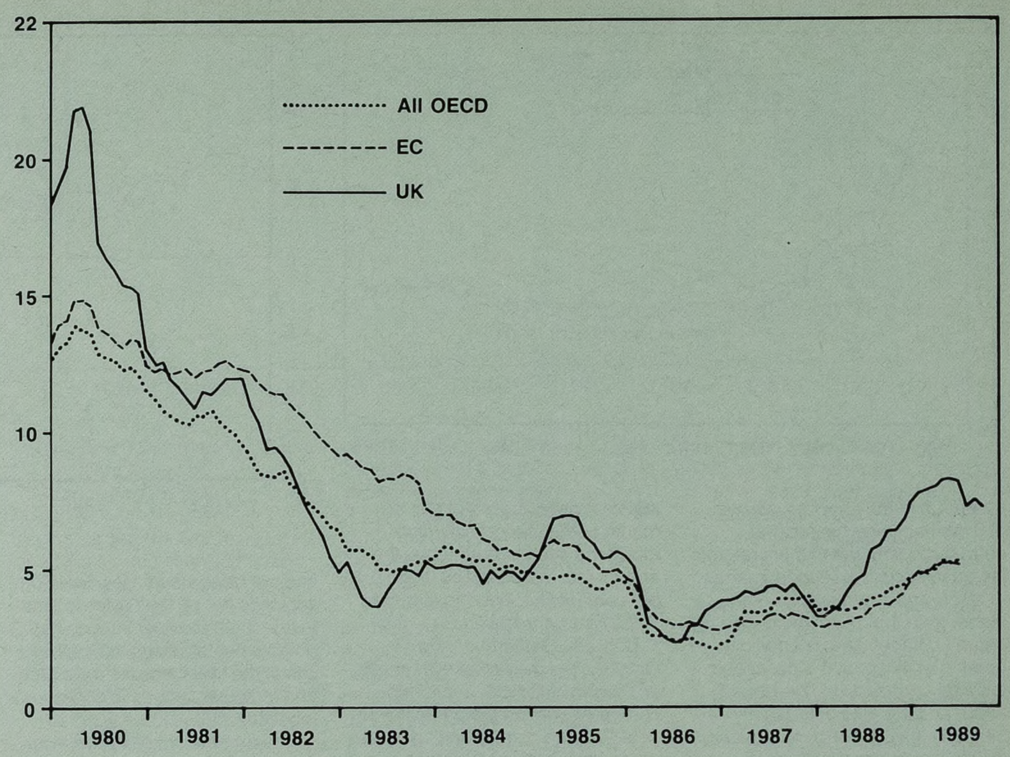
UK residents made 4,270,000 *visits abroad* in August 1989, 8 per cent higher than in August 1988. The majority of the visits, 3,740,000, were to Western Europe while 260,000 were to North America and 270,000 to other parts of the world. Overseas residents spent an estimated £895 million in the UK in August, while UK residents spent £1,355 million abroad. This resulted in an estimated deficit of £460 million on the *travel account of the balance of payments* for August 1989, compared with a deficit of £334 million for the same month last year.

During the first eight months of 1989 overseas visitors to the UK increased in number by 12 per cent, compared with the same period of 1988, to 12,140,000. UK residents going abroad increased in number by 9 per cent to 20,750,000. For the same eight-month period, it is estimated that overseas residents' expenditure in the UK increased by 10 per cent compared with the previous year, to £4,510 million. UK residents spent £6,137 million abroad in the first eight months of 1989, an increase of 13 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the period January to August of 1989 was £1,627 million, compared with a deficit of £1,332 million for the period January to August of 1988.

The total number of overseas visitors to the UK during the 12-month period ending in August 1989 increased by 10 per cent to 17,140,000 compared with the previous 12-month period, mainly due to an increase of 13 per cent in numbers from Western Europe. Numbers of UK residents going abroad rose by 10 per cent to 30,470,000. Estimates of expenditure in the 12-month period September 1988 to August 1989 indicate that overseas visitors to the UK spent £6,605 million, 7 per cent more than in the period September 1987 to August 1988. In the same period UK residents on visits abroad spent an estimated £8,935 million, 14 per cent more than in the previous 12 months. The resulting deficit in the travel account of the balance of payments for the period was £2,330 million.

CONSUMER PRICES INDICES: Increases over previous year

Per cent



International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Spain, Greece, and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other major industrialised country (as listed in *table 2·18*). More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country), unemployment has fallen faster in the UK than in any other industrialised country. The unemployment rate has remained stable over the period in Switzerland, France, United States and Portugal; in some countries —for example Norway, Austria, Denmark, Italy and Luxembourg—the rate has increased. The UK unemployment rate is also lower than the EC average.

The rise of 7·6 per cent in the Retail Price Index over the 12 months to September was higher than the provisional average for the European Community (5·3 per cent). Over the 12-month period to September consumer prices increased in France by 3·4 per cent (estimated) and in West Germany by 3·1 per cent. Outside the EC, over the same period, consumer prices rose in the United States (4·3 per cent), Canada (5·2 per cent), and Japan (2·7 per cent, provisional) although the rates of increase in these countries were lower than in the United Kingdom.

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. For example, the treatment of owner-occupiers' shelter costs differs between countries (see footnote to *table 6·8*).

The 9 per cent underlying rate of increase in average earnings for manufacturing industry in Great Britain in the 12 months to September 1989 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 for 14 of the 15 countries shown (excluding Switzerland, for which recent figures are not available). Although the latest available OECD estimates of manufacturing productivity show that only four of the same 14 countries (excluding Belgium and Denmark for which figures are not available) had faster annual growth than Great Britain, Britain's high earnings growth rate means that the annual rate of growth in unit wage costs in Great Britain is still higher than in most OECD countries.

BACKGROUND ECONOMIC INDICATORS* 0·1

Seasonally adjusted — UNITED KINGDOM

	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		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	%
1983	94.6	3.6	94.0	3.3	94.7	..	93.7	..	..	..	95.1	..	24.3	..
1984	96.2	1.7	96.6	2.8	94.9	0.2	97.6	4.2	..	..	97.2	2.2	27.5	13.2
1985	100.0	4.0	100.0	3.5	100.0	5.4	100.0	2.5	100.0	..	100.0	2.9	36.7	33.5
1986	103.2	3.2	103.0	3.0	102.2	2.2	101.0	1.0	101.2	1.2	103.7	3.7	42.6	16.1
1987	107.8	4.5	108.1	5.0	105.8	3.5	106.6	5.5	104.4R	3.2	107.4	3.6	50.2	17.8
1988	112.5	4.4	113.1	4.6	109.4	3.4	114.0R	6.9	110.5	5.8	112.6	4.8	61.0	21.5
1988 Q3	113.1	4.0	113.8	4.3	110.2r	3.6	115.8r	7.3	111.4	..	112.5	4.4	15.9	24.2
Q4	113.9	3.5	114.5	3.7	109.5	1.5	116.8	6.9	112.7	..	115.8	5.9	16.8	22.6
1989 Q1	114.5	2.9	115.1	2.9	108.7	–0.5	118.6	6.9	113.7	..	116.4	4.9	17.3	19.3
Q2	114.2	2.2	114.9	2.2	110.6	0.1	119.0	5.9	114.3R	..	115.7	4.0	16.7	21.0
Q3	..	..	116.0P	1.9	..	..	119.6	3.3	..	..	..	..	..	..
1989 Mar	..	..	..	..	109.5r	1.5	118.3r	6.9	114.2	..	..	..	..	..
Apr	..	..	..	..	109.7	1.3	118.1	6.5	114.5r	..	..	..	..	..
May	..	..	..	..	108.1	0.1	119.7	5.9	113.6	..	..	..	..	..
June	..	..	..	..	108.3	–0.8	119.2	5.4	114.9	..	..	..	..	..
July	..	..	..	..	109.8	–1.2	119.7	4.8	115.1	..	..	..	..	..
Aug	..	..	..	..	111.4	–0.5	120.2	4.0	..	..	..	..	..	..
Sept	..	..	..	..	110.5	0.1	118.9	3.3	..	..	..	..	..	..

	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	%
1983	205.5	4.3	92.2	4.8	38.5	2.9	7.5	–0.8	73.2	2.1	1.36	9	105.3	–7.4
1984	209.2	1.8	95.5	3.6	42.5	10.6	8.9	18.3	73.9	1.0	1.11	9.5–9.75	100.6	–4.5
1985	217.0	3.7	100.0	4.7	45.5	7.0	10.3	15.0	73.9	—	0.62	11.5	100.0	–0.6
1986	229.1	5.6	105.3	5.3	45.5	—	9.7	–5.4	75.5	2.2	0.68	11	91.5	–8.5
1987	241.4	5.4	111.5	5.9	49.8	9.3	10.1	3.6	76.3	1.1	1.05	11	90.1	–1.5
1988	257.9	6.8	119.2	6.9	56.4	13.3	11.3	12.4	76.7	0.5	3.59	10.25–10.5	95.5	6.0
1988 Q3	64.7	6.2	120.1	6.4	14.4	14.3	3.0	15.7	19.0	–1.0	1.58	11.5	95.2	5.2
Q4	66.0	6.1	121.0	5.9	14.6	10.8	2.7	4.9	19.4	0.5	2.26	12.5–12.75	96.7	4.3
1989 Q1	66.1	3.9	121.5	3.8	15.1	13.8	2.8	3.7	19.1	–0.5	2.52	13	97.1	3.9
Q2	67.1	5.3	122.3	3.0	15.1	7.0	3.2	10.3	19.2	—	0.79	13.5–13.75	93.6	–3.1
Q3	67.2P	3.9	121.7	1.3	..	..	3.2P	6.7	..	..	..	14	91.7	–3.7
1989 Apr	..	..	120.9	3.9	..	..	..	..	..	..	..	13.0	95.4	1.4
May	..	..	124.5	4.0	..	..	..	..	..	..	..	14.0	94.3	–1.6
June	..	..	121.6	3.0	..	..	..	..	..	..	..	14.0	91.1	–3.1
July	..	..	121.0	3.0	..	..	..	..	..	..	..	14.0	92.3	–3.4
Aug	..	..	121.6	1.1	..	..	..	..	..	..	..	14.0	91.6	–3.9
Sep	..	..	122.3	1.3	..	..	..	..	..	..	..	14.0	91.3	–3.7
Oct	..	..	121.4P	1.2	..	..	..	..	..	..	..	15.0	89.7	–4.9

	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†[14]		Producer prices index†[6,14]: Materials and fuels		Producer prices index†[6,14]: Home sales	
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1983	87.6	2.3	87.0	8.6	–1.5	3.8	102.1r	–5.7	87.9	3.9	..	..	..	..
1984	94.7	8.1	96.9	11.4	–5.2	1.9	99.2	–2.8	91.3	3.9	..	..	95.0	..
1985	100.0	5.6	100.0	3.2	–3.1	3.2	100.0	0.8	96.1	5.3	100.0	..	100.0	5.3
1986	104.0	4.0	107.1	7.1	–9.4	0.1	95.1	–4.9	97.9	1.9	92.4	–7.6	104.3	4.3
1987	109.1	4.9	114.6	7.0	–10.9	–3.7	97.2	2.2	100.4	2.6	95.3	3.1	103.3	–1.0
1988	110.7	1.5	129.5	13.0	–20.8	–14.6	108.7	11.8	103.3	2.9	98.4	3.2	113.2	9.6
1988 Q3	112.8	2.2	134.8	13.5	–5.7	–3.4	108.3r	11.2	103.5	3.5	98.8	3.7	113.9	4.9
Q4	107.8	–1.2	134.7	12.5	–6.5	–5.4	111.8	9.6	105.9	4.5	100.1	3.8	115.2	4.9
1989 Q1	112.8	5.1	140.5	16.8	–6.0	–4.8	114.3	8.9	107.9	6.0	102.8	6.1	116.8	5.2
Q2	114.7	–0.2	140.2	9.4	–5.8	–4.9	111.6	..	110.4	8.4	104.4	7.7	118.2	6.5
Q3	117.8	4.4	146.5	8.7	–6.8	–5.9P	..	..	111.6	9.5	103.1P	5.4	119.5P	6.1
1989 Apr	111.5	1.4	140.0	13.8	–2.2	–1.8	..	..	109.8	8.3	103.9	7.9	117.8	5.0
May	115.6	2.0	138.4	11.7	–1.7	–1.4	..	..	110.5	8.4	104.7	7.2	118.3	5.1
June	117.0	–0.2	142.1	9.4	–1.9	–1.7	..	..	110.9	8.4	104.7	5.2	118.6	5.0
July	116.4	2.0	148.9	7.2	–2.5	–2.2P	..	..	111.1	8.5	102.8	3.4	119.0	4.8
Aug	111.5	1.7	141.1	7.5	–2.3	–2.0P	..	..	111.4	7.4	102.7	3.8	119.5	4.9
Sept	125.5	4.4	149.5	8.7	–1.9	–1.6P	..	..	112.2	7.6	103.9P	5.3	120.0P	5.0
Oct	..	..	..	..	..	..	..	..	111.7	6.0	104.2P	6.3	120.5P	4.9

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) For details of this series see *Economic Trends*, July 1984, p 72.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation, 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 estimate 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	Female	All	Self-employed (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
UNITED KINGDOM Unadjusted for seasonal variation								
1987 June	11,698	9,886	21,584	2,860	319	311	25,074	27,979
Sept	11,827	9,952	21,778	2,981	319	383	25,372	28,242
Dec	11,878	10,156	22,035	2,923	317	366	25,641	28,337
1988 Mar	11,896	10,123	22,019	2,954	317	343	25,633	28,225
June	11,970	10,257	22,226	2,986	316	343	25,870	28,211
Sept	12,044	10,312	22,356	3,017	315	369	26,056	28,367
Dec	11,979	10,430	22,410	3,048	313	408	26,178	28,225 §
1989 Mar	11,946	10,391	22,337	3,079	312	448	26,175	28,135 §
June	11,965 R	10,488 R	22,452 R	3,110	308	479	26,349 R	28,092 R §
UNITED KINGDOM Adjusted for seasonal variation								
1987 June	11,701	9,874	21,575	2,860	319	311	25,065	28,057
Sept	11,774	9,966	21,740	2,891	319	383	25,333	28,169
Dec	11,864	10,092	21,956	2,923	317	366	25,562	28,242
1988 Mar	11,942	10,183	22,125	2,954	317	343	25,739	28,305
June	11,973	10,247	22,220	2,986	316	343	25,864	28,289
Sept	11,994	10,327	22,322	3,017	315	369	26,022	28,279
Dec	11,966	10,366	22,332	3,048	313	408	26,100	28,142
1989 Mar	11,987	10,447	22,434	3,079	312	448	26,272	28,191
June	11,968 R	10,478 R	22,446 R	3,110	308	479	26,343 R	28,155 R

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 December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample enquiries (*Employment Gazette*, October 1989, p560). For all dates individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid-1988 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1988. The provisional estimates from September 1988 are based on the assumption that the average rate of increase between 1981 and 1988 has continued subsequently. A detailed description of the current estimates is given in the article on p 182 of the April 1989 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.

EMPLOYMENT 1·1
Workforce‡

THOUSAND

Quarter	Employees in employment* Male All	Male Part-time	Female All	Female Part-time	All	Self-employed (with or without employees)	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡
GREAT BRITAIN Unadjusted for seasonal variation										
1987 June	11,431	891	9,650	4,169	21,080	2,801	319	303	24,502	27,282
Sept	11,558	879	9,713	4,121	21,271	2,832	319	373	24,795	27,536
Dec	11,610	920	9,915	4,244	21,525	2,863	317	356	25,062	27,637
1988 Mar	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054	27,529
June	11,699	919	10,015	4,221	21,714	2,926	316	335	25,291	27,516
Sept	11,774	889	10,068	4,190	21,842	2,957	315	359	25,473	27,668
Dec	11,709	903	10,183	4,301	21,892	2,988	313	398	25,590	27,529 §
1989 Mar	11,676 R	901	10,146	4,283	21,823	3,019	312	438	25,591	27,443 §
June	11,697 R	915 R	10,242 R	4,320 R	21,938 R	3,050	308	469	25,765 R	27,404 R §
GREAT BRITAIN Adjusted for seasonal variation										
1987 June	11,433		9,637		21,070	2,801	319	303	24,492	27,357
Sept	11,506		9,726		21,232	2,832	319	373	24,757	27,467
Dec	11,597		9,851		21,448	2,863	317	356	24,985	27,543
1988 Mar	11,672		9,941		21,614	2,895	317	334	25,159	27,608
June	11,703		10,004		21,707	2,926	316	335	25,283	27,590
Sept	11,724		10,083		21,807	2,957	315	359	25,439	27,582
Dec	11,696		10,120		21,816	2,988	313	398	25,514	27,447
1989 Mar	11,717		10,201		21,919	3,019	312	438	25,687	27,497
June	11,700 R		10,232 R		21,932 R	3,050	308	469	25,759 R	27,465 R

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and ET 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 particpants 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.

1·2 EMPLOYMENT
Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction industries: All employees	Production and construction industries: Seasonally adjusted	Service industries: All employees	Service industries: Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Divisions or Classes	0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,729	5,302	5,315	5,909	5,922	6,919	6,935	13,503	13,464	320	289	319	445	343	750	786
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	13,769	13,731	321	273	309	430	339	756	780
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	13,954	13,918	310	234	302	392	328	741	755
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	14,247	14,213	302	203	297	365	320	737	740
Aug			5,086	5,068	5,583	5,565						199	293	367	321	742	747
Sept	21,271	21,232	5,107	5,074	5,607	5,573	6,608	6,571	14,334	14,353	329	202	298	368	322	742	750
Oct			5,111	5,082	5,609	5,579						201	297	366	321	744	750
Nov			5,120	5,092	5,617	5,589						200	298	364	320	748	749
Dec	21,525	21,448	5,119	5,096	5,616	5,593	6,620	6,598	14,597	14,542	307	198	298	364	321	747	749
1988 Jan			5,089	5,110	5,584	5,605						196	299	362	318	748	745
Feb			5,091	5,119	5,582	5,611						194	298	361	320	750	746
Mar	21,509	21,614	5,095	5,122	5,582	5,609	6,597	6,625	14,620	14,685	292	190	297	361	320	751	744
April			5,092	5,123	5,571	5,604						183	296	360	319	754	743
May			5,100	5,126	5,580	5,606						183	297	359	319	758	744
June	21,714	21,707	5,110	5,124	5,589	5,603	6,605	6,620	14,815	14,785	294	182	296	358	320	758	741
July			5,143	5,134	5,621	5,612						182	296	362	324	762	746
Aug			5,151	5,134	5,630	5,613						182	297	362	324	768	747
Sept	21,842	21,807	5,165	5,132	5,644	5,611	6,658	6,622	14,865	14,887	319	182	297	361	323	775	746
Oct			5,159	5,129	5,635	5,605						181	295	360	323	773	745
Nov			5,163	5,134	5,639	5,611						181	295	359	323	775	745
Dec	21,892	21,816	5,162	5,138	5,638	5,613	6,651	6,629	14,945	14,891	296	180	296	357	322	778	746
1989 Jan			5,121	5,142	5,596	5,617						179	295	354	321	776	740
Feb			5,110	5,139	5,583	5,612						178	295	352	320	781	738
Mar	21,823	21,919	5,107	5,134	5,575	5,601	6,596	6,623	14,943	14,500	284	175	293	350	319	783	737
Apr			5,085	5,118	5,551	5,584						173	293	347	319	781	731
May			5,080	5,106	5,543	5,570						171	292	346	319	782	728
June	21,938 R	21,932 R	5,087	5,101	[5,547]	[5,561]	[6,589]	[6,603]	15,070 R	15,041 R	280 R	167	[293]	344	320	784	729
July			5,106 R	5,097 R	[5,563 R]	[5,554 R]						165	[291 R]	343 R	322	789 R	735 R
Aug			5,132 R	5,115 R	[5,588 R]	[5,571 R]						163	[293]	341 R	324 R	794	735 R
Sept			5,139	5,106	[5,591]	[5,558]						159	[294]	340	322	800	734

* See footnote to *table 1·1*
† Excludes private domestic service.

EMPLOYMENT 1·2
Employees in employment: industry*

THOUSAND

	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc.‡	Education	Medical and other health services; veterinary services	Other services†
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012,	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	271	276	327	575	550	473	477	994	1,148	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	263	263	318	555	555	485	467	964	1,134	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	257	244	321	551	543	497	474	983	1,138	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
Aug	257	243	323	555	548	506	476											
Sept	262	244	327	559	548	510	476	1,001	1,142	2,068	1,039	863	419	2,309	1,932	1,580	1,357	1,625
Oct	263	244	327	561	549	512	475											
Nov	264	243	329	563	550	513	477											
Dec	264	242	330	559	550	515	477	1,004	1,148	2,187	1,018	862	421	2,346	1,940	1,686	[1,368]	1,622
1988 Jan	263	240	330	550	546	510	475											
Feb	264	239	331	543	548	513	475											
Mar	264	239	332	544	550	515	476	1,015	1,154	2,108	1,002	866	422	2,384	1,955	1,707	[1,379]	1,641
April	265	235	330	543	548	520	474											
May	266	234	333	544	548	521	475											
June	266	233	333	550	548	524	477	1,017	1,171	2,106	1,062	877	428	2,435	1,961	1,694	[1,389]	1,693
July	267	231	333	558	551	530	479											
Aug	265	228	334	562	548	533	481											
Sept	268	229	337	564	545	535	482	1,014	1,183	2,126	1,071	885	438	2,499	1,965	1,619	[1,398]	1,682
Oct	268	227	333	569	542	534	483											
Nov	269	226	335	567	543	537	484											
Dec	269	226	336	562	542	539	485	1,013	1,189	2,221	1,036	884	433	2,519	1,911	1,712	[1,407]	1,632
1989 Jan	267	224	334	552	535	537	482											
Feb	268	222	332	547	534	535	480											
Mar	268	222	335	545	529	535	482	1,021	1,191	2,155	1,028	884	433	2,554	1,909	1,730	[1,418]	1,640
Apr	269	221	334	543	524	533	483											
May	269	219	335	547	520	532	483											
June	268	218	335	550	521	534	484	[1,042]	1,191	2,145	1,091	889	438 R	[2,588]	[1,907 R]	1,710	[1,426 R]	1,684
July	268	218	338	552 R	517	538 R	487 R											
Aug	270	219	337 R	560 R	522	542	490 R											
Sept	270	220	336	561	522	544	490											

‡ 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*.

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

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Sep 1988 R Males	Sep 1988 R Females	Sep 1988 R All	July 1989 R Males	July 1989 R Females	July 1989 R All	Aug 1989 R Males	Aug 1989 R Females	Aug 1989 R All	Sep 1989 Males	Sep 1989 Females	Sep 1989 All
Production industries	1-4	4,004·9	1,638·9	5,643·8	3,944·5	1,618·1	5,562·6	3,955·2	1,632·9	5,588·0	3,954·6	1,636·7	5,591·3
Manufacturing industries	2-4	3,605·9	1,559·5	5,165·5	3,567·5	1,538·5	5,106·0	3,580·1	1,551·8	5,132·0	3,583·3	1,555·5	5,138·8
Energy and water supply	1	398·9	79·4	478·3	[377·1	79·6	456·6]	[375·0	81·0	456·1]	[371·3	81·2	452·5]
Coal extraction and solid fuels	111	113·0	5·9	119·0	94·1	4·8	98·9	91·8	4·7	96·5	87·9	4·6	92·4
Electricity	161	114·9	28·8	143·7	[113·1	29·2	142·3]	[113·1	29.2	142·3]	[113·0	29·2	142·3]
Gas	162	59·8	22·3	82·0	[57·9	22·2	80·1]	[57·9	22·3	80·2]	[58·2	22·3	80·5]
Other mineral and ore extraction, etc	2	525·4	158·7	684·1	510·2	154·3	664·5	510·2	154·2	664·4	508·6	153·9	662·4
Metal manufacturing and extraction of metal ores and minerals	21-23	146·8	21·4	168·2	136·9	19·4	156·3	135·3	19·7	155·0	135·7	19·9	155·6
Non-metallic mineral products	24	149·1	43·5	192·6	144·2	42·2	186·4	144·3	41·3	185·6	143·1	41·5	184·6
Chemical Industry/man made fibres	25/26	229·5	93·8	323·4	229·1	92·7	321·8	230·7	93·2	323·8	229·7	92·5	322·2
Basic industrial chemicals	251	95·8	20·5	116·3	95·7	20·9	116·6	95·7	21·2	116·9	95·5	21·0	116·5
Other chemical products and preparations	255-259/ 260	133·7	73·4	207·1	133·4	71·8	205·2	135·0	71·9	206·9	134·2	71·5	205·7
Metal goods, engineering and vehicles	3	1,846·2	508·5	2,354·7	1,838·0	509·6	2,347·6	1,842·6	511·0	2,353·6	1,849·2	510·1	2,359·2
Metal goods nes	31	262·0	74·6	336·7	263·5	74·4	337·9	261·8	74·8	336·6	262·0	73·7	335·7
Mechanical engineering	32	649·0	125·9	774·9	661·2	127·9	789·1	663·7	129·9	793·6	668·8	131·3	800·1
Industrial plant and steelwork	320	88·5	11·2	99·7	95·7	12·4	108·1	96·6	12·6	109·2	99·5	12·9	112·5
Mining and construction machinery etc	325	64·7	9·5	74·3	65·3	9·7	75·0	65·8	9·9	75·7	65·6	9·7	75·4
Other machinery and mechanical equipment	321-324/ 326-329	495·8	105·1	600·9	500·2	105·8	606·0	501·3	107·5	608·8	503·7	108·7	612·3
Office machinery, data processing equipment	33	59·0	26·3	85·3	57·5	26·6	84·1	57·6	26·8	84·4	57·2	26·5	83·7
Electrical and electronic engineering	34	369·0	188·3	557·3	361·0	187·1	548·1	362·0	186·0	548·0	363·2	185·9	549·1
Wire, cables, batteries and other electrical equipment	341/342/ 343	141·5	59·5	201·1	141·8	61·0	202·8	141·7	59·6	201·3	142·1	59·0	201·2
Telecommunication equipment	344	110·0	51·2	161·2	107·8	50·5	158·4	108·2	50·4	158·6	108·6	50·2	158·8
Other electronic & electrical equipment	345-348	117·4	77·6	195·1	111·4	75·6	187·0	112·1	75·9	188·0	112·5	76·7	189·2
Motor vehicles and parts	35	236·8	31·4	268·2	236·6	31·4	268·0	238·7	31·1	269·8	238·5	31·1	269·6
Other transport equipment	36	202·4	26·9	229·3	192·2	25·8	218·0	193·1	25·8	218·9	193·9	25·9	219·8
Shipbuilding and repairing	361	46·3	4·1	50·4	39·2	3·9	43·1	38·8	3·9	42·7	38·9	3·8	42·7
Aerospace and other transport equipment	362-365	156·1	22·8	178·9	153·0	21·9	174·9	154·3	21·9	176·2	155·0	22·0	177·0
Instrument engineering	37	67·9	35·1	103·0	66·0	36·3	102·4	65·7	36·6	102·3	65·6	35·7	101·3
Other manufacturing industries	4	1,234·4	892·3	2,126·7	1,219·3	874·6	2,093·8	1,227·3	886·7	2,114·0	1,225·6	891·5	2,117·1
Food, drink and tobacco	41/42	326·4	237·3	563·7	320·0	232·4	552·4	323·3	236·2	559·5	322·0	239·2	561·2
Meat and meat products, organic oils and fats	411/412	57·9	41·4	99·3	55·1	40·0	95·1	56·2	40·3	96·6	56·1	39·9	96·0
All other food and drink manufacture	413-423	199·2	168·5	367·7	198·4	165·9	364·3	200·4	169·1	369·5	199·7	172·9	372·6
Alcoholic, soft drink and tobacco manufacture	424-429	69·3	27·5	96·8	66·5	26·5	93·1	66·7	26·8	93·4	66·2	26·4	92·6
Textiles	43	121·9	107·5	229·4	117·3	98·2	215·5	116·5	99·2	215·7	117·4	100·7	218·1
Footwear and clothing	45	82·0	213·1	295·0	79·4	202·4	281·8	79·2	207·2	286·5	79·2	204·3	283·5
Timber and wooden furniture	46	191·5	50·6	242·1	191·4	52·6	244·0	192·4	52·0	244·4	193·3	52·4	245·7
Paper, printing and publishing	47	311·1	171·3	482·3	311·6	175·5	487·1	313·3	177·1	490·4	311·8	178·1	490·0
Pulp, paper, board and derived products	471-472	97·7	43·1	140·8	97·8	42·5	140·3	97·8	42·3	140·1	97·9	43·0	140·9
Printing and publishing	475	213·4	128·2	341·5	213·8	133·0	346·8	215·5	134·8	350·3	213·9	135·2	349·1
Rubber and plastics	48	149·4	67·4	216·8	149·8	68·0	217·8	151·5	68·6	220·0	151·2	69·4	220·5
Other manufacturing	49	40·3	36·0	76·3	38·9	36·9	75·8	40·3	37·6	77·9	39·5	38·4	77·9

* See footnotes to *table 1·1*·

EMPLOYMENT 1·6
Labour turnover: manufacturing industries: June 1989 and September 1989

PER CENT

GREAT BRITAIN SIC 1980	Division or class of SIC	June 1989 Engagement rate Male	Female	All	June 1989 Leaving rate Male	Female	All	September 1989 Engagement rate Male	Female	All	September 1989 Leaving rate Male	Female	All
Minerals and ores extraction other than fuels	2	1·1	2·3	1·4	1·1	1·9	1·3	1·3	2·2	1·5	1·6	2·8	1·9
Metal manufacturing	22	0·8	1·4	0·9	1·0	1·8	1·1	1·0	2·2	1·1	1·0	2·4	1·1
Non-metallic mineral products	24	1·5	2·5	1·8	1·5	2·5	1·7	1·5	2·3	1·7	2·3	2·5	2·4
Chemical industry	25	1·1	2·5	1·5	1·0	1·7	1·2	1·4	2·5	1·7	1·6	3·0	2·0
Metal goods, engineering and vehicles	3	1·4	1·9	1·5	1·6	1·9	1·7	2·0	2·3	2·0	1·8	2·5	2·0
Metal goods nes	31	1·8	2·5	2·0	1·9	1·8	1·9	2·1	2·5	2·2	2·1	2·7	2·3
Mechanical engineering	32	1·6	2·0	1·7	1·7	1·7	1·7	1·9	2·3	2·0	1·9	2·3	2·0
Office machinery, data processing equipment	33	0·9	1·2	1·0	1·8	2·2	1·9	1·8	1·6	1·8	2·1	2·5	2·2
Electrical and electronic engineering	34	1·4	1·9	1·6	1·5	2·0	1·7	2·1	2·4	2·2	1·8	2·6	2·1
Motor vehicles and parts	35	1·0	1·0	1·0	1·3	2·0	1·3	1·3	1·6	1·3	1·5	1·9	1·6
Other transport equipment	36	1·0	1·3	1·0	1·1	1·7	1·2	2·4	3·0	2·4	1·4	2·0	1·4
Instrument engineering	37	1·5	2·0	1·7	1·9	2·2	2·0	2·0	2·2	2·1	2·3	3·2	2·6
Other manufacturing industries	4	2·1	2·6	2·3	1·0	2·5	2·1	2·2	3·1	2·6	2·7	3·1	2·9
Food, drink and tobacco	41/42	2·7	3·3	2·9	1·8	2·6	2·1	2·5	4·1	3·1	3·0	3·6	3·2
Textiles	43	1·7	2·4	2·0	1·7	2·3	2·0	2·1	2·4	2·2	2·5	2·7	2·6
Leather and leather goods	44	2·4	1·8	2·2	1·5	2·0	1·7	2·1	3·9	2·9	3·6	2·1	2·9
Footwear and clothing	45	1·9	2·0	1·9	3·1	2·6	2·7	2·4	2·7	2·6	2·8	3·3	3·1
Timber and wooden furniture	46	2·4	2·4	2·4	2·0	1·7	1·9	2·5	2·3	2·5	2·3	3·0	2·5
Paper, printing and publishing	47	1·3	2·4	1·7	1·6	2·2	1·8	1·5	2·7	1·9	2·6	2·4	2·5
Rubber and plastics	48	1·9	2·4	2·0	1·6	2·7	1·9	2·2	3·2	2·5	2·4	2·5	2·4
Other manufacturing	49	3·1	5·1	4·0	1·7	4·7	3·0	3·5	4·4	4·0	4·4	4·5	4·4
Total all manufacturing industries		1·6	2·4	1·8	1·6	2·3	1·8	1·9	2·8	2·2	2·1	2·9	2·3

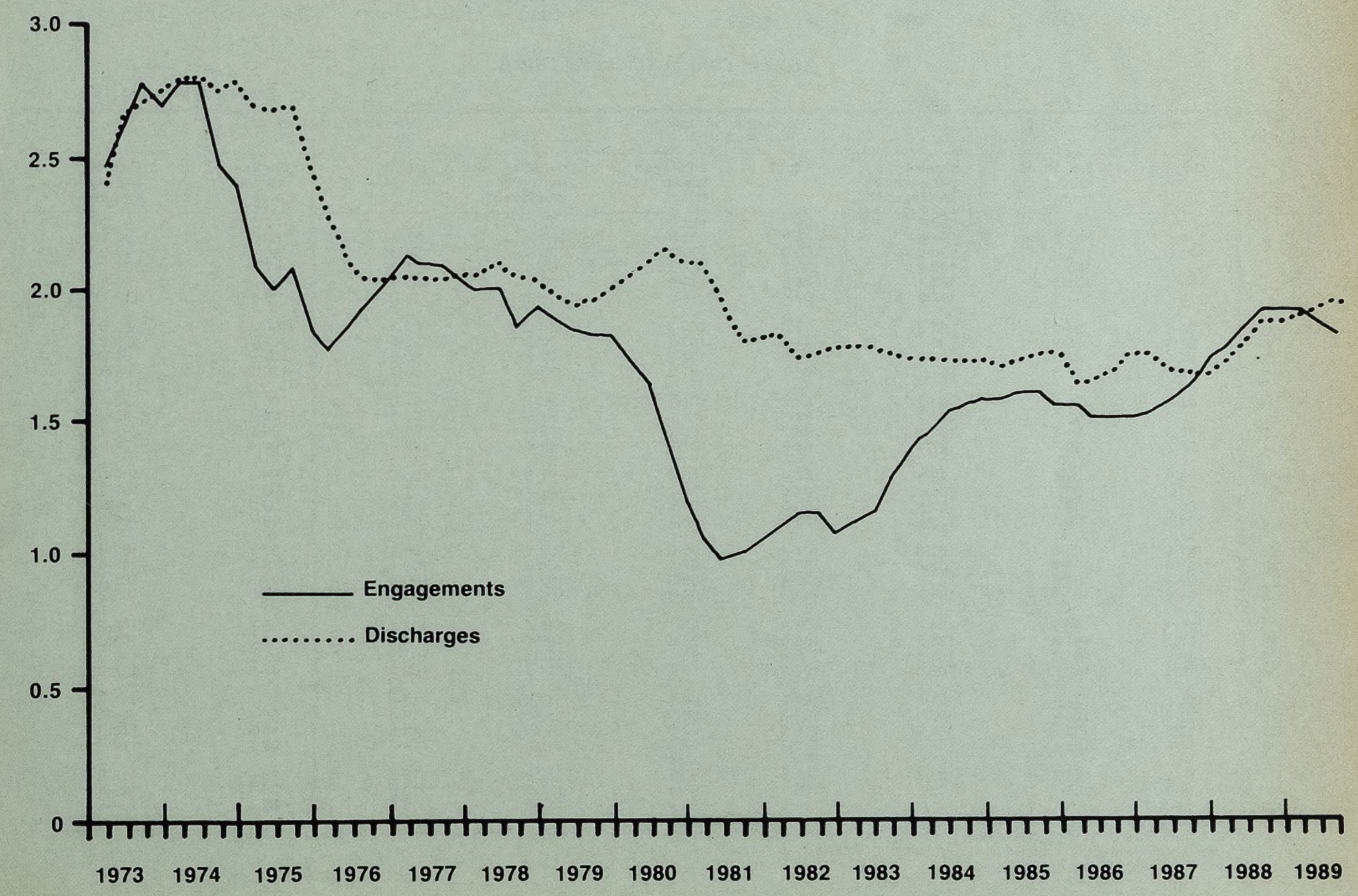
Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended June 10, 1989 and September 16, 1989 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

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

Per cent

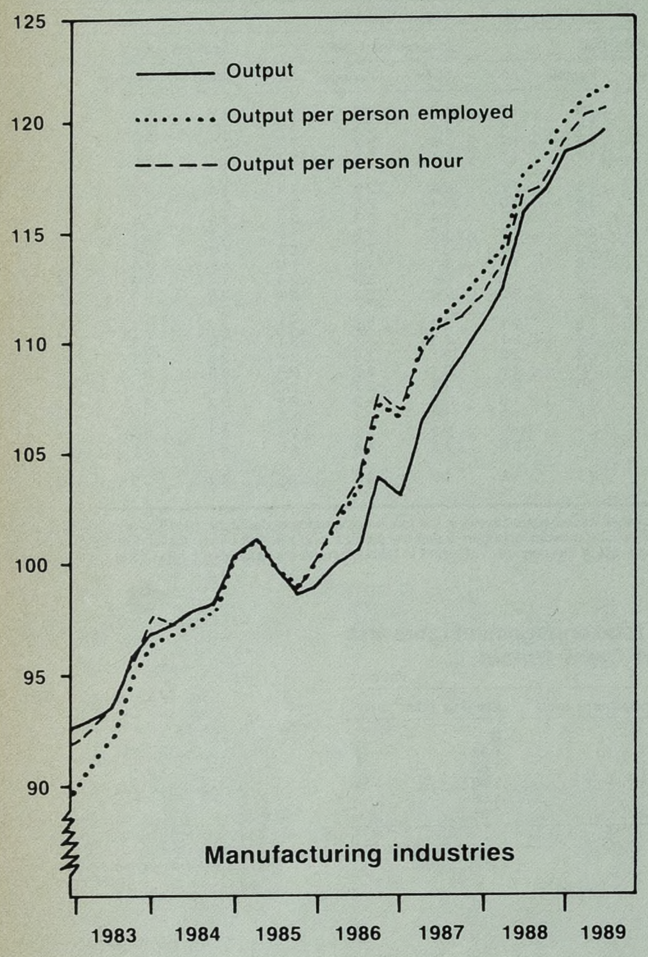
Year	Reference month*	Engagement rate	Leaving rate
		R	R
1988	May	1·93	1·88
	Aug	1·93	1·88
	Nov	1·93	1·90
1989	Feb	1·88	1·93
	May	1·83	1·95

* On which the moving average is centred.

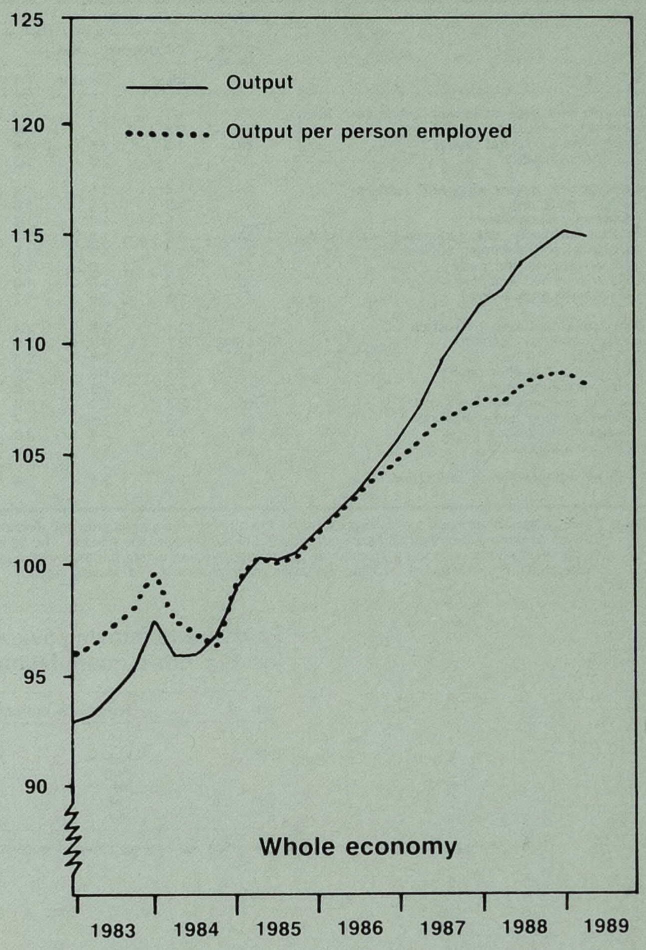


1·8 EMPLOYMENT
Indices of output, employment and productivity

(1985 = 100) Seasonally adjusted



(1985 = 100) Seasonally adjusted



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output‡	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**
1983	94·0	97·2	96·7	94·7	102·8	92·1	93·7	102·1	91·8
1984	96·6	98·9	97·6	94·9	100·8	94·1	97·6	100·5	97·1
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·0	100·1	102·9	102·2	97·3	105·0	101·0	97·9	103·1
1987	108·1	101·9	106·1	105·8	96·0	110·1	106·6	97·0	109·9
1988	113·1	104·9	107·9	109·4	97·0	112·9 R	114·0 R	98·5	115·7 R
1983 Q1	92·9	96·9	95·9	93·0	104·2	89·2	92·5	103·4	89·5
Q2	93·4	96·9	96·4	94·0	103·1	91·2	93·0	102·3	90·8
Q3	94·4	97·3	97·0	94·9	102·2	92·9	93·6	101·5	92·2
Q4	95·5	97·8	97·7	96·7	101·6	95·2	95·7	100·9	94·8
1984 Q1	97·6	98·3	99·2	97·2	101·1	96·1	97·0	100·6	96·4
Q2	95·9	98·7	97·2	94·3	100·9	93·5	97·3	100·5	96·8
Q3	95·9	99·1	96·8	93·2	100·7	92·6	97·9	100·7	97·2
Q4	96·9	99·5	97·4	94·9	100·6	94·4	98·3	100·4	97·9
1985 Q1	98·9	99·8	99·1	97·9	100·4	97·5	100·5	100·3	100·3
Q2	100·3	100·0	100·3	101·6	100·2	101·4	101·1	100·1	100·9
Q3	100·2	100·1	100·1	100·5	99·9	100·6	99·8	99·9	99·9
Q4	100·6	100·1	100·5	100·0	99·4	100·6	98·6	99·7	99·0
1986 Q1	101·6	100·0	101·6	101·4	98·6	102·8	99·1	99·1	100·0
Q2	102·4	100·0	102·4	101·7	97·6	104·2	100·1	98·2	102·0
Q3	103·4	100·1	103·3	102·4	96·8	105·8	100·6	97·3	103·4
Q4	104·6	100·4	104·2	103·3	96·2	107·3	103·9	97·0	107·2
1987 Q1	105·7	100·7	104·9	103·8	95·7	108·4	103·1 R	96·5	106·7
Q2	107·2	101·4	105·7	105·0 R	95·8	109·6	106·2	96·8	109·7 R
Q3	109·1	102·3	106·6	106·4	96·1	110·7	107·9	97·2	111·0
Q4	110·4	103·2	107·0	107·9 R	96·4	111·8	109·3	97·6	112·0
1988 Q1	111·9	104·1	107·5	107·9	96·8	111·5 R	110·9	98·2	113·0 R
Q2	112·4	104·7	107·4	109·2	96·9	112·7	112·4 R	98·4	114·2
Q3	113·8	105·2	108·2	110·5 R	97·0	113·9 R	115·8 R	98·6	117·5 R
Q4	114·5	105·5	108·5	110·2 R	97·1	113·5 R	116·8 R	98·7	118·3 R
1989 Q1	115·1	105·9	108·7	109·5	97·1	112·8	118·6	98·9	119·9 R
Q2	114·9	106·3	108·1	108·7 R	96·6	112·5 R	119·0 R	98·4	121·0 R
Q3				110·6	96·4	114·6	119·6	98·4	121·5

* 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*.
‡ Gross domestic product for whole economy.

1·9 EMPLOYMENT
Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Nether-lands (6)(11)	Norway (5)	Spain	Sweden (5)	Switzer-land (2)(5)(6)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		Thousand
Civilian labour force																		
1986 Q3	27,632	7,557	3,399	..	12,740	..	..	27,524	..	..	23,086	60,410	..	2,099	13,793	4,379	3,419 R	118,205
Q4	27,624	7,598	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,438 R	118,548
1987 Q1	27,599	7,644	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,457 R	119,085
Q2	27,739	7,688	3,420	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,463 R	119,714
Q3	27,850	7,753	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,466 R	120,046
Q4	27,925	7,734	3,432	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	3,471	120,552
1988 Q1	27,988	7,807	3,438	..	13,204	..	..	28,918 R		..	23,594	61,402	..	2,145	14,590	4,459	3,498	121,045
Q2	27,973	7,886	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	3,501	121,352
Q3	27,964	7,948	3,423	..	13,304	..	..	29,058 R		..	23,836	61,727	..	2,171	14,696	4,470	3,503	121,881
Q4	27,830 R	7,985	3,440	..	13,353	..	..	29,078 R		..	23,550	61,919	..	2,136	14,623	4,490	3,507	122,388
1989 Q1	27,880	8,111	3,427	..	13,447	..	..	29,014 R		..	23,588	62,222	..	2,124 R	14,705	4,503	3,536	123,291
Q2	27,847	8,215	..	..	13,468	..	..	29,118	..	..	23,560	62,610	..	2,125	14,768	4,524	3,578	123,790
Civilian employment																		
1986 Q3	24,350	6,935	3,302	..	11,524	..	..	25,322	..	..	20,538	58,651	..	2,058	10,840	4,262	3,398 R	109,967
Q4	24,410	6,965	3,281	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,414 R	110,428
1987 Q1	24,472	7,012	3,283	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,434 R	111,233
Q2	24,747	7,063	3,289	..	11,815	..	..	25,467	..	..	20,542	58,946	..	2,091	11,357	4,331	3,437 R	112,200
Q3	25,014 R	7,123	3,303	..	11,905	..	..	25,488	..	..	20,570	59,189	..	2,099	11,493	4,334	3,441 R	112,843
Q4	25,245	7,117	3,311	..	12,049	..	21,020 R	25,505	..	..	20,567	59,505	..	2,097	11,594	4,362	3,449	113,475
1988 Q1	25,422	7,233	3,320	..	12,171	..	..	26,717 R	..	..	20,694	59,792	..	2,094	11,684	4,384	3,476	114,152
Q2	25,548	7,304	3,297	..	12,224	..	..	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	3,477	114,688
Q3	26,707	7,382	3,300	..	12,261	..	..	26,794 R	..	..	20,967	60,165	..	2,105	11,811	4,398	3,481	115,202
Q4	25,787	7,444	3,318	..	12,320	..	21,264 R	26,842 R	..	..	20,700	60,408	..	2,046	11,895	4,423	3,489	115,843
1989 Q1	25,961	7,585	3,335	..	12,431	..	..	27,011 R	..	..	20,695	60,822	..	2,017 R	12,053	4,442	3,521	116,900
Q2	26,035	7,698	..	..	12,445	..	..	27,075	..	..	20,674	61,131	..	2,018	12,208	4,463	3,559	117,290
LATEST ANNUAL FIGURES: 1988 unless stated																		Thousand
Civilian labour force: Male	16,115	4,698	2,040	2,413	7,422	1,485	13,337	17,564	2,490	898	14,885	36,930	3,742	1,175	9,577	2,324	2,066	66,927
Female	11,858	3,209	1,390	1,713	5,853	1,280	10,250	11,441	1,394	407	8,832	24,730	2,088	973	5,057	2,147	1,230	54,742
All	27,973	7,910	3,430	4,126	13,275	2,765	23,587	29,005	3,884	1,306	23,717	61,660	5,830	2,148	14,633	4,471	3,297	121,669
Civilian employment: Male	14,434	4,383	1,973	2,223	6,876	1,413	12,254	16,365	2,362	722	13,645	36,020	3,422	1,139	8,109	2,287	2,054	63,273
Female	11,114	2,959	1,335	1,437	5,368	1,196	8,890	10,398	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696
All	25,548	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968
Civilian employment: proportions by sector																		Per cent
Male: Agriculture	3·3	7·0	7·3	3·5	6·3	..	..	..	22·6	..	9·9	6·9	..	8·3	15·4	5·5	7·7	4·1
Industry	40·5	34·9	48·9	38·0	34·2	..	..	..	33·6	..	37·8	38·6	..	38·3	39·6	43·3	46·9	36·1
Services	36·2	58·1	43·8	58·6	59·5	..	..	..	43·8	..	52·4	54·5	..	53·4	45·0	51·1	45·4	59·7
Female: Agriculture	1·0	4·3	9·4	1·5	2·8	..	..	..	35·4	..	9·9	9·4	..	4·1	12·3	2·0	4·8	1·4
Industry	16·9	13·7	21·1	13·6	13·4	..	..	..	17·2	..	22·7	27·5	..	12·0	16·8	14·5	21·5	15·7
Services	82·0	82·0	69·5	84·9	83·8	..	..	..	47·4	..	67·3	63·2	..	83·8	70·9	83·4	73·8	82·9
All: Agriculture	2·3	5·9	8·2	2·7	4·5	5·7	6·8	..	27·0	15·3	9·9	7·9	4·7	6·4	14·4	3·8	6·6	2·9
Industry	30·2	26·4	37·7	28·4	25·6	28·2	30·4	..	28·0	27·8	32·6	34·1	27·1	26·4	32·5	29.5	37·4	26·9
Services	67·4	67·7	54·2	68·9	69·8	66·1	62·9	..	45·0	57·0	57·5	58·0	68·2	67·1	53·1	66·6	56·0	70·2

Sources: OECD "Labour Force Statistics 1967–1987" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

Notes:
1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1987.
7 Annual figures relate to second quarter.
8 Civilian employment figures include apprentices in professional training.
9 Annual figures relate to April.
10 Quarterly figures relate to January, April, July and October.
11 Annual figures relate to January.

1·10 EMPLOYMENT
Administrative, technical, clerical and operative: manufacturing industries

GREAT BRITAIN		Employees in employment (Thousands)									Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Operatives			Administrative, technical and clerical			All employees					
SIC 1980		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
SEPTEMBER 1985 R													
Other mineral and ore extraction etc	2	446·8	104·4	531·2	145·9	68·7	214·5	592·7	173·1	765·8	24·6	39·7	28·0
Non-metallic mineral products	24	133·6	33·3	166·9	30·7	15·2	45·9	164·4	48·5	212·8	18·7	31·3	21·6
Metal goods, engineering etc	3	1,375·2	322·6	1,697·7	545·5	179·2	724·7	1,920·7	501·7	2,422·5	28·4	35·7	29·9
Metal goods nes	31	209·8	51·3	261·1	46·4	21·1	67·4	256·1	72·4	328·5	18·1	29·1	20·5
Mechanical engineering	32	475·0	61·6	536·6	169·5	57·3	226·8	644·5	118·9	763·4	26·3	48·2	29·7
Office machinery etc	33	30·5	14·3	44·8	31·0	10·3	41·3	61·6	24·6	86·2	50·4	41·9	48·0
Electrical and electronic engineering	34	255·9	137·6	393·5	147·1	52·2	199·3	402·9	189·8	592·7	36·5	27·5	33·6
Motor vehicles and parts	35	195·8	20·3	216·2	44·4	11·3	55·7	240·3	31·6	271·9	18·5	35·7	20·5
Other transport equipment	36	163·4	13·6	177·0	80·1	17·7	97·8	243·5	31·3	274·9	32·9	56·5	35·6
Instrument engineering	37	45·6	23·6	69·2	26·2	9·5	35·7	71·8	33·1	104·9	36·5	28·6	34·0
Other manufacturing industries	4	959·7	693·8	1,653·4	267·7	186·7	454·4	1.227·4	880·5	2,107·8	21·8	21·2	21·6
Food, drink and tobacco	41/42	269·2	188·8	458·0	71·6	48·7	120·3	340·8	237·5	578·3	21·0	20·5	20·8
Textiles	43	99·2	100·1	199·3	23·7	15·9	39·6	122·9	116·0	238·9	19·3	13·7	16·6
Footwear and clothing	45	58·4	199·1	257·5	20·4	21·9	42·3	78·8	221·0	299·8	25·9	9·9	14·1
Timber and wooden furniture	46	142·6	25·5	168·0	29·2	16·4	45·6	171·8	41·9	213·7	17·0	39·2	21·4
Paper, printing and publishing	47	240·5	99·6	340·2	82·3	60·8	143·1	322·8	160·5	483·3	25·5	37·9	29·6
Rubber and plastics	48	108·3	43·5	151·8	28·3	13·4	41·7	136·5	56·9	193·4	20·7	23·6	21·6
All manufacturing industries		**2,783·1**	**1,119·8**	**3,902·9**	**957·6**	**435·5**	**1.393·1**	**3,740·7**	**1,555·3**	**5,296·0**	**25·6**	**28·0**	**26·3**
SEPTEMBER 1986 R													
Other mineral and ore extraction etc	2	411·8	94·4	506·2	140·1	68·8	208·8	551·8	163·2	715·0	25·4	42·1	29·2
Non-metallic mineral products	24	125·1	31·4	156·5	28·0	14·1	42·1	153·1	45·5	198·7	18·3	31·0	21·2
Metal goods, engineering etc	3	1,292·0	306·7	1,598·6	559·8	180·6	740·4	1,851·7	487·2	2,339·0	30·2	37·1	31·7
Metal goods nes	31	209·3	51·4	260·7	42·9	20·3	63·1	252·2	71·7	323·8	17·0	28·3	19·5
Mechanical engineering	32	449·0	57·9	506·9	172·9	59·3	232·2	621·9	117·1	739·1	27·8	50·6	31·4
Office machinery etc	33	27·6	14·6	42·3	31·5	10·0	41·5	59·2	24·6	83·8	53·3	40·5	49·5
Electrical and electronic engineering	34	230·4	130·0	360·4	153·6	52·6	206·2	384·0	182·6	566·6	40·0	28·8	36·4
Motor vehicles and parts	35	181·4	18·9	200·3	47·9	10·6	58·5	229·3	29·5	258·8	20·9	36·0	22·6
Other transport equipment	36	150·0	10·9	160·9	84·0	18·4	102·4	234·0	29·3	263·3	35·9	62·8	38·9
Instrument engineering	37	46·3	23·1	69·4	24·7	9·4	34·2	71·1	32·5	103·6	34·8	29·0	33·0
Other manufacturing industries	4	945·9	680·0	1,625·9	265·0	185·4	450·4	1,210·9	865·4	2,076·3	21·9	21·4	21·7
Food, drink and tobacco	41/42	264·3	183·1	447·4	66·1	47·8	113·9	330·3	230·9	561·2	20·0	20·7	20·3
Textiles	43	97·8	95·9	193·7	23·4	16·4	39·8	121·2	112·3	233·5	19·3	14·6	17·0
Footwear and clothing	45	61·9	193·9	255·8	18·6	18·7	37·3	80·5	212·6	293·1	23·1	8·8	12·7
Timber and wooden furniture	46	144·4	25·1	169·5	30·0	18·3	48·3	174·3	43·4	217·7	17·2	42·1	22·2
Paper, printing and publishing	47	230·1	100·6	330·8	84·2	61·7	145·9	314·4	162·3	476·7	26·8	38·0	30·6
Rubber and plastics	48	107·7	44·0	151·7	29·8	14·2	44·0	137·5	58·2	195·7	21·7	24·4	22·5
All manufacturing industries		**2,649·4**	**1,080·8**	**3,730·2**	**965·1**	**435·1**	**1.400·1**	**3,614·5**	**1,515·9**	**5,130·3**	**26·7**	**28·7**	**27·3**
SEPTEMBER 1987 R													
Other mineral and ore extraction etc	2	405·7	93·4	499·2	126·7	64·4	191·0	532·4	157·8	690·2	23·8	40·8	27·7
Non-metallic mineral products	24	122·0	29·7	151·8	27·0	13·7	40·7	149·0	43·5	192·5	18·1	31·6	21·1
Metal goods, engineering etc	3	1,291·3	320·9	1,612·2	536·8	175·0	711·9	1,828·1	495·9	2,324·0	29·4	35·3	30·6
Metal goods nes	31	209·0	52·4	261·4	44·6	20·8	65·4	253·6	73·2	326·9	17·6	28·4	20·0
Mechanical engineering	32	45·9	61·7	517·7	166·1	58·1	224·2	622·0	119·9	741·9	26·7	48·5	30·2
Office machinery etc	33	24·6	14·4	39·0	34·1	10·6	44·6	58·6	25·0	83·6	58·1	42·3	53·4
Electrical and electronic engineering	34	231·3	136·1	367·4	146·0	49·3	195·4	377·3	185·4	562·8	38·7	26·6	34·7
Motor vehicles and parts	35	185·6	20·4	206·0	45·3	10·3	55·5	230·9	30·7	261·5	19·6	33·5	21·2
Other transport equipment	36	142·0	10·5	152·5	74·1	17·5	91·6	216·1	28·0	244·1	34·3	62·4	37·5
Instrument engineering	37	45·7	25·2	71·0	23·8	8·5	32·3	69·5	33·7	103·2	34·2	25·2	31·3
Other manufacturing industries	4	959·8	688·1	1,647·8	258·5	186·6	445·1	1,218·3	874·7	2,093·0	21·2	21·3	21·3
Food, drink and tobacco	41/42	262·8	187·5	450·3	63·3	45·1	108·4	326·1	232·6	558·7	19·4	19·4	19·4
Textiles	43	100·0	93·1	193·1	22·1	15·5	37·6	122·1	108·6	230·7	18·1	14·3	16·3
Footwear and clothing	45	61·8	194·6	256·4	19·5	20·0	39·5	81·3	214·6	295·9	24·0	9·3	13·3
Timber and wooden furniture	46	151·5	25·7	177·2	32·4	21·0	53·4	183·9	46·7	230·6	17·6	45·0	23·1
Paper, printing and publishing	47	229·5	99·7	329·1	81·5	65·6	147·1	310·9	165·3	476·2	26·2	39·7	30·9
Rubber and plastics	48	112·9	48·0	161·0	28·4	13·3	41·7	141·4	61·3	202·7	20·1	21·7	20·6
All manufacturing industries		**2,659·0**	**1,100·5**	**3,759·5**	**919·7**	**428·0**	**1,347·7**	**3,578·8**	**1,528·4**	**5,107·2**	**25·7**	**28·0**	**26·4**
SEPTEMBER 1988 R													
Other mineral and ore extraction etc	2	390·8	90·7	481·5	134·5	68·1	202·6	525·4	158·7	684·1	25·6	42·9	29·6
Non-metallic mineral products	24	121·0	29·6	150·6	28·0	13·9	41·9	149·1	43·5	192·6	18·8	32·0	21·8
Metal goods, engineering etc	3	1,314·4	326·5	1,640·9	531·8	182·0	713·8	1,846·2	508·5	2,354·7	28·8	35·8	30·3
Metal goods nes	31	218·0	53·7	271·7	44·0	21·0	65·0	262·1	74·6	336·7	16·8	28·1	19·3
Mechanical engineering	32	482·9	65·5	548·3	166·1	60·4	226·6	649·0	125·9	774·9	25·6	48·0	29·2
Office machinery etc	33	31·6	15·2	46·7	27·4	11·1	38·5	59·0	26·3	85·3	46·5	42·2	45·2
Electrical and electronic engineering	34	227·7	138·2	365·9	141·3	50·1	191·4	369·0	188·3	557·3	38·3	26·6	34·3
Motor vehicles and parts	35	189·0	19·8	208·8	47·8	11·6	59·4	236·8	31·4	268·2	20·2	36·8	22·1
Other transport equipment	36	123·9	9·3	133·2	78·5	17·6	96·1	202·4	26·9	229·3	38·8	65·3	41·9
Instrument engineering	37	42·6	24·8	67·5	25·3	10·2	35·5	67·9	35·1	103·0	37·2	29·2	34·5
Other manufacturing industries	4	971·0	695·7	1,666·7	263·4	196·6	460·0	1,234·4	892·3	2,126·7	21·3	22·0	21·6
Food, drink and tobacco	41/42	260·8	188·9	449·7	65·6	48·4	114·0	326·4	237·3	563·7	20·1	20·4	20·2
Textiles	43	96·7	89·3	186·0	25·2	18·2	43·4	121·9	107·5	229·4	20·7	16·9	18·9
Footwear and clothing	45	63·4	193·7	257·1	18·5	19·4	37·9	82·0	213·1	295·0	22·6	9·1	12·9
Timber and wooden furniture	46	162·6	31·2	193·7	28·9	19·4	48·3	191·5	50·6	242·1	15·1	38·4	20·0
Paper, printing and publishing	47	228·3	103·8	332·1	82·7	67·5	150·2	311·1	171·3	482·3	26·6	39·4	31·1
Rubber and plastics	48	117·9	51·3	169·2	31·5	16·1	47·6	149·4	67·4	216·8	21·1	23·9	22·0
All manufacturing industries		**2,675·6**	**1,111·9**	**3,787·6**	**930·3**	**447·6**	**1,377·9**	**3,605·9**	**1,559·5**	**5,165·5**	**25·8**	**28·7**	**26·7**
SEPTEMBER 1989													
Other mineral and ore extraction etc	2	383·3	89·9	473·2	125·2	64·0	189·2	508·6	153·9	662·4	24·6	41·6	28·6
Non-metallic mineral products	24	115·8	28·5	144·3	27·3	13·0	40·4	143·1	41·5	184·6	19·1	31·4	21·9
Metal goods, engineering etc	3	1,318·7	323·3	1,642·0	530·5	186·7	717·2	1,849·2	510·1	2,359·2	28·7	36·6	30·4
Metal goods nes	31	218·8	53·3	272·0	43·2	20·4	63·6	262·0	73·7	335·7	16·5	27·7	19·0
Mechanical engineering	32	500·3	71·4	571·7	168·5	59·9	228·4	668·8	131·3	800·1	25·2	45·6	28·5
Office machinery etc	33	23·1	12·4	35·4	34·2	14·1	48·3	57·2	26·5	83·7	59·7	53·3	57·7
Electrical and electronic engineering	34	222·6	130·5	353·1	140·6	55·4	196·0	363·2	185·9	549·1	38·7	29·8	35·7
Motor vehicles and parts	35	192·2	20·1	212·3	46·3	11·0	57·3	238·5	31·1	269·6	19·4	35·4	21·2
Other transport equipment	36	119·6	9·2	128·8	74·3	16·7	91·0	193·9	25·9	219·8	38·3	64·6	41·4
Instrument engineering	37	44·0	26·2	70·2	21·6	9·5	31·1	65·6	35·7	101·3	32·9	26·7	30·7
Other manufacturing industries	4	963·1	687·0	1,650·2	262·5	204·5	467·0	1,225·6	891·6	2,117·1	21·4	22·9	22·1
Food, drink and tobacco	41/42	259·9	192·6	452·4	62·2	46·6	108·8	322·0	239·2	561·2	19·3	19·5	19·4
Textiles	43	93·9	83·8	177·7	23·5	16·9	40·4	117·4	100·7	218·1	20·0	16·8	18·5
Footwear and clothing	45	61·0	184·9	245·9	18·2	19·4	37·6	79·2	204·3	283·5	23·0	9·5	13·3
Timber and wooden furniture	46	159·7	29·5	189·2	33·6	22·9	56·5	193·3	52·4	245·7	17·4	43·7	23·0
Paper, printing and publishing	47	227·9	103·8	331·8	83·9	74·3	158·2	311·8	178·1	490·0	26·9	41·7	32·3
Rubber and plastics	48	120·0	52·7	172·8	31·1	16·7	47·8	151·2	69·4	220·5	20·6	24·0	21·7
All manufacturing industries		**2,666·0**	**1,099·7**	**3,765·7**	**917·3**	**455·8**	**1,373·1**	**3,583·3**	**1,555·5**	**5,138·8**	**25·6**	**29·3**	**26·7**

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (that is foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

* Estimates for SIC classes 21, 22, 23, 25, 26, 44 and 49 are not separately available, but are included in the all manufacturing industries totals.

EMPLOYMENT 1·11
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 (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Hours lost: Seasonally adjusted	Hours lost: Average per operative on short-time
1982	1,198	29·8	8·3	9·93		8	320	134	1,438	10·7	142	3·5	1,776		12·4
1983	1,209	31·5	8·5	10·19		6	244	71	741	10·2	77	2·0	1,000		12·9
1984	1,297	34·3	8·9	11·39		6	238	40	402	10·4	43	1·5	645		14·4
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
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	200	0·0	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
Week ended															
1987 June 13	1,396	37·2	9·3	12·97	12·96	3	129	14	132	9·4	17	0·5	262	336	15·2
July 11	1,334	35·3	9·4	12·54	12·58	4	172	16	153	9·9	20	0·5	325	354	16·4
Aug 15	1,268	33·5	9·4	11·88	12·82	3	116	15	124	8·4	18	0·5	240	299	13·6
Sept 12	1,377	36·0	9·5	13·09	13·10	2	89	12	104	8·7	14	0·4	193	265	13·6
Oct 10	1,427	37·9	9·7	13·80	13·13	2	97	13	122	9·5	15	0·4	219	254	14·3
Nov 14	1,474	39·2	9·6	14·14	13·19	2	97	14	189	13·3	17	0·4	287	292	17·2
Dec 12	1,452	38·6	9·7	14·08	13·17	2	87	12	108	8·7	15	0·4	195	253	13·4
1988 Jan 16	1,338	35·9	9·2	12·34	13·37	3	116	17	161	9·7	20	0·5	277	235	14·2
Feb 13	1,387	37·2	9·3	12·86	13·09	2	85	21	227	11·0	12	0·6	312	257	13·7
Mar 12	1,398	37·5	9·3	13·02	13·11	2	75	17	179	10·4	19	0·5	254	219	13·3
Apr 16	1,386	37·3	9·1	12·63	12·96	2	80	18	161	9·1	20	0·5	241	214	12·2
May 14	1,443	38·7	9·3	13·39	13·26	2	81	16	159	9·8	18	0·5	240	232	13·2
June 11	1,378	36·9	9·4	12·95	13·04	2	60	16	143	9·2	17	0·5	203	256	11·9
July 16	1,392	37·3	9·7	13·54	13·57	4	148	12	133	11·1	16	0·4	281	284	17·8
Aug 13	1,309	35·0	9·6	12·53	13·46	3	111	12	118	10·1	14	0·4	229	264	15·9
Sept 10	1,385	36·9	9·6	13·28	13·36	2	97	10	86	8·8	12	0·3	183	231	15·1
Oct 15	1,509	40·3	9·7	14·68	13·92	3	138	13	110	8·8	16	0·4	248	259	15·5
Nov 12	1,525	40·7	9·8	14·87	13·87	3	126	13	125	9·8	16	0·4	251	230	15·7
Dec 10	1,515	40·5	9·9	14·98	14·04	2	95	13	119	9·4	15	0·4	214	252	14·2
1989 Jan 14	1,375	37·0	9·4	12·91	13·87	2	88	19	205	10·7	21	0·6	293	234	13·7
Feb 11	1,439	38·9	9·4	13·51	13·75	3	133	23	228	10·0	26	0·7	360	288	13·8
Mar 11	1,391	37·6	9·5	13·26	13·43	3	104	25	258	10·3	28	0·7	362	311	13·1
Apr 15	1,400	38·1	9·5	13·30	13·64	3	135	24	250	10·3	28	0·7	384	335	14·0
May 13	1,405	38·3	9·6	13·47	13·35	3	135	23	230	10·2	26	0·7	365	353	14·1
June 10	1,367	37·1	9·6	13·17	13·31	2	94	15	134	9·2	17	0·5	228	295	13·5
July 15 R	1,347	36·5	9·8	13·17	13·18	4	145	14	117	8·7	17	0·5	262	269	15·3
Aug 19 R	1,319	35·6	9·8	12·92	13·85	2	79	12	102	8·7	14	0·4	181	216	13·3
Sept 16	1,395	37·5	9·7	13·54	13·65	3	136	16	158	9·9	19	0·5	294	390	15·2
SIC 1980 Week ended Septemer 16, 1989															
Metal manufacturing	**29·6**	**39·0**	**9·4**	**0·28**		**—**	**0·5**	**0·1**	**1·7**	**31·6**	**0·1**	**0·1**	**2·2**		**33·1**
Non-metallic mineral products	**60·0**	**39·9**	**10·5**	**0·63**		**0·1**	**4·3**	**0·4**	**3·4**	**8·7**	**0·5**	**0·3**	**7·7**		**15·4**
Chemical industry	**53·8**	**29·0**	**10·6**	**0·57**		**0·1**	**3·6**	**0·5**	**9·8**	**19·3**	**0·6**	**0·3**	**13·4**		**22·4**
Basic industrial chemicals (251)	22·1	27·3	11·2	0·25		0·1	3·3	0·5	9·7	19·5	0·6	0·7	13·0		22·4
Metal goods nes	**117·0**	**43·3**	**9·8**	**1·14**		**0·1**	**2·9**	**0·2**	**2·6**	**10·7**	**0·3**	**0·1**	**5·5**		**17·5**
Hand tools, finished metal goods (316)	59·7	37·9	9·6	0·57		—	1·2	0·2	2·0	10·0	0·2	0·1	3·1		15·5
Mechanical engineering	**260·2**	**47·7**	**9·7**	**2·51**		**0·1**	**4·0**	**0·6**	**6·9**	**12·2**	**0·7**	**0·1**	**10·9**		**16·3**
Other machinery and mechanical equipment (328)	126·7	44·6	9·5	1·20		—	0·9	0·2	1·4	7·0	0·2	0·1	2·2		11·0
Electrical and electronic engineering	**120·1**	**34·3**	**9·4**	**1·13**		**0·4**	**14·1**	**0·3**	**3·2**	**9·9**	**0·7**	**0·2**	**17·3**		**25·5**
Telecommunication equipment (344)	25·5	30·3	7·7	0·20		—	0·4	—	0·1	3·7	—	—	0·5		14·1
Motor vehicles	**94·9**	**45·8**	**9·0**	**0·85**		**0·6**	**25·3**	**—**	**0·3**	**8·4**	**0·7**	**0·3**	**25·6**		**38·3**
Motor vehicles and engines (351)	—	—	—	—		—	—	—	—	—	—	—	—		—
Other transport equipment	**61·8**	**46·3**	**9·4**	**0·58**		**—**	**0·9**	**—**	**—**	**—**	**—**	**—**	**0·9**		**40·0**
Aerospace equipment (364)	—	—	—	—		—	—	—	—	—	—	—	—		—
Instrument engineering	**22·3**	**32·3**	**8·3**	**0·19**		**—**	**—**	**0·2**	**2·0**	**10·9**	**0·2**	**0·3**	**2·0**		**10·9**
Food, drink and tobacco (411-429)	**162·9**	**36·5**	**10·1**	**1·65**		**0·1**	**2·1**	**0·8**	**5·6**	**7·0**	**0·8**	**0·2**	**7·7**		**9·6**
Textile industry	**58·6**	**29·9**	**9·4**	**0·55**		**0·7**	**27·3**	**5·0**	**50·0**	**9·9**	**5·7**	**2·9**	**77·2**		**13·5**
Footwear and clothing	**29·7**	**12·4**	**5·8**	**0·17**		**0·8**	**31·6**	**4·6**	**38·6**	**8·3**	**5·4**	**2·3**	**70·2**		**12·9**
Timber and wooden furniture	**76·3**	**42·2**	**10·0**	**0·76**		**0·2**	**7·6**	**1·3**	**15·5**	**12·3**	**1·4**	**0·8**	**23·1**		**16·0**
Paper, printing and publishing	**115·4**	**35·8**	**10·2**	**1·18**		**0·1**	**3·5**	**0·9**	**9·3**	**10·5**	**1·0**	**0·3**	**12·8**		**13·2**
Paper and paper products (471, 472)	37·9	35·3	10·8	0·41		—	—	—	0·7	19·9	—	—	0·7		19·9
Printing and publishing (475)	77·5	36·0	10·0	0·77		0·1	3·5	0·8	8·6	10·8	0·9	0·4	12·0		13·3
Rubber and plastics	**64·1**	**38·8**	**10·5**	**0·67**		**0·3**	**13·4**	**1·0**	**11·2**	**10·7**	**1·4**	**0·8**	**24·6**		**17·8**
Other manufacturing	**18·4**	**29·1**	**8·9**	**0·16**		**—**	**—**	**0·2**	**0·9**	**4·7**	**0·2**	**0·3**	**0·9**		**4·7**
All manufacturing	**1,394·9**	**37·5**	**9·7**	**13·54**		**3·4**	**135·6**	**16·0**	**158·1**	**9·9**	**19·4**	**0·5**	**293·7**		**15·2**

Note: Figures in brackets after the industrial headings show the Standard Industrial Classification group numbers of the industries included.

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
	R	R	R	R	R	R	R	R	R	R
1982	102·1	102·5	107·3	98·2	107·5	97·4	96·3	95·6	98·4	99·0
1983	99·7	99·5	103·3	98·6	104·9	98·3	97·3	97·6	100·0	99·7
1984	100·5	101·7	98·4	100·5	101·2	99·5	98·8	99·0	100·2	99·7
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	96·7	94·8	92·1	98·5	99·2	99·7	99·1	98·9	99·0	99·5
1987	97·2	94·6	90·0	97·8	98·2	100·5	100·4	101·1	99·9	99·5
1988	99·5	98·6	88·4	96·4	99·1	101·1	101·4	102·9	99·0	99·7
Week ended										
1987 Sept 12	96·9	95·8	94·5	98·8	100·0	100·9	100·2	101·2	100·0	99·4
Oct 10	97·3					101·1				
Nov 14	97·1					100·9				
Dec 12	97·2	98·0	95·0	99·2	98·7	100·9	101·4	102·0	99·9	99·3
1988 Jan 16	98·0					101·4				
Feb 13	97·8					100·9				
Mar 12	98·0	98·6	94·0	98·5	100·4	101·0	101·4	102·1	98·7	99·5
Apr 16	97·9					100·9				
May 14	98·2					101·0				
June 11	98·0	98·9	93·6	97·3	100·1	100·8	100·9	102·6	98·4	99·8
July 16	98·6					101·0				
Aug 13	98·2					100·8				
Sept 10	97·8	100·7	93·0	96·9	95·7	101·0	101·0	102·4	98·9	99·2
Oct 15	98·3					101·5				
Nov 12	98·8					101·4				
Dec 10	99·0	102·4	95·1	95·6	95·6	101·4	102·5	104·7	98·8	100·1
1989 Jan 14	98·8					101·6				
Feb 11	98·3					101·1				
Mar 11	97·6	101·4	94·1	94·4	92·1	100·4	101·9	103·8	98·7	99·3
Apr 15	97·7					100·8				
May 13	97·3					100·8				
June 15	97·2	98·7	87·3	92·4	92·8	100·9	101·7	98·5	99·6	98·4
July 15	97·2					100·9				
Aug 13	97·9					101·4				
Sept 15	97·8	95·3	89·5	93·1	95·7	101·1	100·1	97·8	101·3	97·9

R = Revised to take account of 1989 census of Employment results, and recent changes in the seasonal pattern.

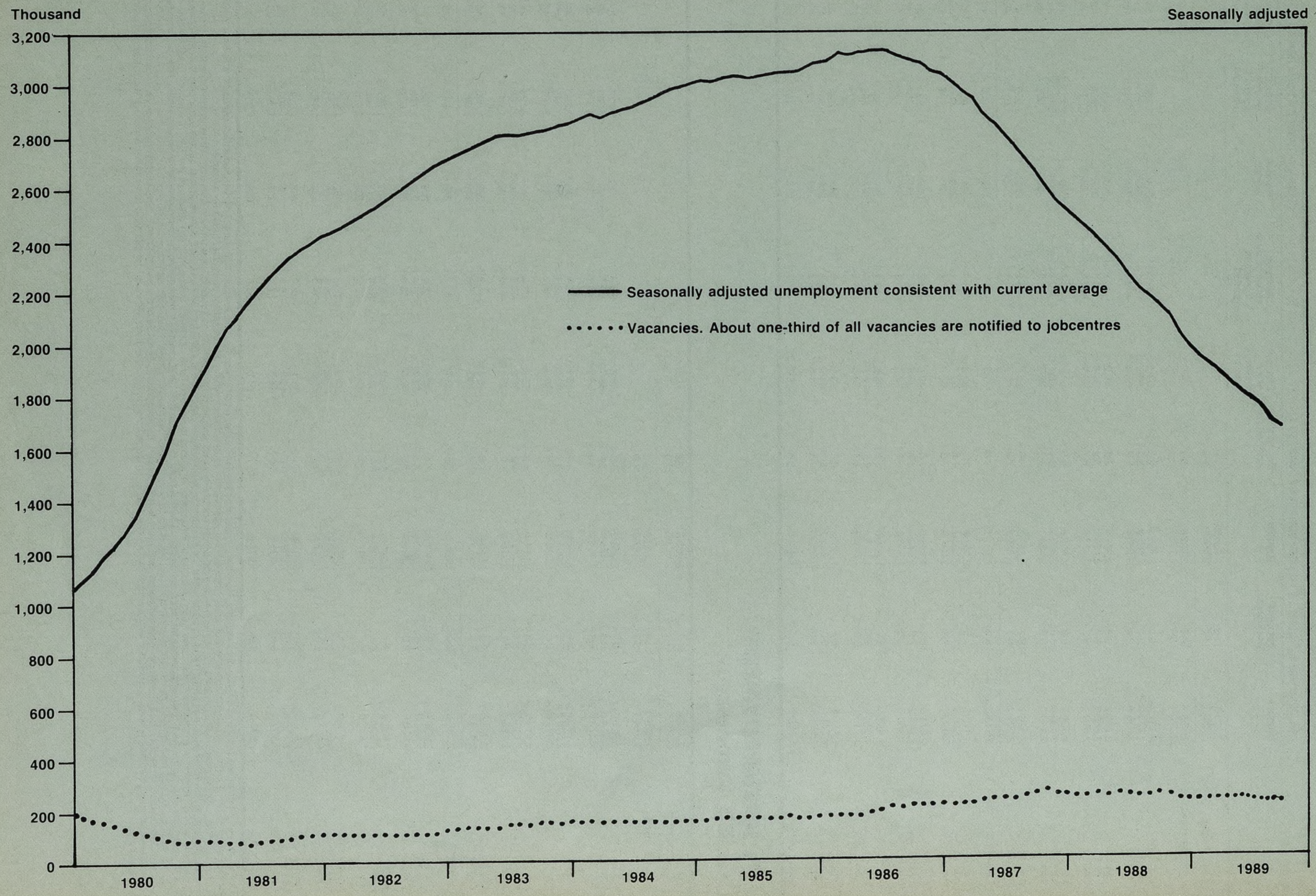
1·13 EMPLOYMENT
Overtime and short-time
Operatives in manufacturing industries in September 1989: regions

	OVERTIME				SHORT-TIME								
			Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			
								Hours lost				Hours lost	
Week ended September 16, 1989	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	(Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	(Thou)	Average per operative on short-time
Analysis by region													
South East	342·9	39·3	10·0	3,438·7	0·2	6·3	1·0	8·6	8·7	1·1	0·2	14·9	13·1
Greater London *	139·8	44·0	10·1	1,413·5	—	—	—	—	—	—	—	—	—
East Anglia	48·4	37·7	10·7	515·6	—	0·4	1·5	12·5	8·6	1·5	1·1	12·9	8·8
South West	106·0	41·3	9·6	1,019·8	0·1	3·2	0·8	4·5	5·4	0·9	0·4	7·7	8·4
West Midlands	212·9	40·0	9·1	1,946·5	1·3	52·0	1·2	10·7	8·7	2·5	0·5	62·8	24·8
East Midlands	132·3	36·6	9·6	1,276·0	0·2	9·6	1·4	11·2	7·9	1·7	0·5	20·8	12·5
Yorkshire and Humberside	144·2	37·9	10·0	1,445·9	0·3	11·2	3·6	39·3	11·1	3·8	1·0	50·4	13·2
North West	168·2	34·3	9·9	1,666·3	0·6	22·8	2·0	24·4	12·3	2·6	0·5	47·2	18·4
North	72·2	33·1	9·0	652·0	0·4	16·4	0·9	9·0	10·2	1·3	0·6	25·4	19·6
Wales	63·0	34·9	9·7	610·9	0·1	5·4	0·4	3·4	7·8	0·6	0·3	8·8	15·5
Scotland	104·8	34·8	9·2	965·4	0·2	8·3	3·2	34·5	10·9	3·4	1·1	42·8	12·7

* Included in South East.

UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1980–89

C1



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
1985)	3,271·2	11·8	3,035·7	11·0					
1986*) Annual	3,289·1	11·8	3,107·2	11·2					
1987) averages	2,953·4	10·6	2,822·3	10·1					
1988)	2,370·4	8·4	2,294·5	8·1					
1987 Oct 8	2,751·4	9·8	2,663·9	9·5	–54·2	–49·6	311	2,386	54
Nov 12	2,685·6	9·6	2,604·4	9·3	–59·5	–54·1	282	2,353	51
Dec 10	2,695·8	9·6	2,568·6	9·2	–35·8	–49·8	264	2,382	50
1988 Jan 14	2,722·2	9·6	2,519·4	8·9	–49·2	–48·2	270	2,402	51
Feb 11	2,665·5	9·4	2,485·0	8·8	–34·4	–39·8	262	2,356	48
Mar 10	2,592·1	9·2	2,453·9	8·7	–31·1	–38·2	235	2,311	46
Apr 14	2,536·0	9·0	2,402·9	8·5	–51·0	–38·8	256	2,235	46
May 12	2,426·9	8·6	2,363·8	8·4	–39·1	–40·4	207	2,176	44
June 9	2,340·8	8·3	2,324·1	8·2	–39·7	–43·3	206	2,093	42
July 14	2,326·7	8·2	2,267·3	8·0	–56·8	–45·2	283	2,003	41
Aug 11	2,291·2	8·1	2,225·6	7·9	–41·7	–46·1	237	2,013	40
Sept 8** ***	2,311·0	8·2	2,191·7	7·8	–33·9	–44·1	266	2,005	40
Oct 13	2,118·9	7·5	2,157·9	7·6	–33·8	–36·5	241	1,839	39
Nov 10	2,066·9	7·3	2,105·2	7·5	–52·7	–40·1	224	1,805	37
Dec 8	2,046·5	7·3	2,037·4	7·2	–67·8	–51·4	212	1,797	37
1989 Jan 12	2,074·3	7·4	1,987·8	7·0	–49·6	–56·7	215	1,822	37
Feb 9	2,018·2	7·2	1,948·7	6·9	–39·1	–52·2	221	1,763	35
Mar 9	1,960·2	6·9	1,916·6	6·8	–32·1	–40·3	200	1,726	34
Apr 13	1,883·6	6·7	1,858·0	6·6	–58·6	–43·3	189	1,663	32
May 11	1,802·5	6·4	1,835·8	6·5	–22·2	–37·6	174	1,598	30
June 8	1,743·1	6·2	1,810·3	6·4	–25·5	–35·4	170	1,544	29
July 13	1,771·4	6·3	1,787·2	6·3	–23·1	–23·6	248	1,495	28
Aug 10	1,741·1	6·2	1,745·3	6·2	–41·9	–30·2	214	1,501	27
Sept 14 ‡	1,702·9	6·0	1,694·3	6·0	–51·0	–38·7	222	1,455	26
Oct 12 ‡ P	1,635·8	5·8	1,674·0	5·9	–20·3	–37·7	214	1,397	25

2·2 UNEMPLOYMENT
GB Summary

1985)	3,149·4	11·7	2,923·0	10·8					
1986*) Annual	3,161·3	11·7	2,984·6	11·0					
1987) averages	2,826·9	10·4	2,700·2	9·9					
1988)	2,254·7	8·2	2,181·4	7·9					
1987 Oct 8	2,626·7	9·6	2,543·6	9·3	–53·3	–48·9	301	2,274	52
Nov 12	2,564·6	9·4	2,485·9	9·1	–57·7	–52·9	274	2,242	49
Dec 10	2,575·2	9·4	2,451·0	9·0	–34·9	–48·6	256	2,270	49
1988 Jan 14	2,600·4	9·5	2,402·9	8·7	–48·1	–46·9	261	2,290	49
Feb 11	2,545·9	9·3	2,369·7	8·6	–33·2	–38·7	254	2,245	46
Mar 10	2,474·6	9·0	2,339·2	8·5	–30·5	–37·3	228	2,202	45
Apr 14	2,417·7	8·8	2,288·4	8·3	–50·8	–38·2	247	2,126	44
May 12	2,310·7	8·4	2,249·2	8·2	–39·2	–40·2	200	2,068	42
June 9	2,225·1	8·1	2,210·1	8·0	–39·1	–43·0	197	1,987	41
July 14	2,208·5	8·0	2,153·6	7·8	–56·5	–44·9	272	1,896	40
Aug 11	2,173·7	7·9	2,112·8	7·7	–40·8	–45·5	230	1,905	39
Sept 8** ***	2,195·2	8·0	2,080·1	7·6	–32·7	–43·3	257	1,899	39
Oct 13	2,008·4	7·3	2,047·3	7·4	–32·8	–35·4	232	1,738	38
Nov 10	1,958·0	7·1	1,994·6	7·3	–52·7	–39·4	217	1,705	36
Dec 8	1,938·5	7·0	1,928·3	7·0	–66·3	–50·6	206	1,697	36
1989 Jan 12	1,963·2	7·1	1,878·1	6·8	–50·2	–56·4	207	1,721	36
Feb 9	1,908·1	6·9	1,839·1	6·7	–39·0	–51·8	213	1,662	34
Mar 9	1,851·9	6·7	1,807·4	6·6	–31·7	–40·3	193	1,626	32
Apr 13	1,776·0	6·4	1,750·0	6·4	–57·4	–42·7	182	1,563	31
May 11	1,697·1	6·2	1,728·8	6·3	–21·2	–36·8	168	1,501	29
June 8	1,638·9	6·0	1,704·5	6·2	–24·3	–34·3	163	1,448	27
July 13	1,663·6	6·0	1,681·4	6·1	–23·1	–22·9	237	1,399	27
Aug 10	1,634·1	5·9	1,640·6	6·0	–40·8	–29·4	206	1,402	26
Sept 14 ‡	1,596·8	5·8	1,591·3	5·8	–49·3	–37·7	212	1,360	25
Oct 12 ‡ P	1,534·0	5·6	1,571·6	5·7	–19·7	–36·6	206	1,304	24

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed 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-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates arising from the results of the 1987 Census of Employment.
** Unadjusted figures are 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 reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.
*** The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT 2·1
UK Summary

THOUSAND

MALE				FEMALE					
UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	
2,251·7	13·7	2,114·3	12·8	1,019·5	9·1	921·4	8·2		1985)
2,252·5	13·7	2,148·3	13·1	1,036·6	9·1	958·9	8·4		1986*) Annual
2,045·8	12·5	1,971·0	12·1	907·6	7·8	851·3	7·3		1987) averages
1,650·5	10·1	1,607·2	9·8	719·9	6·1	687·3	5·8		1988)
1,903·6	11·6	1,870·3	11·4	847·8	7·3	793·6	6·8	343·4	1987 Oct 8
1,865·8	11·4	1,828·3	11·2	819·7	7·0	776·1	6·7	332·1	Nov 12
1,878·7	11·5	1,800·4	11·0	817·1	7·0	768·2	6·6	334·0	Dec 10
1,892·7	11·6	1,759·5	10·8	829·5	7·0	759·9	6·4	337·0	1988 Jan 14
1,852·1	11·3	1,731·3	10·6	813·3	6·9	753·7	6·4	330·5	Feb 11
1,803·1	11·0	1,709·9	10·4	789·0	6·7	744·0	6·3	322·5	Mar 10
1,765·7	10·8	1,674·1	10·2	770·3	6·5	728·8	6·2	316·0	Apr 14
1,692·1	10·3	1,648·8	10·1	734·8	6·2	715·0	6·0	301·6	May 12
1,632·0	10·0	1,624·0	9·9	708·7	6·0	700·1	5·9	291·8	June 9
1,606·3	9·8	1,586·7	9·7	720·4	6·1	680·6	5·7	287·7	July 14
1,576·5	9·6	1,562·7	9·5	714·6	6·0	662·9	5·6	286·9	Aug 11
1,594·4	9·7	1,543·1	9·4	716·6	6·0	648·6	5·5	287·9	Sept 8** ***
1,484·2	9·1	1,522·4	9·3	634·6	5·4	635·5	5·4	265·2	Oct 13
1,454·8	8·9	1,484·6	9·1	612·2	5·2	620·6	5·2	254·9	Nov 10
1,451·5	8·9	1,439·4	8·8	595·1	5·0	598·0	5·0	249·9	Dec 8
1,473·2	9·0	1,405·4	8·6	601·1	5·1	582·4	4·9	248·7	1989 Jan 12
1,434·9	8·8	1,377·9	8·4	583·3	4·9	570·8	4·8	239·5	Feb 9
1,399·4	8·6	1,359·5	8·3	560·9	4·7	557·1	4·7	229·3	Mar 9
1,350·8	8·3	1,321·5	8·1	532·8	4·5	536·5	4·5	216·9	Apr 13
1,297·1	7·9	1,309·7	8·0	505·5	4·3	526·1	4·4	204·7	May 11
1,256·6	7·7	1,296·1	7·9	486·6	4·1	514·2	4·3	195·7	June 8
1,261·6	7·7	1,284·8	7·9	509·8	4·3	502·4	4·2	196·1	July 13
1,238·4	7·6	1,262·5	7·7	502·7	4·2	482·8	4·1	193·3	Aug 10
1,218·8	7·4	1,230·3	7·5	484·1	4·1	464·0	3·9	183·0	Sept 14 ‡
1,181·3	7·2	1,216·4	7·4	454·5	3·8	457·6	3·9	172·9	Oct 12 ‡ P

UNEMPLOYMENT 2·2
GB Summary

2,163·7	13·5	2,031·9	12·7	985·7	9·0	891·1	8·1		1985)
2,159·6	13·5	2,058·7	12·9	1,001·7	9·0	925·9	8·3		1986*) Annual
1,953·8	12·3	1,881·8	11·8	873·1	7·7	818·4	7·2		1987) averages
1,566·1	9·8	1,524·6	9·6	688·6	6·0	656·8	5·7		1988)
1,813·4	11·4	1,782·2	11·2	813·3	7·2	761·4	6·7	329·2	1987 Oct 8
1,777·3	11·2	1,741·2	10·9	787·3	6·9	744·7	6·6	318·5	Nov 12
1,789·9	11·2	1,714·0	10·8	785·3	6·9	737·0	6·5	320·6	Dec 10
1,803·3	11·3	1,674·1	10·5	797·1	6·9	728·8	6·3	323·5	1988 Jan 14
1,764·0	11·1	1,646·9	10·3	781·9	6·8	722·8	6·3	317·3	Feb 11
1,716·6	10·8	1,626·2	10·2	757·9	6·6	713·0	6·2	309·3	Mar 10
1,678·9	10·5	1,590·5	10·0	738·8	6·4	697·9	6·0	302·5	Apr 14
1,606·8	10·1	1,565·2	9·8	703·9	6·1	684·0	5·9	288·3	May 12
1,547·7	9·7	1,540·8	9·7	677·5	5·9	669·3	5·8	278·6	June 9
1,521·5	9·5	1,503·8	9·4	687·0	5·9	649·8	5·6	273·7	July 14
1,492·5	9·4	1,480·5	9·3	681·2	5·9	632·3	5·5	272·8	Aug 11
1,511·0	9·5	1,461·5	9·2	684·3	5·9	618·6	5·3	274·4	Sept 8** ***
1,404·1	8·8	1,441·5	9·0	604·3	5·2	605·8	5·2	252·1	Oct 13
1,375·3	8·6	1,404·0	8·8	582·6	5·0	590·6	5·1	242·1	Nov 10
1,371·9	8·6	1,359·6	8·5	566·6	4·9	568·7	4·9	237·7	Dec 8
1,391·4	8·7	1,325·3	8·3	571·8	4·9	552·8	4·8	236·1	1989 Jan 12
1,353·9	8·5	1,298·2	8·1	554·2	4·8	540·9	4·7	226·9	Feb 9
1,319·5	8·3	1,279·9	8·0	532·4	4·6	527·5	4·6	217·0	Mar 9
1,271·4	8·0	1,242·5	7·8	504·5	4·4	507·5	4·4	204·7	Apr 13
1,219·2	7·6	1,231·3	7·7	477·9	4·1	497·5	4·3	192·7	May 11
1,179·7	7·4	1,218·3	7·6	459·2	4·0	486·2	4·2	184·1	June 8
1,183·6	7·4	1,207·0	7·6	480·0	4·2	474·4	4·1	183·5	July 13
1,161·0	7·3	1,185·3	7·4	473·0	4·1	455·3	3·9	180·7	Aug 10
1,141·7	7·2	1,154·1	7·2	455·1	3·9	437·2	3·8	171·3	Sept 14 ‡
1,106·5	6·9	1,140·6	7·2	427·4	3·7	431·0	3·7	161·7	Oct 12 ‡ P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision mainly in the following month.
‡ The changes in the Redundant Mineworkers Payment Scheme from July 23 mean that these mineworkers have the option to no longer sign on at Unemployment Benefit Offices as unemployed and available for work as a condition of this scheme. It is estimated that around 3,000 people left the count between August and September and a further 5,500 between September and October as a result of this change. It will take some time before the full effect is known (probably not before spring 1990), the necessary discontinuity adjustments will be made and a revised consistent back series produced.
†† The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See *Employment Gazette*, December 1988, p 660. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see p 422 of the October 1986 *Employment Gazette* for the list of previous discontinuities taken into account). See also note ‡ for September 1989.

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												
1985)	782·4	527·1	255·2	8·6	9·9	6·9	728·5	8·1			495·4	233·1
1986*) Annual	784·7	524·7	260·0	8·7	10·0	6·8	750·2	8·3			505·2	245·0
1987) averages	680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988)	508·6	346·8	161·8	5·5	6·5	4·1	496·1	5·3			339·8	156·2
1988 Oct 13	448·1	306·4	141·8	4·8	5·7	3·6	455·3	4·9	–6·6	–10·3	314·5	140·8
Nov 10	428·5	294·4	134·1	4·6	5·5	3·4	439·6	4·7	–15·7	–10·4	303·3	136·3
Dec 8	422·2	292·5	129·8	4·5	5·5	3·3	420·8	4·5	–18·8	–13·7	290·5	130·3
1989 Jan 12	419·5	291·7	127·9	4·5	5·5	3·2	405·7	4·4	–15·1	–16·5	280·2	125·5
Feb 9	408·4	284·7	123·7	4·4	5·3	3·1	394·3	4·2	–11·4	–15·1	272·9	121·4
Mar 9	397·0	278·6	118·5	4·3	5·2	3·0	387·6	4·2	–6·7	–11·1	269·5	118·1
Apr 13	380·3	268·2	112·1	4·1	5·0	2·8	375·1	4·0	–12·5	–10·2	262·2	112·9
May 11	365·5	258·6	106·9	3·9	4·8	2·7	373·6	4·0	–1·5	–6·9	262·0	111·6
June 8	355·2	251·9	103·3	3·8	4·7	2·6	370·2	4·0	–3·4	–5·8	260·5	109·7
July 13	363·3	255·3	108·0	3·9	4·8	2·7	364·6	3·9	–5·6	–3·5	258·3	106·3
Aug 10	356·8	250·1	106·7	3·8	4·7	2·7	352·8	3·8	–11·8	–6·9	252·0	100·8
Sept 14	349·7	246·9	102·8	3·8	4·6	2·6	345·5	3·7	–7·3	–8·2	247·6	97·9
Oct 12 P	337·2	240·4	96·9	3·6	4·5	2·4	342·1	3·7	–3·4	–7·5	246·1	96·0
GREATER LONDON (included in South East)												
1985)	402·5	278·4	124·1	9·4	10·9	7·3	376·3	8·8			262·7	113·6
1986*) Annual	407·1	280·9	126·1	9·5	11·1	7·3	391·3	9·2			272·0	119·4
1987) averages	363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988)	291·9	205·1	86·7	6·7	8·1	4·8	285·5	6·6			201·6	83·9
1988 Oct 13	265·4	186·7	78·8	6·1	7·4	4·4	267·2	6·2	–2·2	–4·3	189·1	78·1
Nov 10	253·3	178·7	74·6	5·9	7·1	4·2	259·7	6·0	–7·5	–4·5	183·6	76·1
Dec 8	249·3	176·8	72·5	5·8	7·0	4·0	249·8	5·8	–9·9	–6·5	176·9	72·9
1989 Jan 12	243·8	173·2	70·5	5·6	6·8	3·9	242·2	5·6	–7·6	–8·3	171·2	71·0
Feb 9	237·8	169·3	68·5	5·5	6·7	3·8	235·5	5·4	–6·7	–8·1	167·2	68·3
Mar 9	232·6	166·4	66·2	5·4	6·6	3·7	230·3	5·3	–5·2	–6·5	163·7	66·6
Apr 13	225·1	161·7	63·4	5·2	6·4	3·5	223·5	5·2	–6·8	–6·2	159·7	63·8
May 11	218·3	157·1	61·2	5·0	6·2	3·4	221·2	5·1	–2·3	–4·8	158·1	63·1
June 8	214·2	154·5	59·7	4·9	6·1	3·3	218·9	5·1	–2·3	–3·8	156·8	62·1
July 13	219·5	156·7	62·8	5·1	6·2	3·5	217·1	5·0	–1·8	–2·1	155·9	61·2
Aug 10	215·0	152·9	62·1	5·0	6·0	3·5	210·5	4·9	–6·6	–3·6	151·7	58·8
Sept 14	211·2	150·8	60·4	4·9	6·0	3·4	206·3	4·8	–4·2	–4·2	149·1	57·2
Oct 12 P	202·5	145·7	56·9	4·7	5·8	3·2	203·7	4·7	–2·6	–4·5	147·3	56·4
EAST ANGLIA												
1985)	81·3	53·2	28·1	8·8	9·5	7·7	75·3	8·1			49·8	25·4
1986*) Annual	83·4	53·9	29·5	9·0	9·8	8·0	78·8	8·5			51·4	27·4
1987) averages	72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·7
1988)	52·0	33·6	18·5	5·4	6·0	4·6	50·4	5·2			32·7	17·7
1988 Oct 13	43·0	27·5	15·5	4·5	4·9	3·9	45·7	4·7	–1·4	–1·3	29·8	15·9
Nov 10	41·6	26·9	14·7	4·3	4·8	3·7	43·3	4·5	–2·4	–1·7	28·3	15·0
Dec 8	41·5	27·2	14·3	4·3	4·8	3·6	41·1	4·3	–2·2	–2·0	26·8	14·3
1989 Jan 12	42·1	27·9	14·3	4·4	5·0	3·6	38·5	4·0	–2·6	–2·4	25·3	13·2
Feb 9	41·0	27·4	13·5	4·3	4·9	3·4	37·2	3·9	–1·3	–2·0	24·4	12·8
Mar 9	39·6	26·5	13·1	4·1	4·7	3·3	36·7	3·8	–0·5	–1·5	24·2	12·5
Apr 13	37·4	25·1	12·2	3·9	4·5	3·0	35·5	3·7	–1·2	–1·0	23·5	12·0
May 11	35·1	23·7	11·4	3·6	4·2	2·8	35·1	3·6	–0·4	–0·7	23·5	11·6
June 8	32·9	22·4	10·5	3·4	4·0	2·6	35·0	3·6	–0·1	–0·6	23·7	11·3
July 13	33·1	22·4	10·7	3·4	4·0	2·7	34·7	3·6	–0·3	–0·3	23·8	10·9
Aug 10	32·7	22·2	10·4	3·4	4·0	2·6	34·0	3·5	–0·7	–0·4	23·6	10·4
Sept 14	31·8	21·9	9·9	3·3	3·9	2·5	33·2	3·4	–0·8	–0·6	23·3	9·9
Oct 12 P	31·2	21·7	9·5	3·2	3·9	2·4	33·5	3·5	0·3	–0·4	23·7	9·8
SOUTH WEST												
1985)	204·9	132·8	72·2	10·0	11·0	8·6	190·5	9·3			124·5	66·0
1986*) Annual	205·7	131·6	74·2	9·9	10·8	8·6	195·8	9·5			126·1	69·7
1987) averages	178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988)	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1988 Oct 13	120·6	78·0	42·7	5·6	6·3	4·7	122·9	5·7	–3·2	–3·2	80·4	42·5
Nov 10	119·1	77·0	42·0	5·6	6·3	4·6	118·3	5·5	–4·6	–3·5	77·3	41·0
Dec 8	117·9	77·0	40·9	5·5	6·3	4·5	113·1	5·3	–5·2	–4·3	73·8	39·3
1989 Jan 12	119·6	78·5	41·1	5·6	6·4	4·5	109·1	5·1	–4·0	–4·6	71·4	37·7
Feb 9	115·3	75·8	39·5	5·4	6·2	4·3	106·3	5·0	–2·8	–4·0	69·6	36·7
Mar 9	110·2	73·1	37·1	5·1	5·9	4·1	104·7	4·9	–1·6	–2·8	69·1	35·6
Apr 13	103·5	69·5	34·1	4·8	5·6	3·7	101·8	4·8	–2·9	–2·4	67·4	34·4
May 11	96·5	65·1	31·4	4·4	5·3	3·4	100·9	4·7	–0·9	–1·8	67·2	33·7
June 8	90·5	61·3	29·2	4·2	5·0	3·2	100·1	4·7	–0·8	–1·5	66·9	33·2
July 13	91·7	61·7	30·0	4·3	5·0	3·3	98·1	4·6	–2·0	–1·2	66·1	32·0
Aug 10	91·1	61·5	29·7	4·3	5·0	3·3	95·3	4·4	–2·8	–1·9	65·0	30·3
Sept 14	89·6	60·8	28·8	4·2	4·9	3·2	91·7	4·3	–3·6	–2·8	62·9	28·8
Oct 12 P	87·7	60·1	27·6	4·1	4·9	3·0	89·9	4·2	–1·8	–2·7	62·2	27·7

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												
1985)	349·7	243·1	106·6	13·7	15·7	10·7	326·9	12·8			230·2	96·7
1986*) Annual	346·7	236·8	108·0	13·6	15·6	10·6	327·7	12·9			228·1	99·6
1987) averages	305·9	211·1	94·8	12·0	13·8	9·2	292·1	11·4			203·5	88·6
1988)	238·0	163·0	75·0	9·2	10·7	7·1	230·1	8·9			158·7	71·4
1988 Oct 13	209·4	144·1	65·4	8·1	9·5	6·2	211·7	8·2	–6·6	–5·5	146·8	64·9
Nov 10	201·0	138·9	62·1	7·8	9·1	5·9	205·7	8·0	–6·0	–6·0	142·4	63·3
Dec 8	197·1	137·4	59·8	7·6	9·0	5·7	198·2	7·7	–7·5	–6·7	137·6	60·6
1989 Jan 12	198·2	138·4	59·7	7·7	9·1	5·7	192·1	7·5	–6·1	–6·5	133·3	58·8
Feb 9	191·3	133·6	57·7	7·4	8·8	5·5	186·8	7·2	–5·3	–6·3	129·5	57·3
Mar 9	184·1	129·0	55·1	7·1	8·5	5·2	181·3	7·0	–5·5	–5·6	126·2	55·1
Apr 13	175·2	123·2	52·1	6·8	8·1	4·9	174·5	6·8	–6·8	–5·9	121·8	52·7
May 11	167·9	118·3	49·6	6·5	7·8	4·7	171·9	6·7	–2·6	–5·0	120·4	51·5
June 8	163·4	115·5	47·8	6·3	7·6	4·5	168·9	6·6	–3·0	–4·1	118·8	50·1
July 13	166·0	116·4	49·6	6·4	7·7	4·7	166·0	6·4	–2·9	–2·8	117·3	48·7
Aug 10	162·1	113·6	48·5	6·3	7·5	4·6	160·1	6·2	–5·9	–3·9	113·8	46·3
Sept 14 ‡	159·9	112·5	47·4	6·2	7·4	4·5	154·4	6·0	–5·7	–4·8	110·6	43·8
Oct 12 ‡ P	152·9	108·5	44·3	5·9	7·1	4·2	155·2	6·0	0·8	–3·6	110·9	44·3
EAST MIDLANDS												
1985)	202·3	136·9	65·3	10·7	12·0	8·7	188·2	9·9			128·7	59·5
1986*) Annual	202·8	136·0	66·8	10·7	12·1	8·6	191·3	10·1			129·4	61·9
1987) averages	183·9	125·2	54·4	9·6	11·2	7·4	175·8	9·2			120·6	55·2
1988)	147·8	101·9	45·9	7·7	9·1	5·7	143·2	7·4			99·3	43·9
1988 Oct 13	130·6	90·5	40·1	6·8	8·1	5·0	134·6	7·0	–2·5	–2·5	94·2	40·4
Nov 10	126·6	88·3	38·2	6·6	7·9	4·7	130·6	6·8	–4·0	–2·9	91·3	39·3
Dec 8	125·9	88·8	37·1	6·5	7·9	4·6	126·4	6·6	–4·2	–3·6	88·6	37·8
1989 Jan 12	128·4	90·5	38·0	6·7	8·1	4·7	122·2	6·3	–4·2	–4·1	85·6	36·6
Feb 9	125·1	88·3	36·8	6·5	7·9	4·6	120·0	6·2	–2·2	–3·5	83·8	36·2
Mar 9	121·8	86·2	35·6	6·3	7·7	4·4	118·0	6·1	–2·0	–2·8	82·7	35·3
Apr 13	116·4	82·7	33·7	6·0	7·4	4·2	113·1	5·9	–4·9	–3·0	79·3	33·8
May 11	110·1	78·2	31·8	5·7	7·0	4·0	111·5	5·8	–1·6	–2·8	78·6	32·9
June 8	106·3	75·7	30·6	5·5	6·7	3·8	110·3	5·7	–1·2	–2·6	78·3	32·0
July 13	107·9	76·1	31·8	5·6	6·8	4·0	108·6	5·6	–1·7	–1·5	77·5	31·1
Aug 10	105·5	74·3	31·2	5·5	6·6	3·9	106·0	5·5	–2·6	–1·8	76·2	29·8
Sept 14 ‡	101·3	71·4	29·8	5·3	6·4	3·7	101·6	5·3	–4·4	–2·9	73·0	28·6
Oct 12 ‡ P	95·3	67·5	27·8	4·9	6·0	3·5	99·1	5·1	–2·5	–3·2	71·0	28·1
YORKSHIRE AND HUMBERSIDE												
1985)	305·8	212·9	92·9	13·1	15·3	9·9	281·5	12·1			199·0	82·5
1986*) Annual	315·9	220·1	95·8	13·5	15·8	10·1	294·3	12·6			207·8	86·5
1987) averages	286·0	201·2	84·8	12·2	14·6	8·7	270·5	11·5			192·4	78·1
1988)	234·9	165·8	69·1	10·0	12·2	7·0	226·0	9·6			160·8	65·2
1988 Oct 13	209·7	149·2	60·5	8·9	10·9	6·1	214·5	9·1	–3·6	–3·3	153·7	60·8
Nov 10	205·5	147·2	58·3	8·7	10·8	5·9	209·5	8·9	–5·0	–4·0	150·1	59·4
Dec 8	203·1	146·2	56·9	8·6	10·7	5·8	202·8	8·6	–6·7	–5·1	145·3	57·5
1989 Jan 12	206·4	148·6	57·8	8·8	10·9	5·9	197·6	8·4	–5·2	–5·6	141·4	56·2
Feb 9	200·4	144·3	56·1	8·5	10·6	5·7	193·4	8·2	–4·2	–5·4	138·3	55·1
Mar 9	194·1	139·9	54·3	8·3	10·3	5·5	189·2	8·1	–4·2	–4·5	135·4	53·8
Apr 13	187·1	135·5	51·6	8·0	9·9	5·2	184·1	7·8	–5·1	–4·5	132·2	51·9
May 11	179·0	130·0	49·0	7·6	9·5	5·0	181·3	7·7	–2·8	–4·0	130·7	50·6
June 8	172·9	125·7	47·2	7·4	9·2	4·8	178·6	7·6	–2·7	–3·5	129·3	49·3
July 13	176·2	126·5	49·6	7·5	9·3	5·0	177·8	7·6	–0·8	–2·1	129·0	48·8
Aug 10	173·7	124·7	49·0	7·4	9·1	5·0	174·8	7·4	–3·0	–2·2	127·8	47·0
Sept 14 ‡	171·0	124·0	46·9	7·3	9·1	4·8	169·9	7·2	–4·9	–2·9	125·0	44·9
Oct 12 ‡ P	162·5	118·9	43·6	6·9	8·7	4·4	167·5	7·1	–2·4	–3·4	123·2	44·3
NORTH WEST												
1985)	452·0	317·1	134·9	14·7	17·6	10·6	420·8	13·7			298·9	121·9
1986*) Annual	448·3	313·2	135·1	14·6	17·5	10·6	423·1	13·8			298·5	124·5
1987) averages	403·3	284·3	118·6	13·1	15·9	9·2	385·2	12·5			273·8	111·4
1988)	333·0	235·9	97·1	10·8	13·2	7·4	322·1	10·4			229·6	92·5
1988 Oct 13	301·0	214·9	86·1	9·8	12·1	6·6	307·2	10·0	–3·7	–3·5	220·1	87·1
Nov 10	294·7	211·4	83·3	9·6	11·9	6·4	300·5	9·7	–6·7	–4·6	215·5	85·0
Dec 8	292·8	211·5	81·3	9·5	11·9	6·2	292·9	9·5	–7·6	–6·0	210·7	82·2
1989 Jan 12	299·2	215·9	83·3	9·7	12·1	6·4	288·8	9·4	–4·1	–6·1	208·1	80·7
Feb 9	291·5	210·8	80·8	9·4	11·8	6·2	284·3	9·2	–4·5	–5·4	205·0	79·3
Mar 9	285·0	207·1	77·9	9·2	11·6	6·0	280·4	9·1	–3·9	–4·2	203·0	77·4
Apr 13	275·5	200·9	74·5	8·9	11·3	5·7	272·1	8·8	–8·3	–5·6	197·5	74·6
May 11	265·1	194·3	70·8	8·6	10·9	5·4	268·7	8·7	–3·4	–5·2	195·5	73·2
June 8	256·8	188·4	68·3	8·3	10·6	5·2	264·4	8·6	–4·3	–5·3	192·8	71·6
July 13	261·0	189·2	71·8	8·5	10·6	5·5	261·6	8·5	–2·8	–3·5	190·9	70·7
Aug 10	255·6	184·9	70·6	8·3	10·4	5·4	255·1	8·3	–6·5	–4·5	186·9	68·2
Sept 14 ‡	250·6	182·0	68·6	8·1	10·2	5·3	247·3	8·0	–7·8	–5·7	182·3	65·0
Oct 12 ‡ P	239·2	175·4	63·9	7·8	9·8	4·9	245·5	8·0	–1·8	–5·4	180·4	65·1

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												
1985)	237·6	169·3	68·4	16·7	19·7	12·1	221·1	15·5			159·7	61·4
1986*) Annual averages	234·9	167·3	67·6	16·4	19·6	11·7	221·5	15·4			159·6	61·9
1987)	213·1	155·1	58·0	14·9	18·4	9·9	203·9	14·3			149·7	54·2
1988)	179·4	130·7	48·7	12·5	15·5	8·3	174·0	12·1			127·6	46·4
1988 Oct 13	163·0	119·2	43·8	11·4	14·1	7·4	165·6	11·6	−2·0	−2·4	121·9	43·7
Nov 10	161·7	118·9	42·8	11·3	14·1	7·3	163·5	11·4	−2·1	−2·2	120·3	43·2
Dec 8	160·5	119·0	41·5	11·2	14·1	7·0	160·0	11·2	−3·5	−2·5	118·1	41·9
1989 Jan 12	164·5	122·3	42·2	11·5	14·5	7·2	157·7	11·0	−2·3	−2·6	116·8	40·9
Feb 9	161·0	119·6	41·4	11·2	14·2	7·0	156·3	10·9	−1·4	−2·4	115·8	40·5
Mar 9	157·0	116·7	40·3	11·0	13·8	6·8	154·1	10·8	−2·2	−2·0	114·0	40·1
Apr 13	151·8	113·2	38·6	10·6	13·4	6·5	149·2	10·4	−4·9	−2·8	110·4	38·8
May 11	145·0	108·2	36·8	10·1	12·8	6·2	146·3	10·2	−2·9	−3·3	108·3	38·0
June 8	140·0	104·6	35·5	9·8	12·4	6·0	143·6	10·0	−2·7	−3·5	106·6	37·0
July 13	138·9	102·8	36·0	9·7	12·2	6·1	141·0	9·8	−2·6	−2·7	105·0	36·0
Aug 10	135·5	100·3	35·2	9·5	11·9	6·0	138·1	9·6	−2·9	−2·7	103·6	34·5
Sept 14 ‡	132·4	97·6	34·8	9·2	11·6	5·9	132·7	9·3	−5·4	−3·6	99·5	33·2
Oct 12 ‡ P	127·3	94·9	32·4	8·9	11·3	5·5	130·6	9·1	−2·1	−3·5	98·1	32·5
WALES												
1985)	180·6	127·7	52·9	14·7	16·9	11·1	168·4	13·7			120·5	47·9
1986*) Annual averages	179·0	126·1	52·9	14·4	16·6	10·9	169·3	13·6			120·5	48·8
1987)	157·0	111·8	45·2	12·7	15·2	9·0	149·9	12·1			107·7	42·2
1988)	130·0	92·9	37·1	10·3	12·6	7·2	125·7	10·0			90·4	35·4
1988 Oct 13	117·7	84·6	33·1	9·4	11·5	6·4	119·6	9·5	−1·0	−1·7	86·6	33·0
Nov 10	115·8	83·4	32·4	9·2	11·3	6·3	116·9	9·3	−2·7	−1·8	84·3	32·6
Dec 8	114·5	82·9	31·6	9·1	11·2	6·1	112·9	9·0	−4·0	−2·6	81·5	31·4
1989 Jan 12	116·2	84·1	32·2	9·3	11·4	6·2	109·7	8·7	−3·2	−3·3	79·1	30·6
Feb 9	112·0	81·0	31·1	8·9	11·0	6·0	107·1	8·5	−2·6	−3·3	77·1	30·0
Mar 9	107·7	78·1	29·6	8·6	10·6	5·7	104·9	8·4	−2·2	−2·7	75·6	29·3
Apr 13	103·2	75·2	28·0	8·2	10·2	5·4	101·4	8·1	−3·5	−2·8	73·2	28·2
May 11	97·8	71·5	26·4	7·8	9·7	5·1	99·9	8·0	−1·5	−2·4	72·3	27·6
June 8	92·8	68·0	24·8	7·4	9·2	4·8	98·5	7·8	−1·4	−2·1	71·5	27·0
July 13	93·3	67·5	25·7	7·4	9·1	5·0	96·2	7·7	−2·3	−1·7	70·1	26·1
Aug 10	91·1	65·8	25·3	7·3	8·9	4·9	93·5	7·4	−2·7	−2·1	68·6	24·9
Sept 14 ‡	90·6	66·0	24·6	7·2	8·9	4·8	90·2	7·2	−3·3	−2·8	66·8	23·4
Oct 12 ‡ P	86·5	63·9	22·6	6·9	8·7	4·4	88·3	7·0	−1·9	−2·6	65·6	22·7
SCOTLAND												
1985)	353·0	243·6	109·3	14·1	16·6	10·7	322·0	12·9			225·2	96·8
1986*) Annual averages	359·8	248·1	111·8	14·5	16·9	11·0	332·8	13·4			232·1	100·6
1987)	345·8	241·9	103·8	14·0	16·7	10·1	323·4	13·1			228·9	94·5
1988)	293·6	207·2	86·4	11·8	14·3	8·3	280·1	11·3			199·3	80·8
1988 Oct 13	265·2	189·8	75·5	10·7	13·1	7·3	270·1	10·9	−2·2	−1·9	193·4	76·7
Nov 10	263·6	188·9	74·7	10·6	13·1	7·2	266·5	10·7	−3·6	−2·3	191·0	75·5
Dec 8	262·9	189·3	73·5	10·6	13·1	7·1	260·2	10·5	−6·3	−4·0	186·7	73·5
1989 Jan 12	269·0	193·7	75·4	10·8	13·4	7·3	256·6	10·3	−3·6	−4·5	184·0	72·6
Feb 9	262·1	188·4	73·6	10·6	13·0	7·1	253·4	10·2	−3·2	−4·4	181·7	71·7
Mar 9	255·3	184·3	71·1	10·3	12·8	6·8	250·5	10·1	−2·9	−3·2	180·2	70·3
Apr 13	245·6	178·0	67·6	9·9	12·3	6·5	243·3	9·8	−7·2	−4·4	175·1	68·2
May 11	235·2	171·2	63·9	9·5	11·9	6·2	239·5	9·6	−3·8	−4·6	172·8	66·7
June 8	228·2	166·1	62·1	9·2	11·5	6·0	235·0	9·5	−4·5	−5·2	170·0	65·0
July 13	232·4	165·6	66[illegible]	9·4	11·5	6·4	232·8	9·4	−2·2	−3·5	168·9	63·9
Aug 10	229·9	163·5	66·4	9·3	11·3	6·4	231·0	9·3	−1·8	−2·8	167·7	63·3
Sept 14 ‡	219·9	158·7	61·3	8·9	11·0	5·9	224·8	9·1	−6·2	−3·4	163·0	61·8
Oct 12 ‡ P	214·1	155·3	58·8	8·6	10·8	5·7	220·0	8·9	−4·8	−4·3	159·5	60·5
NORTHERN IRELAND												
1985)	121·8	88·0	33·8	17·3	20·6	12·2	112·7	16·0			82·4	30·3
1986*) Annual averages	127·8	92·9	34·9	18·1	21·7	12·5	122·6	17·4			89·6	33·0
1987)	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·2			89·2	32·9
1988)	115·7	84·3	31·3	16·4	20·0	11·0	113·2	16·0			82·7	30·5
1988 Oct 13	110·4	80·1	30·3	15·6	19·0	10·7	110·6	15·7	−1·0	−1·0	80·9	29·7
Nov 10	109·0	79·5	29·5	15·4	18·8	10·4	110·6	15·7	--	−0·7	80·6	30·0
Dec 8	108·1	79·6	28·4	15·3	18·9	10·0	109·1	15·4	−1·5	−0·8	79·8	29·3
1989 Jan 12	111·2	81·8	29·4	15·7	19·4	10·3	109·7	15·5	0·6	−0·3	80·1	29·6
Feb 9	110·1	80·9	29·1	15·6	19·2	10·3	109·6	15·5	−0·1	−0·3	79·7	29·9
Mar 9	108·4	79·9	28·5	15·3	18·9	10·0	109·2	15·5	−0·4	--	79·6	29·6
Apr 13	107·6	79·3	28·3	15·2	18·8	10·0	108·0	15·3	−1·2	−0·6	79·0	29·0
May 11	105·4	77·9	27·5	14·9	18·4	9·7	107·0	15·1	−1·0	−0·9	78·4	28·6
June 8	104·2	76·9	27·3	14·8	18·2	9·6	105·8	15·0	−1·2	−1·1	77·8	28·0
July 13	107·8	78·0	29·7	15·3	18·5	10·5	105·8	15·0	--	−0·7	77·8	28·0
Aug 10	107·0	77·4	29·7	15·2	18·3	10·4	104·7	14·8	−1·1	−0·8	77·2	27·5
Sept 14	106·1	77·1	29·0	15·0	18·3	10·2	103·0	14·6	−1·7	−0·9	76·2	26·8
Oct 12 P	101·9	74·8	27·1	14·4	17·7	9·5	102·4	14·5	−0·6	−1·1	75·8	26·6

See footnotes to *tables 2.1* and *2.2*.

UNEMPLOYMENT
Area statistics 2·4

Unemployment in regions by assisted area status †† and in travel-to-work areas* at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
ASSISTED REGIONS ††					
South West					
Development Areas	4,814	2,030	6,844	11·0	. .
Intermediate Areas	9,473	4,307	13,780	7·7	. .
Unassisted	45,779	21,271	67,050	4·3	. .
All	**60,066**	**27,608**	**87,674**	**4·9**	**4·1**
West Midlands					
Intermediate Areas	90,070	35,542	125,612	7·8	. .
Unassisted	18,450	8,800	27,250	4·1	. .
All	**108,520**	**44,342**	**152,862**	**6·8**	**5·9**
East Midlands					
Development Areas	917	457	1,374	4·9	. .
Intermediate Areas	1,954	1,006	2,960	5·6	. .
Unassisted	64,590	26,356	90,946	5·7	. .
All	**67,461**	**27,819**	**95,280**	**5·7**	**4·9**
Yorks and Humberside					
Development Areas	13,258	4,658	17,916	10·7	. .
Intermediate Areas	61,284	21,331	82,615	9·2	. .
Unassisted	44,355	17,659	62,014	6·3	. .
All	**118,897**	**43,648**	**162,545**	**7·9**	**6·9**
North West					
Development Areas	81,278	28,756	110,034	12·4	. .
Intermediate Areas	53,514	19,020	72,534	7·8	. .
Unassisted	40,568	16,091	56,659	6·4	. .
All	**175,360**	**63,867**	**239,227**	**8·8**	**7·8**
North					
Development Areas	77,158	25,008	102,166	11·4	. .
Intermediate Areas	10,423	3,731	14,154	8·6	. .
Unassisted	7,303	3,688	10,991	5·1	. .
All	**94,884**	**32,427**	**127,311**	**10·0**	**8·9**
Wales					
Development Areas	25,333	8,654	33,987	8·9	. .
Intermediate Areas	33,700	11,833	45,533	8·0	. .
Unassisted	4,861	2,133	6,994	5·7	. .
All	**63,894**	**22,620**	**86,514**	**8·0**	**6·9**
Scotland					
Development Areas	96,622	33,508	130,130	12·2	. .
Intermediate Areas	23,676	10,240	33,916	10·7	. .
Unassisted	35,041	15,038	50,079	6·2	. .
All	**155,339**	**58,786**	**214,125**	**9·7**	**8·6**
UNASSISTED REGIONS					
South East	**240,384**	**96,863**	**337,247**	**4·2**	**3·8**
East Anglia	**21,730**	**9,455**	**31,185**	**3·9**	**3·3**
GREAT BRITAIN					
Development Areas	299,380	103,071	402,451	11·5	. .
Intermediate Areas	284,094	107,010	391,104	8·3	. .
Unassisted	523,061	217,354	740,415	4·7	. .
All	**1,106,535**	**427,435**	**1,533,970**	**6·4**	**5·6**
Northern Ireland	**74,810**	**27,064**	**101,874**	**16·2**	**14·4**
United Kingdom	**1,181,345**	**454,499**	**1,635,844**	**6·7**	**5·8**
TRAVEL-TO-WORK AREAS*					
England					
Accrington and Rossendale	1,876	813	2,689	5·3	(4·5)
Alfreton and Ashfield	2,882	868	3,750	5·8	(5·2)
Alnwick and Amble	771	352	1,123	10·0	(7·9)
Andover	392	218	610	2·0	(1·7)
Ashford	843	354	1,197	3·7	(3·1)
Aylesbury and Wycombe	2,134	960	3,094	1·9	(1·6)
Banbury	569	315	884	3·3	(2·8)
Barnsley (I)	6,479	1,962	8,441	10·8	(9·6)
Barnstaple and Ilfracombe	1,070	502	1,572	6·2	(4·9)
Barrow-in-Furness	1,526	847	2,373	5·5	(4·8)
Basingstoke and Alton	1,023	405	1,428	1·9	(1·7)
Bath	1,712	854	2,566	3·9	(3·4)
Beccles and Halesworth	388	217	605	3·9	(3·0)
Bedford	1,501	586	2,087	2·7	(2·4)
Berwick-on-Tweed	391	175	566	5·8	(4·8)
Bicester	191	146	337	1·9	(1·5)
Bideford	488	222	710	7·6	(5·9)
Birmingham (I)	43,125	16,068	59,193	8·2	(7·4)
Bishop Auckland (D)	3,211	1,195	4,406	10·7	(9·3)
Blackburn	3,840	1,245	5,085	7·6	(6·6)
Blackpool	5,288	1,812	7,100	6·4	(5·2)
Blandford	128	68	196	2·1	(1·6)
Bodmin and Liskeard (I)	987	576	1,563	6·7	(5·0)
Bolton and Bury	10,609	4,172	14,781	8·4	(7·3)
Boston	927	402	1,329	5·7	(4·6)
Bournemouth	3,155	1,182	4,337	4·3	(3·6)
Bradford (I)	11,804	3,878	15,682	7·4	(6·6)
Bridgwater	1,230	630	1,860	6·0	(5·0)
Bridlington and Driffield	1,126	486	1,612	8·0	(6·3)
Bridport	210	101	311	4·0	(2·9)
Brighton	5,930	2,313	8,243	5·2	(4·3)
Bristol	11,527	5,066	16,593	5·1	(4·6)
Bude (I)	337	156	493	8·4	(5·7)
Burnley	1,955	678	2,633	6·2	(5·5)
Burton-on-Trent	2,162	926	3,088	5·0	(4·4)

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
Bury St Edmunds	435	253	688	2·0	(1·7)
Buxton	570	312	882	4·1	(3·2)
Calderdale	3,464	1,468	4,932	6·1	(5·4)
Cambridge	1,991	840	2,831	2·0	(1·7)
Canterbury	1,709	611	2,320	4·9	(4·1)
Carlisle	1,846	906	2,752	5·1	(4·4)
Castleford and Pontefract	3,495	1,168	4,663	8·7	(7·8)
Chard	206	129	335	3·3	(2·7)
Chelmsford and Braintree	1,824	978	2,802	2·6	(2·2)
Cheltenham	1,629	710	2,339	3·1	(2·7)
Chesterfield	4,313	1,739	6,052	8·2	(7·2)
Chichester	896	328	1,224	2·1	(1·7)
Chippenham	560	359	919	3·2	(2·6)
Cinderford and Ross-on-Wye (I)	877	468	1,345	5·5	(4·5)
Cirencester	148	97	245	1·9	(1·6)
Clacton	1,257	416	1,673	9·2	(7·0)
Clitheroe	157	97	254	2·5	(2·1)
Colchester	1,732	942	2,674	3·5	(3·0)
Corby (D)	874	430	1,304	4·8	(4·3)
Coventry and Hinckley (I)	11,131	5,160	16,291	6·8	(6·0)
Crawley	1,707	756	2,463	1·3	(1·1)
Crewe	1,788	846	2,634	5·3	(4·6)
Cromer and North Walsham	587	234	821	4·6	(3·4)
Darlington (I)	2,928	1,097	4,025	8·2	(7·1)
Dartmouth and Kingsbridge	282	137	419	5·8	(3·8)
Derby	6,164	2,434	8,598	5·5	(4·9)
Devizes	211	158	369	2·8	(2·4)
Diss	257	186	443	3·3	(2·4)
Doncaster (I)	8,050	3,138	11,188	11·1	(9·7)
Dorchester and Weymouth	1,078	488	1,566	4·1	(3·5)
Dover and Deal	1,537	503	2,040	4·8	(4·2)
Dudley and Sandwell (I)	14,569	5,967	20,536	7·8	(7·0)
Durham (I)	3,715	1,435	5,150	8·0	(7·2)
Eastbourne	1,163	504	1,667	3·1	(2·5)
Evesham	417	264	681	2·5	(1·9)
Exeter	2,487	1,021	3,508	3·9	(3·4)
Fakenham	314	129	443	4·1	(3·0)
Falmouth (D)	737	281	1,018	8·5	(6·8)
Folkestone	1,511	554	2,065	6·5	(5·4)
Gainsborough (I)	719	303	1,022	8·0	(6·8)
Gloucester	1,871	807	2,678	3·8	(3·4)
Goole and Selby	1,370	668	2,038	7·0	(6·0)
Gosport and Fareham	1,435	805	2,240	4·4	(3·8)
Grantham	645	298	943	4·1	(3·4)
Great Yarmouth	2,262	922	3,184	8·0	(6·5)
Grimsby (I)	5,221	1,561	6,782	8·7	(7·7)
Guildford and Aldershot	2,405	1,023	3,428	1·9	(1·6)
Harrogate	804	344	1,148	2·8	(2·4)
Hartlepool (D)	3,909	1,155	5,064	14·4	(12·7)
Harwich	305	150	455	5·8	(5·0)
Hastings	1,635	619	2,254	4·6	(3·6)
Haverhill	202	155	357	2·9	(2·4)
Heathrow	14,075	6,160	20,235	2·9	(2·5)
Helston (D)	432	259	691	11·8	(8·1)
Hereford and Leominster	1,388	687	2,075	4·7	(3·8)
Hertford and Harlow	4,189	2,012	6,201	2·8	(2·4)
Hexham	453	259	712	4·8	(3·6)
Hitchin and Letchworth	1,133	542	1,675	2·9	(2·5)
Honiton and Axminster	431	197	628	3·8	(2·8)
Horncastle and Market Rasen	468	272	740	6·8	(5·0)
Huddersfield	3,943	1,859	5,802	6·1	(5·3)
Hull (I)	12,322	4,470	16,792	9·2	(8·2)
Huntingdon and St Neots	881	526	1,407	3·3	(2·7)
Ipswich	2,276	899	3,175	3·1	(2·7)
Isle of Wight	2,296	1,049	3,345	7·3	(6·0)
Keighley	1,293	600	1,893	6·1	(5·2)
Kendal	352	155	507	2·4	(1·8)
Keswick	109	32	141	5·5	(3·3)
Kettering and Market Harborough	669	354	1,023	2·7	(2·3)
Kidderminster (I)	1,144	525	1,669	4·2	(3·5)
King's Lynn and Hunstanton	1,377	597	1,974	5·0	(4·1)
Lancaster and Morecambe	2,852	1,113	3,965	8·7	(7·3)
Launceston	267	166	433	6·6	(4·4)
Leeds	16,009	5,808	21,817	6·7	(6·0)
Leek	273	115	388	2·9	(2·4)
Leicester	9,125	3,828	12,953	5·0	(4·4)
Lincoln	3,116	1,376	4,492	6·9	(6·0)
Liverpool (D)	47,997	16,238	64,235	14·2	(12·8)
London	136,451	52,750	189,201	5·5	(4·8)
Loughborough and Coalville	1,607	863	2,470	4·1	(3·6)
Louth and Mablethorpe	886	372	1,258	10·0	(7·7)
Lowestoft	1,347	637	1,984	6·4	(5·4)
Ludlow	323	174	497	4·0	(2·9)
Macclesfield	1,310	622	1,932	3·4	(2·9)
Malton	144	76	220	2·9	(2·3)
Malvern and Ledbury	636	222	858	4·2	(3·2)
Manchester (I)	43,757	15,299	59,056	7·8	(7·0)
Mansfield	4,257	1,376	5,633	9·2	(8·1)
Matlock	458	273	731	3·7	(3·1)
Medway and Maidstone	6,146	2,801	8,947	4·3	(3·7)

2·4 UNEMPLOYMENT UK Summary

Unemployment in regions by assisted area status †† and in travel-to-work areas* at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
Melton Mowbray	479	255	734	3·6	(3·0)
Middlesbrough (D)	12,144	3,754	15,898	12·5	(11·3)
Milton Keynes	1,574	772	2,346	2·7	(2·4)
Minehead	314	147	461	5·0	(3·8)
Morpeth and Ashington (I)	3,784	1,203	4,987	9·9	(8·7)
Newark	908	413	1,321	5·9	(4·9)
Newbury	501	191	692	1·7	(1·4)
Newcastle upon Tyne (D)	27,555	9,011	36,566	9·8	(8·9)
Newmarket	468	331	799	3·2	(2·6)
Newquay (D)	584	314	898	10·7	(8·0)
Newton Abbot	731	294	1,025	4·6	(3·6)
Northallerton	317	184	501	3·0	(2·6)
Northampton	2,166	1,028	3,194	2·8	(2·5)
Northwich	1,764	895	2,659	5·5	(4·7)
Norwich	4,121	1,606	5,727	4·2	(3·6)
Nottingham	17,107	6,229	23,336	7·2	(6·4)
Okehampton	162	88	250	5·0	(3·5)
Oldham	4,749	1,894	6,643	7·8	(6·8)
Oswestry	433	298	731	5·6	(4·4)
Oxford	2,873	1,149	4,022	2·2	(1·9)
Pendle	1,162	451	1,613	5·0	(4·3)
Penrith	245	169	414	3·0	(2·2)
Penzance and St Ives (D)	1,389	563	1,952	12·4	(9·0)
Peterborough	3,123	1,151	4,274	4·6	(4·0)
Pickering and Helmsley	166	88	254	3·9	(2·7)
Plymouth (I)	7,445	3,201	10,646	8·1	(7·1)
Poole	1,421	540	1,961	3·2	(2·7)
Portsmouth	5,632	2,174	7,806	5·2	(4·5)
Preston	6,290	2,526	8,816	5·8	(5·0)
Reading	2,125	860	2,985	2·0	(1·7)
Redruth and Camborne (D)	1,672	613	2,285	11·4	(9·3)
Retford	977	475	1,452	7·2	(6·0)
Richmondshire	313	245	558	4·7	(3·6)
Ripon	190	145	335	3·4	(2·5)
Rochdale	3,962	1,554	5,516	8·6	(7·4)
Rotherham and Mexborough (D)	9,676	3,294	12,970	13·0	(11·6)
Rugby and Daventry	1,094	703	1,797	3·6	(3·0)
Salisbury	874	437	1,311	3·3	(2·7)
Scarborough and Filey	1,551	618	2,169	6·9	(5·7)
Scunthorpe (D)	2,872	1,091	3,963	7·1	(6·1)
Settle	110	74	184	3·4	(2·3)
Shaftesbury	315	187	502	3·5	(2·6)
Sheffield (I)	18,246	6,796	25,042	9·6	(8·6)
Shrewsbury	1,229	605	1,834	4·3	(3·5)
Sittingbourne and Sheerness	1,713	719	2,432	6·3	(5·3)
Skegness	1,052	395	1,447	13·4	(10·3)
Skipton	212	105	317	3·1	(2·4)
Sleaford	301	168	469	4·2	(3·4)
Slough	2,762	1,267	4,029	2·4	(2·1)
South Molton	108	74	182	4·6	(2·9)
South Tyneside (D)	6,920	1,948	8,868	16·5	(14·8)
Southampton	5,907	2,160	8,067	4·4	(3·9)
Southend	8,488	3,825	12,313	5·1	(4·3)
Spalding and Holbeach	554	312	866	3·6	(2·9)
St Austell	1,056	495	1,551	7·1	(5·6)
Stafford	1,544	779	2,323	3·3	(2·9)
Stamford	387	215	602	3·7	(3·0)
Stockton-on-Tees (D)	5,812	2,174	7,986	11·1	(10·1)
Stoke	6,399	2,699	9,098	4·6	(4·0)
Stroud	920	508	1,428	3·7	(3·0)
Sudbury	403	212	615	4·1	(3·1)
Sunderland (D)	16,112	4,995	21,107	12·5	(11·3)
Swindon	2,003	943	2,946	2·9	(2·6)
Taunton	1,155	478	1,633	3·9	(3·3)
Telford and Bridgnorth (I)	2,888	1,152	4,040	6·1	(5·2)
Thanet	2,623	881	3,504	9·6	(7·6)
Thetford	590	316	906	4·3	(3·5)
Thirsk	115	89	204	4·2	(3·2)
Tiverton	286	172	458	4·5	(3·5)
Torbay	2,239	884	3,123	7·1	(5·5)
Torrington	148	92	240	4·8	(3·3)
Totnes	273	161	434	6·2	(4·5)
Trowbridge and Frome	1,023	591	1,614	3·5	(3·0)
Truro	856	403	1,259	5·2	(4·3)
Tunbridge Wells	1,182	422	1,604	1·7	(1·4)
Uttoxeter and Ashbourne	241	164	405	3·6	(2·9)
Wakefield and Dewsbury	6,622	2,200	8,822	7·3	(6·6)
Walsall (I)	8,033	3,124	11,157	7·4	(6·5)
Wareham and Swanage	209	101	310	3·2	(2·5)
Warminster	159	109	268	4·1	(3·3)
Warrington	3,034	1,216	4,250	5·4	(4·9)
Warwick	1,554	874	2,428	3·0	(2·6)
Watford and Luton	6,596	2,654	9,250	2·8	(2·5)
Wellingborough and Rushden	976	494	1,470	3·0	(2·6)
Wells	542	357	899	3·9	(3·1)
Weston-super-Mare	1,526	783	2,309	5·9	(4·9)
Whitby (D)	530	199	729	9·7	(7·0)
Whitchurch and Market Drayton	465	276	741	4·9	(3·7)
Whitehaven	1,507	750	2,257	6·5	(5·8)
Widnes and Runcorn (D)	4,185	1,547	5,732	10·2	(9·2)
Wigan and St Helens (D)	13,337	5,530	18,867	10·8	(9·5)
Winchester and Eastleigh	810	377	1,187	1·4	(1·3)
Windermere	95	43	138	1·9	(1·3)
Wirral and Chester (D)	15,759	5,441	21,200	10·3	(9·1)
Wisbech	640	229	869	5·5	(4·3)
Wolverhampton (I)	9,400	3,677	13,077	9·7	(8·6)
Woodbridge and Leiston	337	151	488	2·5	(2·0)
Worcester	1,845	832	2,677	4·2	(3·7)
Workington (D)	1,718	877	2,595	8·8	(7·4)
Worksop	1,582	550	2,132	8·2	(7·4)
Worthing	1,356	534	1,890	2·5	(2·1)
Yeovil	889	572	1,461	3·5	(2·9)
York	3,133	1,452	4,585	5·1	(4·4)
Wales					
Aberdare (D)	1,900	523	2,423	13·4	(11·6)
Aberystwyth	484	168	652	5·5	(4·5)
Bangor and Caernarfon (I)	2,122	771	2,893	11·0	(9·3)
Blaenau, Gwent and Abergavenny (D)	2,829	888	3,717	11·1	(9·5)
Brecon	191	111	302	3·9	(2·9)
Bridgend (I)	3,296	1,221	4,517	8·3	(7·3)
Cardiff (I)	10,820	3,366	14,186	7·0	(6·3)
Cardigan (D)	509	222	731	11·4	(7·1)
Carmarthen	607	221	828	4·3	(3·4)
Conwy and Colwyn	1,730	698	2,428	7·2	(5·8)
Denbigh	409	219	628	6·2	(4·5)
Dolgellau and Barmouth	275	106	381	8·6	(6·4)
Fishguard (I)	247	84	331	9·3	(6·1)
Haverfordwest (I)	1,236	518	1,754	9·3	(7·5)
Holyhead (D)	1,523	709	2,232	12·7	(10·4)
Lampeter and Aberaeron (D)	326	159	485	8·8	(5·9)
Llandeilo	164	78	242	6·4	(4·1)
Llandrindod Wells	243	165	408	5·4	(3·6)
Llanelli (I)	2,286	890	3,176	10·1	(8·6)
Machynlleth	157	86	243	8·4	(5·4)
Merthyr and Rhymney (D)	4,443	1,178	5,621	10·5	(9·3)
Monmouth	199	87	286	7·4	(5·3)
Neath and Port Talbot (D)	2,292	764	3,056	7·8	(7·0)
Newport (I)	4,205	1,579	5,784	7·1	(6·4)
Newtown	229	93	322	3·3	(2·5)
Pontypool and Cwmbran (I)	2,083	847	2,930	7·0	(6·3)
Pontypridd and Rhondda (D)	4,407	1,290	5,697	8·8	(7·8)
Porthmadoc and Ffestiniog (I)	316	193	509	8·3	(6·5)
Pwllheli (I)	520	200	720	14·3	(10·0)
Shotton, Flint and Rhyl (D)	3,620	1,441	5,061	6·6	(5·6)
South Pembrokeshire (D)	945	417	1,362	10·4	(7·9)
Swansea (I)	6,569	2,164	8,733	8·6	(7·6)
Welshpool	173	101	274	3·6	(2·6)
Wrexham (D)	2,539	1,063	3,602	7·0	(6·0)
Scotland					
Aberdeen	4,352	1,955	6,307	3·7	(3·3)
Alloa (I)	1,656	686	2,342	13·7	(11·9)
Annan	302	208	510	5·5	(4·5)
Arbroath (D)	703	328	1,031	10·6	(8·8)
Ayr (I)	2,814	1,070	3,884	8·9	(7·8)
Badenoch (I)	188	107	295	8·0	(6·0)
Banff	398	178	576	5·8	(4·5)
Bathgate (D)	3,566	1,365	4,931	10·2	(9·3)
Berwickshire	228	109	337	5·9	(4·4)
Blairgowrie and Pitlochry	462	225	687	6·3	(4·9)
Brechin and Montrose	612	325	937	7·0	(5·6)
Buckie	238	133	371	8·0	(6·7)
Campbeltown (I)	279	135	414	11·6	(8·4)
Crieff	161	81	242	6·5	(5·0)
Cumnock and Sanquhar (D)	2,234	722	2,956	21·0	(17·7)
Dumbarton (D)	2,426	1,076	3,502	12·6	(11·1)
Dumfries	981	481	1,462	6·0	(5·3)
Dundee (D)	6,864	2,892	9,756	10·2	(9·3)
Dunfermline (I)	3,593	1,492	5,085	10·3	(9·2)
Dunoon and Bute (I)	630	308	938	11·7	(8·5)
Edinburgh	15,424	5,597	21,021	7·0	(6·4)
Elgin	718	457	1,175	7·4	(6·4)
Falkirk (I)	4,031	1,917	5,948	9·9	(8·9)
Forfar	431	274	705	7·6	(6·3)
Forres (I)	298	161	459	14·9	(11·8)
Fraserburgh	321	151	472	6·1	(4·9)
Galashiels	453	190	643	3·8	(3·3)
Girvan (I)	387	148	535	16·8	(12·8)
Glasgow (D)	54,908	18,276	73,184	12·1	(11·1)
Greenock (D)	4,489	1,427	5,916	15·3	(13·7)
Haddington	475	227	702	5·3	(4·5)
Hawick	352	145	497	5·9	(5·1)
Huntly	144	94	238	7·1	(5·4)
Invergordon and Dingwall (I)	974	471	1,445	11·6	(10·1)
Inverness	2,009	794	2,803	7·4	(6·5)

UNEMPLOYMENT Area statistics 2·4

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: ** per cent employees
Irvine (D)	4,761	1,749	6,510	12·8	(11·3)
Islay/Mid Argyll	272	125	397	9·3	(7·5)
Keith	240	127	367	7·7	(6·1)
Kelso and Jedburgh	191	84	275	5·0	(4·1)
Kilmarnock (D)	2,593	999	3,592	11·5	(10·1)
Kirkcaldy (I)	4,793	2,040	6,833	11·2	(10·0)
Lanarkshire (D)	14,078	4,674	18,752	12·5	(11·0)
Lochaber (I)	491	233	724	8·6	(7·2)
Lockerbie	163	94	257	6·4	(4·9)
Newton Stewart (I)	265	152	417	14·1	(9·6)
North East Fife	689	458	1,147	6·7	(5·6)
Oban	310	202	512	6·7	(5·2)
Orkney Islands	319	174	493	7·0	(5·1)
Peebles	220	115	335	7·5	(6·1)
Perth	1,273	523	1,796	6·1	(5·3)
Peterhead	631	330	961	8·1	(6·6)
Shetland Islands	256	154	410	4·0	(3·3)
Skye and Wester Ross (I)	436	216	652	10·9	(8·3)
Stewartry (I)	362	244	606	8·3	(6·1)
Stirling	1,979	858	2,837	8·5	(7·5)

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: ** per cent workforce
Stranraer (I)	543	227	770	10·2	(8·3)
Sutherland (I)	371	189	560	14·2	(11·2)
Thurso	437	170	607	8·7	(7·4)
Western Isles (I)	1,124	335	1,459	13·1	(10·5)
Wick (I)	441	109	550	11·4	(9·1)
Northern Ireland					
Ballymena	1,860	864	2,724	11·6	(10·0)
Belfast	36,090	13,858	49,948	14·1	(12·9)
Coleraine	4,490	1,463	5,953	18·4	(15·7)
Cookstown	1,578	629	2,207	25·3	(20·8)
Craigavon	6,181	2,633	8,814	14·6	(12·7)
Dungannon	2,384	861	3,245	20·0	(16·7)
Enniskillen	2,682	887	3,569	19·8	(15·8)
Londonderry	8,501	2,137	10,638	22·4	(20·3)
Magherafelt	1,609	643	2,252	18·3	(15·1)
Newry	4,636	1,598	6,234	22·9	(19·2)
Omagh	2,137	838	2,975	17·9	(14·9)
Strabane	2,662	653	3,315	29·5	(24·4)

*Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
† Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed calimants, self employed, HM Forces and participahts on work-related government training programmes) have been introduced this month in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the 1987 Census of Employment results.
‡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. See also footnote ‡ to *table 2·1*.

UNEMPLOYMENT Age and duration 2·5

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																	
1987	Oct	428·9	126·0	229·0	783·8	472·2	213·9	595·9	1,282·0	131·6	86·3	332·8	550·7	1,136·0	443·1	1,172·2	2,751·4
1988	Jan	429·4	141·4	203·0	773·9	515·4	210·6	564·7	1,290·7	138·7	78·3	321·1	538·1	1,175·0	446·5	1,100·6	2,722·2
	Apr	352·6	165·2	179·9	697·7	473·5	217·2	528·0	1,218·7	127·3	73·2	313·1	513·6	1,023·1	483·6	1,029·2	2,536·0
	July	359·5	140·6	163·3	663·4	419·5	202·1	483·6	1,105·1	113·9	67·7	295·2	476·8	944·9	433·5	948·2	2,326·7
	Oct	346·7	108·6	151·0	606·3	405·0	186·0	446·4	1,037·4	115·3	64·0	287·6	466·9	873·0	360·4	885·5	2,118·9
1989	Jan	352·8	106·3	136·7	595·7	440·7	173·0	416·8	1,030·5	118·0	58·6	267·6	444·2	914·1	338·8	821·4	2,074·3
	Apr	294·9	116·3	119·2	530·4	396·4	171·4	378·4	946·2	101·3	57·2	246·4	404·9	794·1	345·4	744·1	1,883·6
	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
MALE																	
1987	Oct	259·6	77·2	154·5	491·3	298·0	133·3	483·6	914·9	102·2	69·3	249·1	420·7	718·7	289·6	895·4	1,903·6
1988	Jan	264·3	88·0	137·8	490·0	335·4	129·2	460·7	925·2	107·4	61·7	241·3	410·4	758·1	288·3	846·3	1,892·7
	Apr	219·0	102·8	122·2	444·0	306·5	136·0	429·9	872·4	97·9	56·2	235·5	389·5	662·9	310·6	792·2	1,765·7
	July	218·3	87·0	110·4	415·7	264·4	126·8	393·9	785·0	86·6	51·4	221·4	359·5	599·0	278·0	729·3	1,606·3
	Oct	214·8	67·8	102·8	385·5	262·1	116·0	363·8	741·8	88·2	48·6	215·4	352·3	568·5	233·4	682·3	1,484·2
1989	Jan	226·0	67·9	94·7	388·6	297·5	108·7	339·0	745·2	90·9	44·6	201·7	337·1	615·9	221·7	635·6	1,473·2
	Apr	192·7	75·6	83·6	351·8	271·8	111·6	307·3	690·7	77·6	43·4	186·1	307·1	542·9	230·8	577·1	1,350·8
	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
FEMALE																	
1987	Oct	169·3	48·8	74·5	292·5	174·1	80·6	112·4	367·1	29·3	17·0	83·7	130·0	417·3	153·6	276·9	847·8
1988	Jan	165·1	53·5	65·3	283·9	180·1	81·4	104·0	365·5	31·3	16·6	79·8	127·7	416·9	158·2	254·3	829·5
	Apr	133·6	62·4	57·8	253·7	167·0	81·2	98·1	346·3	29·4	17·1	77·7	124·1	360·3	173·0	237·0	770·3
	July	141·2	53·6	52·9	247·7	155·1	75·3	89·7	320·1	27·2	16·3	73·7	117·2	346·0	155·5	218·9	720·4
	Oct	131·9	40·8	48·2	220·8	142·9	70·0	82·7	295·6	27·1	15·4	72·2	114·7	304·5	127·0	203·2	634·6
1989	Jan	126·8	38·3	42·0	207·1	143·2	64·3	77·8	285·3	27·1	14·0	65·9	107·1	298·3	117·0	185·9	601·1
	Apr	102·3	40·7	35·6	178·6	124·6	59·9	71·1	255·5	23·6	13·8	60·4	97·8	251·1	114·6	167·1	532·8
	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

See footnotes to *table 2.1* and *2.2*.
* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. see also note ** to *tables 2.1* and *2.2*.

2·6 UNEMPLOYMENT
Age and duration: October 12, 1989
Regions

Duration of unemployment in weeks		MALE 18-24	MALE 25-49	MALE 50 and over	MALE All ages *	FEMALE 18-24	FEMALE 25-49	FEMALE 50 and over	FEMALE All ages *
SOUTH EAST									
2 or less		6,190	10,098	3,284	19,609	3,781	4,383	792	9,004
Over 2 and up to	4	4,887	7,693	2,040	14,644	3,008	3,219	577	6,844
4	8	7,736	12,536	3,542	23,839	4,645	5,613	1,110	11,411
8	13	7,204	12,483	3,637	23,338	4,085	5,277	1,044	10,433
13	26	9,879	20,741	6,451	37,087	5,799	8,703	1,892	16,411
26	52	9,071	22,824	8,200	40,101	4,579	9,830	2,462	16,880
52	104	5,846	17,968	7,389	31,207	2,585	5,574	2,646	10,807
104	156	1,997	7,580	3,851	13,428	861	1,637	1,464	4,248
156	208	922	4,697	3,311	8,930	451	850	1,362	2,893
208	260	552	3,619	2,954	7,125	216	528	1,229	2,250
Over 260		596	10,881	9,599	21,076	249	1,101	3,493	5,682
All		**54,880**	**131,120**	**54,258**	**240,384**	**30,259**	**46,715**	**18,071**	**96,863**
GREATER LONDON (Included in South East)									
2 or less		3,035	4,846	1,366	9,264	1,925	2,205	353	4,516
Over 2 and up to	4	2,554	4,025	951	7,545	1,673	1,812	309	3,816
4	8	4,296	6,800	1,615	12,727	2,651	3,145	542	6,362
8	13	4,200	7,149	1,793	13,149	2,480	3,105	580	6,180
13	26	6,114	12,895	3,345	22,365	3,538	5,126	1,068	9,743
26	52	5,950	14,589	4,345	24,890	2,868	5,541	1,410	9,827
52	104	4,314	12,775	4,386	21,479	1,940	3,703	1,578	7,223
104	156	1,549	5,647	2,179	9,375	674	1,349	822	2,845
156	208	722	3,559	1,866	6,147	344	764	708	1,816
208	260	417	2,748	1,663	4,828	150	546	654	1,350
Over 260		449	7,919	5,517	13,885	159	1,288	1,740	3,187
All		**33,600**	**82,952**	**29,026**	**145,654**	**18,402**	**28,584**	**9,764**	**56,865**
EAST ANGLIA									
2 or less		895	1,276	447	2,627	559	478	101	1,141
Over 2 and up to	4	593	782	236	1,612	342	386	55	784
4	8	794	1,214	385	2,395	503	487	115	1,106
8	13	697	1,135	369	2,205	408	427	79	915
13	26	976	1,593	574	3,144	564	779	153	1,496
26	52	771	1,735	780	3,287	470	937	257	1,664
52	104	380	1,127	654	2,161	170	455	260	885
104	156	113	477	412	1,002	50	151	164	365
156	208	69	295	316	680	33	82	150	265
208	260	47	239	267	553	17	67	131	215
Over 260		43	921	1,100	2,064	29	209	381	619
All		**5,378**	**10,794**	**5,540**	**21,730**	**3,145**	**4,458**	**1,846**	**9,455**
SOUTH WEST									
2 or less		2,050	3,043	1,064	6,173	1,335	1,430	294	3,067
Over 2 and up to	4	1,515	2,199	624	4,341	936	972	191	2,102
4	8	2,152	3,175	1,022	6,362	1,401	1,641	366	3,415
8	13	1,899	3,156	1,015	6,075	1,073	1,306	298	2,685
13	26	2,572	4,771	1,732	9,076	1,539	2,283	530	4,354
26	52	2,051	4,897	2,557	9,506	1,189	2,786	731	4,706
52	104	1,262	3,578	2,292	7,132	568	1,563	861	2,992
104	156	347	1,445	1,125	2,917	176	468	516	1,160
156	208	145	813	979	1,937	73	250	415	738
208	260	90	650	781	1,521	48	187	384	619
Over 260		90	2,252	2,684	5,026	70	549	1,151	1,770
All		**14,173**	**29,979**	**15,875**	**60,066**	**8,408**	**13,435**	**5,737**	**27,608**
WEST MIDLANDS									
2 or less		2,650	3,321	921	6,906	1,610	1,345	242	3,208
Over 2 and up to	4	2,240	2,437	599	5,292	1,318	1,045	190	2,562
4	8	3,655	4,072	1,232	8,973	2,433	1,984	364	4,795
8	13	3,145	3,991	1,139	8,290	1,729	1,802	354	3,893
13	26	5,367	7,509	2,197	15,080	3,106	3,308	715	7,132
26	52	5,106	8,845	3,200	17,154	2,706	4,357	1,001	8,066
52	104	3,663	7,491	3,163	14,320	1,566	2,677	1,197	5,440
104	156	1,302	3,524	2,002	6,828	521	919	807	2,247
156	208	635	2,329	1,777	4,741	376	543	755	1,674
208	260	362	1,855	1,641	3,858	233	453	661	1,347
Over 260		496	8,537	8,045	17,078	254	1,360	2,364	3,978
All		**28,621**	**53,911**	**25,916**	**108,520**	**15,852**	**19,793**	**8,650**	**44,342**
EAST MIDLANDS									
2 or less		1,857	2,406	714	4,991	1,153	972	196	2,339
Over 2 and up to	4	1,486	1,912	489	3,900	892	771	133	1,809
4	8	2,318	3,360	1,056	6,755	1,483	1,386	229	3,112
8	13	2,113	2,869	895	5,883	1,170	1,233	211	2,622
13	26	3,250	4,882	1,621	9,761	1,820	2,345	474	4,644
26	52	2,856	5,559	2,335	10,753	1,623	2,959	720	5,302
52	104	1,842	4,504	2,281	8,629	718	1,650	805	3,173
104	156	573	1,819	1,952	4,344	257	482	512	1,251
156	208	309	1,058	1,232	2,599	123	329	445	897
208	260	158	885	1,020	2,063	93	219	393	705
Over 260		223	3,694	3,866	7,783	117	719	1,129	1,965
All		**16,985**	**32,948**	**17,461**	**67,461**	**9,449**	**13,065**	**5,247**	**27,819**
YORKSHIRE AND HUMBERSIDE									
2 or less		3,239	4,082	1,229	8,581	1,764	1,468	267	3,516
Over 2 and up to	4	2,700	3,048	714	6,474	1,476	1,175	183	2,848
4	8	4,313	5,084	1,502	10,919	2,484	1,907	330	4,748
8	13	3,719	4,661	1,296	9,683	1,756	1,717	320	3,799
13	26	5,991	7,824	2,362	16,185	3,134	3,345	659	7,146
26	52	6,021	9,679	3,656	19,359	2,890	4,523	1,000	8,415
52	104	3,920	8,016	3,551	15,491	1,488	2,550	1,129	5,168
104	156	1,366	3,594	2,570	7,530	514	933	809	2,256
156	208	685	2,442	2,646	5,773	309	502	735	1,546
208	260	421	1,841	1,980	4,242	176	376	570	1,122
Over 260		556	7,671	6,433	14,660	242	1,101	1,741	3,084
All		**32,931**	**57,942**	**27,939**	**118,897**	**16,233**	**19,597**	**7,743**	**43,648**
NORTH WEST									
2 or less		4,215	5,191	1,387	10,820	2,495	2,048	406	4,979
Over 2 and up to	4	3,405	3,787	895	8,103	1,977	1,539	264	3,797
4	8	5,800	6,166	1,815	13,808	3,630	2,892	633	7,179
8	13	5,237	6,098	1,676	13,028	2,502	2,549	538	5,597
13	26	8,967	11,853	3,343	24,177	4,482	4,876	1,073	10,440
26	52	9,625	15,568	4,827	30,025	4,006	6,181	1,519	11,708
52	104	7,229	13,898	4,381	25,510	2,459	4,043	1,770	8,272
104	156	2,335	6,534	2,644	11,513	821	1,365	1,096	3,282
156	208	1,099	4,041	2,217	7,357	430	745	1,008	2,183
208	260	695	3,131	1,886	5,712	253	616	913	1,782
Over 260		968	15,050	9,289	25,307	361	1,722	2,565	4,648
All		**49,575**	**91,317**	**34,360**	**175,360**	**23,416**	**28,576**	**11,785**	**63,867**
NORTH									
2 or less		2,285	3,336	946	6,589	1,187	1,067	182	2,455
Over 2 and up to	4	1,899	2,524	595	5,029	1,019	804	122	1,958
4	8	3,276	3,654	1,007	7,956	2,027	1,432	287	3,761
8	13	2,676	3,314	860	6,860	1,277	1,235	229	2,742
13	26	4,427	5,689	1,687	11,811	2,193	2,405	492	5,095
26	52	5,554	8,455	2,826	16,837	2,083	3,353	769	6,206
52	104	3,830	6,922	2,483	13,236	1,196	2,044	938	4,179
104	156	1,131	3,017	1,709	5,857	347	662	610	1,619
156	208	468	1,934	1,281	3,683	203	352	565	1,120
208	260	288	1,608	1,146	3,042	139	270	433	842
Over 260		431	8,132	5,421	13,984	172	897	1,381	2,450
All		**26,265**	**48,585**	**19,961**	**94,884**	**11,843**	**14,521**	**6,008**	**32,427**
WALES									
2 or less		2,019	2,699	776	5,501	1,060	973	184	2,227
Over 2 and up to	4	1,565	1,849	413	3,830	829	732	115	1,684
4	8	2,518	3,288	811	6,624	1,383	1,212	226	2,825
8	13	2,029	2,602	639	5,278	894	1,056	198	2,149
13	26	3,259	4,667	1,218	9,148	1,494	1,795	370	3,662
26	52	3,105	5,796	1,726	10,630	1,305	2,272	539	4,116
52	104	2,266	4,759	1,610	8,636	680	1,304	613	2,597
104	156	625	1,976	1,025	3,626	210	410	370	990
156	208	218	1,037	828	2,083	99	232	293	624
208	260	138	811	654	1,603	62	162	240	464
Over 260		199	3,957	2,779	6,935	88	493	701	1,282
All		**17,941**	**33,441**	**12,479**	**63,894**	**8,104**	**10,641**	**3,849**	**22,620**
SCOTLAND									
2 or less		3,574	4,633	1,162	9,407	2,029	2,225	450	4,741
Over 2 and up to	4	2,946	3,412	730	7,112	1,585	1,537	282	3,425
4	8	5,039	6,306	1,381	12,766	2,657	2,827	707	6,219
8	13	4,325	5,402	1,337	11,083	2,099	2,578	723	5,415
13	26	8,200	10,689	2,445	21,346	4,150	4,750	955	9,867
26	52	8,611	13,380	3,604	25,606	3,586	5,896	1,460	10,946
52	104	6,845	12,906	4,128	23,880	2,210	3,770	1,610	7,593
104	156	2,220	6,118	2,403	10,741	739	1,294	1,077	3,110
156	208	1,007	3,842	2,085	6,934	441	743	825	2,009
208	260	616	3,095	2,006	5,717	303	562	732	1,597
Over 260		774	11,825	8,148	20,747	293	1,447	2,124	3,864
All		**44,157**	**81,608**	**29,429**	**155,339**	**20,092**	**27,629**	**10,945**	**58,786**
NORTHERN IRELAND									
2 or less		1,239	1,224	284	2,764	787	873	137	1,805
Over 2 and up to	4	1,040	998	163	2,206	681	629	76	1,392
4	8	1,985	1,729	423	4,142	1,540	1,222	210	2,976
8	13	1,470	1,767	441	3,681	906	1,101	144	2,155
13	26	2,999	3,898	779	7,682	1,655	2,029	330	4,016
26	52	3,227	5,549	1,192	9,969	1,405	2,511	510	4,428
52	104	2,997	6,042	1,219	10,265	1,215	2,058	558	3,834
104	156	1,580	4,279	880	6,739	531	892	365	1,788
156	208	957	3,454	806	5,217	347	617	322	1,286
208	260	642	2,909	724	4,275	232	421	274	927
Over 260		882	12,481	4,507	17,870	306	1,275	876	2,457
All		**19,018**	**44,330**	**11,418**	**74,810**	**9,605**	**13,628**	**3,802**	**27,064**

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

UNEMPLOYMENT 2·6
Age and duration: October 12, 1989

GREAT BRITAIN Duration of unemployment in weeks		Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	All ages
MALE														
One or less		122	2,473	2,065	9,574	6,571	4,288	3,324	2,907	2,260	2,147	1,796	991	38,518
Over 1 and up to	2	93	2,415	2,049	10,398	7,094	4,467	3,472	3,125	2,577	2,717	2,687	1,592	42,686
2	4	123	4,436	3,329	15,471	10,219	6,652	5,005	4,354	3,413	3,296	2,699	1,340	60,337
4	6	109	5,535	3,136	13,987	9,100	6,114	4,553	4,266	3,298	3,594	3,164	1,434	58,290
6	8	79	2,623	2,213	10,107	7,225	4,805	3,610	3,200	2,684	2,685	1,899	977	42,107
8	13	105	5,175	4,752	23,117	15,823	10,257	7,667	6,644	5,320	5,366	4,917	2,580	91,723
13	26	79	7,205	7,496	38,187	27,809	18,013	13,656	11,599	9,141	9,199	9,184	5,247	156,815
26	39	23	3,442	4,516	23,891	19,303	13,248	10,126	8,337	6,892	7,150	7,476	4,487	108,891
39	52	15	1,569	2,944	16,409	13,130	8,896	6,591	5,658	4,557	5,074	5,720	3,804	74,367
52	65	9	166	2,788	13,432	10,725	7,007	5,229	4,367	3,749	4,286	5,401	2,055	59,214
65	78	5	85	1,212	7,809	6,530	4,403	3,474	2,901	2,373	2,977	3,821	661	36,251
78	104	4	82	1,391	10,118	9,372	6,827	5,475	4,720	4,017	5,353	6,733	645	54,737
104	156	0	41	1,608	10,360	10,473	7,961	6,562	5,900	5,188	8,049	11,036	608	67,786
156	208	0	0	1,007	4,550	5,530	4,919	4,328	4,068	3,643	6,549	9,730	393	44,717
208	260	0	0	0	3,367	3,898	3,698	3,500	3,464	3,174	5,523	8,451	361	35,436
Over 260		0	0	0	4,376	11,925	14,137	15,492	16,107	15,259	22,397	33,695	1,272	134,660
All		**766**	**35,247**	**40,506**	**215,153**	**174,727**	**125,692**	**102,064**	**91,617**	**77,545**	**96,362**	**118,409**	**28,447**	**1,106,535**
FEMALE														
One or less		102	1,834	1,286	5,041	2,793	1,468	1,154	1,167	950	787	570	2	17,154
Over 1 and up to	2	99	1,791	1,347	5,674	3,273	1,712	1,329	1,360	1,183	989	765	1	19,523
2	4	139	3,330	2,183	7,869	4,713	2,397	1,774	1,740	1,556	1,274	836	2	27,813
4	6	114	4,921	2,269	7,439	4,708	2,660	2,038	1,987	1,652	1,633	1,137	1	30,559
6	8	63	1,722	1,239	5,056	3,180	1,659	1,245	1,202	1,050	924	667	5	18,012
8	13	83	3,399	2,653	10,941	7,182	3,951	2,780	2,818	2,449	2,219	1,768	7	40,250
13	26	64	4,743	4,378	19,160	13,248	6,899	4,865	5,107	4,470	3,972	3,323	18	70,247
26	39	12	2,085	2,292	10,802	9,803	5,376	3,474	3,826	3,408	3,225	2,819	14	47,136
39	52	8	1,043	1,442	6,773	6,699	3,602	2,332	2,387	2,187	2,168	2,220	12	30,873
52	65	5	69	1,585	4,782	3,789	2,326	1,616	1,823	1,842	2,042	2,013	9	21,901
65	78	1	33	649	2,593	1,754	1,004	886	1,130	1,174	1,359	1,427	8	12,018
78	104	1	50	760	3,119	2,031	1,300	1,216	1,866	1,873	2,324	2,628	19	17,187
104	156	0	12	982	3,502	1,909	1,180	1,269	2,036	2,213	3,358	4,026	41	20,528
156	208	0	0	666	1,872	915	620	683	1,157	1,483	2,788	3,700	65	13,949
208	260	0	0	0	1,540	655	471	454	848	1,289	2,470	3,179	37	10,943
Over 260		0	0	0	1,875	2,589	1,680	1,412	1,893	2,863	6,080	10,747	203	29,342
All		**691**	**25,032**	**23,731**	**98,038**	**69,241**	**38,305**	**28,527**	**32,347**	**31,642**	**37,612**	**41,825**	**444**	**427,435**

UNITED KINGDOM Duration of unemployment in weeks		Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	All ages
MALE														
One or less		134	2,584	2,156	9,945	6,770	4,413	3,420	2,985	2,316	2,196	1,837	1,015	39,771
Over 1 and up to	2	98	2,552	2,149	10,827	7,337	4,613	3,586	3,217	2,652	2,770	2,755	1,641	44,197
2	4	128	4,711	3,483	16,082	10,570	6,914	5,175	4,473	3,509	3,366	2,757	1,375	62,543
4	6	114	6,019	3,364	14,583	9,453	6,342	4,724	4,409	3,421	3,703	3,269	1,498	60,899
6	8	79	2,751	2,333	10,536	7,478	4,959	3,721	3,314	2,763	2,730	1,951	1,025	43,640
8	13	108	5,455	4,998	24,061	16,449	10,665	7,961	6,892	5,511	5,524	5,102	2,678	95,404
13	26	85	7,743	7,948	40,196	29,158	18,900	14,340	12,148	9,570	9,517	9,487	5,405	164,497
26	39	24	3,692	4,774	25,265	20,370	13,940	10,653	8,777	7,280	7,440	7,744	4,608	114,567
39	52	15	1,708	3,154	17,405	13,933	9,521	7,033	5,969	4,811	5,290	5,906	3,915	78,660
52	65	11	183	3,076	14,282	11,391	7,489	5,521	4,634	3,952	4,454	5,565	2,117	62,675
65	78	6	98	1,349	8,414	7,018	4,746	3,723	3,112	2,536	3,115	3,941	695	38,753
78	104	8	98	1,568	11,012	10,203	7,470	5,943	5,148	4,325	5,617	6,959	688	59,039
104	156	0	56	1,822	11,711	11,742	8,947	7,320	6,617	5,737	8,490	11,410	673	74,525
156	208	0	0	1,129	5,385	6,502	5,690	4,986	4,675	4,089	6,951	10,092	435	49,934
208	260	0	0	0	4,009	4,607	4,386	4,048	4,034	3,568	5,871	8,779	409	39,711
Over 260		0	0	0	5,258	14,261	16,622	18,161	18,805	17,552	24,502	35,887	1,482	152,530
All		**810**	**37,650**	**43,303**	**228,971**	**187,242**	**135,617**	**110,315**	**99,209**	**83,592**	**101,536**	**123,441**	**29,659**	**1,181,345**
FEMALE														
One or less		106	1,921	1,337	5,246	2,941	1,551	1,215	1,214	987	811	593	2	17,924
Over 1 and up to	2	103	1,884	1,420	5,952	3,458	1,841	1,399	1,426	1,230	1,045	799	1	20,558
2	4	145	3,528	2,293	8,242	4,944	2,537	1,892	1,823	1,613	1,312	874	2	29,205
4	6	118	5,418	2,475	7,815	4,948	2,857	2,169	2,098	1,732	1,725	1,190	1	32,546
6	8	63	1,806	1,345	5,327	3,328	1,781	1,322	1,263	1,105	962	694	5	19,001
8	13	87	3,549	2,846	11,504	7,567	4,213	2,966	2,963	2,572	2,299	1,831	8	42,405
13	26	66	4,994	4,681	20,261	13,956	7,331	5,223	5,388	4,720	4,154	3,469	20	74,263
26	39	13	2,207	2,444	11,369	10,278	5,735	3,699	4,068	3,612	3,378	2,937	18	49,758
39	52	9	1,094	1,551	7,177	7,054	3,841	2,489	2,510	2,319	2,292	2,327	16	32,679
52	65	5	76	1,753	5,168	4,035	2,511	1,737	1,938	1,988	2,135	2,087	10	23,443
65	78	3	41	733	2,814	1,916	1,100	992	1,225	1,250	1,439	1,493	10	13,016
78	104	2	59	819	3,392	2,218	1,452	1,323	1,999	2,004	2,436	2,753	24	18,481
104	156	0	19	1,058	3,950	2,126	1,362	1,426	2,192	2,393	3,544	4,199	47	22,316
156	208	0	0	721	2,164	1,103	731	773	1,261	1,607	2,938	3,861	76	15,235
208	260	0	0	0	1,772	778	557	510	918	1,375	2,611	3,306	43	11,870
Over 260		0	0	0	2,181	3,027	1,961	1,566	2,065	3,093	6,411	11,238	257	31,799
All		**720**	**26,596**	**25,476**	**104,334**	**73,677**	**41,361**	**30,701**	**34,351**	**33,600**	**39,492**	**43,651**	**540**	**454,499**

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									
1988 Oct	2,110·7	177·9	428·4	320·4	399·9	317·1	421·0	45·9	2,118·9
1989 Jan	2,070·5	168·9	426·9	322·1	396·6	311·8	401·3	42·9	2,074·3
Apr	1,881·5	146·7	383·7	295·5	363·7	287·0	367·6	37·3	1,883·6
July	1,769·7	137·5	382·5	279·4	339·2	265·5	332·6	32·9	1,771·4
Oct	1,634·3	133·0	333·3	260·9	318·0	250·8	308·1	30·2	1,635·8
MALE									**Thousand**
1988 Oct	1,479·6	104·9	280·6	216·8	298·3	226·7	307·4	44·9	1,484·2
1989 Jan	1,470·9	102·4	286·2	222·2	298·9	224·1	295·0	42·1	1,473·2
Apr	1,349·6	90·3	261·5	207·4	276·6	206·7	270·6	36·5	1,350·8
July	1,260·6	84·0	255·2	197·0	257·9	190·2	244·3	32·1	1,261·6
Oct	1,180·5	81·0	229·0	187·2	245·9	182·8	225·0	29·7	1,181·3
FEMALE									**Thousand**
1988 Oct	631·1	73·0	147·8	103·6	101·6	90·4	113·6	1·0	634·6
1989 Jan	599·5	66·5	140·7	99·9	97·7	87·7	106·3	0·8	601·1
Apr	531·9	56·4	122·2	88·2	87·1	80·3	97·0	0·8	532·8
July	509·0	53·5	127·4	82·4	81·3	75·4	88·3	0·8	509·8
Oct	453·8	52·1	104·3	73·7	72·1	68·0	83·1	0·5	454·5

* Including some aged under 18. These figures, from October 1988, are affected by benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.

2·8 UNEMPLOYMENT
Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE								**Thousand**
1988 Oct**	241·0	632·0	360·4	290·6	151·9	443·0	2,118·9	885·5
1989 Jan	215·1	699·0	338·8	276·9	133·8	410·7	2,074·3	821·4
Apr	189·4	604·7	345·4	252·5	121·4	370·3	1,883·6	744·1
July	248·4	528·5	319·9	230·0	109·7	334·8	1,771·4	674·6
Oct	214·2	532·7	275·7	215·4	96·8	301·1	1,635·8	613·3
	Proportion of number unemployed							**Per cent**
1988 Oct**	11·4	29·8	17·0	13·7	7·2	20·9	100·0	41·8
1989 Jan	10·4	33·7	16·3	13·3	6·5	19·8	100·0	39·6
Apr	10·1	32·1	18·3	13·4	6·4	19·7	100·0	39·5
July	14·0	29·8	18·1	13·0	6·2	18·9	100·0	38·1
Oct	13·1	32·6	16·9	13·2	5·9	18·4	100·0	37·5
MALE								**Thousand**
1988 Oct**	158·3	410·3	233·4	212·0	115·2	355·2	1,484·2	682·3
1989 Jan	140·0	475·9	221·7	202·7	102·1	330·8	1,473·2	635·6
Apr	127·7	415·3	230·8	184·9	93·5	298·7	1,350·8	577·1
July	156·6	361·8	219·1	168·9	84·7	270·5	1,261·6	524·1
Oct	146·5	364·4	193·2	160·5	74·5	242·2	1,181·3	477·2
	Proportion of number unemployed							**Per cent**
1988 Oct**	10·7	27·6	15·7	14·3	7·8	23·9	100·0	46·0
1989 Jan	9·5	32·3	15·1	13·8	6·9	22·5	100·0	43·1
Apr	9·5	30·7	17·1	13·7	6·9	22·1	100·0	42·7
July	12·4	28·7	17·4	13·4	6·7	21·4	100·0	41·5
Oct	12·4	30·8	16·4	13·6	6·3	20·5	100·0	40·4
FEMALE								**Thousand**
1988 Oct**	82·8	221·7	127·0	78·6	36·7	87·8	634·6	203·2
1989 Jan	75·1	223·1	117·0	74·3	31·8	79·8	601·1	185·9
Apr	61·7	189·4	114·6	67·6	27·9	71·6	532·8	167·1
July	91·8	166·7	100·8	61·1	25·1	64·3	509·8	150·4
Oct	67·7	168·2	82·4	54·9	22·3	58·9	454·5	136·2
	Proportion of number unemployed							**Per cent**
1988 Oct**	13·0	34·9	20·0	12·4	5·8	13·8	100·0	32·0
1989 Jan	12·5	37·1	19·5	12·4	5·3	13·3	100·0	30·9
Apr	11·6	35·5	21·5	12·7	5·2	13·4	100·0	31·4
July	18·0	32·7	19·8	12·0	4·9	12·6	100·0	29·5
Oct	14·9	37·0	18·1	12·1	4·9	13·0	100·0	30·0

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

UNEMPLOYMENT
Area statistics
2·9

Unemployment in counties and local authority districts at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
SOUTH EAST					
Bedfordshire	**5,294**	**2,139**	**7,433**	**3·2**	**(2·8)**
Luton	2,676	998	3,674		
Mid Bedfordshire	511	283	794		
North Bedfordshire	1,399	524	1,923		
South Bedfordshire	708	334	1,042		
Berkshire	**5,082**	**2,179**	**7,261**	**2·1**	**(1·9)**
Bracknell	656	310	966		
Newbury	631	243	874		
Reading	1,358	471	1,829		
Slough	1,193	533	1,726		
Windsor and Maidenhead	713	340	1,053		
Wokingham	531	282	813		
Buckinghamshire	**3,817**	**1,749**	**5,566**	**2·2**	**(1·9)**
Aylesbury Vale	701	364	1,065		
Chiltern	360	173	533		
Milton Keynes	1,437	676	2,113		
South Buckinghamshire	287	132	419		
Wycombe	1,032	404	1,436		
East Sussex	**8,589**	**3,436**	**12,025**	**4·8**	**(3·9)**
Brighton	3,553	1,259	4,812		
Eastbourne	782	317	1,099		
Hastings	1,098	387	1,485		
Hove	1,379	649	2,028		
Lewes	708	318	1,026		
Rother	562	247	809		
Wealden	507	259	766		
Essex	**15,810**	**7,376**	**23,186**	**4·4**	**(3·6)**
Basildon	2,168	1,031	3,199		
Braintree	715	434	1,149		
Brentwood	484	197	681		
Castle Point	841	422	1,263		
Chelmsford	1,118	560	1,678		
Colchester	1,357	723	2,080		
Epping Forest	1,004	482	1,486		
Harlow	1,028	471	1,499		
Maldon	357	228	585		
Rochford	575	299	874		
Southend-on-Sea	2,456	925	3,381		
Tendring	1,751	654	2,405		
Thurrock	1,704	801	2,505		
Uttlesford	252	149	401		
Greater London	**145,654**	**56,865**	**202,519**	**5·2**	**(4·7)**
Barking and Dagenham	2,288	826	3,114		
Barnet	3,485	1,663	5,148		
Bexley	2,411	1,250	3,661		
Brent	5,830	2,316	8,146		
Bromley	2,964	1,346	4,310		
Camden	5,258	2,215	7,473		
City of London	35	18	53		
City of Westminster	3,816	1,524	5,340		
Croydon	4,272	1,850	6,122		
Ealing	4,729	2,032	6,761		
Enfield	3,869	1,666	5,535		
Greenwich	5,786	2,219	8,005		
Hackney	9,341	3,242	12,583		
Hammersmith and Fulham	4,666	1,704	6,370		
Haringey	7,701	3,022	10,723		
Harrow	1,667	770	2,437		
Havering	2,162	882	3,044		
Hillingdon	1,861	867	2,728		
Hounslow	2,645	1,158	3,803		
Islington	6,748	2,792	9,540		
Kensington and Chelsea	2,743	1,191	3,934		
Kingston-upon-Thames	1,054	472	1,526		
Lambeth	10,249	3,745	13,994		
Lewisham	7,507	2,870	10,377		
Merton	1,990	853	2,843		
Newham	7,567	2,575	10,142		
Redbridge	2,744	1,214	3,958		
Richmond-upon-Thames	1,468	703	2,171		
Southwark	9,067	2,997	12,064		
Sutton	1,447	676	2,123		
Tower Hamlets	7,542	2,024	9,566		
Waltham Forest	5,099	1,943	7,042		
Wandsworth	5,643	2,240	7,883		
Hampshire	**16,416**	**6,679**	**23,095**	**3·6**	**(3·1)**
Basingstoke and Deane	907	348	1,255		
East Hampshire	552	271	823		
Eastleigh	715	357	1,072		
Fareham	653	366	1,019		
Gosport	859	495	1,354		
Hart	371	159	530		
Havant	1,765	638	2,403		
New Forest	1,335	635	1,970		
Portsmouth	3,457	1,327	4,784		
Rushmoor	511	249	760		
Southampton	4,189	1,385	5,574		
Test Valley	611	256	867		
Winchester	491	193	684		
Hertfordshire	**7,047**	**3,178**	**10,225**	**2·4**	**(2·1)**
Broxbourne	779	440	1,219		
Dacorum	785	373	1,158		
East Hertfordshire	582	307	889		
Hertsmere	711	270	981		
North Hertfordshire	895	427	1,322		
St Albans	690	269	959		
Stevenage	776	305	1,081		
Three Rivers	408	182	590		
Watford	719	279	998		
Welwyn Hatfield	702	326	1,028		
Isle of Wight	**2,296**	**1,049**	**3,345**	**7·3**	**(5·9)**
Medina	1,321	581	1,902		
South Wight	975	468	1,443		
Kent	**18,305**	**7,244**	**25,549**	**4·6**	**(3·8)**
Ashford	863	362	1,225		
Canterbury	1,709	611	2,320		
Dartford	864	353	1,217		
Dover	1,537	503	2,040		
Gillingham	1,214	527	1,741		
Gravesham	1,346	604	1,950		
Maidstone	995	430	1,425		
Rochester-upon-Medway	1,936	967	2,903		
Sevenoaks	795	286	1,081		
Shepway	1,511	554	2,065		
Swale	1,713	719	2,432		
Thanet	2,623	881	3,504		
Tonbridge and Malling	692	258	950		
Tunbridge Wells	507	189	696		
Oxfordshire	**3,732**	**1,641**	**5,373**	**2·2**	**(1·9)**
Cherwell	719	399	1,118		
Oxford	1,426	480	1,906		
South Oxfordshire	670	307	977		
Vale of White Horse	515	230	745		
West Oxfordshire	402	225	627		
Surrey	**4,789**	**1,955**	**6,744**	*	*
Elmbridge	471	220	691		
Epsom and Ewell	435	167	602		
Guildford	650	207	857		
Mole Valley	316	129	445		
Reigate and Banstead	585	229	814		
Runnymede	342	157	499		
Spelthorne	471	200	671		
Surrey Heath	304	160	464		
Tandridge	364	165	529		
Waverley	414	177	591		
Woking	437	144	581		
West Sussex	**3,553**	**1,373**	**4,926**	**1·7**	**(1·4)**
Adur	265	95	360		
Arun	791	280	1,071		
Chichester	515	210	725		
Crawley	447	170	617		
Horsham	357	155	512		
Mid Sussex	424	178	602		
Worthing	754	285	1,039		
EAST ANGLIA					
Cambridgeshire	**6,289**	**2,599**	**8,888**	**3·2**	**(2·8)**
Cambridge	1,167	425	1,592		
East Cambridgeshire	240	120	360		
Fenland	809	371	1,180		
Huntingdon	969	557	1,526		
Peterborough	2,608	866	3,474		
South Cambridgeshire	496	260	756		
Norfolk	**9,753**	**4,113**	**13,866**	**4·9**	**(4·0)**
Breckland	889	447	1,336		
Broadland	670	347	1,017		
Great Yarmouth	2,132	860	2,992		
North Norfolk	811	321	1,132		
Norwich	2,894	991	3,885		
South Norfolk	778	453	1,231		
West Norfolk	1,579	694	2,273		
Suffolk	**5,688**	**2,743**	**8,431**	**3·3**	**(2·8)**
Babergh	538	283	821		
Forest Heath	302	226	528		
Ipswich	1,581	552	2,133		
Mid Suffolk	423	256	679		
St Edmundsbury	599	374	973		
Suffolk Coastal	656	288	944		
Waveney	1,589	764	2,353		
SOUTH WEST					
Avon	**14,706**	**6,664**	**21,370**	**5·0**	**(4·4)**
Bath	1,308	576	1,884		
Bristol	9,066	3,591	12,657		
Kingswood	822	441	1,263		
Northavon	1,009	667	1,676		
Wansdyke	561	392	953		
Woodspring	1,940	997	2,937		
Cornwall	**8,751**	**4,055**	**12,806**	**8·7**	**(6·7)**
Caradon	1,008	555	1,563		
Carrick	1,498	641	2,139		
Isles of Scilly	16	14	30		
Kerrier	2,012	838	2,850		
North Cornwall	1,039	580	1,619		
Penwith	1,597	646	2,243		
Restormel	1,581	781	2,362		
Devon	**15,742**	**6,828**	**22,570**	**6·1**	**(4·9)**
East Devon	961	445	1,406		
Exeter	1,555	557	2,112		
Mid Devon	511	315	826		
North Devon	1,198	587	1,785		
Plymouth	6,389	2,601	8,990		
South Hams	742	426	1,168		
Teignbridge	1,028	424	1,452		
Torbay	2,175	854	3,029		
Torridge	684	342	1,026		
West Devon	499	277	776		

2·9 UNEMPLOYMENT
UK Summary

Unemployment in counties and local authority districts at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
Dorset	**6,317**	**2,539**	**8,856**	**3·8**	**(3·1)**
Bournemouth	2,420	840	3,260		
Christchurch	303	119	422		
East Dorset	441	215	656		
North Dorset	252	145	397		
Poole	1,231	454	1,685		
Purbeck	274	131	405		
West Dorset	541	282	823		
Weymouth and Portland	855	353	1,208		
Gloucestershire	**5,379**	**2,552**	**7,931**	**3·6**	**(3·1)**
Cheltenham	1,192	483	1,675		
Cotswold	314	197	511		
Forest of Dean	802	421	1,223		
Gloucester	1,481	576	2,057		
Stroud	931	528	1,459		
Tewkesbury	659	347	1,006		
Somerset	**4,678**	**2,555**	**7,233**	**4·3**	**(3·5)**
Mendip	835	550	1,385		
Sedgemoor	1,287	669	1,956		
Taunton Deane	1,104	456	1,560		
West Somerset	365	173	538		
Yeovil	1,087	707	1,794		
Wiltshire	**4,493**	**2,415**	**6,908**	**3·1**	**(2·7)**
Kennet	345	254	599		
North Wiltshire	686	490	1,176		
Salisbury	861	439	1,300		
Thamesdown	1,733	738	2,471		
West Wiltshire	868	494	1,362		
WEST MIDLANDS					
Hereford and Worcester	**7,508**	**3,640**	**11,148**	**4·4**	**(3·7)**
Bromsgrove	1,043	565	1,608		
Hereford	756	386	1,142		
Leominster	351	185	536		
Malvern Hills	809	327	1,136		
Redditch	937	497	1,434		
South Herefordshire	453	226	679		
Worcester	1,399	557	1,956		
Wychavon	682	408	1,090		
Wyre Forest	1,078	489	1,567		
Shropshire	**5,300**	**2,460**	**7,760**	**5·3**	**(4·3)**
Bridgnorth	437	245	682		
North Shropshire	515	309	824		
Oswestry	386	253	639		
Shrewsbury and Atcham	1,129	550	1,679		
South Shropshire	322	166	488		
The Wrekin	2,511	937	3,448		
Staffordshire	**14,129**	**6,792**	**20,921**	**5·1**	**(4·4)**
Cannock Chase	1,444	719	2,163		
East Staffordshire	1,418	675	2,093		
Lichfield	949	572	1,521		
Newcastle-under-Lyme	1,474	610	2,084		
South Staffordshire	1,441	831	2,272		
Stafford	1,151	572	1,723		
Staffordshire Moorlands	876	467	1,343		
Stoke-on-Trent	4,107	1,609	5,716		
Tamworth	1,269	737	2,006		
Warwickshire	**5,222**	**3,036**	**8,258**	**4·1**	**(3·5)**
North Warwickshire	765	471	1,236		
Nuneaton and Bedworth	1,791	960	2,751		
Rugby	890	556	1,446		
Stratford-on-Avon	578	392	970		
Warwick	1,198	657	1,855		
West Midlands	**76,361**	**28,414**	**104,775**	**8·3**	**(7·5)**
Birmingham	35,304	11,908	47,212		
Coventry	8,353	3,640	11,993		
Dudley	5,867	2,682	8,549		
Sandwell	8,780	3,295	12,075		
Solihull	3,254	1,497	4,751		
Walsall	6,367	2,218	8,585		
Wolverhampton	8,436	3,174	11,610		
EAST MIDLANDS					
Derbyshire	**16,886**	**7,062**	**23,948**	**6·2**	**(5·4)**
Amber Valley	1,366	628	1,994		
Bolsover	1,759	638	2,397		
Chesterfield	2,509	994	3,503		
Derby	5,304	1,935	7,239		
Erewash	1,566	671	2,237		
High Peak	1,085	599	1,684		
North East Derbyshire	1,936	859	2,795		
South Derbyshire	723	346	1,069		
West Derbyshire	638	392	1,030		
Leicestershire	**12,194**	**5,439**	**17,633**	**4·5**	**(3·9)**
Blaby	572	307	879		
Charnwood	1,335	747	2,082		
Harborough	309	156	465		
Hinckley and Bosworth	699	477	1,176		
Leicester	7,369	2,711	10,080		
Melton	362	176	538		
North West Leicestershire	973	471	1,444		
Oadby and Wigston	357	254	611		
Rutland	218	140	358		
Lincolnshire	**9,182**	**4,174**	**13,356**	**6·3**	**(5·2)**
Boston	854	374	1,228		
East Lindsey	2,463	1,053	3,516		
Lincoln	2,431	919	3,350		
North Kesteven	735	479	1,214		
South Holland	568	322	890		
South Kesteven	1,018	466	1,484		
West Lindsey	1,113	561	1,674		
Northamptonshire	**5,002**	**2,567**	**7,569**	**3·1**	**(2·7)**
Corby	817	391	1,208		
Daventry	347	251	598		
East Northamptonshire	332	216	548		
Kettering	589	324	913		
Northampton	1,949	885	2,834		
South Northamptonshire	272	180	452		
Wellingborough	696	320	1,016		
Nottinghamshire	**24,197**	**8,577**	**32,774**	**7·4**	**(6·5)**
Ashfield	2,581	776	3,357		
Bassetlaw	2,412	964	3,376		
Broxtowe	1,416	655	2,071		
Gedling	1,541	743	2,284		
Mansfield	2,744	890	3,634		
Newark	1,821	729	2,550		
Nottingham	10,471	3,239	13,710		
Rushcliffe	1,211	581	1,792		
YORKSHIRE AND HUMBERSIDE					
Humberside	**22,371**	**7,949**	**30,320**	**8·6**	**(7·5)**
Beverley	1,234	733	1,967		
Boothferry	1,152	477	1,629		
Cleethorpes	1,591	597	2,188		
East Yorkshire	1,250	584	1,834		
Glanford	975	455	1,430		
Great Grimsby	3,389	852	4,241		
Holderness	666	399	1,065		
Kingston-upon-Hull	10,388	3,313	13,701		
Scunthorpe	1,726	539	2,265		
North Yorkshire	**8,443**	**4,096**	**12,539**	**4·7**	**(3·8)**
Craven	357	202	559		
Hambleton	735	440	1,175		
Harrogate	1,044	530	1,574		
Richmondshire	317	249	566		
Ryedale	736	418	1,154		
Scarborough	2,062	804	2,866		
Selby	933	618	1,551		
York	2,259	835	3,094		
South Yorkshire	**41,725**	**14,772**	**56,497**	**10·8**	**(9·6)**
Barnsley	7,328	2,180	9,508		
Doncaster	9,391	3,444	12,835		
Rotherham	7,937	2,990	10,927		
Sheffield	17,069	6,158	23,227		
West Yorkshire	**46,358**	**16,831**	**63,189**	**7·0**	**(6·2)**
Bradford	11,656	3,860	15,516		
Calderdale	3,464	1,468	4,932		
Kirklees	6,963	2,845	9,808		
Leeds	16,333	5,940	22,273		
Wakefield	7,942	2,718	10,660		
NORTH WEST					
Cheshire	**16,805**	**7,063**	**23,868**	**6·0**	**(5·3)**
Chester	2,308	903	3,211		
Congleton	772	454	1,226		
Crewe and Nantwich	1,624	748	2,372		
Ellesmere Port and Neston	1,903	754	2,657		
Halton	3,984	1,423	5,407		
Macclesfield	1,513	700	2,213		
Vale Royal	1,667	865	2,532		
Warrington	3,034	1,216	4,250		
Greater Manchester	**69,539**	**25,669**	**95,208**	**8·2**	**(7·2)**
Bolton	6,738	2,528	9,266		
Bury	2,853	1,324	4,177		
Manchester	20,952	6,469	27,421		
Oldham	5,235	2,126	7,361		
Rochdale	5,104	2,013	7,117		
Salford	7,569	2,308	9,877		
Stockport	4,280	1,870	6,150		
Tameside	4,587	1,972	6,559		
Trafford	4,490	1,649	6,139		
Wigan	7,731	3,410	11,141		
Lancashire	**26,073**	**9,941**	**36,014**	**6·5**	**(5·5)**
Blackburn	3,704	1,148	4,852		
Blackpool	3,421	1,092	4,513		
Burnley	1,941	663	2,604		
Chorley	1,299	757	2,056		
Fylde	602	252	854		
Hyndburn	1,115	483	1,598		
Lancaster	2,854	1,127	3,981		
Pendle	1,162	451	1,613		
Preston	3,575	1,024	4,599		
Ribble Valley	302	209	511		
Rossendale	913	414	1,327		
South Ribble	1,302	663	1,965		
West Lancashire	2,497	1,120	3,617		
Wyre	1,386	538	1,924		
Merseyside	**62,943**	**21,194**	**84,137**	**14·1**	**(12·6)**
Knowsley	9,030	2,906	11,936		
Liverpool	27,647	8,908	36,555		
Sefton	8,835	3,354	12,189		
St Helens	5,855	2,214	8,069		
Wirral	11,576	3,812	15,388		
NORTH					
Cleveland	**21,396**	**6,917**	**28,313**	**12·4**	**(11·3)**
Hartlepool	3,663	1,090	4,753		
Langbaurgh	5,103	1,690	6,793		

UNEMPLOYMENT
Area statistics 2·9

Unemployment in counties and local authority districts at October 12, 1989

	Male	Female	All	Rate: † per cent employees and unemployed	Rate: † per cent workforce
Middlesbrough	6,818	1,963	8,781		
Stockton-on-Tees	5,812	2,174	7,986		
Cumbria	**7,438**	**3,810**	**11,248**	**5·4**	**(4·6)**
Allerdale	1,914	978	2,892		
Barrow-In-Furness	1,339	727	2,066		
Carlisle	1,677	803	2,480		
Copeland	1,580	783	2,363		
Eden	290	202	492		
South Lakeland	638	317	955		
Durham	**15,819**	**5,678**	**21,497**	**9·6**	**(8·5)**
Chester-le-Street	1,262	536	1,798		
Darlington	2,686	978	3,664		
Derwentside	2,670	869	3,539		
Durham	1,982	786	2,768		
Easington	2,668	750	3,418		
Sedgefield	2,192	919	3,111		
Teesdale	391	194	585		
Wear Valley	1,968	646	2,614		
Northumberland	**6,488**	**2,558**	**9,046**	**8·7**	**(7·2)**
Alnwick	640	294	934		
Berwick-upon-Tweed	436	199	635		
Blyth Valley	2,112	760	2,872		
Castle Morpeth	804	346	1,150		
Tynedale	629	346	975		
Wansbeck	1,867	613	2,480		
Tyne and Wear	**43,743**	**13,464**	**57,207**	**11·2**	**(10·3)**
Gateshead	7,197	2,177	9,374		
Newcastle upon Tyne	11,481	3,681	15,162		
North Tyneside	5,687	1,935	7,622		
South Tyneside	6,920	1,948	8,868		
Sunderland	12,458	3,723	16,181		
WALES					
Clwyd	**7,299**	**3,012**	**10,311**	**6·8**	**(5·7)**
Alyn and Deeside	1,077	530	1,607		
Colwyn	967	391	1,358		
Delyn	1,088	393	1,481		
Glyndwr	517	283	800		
Rhuddlan	1,340	494	1,834		
Wrexham Maelor	2,310	921	3,231		
Dyfed	**6,887**	**2,792**	**9,679**	**8·5**	**(6·6)**
Carmarthen	872	350	1,222		
Ceredigion	1,058	427	1,485		
Dinefwr	696	305	1,001		
Llanelli	1,726	653	2,379		
Preseli	1,590	640	2,230		
South Pembrokeshire	945	417	1,362		
Gwent	**10,144**	**3,653**	**13,797**	**8·0**	**(7·1)**
Blaenau Gwent	2,450	735	3,185		
Islwyn	1,307	450	1,757		
Monmouth	964	456	1,420		
Newport	3,394	1,208	4,602		
Torfaen	2,029	804	2,833		
Gwynedd	**5,873**	**2,444**	**8,317**	**10·2**	**(8·2)**
Aberconwy	999	409	1,408		
Arfon	1,764	602	2,366		
Dwyfor	673	281	954		
Meirionnydd	578	287	865		
Ynys Mon - Isle of Anglesey	1,859	865	2,724		
Mid Glamorgan	**14,232**	**4,153**	**18,385**	**9·8**	**(8·6)**
Cynon Valley	2,106	581	2,687		
Merthyr Tydfil	1,934	485	2,419		
Ogwr	2,955	1,019	3,974		
Rhondda	2,167	572	2,739		
Rhymney Valley	2,917	775	3,692		
Taff-Ely	2,153	721	2,874		
Powys	**1,131**	**608**	**1,739**	**4·5**	**(3·3)**
Brecknock	500	245	745		
Montgomery	441	224	665		
Radnor	190	139	329		
South Glamorgan	**9,748**	**3,140**	**12,888**	**6·7**	**(6·1)**
Cardiff	7,496	2,267	9,763		
Vale of Glamorgan	2,252	873	3,125		
West Glamorgan	**8,580**	**2,818**	**11,398**	**8·3**	**(7·4)**
Afan	1,022	284	1,306		
Lliw Valley	1,264	414	1,678		
Neath	1,270	480	1,750		
Swansea	5,024	1,640	6,664		
SCOTLAND					
Borders Region	**1,444**	**643**	**2,087**	**5·1**	**(4·3)**
Berwick	228	109	337		
Ettrick and Lauderdale	453	190	643		
Roxburgh	543	229	772		
Tweedale	220	115	335		
Central Region	**7,494**	**3,340**	**10,834**	**10·2**	**(9·0)**
Clackmannan	1,567	627	2,194		
Falkirk	3,905	1,833	5,738		
Stirling	2,022	880	2,902		
Dumfries and Galloway Region	**2,840**	**1,512**	**4,352**	**7·6**	**(6·2)**
Annandale and Eskdale	465	302	767		
Nithsdale	1,205	587	1,792		
Stewartry	362	244	606		
Wigtown	808	379	1,187		
Fife Region	**9,177**	**4,067**	**13,244**	**10·3**	**(9·1)**
Dunfermline	3,532	1,443	4,975		
Kirkcaldy	4,732	2,011	6,743		
North East Fife	913	613	1,526		
Grampian Region	**7,440**	**3,650**	**11,090**	**4·7**	**(4·1)**
Banff and Buchan	1,350	659	2,009		
City of Aberdeen	3,680	1,465	5,145		
Gordon	577	411	988		
Kincardine and Deeside	339	237	576		
Moray	1,494	878	2,372		
Highlands Region	**5,347**	**2,289**	**7,636**	**9·1**	**(7·6)**
Badenoch and Strathspey	188	107	295		
Caithness	841	267	1,108		
Inverness	1,534	580	2,114		
Lochaber	491	233	724		
Nairn	289	132	421		
Ross and Cromarty	1,253	621	1,874		
Skye and Lochalsh	343	148	491		
Sutherland	408	201	609		
Lothian Region	**19,591**	**7,273**	**26,864**	**7·4**	**(6·7)**
City of Edinburgh	12,255	4,461	16,716		
East Lothian	1,705	649	2,354		
Midlothian	1,939	714	2,653		
West Lothian	3,692	1,449	5,141		
Strathclyde Region	**89,914**	**30,783**	**120,697**	**12·3**	**(11·0)**
Argyll and Bute	1,393	728	2,121		
Bearsden and Milngavie	500	246	746		
City of Glasgow	40,234	12,118	52,352		
Clydebank	2,107	670	2,777		
Clydesdale	1,398	615	2,013		
Cumbernauld and Kilsyth	1,603	817	2,420		
Cumnock and Doon Valley	2,239	670	2,909		
Cunninghame	4,774	1,753	6,527		
Dumbarton	2,426	1,076	3,502		
East Kilbride	1,654	887	2,541		
Eastwood	628	410	1,038		
Hamilton	3,445	1,142	4,587		
Inverclyde	4,373	1,338	5,711		
Kilmarnock and Loudoun	2,593	999	3,592		
Kyle and Carrick	2,972	1,164	4,136		
Monklands	4,122	1,269	5,391		
Motherwell	5,113	1,648	6,761		
Renfrew	6,441	2,424	8,865		
Strathkelvin	1,899	809	2,708		
Tayside Region	**10,393**	**4,566**	**14,959**	**8·8**	**(7·7)**
Angus	1,826	984	2,810		
City of Dundee	6,574	2,671	9,245		
Perth and Kinross	1,993	911	2,904		
Orkney Islands	**319**	**174**	**493**	**7·0**	**(5·1)**
Shetland Islands	**256**	**154**	**410**	**4·0**	**(3·3)**
Western Isles	**1,124**	**335**	**1,459**	**13·1**	**(10·5)**
NORTHERN IRELAND					
Antrim	1,690	707	2,397		
Ards	1,776	825	2,601		
Armagh	2,138	884	3,022		
Ballymena	1,860	864	2,724		
Ballymoney	1,086	340	1,426		
Banbridge	934	522	1,456		
Belfast	19,455	5,950	25,405		
Carrickfergus	1,076	492	1,568		
Castlereagh	1,734	908	2,642		
Coleraine	2,520	886	3,406		
Cookstown	1,578	629	2,207		
Craigavon	3,109	1,227	4,336		
Derry	6,831	1,651	8,482		
Down	1,744	848	2,592		
Dungannon	2,384	861	3,245		
Fermanagh	2,682	887	3,569		
Larne	1,137	420	1,557		
Limavady	1,670	486	2,156		
Lisburn	3,326	1,446	4,772		
Magherafelt	1,609	643	2,252		
Moyle	884	237	1,121		
Newry and Mourne	4,636	1,598	6,234		
Newtownabbey	2,556	1,248	3,804		
North Down	1,596	1,014	2,610		
Omagh	2,137	838	2,975		
Strabane	2,662	653	3,315		

* 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 calculated as a percentage of the workforce (the sum of employees in employment, unemployed calimants, self- employed, HM Forces and participants on work-related government training programmes) have been introduced this month in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the 1987 Census of Employment results.

See also footnote ‡ to *table 2·1*.

Unemployment in Parliamentary constituencies at October 12, 1989

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	1,795	632	2,427
Mid Bedfordshire	604	317	921
North Bedfordshire	1,197	421	1,618
North Luton	1,033	449	1,482
South West Bedfordshire	665	320	985
Berkshire			
East Berkshire	787	360	1,147
Newbury	538	201	739
Reading East	918	341	1,259
Reading West	613	213	826
Slough	1,193	533	1,726
Windsor and Maidenhead	582	290	872
Wokingham	451	241	692
Buckinghamshire			
Aylesbury	579	270	849
Beaconsfield	400	186	586
Buckingham	492	224	716
Chesham and Amersham	355	165	520
Milton Keynes	1,205	606	1,811
Wycombe	786	298	1,084
East Sussex			
Bexhill and Battle	492	226	718
Brighton Kemptown	1,860	563	2,423
Brighton Pavilion	1,693	696	2,389
Eastbourne	837	343	1,180
Hastings and Rye	1,224	429	1,653
Hove	1,379	649	2,028
Lewes	726	327	1,053
Wealden	378	203	581
Essex			
Basildon	1,671	752	2,423
Billericay	808	435	1,243
Braintree	659	388	1,047
Brentwood and Ongar	592	230	822
Castle Point	841	422	1,263
Chelmsford	890	428	1,318
Epping Forest	792	398	1,190
Harlow	1,132	522	1,654
Harwich	1,562	566	2,128
North Colchester	984	481	1,465
Rochford	685	368	1,053
Saffron Walden	426	258	684
South Colchester and Maldon	919	558	1,477
Southend East	1,462	528	1,990
Southend West	994	397	1,391
Thurrock	1,393	645	2,038
Greater London			
Barking	1,250	412	1,662
Battersea	2,457	839	3,296
Beckenham	983	440	1,423
Bethnal Green and Stepney	3,851	947	4,798
Bexleyheath	743	400	1,143
Bow and Poplar	3,691	1,077	4,768
Brent East	2,423	964	3,387
Brent North	1,061	461	1,522
Brent South	2,346	891	3,237
Brentford and Isleworth	1,255	540	1,795
Carshalton and Wallington	827	354	1,181
Chelsea	993	441	1,434
Chingford	902	440	1,342
Chipping Barnet	672	310	982
Chislehurst	720	336	1,056
City of London and Westminster South	1,347	577	1,924
Croydon Central	1,080	408	1,488
Croydon North East	1,274	547	1,821
Croydon North West	1,383	623	2,006
Croydon South	535	272	807
Dagenham	1,038	414	1,452
Dulwich	1,877	774	2,651
Ealing North	1,253	528	1,781
Ealing Acton	1,690	718	2,408
Ealing Southall	1,786	786	2,572
Edmonton	1,661	699	2,360
Eltham	1,366	525	1,891
Enfield North	1,197	556	1,753
Enfield Southgate	1,011	411	1,422
Erith and Crayford	1,218	594	1,812
Feltham and Heston	1,390	618	2,008
Finchley	855	460	1,315
Fulham	1,937	787	2,724
Greenwich	1,874	694	2,568
Hackney North and Stoke Newington	4,381	1,595	5,976
Hackney South and Shoreditch	4,960	1,647	6,607
Hammersmith	2,729	917	3,646
Hampstead and Highgate	2,040	962	3,002
Harrow East	1,000	463	1,463
Harrow West	667	307	974
Hayes and Harlington	698	340	1,038
Hendon North	1,008	489	1,497
Hendon South	950	404	1,354
Holborn and St Pancras	3,218	1,253	4,471
Hornchurch	637	292	929
Hornsey and Wood Green	3,062	1,413	4,475
Ilford North	779	372	1,151
Ilford South	1,285	528	1,813
Islington North	3,634	1,456	5,090
Islington South and Finsbury	3,114	1,336	4,450
Kensington	1,750	750	2,500
Kingston-upon-Thames	682	284	966
Lewisham East	1,757	706	2,463
Lewisham West	2,156	866	3,022
Lewisham Deptford	3,594	1,298	4,892
Leyton	2,406	837	3,243
Mitcham and Morden	1,222	492	1,714
Newham North East	2,617	886	3,503
Newham North West	2,478	805	3,283
Newham South	2,472	884	3,356
Norwood	3,258	1,197	4,455
Old Bexley and Sidcup	450	256	706
Orpington	728	297	1,025
Peckham	3,710	1,270	4,980
Putney	1,166	514	1,680
Ravensbourne	533	273	806
Richmond-upon-Thames and Barnes	807	392	1,199
Romford	786	299	1,085
Ruislip-Northwood	422	212	634
Southwark and Bermondsey	3,480	953	4,433
Streatham	2,664	998	3,662
Surbiton	372	188	560
Sutton and Cheam	620	322	942
Tooting	2,020	887	2,907
Tottenham	4,639	1,609	6,248
Twickenham	661	311	972
Upminster	739	291	1,030
Uxbridge	741	315	1,056
Vauxhall	4,327	1,550	5,877
Walthamstow	1,791	666	2,457
Wanstead and Woodford	680	314	994
Westminster North	2,504	965	3,469
Wimbledon	768	361	1,129
Woolwich	2,546	1,000	3,546
Hampshire			
Aldershot	713	320	1,033
Basingstoke	783	272	1,055
East Hampshire	602	307	909
Eastleigh	1,021	480	1,501
Fareham	714	356	1,070
Gosport	928	551	1,479
Havant	1,534	546	2,080
New Forest	670	278	948
North West Hampshire	461	230	691
Portsmouth North	1,288	538	1,826
Portsmouth South	2,400	881	3,281
Romsey and Waterside	939	459	1,398
Southampton Itchen	2,095	712	2,807
Southampton Test	1,788	550	2,338
Winchester	480	199	679
Hertfordshire			
Broxbourne	838	460	1,298
Hertford and Stortford	500	265	765
Hertsmere	751	291	1,042
North Hertfordshire	868	406	1,274
South West Hertfordshire	506	228	734
St Albans	546	223	769
Stevenage	851	354	1,205
Watford	842	320	1,162
Welwyn Hatfield	710	329	1,039
West Hertfordshire	635	302	937
Isle of Wight			
Isle of Wight	2,296	1,049	3,345
Kent			
Ashford	863	362	1,225
Canterbury	1,309	472	1,781
Dartford	1,013	421	1,434
Dover	1,457	470	1,927
Faversham	1,647	690	2,337
Folkestone and Hythe	1,511	554	2,065
Gillingham	1,230	538	1,768
Gravesham	1,346	604	1,950
Maidstone	780	323	1,103
Medway	1,101	539	1,640
Mid Kent	1,050	535	1,585
North Thanet	1,762	562	2,324
Sevenoaks	646	218	864
South Thanet	1,391	509	1,900
Tonbridge and Malling	692	258	950
Tunbridge Wells	507	189	696
Oxfordshire			
Banbury	651	375	1,026
Henley	378	180	558
Oxford East	1,124	390	1,514
Oxford West and Abingdon	727	259	986
Wantage	382	188	570
Witney	470	249	719
Surrey			
Chertsey and Walton	394	198	592
East Surrey	364	165	529
Epsom and Ewell	548	201	749
Esher	326	133	459
Guildford	518	163	681
Mole Valley	334	135	469
North West Surrey	446	228	674
Reigate	472	195	667
South West Surrey	359	146	505
Spelthorne	471	200	671
Woking	557	191	748
West Sussex			
Arundel	679	232	911
Chichester	515	210	725
Crawley	510	196	706
Horsham	357	155	512
Mid Sussex	361	152	513
Shoreham	377	143	520
Worthing	754	285	1,039
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,085	396	1,481
Huntingdon	827	475	1,302
North East Cambridgeshire	944	441	1,385
Peterborough	2,400	748	3,148

Unemployment in Parliamentary constituencies at October 12, 1989

	Male	Female	All
South East Cambridgeshire	382	205	587
South West Cambridgeshire	651	334	985
Norfolk			
Great Yarmouth	2,132	860	2,992
Mid Norfolk	684	314	998
North Norfolk	811	321	1,132
North West Norfolk	1,309	525	1,834
Norwich North	1,137	424	1,561
Norwich South	2,011	696	2,707
South Norfolk	778	453	1,231
South West Norfolk	891	520	1,411
Suffolk			
Bury St Edmunds	700	441	1,141
Central Suffolk	736	341	1,077
Ipswich	1,268	467	1,735
South Suffolk	739	442	1,181
Suffolk Coastal	656	288	944
Waveney	1,589	764	2,353
SOUTH WEST			
Avon			
Bath	1,308	576	1,884
Bristol East	1,694	766	2,460
Bristol North West	1,612	639	2,251
Bristol South	2,702	1,018	3,720
Bristol West	2,621	1,000	3,621
Kingswood	1,123	535	1,658
Northavon	844	564	1,408
Wansdyke	725	471	1,196
Weston-super-Mare	1,299	634	1,933
Woodspring	778	461	1,239
Cornwall			
Falmouth and Camborne	2,230	822	3,052
North Cornwall	1,568	863	2,431
South East Cornwall	1,255	677	1,932
St Ives	2,085	936	3,021
Truro	1,613	757	2,370
Devon			
Exeter	1,555	557	2,112
Honiton	839	387	1,226
North Devon	1,225	607	1,832
Plymouth Devonport	2,338	880	3,218
Plymouth Drake	2,635	1,002	3,637
Plymouth Sutton	1,416	719	2,135
South Hams	1,199	581	1,780
Teignbridge	934	383	1,317
Tiverton	709	405	1,114
Torbay	1,709	688	2,397
Torridge and West Devon	1,183	619	1,802
Dorset			
Bournemouth East	1,498	535	2,033
Bournemouth West	1,205	399	1,604
Christchurch	555	244	799
North Dorset	499	259	758
Poole	948	360	1,308
South Dorset	1,081	473	1,554
West Dorset	531	269	800
Gloucestershire			
Cheltenham	1,277	535	1,812
Cirencester and Tewkesbury	615	330	945
Gloucester	1,499	608	2,107
Stroud	948	530	1,478
West Gloucestershire	1,040	549	1,589
Somerset			
Bridgwater	1,279	650	1,929
Somerton and Frome	671	439	1,110
Taunton	1,129	468	1,597
Wells	817	491	1,308
Yeovil	782	507	1,289
Wiltshire			
Devizes	636	394	1,030
North Wiltshire	686	490	1,176
Salisbury	825	422	1,247
Swindon	1,442	598	2,040
Westbury	904	511	1,415
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,043	565	1,608
Hereford	1,098	555	1,653
Leominster	770	386	1,156
Mid Worcestershire	1,261	699	1,960
South Worcestershire	775	337	1,112
Worcester	1,483	609	2,092
Wyre Forest	1,078	489	1,567
Shropshire			
Ludlow	759	411	1,170
North Shropshire	1,050	660	1,710
Shrewsbury and Atcham	1,129	550	1,679
The Wrekin	2,362	839	3,201
Staffordshire			
Burton	1,418	675	2,093
Cannock and Burntwood	1,369	745	2,114
Mid Staffordshire	1,049	525	1,574
Newcastle-under-Lyme	1,150	437	1,587
South East Staffordshire	1,482	879	2,361
South Staffordshire	1,441	831	2,272
Stafford	999	502	1,501
Staffordshire Moorlands	876	467	1,343
Stoke-on-Trent Central	1,699	668	2,367
Stoke-on-Trent North	1,415	535	1,950
Stoke-on-Trent South	1,231	528	1,759
Warwickshire			
North Warwickshire	1,380	820	2,200
Nuneaton	1,255	672	1,927
Rugby and Kenilworth	947	610	1,557
Stratford-on-Avon	578	392	970
Warwick and Leamington	1,062	542	1,604
West Midlands			
Aldridge-Brownhills	1,254	550	1,804
Birmingham Edgbaston	2,214	850	3,064
Birmingham Erdington	3,061	1,040	4,101
Birmingham Hall Green	2,058	791	2,849
Birmingham Hodge Hill	3,019	928	3,947
Birmingham Ladywood	4,410	1,339	5,749
Birmingham Northfield	3,250	1,166	4,416
Birmingham Perry Barr	3,153	1,115	4,268
Birmingham Small Heath	4,888	1,360	6,248
Birmingham Sparkbrook	4,004	1,051	5,055
Birmingham Yardley	1,788	739	2,527
Birmingham Selly Oak	2,550	979	3,529
Coventry North East	3,016	1,242	4,258
Coventry North West	1,591	813	2,404
Coventry South East	2,261	867	3,128
Coventry South West	1,485	718	2,203
Dudley East	2,708	1,058	3,766
Dudley West	1,799	898	2,697
Halesowen and Stourbridge	1,360	726	2,086
Meriden	2,383	949	3,332
Solihull	871	548	1,419
Sutton Coldfield	909	550	1,459
Walsall North	2,619	795	3,414
Walsall South	2,494	873	3,367
Warley East	2,217	866	3,083
Warley West	1,827	709	2,536
West Bromwich East	2,191	847	3,038
West Bromwich West	2,545	873	3,418
Wolverhampton North East	3,347	1,137	4,484
Wolverhampton South East	2,653	932	3,585
Wolverhampton South West	2,436	1,105	3,541
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,181	521	1,702
Bolsover	2,050	748	2,798
Chesterfield	2,230	875	3,105
Derby North	1,863	680	2,543
Derby South	3,003	1,065	4,068
Erewash	1,506	645	2,151
High Peak	1,142	633	1,775
North East Derbyshire	1,924	868	2,792
South Derbyshire	1,161	536	1,697
West Derbyshire	826	491	1,317
Leicestershire			
Blaby	689	377	1,066
Bosworth	768	497	1,265
Harborough	549	340	889
Leicester East	1,887	807	2,694
Leicester South	2,694	992	3,686
Leicester West	2,788	912	3,700
Loughborough	993	523	1,516
North West Leicestershire	1,073	529	1,602
Rutland and Melton	753	462	1,215
Lincolnshire			
East Lindsey	2,250	942	3,192
Gainsborough and Horncastle	1,326	672	1,998
Grantham	1,095	587	1,682
Holland with Boston	1,119	526	1,645
Lincoln	2,658	1,064	3,722
Stamford and Spalding	734	383	1,117
Northamptonshire			
Corby	992	511	1,503
Daventry	481	350	831
Kettering	638	355	993
Northampton North	1,116	495	1,611
Northampton South	922	440	1,362
Wellingborough	853	416	1,269
Nottinghamshire			
Ashfield	2,163	626	2,789
Bassetlaw	2,283	826	3,109
Broxtowe	1,171	555	1,726
Gedling	1,283	654	1,937
Mansfield	2,333	772	3,105
Newark	1,413	641	2,054
Nottingham East	4,388	1,364	5,752
Nottingham North	3,252	938	4,190
Nottingham South	2,831	937	3,768
Rushcliffe	1,211	581	1,792
Sherwood	1,869	683	2,552
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,161	663	1,824
Booth Ferry	1,402	672	2,074
Bridlington	1,739	858	2,597
Brigg and Cleethorpes	2,172	864	3,036
Glanford and Scunthorpe	2,120	727	2,847
Great Grimsby	3,389	852	4,241
Kingston-upon-Hull East	3,228	970	4,198
Kingston-upon-Hull North	3,798	1,193	4,991
Kingston-upon-Hull West	3,362	1,150	4,512
North Yorkshire			
Harrogate	780	357	1,137
Richmond	980	626	1,606
Ryedale	930	517	1,447
Scarborough	1,875	741	2,616
Selby	998	645	1,643
Skipton and Ripon	621	375	996
York	2,259	835	3,094

2·10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 12, 1989

	Male	Female	All
South Yorkshire			
Barnsley Central	2,570	687	3,257
Barnsley East	2,499	683	3,182
Barnsley West and Penistone	2,259	810	3,069
Don Valley	2,882	999	3,881
Doncaster Central	3,188	1,262	4,450
Doncaster North	3,321	1,183	4,504
Rother Valley	2,210	1,019	3,229
Rotherham	2,954	1,005	3,959
Sheffield Central	4,714	1,406	6,120
Sheffield Attercliffe	2,275	834	3,109
Sheffield Brightside	3,342	1,032	4,374
Sheffield Hallam	1,722	839	2,561
Sheffield Heeley	2,975	1,061	4,036
Sheffield Hillsborough	2,041	986	3,027
Wentworth	2,773	966	3,739
West Yorkshire			
Batley and Spen	1,762	629	2,391
Bradford North	3,220	950	4,170
Bradford South	2,231	809	3,040
Bradford West	3,833	1,030	4,863
Calder Valley	1,243	676	1,919
Colne Valley	1,408	696	2,104
Dewsbury	1,695	658	2,353
Elmet	1,195	512	1,707
Halifax	2,221	792	3,013
Hemsworth	2,152	691	2,843
Huddersfield	2,098	862	2,960
Keighley	1,342	621	1,963
Leeds Central	3,538	1,027	4,565
Leeds East	3,103	925	4,028
Leeds North East	1,837	768	2,605
Leeds North West	1,474	607	2,081
Leeds West	2,247	843	3,090
Morley and Leeds South	1,729	656	2,385
Normanton	1,430	655	2,085
Pontefract and Castleford	2,469	772	3,241
Pudsey	882	459	1,341
Shipley	1,030	450	1,480
Wakefield	2,219	743	2,962
NORTH WEST			
Cheshire			
City of Chester	1,979	688	2,667
Congleton	810	487	1,297
Crewe and Nantwich	1,586	715	2,301
Eddisbury	1,421	738	2,159
Ellesmere Port and Neston	2,043	862	2,905
Halton	2,945	1,156	4,101
Macclesfield	939	483	1,422
Tatton	1,009	451	1,460
Warrington North	2,068	772	2,840
Warrington South	2,005	711	2,716
Greater Manchester			
Altrincham and Sale	1,115	540	1,655
Ashton-under-Lyne	1,739	678	2,417
Bolton North East	2,276	762	3,038
Bolton South East	2,665	952	3,617
Bolton West	1,797	814	2,611
Bury North	1,376	607	1,983
Bury South	1,477	717	2,194
Cheadle	706	413	1,119
Davyhulme	1,628	588	2,216
Denton and Reddish	2,009	836	2,845
Eccles	2,168	759	2,927
Hazel Grove	908	475	1,383
Heywood and Middleton	2,093	850	2,943
Leigh	2,246	958	3,204
Littleborough and Saddleworth	1,163	624	1,787
Makerfield	1,982	1,023	3,005
Manchester Central	5,826	1,497	7,323
Manchester Blackley	3,334	1,037	4,371
Manchester Gorton	3,449	1,108	4,557
Manchester Withington	2,999	1,195	4,194
Manchester Wythenshawe	2,955	792	3,747
Oldham Central and Royton	2,615	949	3,564
Oldham West	1,815	745	2,560
Rochdale	2,653	971	3,624
Salford East	3,739	930	4,669
Stalybridge and Hyde	2,008	879	2,887
Stockport	1,497	561	2,058
Stretford	4,136	1,361	5,497
Wigan	2,962	1,156	4,118
Worsley	2,203	892	3,095
Lancashire			
Blackburn	3,186	916	4,102
Blackpool North	1,766	536	2,302
Blackpool South	1,655	556	2,211
Burnley	1,941	663	2,604
Chorley	1,368	815	2,183
Fylde	755	316	1,071
Hyndburn	1,115	483	1,598
Lancaster	1,279	518	1,797
Morecambe and Lunesdale	1,674	669	2,343
Pendle	1,162	451	1,613
Preston	3,157	824	3,981
Ribble Valley	567	345	912
Rossendale and Darwen	1,431	646	2,077
South Ribble	1,302	663	1,965
West Lancashire	2,428	1,062	3,490
Wyre	1,287	478	1,765
Merseyside			
Birkenhead	4,837	1,283	6,120
Bootle	5,148	1,517	6,665
Crosby	2,072	1,042	3,114
Knowsley North	4,529	1,432	5,961
Knowsley South	4,501	1,474	5,975
Liverpool Broadgreen	4,394	1,475	5,869
Liverpool Garston	3,777	1,171	4,948
Liverpool Mossley Hill	3,769	1,424	5,193
Liverpool Riverside	5,833	1,687	7,520
Liverpool Walton	5,287	1,752	7,039
Liverpool West Derby	4,587	1,399	5,986
Southport	1,615	795	2,410
St Helens North	2,576	1,005	3,581
St Helens South	3,279	1,209	4,488
Wallasey	3,414	1,120	4,534
Wirral South	1,553	640	2,193
Wirral West	1,772	769	2,541
NORTH			
Cleveland			
Hartlepool	3,663	1,090	4,753
Langbaurgh	3,032	1,091	4,123
Middlesbrough	4,737	1,279	6,016
Redcar	3,566	1,072	4,638
Stockton North	3,499	1,207	4,706
Stockton South	2,899	1,178	4,077
Cumbria			
Barrow and Furness	1,499	822	2,321
Carlisle	1,407	607	2,014
Copeland	1,580	783	2,363
Penrith and the Border	835	584	1,419
Westmorland	501	235	736
Workington	1,616	779	2,395
Durham			
Bishop Auckland	2,420	882	3,302
City of Durham	1,982	786	2,768
Darlington	2,531	893	3,424
Easington	2,331	669	3,000
North Durham	2,599	927	3,526
North West Durham	2,213	809	3,022
Sedgefield	1,743	712	2,455
Northumberland			
Berwick-upon-Tweed	1,395	602	1,997
Blyth Valley	2,112	760	2,872
Hexham	759	440	1,199
Wansbeck	2,222	756	2,978
Tyne and Wear			
Blaydon	2,069	747	2,816
Gateshead East	2,988	913	3,901
Houghton and Washington	3,351	1,164	4,515
Jarrow	3,446	924	4,370
Newcastle upon Tyne Central	2,704	1,014	3,718
Newcastle upon Tyne East	3,224	1,074	4,298
Newcastle upon Tyne North	2,689	886	3,575
South Shields	3,474	1,024	4,498
Sunderland North	5,198	1,334	6,532
Sunderland South	3,909	1,225	5,134
Tyne Bridge	5,004	1,224	6,228
Tynemouth	2,514	890	3,404
Wallsend	3,173	1,045	4,218
WALES			
Clwyd			
Alyn and Deeside	1,171	576	1,747
Clwyd North West	1,925	700	2,625
Clwyd South West	1,149	539	1,688
Delyn	1,375	517	1,892
Wrexham	1,679	680	2,359
Dyfed			
Carmarthen	1,428	595	2,023
Ceredigion and Pembroke North	1,383	542	1,925
Llanelli	1,866	713	2,579
Pembroke	2,210	942	3,152
Gwent			
Blaenau Gwent	2,379	705	3,084
Islwyn	1,307	450	1,757
Monmouth	925	454	1,379
Newport East	1,713	625	2,338
Newport West	1,880	679	2,559
Torfaen	1,940	740	2,680
Gwynedd			
Caernarfon	1,731	601	2,332
Conwy	1,543	629	2,172
Meirionnydd Nant Conwy	740	349	1,089
Ynys Mon	1,859	865	2,724
Mid Glamorgan			
Bridgend	1,430	567	1,997
Caerphilly	2,283	639	2,922
Cynon Valley	2,106	581	2,687
Merthyr Tydfil and Rhymney	2,568	621	3,189
Ogmore	1,843	547	2,390
Pontypridd	1,835	626	2,461
Rhondda	2,167	572	2,739
Powys			
Brecon and Radnor	690	384	1,074
Montgomery	441	224	665
South Glamorgan			
Cardiff Central	2,404	844	3,248
Cardiff North	887	345	1,232
Cardiff South and Penarth	2,188	560	2,748
Cardiff West	2,427	681	3,108
Vale of Glamorgan	1,842	710	2,552
West Glamorgan			
Aberavon	1,315	389	1,704
Gower	1,175	507	1,682
Neath	1,487	507	1,994
Swansea East	2,259	629	2,888
Swansea West	2,344	786	3,130

Unemployment in Parliamentary constituencies at October 12, 1989

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	771	338	1,109
Tweeddale, Ettrick and Lauderdale	673	305	978
Central Region			
Clackmannan	2,129	883	3,012
Falkirk East	1,939	885	2,824
Falkirk West	1,764	824	2,588
Stirling	1,662	748	2,410
Dumfries and Galloway Region			
Dumfries	1,322	693	2,015
Galloway and Upper Nithsdale	1,518	819	2,337
Fife Region			
Central Fife	2,313	1,037	3,350
Dunfermline East	2,169	878	3,047
Dunfermline West	1,626	665	2,291
Kirkcaldy	2,156	874	3,030
North East Fife	913	613	1,526
Grampian Region			
Aberdeen North	1,829	646	2,475
Aberdeen South	1,321	543	1,864
Banff and Buchan	1,350	659	2,009
Gordon	740	522	1,262
Kincardine and Deeside	706	402	1,108
Moray	1,494	878	2,372
Highlands Region			
Caithness and Sutherland	1,249	468	1,717
Inverness, Nairn and Lochaber	2,368	988	3,356
Ross, Cromarty and Skye	1,730	833	2,563
Lothian Region			
East Lothian	1,705	649	2,354
Edinburgh Central	2,401	936	3,337
Edinburgh East	2,062	640	2,702
Edinburgh Leith	3,217	1,026	4,243
Edinburgh Pentlands	1,497	588	2,085
Edinburgh South	1,899	709	2,608
Edinburgh West	948	409	1,357
Linlithgow	2,085	764	2,849
Livingston	1,838	838	2,676
Mid Lothian	1,939	714	2,653
Strathclyde Region			
Argyll and Bute	1,393	728	2,121
Ayr	2,078	837	2,915
Carrick Cumnock and Doon Valley	3,133	997	4,130
Clydebank and Milngavie	2,358	783	3,141
Clydesdale	2,111	845	2,956
Cumbernauld and Kilsyth	1,603	817	2,420
Cunninghame North	2,137	909	3,046
Cunninghame South	2,637	844	3,481
Dumbarton	2,426	1,076	3,502
East Kilbride	1,654	887	2,541
Eastwood	1,342	678	2,020
Glasgow Cathcart	2,045	651	2,696
Glasgow Central	4,231	1,266	5,497
Glasgow Garscadden	3,285	927	4,212
Glasgow Govan	3,402	1,006	4,408
Glasgow Hillhead	2,680	1,162	3,842
Glasgow Maryhill	4,237	1,341	5,578
Glasgow Pollock	4,094	1,077	5,171
Glasgow Provan	4,435	1,202	5,637
Glasgow Rutherglen	3,350	1,003	4,353
Glasgow Shettleston	3,796	1,032	4,828
Glasgow Springburn	4,679	1,451	6,130
Greenock and Port Glasgow	4,006	1,104	5,110
Hamilton	2,732	912	3,644
Kilmarnock and Loudoun	2,593	999	3,592
Monklands East	2,728	818	3,546
Monklands West	2,048	728	2,776
Motherwell North	2,653	917	3,570
Motherwell South	2,460	731	3,191
Paisley North	2,451	899	3,350
Paisley South	2,287	773	3,060
Renfrew West and Inverclyde	1,356	718	2,074
Strathkelvin and Bearsden	1,494	665	2,159
Tayside Region			
Angus East	1,557	824	2,381
Dundee East	3,512	1,340	4,852
Dundee West	2,865	1,188	4,053
North Tayside	987	563	1,550
Perth and Kinross	1,472	651	2,123
Orkney and Shetland Islands	575	328	903
Western Isles	1,124	335	1,459
NORTHERN IRELAND			
Belfast East	3,050	1,254	4,304
Belfast North	5,368	1,616	6,984
Belfast South	3,406	1,470	4,876
Belfast West	7,948	1,755	9,703
East Antrim	3,411	1,373	4,784
East Londonderry	5,469	1,870	7,339
Fermanagh and South Tyrone	5,066	1,748	6,814
Foyle	8,214	1,996	10,210
Lagan Valley	3,419	1,487	4,906
Mid-Ulster	5,324	1,920	7,244
Newry and Armagh	5,427	1,858	7,285
North Antrim	3,830	1,441	5,271
North Down	2,373	1,341	3,714
South Antrim	3,048	1,494	4,542
South Down	3,467	1,674	5,141
Strangford	2,323	1,220	3,543
Upper Bann	3,667	1,547	5,214

See footnote ‡ to *table 2·1*.

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														
1988 Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776
Nov 10	724	592	36	92	185	147	119	248	51	95	283	1,980	—	1,980
Dec 8	450	375	11	57	134	71	66	135	26	55	156	1,161	—	1,161
1989 Jan 12	358	284	14	42	118	53	49	122	33	60	113	962	—	962
Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773
Aug 10	12,618	6,993	1,230	3,904	7,677	4,936	8,579	13,037	5,338	6,094	13,949	77,362	6,961	84,323
Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840

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

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														
1988 Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	0	3,235
1989 Jan 12	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075
Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600
Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030

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								
1986 Oct	20·8	16·6	13·4	9·1	7·6	11·8	5·5	11·6
1987 Jan	20·3	16·8	13·6	9·5	7·7	12·3	5·6	11·7
Apr	18·4	15·7	13·0	9·1	7·4	12·0	5·3	11·0
July	16·9	15·3	11·9	8·4	6·9	11·3	4·8	10·3
Oct	16·3	13·6	11·2	7·8	6·6	11·0	4·4	9·7
1988 Jan	15·4	13·4	11·2	7·8	6·5	10·7	4·0	9·5
Apr	13·6	12·2	10·5	7·3	6·2	10·3	3·7	8·9
July	12·3	11·8	9·5	6·6	5·6	9·6	3·3	8·1
Oct	12·0	10·6	9·0	6·2	5·3	9·4	3·2	7·4
1989 Jan	11·4	10·5	9·0	6·1	5·2	8·9	3·0	7·3
Apr	9·9	9·5	8·3	5·6	4·8	8·2	2·6	6·6
July	9·2	9·4	7·8	5·2	4·4	7·4	2·3	6·2
Oct	8·9	8·2	7·3	4·9	4·2	6·9	2·1	5·7
MALE								
1986 Oct	22·1	18·4	14·0	11·0	9·7	14·6	7·6	13·3
1987 Jan	22·5	18·8	14·6	11·7	9·9	15·4	7·9	13·7
Apr	20·6	17·7	14·0	11·2	9·6	15·1	7·4	13·0
July	18·8	17·0	13·0	10·3	8·9	14·2	6·6	12·1
Oct	18·0	15·3	12·2	9·7	8·5	13·8	6·1	11·5
1988 Jan	17·4	15·3	12·4	9·7	8·5	13·5	5·7	11·4
Apr	15·4	14·0	11·6	9·2	8·0	12·9	5·1	10·6
July	13·9	13·3	10·5	8·2	7·2	12·0	4·6	9·7
Oct	13·5	12·1	10·0	7·7	6·8	11·7	4·5	8·9
1989 Jan	13·2	12·4	10·2	7·7	6·7	11·3	4·2	8·9
Apr	11·6	11·3	9·6	7·2	6·2	10·3	3·7	8·1
July	10·8	11·0	9·1	6·7	5·7	9·3	3·2	7·6
Oct	10·4	9·9	8·6	6·4	5·5	8·6	3·0	7·1
FEMALE								
1986 Oct	19·2	14·2	12·5	6·2	4·9	7·8	0·3	9·0
1987 Jan	17·8	14·1	12·1	6·2	4·8	7·8	0·3	8·8
Apr	15·9	13·0	11·2	5·9	4·6	7·6	0·3	8·1
July	14·7	13·0	10·3	5·4	4·4	7·2	0·3	7·7
Oct	14·4	11·3	9·6	5·0	4·2	7·0	0·3	7·2
1988 Jan	13·3	10·9	9·3	4·9	4·1	6·8	0·2	7·0
Apr	11·6	9·9	8·7	4·6	3·9	6·6	0·3	6·5
July	10·6	9·9	8·0	4·3	3·7	6·2	0·2	6·0
Oct	10·3	8·5	7·4	3·9	3·4	6·1	0·2	5·3
1989 Jan	9·4	8·1	7·2	3·7	3·3	5·7	0·2	5·0
Apr	8·0	7·0	6·3	3·3	3·0	5·2	0·2	4·5
July	7·5	7·3	5·9	3·1	2·8	4·7	0·2	4·3
Oct	7·3	6·0	5·3	2·8	2·6	4·4	0·1	3·8

* 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 the relevant mid-year for 1986 and 1987 figures, and have not been updated to incorporate the latest revisions to the workforce estimates arising from the results of the 1987 census of Employment. These rates are thus no longer consistent with the rates (not seasonally adjusted) shown in *tables 2·1*, *2·2* and *2·3*, but will be updated shortly
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.

UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**	Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED																					
Monthly																					
1988 Oct	2,119	508	141	377	963	243	108	2,654	2,074	90	233	3,870	1,460	2·4	678	57	295	2,756	74	16·8	6,182
Nov	2,067	488	163	374	1,001	251	96	2,617	2,190	112	234	3,866	1,410	2·4	679	62	305	2,762	65	17·5	6,325
Dec	2,047	563	189	379	985	263	105	2,646	2,191	136	243	3,847	1,340	2·4	690	70	313	2,769	51	18·4	6,142
1989 Jan	2,074	592	208	390	1,112	297	121	2,661	2,335	145	245	3,851	1,460	2·5	. .	87	333	2,773	75	18·9	7,309
Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150	242	3,837	1,510	2·4	. .	86	337	2,740	69	18·0	6,883
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134	241	3,952	1,630	2·4	. .	79	332	2,698	60	16·5	6,378
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125	233	3,945	1,560	2·2	. .	80	313	2,653	67	15·8	6,229
May	1,803	519	129	358	1,027	257	86	2,413	1,948	106	229	3,878	1,500	2·0	. .	76	309	2,580	. .	14·8	6,158
June	1,743	477	112	349	944	247	83	2,375	1,915	97	230	3,860	1,340	. .	. .	85	302	2,533	. .	13·9	6,850
July	1,771	483	113	. .	1,008	238	88·0	. .	1,973	103	230	3,870	1,320	. .	. .	86	298	2,475	. .	13·7	6,736
Aug	1,741	469	115	. .	971	256	82·0	. .	1,940	. .	232	3,878	1,400	. .	. .	. .	. .	2,455	. .	. .	6,352
Sept	1,703	. .	119	. .	. .	. .	. .	. .	1,881	. .	224	. .	. .	. .	. .	. .	. .	. .	. .	. .	6,584
Oct	1,636	. .	. .	. .	. .	. .	. .	. .	1,874	. .	220	. .	. .	. .	. .	. .	. .	. .	. .	. .	6,222
Percentage rate: latest month	5·8	5·7	3·9	12·7	7·0	8·9	3·1	9·3	6·3	4·9	17·0	16·7	2·2	1·3	14·1	5·1	6·9	16·8	1·5	0·5	4·9
latest month: change on a year ago	–1·7	–1·1	N/C	–1·3	–0·5	+0·6	–0·7	–0·3	–0·7	+0·4	–1·0	+0·5	–0·3	–0·2	–0·1	+2·0	0·1	–1·9	–0·1	–0·2	–0·1
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED																					
Annual averages																					
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89	231	2,959	1,566	. .	762	52	. .	2,643	124	27·0	8,312
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110	236	3,173	1,667	. .	712	36	. .	2,759	98	22·8	8,237
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	. .	247	3,294	1,731	. .	686	32	319	2,924	84	. .	7,410
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	. .	242	3,848	1,552	. .	. .	50	304	2,869	. .	19·6	6,692
Monthly																					
1988 Oct	2,158	548	156	381	1,061	251	108	2,570	2,222	. .	241	3,913	1,520	. .	679	60	301	2,776	77	19·0	6,518
Nov	2,105	537	156	381	1,056	257	94	2,552	2,192	. .	239	3,919	1,500	. .	681	66	305	2,737	67	18·0	6,563
Dec	2,037	556	161	377	1,032	259	104	2,563	2,136	. .	238	3,894	1,460	2·2	677	67	308	2,727	51	17·1	6,554
1989 Jan	1,988	566	149	374	1,017	256	109	2,548	2,075	. .	237	3,809	1,430	2·1	. .	73	317	2,683	. .	15·1	6,716
Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	. .	236	3,867	1,440	2·0	. .	75	321	2,651	. .	16·0	6,328
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	. .	236	3,852	1,460	2·2	. .	74	321	2,626	. .	15·5	6,128
Apr	1,858	497	143	364	1,046	257	92	2,534	2,038	. .	233	3,918	1,450	2·2	. .	80	312	2,618	. .	15·6	6,546
May	1,835	516	152	362	1,037	266	92	2,517	2,052	. .	233	3,908	1,470	2·2	. .	90	316	2,604	. .	15·3	6,395
June	1,809	489	152	. .	987	268	82	2,526	2,036	. .	233	3,930	1,380	. .	. .	97	317	2,598	. .	15·3	6,561
July	1,787	507	147	. .	1,007	264	89	2,547	2,023	. .	231	3,960	1,390	. .	. .	92	317	2,562	. .	15·1	6,497
Aug	1,751	492	158	. .	1001	. .	91	2,532	2,010	. .	231	3,972	1,410	. .	. .	. .	. .	2,548	. .	. .	6,421
Sept	1,695	. .	156	. .	. .	. .	. .	. .	2,001	. .	230	. .	. .	. .	. .	. .	. .	. .	. .	. .	6,330
Oct	1,674	. .	. .	. .	. .	. .	. .	. .	1,997	. .	228	. .	. .	. .	. .	. .	. .	. .	. .	. .	6,561
Percentage rate: latest month	5·9	6·0	5·4	13·2	7·4	9·6	3·5	9·9	6·7	. .	17·6	17·1	2·2	1·3	13·9	5·5	7·4	17·4	1·2	0·6	5·2
latest three months: change on previous three months	–0·4	–0·1	0·2	–0·3	–0·3	+0·4	–0·2	N/C	–0·1	. .	–0·2	+0·3	–0·1	–0·1	–0·1	+1·0	N/C	–0·3	–0·1	N/C	–0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)																					
Latest month	Aug	Aug	. .	Aug	Aug	. .	Aug	Aug	Aug	. .	. .	. .	Aug	. .	Jan	May	May	May	Aug	. .	Aug
Per cent	6·2	5·9	. .	9·0	7·3	. .	3·4	9·5	5·5	. .	. .	. .	2·3	. .	9·4	5·0	4·9	17·0	1·3	. .	5·1

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

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

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW† Male and Female All	Change since previous year	Male All	Change since previous year	Female All	Change since previous year	Married
1988	Oct 13	319·6	–100·6	206·4	–58·5	113·2	–42·1	42·0
	Nov 10	297·8	–77·5	196·1	–45·0	101·6	–32·6	40·8
	Dec 8	269·9	–58·7	185·1	–32·5	84·8	–26·2	34·9
1989	Jan 12	269·4	–74·9	175·4	–39·3	94·0	–35·6	38·4
	Feb 9	290·0	–55·2	192·3	–28·3	97·7	–26·9	39·8
	Mar 9	264·0	–49·0	178·8	–23·7	85·2	–25·4	33·7
	Apr 13	247·5	–76·4	165·7	–44·6	81·8	–31·8	34·8
	May 11	230·8	–45·9	157·2	–23·2	73·6	–22·7	30·3
	June 8	225·0	–48·8	153·0	–25·2	72·0	–23·6	29·1
	July 13	293·8	–53·7	187·6	–27·3	106·2	–26·4	33·9
	Aug 10	276·8	–34·7	180·3	–14·1	96·6	–20·6	35·0
	Sept 14	281·2	–46·2	184·6	–25·2	96·6	–21·0	33·3
	Oct 12	281·1	–38·5	190·5	–15·9	90·6	–22·6	31·6

UNITED KINGDOM Month ending		OUTFLOW† Male and Female All	Change since previous year	Male All	Change since previous year	Female All	Change since previous year	Married
1988	Oct 13	486·1	–62·9	301·8	–39·0	184·3	–23·8	61·7
	Nov 10	354·0	–78·3	228·1	–45·8	126·0	–32·5	52·0
	Dec 8	292·0	–25·5	188·7	–15·0	103·4	–10·5	40·3
1989	Jan 12	245·4	–76·2	156·6	–45·9	88·7	–30·2	39·4
	Feb 9	350·8	–55·8	233·7	–30·7	117·1	–25·0	49·8
	Mar 9	326·8	–65·7	217·3	–38·3	109·5	–27·4	44·7
	Apr 13	313·9	–58·6	207·8	–35·0	106·1	–23·7	45·5
	May 11	318·6	–76·3	215·4	–44·8	103·2	–31·5	43·6
	June 8	289·3	–77·7	196·9	–46·3	92·5	–31·4	38·8
	July 13	269·3	–90·4	183·2	–53·9	86·1	–36·4	33·6
	Aug 10	309·6	–40·4	205·4	–21·2	104·2	–19·2	38·0
	Sept 14	314·3	+8·4	201·6	+11·2	112·7	–2·8	42·3
	Oct 12	353·8	–132·3	231·1	–70·8	122·7	–61·6	42·5

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

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											
1989	May 11	0·6	17·8	37·3	25·9	16·8	25·0	17·4	7·3	4·0	152·1
	June 8	0·6	17·4	36·4	24·9	16·6	23·8	16·9	7·1	3·9	147·5
	July 13	0·7	22·4	57·4	29·0	17·9	25·1	17·1	7·3	4·0	181·0
	Aug 10	0·7	22·3	48·6	28·5	17·9	25·9	18·6	7·8	4·3	174·7
	Sept 14	0·7	27·0	46·2	28·2	18·5	26·4	19·6	7·6	3·9	178·1
	Oct 12	0·7	23·3	47·2	30·6	19·7	28·3	20·6	8·8	5·0	184·0
FEMALE											
1989	May 11	0·6	11·1	19·0	12·2	6·8	10·6	7·7	2·5	--	70·4
	June 8	0·5	10·9	18·9	11·8	6·4	10·3	7·5	2·2	--	68·5
	July 13	0·6	16·2	37·6	14·6	7·8	12·5	8·6	2·5	--	100·5
	Aug 10	0·7	15·3	29·0	14·2	8·0	13·2	9·4	2·8	--	92·6
	Sept 14	0·6	20·1	26·1	13·6	7·7	11·9	8·8	2·7	--	91·6
	Oct 12	0·5	16·5	25·4	13·9	7·3	11·2	8·6	2·7	--	86·2
Changes on a year earlier											
MALE											
1989	May 11	–12·4	–0·3	–3·7	—	–0·7	–1·0	–1·5	–1·6	–1·8	–23·0
	June 8	–10·8	–1·2	–5·4	–0·9	–0·6	–1·5	–1·2	–1·2	–1·6	–24·4
	July 13	–10·5	–1·7	–9·9	–0·6	–0·1	–0·9	–0·9	–1·3	–1·6	–27·5
	Aug 10	–9·5	0·1	–3·7	0·4	0·2	—	0·3	–1·0	–1·3	–14·3
	Sept 14	–7·6	0·2	–7·0	–1·7	–0·6	–1·7	–1·3	–3·4	–2·3	–25·5
	Oct 12	–1·8	–5·2	–6·0	–0·6	0·4	—	0·5	–1·4	–1·3	–15·5
FEMALE											
1989	May 11	–8·9	–0·3	–4·6	–2·7	–1·8	–2·0	–1·3	–0·6	--	–22·3
	June 8	–7·5	–1·1	–4·9	–3·1	–1·8	–2·5	–1·1	–0·5	--	–22·6
	July 13	–7·9	–1·5	–8·4	–2·8	–1·9	–2·4	–0·8	–0·5	--	–26·2
	Aug 10	–7·0	–0·5	–4·8	–2·5	–1·8	–2·4	–0·7	–0·4	--	–20·2
	Sept 14	–5·5	–0·2	–5·5	–3·2	–1·9	–2·7	–1·4	–1·0	--	–21·0
	Oct 12	–1·3	–5·2	–5·9	–3·5	–1·9	–2·5	–1·0	–0·5	--	–21·9

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											
1989	May 11	0·5	18·1	47·0	31·5	21·0	31·5	20·9	9·1	6·0	185·5
	June 8	0·5	17·0	44·5	30·0	20·0	30·4	20·2	8·0	5·3	175·7
	July 13	0·4	16·2	42·2	27·8	18·7	27·8	18·5	7·0	4·8	163·6
	Aug 10	0·6	18·7	51·8	31·5	20·3	29·1	19·1	7·1	5·1	183·4
	Sept 14	0·5	19·2	50·6	30·2	19·7	28·3	18·6	7·0	4·8	178·9
	Oct 12	0·5	25·6	57·6	33·5	21·2	30·7	20·3	7·7	5·4	202·5
FEMALE											
1989	May 11	0·5	12·4	25·5	16·5	9·3	13·5	9·4	3·0	—	90·3
	June 8	0·4	11·3	23·5	15·0	8·5	12·4	9·2	2·8	0·1	83·2
	July 13	0·4	11·1	22·7	13·7	7·5	11·1	8·1	2·4	0·1	76·8
	Aug 10	0·5	13·8	30·9	15·9	8·6	12·1	8·8	2·6	0·1	93·2
	Sept 14	0·5	14·1	33·1	16·6	9·4	15·5	10·5	2·8	0·1	102·6
	Oct 12	0·4	19·7	35·4	17·3	9·8	14·4	10·3	3·0	0·1	110·4
Changes on a year earlier											
MALE											
1989	May 11	–12·7	–4·3	–8·3	–3·6	–2·9	–5·0	–2·9	–0·7	–2·3	–42·7
	June 8	–11·3	–4·1	–7·9	–3·8	–2·9	–4·7	–2·8	–1·3	–2·2	–41·0
	July 13	–10·8	–5·0	–11·0	–4·8	–3·3	–5·8	–3·2	–1·3	–2·2	–47·4
	Aug 10	–9·3	–1·5	–2·7	1·0	–0·1	–1·8	–1·2	–0·8	–1·6	–18·1
	Sept 14	–9·1	1·7	3·0	4·1	2·5	1·9	1·3	0·3	–0·6	5·2
	Oct 12	–27·1	–6·3	–13·2	–5·7	–4·3	–6·6	–2·9	–1·4	–1·9	–69·5
FEMALE											
1989	May 11	–9·2	–3·5	–6·7	–3·8	–2·6	–3·0	–1·4	–0·4	--	–30·6
	June 8	–8·2	–3·4	–6·4	–3·9	–2·4	–2·7	–1·0	–0·5	--	–28·6
	July 13	–8·5	–4·2	–8·3	–4·2	–2·8	–2·9	–1·3	–0·4	--	–32·6
	Aug 10	–7·3	–1·2	–3·9	–2·0	–1·3	–1·6	–0·4	–0·3	--	–18·1
	Sept 14	–7·0	0·9	0·8	–1·2	–0·1	0·6	1·4	0·2	--	–1·9
	Oct 12	–20·7	–5·9	–11·9	–6·8	–4·0	–5·5	–2·1	0·8	–0·1	–57·7

* 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.
See also footnote ‡ to *table 2·1*.

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
1986		39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987		19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
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
1988	Q2	3,873	2,755	403	3,468	1,741	1,569	5,212	5,179	2,868	24,313	1,292	2,982	28,587
	Q3	3,155	1,310	368	2,429	1,199	1,311	2,013	4,524	3,390	18,389	1,555	4,412	24,356
	Q4	2,726	1,219	300	1,635	906	2,273	1,745	4,731	2,262	16,578	1,345	3,759	21,682
1989	Q1	2,537	1,247	157	1,410	1,478	3,325	975	5,312	3,725	18,919	2,765	5,578	27,262
	Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
1988	Oct	988	448	48	553	242	209	528	1,673	428	4,669	312	1,319	6,300
	Nov	809	430	89	541	167	899	661	1,044	631	4,841	415	1,135	6,391
	Dec	929	341	163	541	497	1,165	556	2,014	1,203	7,068	618	1,305	8,991
1989	Jan	637	242	74	434	704	498	391	1,328	1,409	5,475	486	1,272	7,233
	Feb	989	535	65	382	338	597	318	2,403	1,074	6,166	440	1,508	8,114
	Mar	911	470	18	594	436	2,230	266	1,581	1,242	7,278	1,839	2,798	11,915
	Apr	762	66	205	900	852	849	478	1,642	852	6,540	931	1,225	8,696
	May	872	232	217	147	372	515	915	1,698	790	5,526	668	1,302	7,496
	June	1,321	310	199	587	593	1,260	1,159	2,827	985	8,931	760	1,088	10,779
	July	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
	Aug	1,251	398	62	231	778	1,496	2,565	1,149	478	8,010	1,647	1,046	10,703
	Sept*	1,156	405	705	26	552	451	936	1,304	364	5,494	505	775	6,774
	Oct*	491	106	235	7	119	201	181	635	109	1,978	136	435	2,549

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

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class	1987	1988	1988 Q2	Q3	Q4	1989 Q1	Q2	1989 Aug	Sept *	Oct *
Agriculture, forestry and fishing	**0**		**489**	**169**	**74**	**22**	**34**	**76**	**0**	**0**	**0**	**51**
Coal extraction and coke		11–12	13,498	10,933	1,518	213	694	4,940	3,395	4,036	187	70
Mineral oil and natural gas		13–14	1,431	203	110	0	20	55	114	0	0	0
Electricity, gas, other energy and water		15–17	590	527	146	133	94	199	74	64	63	3
Energy and water supply industries	**1**		**15,519**	**11,663**	**1,774**	**346**	**808**	**5,194**	**3,583**	**4,100**	**250**	**73**
Extraction of other minerals and ores		21,23	137	314	196	36	21	9	27	34	9	0
Metal manufacture		22	2,983	1,649	690	265	381	415	270	150	122	39
Manufacture of non-metallic products		24	1,934	1,501	862	131	194	330	242	179	108	30
Chemicals and man-made fibres		25–26	3,518	1,941	495	710	342	561	396	80	116	35
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	**2**		**8,572**	**5,405**	**2,243**	**1,142**	**938**	**1,315**	**935**	**443**	**355**	**104**
Manufacture of metal goods		31	4,918	2,043	604	314	441	520	476	146	166	32
Mechanical engineering		32	16,726	16,127	4,010	5,077	2,767	1,966	2,068	998	339	304
Manufacture of office machinery and data processing equipment		33	1,261	410	148	147	86	598	669	106	100	0
Electrical and electronic engineering		34	13,222	6,800	2,526	993	1,348	1,550	2,284	442	816	152
Manufacture of motor vehicles		35	3,842	1,517	527	68	358	492	512	51	193	147
Manufacture of other transport equipment **		36	8,917	5,200	1,754	1,172	705	2,508	682	30	301	16
Instrument engineering		37	717	505	212	64	124	235	323	84	80	105
Metal goods, engineering and vehicles industries	**3**		**49,603**	**32,602**	**9,781**	**7,835**	**5,829**	**7,869**	**7,014**	**1,857**	**1,995**	**756**
Food, drink and tobacco		41–42	10,922	10,639	3,330	1,961	2,409	1,204	2,296	947	556	126
Textiles		43	4,382	4,859	688	943	2,333	1,483	1,690	180	444	119
Leather, footwear and clothing		44–45	3,167	3,969	948	983	1,095	1,178	1,662	326	360	133
Timber and furniture		46	1,800	1,610	332	617	270	286	440	286	322	36
Paper, printing and publishing		47	4,354	3,983	1,441	952	836	634	1,440	190	133	35
Other manufacturing		48–49	4,177	2,533	328	731	695	552	622	362	62	20
Other manufacturing industries	**4**		**28,802**	**27,593**	**7,067**	**6,187**	**7,638**	**5,337**	**8,150**	**2,291**	**1,877**	**469**
Construction	**5**		**10,615**	**7,784**	**2,015**	**2,346**	**1,502**	**2,140**	**1,197**	**284**	**278**	**350**
Wholesale distribution		61–63	5,280	3,378	1,038	878	698	559	1,053	212	216	52
Retail distribution		64–65	8,657	6,324	1,479	1,581	784	599	1,389	182	335	120
Hotel and catering		66	2,342	1,234	328	530	177	215	186	34	38	42
Repair of consumer goods and vehicles		67	834	84	15	30	14	240	21	6	26	11
Distribution, hotels and catering, repairs	**6**		**17,113**	**11,020**	**2,860**	**3,019**	**1,673**	**1,613**	**2,649**	**434**	**615**	**225**
Transport		71–77	4,256	4,841	1,490	1,299	1,334	1,707	867	276	126	17
Telecommunications		79	648	197	0	27	56	28	20	0	21	0
Transport and communication	**7**		**4,904**	**5,038**	**1,490**	**1,326**	**1,390**	**1,735**	**887**	**276**	**147**	**17**
Insurance, banking, finance and business services	**8**		**1,789**	**1,151**	**228**	**305**	**92**	**207**	**642**	**217**	**153**	**74**
Public administration and defence		91–94	3,569	3,782	767	1,201	1,354	1,086	1,121	602	739	64
Medical and other health services		95	2,068	773	157	98	361	476	189	117	242	352
Other services nes		96–99,00	1,092	950	131	529	63	214	604	82	123	14
Other services	**9**		**6,729**	**5,505**	**1,055**	**1,828**	**1,778**	**1,776**	**1,914**	**801**	**1,104**	**430**
All production industries	**1–4**		**102,496**	**77,263**	**20,865**	**15,510**	**15,213**	**19,715**	**19,682**	**8,691**	**4,477**	**1,402**
All manufacturing industries	**2–4**		**86,977**	**65,600**	**19,091**	**15,164**	**14,405**	**14,521**	**16,099**	**4,591**	**4,227**	**1,329**
All service industries	**6–9**		**30,535**	**22,714**	**5,633**	**6,478**	**4,933**	**5,331**	**6,092**	**1,728**	**2,019**	**746**
ALL INDUSTRIES AND SERVICES	**0–9**		**144,135**	**107,930**	**28,587**	**24,356**	**21,682**	**27,262**	**26,971**	**10,703**	**6,774**	**2,549**

* Provisional figures as at November 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in September and 5,000 in October.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

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
1984	Annual averages	150·2			193·9		193·7		149·8	
1985		162·1			201·6		200·5		154·6	
1986		188·8			212·2		208·3		157·4	
1987		235·4			226·4		222·3		159·5	
1988		248·6			231·2		232·7		159·0	
1987	Oct	254·4	8·3	6·1	234·4	4·0	225·0	2·1	159·2	1·0
	Nov	262·0	7·6	7·5	233·3	2·5	226·6	2·0	158·0	0·4
	Dec	254·6	–7·4	2·8	234·2	1·3	239·5	6·0	165·3	2·5
1988	Jan	252·6	–2·0	–0·6	229·7	–1·6	233·2	2·7	163·7	1·5
	Feb	251·2	–1·4	–3·6	232·1	–0·4	236·6	3·3	162·7	1·6
	Mar	251·2	—	–1·1	233·7	–0·2	233·5	–2·0	160·5	–1·6
	Apr	256·8	5·6	1·4	232·1	0·8	229·2	–1·3	158·7	–1·7
	May	256·3	–0·5	1·7	232·8	0·2	229·7	–2·3	158·6	–1·4
	June	253·6	–2·7	0·8	229·9	–1·3	231·2	–0·8	157·1	–1·1
	July	250·3	–3·3	–2·2	231·7	–0·1	232·8	1·2	157·7	–0·3
	Aug	245·2	–5·1	–3·7	229·4	–1·1	234·3	1·5	158·3	–0·1
	Sept	242·4	–2·8	–3·7	228·7	–0·4	230·4	–0·3	157·0	—
	Oct	244·8	2·4	–1·8	231·4	–0·1	230·9	–0·6	155·4	–0·8
	Nov	241·5	–3·3	–1·2	232·1	0·9	239·4	1·7	161·4	1·0
	Dec	237·8	–3·7	–1·5	230·2	0·5	231·5	0·4	157·2	0·1
1989	Jan	230·9	–6·9	–4·6	223·1	–2·8	230·4	–0·2	158·3	1·0
	Feb	229·9	–1·0	–3·9	231·7	–0·1	236·5	–1·0	164·4	1·0
	Mar	224·9	–5·0	–4·3	226·5	–1·2	231·7	0·1	161·1	1·3
	Apr	223·2	–1·7	–2·6	222·5	–0·2	224·3	–2·0	155·6	–0·9
	May	219·5	–3·7	–3·5	223·0	–2·9	224·6	–4·0	155·3	–3·0
	June	224·4	4·9	–0·2	230·4	1·3	223·8	–2·6	156·0	–1·7
	July	220·6	–3·8	–0·9	228·0	1·8	229·4	1·7	158·6	1·0
	Aug	219·5	–1·1	—	228·7	1·9	229·3	1·6	159·0	1·2
	Sept	220·7	1·2	–1·2	232·3	0·6	234·1	3·4	161·0	1·7
	Oct	214·6	–6·0	–2·0	230·2	0·7	236·6	2·4	160·9	0·8

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 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. Figures are revised this month, due to an update of Seasonal Adjustment.
* 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). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P. vacancies with the introduction of Employment Training in September 1988. 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
1987	Oct	99·2	40·5	8·6	20·7	23·7	12·9	16·7	25·8	12·4	12·0	20·3	252·1	2·3	254·4
	Nov	106·1	42·6	8·9	20·3	24·3	12·8	16·6	25·5	12·6	11·7	20·9	259·5	2·5	262·0
	Dec	102·5	39·9	8·8	20·1	23·8	12·7	16·4	23·7	12·0	11·2	20·5	251·7	2·9	254·6
1988	Jan	101·3	38·5	8·9	20·5	24·3	12·8	16·0	23·2	11·5	11·4	19·7	249·5	3·1	252·6
	Feb	100·8	36·4	9·0	20·0	24·5	13·1	15·8	22·7	11·7	11·3	19·6	248·4	2·8	251·2
	Mar	99·4	34·7	9·2	19·9	24·1	13·4	15·7	24·0	11·7	11·4	19·8	248·5	2·7	251·2
	Apr	101·3	35·0	9·6	20·7	24·3	13·8	15·9	24·1	11·8	12·1	20·7	254·1	2·7	256·8
	May	101·0	34·5	10·0	20·7	23·8	13·8	15·4	24·2	11·8	12·6	20·3	253·6	2·7	256·3
	June	100·1	33·8	9·9	20·6	24·0	14·0	15·2	23·8	11·7	12·2	19·6	250·9	2·7	253·6
	July	95·9	30·8	10·4	21·1	24·0	13·8	15·5	23·6	11·2	12·3	19·9	247·6	2·7	250·3
	Aug	93·2	29·9	10·2	20·3	23·5	13·7	15·1	23·3	11·0	12·1	20·1	242·5	2·7	245·2
	Sept	90·2	28·8	10·1	20·4	23·3	14·0	15·3	23·5	10·9	12·2	20·0	239·8	2·7	242·4
	Oct	88·9	28·4	10·0	20·3	24·6	14·3	16·0	24·6	11·2	12·0	20·2	242·1	2·7	244·8
	Nov	86·4	27·9	10·0	20·0	24·7	14·2	15·2	24·8	11·0	12·6	19·9	238·6	2·9	241·5
	Dec	82·7	27·8	9·5	20·2	24·3	14·2	14·9	24·6	11·5	12·5	20·3	234·8	3·0	237·8
1989	Jan	79·9	26·5	9·4	20·0	23·0	14·0	14·5	23·6	11·2	12·4	20·0	227·9	3·0	230·9
	Feb	79·3	26·8	9·2	19·8	22·4	13·5	14·4	24·0	11·0	12·8	19·9	226·3	3·6	229·9
	Mar	76·8	26·1	8·8	19·4	22·2	13·1	13·8	23·6	10·8	13·1	19·8	221·5	3·4	224·9
	Apr	75·5	25·3	8·7	18·7	22·2	12·8	13·6	23·6	10·8	13·5	20·3	219·6	3·5	223·2
	May	72·5	24·2	8·3	19·1	21·2	12·9	13·1	23·5	11·1	13·9	20·5	216·0	3·5	219·5
	June	73·5	24·0	8·6	19·5	20·6	12·8	13·7	24·5	11·5	14·4	21·8	220·8	3·6	224·4
	July	72·5	24·4	8·1	18·6	19·9	12·8	13·2	24·3	11·1	14·6	21·8	216·8	3·7	220·6
	Aug	70·9	24·0	8·0	18·4	19·9	12·8	13·4	24·8	10·6	14·6	22·1	215·7	3·8	219·5
	Sept	69·9	22·7	8·2	18·0	20·4	12·8	13·2	26·1	10·5	14·7	22·6	216·3	4·4	220·7
	Oct *	65·7	20·2	8·0	17·3	19·0	12·7	13·0	26·3	10·1	14·7	23·4	210·2	4·4	214·6

* 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 †														
1984)	59·4	26·0	5·4	13·6	10·7	8·1	8·2	14·5	6·6	7·3	14·8	148·6	1·2	149·8
1985) Annual	62·3	26·6	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	161·7
1986) averages	70·8	30·0	6·2	18·1	15·4	10·3	11·3	19·0	9·8	9·5	16·3	186·8	1·4	188·1
1987)	90·7	37·7	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	234·9
1988)	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
1988 Oct	100·6	34·2	11·0	21·8	27·7	15·9	17·8	27·4	12·6	12·8	22·0	269·8	2·0	271·8
Nov	91·6	31·2	10·3	19·7	26·7	15·0	16·2	26·2	11·7	12·4	20·5	250·3	2·0	252·3
Dec	79·4	27·5	8·9	17·5	24·1	13·2	14·2	23·0	11·0	11·4	18·8	221·4	1·9	223·3
1989 Jan	71·5	24·6	8·3	16·1	21·5	12·5	13·1	20·6	9·9	11·0	17·0	201·5	1·9	203·3
Feb	70·0	24·1	7·9	16·5	20·9	12·0	13·0	21·1	9·6	11·6	17·2	200·0	2·1	202·0
Mar	68·8	23·2	8·1	18·0	20·5	12·1	12·8	21·7	9·9	12·2	18·5	202·6	2·2	204·8
Apr	72·4	24·0	8·5	19·6	21·2	12·8	12·9	23·1	10·6	13·0	20·2	214·3	2·5	216·8
May	74·0	24·0	8·4	21·6	20·8	13·4	13·3	24·5	11·0	14·5	21·5	223·0	2·5	225·4
June	79·5	25·2	9·3	23·0	20·8	13·6	14·5	26·4	11·9	15·7	23·3	238·0	2·6	240·6
July	75·0	23·5	8·9	20·5	20·1	13·0	13·2	24·9	11·4	15·5	23·1	225·6	2·7	228·2
Aug	69·6	21·9	8·3	18·4	18·9	12·7	13·4	24·7	10·8	15·1	22·7	214·6	2·6	217·2
Sept	75·8	24·2	9·1	19·4	21·9	14·0	14·5	28·6	11·7	15·6	24·5	235·1	3·1	238·2
Oct	77·6	26·1	9·1	18·8	22·2	14·4	14·9	29·2	11·6	15·6	25·2	238·6	3·5	242·2
Vacancies at careers offices														
1984)	4·3	2·1	0·3	0·6	0·9	0·5	0·6	0·5	0·3	0·2	0·3	8·5	0·5	9·0
1985) Annual	6·0	3·2	0·4	0·7	1·2	0·6	0·7	0·7	0·3	0·2	0·3	10·8	0·7	11·5
1986) averages	7·6	4·4	0·4	0·7	1·2	0·7	0·7	0·8	0·3	0·2	0·3	12·8	0·6	13·4
1987)	11·8	7·0	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	19·5
1988)	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
1988 Oct	18·5	9·5	1·0	1·9	2·5	1·5	1·3	1·4	0·5	0·4	0·4	29·3	1·2	30·6
Nov	16·0	7·8	0·9	1·7	1·9	1·3	1·1	1·1	0·4	0·3	0·5	25·3	1·2	26·5
Dec	14·3	7·4	0·8	1·5	1·7	1·1	0·9	0·9	0·3	0·3	0·4	22·2	1·1	23·4
1989 Jan	13·4	7·1	0·7	1·3	1·4	1·1	1·0	0·9	0·3	0·3	0·5	20·8	1·1	21·9
Feb	12·9	7·1	0·7	1·3	1·6	1·2	1·0	0·9	0·4	0·2	0·5	20·7	1·2	21·8
Mar	13·3	7·0	0·8	1·3	1·7	1·4	1·1	1·1	0·4	0·3	0·5	21·8	1·3	23·1
Apr	13·7	6·9	1·1	1·5	2·1	1·5	1·3	1·3	0·4	0·3	0·6	23·7	1·4	25·1
May	14·7	7·0	1·2	1·6	2·5	1·7	1·4	1·6	0·5	0·4	0·7	26·1	1·3	27·4
June	19·6	10·8	1·5	2·0	3·5	2·2	1·3	1·8	0·6	0·5	1·0	33·9	1·3	35·2
July	19·3	10·3	1·4	1·9	3·4	2·0	1·3	1·7	0·6	0·5	0·9	33·1	1·2	34·3
Aug	17·2	9·0	1·3	1·9	3·3	1·7	1·4	1·7	0·5	0·5	0·9	30·4	1·3	31·6
Sept	14·9	7·4	1·2	1·7	3·7	1·5	1·5	2·1	0·6	0·5	1·0	28·6	1·5	30·1
Oct	13·2	6·6	0·9	1·6	3·5	1·5	1·3	1·7	0·5	0·4	0·8	25·4	1·5	26·9

Note: About one-third of all vacancies are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. 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*. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages in progress: industry

United Kingdom SIC 1980	12 months to September 1988 Stoppages	Workers involved	Working days lost	12 months to September 1989 Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	164	97,600	239,000	166	33,000	52,000
Coke, mineral oil and natural gas	1	100	*	1	100	1,000
Electricity, gas, other energy and water	7	2,700	20,000	3	9,200	17,000
Metal processing and manufacture	10	2,400	14,000	12	2,600	13,000
Mineral processing and manufacture	12	2,200	9,000	11	1,500	5,000
Chemicals and man-made fibres	11	2,600	26,000	4	900	2,000
Metal goods nes	17	3,900	34,000	16	2,200	16,000
Engineering	71	17,800	70,000	54	26,000	143,000
Motor vehicles	69	96,300	611,000	62	41,600	69,000
Other transport equipment	36	30,300	789,000	18	25,900	54,000
Food, drink and tobacco	29	9,700	57,000	13	2,600	24,000
Textiles	11	13,400	72,000	9	1,800	9,000
Footwear and clothing	17	3,400	16,000	10	2,100	12,000
Timber and wooden furniture	4	300	1,000	6	1,100	4,000
Paper, printing and publishing	9	1,000	4,000	9	1,400	16,000
Other manufacturing industries	16	2,200	7,000	10	1,900	7,000
Construction	20	4,200	21,000	36	17,200	110,000
Distribution, hotels and catering, repairs	12	900	3,000	16	4,100	8,000
Transport services and communication	173	313,800	1,457,000	54	96,100	457,000
Supporting and misc. transport services	21	7,000	14,000	17	21,800	137,000
Banking, finance, insurance, business services and leasing	2	200	*	7	2,400	2,000
Public administration, education and health services	128	108,200	192,000	176	492,000	2,222,000
Other services	16	7,200	34,000	10	13,700	130,000
All industries and services	**842****	**727,300**	**3,690,000**	**715****	**801,200**	**3,511,000**

* Less than 500 working days lost.
** 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.

Stoppages: September 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	63	26,400	62,000
of which, stoppages:			
Beginning in month	54	25,000*	52,000
Continuing from earlier months	9	1,400**	10,000

* Includes 20,000 directly involved.
** Includes 680 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1989 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to September 1989 Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	244	532,600	2,879,000
–extra-wage and fringe benefits	29	12,300	32,000
Duration and pattern of hours worked	15	3,700	14,000
Redundancy questions	37	69,200	207,000
Trade union matters	35	93,200	158,000
Working conditions and supervision	89	31,800	76,000
Manning and work allocation	213	47,500	113,000
Dismissal and other disciplinary measures	53	11,000	33,000
All causes	**715**	**801,200**	**3,511,000**

Prominent stoppages in quarter ending September 30, 1989

Industry and location	Date when stoppage: Began	Ended	Number of workers involved †: Directly	Indirectly	Number of working days lost in quarter	Cause or object
Electricity, gas, energy, water						
Various areas in England and Scotland	13.09.89	cont'd	3,900	4,100	8,000	In support of pay claim.
Electrical engineering						
Merseyside,Greater Manchester,Lancs.	19.06.89	29.09.89	300	—	19,000	For improved pay award (Total working days lost 22,000).
Other transport equipment						
Various areas in England	17.07.89	25.08.89	2,800	—	18,000	Over conditions attached to pay offer.
Paper,printing and publishing						
Various areas in England	04.09.89	cont'd	500	500	13,000	For an increased pay offer.
Construction						
Greater London	23.04.89	21.07.89	200	—	3,000	For an improved pay offer (Total working days lost 9,000).
Grampian	21.05.89	19.07.89	3,500	—	10,000	For an improved pay offer (Total working days lost 18,000).
Grampian	02.07.89	05.07.89	5,000	—	9,000	Health and safety regulations.
Cumbria	20.09.89	cont'd	1,700	—	5,000	Over car parking problems.
Railways						
Various areas in Great Britain	21.06.89	26.07.89	53,900	200	158,000	For an improved pay offer (Total working days lost 256,000).
Other inland transport						
Greater London	05.04.89	10.08.89	2,800	—	12,000	Over pay increase and manning (Total working days lost 27,000).
Greater London	15.05.89	19.07.89	13,500	—	18,000	In support of pay claim (Total working days lost 45,000).
Greater London	21.06.89	02.08.89	2,700	—	12,000	Over pay and promotion prospects (Total working days lost 17,000)
Supporting transport services						
Various areas in Great Britain	05.06.89	10.08.89	9,900	400	104,000	Over the abolition of the National Dock Labour Scheme . (Total working days lost 125,000).
Public Administration,education						
West Midlands	27.02.89	11.08.89	100	—	1,000	Over regrading (Total working days lost 6,000).
West Midlands	30.03.89	31.07.89	100	—	2,000	Over salary regrading (Total working days lost 11,000).
Various areas in Great Britain	04.07.89	cont'd	313,500	36,500	2,002,000	For an improved pay award.
Northern Ireland	04.07.89	20.07.89	3,800	—	8,000	For an improved pay award.
Other services						
Various areas in Great Britain	24.04.89	21.07.89	11,000	—	51,000	For an improved pay offer (Total working days lost 125,000).

† The figures shown are the highest number of workers involved during the quarter.

4·2 INDUSTRIAL DISPUTES †
Stoppages of work: summary

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	Working days lost in all stoppages in progress in period (Thou): All manufacturing industries
1979		2,080	2,125	4,586	4,608	29,474	22,552
1980		1,330	1,348	830 *	834 *	11,964	10,896
1981		1,338	1,344	1,512	1,513	4,266	2,292
1982		1,528	1,538	2,101 *	2,103 *	5,313	1,919
1983		1,352	1,364	573 *	574 *	3,754	1,776
1984		1,206	1,221	1,436 *	1,464 *	27,135	2,658
1985		887	903	643	791	6,402	912
1986		1,053	1,074	538	720	1,920	1,069
1987		1,004	1,016	884	887	3,546	595
1988		770	781	759	790	3,702	1,639
1987	Sept	63	84	16	19	56	39
	Oct	79	96	22	24	76	51
	Nov	97	108	79	80	127	74
	Dec	55	72	27	35	60	20
1988	Jan	82	93	33	64	106	29
	Feb	104	128	123	152	655	395
	Mar	70	99	32	49	259	167
	Apr	45	55	15	18	66	11
	May	65	78	36	41	140	54
	June	73	89	34	43	306	270
	July	51	71	18	37	349	307
	Aug	51	62	135	151	431	286
	Sept	53	63	161	163	1,115	45
	Oct	73	83	26	33	53	32
	Nov	70	85	134	152	183	34
	Dec	33	49	12	18	38	8
1989	Jan	50	58	13	13	42	11
	Feb	70	86	25	27	61	27
	Mar	61	72	25	27	77	51
	Apr	53	70	36	45	98	35
	May	81	98	32	54	182	81
	June	54	82	73	103	237	26
	July	58	88	386	474	2,377	24
	Aug	48	57	6	23	101	22
	Sept	54	63	25	26	62	23

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

THOUSAND

United Kingdom SIC 1968		Mining and quarrying (II)	Metal manufacture and metal goods nes (VI and XIII)	Mechanical, instrument and electrical engineering (VII,VIII and IX)	Shipbuilding and marine engineering (X)	Vehicles (XI)	Textiles, clothing and footwear (XIII-XV)	All other manufacturing industries (III-V, XVI-XIX)	Construction (XX)	Transport and communica-tion (XXII)	All other non-manufacturing industries (I,XXI XXIII-XXVII)
1979		128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980		166	8,884	586	195	490	44	698	281	253	367
1981		237	113	433	230	956	39	522	86	359	1,293
1982		374	199	486	116	656	66	395	44	1,675	1,301
SIC 1980		Coal,coke, mineral oil and natural gas (11-14)	Metal manufacture and metal goods nes (21,22,31)	Engineering (32-34,37)	Motor vehicles (35)	Other transport equipment (36)	Textiles, footwear and clothing (43-45)	All other manufacturing industries (23-26,41,42, 44,46-49)	Construction (50)	Transport and commun-ication (71-79)	All other non-manufacturing industries and services (01-03,15-17, 61-67,81-85, 91-99 and 00)
1982		380	197	538	551	172	61	400	41	1,675	1,299
1983		591	177	507	545	191	32	324	68	295	1,024
1984		22,484	90	422	1,046	497	66	537	334	666	992
1985		4,143	109	155	70	256	31	291	50	197	1,100
1986		143	152	225	108	411	38	136	33	190	486
1987		217	36	197	158	67	50	88	22	1,705	1,007
1988		222	47	76	530	803	90	93	17	1,490	335
1987	Sept	6	2	14	8	–	8	8	2	2	7
	Oct	7	3	5	33	1	1	9	2	3	13
	Nov	15	–	3	62	–	2	7	1	5	31
	Dec	10	3	–	11	1	–	4	1	17	11
1988	Jan	40	5	5	6	6	6	2	3	9	25
	Feb	146	7	6	365	3	1	13	1	59	54
	Mar	6	8	6	127	1	6	19	–	57	29
	Apr	1	6	3	–	–	–	2	4	42	7
	May	1	6	7	1	6	29	6	3	65	17
	June	3	6	8	–	216	34	6	2	20	10
	July	2	–	1	–	281	4	20	1	24	15
	Aug	2	1	8	1	269	1	5	1	134	8
	Sept	6	3	18	4	5	5	10	1	1,036	27
	Oct	1	1	9	7	9	–	5	1	6	14
	Nov	5	3	1	16	8	4	3	–	21	123
	Dec	9	2	3	1	–	1	1	–	15	5
1989	Jan	4	2	6	1	1	–	1	1	17	9
	Feb	2	1	8	5	1	5	6	6	16	10
	Mar	4	4	20	3	8	–	15	3	–	20
	Apr	6	1	10	10	7	–	6	16	20	22
	May	2	7	48	21	–	5	1	15	38	45
	June	3	2	16	1	1	2	3	20	148	40
	July	10	3	8	1	8	2	2	33	293	2,017
	Aug	2	2	8	–	11	1	1	5	16	56
	Sept	7	–	7	2	–	–	14	10	4	17

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures for 1989 are provisional.

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	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*
1988=100																	
1988	Annual averages	100·0				100·0				100·0				100·0			
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	8¾	104·2	104·6	8·8	8¾	104·2	105·5	9·2	9
	Feb	104·6	106·1	9·5	9¼	105·0	105·8	9·9	8½	104·9	105·6	10·1	8¾	104·4	105·6	8·8	9¼
	Mar	107·3	107·3	9·3	9½	105·7	105·6	7·9	8¾	106·0	105·8	8·4	8¾	107·8	107·8	9·3	9½
	Apr	107·3	107·4	9·7	9¼	107·8	108·2	9·2	8½	107·9	108·0	9·1	8¾	107·1	107·3	9·9	9¼
	May	107·5	107·6	9·2	9	108·0	107·9	8·8	8¾	108·1	108·5	8·6	8¾	107·2	107·5	9·4	9
	June	109·1	108·4	9·3	8¾	109·4	108·0	8·8	8½	109·6	108·2	9·1	8¾	108·5	108·7	8·9	8½
	July	110·3	109·1	8·9	8¾	110·3	109·2	9·2	8½ R	110·8	109·5	9·3	9	109·7	108·4	8·4	8¼
	Aug	109·1	108·9	8·8	8¾	108·3	109·3	8·9	8¾	109·2	110·0	9·3	9¼	108·7	107·8	8·1	8½
	[Sep]	110·7	110·9	9·7	9	109·5	110·5	9·2	9	110·0	111·0	9·5	9¼	110·3	110·2	9·7	8½

Average earnings index (previous series 1985=100): 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	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*	Actual	Seasonally adjusted	Per cent change over previous 12 months	Under-lying*
1985=100																	
1985	Annual averages	100·0				100·0				100·0				100·0			
1986	Annual averages	107·9				107·7				108·0				107·7			
1987	Annual averages	116·3				116·3				116·7				116·0			
1988	Annual averages	126·4				126·2				126·5				126·2			
1988	Jan	120·4	121·8	8·7	8½	121·1	121·7	8·5	8½	121·3	121·7	8·0	8½	120·0	121·4	9·2	8½
	Feb	120·3	122·0	8·2	8½	120·3	121·1	7·1	8½	119·9	120·7	6·3	8½	120·7	122·1	9·4	8½
	Mar	124·0	124·0	9·5	8½	123·3	123·2	8·8	8½	123·4	123·1	8·6	8¼	124·4	124·4	10·2	8½
	Apr	124·3	124·4	8·9	8½	124·7	125·2	9·4	8¾	125·4	125·6	9·6	8½	123·5	123·8	8·6	8½
	May	124·1	124·2	7·6	8½	124·9	124·9	8·9	8¾	125·5	126·0	9·4	8½	123·2	123·5	6·2	8½
	June	125·9	125·1	8·1	8¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8¾
	July	128·3	126·9	8·5	9	127·9	126·6	8·3	9	128·4	127·0	8·6	9	128·1	126·6	8·4	9
	Aug	126·8	126·6	8·1	9¼	125·6	126·7	8·3	8¾	126·4	127·2	8·1	9	126·9	126·0	7·9	9¼
	Sept	127·3	127·6	8·7	9¼	126·4	127·6	8·0	8¾	127·1	128·3	8·2	8¾	126·7	126·6	8·7	9¼
	Oct	128·9	129·5	9·0	9	128·7	129·2	8·2	8½	129·2	130·1	8·5	8¾	127·8	128·4	8·6	9
	Nov	131·2	130·7	8·7	8¾	130·8	130·2	8·7	8¾	131·2	130·4	8·6	8¾	130·9	131·0	8·8	8¾
	Dec	135·7	134·3	11·0	8¾	133·5	132·4	9·1	8¾	133·4	132·5	9·1	9	137·5	135·6	12·4	8¾
1989	Jan	131·8	133·3	9·4	9	132·6	133·2	9·4	9	132·7	133·2	9·4	9	131·2	132·7	9·3	9
	Feb	132·0	133·8	9·7	9¼	132·2	133·2	10·0	9	132·5	133·4	10·5	9¼	131·5	133·0	8·9	9
	Mar	134·9	134·9	8·8	9¼	133·4	133·4	8·3	9	134·2	133·9	8·8	9¼	135·1	135·1	8·6	9
	Apr	135·6	135·7	9·1	9¼	136·0	136·5	9·0	9	136·5	136·7	8·8	9¼	134·8	135·2	9·2	9
	May	135·9	136·1	9·6	9¼	136·1	136·1	9·0	9	136·7	137·2	8·9	9¼	135·2	135·6	9·8	8¾
	June	137·6	136·8	9·4	9	137·5	135·7	8·6	9	138·0	136·4	8·9	9	136·8	137·1	9·2	8¾
	July	139·5	138·1	8·8	9	139·6	138·1	9·1	9	140·4	138·9	9·4	9¼	138·5	136·9	8·1	8¾

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1980–87, inclusive were published in *Employment Gazette*, January 1989.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, December 1989.

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

GREAT BRITAIN 1988=100	Agri-culture and forestry *	Coal and coke	Mineral oil and natural gas	Elec-tricity, gas, other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemi-cals and man-made fibres	Mech-anical engin-eering	Elec-trical, elec-tronic and in-strument engin-eering	Motor vehicles and parts	Other trans-port equip-ment	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 averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
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
Apr	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
[Sep]	. .	115·1	110·0	111·5	102·8	111·4	108·5	110·3	111·3	109·1	113·0	109·0	110·0

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agri-culture and forestry *	Coal and coke	Mineral oil and natural gas	Elec-tricity gas, other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemi-cals and man-made fibres	Mech-anical engin-eering	Elec-trical and elec-tronic engi-eering	Motor vehicles and parts	Other trans-port equip-ment	Metal goods and instru-ments	Food, drink and tobacco
SIC 1980 CLASS	(01–02)	(11–12)	(14)	(15–17)	(21–22)	(23–24)	(25–26)	(32)	(33–34)	(35)	(36)	(31, 37)	(41–42)
1985 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7
1987	112·2	121·6	120·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9
1988	117·7	135·8	133·0	122·0	128·0	126·2	126·9	125·3	128·5	129·0	120·0	126·3	126·3
1988 Jan	106·1	128·1	127·0	116·0	126·2	120·6	121·3	120·2	124·6	120·0	118·8	120·7	121·2
Feb	105·0	116·8	125·8	115·6	115·7	121·3	120·3	121·4	125·7	102·5	119·0	123·2	121·2
Mar	108·0	131·9	126·9	116·0	117·6	123·5	120·5	124·6	126·1	132·9	119·9	122·7	121·2
April	112·4	141·9	129·6	120·2	136·5	123·9	125·1	122·9	128·5	127·1	118·9	124·3	124·8
May	112·1	134·2	138·8	123·5	120·1	126·3	125·1	124·3	126·5	129·9	119·0	125·7	126·6
June	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0
Sept	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0
Oct	136·9	141·8	134·6	124·9	142·9	126·1	128·4	127·4	130·7	129·0	124·5	128·2	127·0
Nov	116·1	142·1	147·2	125·3	124·2	127·9	139·2	129·5	131·7	136·3	126·1	131·3	133·2
Dec	119·2	140·7	141·0	124·2	134·1	136·3	138·5	132·6	135·1	139·4	134·0	130·5	135·2
1989 Jan	113·5	144·8	143·7	123·0	138·4	129·6	131·3	132·7	135·3	137·0	131·8	132·8	130·6
Feb	112·1	145·7	141·3	124·2	126·3	131·6	130·6	133·0	134·8	139·8	132·1	133·2	130·4
Mar	115·9	151·1	137·9	129·6	127·8	130·4	130·5	134·8	138·2	141·4	136·7	132·9	134·2
April	120·2	152·6	142·5	128·9	150·0	133·3	135·9	136·3	138·1	137·6	135·0	134·3	138·3
May	121·9	149·6	152·1	131·3	132·1	135·1	136·7	135·1	139·6	141·4	135·6	136·5	138·5
June	121·5	150·6	145·4	134·2	129·8	140·3	136·0	136·9	141·6	143·4	142·1	138·0	137·8
July	130·1	152·6	156·8	139·6	156·5	137·9	137·0	139·2	141·9	145·1	138·1	140·0	139·7

* England and Wales only.
Note: Figures for years 1980-7, inclusive, were published in *Employment Gazette*, February 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 manu-facturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation‡	Banking, finance, insurance and business services	Public adminis-tration	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 average
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	Apr
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	Sep
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	Apr
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
109·2	106·8	108·3	109·4	114·2	110·1	107·5	107·4	107·5	110·7	114·5	114·7	110·7	[Sep]

Previous series (1985=100)

Textiles	Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manu-facturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation‡	Banking, finance and insurance	Public adminis-tration	Education and health services	Other services††	Whole economy	
(43)	(44–45)	(46)	(47)	(48–49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.– 84pt.)	(91–92pt.)	(93,95)	(97pt.– 98pt.)		SIC 1980 CLASS
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	1985 Annual averages
107·2	107·4	107·1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9	1986
116·1	114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987
123·7	123·9	131·9	124·0	126·5	129·1	125·1	126·0	122·0	131·8	124·2	130·2	123·1	126·4	1988
119·6	120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan
120·0	121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb
122.6	124·8	123·5	120·7	123·7	128·1	124·9	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar
122·6	123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	April
123·7	124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May
125·8	123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June
124·8	126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July
123·6	122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug
123·9	124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sep
124·5	123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9	Oct
128·0	124·9	138·3	127·3	131·2	136·4	127·1	132·5	127·0	142·1	131·8	132·8	124·8	131·2	Nov
125·4	127·4	138·3	128·3	131·2	138·8	132·8	139·9	127·5	136·7	129·5	156·6	131·8	135·7	Dec
127·2	128·9	146·4	126·8	131·5	135·2	130·5	133·3	125·2	136·6	130·0	134·1	132·0	131·8	1989 Jan
128·6	129·3	142·9	127·4	132·2	136·8	131·8	133·7	125·1	135·8	131·6	134·2	126·5	132·0	Feb
127·1	130·4	130·1	128·7	133·3	142·7	136·0	137·8	126·2	154·6	131·9	134·9	127·8	134·9	Mar
131·4	130·1	133·0	130·6	133·2	139·9	136·9	135·2	129·9	142·3	131·7	136·3	128·5	135·6	Apr
134·1	132·3	134·8	131·8	136·6	140·3	134·2	136·2	129·3	140·4	132·3	141·2	128·2	135·9	May
135·6	133·0	132·7	133·3	137·5	145·7	137·6	136·0	129·8	141·7	132·7	142·8	131·7	137·6	June
134·6	135·9	129·6	134·0	137·8	143·9	138·0	135·0	133·8	145·5	132·6	144·5	139·4	139·5	July

‡ 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 adult rates)										
Weekly earnings										£
1983	156·30	152·57	162·13	139·45	137·78	146·96	146·82	137·93	148·17	120·66
1984	168·84	162·96	173·63	152·37	145·73	159·01	159·05	148·45	161·86	128·59
1985	180·15	172·96	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
Hours worked										
1983	41·7	45·1	42·8	41·7	41·9	41·0	41·1	42·4	45·2	43·9
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
Hourly earnings										pence
1983	374·7	338·6	379·1	334·3	328·5	358·0	357·6	325·3	327·5	274·7
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
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92·82	92·40	101·21	97·96	97·18	109·56	101·72	94·00	99·58	77·56
1984	103·02	99·79	110·09	106·16	102·51	117·14	110·70	99·41	106·35	82·97
1985	111·45	106·43	118·44	118·10	109·74	126·39	126·63	105·55	114·20	89·52
1986	113·84	112·92	130·58	125·38	117·27	140·86	127·86	115·19	123·21	94·47
1987	124·44	121·14	137·88	131·67	127·08	155·14	138·76	123·99	130·64	102·13
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
Hours worked										
1983	38·5	38·4	38·2	38·7	38·1	38·5	37·7	38·3	39·1	38·1
1984	38·8	38·5	38·5	38·5	38·3	38·5	38·3	37·9	38·8	38·4
1985	38·5	38·4	38·5	39·0	38·6	38·1	38·2	38·1	38·7	37·9
1986	38·9	38·1	39·1	38·8	38·9	38·0	38·9	38·7	39·0	37·6
1987	39·0	38·8	39·1	39·4	39·0	39·0	39·4	39·3	38·7	37·8
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
Hourly earnings										pence
1983	240·8	240·7	264·7	253·1	254·8	284·7	269·8	245·7	254·9	203·7
1984	265·4	259·0	286·1	275·6	267·9	304·6	288·9	262·4	274·2	215·8
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	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
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154·05	145·59	149·79	136·85	122·74	144·12	144·76	128·18	134·32	102·01
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
Hours worked										
1983	41·6	44·3	41·8	41·5	40·5	40·9	40·9	41·5	43·5	41·4
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
Hourly earnings										pence
1983	370·3	328·8	357·9	329·6	302·8	352·8	353·9	309·0	308·9	246·4
1984	395·9	351·0	382·8	355·1	319·3	380·1	378·5	330·1	336·5	261·2
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413·3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0

† More detailed results were published in an article in the April 1989 edition of *Employment Gazette*. Previous articles can be found in the April 1988 edition, March 1987 edition, and in February editions for earlier years.

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

GREAT BRITAIN April of each year April 1970=100	Manufacturing industries Weights	1982	1983†	1984†	1985†	1986†	1987†	1988†	1989†
FULL-TIME ADULTS*									
Men	689	506·2	547·3	604·5	657·5	724·7	776·8	853·3	939·4
Women	311	625·3	681·4	743·9	807·2	869·4	947·0	1,039·4	1,162·5
Men and women	1,000	525·6	569·3	627·3	682·0	748·4	804·6	883·7	975·9

* 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.

	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	All manufacturing industries (21–49)	Electricity, gas, other energy and water supply (15–17)	Construction (50)	Transport and communication* (71–72, 75–77,79)	All industries covered SIC 1980
MALE (full-time on adult rates)									
Weekly earnings									£
1983	113·94	133·35	184·22	140·51	146·19	169·13	139·99	162·43	**148·63**
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	..	..
Hours worked									
1983	42·0	43·0	42·1	43·1	42·5	40·8	43·6	46·5	**43·3**
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	..	..
Hourly earnings									pence
1983	271·6	309·8	437·7	325·9	343·6	415·0	321·2	349·5	**343·5**
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	..	..
FEMALE (full-time on adult rates)									
Weekly earnings									£
1983	73·60	97·36	112·07	87·52	90·32	112·46	77·98	118·08	**91·26**
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	..	..
Hours worked									
1983	37·1	38·4	38·6	38·6	38·1	36·1	39·2	40·8	**38·2**
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	..	..
Hourly earnings									pence
1983	198·6	253·7	290·6	226·6	237·2	311·4	199·0	289·4	**239·1**
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	..	..
ALL (full-time on adult rates)									
Weekly earnings									£
1983	82·96	129·37	170·39	127·29	132·98	168·43	139·80	160·58	**138·74**
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**
Hours worked									
1983	38·2	42·5	41·4	42·0	41·5	40·7	43·6	46·2	**42·4**
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**
Hourly earnings									pence
1983	217·2	304·2	411·4	303·1	320·5	413·9	320·9	347·3	**327·3**
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**

* Except sea transport.

	All industries and services Weights	1982	1983	1984	1985	1986	1987	1988	1989
FULL-TIME ADULTS*									
Men	575	510·4	556·0	604·4	650·1	708·2	770·7	853·4	937·8
Women	425	594·1	651·6	697·5	750·9	818·8	883·9	988·1	1,097·4
Men and women	1,000	533·0	581·9	629·6	677·4	738·1	801·3	889·8	981·0

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the editions of May 1972 (pp 431-434) and January 1976 (p 19).
Source: New Earnings Survey.

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

GREAT BRITAIN April of each year	MANUFACTURING INDUSTRIES* Weekly earnings (£) Including those whose pay was affected by absence	Weekly earnings (£) Excluding those whose pay was affected by absence	Hours (Excluding those whose pay was affected by absence)	Hourly earnings (£) Including overtime pay and overtime hours	Hourly earnings (£) Excluding overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES Weekly earnings (£) Including those whose pay was affected by absence	Weekly earnings (£) Excluding those whose pay was affected by absence	Hours (Excluding those whose pay was affected by absence)	Hourly earnings (£) Including overtime pay and overtime hours	Hourly earnings (£) 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	197·6	203·2	44·4	4·59	4·44
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
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
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
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
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
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
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
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

Note: New Earnings Survey 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

		Total labour costs (pence per hour)	Percentage shares of labour costs* Total wages and salaries	*of which* holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs‡
Manufacturing	1975	161·68	88·1	9·4	6·5	0·6	3·9	0·9
	1978	244·54	84·3	9·2	8·5	0·5	4·8	1·8
	1981	394·34	82·1	10·0	9·0	2·1	5·2	1·6
	1984	509·80	84·0	10·5	7·4	1·3	5·3	2·0
	1985	554·20	84·7	10·6	6·7	1·3	5·3	2·0
	1986	597·60	84·2	10·5	6·7	1·3	5·8	2·0
	1987	643·90	84·5	10·6	6·7	0·9	5·8	2·1
	1988	696·80	84·7	10·7	6·7	0·7	5·8	2·1
Energy (excl. coal) and water supply**	1975	217·22	82·9	11·1	6·0	0·6	8·5	2·1
	1978	324·00	78·2	11·2	6·9	0·4	12·2	2·2
	1981	595·10	75·8	11·5	7·0	1·9	13·1	2·2
	1984	811·41	77·7	11·5	5·5	1·9	12·1	2·8
	1985	860·60	78·6	11·5	5·1	1·3	12·2	2·8
	1986	964·60	75·4	11·4	4·9	5·3	11·7	2·7
	1987	1,009·50	77·6	11·7	5·0	2·5	12·2	2·8
	1988	1,062·00	79·0	12·3	5·1	0·9	12·2	2·8
Construction	1975	156·95	90·2	7·2	6·3	0·2	1·7	1·6
	1978	222·46	86·8	6·8	9·1	0·2	2·3	1·7
	1981	357·43	85·0	7·8	9·9	0·6	2·8	1·7
	1984	475·64	86·0	8·0	7·7	0·6	4·1	1·6
	1985	511·20	86·6	8·0	7·2	0·5	4·1	1·6
	1986	552·00	86·5	8·0	7·2	0·6	4·1	1·6
	1987	594·50	86·7	8·1	7·2	0·3	4·1	1·7
	1988	657·60	86·8	8·1	7·2	0·2	4·1	1·7

SIC 1980		Manufacturing	Manufacturing: Per cent change over a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy	Whole economy: Per cent change over a year earlier
Labour costs per unit of output § (1985 = 100)	1980	84·4	22·2	106·3	89·0 R	83·5	87·6	78·0	22·9
	1981	92·3	9·4	112·6	95·5	96·4	95·2	86·6	11·0
	1982	95·5	3·5	111·6	97·3	93·8	96·4	90·2	4·2
	1983	94·4	−1·2	104·8	95·1	94·8	94·7	92·6	2·7
	1984	96·2	1·9	89·5	97·0	98·4	97·1	95·6	3·2
	1985	100·0	4·0	100·0	100·0	100·0	100·0	100·0	4·6
	1986	104·0	4·0	96·6	102·3	106·1	102·9	104·9	4·9
	1987	104·6	0·6	94·8	104·0	110·3	105·3	108·8	3·7
	1988							116·0	6·6
	1986 Q4	..	..	..	..	..	..	105·9	3·6
	1987 Q1	..	..	..	..	..	..	106·8	3·0
	Q2	..	..	..	..	..	..	108·1	3·3
	Q3	..	..	..	..	..	..	109·0	3·6
	Q4	..	..	..	..	..	..	111·3	5·1
	1988 Q1	..	..	..	..	..	..	113·1	5·9
	Q2	..	..	..	..	..	..	115·0	6·4
	Q3	..	..	..	..	..	..	116·3	6·7
	Q4	..	..	..	..	..	..	119·4	7·3
Wages and salaries per unit of output §	1980	80·1‖	22·3	103·6	86·7	82·1	85·5	76·1	22·7
	1981	87·5‖	9·3	108·5	92·6	94·2	92·4	83·4	9·6
	1982	91·2‖	4·2	108·3	94·7	92·2	93·9	87·4	4·8
	1983	91·8‖	0·7	102·2	93·2	93·4	92·9	90·4	3·5
	1984	94·4‖	2·8	88·0	96·1	97·4	96·2	94·8	4·8
	1985	100·0‖	5·9	100·0	100·0	100·0	100·0	100·0	5·5
	1986	104·4‖	4·4	98·1	103·1	106·6	103·7	105·4	5·4
	1987	105·9‖	1·4	97·7	105·7	111·4	106·9	109·6	4·0
	1988	109·0‖	2·9	..	..	..	..	116·3	6·1
	1987 Q1	105·7‖	1·1	..	..	..	..	107·4	3·6
	Q2	104·7‖	0·0	..	..	..	..	109·0	3·6
	Q3	105·7‖	1·0	..	..	..	..	110·0	3·8
	Q4	107·3‖	3·7	..	..	..	..	111·9	4·8
	1988 Q1	108·1‖	2·3	..	..	..	..	113·6	5·8
	Q2	109·6‖	4·7	..	..	..	..	115·4	5·9
	Q3	108·0‖	2·2	..	..	..	..	116·6	6·0
	Q4	110·2‖	2·7	..	..	..	..	119·6	6·9
	1989 Q1	110·9‖	2·6	..	..	..	..	121·9	7·3
	Q2	112·7‖	2·8	..	..	..	..	124·8	8·2
	Q3	113·9‖	5·4	..	..	..	..	124·8	8·2
Three months ending:	1989 Apr	113·9‖	3·2	..	..	..	..	..	..
	May	111·9‖	2·1	..	..	..	..	..	..
	June	112·3‖	3·3	..	..	..	..	..	..
	July	113·1‖	4·9	..	..	..	..	..	..
	Aug	113·1‖	4·9	..	..	..	..	..	..
	Sept	115·5‖	6·8	..	..	..	..	..	..
	1989 Apr	112·3‖	2·7	..	..	..	..	..	..
	May	112·4‖	2·5	..	..	..	..	..	..
	June	112·7‖	2·8	..	..	..	..	..	..
	July	112·4‖	3·4	..	..	..	..	..	..
	Aug	112·8‖	4·3	..	..	..	..	..	..
	Sept	113·9‖	5·4	..	..	..	..	..	..

Note: All the estimates in the two lower sections of the table are subject to revision.
* *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Topics section, August 1989 issue, p .
‡ Employers' liability insurance, benefits in kind, subsidised services, training (excluding wages and salaries element) *less* government contributions.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(8) (10)
Annual averages																Indices 1985 = 100
1977	39·5	63·2	59	55	51·9	40·8	69	17	35	27·8	..	73	54	..	51·8	60
1978	45·3	66·8	64	58	57·2	46·0	73	21	40	32·2	..	77	58	..	56·3	65
1979	52·3	70·2	69	64	63·8	52·0	77	26	46	38·5	..	80	59	..	60·7	70
1980	61·5	76·2	75	70	70·9	59·8	82	33	56	47·0	..	83	65	..	66·0	76
1981	69·6	80·9	83	79	77·7	67·2	86	41	65	57·8	..	86	72	..	72·9	84
1982	77·4	85·9	88	88	85·4	78·9	90	55	74	67·7	..	92	79	..	78·7	89
1983	84·4	89·8	92	92	91·0	87·8	93	66	83	80·9	..	94	86	..	84·9	92
1984	91·7	94·3	96	96	95·3	94·6	96	83	92	90·2	97·0	95	93	90·9	93·0	96
1985	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100
1986	107·7	104·5	102	103	104·8	104·3	104	113	108	104·8	101·5	102	110	110·9	107·4	102
1987	116·3	107·7	104	106	114·5	107·6	108	124	113	111·5	103·2	103	128	119·3	114·3	104
1988	126·2	111·8	105	111	122·0	110·4	113	146	116	118·3	107·8	104	135	127·0	123·4	107
Quarterly averages																
1988 Q3	127·0	111·7	105	111	123·2	111·0	114	146	116	119·2	108·0	105	135	127·3	123·7	107
Q4	130·6	113·5	109	113	124·7	111·9	114	157 R	116	120·6	109·5	105	136	133·5 R	126·4	108
1989 Q1	132·9 R	114·5	109	115	125·2	112·8	114	..	..	122·4	111·6	105	137	130·3	127·5	109
Q2	136·3 R	..	..	116	..	114·3	117	..	..	124·7	113·1	105	149	..	130·3	109
Q3	138·3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1989 Jan	132·1 R	113·3	..	115	125·1	112·8 R	114	..	..	122·1	112·6	105	..	..	127·0	109
Feb	133·5 R	113·0	..	115	124·8	..	..	..	..	122·1	110·3	105	..	..	127·0	109
Mar	133·2 R	117·2	109	115	125·8	..	..	..	..	122·8	111·8	105	..	..	128·6	109
Apr	136·5	..	..	116	128·1	114·3	117	..	..	123·0	112·2	105	..	..	128·7 R	109
May	136·1	..	..	115 R	129·1	..	..	..	..	125·5	112·6	105	..	..	131·0	109
June	137·8 R	..	..	116	..	..	..	..	..	125·8	114·4	105	..	..	131·2	109
July	137·9	..	..	..	..	..	..	..	..	..	112·5	106	..	..	..	110
Aug	139·4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Sept	139·4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

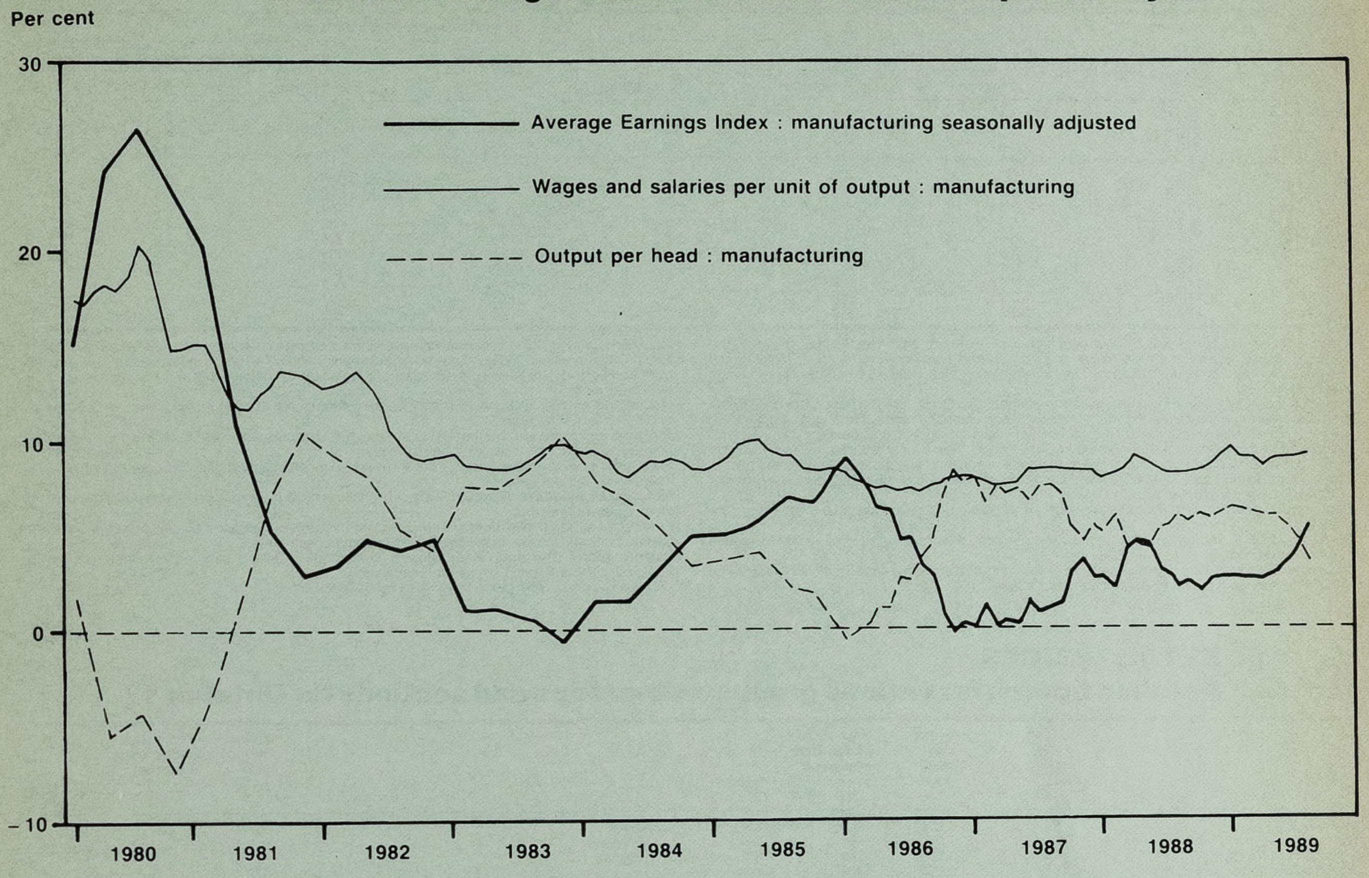
Increases on a year earlier

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
Annual averages																Per cent
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	9
1978	14	6	7	7	10	13	5	24	15	16	..	5	8	..	9	8
1979	16	6	8	9	11	13	6	20	15	19	..	4	3	..	8	9
1980	18	8	9	10	11	15	6	27	21	22	..	4	10	..	9	9
1981	13	6	10	12	9	12	5	27	16	24	..	3	10	..	11	9
1982	11	6	11	12	10	17	5	33	15	17	..	7	10	..	8	7
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	4
1984	9	5	5	5	5	8	3	26	11	11	..	1	11	..	10	4
1985	9	6	4	4	5	7	4	20	8	11	3	5	7	10	8	4
1986	8	4	2	3	5	4	3	13	8	5	1	2	11	11	7	2
1987	8	3	2	3	9	3	5	10	6	6	2	2	16	8	6	1
1988	8	4	1	5	7	3	5	18	3	6	4	1	6	6	8	3
Quarterly averages																
1988 Q3	8	3	2	5	7	3	4	19	5	6	4	1	6	8	9	3
Q4	9	3	1	5	6	3	5	23 R	3	5	5	1	2	8	9	3
1989 Q1	9	4	6	6	6	3	4	..	..	6	5	1	3	8	8	3
Q2	9	..	..	5	..	4	4	..	..	6	6	1	9	..	5	2
Q3	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																
1989 Jan	9	9	..	6	7	4	4	..	..	6	6	1	..	..	8	3
Feb	10	1	..	6	7	..	..	..	..	6	3	1	..	..	5	4
Mar	8	4	6	5	5	..	..	..	..	6	5	1	..	..	6	3
Apr	9	..	..	5	5	4	4	..	..	6	5	1	..	..	4	3
May	9	..	..	5	5	..	..	..	..	6	5	1	..	..	5	3
June	9	..	..	5	..	..	..	..	..	6	6	1	..	..	7	3
July	9	..	..	..	..	..	..	..	..	6	6	1	..	..	..	3
Aug	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Sept	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

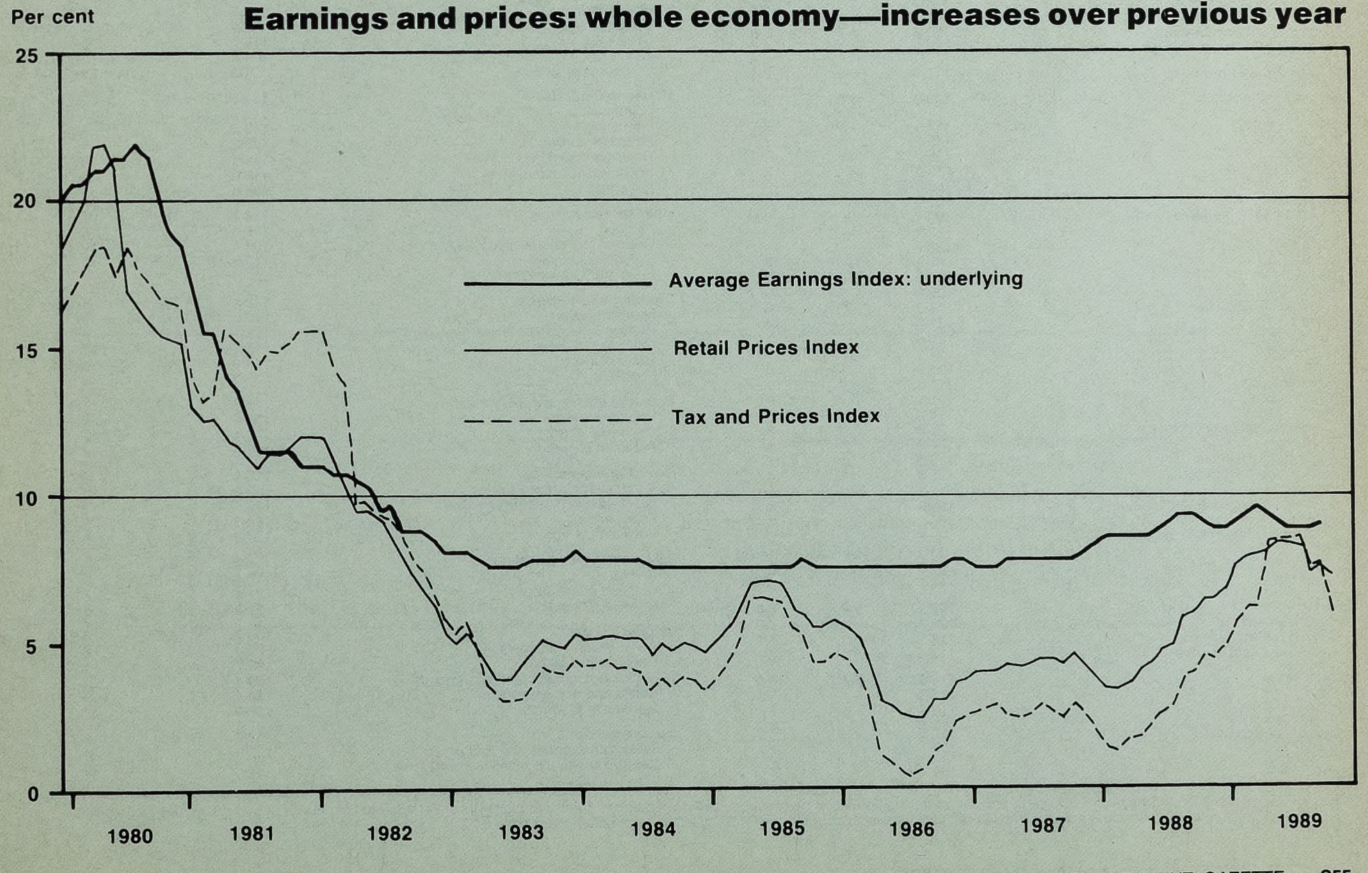
Source: OECD—Main Economic Indicators.

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.

Earnings and output per head: manufacturing industries—increases over previous year



Earnings and prices: whole economy—increases over previous year



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

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1988	Oct	109·5	1·0	3·5	6·4	109·8	1·0	3·9
	Nov	110·0	0·5	3·6	6·4	110·3	0·5	4·0
	Dec	110·3	0·3	3·5	6·8	110·5	0·2	3·7
1989	Jan	111·0	0·6	4·0	7·5	111·2	0·6	4·0
	Feb	111·8	0·7	3·6	7·8	111·9	0·6	3·5
	Mar	112·3	0·4	3·6	7·9	112·4	0·4	3·4
	Apr	114·3	1·8	4·4	8·0	114·4	1·8	4·2
	May	115·0	0·6	4·5	8·3	115·1	0·6	4·4
	Jun	115·4	0·3	4·6	8·3	115·6	0·4	4·6
	July	115·5	0·1	4·1	8·2	115·9	0·3	4·2
	Aug	115·8	0·3	3·6	7·3	116·2	0·3	3·8
	Sept	116·6	0·7	3·8	7·6	117·0	0·7	4·1
	Oct	117·5	0·8	2·8	7·3	117·9	0·8	3·1

The overall level of prices was 0·8 per cent higher in October than in September. This increase reflected higher prices for a wide range of goods and services, notably for food, clothing and footwear, alcoholic drink and tobacco. The housing index also showed a increase in mortgage interest rates.
Food: Seasonal foods rose in price between September and October by 0·8 per cent overall. Some fresh vegetables prices increased sharply eg: tomatoes and mushrooms, although potatoes were cheaper. Fresh fruit prices fell in the month (eg: cooking apples and pears). The index for non-seasonal food rose by 1·1 per cent during the period. This mainly reflected a sharp increase in milk prices as well as a continuing rise in the price of some meats, particularly pork and bacon. There were also increases for cheese. For food as a whole, the index rose 1·0 per cent in the month, to stand 7·1 per cent higher than in October 1988.
Catering: There were price increases throughout this group. Its index rose by 0·8 per cent in the month.
Alcoholic drinks: The group index rose by 0·6 per cent, mainly as a result of further increases in pub beer prices.
Tobacco: Cigarettes were dearer, reflecting further manufacturer price increases. The group index rose by 1·2 per cent between September and October.
Housing: Some building societies increased their mortgage interests rates in time for the October index. Other increases included rent, DIY and maintenance. The group index rose by 1·0 per cent.
Fuel and light: There were some increases in the prices of coal and fuel oil. The group index rose by 1·0 per cent.
Household goods: There were price increases throughout this group, leading to an overall rise of 0·5 per cent in October.
Clothing and footwear: Further arrivals of the new season's stocks led to further price increases across the group of 1·2 per cent on average.
Personnal goods and services: There were price increases throughout this group, pushing the index up by 0·6 per cent.
Motoring expenditure: A small rise in petrol prices and car insurance premiums pushed the group index up by 0·3 per cent.
Fares and other travel costs: The index for this group increased by 0·2 per cent between September and October reflecting dearer bus and coach fares.
Leisure goods: The group index showed an increase of 0·8 per cent in the month, mainly due to higher prices for some books and magazines.
Leisure services: The group index rose by 0·2 per cent.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for October 17

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
ALL ITEMS	117·5	0·8	7·3
Food and catering	113·8	0·9	7·0
Alcohol and tobacco	113·0	0·9	5·1
Housing and household expenditure	124·9	0·8	10·3
Personal expenditure	113·7	1·1	5·9
Travel and leisure	114·4	0·4	5·0
All items excluding seasonal food	117·9	0·8	7·4
All items excluding food	118·5	0·8	7·3
Seasonal food	101·5	0·8	4·5
Food excluding seasonal	114·4	1·1	7·5
All items excluding housing	113·3	0·7	5·5
All items excluding mortgage interest	114·9	0·7	6·1
Nationalised industries	117·2	0·3	7·3
Consumer durables	108·8	0·8	3·3
Food	112·4	1·0	7·1
Bread	115·1		6
Cereals	115·9		5
Biscuits and cakes	113·3		7
Beef	122·3		9
Lamb	101·0		5
of which, home-killed lamb	96·1		2
Pork	122·1		20
Bacon	122·7		17
Poultry	107·9		7
Other meat	110·9		11
Fish	108·2		5
of which, fresh fish	111·3		6
Butter	121·8		12
Oil and fats	108·6		3
Cheese	117·1		7
Eggs	111·0		8
Milk fresh	119·5		11
Milk products	121·1		9
Tea	114·3		6
Coffee and other hot drinks	97·8		5
Soft drinks	124·2		5
Sugar and preserves	119·8		7
Sweets and chocolates	105·4		4
Potatoes	110·1		15
of which, unprocessed potatoes	108·9		24
Vegetables	106·7		7
of which, other fresh vegetables	99·8		6
Fruit	99·3		–4
of which, fresh fruit	97·8		–6
Other foods	112·6		6
Catering	118·9	0·8	6·4
Restaurant meals	120·1		7
Canteen meals	118·1		6
Take-aways and snacks	117·4		6
Alcohol drink	115·5	0·7	5·9
Beer	117·9		7
on sales	118·6		7
off sales	112·5		4
Wines and spirits	112·0		5
on sales	115·1		6
off sales	109·7		4
Tobacco	107·7	1·2	3·4
Cigarettes	107·9		3
Tobacco	106·9		4
Housing	139·6	1·0	15·7
Rent	124·8		9
Mortgage interest payments	171·7		27
Rates	128·0		10
Water and other payments	130·3		13
Repairs and maintenance charges	116·3		7
Do-it yourself materials	115·0		6
Fuel and light	109·4	0·4	5·5
Coal and solid fuels	102·4		1
Electricity	115·7		7
Gas	104·6		3
Oil and other fuels	101·9		21
Household goods	111·5	0·5	3·6
Furniture	111·9		4
Furnishings	113·3		5
Electrical appliances	105·2		0
Other household equipment	114·1		6
Household consumables	118·0		6
Pet care	105·5		3
Household services	114·2	0·9	5·5
Postage	112·6		6
Telephones, telemessages, etc	104·4		3
Domestic services	119·2		8
Fees and subcriptions	121·4		7
Clothing and footwear	112·3	1·2	5·1
Men's outerwear	111·5		4
Women's outerwear	110·1		5
Children's outerwear	114·5		6
Other clothing	114·9		6
Footwear	113·0		5
Personal goods and services	116·3	0·6	7·6
Personal articles	105·4		3
Chemists' goods	117·4		8
Personal services	126·3		12
Motoring expenditure	115·4	0·3	4·7
Purchase of motor vehicles	116·3		2
Maintenance of motor vehicles	118·3		7
Petrol and oil	108·3		8
Vehicles tax and insurance	124·5		6
Fares and other travel costs	116·6	0·3	6·8
Rail fares	117·4		9
Bus and coach fares	121·4		7
Other travel costs	111·9		5
Leisure goods	108·7	0·8	3·5
Audio-visual equipment	90·3		–2
Records and tapes	98·7		–1
Toys, photographic and sport goods	109·4		3
Books and newspapers	124·1		8
Gardening products	116·9		7
Leisure services	117·4	0·2	6·2
Television licences and rentals	105·3		2
Entertainment and other recreation	125·7		9

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 March 14 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

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

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

Average prices on October 17, 1989

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	310	151	125–198
Topside	277	277	248–309
Brisket (without bone)	228	191	158–214
Rump steak *	306	360	298–418
Stewing steak	300	178	154–219
Lamb:home-killed			
Loin (with bone)	298	210	169–268
Shoulder (with bone)	275	104	78–155
Leg (with bone)	276	180	149–220
Lamb:imported			
Loin (with bone)	148	175	149–200
Shoulder (with bone)	150	91	78–109
Leg (with bone)	153	164	149–189
Pork: home-killed			
Leg (foot off)	251	141	110–184
Belly *	282	103	84–120
Loin (with bone)	265	175	144–199
Fillet (without bone)	223	238	165–339
Bacon			
Streaky *	256	119	99–153
Gammon *	246	215	159–257
Back, vacuum packed	197	209	166–255
Back, not vacuum packed	232	199	159–248
Ham (not shoulder), per 4oz	277	69	52– 89
Sausages			
Pork	293	97	78–119
Beef	225	90	68–106
Pork luncheon meat, 12oz can	163	49	39– 59
Corned beef, 12oz can	178	94	79–109
Chicken: roasting, oven ready			
Frozen, oven ready	157	68	57– 94
Fresh or chilled 3lb,	233	93	69–132
Fresh and smoked fish			
Cod fillets	232	226	180–250
Haddock fillets	220	232	195–268
Mackerel, whole	181	86	64–110
Kippers, with bone	234	105	86–127
Canned (red) salmon, half size can	167	198	165–245
Bread			
White loaf, sliced, 800g	302	48	40– 62
White loaf, unwrapped, 800g	246	62	58– 68
White loaf, unsliced, 400g	265	40	37– 44
Brown loaf, sliced, small	258	42	39– 45
Brown loaf, unsliced, 800g	237	64	56– 70
Flour			
Self raising, per 1·5kg	190	54	46– 59
Butter			
Home produced, per 250g	271	63	60– 69
New Zealand, per 250g	243	61	59– 65
Danish, per 250g	250	67	64– 70
Margarine			
Soft 500g tub	274	38	25– 69
Low fat spread	279	42	38– 45
Lard, per 250g	245	17	15– 24
Cheese			
Cheddar type	279	152	124–183
Eggs			
Size 2 (65–70g), per dozen	247	113	94–136
Size 4 (55–60g), per dozen	194	105	80–120
Milk			
Pasteurised, per pint	315	29	24– 30
Skimmed, per pint	289	29	24– 30
Tea			
loose, per 125g	282	46	36– 58
Tea bags, per 250g	296	107	79–125
Coffee			
Pure, instant, per 100g	578	142	89–187
Ground (filter fine), per 8oz	257	136	121–149
Sugar			
Granulated, per kg	284	59	57– 60
Fresh vegetables			
Potatoes, old loose			
White	239	13	10– 15
Red	71	14	10– 16
Potatoes, new loose	0	0	0
Tomatoes	319	50	42– 60
Cabbage, greens	259	28	18– 49
Cabbage, hearted	266	26	16– 38
Cauliflower, each	299	48	35– 59
Brussels sprouts	224	38	28– 45
Carrots	324	20	14– 29
Onions	320	22	15– 36
Mushrooms, per 4oz	310	31	24– 36
Cucumber, each	303	52	45– 60
Fresh fruit			
Apples, cooking	285	31	22– 39
Apples, dessert	293	36	29– 42
Pears, dessert	280	38	30– 46
Oranges, each	273	18	10– 24
Bananas	306	48	39– 54
Grapes	265	74	50– 95
Items other than food			
Draught bitter, per pint	647	99	87–112
Draught lager, per pint	665	111	100–124
Whisky per nip	664	78	70– 87
Gin, per nip	668	78	70– 86
Cigarettes 20 king size filter	3,618	152	124–165
Coal, per 50kg	413	557	455–681
Smokeless fuel per 50kg	478	757	635–895
4-star petrol, per litre	603	41	37– 42

† 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 new enlarged 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 new Central Statistical Office.

6·4 RETAIL PRICES
General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal † food	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink
Weights	1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70
	1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82
	1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81
	1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83
	1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85
	1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77
	1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82
	1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79
	1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77
	1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78
	1984	1,000	799	966·1–968·7	102 Feb–Nov 87 Dec–Jan	201	31·3–33·9	167·1–169·8	36	75
	1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75
	1986	1,000	815	973·3–976·0	83 Feb–Nov 60 Dec–Jan	185	24·0–26·7	158·3–161·0	44	82
1974)		108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7
1975)		134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2
1976)		157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3
1977)		182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4
1978)		197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0
1979)	Annual	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1
1980)	averages	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8
1981)		295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1
1982)		320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4
1983)		335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5
1984)		351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7
1985)		373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1
1986)		385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6
1975	Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2
1976	Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0
1977	Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7
1978	Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9
1979	Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9
1980	Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4
1981	Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7
1982	Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8
1983	Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7
1984	Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1
1985	Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9
1986	Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8
1987	Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7

		Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
Weights	1974	43	124	52	64	91	63	135	54
	1975	46	108	53	70	89	71	149	52
	1976	46	112	56	75	84	74	140	57
	1977	46	112	58	63	82	71	139	54
	1978	48	113	60	64	80	70	140	56
	1979	44	120	59	64	82	69	143	59
	1980	40	124	59	69	84	74	151	62
	1981	36	135	62	65	81	75	152	66
	1982	41	144	62	64	77	72	154	65
	1983	39	137	69	64	74	75	159	63
	1984	36	149	65	69	70	76	158	65
	1985	37	153	65	65	75	77	156	62
	1986	40	153	62	63	75	81	157	58
Annual averages (	1974	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
(	1975	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
(	1976	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
(	1977	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
(	1978	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
(	1979	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
(	1980	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
(	1981	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
(	1982	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
(	1983	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
(	1984	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
(	1985	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
(	1986	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
Jan 14	1975	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
Jan 13	1976	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
Jan 18	1977	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
Jan 17	1978	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
Jan 16	1979	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
Jan 15	1980	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
Jan 13	1981	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
Jan 12	1982	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
Jan 11	1983	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
Jan 10	1984	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
Jan 15	1985	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
Jan 14	1986	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
Jan 13	1987	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
Weights	1987	1,000	833	974	843	956	57	139	167	26	141	46	76
	1988	1,000	837	975	840	958	54	141	163	25	138	50	78
	1989	1,000	846	977	825	940	46	135	154	23	131	49	83
1987	Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1988		106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9
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
	Feb 10	100·4	100·4	100·3	100·4	100·4	100·0	100·3	100·7	103·2	100·2	100·4	100·3
	Mar 10	100·6	100·6	100·6	100·6	100·6	100·0	100·8	100·7	103·0	100·3	100·8	100·6
	Apr 14	101·8	101·8	101·6	101·2	101·6	100·8	101·0	101·6	107·4	100·5	101·4	100·8
	May 12	101·9	101·8	101·7	101·6	102·0	100·7	101·2	102·2	110·6	100·7	101·8	101·2
	June 9	101·9	101·9	101·8	101·6	102·1	100·7	101·1	101·6	105·2	100·9	102·3	101·4
	July 14	101·8	102·1	101·9	101·4	101·9	100·9	99·9	100·4	97·0	101·0	102·9	101·7
	Aug 11	102·1	102·4	102·2	101·7	102·2	101·3	100·3	100·7	98·6	101·0	103·6	102·1
	Sept 8	102·4	102·8	102·6	102·1	102·5	101·4	101·7	100·4	95·7	101·2	104·3	102·8
	Oct 13	102·9	103·3	103·1	102·6	103·0	101·5	102·2	101·1	96·8	101·8	104·7	103·5
	Nov 10	103·4	103·8	103·6	103·0	103·4	101·9	102·9	101·6	98·8	102·1	105·3	103·3
	Dec 8	103·3	103·5	103·3	103·2	103·6	101·9	103·2	102·4	102·4	102·4	105·8	103·1
1988	Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
	Feb 16	103·7	103·8	103·6	103·6	104·0	103·1	101·9	103·6	106·9	103·0	107·1	104·2
	Mar 15	104·1	104·2	104·0	104·0	104·4	103·0	102·6	103·9	107·1	103·4	107·5	104·6
	Apr 19	105·8	106·0	105·7	105·0	105·9	104·9	103·0	104·4	108·5	103·8	108·5	106·1
	May 17	106·2	106·4	106·1	105·5	106·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6
	June 14	106·6	106·9	106·6	105·9	106·9	107·3	104·2	104·8	105·3	104·7	109·5	106·8
	July 19	106·7	107·2	106·9	106·0	107·0	108·2	103·1	104·0	97·9	105·0	109·7	107·1
	Aug 16	107·9	108·5	108·1	106·4	107·3	108·3	103·4	104·4	97·5	105·7	110·4	107·7
	Sept 13	108·4	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4
	Oct 18	109·5	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1
	Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1
	Dec 13	110·3	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9
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
	Feb 14	111·8	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5
	Mar 14	112·3	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9
	Apr 18	114·3	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5
	May 16	115·0	115·9	115·1	111·3	112·9	114·7	107·5	110·3	109·9	110·4	115·6	111·9
	June 13	115·4	116·3	115·6	111·6	113·2	115·9	107·6	110·7	109·3	111·0	116·2	112·2
	July 18	115·5	116·6	115·9	111·6	113·2	116·5	106·5	110·1	100·6	111·9	116·8	112·9
	Aug 15	115·8	116·9	116·2	111·8	113·4	116·8	106·7	110·6	100·8	112·3	117·4	114·0
	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
	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

† 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.

		Tobacco	Housing	Fuel and light	Household goods *	Household services *	Clothing and footwear	Personal goods and services *	Motoring expenditure *	Fares and other travel *	Leisure goods *	Leisure services *
1987	Weights	38	157	61	73	44	74	38	127	22	47	30
1988		36	160	55	74	41	72	37	132	23	50	29
1989		36	175	54	71	41	73	37	128	23	47	29
Annual averages	1987	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
	1988	103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
Jan 13	1987	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb 10		99·9	100·3	100·0	100·4	100·1	100·3	100·3	101·0	99·8	100·2	100·1
Mar 10		99·9	100·7	99·8	101·0	100·3	100·8	100·7	101·3	99·9	100·3	100·1
Apr 14		99·8	105·0	99·9	101·5	100·9	101·0	101·3	102·1	100·2	100·9	101·5
May 12		99·8	103·6	99·4	102·0	101·4	101·0	101·4	102·8	101·3	101·6	101·1
June 9		99·8	103·4	99·4	101·9	101·6	100·8	101·9	103·2	101·5	102·0	101·3
July 14		99·7	103·8	99·1	101·6	102·0	99·2	101·9	104·4	102·2	101·6	101·4
Aug 11		99·5	104·1	99·0	101·9	102·4	99·8	102·4	104·8	102·3	101·7	101·4
Sept 8		99·7	104·4	98·5	102·7	102·9	101·8	101·9	105·1	102·3	101·9	101·9
Oct 13		100·5	104·9	98·0	103·3	103·2	102·3	102·6	105·4	102·6	102·6	103·3
Nov 10		101·1	105·6	98·3	104·2	103·8	102·9	103·9	105·4	103·1	103·1	103·7
Dec 8		101·2	103·9	98·2	104·3	104·0	103·4	104·1	105·0	103·2	103·2	103·6
Jan 12	1988	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
Feb 16		101·6	104·3	98·0	103·9	105·3	101·9	104·7	105·0	105·7	103·3	103·7
Mar 15		101·6	104·7	97·8	104·5	105·4	102·9	105·1	105·6	105·6	103·3	103·8
Apr 19		103·2	109·9	99·1	105·0	105·7	103·1	106·0	107·0	105·8	103·9	108·3
May 17		103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4
June 14		103·6	109·8	102·4	105·6	106·2	105·3	106·6	108·2	106·9	104·2	108·4
July 19		103·4	110·2	103·6	105·9	107·1	103·3	107·1	109·2	107·9	104·4	108·3
Aug 16		103·6	115·8	103·4	106·5	107·4	103·3	107·5	109·5	108·6	104·7	108·5
Sept 13		103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6
Oct 18		104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5
Nov 15		105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6
Dec 13		105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7
Jan 17	.1989	105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1
Feb 14		105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	122·2
Mar 14		105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3
Apr 18		105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5
May 16		105·8	134·7	106·4	109·9	111·8	110·5	113·7	115·2	114·6	107·2	114·3
June 13		105·9	135·5	107·6	110·1	111·8	110·6	114·0	115·5	115·6	107·4	114·5
July 18		105·8	136·6	108·4	110·0	112·2	108·6	114·9	115·4	115·9	107·6	115·2
Aug 15		105·8	137·4	108·7	110·5	112·2	108·7	115·3	114·6	116·1	107·6	115·6
Sept 12		106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2
Oct 17		107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4

* 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 helpjul 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

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
Feb 16	3·3	2·9	6·7	3·9	1·7	4·0	–2·0	3·5	5·2	1·6	4·4	4·0	5·9	3·1	3·6
Mar 15	3·5	3·2	6·6	4·0	1·7	4·0	–2·0	3·5	5·1	2·1	4·4	4·2	5·7	3·0	3·7
Apr 19	3·9	2·8	7·0	5·3	3·4	4·7	–0·8	3·4	4·8	2·1	4·6	4·8	5·6	3·0	6·7
May 17	4·2	2·4	7·0	5·3	3·9	5·6	1·3	3·4	4·5	3·8	4·8	4·4	5·3	2·7	7·2
June 14	4·6	3·1	7·0	5·3	3·8	6·2	3·0	3·6	4·5	4·5	4·6	4·8	5·3	2·2	7·0
July 19	4·8	3·6	6·6	5·3	3·7	6·2	4·5	4·2	5·0	4·1	5·1	4·6	5·6	2·8	6·8
Aug 16	5·7	3·7	6·6	5·5	4·1	11·2	4·4	4·5	4·9	3·5	5·0	4·5	6·2	2·9	7·0
Sept 13	5·9	4·4	6·5	5·4	4·0	11·6	5·2	4·4	4·8	2·9	5·8	4·4	6·4	2·6	8·5
Oct 18	6·4	3·8	6·7	5·4	3·7	15·1	5·8	4·2	4·8	4·5	5·4	4·6	6·4	2·3	7·0
Nov 15	6·4	4·0	6·5	5·6	4·0	15·6	5·7	3·6	4·7	4·6	4·7	4·5	6·2	1·7	7·6
Dec 13	6·8	4·0	6·2	5·6	4·0	17·9	6·0	3·5	4·6	4·4	4·8	4·6	6·2	1·7	7·8
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
Feb 14	7·8	4·0	6·0	6·0	4·0	21·8	6·3	4·2	5·2	5·2	5·9	5·7	7·1	2·1	8·2
Mar 14	7·9	4·2	6·1	6·0	4·1	22·0	6·6	4·2	5·2	4·7	5·7	5·9	7·3	2·3	8·2
Apr 18	8·0	5·0	6·0	5·1	2·5	21·9	6·4	4·3	5·7	6·5	6·7	6·7	7·2	2·0	4·8
May 16	8·3	5·3	6·2	5·0	2·0	23·1	5·7	4·2	5·5	5·4	7·0	7·4	7·4	2·8	5·4
June 13	8·3	5·6	6·1	5·1	2·2	23·4	5·1	4·3	5·3	5·0	6·9	6·7	8·1	3·1	5·6
July 18	8·2	5·9	6·5	5·4	2·3	24·0	4·6	3·9	4·8	5·1	7·3	5·7	7·4	3·1	6·4
Aug 15	7·3	5·9	6·3	5·8	2·1	18·7	5·1	3·8	4·5	5·2	7·3	4·7	6·9	2·8	6·5
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

Notes: See notes under *table 6.7*.

6·6 RETAIL PRICES
Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One–person pensioner households				Two–person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	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		108·2	110·4	111·3		109·0	111·2	112·0	

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
											JAN 15, 1974 = 100
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	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
													JAN 13, 1987 = 100	
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101·1	101·1	102·8	101·8	100·2	99·1	102·1	101·1	101·1	102·3	102·9	102·8	103·5	100·4
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
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
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

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

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:

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

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.

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

THOUSAND

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
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	103·6	101·3	103·6	99·7	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	107·0	102·9	107·8	100·0	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·8	104·1	112·7	101·2	162·5	120·0	108·7	109·4	116·5	101·7
Monthly											
1988 Oct	115·7	112·2	104·7	113·9	101·4	171·0	122·5	109·8	..	118·3	102·3
Nov	116·3	112·5	104·6	114·7	101·7	172·2	122·5	109·9	110·5	119·2	102·6
Dec	116·6	112·9	105·0	114·7	101·9	174·1	123·5	110·1	..	119·5	102·6
1989 Jan	117·3	113·6	105·4	115·2	103·0	173·6	124·7	110·6	..	120·3	103·4
Feb	118·2	114·2	105·9	115·9	103·3	172·8	125·0	110·9	112·0	121·3	103·7
Mar	118·7	114·7	106·1	116·7	103·5	177·5	125·7	111·2	..	122·0	104·0
Apr	120·8	115·6	106·8	117·4	104·0	180·4	126·1	111·9	..	122·6	104·3
May	121·6	116·0	106·9	118·2	104·2	181·0	126·3	112·3	113·1	123·2	104·7
June	122·0	116·4	107·1	117·9	104·5	183·9	127·0	112·5	..	123·7	105·0
July	122·1	116·7	107·5	117·9	104·3	183·6	129·0	112·8	..	123·9	105·3
Aug	122·4	116·9 P	107·8	118·6 R	104·2	184·1	129·3	113·0	114·8	124·1 P	105·5
Sept	123·3	117·6 P	108·4	119·1 P	104·5	190·7	130·7	131·3 E	..	124·7 P	105·8
Oct	124·2	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
Annual averages											
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·6	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
Monthly											
1988 Oct	6·4	3·9	1·3	4·2	1·3	14·1	5·2	3·0	..	4·9	2·0
Nov	6·4	4·1	1·6	4·6	1·6	14·1	5·4	3·0	2·7	5·3	2·1
Dec	6·8	4·3	1·9	4·5	1·6	14·0	5·9	3·1	..	5·4	1·9
1989 Jan	7·5	4·8	2·4	4·6	2·6	13·8	6·3	3·3	..	5·5	2·5
Feb	7·8	4·9	2·6	4·4	2·6	13·8	6·2	3·4	3·4	5·9	2·7
Mar	7·9	5·0	2·8	4·7	2·7	13·5	6·0	3·4	..	6·1	2·8
Apr	8·0	5·3	3·0	4·9	3·0	13·0	6·8	3·6	..	6·3	3·2
May	8·3	5·4	3·0	4·8	3·1	13·1	7·0	3·7	3·8	6·5	3·5
June	8·3	5·4	3·0	4·5	3·1	13·4	7·1	3·6	..	6·5	3·6
July	8·2	5·5	3·0	5·0	3·0	13·5	7·5	3·5	..	6·5	3·4
Aug	7·3	5·1 P	3·2	4·9	2·9	13·6	6·7	3·4	4·5	6·3	3·4
Sept	7·6	5·3 P	3·5	4·7 P	3·1	14·3	6·8	3·4 E	..	6·2 P	3·6
Oct	7·3	..	..	..	..	..	..	..	..	..	..

Source: Eurostat
P Provisional.
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

THOUSAND

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Monthly										
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	100·2	115·0	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1
1987	99·8	125·8	105·7	100·7	102·2	103·1	116·5	108·6	107·4	108·7
1988	100·6	138·0	110·0	101·4	104·2	105·1	124·3	114·9	112·7	113·1
Monthly										
1988 Oct	101·3	142·6	111·8	102·6	104·5	105·6	126·2	117·2	114·4	114·5
Nov	101·4	144·1	111·9	102·2	104·9	105·5	126·2	117·4	114·6	114·9
Dec	101·3	145·9	112·1	101·9	105·0	105·5	126·2	117·7	115·5	114·9
1989 Jan	100·4	147·8	112·6	101·7	105·6	106·2	127·1	119·0	116·0	115·4
Feb	100·7	149·8	113·1	101·4	106·1	106·6	127·6	119·7	116·6	116·2
Mar	101·1	151·1	113·7	101·9	106·4	106·8	128·7	120·1	117·9	116·7
Apr	101·6	152·7	114·5	103·7	106·9	107·1	129·4	121·3	119·1	117·1
May	101·6	153·0	115·1	104·3	107·0	107·3	129·8	121·8	119·5	118·3
June	101·5	154·0	115·4	104·2	107·1	107·6	130·6	122·2	120·6	118·9
July	101·7	155·5	115·7	104·0	106·9	108·8	130·7	122·2	120·5	119·7
Aug	102·0	158·3	115·9	103·9 R	107·3	109·2	130·3	122·7	120·6	119·8
Sep	102·5	158·6	116·2	104·9 P	107·8	108·5	131·4	123·7	121·9	119·9
Oct	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier	Per cent									
Annual averages										
1985	2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2
1986	0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2
1987	–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4
1988	0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0
Monthly										
1988 Oct	0·9	10·7	4·2	1·1	1·8	1·8	6·4	5·9	5·5	4·2
Nov	1·1	11·9	4·2	1·2	1·9	2·0	6·2	5·7	5·6	4·1
Dec	1·2	11·7	4·4	1·0	2·0	1·9	5·6	6·0	6·6	4·0
1989 Jan	0·9	12·2	4·7	1·1	2·3	2·2	5·2	6·6	5·8	4·3
Feb	1·0	12·1	4·8	1·0	2·3	2·3	4·9	6·4	6·0	4·6
Mar	0·9	12·4	5·0	1·1	2·4	2·2	4·3	6·3	6·6	4·6
Apr	1·1	13·2	5·1	2·4	2·7	2·4	4·6	6·4	6·9	4·6
May	1·0	13·0	5·4	2·9	2·9	2·8	4·7	6·5	6·4	5·0
June	1·0	13·2	5·2	3·0	3·0	2·5	4·7	6·6	6·8	5·4
July	1·1	13·3	5·0	3·0	2·9	2·5	4·8	6·1	6·7	5·4
Aug	1·1	13·7	4·7	2·6 R	3·0	2·6	4·6	6·4	6·7	5·2
Sept	1·3	12·7	4·3	2·7 P	3·4	2·5	4·2	6·4	6·7	5·2
Oct	..	..	..	..	..	..	..	..	..	..

8·1 TOURISM
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	48·1	51·7	1·6	36·4	20·3	158·1
Employees in employment						
1985 Mar	207·5	254·8	136·2	221·6	316·6	1,136·7
June	222·8	266·4	139·7	268·5	373·0	1,270·4
Sept	226·1	259·3	139·3	270·1	364·3	1,259·2
Dec	220·8	258·5	141·2	231·4	325·8	1,177·8
1986 Mar	215·3	249·9	137·1	226·5	322·0	1,150·8
June	229·2	259·8	138·2	270·5	370·9	1,268·6
Sept	227·7	264·3	138·5	268·4	362·0	1,260·9
Dec	225·2	263·4	139·2	232·3	331·2	1,191·2
1987 Mar	223·8	257·0	138·4	220·9	328·5	1,168·6
June	240·4	263·1	136·9	265·4	375·1	1,280·9
Sept	242·2	264·1	139·9	270·1	367·0	1,283·3
Dec	243·7	266·7	143·6	243·5	350·9	1,248·4
1988 Mar	240·9	258·8	139·9	236·9	357·8	1,234·3
June	258·4	265·2	141·0	274·4	381·6	1,320·5
Sept	256·6	271·2	139·7	277·2	385·5	1,330·2
Dec	258·0	270·7	144·8	238·3	360·4	1,272·1
1989 Mar	254·0	264·7	139·5	242·4	360·4	1,261·1
June	270·8	273·8	139·3	278·3	395·5	1,357·8
Change June 1989 on June 1988						
Absolute (thousands)	+12·4	+8·6	−1·7	+3·9	+13·9	+37·3
Percentage	+4·8	+3·2	−1·2	+1·4	+3·6	+2·8

* Based on Census of Population.
In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and catering (SIC Class 66): (1982 not available.)

1981	145	1986	185
1983	142	1987	180
1984	169	1988 (p)	183
1985	170		

† These are comparable with the estimates for all industries and services shown in *table 1·4*.

8·2 TOURISM
Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1980	2,961	2,738	+223
1981	2,970	3,272	−302
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985	5,442	4,871	+571
1986	5,553	6,083	−530
1987	6,260	7,280	−1,020
1988	6,193	8,228	−2,035
Percentage change 1988/1987	−1	+13	

		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1988	Q1	1,048	1,524	1,350	2,023	−302	−499
	Q2	1,465	1,547	1,973	2,009	−508	−462
	Q3	2,233	1,501	3,216	2,033	−983	−532
	Q4	1,447	1,621	1,688	2,163	−241	−540
1989 P	Q1	1,190	1,755	1,591	2,436	−401	−681
	Q2 (e)	1,565	1,665	2,165	2,233	−600	−568
1988	Jan	402	506	418	652	−16	−146
	Feb	284	493	418	694	−134	−201
	Mar	362	525	513	677	−151	−152
	Apr	452	534	549	683	−97	−149
	May	446	494	584	615	−138	−121
	June	567	519	840	711	−273	−192
	July	736	509	925	661	−189	−152
	Aug	847	505	1,181	686	−334	−181
	Sept	650	487	1,110	686	−460	−199
	Oct	605	529	897	720	−292	−191
	Nov	405	527	453	711	−48	−184
	Dec	436	565	338	732	+96	−167
1989 P	Jan	412	533	486	776	−74	−243
	Feb	305	564	527	897	−222	−333
	Mar	473	658	579	763	−106	−105
	Apr (e)	455	555	610	748	−155	−193
	May (e)	505	561	650	723	−145	−162
	June (e)	605	549	905	762	−300	−213
	July (e)	860	588	1,025	708	−165	−120
	Aug (e)	895	549	1,355	785	−460	−236

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

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

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1976		10,808		2,093	6,816	1,899
1977		12,281		2,377	7,770	2,134
1978		12,646		2,475	7,865	2,306
1979		12,486		2,196	7,873	2,417
1980		12,421		2,082	7,910	2,429
1981		11,452		2,105	7,055	2,291
1982		11,636		2,135	7,082	2,418
1983		12,464		2,836	7,164	2,464
1984		13,644		3,330	7,551	2,763
1985		14,449		3,797	7,870	2,782
1986		13,897		2,843	8,355	2,699
1987		15,566		3,394	9,317	2,855
1988		15,798		3,272	9,668	2,859
1988	Q1	2,777	3,966	519	1,735	524
	Q2	4,013	3,782	846	2,485	683
	Q3	5,547	3,824	1,201	3,303	1,043
	Q4	3,461	4,226	706	2,146	609
1989 P	Q1	3,363	4,639	550	2,220	593
	Q2 (e)	4,430	4,414	990	2,730	710
1988	Jan	1,021	1,323	158	649	214
	Feb	792	1,359	140	506	146
	Mar	964	1,284	220	580	164
	Apr	1,324	1,274	202	928	194
	May	1,191	1,222	279	698	214
	June	1,498	1,286	365	858	275
	July	1,930	1,272	420	1,172	338
	Aug	2,084	1,254	448	1,269	367
	Sept	1,535	1,298	334	863	338
	Oct	1,366	1,348	328	764	274
	Nov	1,073	1,472	199	701	173
	Dec	1,022	1,406	179	680	162
1989 P	Jan	1,140	1,494	190	717	233
	Feb	877	1,489	140	567	169
	Mar	1,346	1,656	220	936	191
	Apr (e)	1,360	1,461	210	970	180
	May (e)	1,440	1,516	330	850	260
	June (e)	1,630	1,437	450	910	270
	July (e)	2,080	1,414	450	1,260	370
	Aug (e)	2,270	1,350	410	1,420	440

Notes: See *table 8·2*.

TOURISM 8·4
Visits abroad by UK residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1976		11,560		579	9,954	1,027
1977		11,525		619	9,866	1,040
1978		13,443		782	11,517	1,144
1979		15,466		1,087	12,959	1,420
1980		17,507		1,382	14,455	1,670
1981		19,046		1,514	15,862	1,671
1982		20,611		1,299	17,625	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
1988	Q1	4,470	7,237	250	3,557	662
	Q2	7,343	6,890	440	6,334	568
	Q3	11,020	7,102	665	9,668	687
	Q4	5,996	7,599	468	4,959	569
1989 P	Q1 P	5,420	8,516	330	4,327	763
	Q2 (e)	7,800	7,580	510	6,650	640
1988 P	Jan	1,406	2,311	126	1,025	255
	Feb	1,384	2,609	54	1,123	207
	Mar	1,679	2,317	70	1,409	200
	Apr	2,080	2,265	144	1,674	262
	May	2,133	2,137	135	1,854	144
	June	3,130	2,488	162	2,806	162
	July	3,326	2,350	171	2,976	179
	Aug	3,967	2,357	273	3,425	269
	Sept	3,729	2,395	222	3,268	239
	Oct	3,077	2,635	224	2,625	228
	Nov	1,695	2,519	127	1,388	180
	Dec	1,224	2,445	117	946	161
1989 P	Jan	1,728	2,914	128	1,324	276
	Feb	1,631	2,921	85	1,314	232
	Mar	2,060	2,682	117	1,689	254
	Apr (e)	2,170	2,532	140	1,760	270
	May (e)	2,430	2,521	160	2,100	170
	June (e)	3,200	2,527	210	2,790	200
	July (e)	3,260	2,320	190	2,880	190
	Aug (e)	4,270	2,545	260	3,740	270

Notes: See *table 8·2*.

9·1 OTHER FACTS AND FIGURES
YTS entrants: regions

THOUSAND

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York-shire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1989-March 1990	29·7	18·8	20·8	33·2	33·5	31·0	40·0	20·6	17·4	40·5	285·5
Entrants to training April - October 1989	23·7	11·8	17·3	26·5	26·8	26·6	35·1	17·3	13·7	23·9	222·7
Total in training October 31 1989	42·2	21·9	31·8	44·9	49·0	48·2	62·2	31·8	24·4	48·6	405·0

Note: All figures include YTS and Initial Training.

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

Measure	Great Britain		Scotland		Wales	
	October	September	October	September	October	September
Community Industry		7,276		1,879		689
Enterprise Allowance Scheme	77,230	79,789	6,770	6,927	5,588	5,783
Job Release Scheme	4,613	4,782	252	262	196	201
Jobshare	179	200	20	25	20	20
Jobstart Allowance	3,850*	3,902 †	660*	609 †	361*	404†
Restart interviews (cumulative total)	1,043,989**	857,050 ††	141,938**	116,300 ††	64,873**	52,940††

* Live cases as at September 29, 1989.
† Live cases as at August 25, 1989.
** April 1, 1989 to September 29, 1989.
†† April 1, 1989 to August 25, 1989.

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

Employment registrations† taken at jobcentres, September 11 to October 6, 1989	7,355
Placed into employment by jobcentre advisory service, September 11 to October 6, 1989*	3,269
Placed into employment by jobcentre and local authority careers offices July 10 to October 6 1989	10,526
of which into open employment	9,305
of which into sheltered employment	1,221

† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
* Not including placings through displayed vacancies.

9·4 OTHER FACTS AND FIGURES
Jobseekers and unemployed people with disabilities registered* for work at jobcentres and local authority careers offices

THOUSAND

GREAT BRITAIN		Disabled people †							
		Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
		Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1988	Oct	18·5	15·7	43·4	31·6	4·0	3·4	2·3	1·6
1989	Jan	18·0	15·2	41·9	30·0	3·9	3·3	2·2	1·6
	Apr	17·9	15·2	41·0	29·6	3·8	3·3	2·1	1·6
	July	17·3	14·9	41·3	29·3	3·6	3·1	2·2	1·6
	Oct	16·5	14·1	39·5	27·6	3·6	3·0	2·2	1·5

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.
† Includes registered disabled people and those who, although eligible, choose not to register.

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

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Employment and workforce	Frequency *	Latest issue	Table number or page
Workforce GB and UK			
Quarterly series	M (Q)	Dec 89:	1·1
Labour force estimates, projections		Apr 89:	159
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	Nov 89:	1·4
: time series, by order group	M	Dec 89:	1·2
Manufacturing: by Division class or group	M	Dec 89:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 89:	1·10
Local authorities manpower	Q	Oct 89:	1·7
Region: GB			
Sector: numbers and indices,	Q	Nov 89:	1·5
Self-employed: by region		Apr 89:	204
: by industry		Apr 89:	203
Census of Employment:			
GB and regions by industry (Sept 1984)		Jan 87:	31
UK and regions by industry (Sept 1987)		Oct 89:	540
International comparisons	M	Dec 89:	1·9
Apprentices and trainees by industry:			
Manufacturing industries	A	Aug 89:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	Aug 89:	1·15
Employment measures	M	Dec 89:	9·2
Registered disabled in the public sector	A	May 89:	243
Labour turnover in manufacturing	Q	Dec 89:	1·6
Trade union membership	A	May 89:	250

Unemployment and vacancies	Frequency *	Latest issue	Table number or page
Unemployment			
Summary: UK	M	Dec 89:	2·1
GB	M	Dec 89:	2·2
Age and duration: UK	M (Q)	Dec 89:	2·5
Broad category: UK	M	Dec 89:	2·1
Broad category: GB	M	Dec 89:	2·2
Detailed category: GB, UK	Q	Dec 89:	2·6
Region: summary	Q	Dec 89:	2·6
Age time series UK	M (Q)	Dec 89:	2·7
: estimated rates	M	Dec 89:	2·15
Duration: time series UK	M (Q)	Dec 89:	2·8
Region and area			
Time series summary: by region	M	Dec 89:	2·3
: assisted areas, travel-to-work areas	M	Nov 89:	2·4
: counties, local areas	M	Dec 89:	2·9
: Parliamentary constituencies	M	Dec 89:	2·10
Age and duration: summary	Q	Dec 89:	2·6
Flows:			
GB, time series	D	May 84:	2·19
UK, time series	M	Dec 89:	2·19
GB, Age time series	M	Dec 89:	2·20
GB, Regions and duration	B	Oct 88:	2·23/24/26
GB, Age and duration	B	Oct 88:	2·21/22/25
Students: by region	M	Dec 89:	2·13
Disabled jobseekers: GB	M	Dec 89:	9·3/4
International comparisons	M	Dec 89:	2·18
Ethnic origin		Mar 88:	164
Temporarily stopped: UK			
Latest figures: by region	M	Dec 89:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	Dec 89:	3·1
Region unfilled seasonally adjusted	M	Dec 89:	3·2
Region unfilled unadjusted	M	Dec 89:	3·3

Redundancies	Frequency *	Latest issue	Table number or page
Confirmed: GB latest month	M	Dec 89:	2·30
Regions	M	Dec 89:	2·30
Industries	M	Dec 89:	2·31
Advance notifications	S (M)	May 89:	271
Payments: GB latest quarter	D	July 86:	284

Earnings and hours	Frequency *	Latest issue	Table number or page
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Dec 89:	5·1
Industry	M	Dec 89:	5·3
Underlying trend	Q (M)	Dec 89:	674
New Earnings Survey (April estimates)			
Latest key results	A	Nov 88:	601
Time series	M (A)	Dec 89:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	Apr 89:	174
Holiday entitlements	A	Apr 89:	211

Earnings and hours *(cont.)*	Frequency *	Latest issue	Table number or page
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	Dec 89:	5·4
Detailed results	A	Apr 89:	173
Manufacturing			
International comparisons	M	Dec 89:	5·9
Agriculture	A	Apr 89:	211
Coal-mining	A	Apr 89:	210
Average earnings: non-manual employees	M (A)	Dec 89:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	Dec 89:	1·11
Region: summary	Q	Dec 89:	1·13
Hours of work: manufacturing	M	Dec 89:	1·12

Output per head	Frequency *	Latest issue	Table number or page
Output per head: quarterly and annual indices	M (Q)	Dec 89:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Dec 89:	5·7
Quarterly and annual indices	M	Dec 89:	5·7

Labour costs	Frequency *	Latest issue	Table number or page
Survey results 1984	Quadrennial	June 86:	212
Per unit of output	M	Dec 89:	5·7

Retail prices	Frequency *	Latest issue	Table number or page
General index (RPI)			
Latest figures: detailed indices	M	Dec 89:	6·2
percentage changes	M	Dec 89:	6·2
Recent movements and the index excluding seasonal foods	M	Dec 89:	6·1
Main components: time series and weights	M	Dec 89:	6·4
Changes on a year earlier: time series	M	Dec 89:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	Dec 89:	6·6
Group indices: annual averages	M (A)	Dec 89:	6·7
Revision of weights	A	July 89:	387
Food prices	M	Dec 89:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Dec 89:	6·8

Household spending	Frequency *	Latest issue	Table number or page
All expenditure: per household	Q	Oct 89:	7·1
: per person	Q	Oct 89:	7·1
Composition of expenditure			
: quarterly summary	Q	Oct 89:	7·2
: in detail	Q (A)	May 89:	7·3
Household characteristics	Q (A)	May 89:	7·3

Industrial disputes: stoppages of work	Frequency *	Latest issue	Table number or page
Summary: latest figures	M	Dec 89:	4·1
: time series	M	Dec 89:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	Dec 89:	4·1
Annual Detailed	A	July 89:	349
Prominent stoppages	A	July 89:	380
Main causes of stoppage			
Cumulative	M	Dec 89	4·1
Latest year for main industries	A	July 89:	357
Size of stoppages	A	July 89:	356
Days lost per 1,000 employees in recent years by industry	A	July 89:	356
International comparisons	A	June 89:	309

Tourism	Frequency *	Latest issue	Table number or page
Employment in tourism: industries GB	M	Dec 89:	8·1
Overseas travel: earnings and expenditure	M	Dec 89:	8·2
Overseas travel: visits to the UK by overseas residents	M	Dec 89:	8·3
Visits abroad by UK residents	M	Dec 89:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Nov 89:	8·5
Visits abroad by country visited	Q	Nov 89:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Oct 89:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Oct 89:	8·8
Visitor nights	Q	Oct 89:	8·9

YTS	Frequency *	Latest issue	Table number or page
YTS entrants: regions	M	Dec 89:	9·1

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

A Annual. S Six-monthly. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

Special Feature

The act removes many restrictions on the employment of young people.

Provisions of the Employment Act 1989

The Employment Act 1989 received Royal Assent on November 16. It removes barriers to young people's and women's employment and also lifts a number of burdens from business—particularly from small firms.

The main purposes of the Employment Act 1989 are to:

- remove many restrictions on the employment of women and young people;
- help employers create jobs and become more competitive by easing the burden of regulation on them;
- take forward the Government's training strategy for the 1990s.

Key provisions

Most legislation that still discriminate between women and men in employment and training matters is repealed or amended to remove the discrimination. This includes the ban on women working underground in mines and some restrictions on their working with machinery in factories. Protection is however retained in some special cases such as work which, through exposure to radiation or lead, might endanger the health of an unborn child.

All restrictions on the hours of work of young people are removed, including the prohibition of night work. Certain other restrictions on young people's employment are also lifted; for example, in street trading. (The Act does not remove any necessary health and safety protections for young people, such as restrictions on working with dangerous machinery, nor does it remove any restrictions on the employment of children under school-leaving age).

Turbaned Sikhs are exempted from wearing safety helmets on construction sites.

Burdens on employers are reduced by a number of deregulatory amendments to the Employment Protection (Consolidation) Act 1978.

Women become eligible to receive statutory redundancy payments up to age 65, in line with men, or to the same normal retiring age as men if this is lower in the job in question (currently women are entitled to statutory redundancy payments up to only age 60).

The Training Commission is dissolved and its remaining assets, liabilities, functions and property transferred to the Secretary of State for Employment.

Measures are introduced to facilitate the transformation of the industrial training boards into independent bodies and the movement of the Skills Training Agency into the private sector.

Employment Act 1989: section by section analysis

Sections 1–6 and schedule 1 are designed to amend the provisions of the Sex Discrimination Act 1975 (SDA) which previously allowed discriminatory requirements in earlier legislation to prevail. They come into force on January 16, 1990.

Section 1 provides for requirements in or under primary legislation enacted before the SDA (or subsequent re-enactments) involving sex discrimination in or in relation to employment and vocational training to be overridden by the SDA's prohibition of discrimination.

Section 2 gives the Secretary of State for Employment a power by order to amend or repeal relevant discriminatory legislation enacted prior to the Act, including any requirements the lawfulness of which the Act itself preserves for the time being.

Section 3 amends section 51 of the SDA, which preserves the lawfulness of discriminatory requirements in earlier legislation. It also adds a new section 51a to the SDA. As amended, section 51 will preserve the lawfulness of discriminatory requirements only in or in relation to employment or vocational training which operate to protect women in relation to pregnancy, maternity and other risks specifically affecting women. The new section 51a corresponds to the existing section 51 but is limited to discrimination rendered unlawful by or in relation to Part II of the SDA (ie: goods and services, housing, etc).

Section 4 allows the continued special treatment of women where this is required by the provisions specified in schedule 1. These cover exposure to lead and radiation, restrictions on pregnant women working on board ships and aircrafts and restrictions on women returning to work in factories within four weeks of childbirth.

Section 5 provides in effect that:

- the appointment of head teachers in schools and colleges may be restricted to members of a religious order where such a restriction is contained in any instrument relating to the establishment;
- if an Act or instrument relating to a university contains a requirement that the holder of a university professorship should also be a canon (a Church of England appointment at present confined to men) this will remain lawful. In practice this affects only certain professorships of divinity;
- academic appointments in university colleges may be restricted to women where this is required at present. In practice this applies only to four colleges at Oxford and Cambridge;

The Secretary of State for Employment is given a power to remove these exemptions from any institutions he specifies in an order.

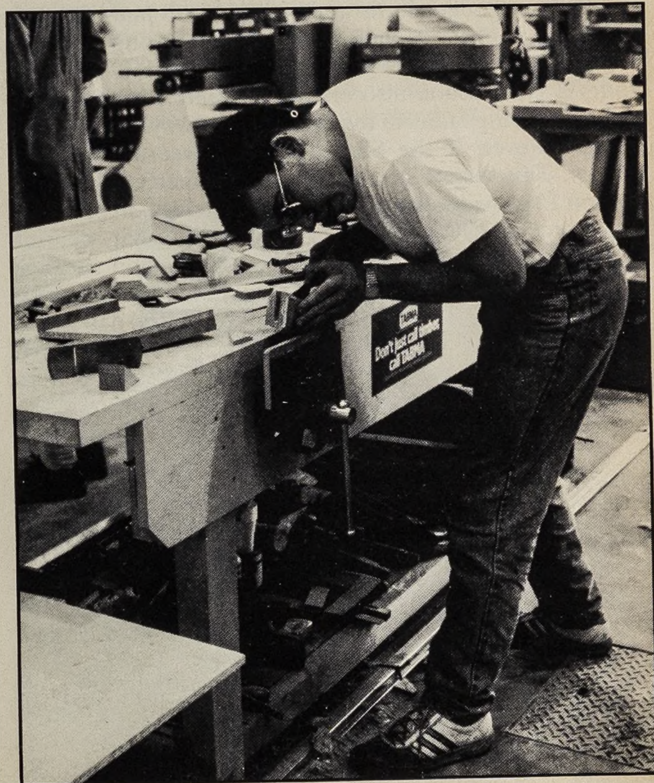
Section 6 allows the Secretary of State for Employment to make orders in effect exempting discriminatory acts now protected by section 51 of the SDA. Orders may be made only after consulting with the Equal Opportunities Commission.

Section 7: Subsections 1 and 2 of section 7 widen section 14 of the SDA and section 13 of the Race Relations Act 1976 (RRA), which concern discrimination in the provision of training for employment, to cover any person who provides or makes arrangements for such training. They also extend those provisions to include discrimination during the course of training (instead of just at access to or termination from it).

Subsection 3 of section 7 amends section 37 of the RRA so that training for particular racial groups can be provided under the criteria of that section by any person or body without the need for designation by the Secretary of State for Employment. This administrative simplification brings the RRA into line with similar provisions in the SDA.

Section 7 comes into force on January 16, 1990.

Section 8 ensures any specified special treatment (for example, payment of childcare costs) for lone parents in the context of special training, employment and enterprise schemes shall not amount to unlawful discrimination against married people under the terms of the SDA. 'Specified' means specified by order made by the Secretary



All restrictions on the hours of work of young people are removed.

of State for Employment. This section comes into force immediately.

Section 9 removes certain differences in treatment of male and female employees under protective legislation. Among other things, it repeals the exisiting restrictions on women working in mines and quarries and women and young people cleaning machinery in factories. (In section 9 (2) discrimination is removed by extending to men the prohibition, at a mine or quarry, on lifting loads "so heavy as to be likely to cause injury.") It also removes restrictions on various categories of employee in certain subordinate legislation (contained in schedule 2), either by revocation or by amendment.

Section 9 (3), which lifts the restrictions on women working underground in mines, is to be brought into operation by commencement order. The remainder of section 9, with schedule 2, comes into force on January 16, 1990.

Section 10 repeals existing legislation on the hours of work of young people and certain other restrictions on their employment. It amends other provisions regulating the employment of young people so that they will in future apply only to children below school-leaving age, and gives the Secretary of State for Employment a power to make Orders amending or repealing legislation for the same purposes. Schedule 3 contains details of the legislation repealed and of amendments to the other provisions.

Section 10, subsections 3–6 (order-making powers and interpretation) comes into force immediately. The rest of section 10, with schedule 3, takes effect on January 16, 1990, except so far as they repeal section 1, subsection 3 of, and part II of Schedule II of The Employment of Women, Young Persons, and Children Act 1920 (which prohibits night work by young people) and section 119a of the Factories Act 1961 (which requires employers to notify the Careers Office when they employ a young person), in which instances the provisions are to be brought into effect by commencement order.

Section 11 exempts turban-wearing Sikhs from any requirement to wear a safety helmet on a construction site. (Forthcoming regulations under the Health and Safety at Work etc Act 1974 will require the wearing of head protection in construction work where there is a risk of injury). This section also restricts liability for injuries to turban-wearing Sikhs to the injuries that would have been sustained even if the Sikh had been wearing a safety helmet. This section come into force immediately.

Section 12 provides that if, despite the exemption provided for in section 11, an employer requires a turban-wearing Sikh to wear head protection on a construction site, the employer will not be able to argue that the requirement is justifiable in any proceedings under the RRA to determine whether or not it constitutes indirect racial discrimination. The section, therefore, protects Sikhs from the imposition of a requirement to wear safety helmets despite the exemption from the forthcoming regulations. This section comes into force immediately.

Section 13 exempts employers with fewer than 20 employees from the requirements in section 1 of the Employment Protection (Consolidation) Act 1978 (the 1978 Act) to provide employees with a separate note of particulars of disciplinary rules which apply to them. This section is to be brought into force by commencement order.

Section 14 amends section 27 of the 1978 Act to limit the duties in respect of which an employer is required to allow officials of a recognised trade union time off with pay to duties which are concerned either with matters in respect of which the employer recognises the trade union or with the performance of functions for which the union is not recognised but which the employer has agreed the union may perform. It similarly limits the duty to allow such officials to take time off with pay to undergo training, to training which is relevant to those duties. This section is to be brought into force by commencement order.

Most legislation discriminating between women and men in employment and training is repealed.

Section 15 amends section 53 of the 1978 Act to increase from six months to two years the qualifying period of continuous employment after which employees are entitled to be given, on request, a written statement of the reasons for their dismissal. This is already the qualifying period for bringing most unfair dismissal cases before an industrial tribunal. This section is to be brought into force by commencement order.

Section 16 removes the difference whereby men may at present receive statutory redundancy payments up to age 65 and women up to only age 60. (The Sex Discrimination Act 1986 removed the right of employers to set discriminatory retiring ages.) Where there is a 'normal retiring age' for the job in question which is below 65 and is non-discriminatory, the entitlement of both sexes is to be restricted to that age. In all other cases, women's entitlement is to be extended to age 65, in line with that of men. This section comes into force on January 16, 1990.

Section 17 abolishes the scheme entitling employers with fewer than ten employees to rebates on their statutory redundancy payments. (Rebates to all other employers were abolished in 1986). This section comes into force on January 16, 1990.

Section 18: Where employers are insolvent, the Redundancy Fund pays certain outstanding debts (for instance, arrears of wages) to the employees. The legislation currently provides that before making such a payment the Department of Employment must await a statement from the receiver or liquidator of the amount payable, unless there is likely to be unreasonable delay. There are, however, cases where there is no unreasonable delay but where the Department already knows the amount payable. Section 18 gives the Department the option, in appropriate cases, of going ahead with payments without having to obtain a statement from the receiver or liquidator. This section comes into force on January 16, 1990.

Section 19: The original intention of section 125, subsection 2 of the 1978 Act was that, in cases where the Redundancy Fund makes certain payments (in particular wages and holiday pay) to the employees of an insolvent business, the Department of Employment should have a priority claim on the assets of the business to recover these payments. Legal doubts were raised as to whether or not section 125 subsection 2, does in fact achieve that intention. Section 19 removes the current uncertainty and restores the intended meaning of the legislation. This section comes into force on January 16, 1990.

Section 20 provides for regulations to be made to give an industrial tribunal chairman sitting alone or a full tribunal discretion at the pre-hearing stage, on application from one of the parties, or of his or her own motion, to require a deposit of up to £150 from the other party as a condition of proceeding further, if it is considered that his or her case has no reasonable prospect of success, or that pursuit of it would be frivolous, vexatious or otherwise unreasonable. This section is to be brought into force by commencement order.

Section 21: The Celluloid and Cinematograph Film Act 1922 currently prohibits occupiers of relevant premises from storing celluloid film on those premises unless they have notified in writing to the relevant local authority a statement of their names, addresses of their premises and the nature of the business carried on there. A fee of £2 is payable to the local authority when the occupier first submits his or her statement and yearly thereafter for as long as the celluloid is stored on the relevant premises. Section 21 removes these requirements. Other health and safety provisions on the storage of celluloid film are not affected. This section comes into force on January 16, 1990.

Section 22 dissolves the Training Commission. The Commission's property, rights and liabilities are transferred to the Secretary of State for Employment with the exception of pension payments which become the responsibility of the Paymaster General. Schedule 4 transfers the Training Commission under the Industrial Training Act 1982 to the Secretary of State and makes other consequential amendments to that Act. Schedule 5 contains supplementary provisions relating to the transfer of property and other matters. The Secretary of State is made a corporation solely to enable him or her to hold title to the ex-Training Commission land. This section 22 and schedules 4 and 5 come into force immediately.

Sections 23–25 amend the Industrial Training Act, which governs the operation of Industrial Training Boards (ITBs). They come into force immediately. The principal aim is to facilitate the transition of ITBs from statutory to non-statutory status with the minimum loss of momentum. The amendments also make possible the creation of employer-led statutory bodies.

Section 23 provides that in future the Secretary of State for Employment need consult only employer organisations before making an order affecting the operation or existence of an ITB, although he or she may still consult any others he or she thinks fit.

Section 24 provides that in future ITBs will be able to pass their assets to a successor body approved by the Secretary of State for Employment (or be directed so to do) as a going concern. Even where the assets of the Board are insufficient to meet its liabilities and the expenses of winding up, the assets can be transferred to a successor body and a separate levy may be imposed upon the employers in the industry to meet the whole or part of the deficit. The balance of any assets not transferred will pass to the Secretary of State for Employment.

In addition, section 24 provides that staff of the ITBs will in future be covered by the Transfer of Undertakings (Protection of Employment) Regulations. This means that, on a transfer to a successor body, staff will automatically retain their existing terms and conditions and continuity of employment.

Section 25 provides that only employer representatives will need to be consulted before appointments are made to an ITB. A majority of the members of a Board will have to be employer representatives who are themselves employers in the appropriate sector. ITBs can be reconstituted along the lines set out in this clause even though the terms of office of members may not have expired.

Section 26 which comes into force immediately, ensures that staff in the Skills Training Agency (STA) are protected by the application of the Transfer of Undertakings (Protection of Employment) Regulations if the Agency is transferred to the private sector. This means that, on transfer to the private sector, staff of the STA will automatically retain their existing terms and conditions and continuity of employment.

Section 27 deals with powers to make, in appropriate cases, corresponding provisions in Northern Ireland. It comes into force immediately.

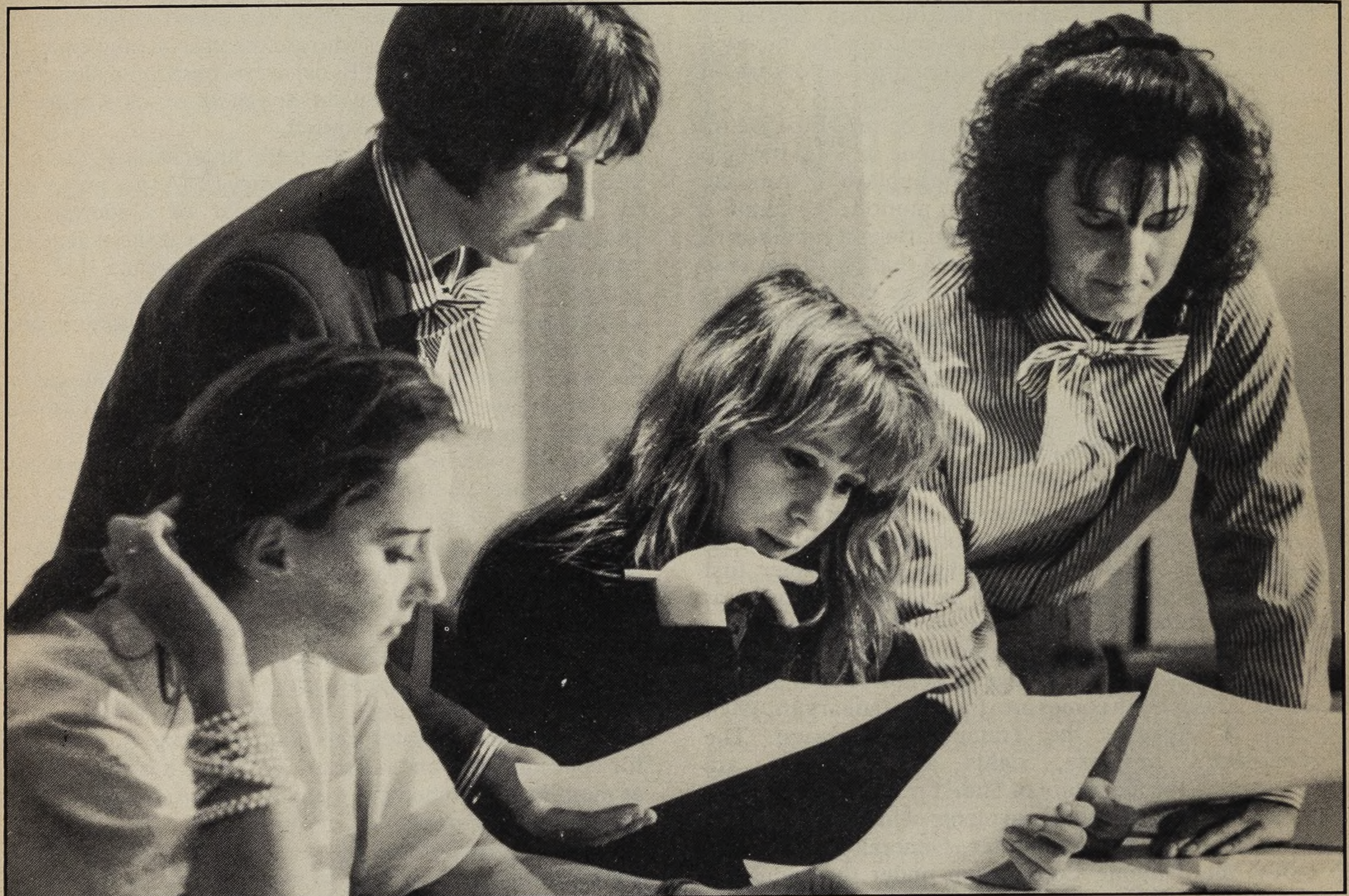
Section 28 contains general provisions for Orders made under the powers in the Act. Orders amending, repealing or restoring primary legislation in the sex discrimination area are to require affirmative resolution and prior consultation with the EOC (in line with similar provisions in the SDA). Other Orders will be subject to the negative resolution procedure. Orders preserving or reinstating the effect of discriminatory requirements in subordinate legislation will also require prior consultation with the EOC. This section comes into force immediately.

Section 29 contains interpretation provisions and provides for consequential amendments and repeals of legislation, as mentioned in schedules 6 and 7. Transitional provisions and savings are contained in schedule 8.

Section 30 provides for the short title of the Act, allows commencement Orders to be made (except in relation to certain provisions which are to come into effect at specified times) and indicates which provisions do and do not have direct application to Northern Ireland. ■

Skills Training Agency heading for private sector?

Special Feature



Cheltenham and Gloucester Building Society's training programme for branch assistants uses a standards-based system of competences to give staff a clear understanding of what they must do and to provide managers with measures by which to evaluate their performance. The programme helped the Cheltenham and Gloucester win one of this year's National Training Awards.

Women and Training
The second decade

During the next decade it is estimated that women will take 90 per cent of the new job opportunities in the United Kingdom and will represent 50 per cent of the available labour force. This article asks whether women are employed at the right levels to make use of their full potential.

Women and Training is a national body set up to encourage organisations, employers and individuals to consider areas of need for training for women of all ages, ethnic backgrounds and skills. On October 31 it celebrated its tenth birthday by relaunching itself as a limited company. Up to then it had been funded entirely by the Training Agency; it will continue to be part-funded by the TA until mid-1992, when the unit expects to have built itself into a self-financing commercial organisation.

Women and Training was formed in 1979, with the appointment by the Manpower Services Commission of a group co-ordinator to the Inter-Industry Training Board

Liaison group on Training Opportunities for women. This liaison group had been created in the same year in response to requests from a number of industry training boards to provide a forum for themselves and other national training bodies to exchange information, ideas and experiences.

Waste of ability

Writing in Women and Training's first newsletter, Sir Richard O'Brien, then chairman of the Manpower Services Commission, underlined the concern felt by the MSC about the concentration of women in a narrow range of relatively unskilled occupations and the waste of ability this represented. In 1976 a report had been published by the Commission, recommending a range of activities designed to improve training opportunities for women and thus to increase their contribution to the economy. Subsequently, it had been involved with a variety of research and training programmes, which aimed to expand opportunities for women to train for more skilled and responsible jobs. These included the development of special courses for women returning to work under the Training Opportunities Programme and a number of experimental programmes within industry designed to demonstrate to companies ways in which they might develop their women employees and the potential benefits of such development.

The underlying philosophy of Women and Training has not altered since the formation of the unit ten years ago. By providing a forum for appropriate bodies and individuals to exchange ideas and information on training opportunities, Women and Training continues to facilitate the development of training projects. It also seeks to generate interest in people not yet committed to the development of training for women and to maintain the interest of people already persuaded of the need.

Crucial

At the re-launch of Women and Training, Employment Minister Patrick Nicholls, in his address to more than 100 guests from business, industry and the training and personnel fields, praised the organisation for "carrying forward on a new basis the excellent work it has been doing for the last ten years in developing and promoting training for women.

"It will be a strong and independent voice on subjects which are increasingly important as we enter a very different labour market from the position which confronted it ten years ago. The issues it is addressing are now so crucial to the future of this country."

Mr Nicholls continued: "More women are employed, but are they employed at the right levels to make full use of their potential? 43 per cent of the workforce are women, but less than 10 per cent of senior managers are women, and only 3 per cent of companies nationally are chaired by women. These figures alone are enough to show that, as a nation, we have a long way to go before we can be sure that we are making full use of the potential of all the labour force and enabling women to take their proper place in employment and public life."

The Minister then went on to identify one of the key problems that needs to be faced if the potential of the available labour force—particularly the women in that resource—is to be fully realised: "It is still the case that women's occupational choices are limited by a stereotyped view of the opportunities available to them. I believe the main issue is expectations: employers' expectations of the work that women can and can't do; teachers' and trainers' expectations; and, perhaps most important, women's individual expectations of themselves."

Through Women and Training, he said there is now the chance to build on earlier work in stimulating innovative approaches to training particularly appropriate for women's circumstances; to improve the exchange of information and ideas of those involved in this crucial area; and to keep it at the front of trainers' and employers' minds.

Unique network

General manager of Women and Training, Ann Cooke commented: "While there are other organisations providing some of the services offered by Women and Training, we have built up a unique contact network and level of expertise, and have played a key role in the dissemination of information and experience of successful training strategies, techniques and methods.

"To retain and attract women employees, especially those returning to work, employers must adopt a more flexible approach to employment and training. This will have to be a key element in their strategy if their organisations are to meet their business needs now and in the future."

Celebrating the relaunch of Women and Training (left to right): Patrick Nicholls, Sue Stroessi (chair of the management board) and Joanna Foster.

Joanna Foster, chair of the Equal Opportunities Commission and a member of the Women and Training management board, agreed wholeheartedly: "British employers are facing a rapidly tightening labour market, increasing competition, and a severe and potentially crippling shortage of skills. If attention in the past had been given to the importance of women's training and equal opportunities, this situation would not now be so serious.

"Given the significant role women are already playing and will be playing in the workforce in the coming years, it is absolutely vital that their training needs are now urgently given attention and support. The Government, through the National Training Task Force and the regional Training Enterprise Councils must develop a national training and equal opportunities strategy which will not only enable women to develop and contribute their skills, but also enable employers to make the best possible use of their skills.

"Women and Training has a major role to play in this, and now as it becomes a semi-independent body, it needs both Government and employer support. We are past the moment when just verbal encouragement will do, and into the phase when, out of sheer national necessity, it means pulling together what training is needed and what is already going on around the country and then decide how best it can be delivered through the TECs and inside organisations. Co-ordination is needed; but above all, resources, money and a commitment to make it happen are needed. Women's training must clearly now be a priority and not a marginal issue."

Implications for women

The problems facing employers in the 1990s have been widely explored throughout the media. They have profound implications for women:

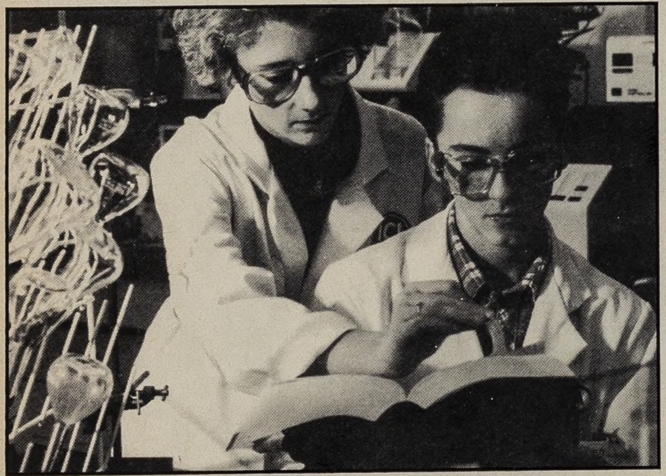
- of the 3 million increase in the labour market since 1983, 1·9 million are women;
- there are more women in the available labour force in the UK than in any other Community country except Denmark;
- 17 per cent more women work full-time and 22 per cent part-time than in 1983;

During the next decade:

- it is estimated that women will take 90 per cent of the new job opportunities likely to become available in the UK;
- women will represent virtually 50 per cent of the available labour force;
- the available number of young people under 25 will decline dramatically by the mid 1990s.

Financial independence

Re-forming of Women and Training as a company limited by guarantee has necessarily involved certain changes within the organisation itself. The need to become financially and commercially viable has added business and organisational commitments to the fundamental work of the unit.



Laboratory training at ICI's Huddersfield plant to develop transferrable skills which can cope with the challenge of rapidly changing technology.

As an organisation moving towards financial independence, Women and Training has had to look elsewhere than the Training Agency for an income, and as a consequence has introduced a system of membership —either as an individual (£15 per annum) or on a corporate (£220 per annum) basis.

However, membership fees alone at this early stage will not supply an adequate income for Women and Training to continue to provide the range of information available and so it has been actively seeking sponsorship from companies which recognise the importance of maintaining a forum for women's training needs.

In its first year of trading as a semi-independent company, Women and Training has already attracted sponsorship from National Westminster Bank, Midland Bank, Unilever, British Gas and Shell UK. The Post Office too has responded to the appeal by providing a secondee for a year, who has taken over responsibility for public relations and marketing. This has brought the number of staff in the organisation to six.

The formation of the new company created a need for a management board, which has now been formed from people with very diverse backgrounds—training, personnel management, education, marketing, business and equal opportunities—but who all share a deep-seated commitment to the aims of Women and Training. This diversity will inevitably enrich the organisation, enabling it to stay continually in touch with the changing national scene for women's development.

The quarterly newsletter sent to members it includes articles on new approaches to meeting the training needs of women and identifies initiatives that have proved successful in the field. Regular features publicise successful training strategies and highlight company initiatives that have contributed to the promotion of training for women as a recognised element in corporate strategy. The format of the newsletter allows it to address problems that have been identified and to seek solutions. It also publicises training events throughout the UK.

Conferences

Conferences and workshops are another important part of the work of Women and Training (members receive a discount), for the coming year. A workshop last month, entitled "Organisational change in the 1990's", explored the balance between the higher expectations of the workforce for a positive career structure and the organisational and economic needs of the company. This was discussed in the context of impending demographic changes and their implications for the recruitment, training and retention of high calibre personnel.

This month, a one-day conference is being held for invited delegates to review the policy intentions of YTS and Employment Training in the area of women's training. The experience of trainers and managing agents on current programmes is expected to form a key contribution to the discussions to define appropriate strategies to be pursued in 1990–91. Delegates are also being given the opportunity to identify how the design of the current programme can best be used to provide both integrated and specialist courses for women and they are also being asked to make recommendations to improve the quality of women's participation in the Training Agency programmes. The formulation of strategies to encourage more non-traditional training and help women returners will form a further part of the discussions.

A report on the findings of this conference will be compiled and issued by the Training Agency in the New Year.

A two-day conference, called "Building Bridges", will be held in Harrogate in March. It will include an extensive workshop programme focusing on a number of specialist interest areas which have each had a part to play in helping women to be trained and developed within organisations. The conference is designed for training professionals, managers, equal opportunities personnel, trade unionists, educationalists, human resource consultants and planners, both female and male, and will give delegates an opportunity to establish networking contracts.

This conference will cover four major areas which have been tackled in a variety of ways:

- the successful introduction of equal opportunity programmes;
- the challenging of attitudes prejudicial to women and minority groups;
- the introduction and management of change; and
- the introduction of a variety of training techniques.

Delegates at Developing Women's Effectiveness: The Way Ahead*—a conference organised in association with Women and Training.*

Within each of these areas bridges have been built for:

- part-time and full-time staff;
- manual and non-manual workers;
- technical and professional grades; and
- new young entrants and 'old hands'.

Regional groups

Since the creation of Women and Training there has been a considerable amount of interest throughout the country. This, in turn, has led to the creation of some 13 (to date) regional groups, each affiliated to Women and Training but holding their own meetings and events locally, backed by the resources of the national unit. Details of local co-ordinators can be obtained from Women and Training's Gloucester office.[1]

The future

Ann Cooke, who has been with Women and Training throughout its ten-year life, feels that the last ten years have seen an increase in interest and commitment to the issues relating to women and training. "I believe we have played an important role in bringing about this change, but in an increasingly competitive environment, coupled with demographic change, Britain can no longer afford to have women under-utilised.

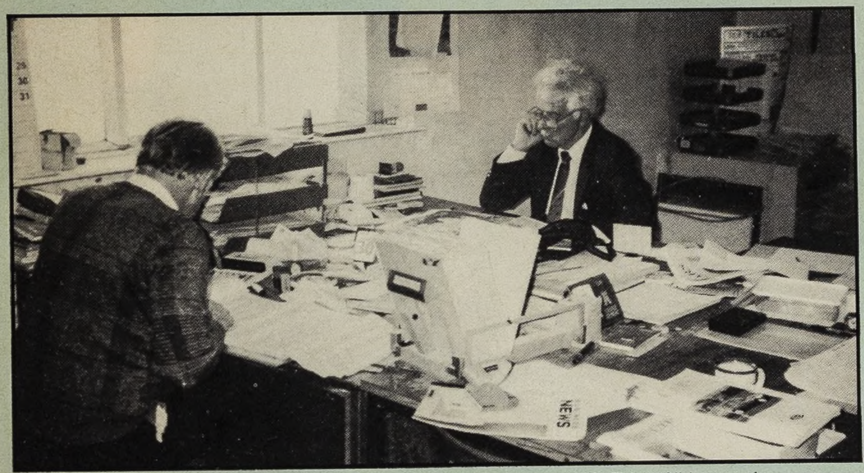
"Through our discussions with business and other organisations, I am more convinced than ever of the value of the work we do, and the next ten years through the 1990s will see Women and Training going from strength to strength—I am confident that we will see the necessary changes and improvements in workplace opportunities.

Patrick Nicholls identified our position right in the front line of one of the major issues facing Britain in the 1990s. I believe that Women and Training is uniquely situated to provide trainers and employers with information and help to re-evaluate their company strategy and identify training initiatives that could be tailored to their specific company needs." ■

Ann Cooke.

[1] Women and Training, Hewmar House, 120 London Road, Gloucester GL1 3PL.

Case Study



Managing director Jim Stamper (right) in the office he shares with Eric Wilkinson, the company secretary.

Cementing their co-operative future

by Rani King

It would be quite easy to drive through the tiny village of Pilling in Lancashire and not realise you had ever been. It clings tenaciously to a bleak landscape, close to salt marshes, flat and windswept, with sheep and agriculture the main, if meagre, source of income. No buses, rail or other public transport links Pilling to its more prosperous neighbours Blackpool and Lancaster, and Northwest Precast, makers of specially moulded concrete and artificial stone, are the largest employer with a workforce of 43.

For over 30 years, a precast concrete manufacturer dominated Pilling, trading under the names of Pilling Precast, then Tayban Precast. By 1984, however the company was in great difficulties following the deaths of successive managing directors.

The board of Tayban decided to relocate to Bolton, near its smaller subsidiary site in the hopes that the improved access to the motorway, and attractive inward investment grants offered by the local authority would enable the company to diversify its products and secure new markets. The majority of the workforce were made redundant. Several of the 60-strong workforce were in late middle-age and would have walked away with up to £3,000 redundancy pay, but what would happen to their community? To Jim Stamper, then aged 60, the answer was only too clear. With the main employer gone, young people would drift away and the village would slowly die.

Jim managed to convince 12 other people that they had another option open to them. With advice from the newly established Lancashire Co-operative Development Agency and the support of Tayban Precast's managing director, a workers' co-operative was established and began trading in 1985. The co-operative, known as Northwest Precast, was given a lease on the site, fixtures, fittings and enough raw materials to complete outstanding orders under subcontract to Tayban.

At this point in time Tayban did not see the co-op as a serious competitor and was pleased to limit any damage to its reputation that 40 redundancies in Pilling would have caused. Tayban hoped to move into new fields of production and was happy to shed the orders for smaller concrete items.

Raising finance

Raising the finance for the venture proved immensely difficult with most high street banks running scared from the proposition—the concept of worker co-operation had been severely damaged by a series of spectacular failures. Eventually an overdraft facility of £17,500 to match the workers' £17,500 was raised, but only after Lancashire Enterprises Ltd (the economic investment company funded by the county) had taken the gamble on loaning £25,000.

The company flourished, and had a workforce of 24 and turnover of more than £400,000 with a profit of some £90,000 in its first year. In the meantime, three of the five employees who relocated to Bolton returned to work for Northwest Precast.

As the fortune of Northwest Precast soared, over in Bolton Tayban was experiencing enormous difficulties: recruiting staff of the calibre and loyalty they had left behind proved impossible. Absenteeism was high, output suffered and the eagerly awaited new contracts never arrived. Tayban's old customers were happy to deal with the people they knew and trusted in Pilling.

All these factors united to push the tottering company over the brink and by Easter 1985 Tayban was put into liquidation. Once again Lancashire Enterprises Ltd stepped in with the necessary £120,000 to buy the site from Tayban's liquidators. The repayments on the loan were almost unchanged from the rent Precast were already paying, but now the workers owned their business entirely—lock stock and barrel.

Shining success story

Northwest Precast is a shining success story. Wages are high; because they work for themselves, motivation is strong and self-pride in the product, and self-confidence

Case Study

in themselves is very evident. Northwest Precast has succeeded where others have failed by a mixture of total dedication, hard work and sensitivity to the attitudes of the customer.

Realising most people have a yearning for the older style and beauty of stonework, they produce concrete products of such quality they are used to repair national heritage sites like Liverpool cathedral, as well as provide columns, cladding, etc for buildings old and new in all parts of the country. Total flexibility in working means the level of customer satisfaction is high—there is no need for formal supervision. Each person knows their job and gets on with it. If necessary to fulfil an urgent order, weekend working is undertaken and commands no premium overtime rate.

Eric Cross in the joiner's shop.

Jim Stamper who was the guiding light for Northwest Precast can take quiet pride in the legacy he leaves the people of Pilling. In the next few years he will be retiring and handing over the duties of general manager. He is genuinely surprised at the level of interest the company arouses and with typical Northern modesty and bluntness asks "Are we that unusual? Surely if workers are proud of their product and have faith in the use and attractiveness of that product on the open market, it seems good sense they should produce it, sell it and benefit from any profit directly. Look around you—we pay ourselves well for producing our goods and our clients are happy. That can't be bad can it?"

By carving out a secure future for themselves and future generations, by protecting the life of their own community and by refusing to accept redundancy, the staff of Northwest Precast have proven, with the right entreprencurial spirit, skills and determination, miracles can happen. Pilling's future is most definitely 'set in concrete'!

Quality concrete products for heritage sites.

Questions in QA Parliament

A selection of Parliamentary questions put to Department of Employment Ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.

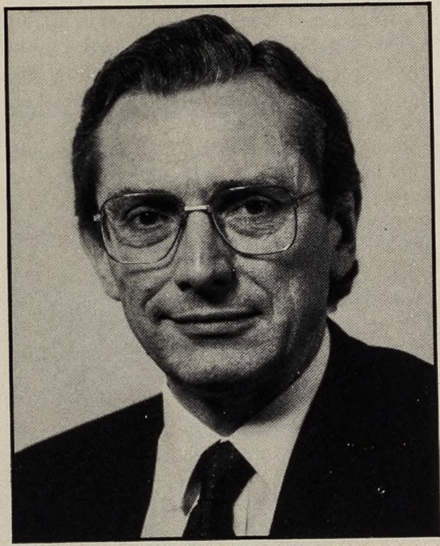
Department of Employment Ministers
Secretary of State: **Norman Fowler**
Minister of State: **Tim Eggar**
Parliamentary Under Secretaries of State:
Patrick Nicholls and **Lord Strathclyde**

Compacts progress

Robert B Jones (West Hertfordshire) asked the Secretary of State for Employment if he will make a statement on the progress of school-industry Compacts.

Norman Fowler: Forty Compacts are being supported by the Training Agency. To date some 230 schools and over 30,000 young people are participating in Compact arrangements, actively supported by over 1,000 employers and training providers. By any standards this initiative has made a very impressive start.

(October 31)



Norman Fowler

New businesses created

Roger Knapman (Stroud) asked the Secretary of State for Employment how many new businesses are being created every week; and what was the position in the same period ten years ago.

Tim Eggar: In 1988, the latest year for which figures have been published, the net increase in the number of VAT-registered businesses was 64,000, an average of just over 1,200 per week. In 1980, the net increase was 16,000, an average of 300 per week.

(October 30)

Employment of disabled people

Robert N Wareing (Liverpool, West Derby) asked the Secretary of State for Employment if he will list the various grants for which employers may apply in order to facilitate the employment of disabled people; and if he will indicate in each case (a) the amounts allocated by his department and (b) the amounts taken up by employers in each of the last ten years.

Tim Eggar: My department provides a variety of help to facilitate the employment of people with disabilities, including six special schemes to help overcome specific barriers to work. Two of these offer grants to employers:

- the Job Introduction Scheme —grants towards an individual's wages during a trial period;
- the Adaptations to Premises and Equipment Scheme—grants to employers to adapt their premises or equipment to enable a specific disabled employee to work more effectively and productively.

The other four offer help directly to individuals. Money is allocated to the special schemes as a bloc, and expenditure on any one scheme is not constrained by estimates for that scheme; these are based each year on previous take-up and other evidence of likely demand.

Between 1979–80 and 1988–89, total expenditure on all the special schemes for the disabled rose from £743,000 per annum to £5,669,000 per annum.

The financial information requested about the two schemes is as follows:

Job Introduction Scheme

Year	Expenditure estimate (£)	Actual expenditure (£)
1979–80	334,000	297,201
1980–81	457,000	269,433
1981–82	425,000	354,588
1982–83	531,500	439,861
1983–84	571,000	567,980
1984–85	646,000	659,000
1985–86	760,000	674,000
1986–87	837,000	574,000
1987–88	920,000	619,000
1988–89	609,000	614,000

Adaptations to Premises and Equipment Scheme

Year	Expenditure estimate (£)	Actual expenditure (£)
1979–80	330,000	50,000
1980–81	381,000	64,233
1981–82	150,000	71,469
1982–83	177,000	107,334
1983–84	280,000	134,412
1984–85	150,000	243,649
1985–86	250,000	295,000
1986–87	450,000	256,000
1987–88	480,000	404,000
1988–89	354,000	423,000

(November 8)

Benefit fraud

David Harris (St Ives) asked the Secretary of State for Employment how many people have been found to be signing for benefit while working during each of the last five years.

Tim Eggar: The number of people who have withdrawn their claims to benefit as a result of investigations by this department's fraud investigators over the last five years is as follows:

1984–85	22,500
1985–86	37,500
1986–87	59,500
1987–88	80,000
1988–89	86,895

(October 31)

Employment Training

Anthony Coombs (Wyre Forest) asked the Secretary of State for Employment what steps are being taken to improve administrative arrangements in Employment Training.

Tim Eggar: The forms and procedures involved in the delivery of Employment Training are kept under review. The objective is to satisfy the requirements of public accountability and good administration while minimising the burden on training agents and training managers.

All ET forms (and the guidance notes associated with them) have now been reviewed. In many cases they have been simplified, and the revised forms introduced progressively since March. Currently we are taking steps to improve the trainee attendance records for the payment of training grants and trainee allowances. We are also improving arrangements for notifying termination of training.

I am confident that the overall effect of the action we are taking will be to ease administrative burdens while ensuring the proper use of Exchequer funds.

(October 25)

Jobclub facilities

David Alton (Liverpool, Mossley Hill) asked the Secretary of State for Employment what facilities are available at his Department's Jobclubs to assist unemployed people trying to secure work.

Tim Eggar: Every Jobclub has telephones, paper, pens, typewriters or word processors, envelopes, stamps, photocopiers, newspapers and directories which members can use free of charge. A trained Jobclub leader helps members draw up a curriculum vitae and shows them the best way to look for jobs, make job applications and prepare for interviews. Fares to attend the Jobclub are reimbursed.

Jobclubs continue to be very successful and provide valuable help to all those who join. Over 54,000 members have found work so far in 1989. Many others have gone on to training, self-employment or education. Overall 69 per cent of all Jobclub members leave with a positive outcome.

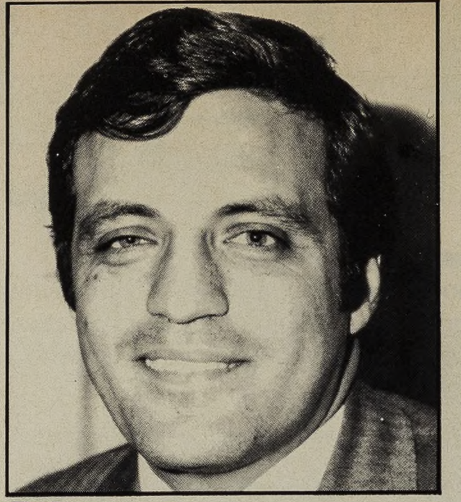
(October 30)

Efficiency scrutiny

Tim Boswell (Daventry) asked the Secretary of State for Employment what topic he proposes for his Department's next Efficiency Scrutiny.

Tim Eggar: We have decided to set up an Efficiency Scrutiny to examine the reasons why some benefit claimaints, having expressed an interest in one or more employment and training programme, either fail to take up a place or drop out after a very short time.

(October 25)



Tim Eggar

Labour and Social Affairs Council

Timothy Wood (Stevenage) asked the Secretary of State for Employment if he will make a statement on the outcome of the Labour and Social Affairs Council meeting held in Brussels on October 30.

Tim Eggar: The Council agreed some important items in the field of Health and Safety at work. They reached common positions on a Directive to improve the minimum health and safety requirements for workers handling heavy loads, and on a Directive covering health and safety requirements for workers working with visual display units (VDUs).

The Council continued its discussion of a revised draft of the Charter of social rights. The Presidency conclusions on the draft charter will now go forward, with a view to a decision on adoption, to the European Council in December.

A report on a comparative study on working conditions in Member States, drawn up by the Commission, was also discussed and welcomed. The Commission was invited to continue the work in consultation with Member States.

(November 8)

Strikes

Tim Smith (Beaconsfield) asked the Secretary of State for Employment how many strikes there have been: (a) in the public sector and (b) in the private sector on average over the last 10 years.

Patrick Nicholls: In the ten years to 1988 the annual average of recorded stoppages of work due to industrial disputes in the public sector was 541 while in the private sector the average was 720. These statistics exclude stoppages of work involving fewer than ten workers or lasting less than one day unless the total number of working days lost in the stoppage is greater than one hundred. This exclusion will have a smaller effect on the public sector figures where the negotiating groups tend to be larger.

(October 31)

HSE responsibilities

John McAllion (Dundee East) asked the Secretary of State for Employment if he will list the additional responsibilities given to the Health and Safety Commission since 1979.

Patrick Nicholls: The Health and Safety at Work etc Act 1974 laid upon the Health and Safety Commission and Executive responsibility for virtually all aspects of industrial health and safety, and most aspects of the protection of the public from work activity. Within this overall competence, the commission or executive have acquired the following new responsibilities since 1979:

- carriage by road, classification, packaging and labelling of dangerous substances;
- notification of new substances before they are placed on the market and of existing substances;
- action under the European directive on the control of industrial major accident hazards, including new responsibility for protection of the environment from hazardous installations;
- mains gas safety;
- asbestos licensing;
- the enforcement of part 3 of the Food and Environment Protection Act and its related Control of Pesticides Regulations;
- responsibility under the Control of Pesticides Regulations for the registration and assessment of non-agricultural pesticides;
- new and expanded nuclear safety work including preparations for licensing UKAEA sites and responsibilities from April 1990 in connection with nuclear safety research.

In addition, new or substantially expanded work has been acquired in connection with the control of dangerous substances in harbour areas, radiation and noise and the health and safety implications of the development and use of new technology including programmable electronics and biotechnology. There has also been a significant growth of EC activity and directives in areas affecting safety and health, and a significant growth in public and international interest in relevant environmental and major hazards issues.

(November 6)

Alice Mahon (Halifax) asked the Secretary of State for Employment what action he proposes to take on the issues of the level of fines for health and safety at work offences.

Patrick Nicholls: Following representations from the chairman of the Health and Safety Commission and the director general of the Health and Safety Executive about the low level of fines for health and safety offences, my rt hon friend is considering them in conjunction with my rt hon friend the Home Secretary.

(November 9)

Robert N Wareing (Liverpool, West Derby) asked the Secretary of State for Employment what representations he has received in respect of accidents in the construction industry; and what plans he has to increase protection for those employed in that industry.

Patrick Nicholls: Over the last year I have answered several questions in the House and received letters from hon Members on this subject. Additionally, the Building Employers Confederation has written to me and last April I met officials of UCATT. The number of Health and Safety Executive (HSE) inspectors devoted to construction has already risen 10 per cent since 1988, and HSE aims to have 100 construction inspectors by 1990. Inspectors will be paying more attention to the quality of site management and levels of training and supervision. HSE will also continue to advise the industry and to vigorously enforce the law where necessary.

The Government will shortly be making the wearing of safety helmets on construction sites compulsory and the Health and Safety Commission has recently published a consultative document setting out proposals for new regulations to strengthen the management of health and safety on construction sites.

(October 25)

Factory inspections

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment if, pursuant to his answer of July 28, Official Report column 1043, he will publish in the Official Report the figures on factory inspections contained in the letter.

Patrick Nicholls: Yes.

The number of preventive inspection visits paid by the Health and Safety Executive's (HSE) Factory Inspectorate (FI) to fixed premises in each of the last four planning years is as follows:

Year	Numbers of preventive inspection visits
1985–86	50,434
1986–87	54,876
1987–88	59,437
1988–89	60,708

In addition, a substantial number of inspections of transient activities were carried out and visits were also paid to all types of workplaces for other purposes such as accident and complaint investigations, to give advice and to check on shortcomings previously identified.

HSE records show that of the fixed premises registered with FI in April 1989, 36,234 last had a preventive inspection visit five years ago, 47,974 seven years ago, 17,230 nine years ago and 23,606 eleven or more years ago.

(October 31)

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment, pursuant to the answer of the hon member for Teignbridge of October 31, Official Report, column 160, what the criteria were for the 1990 target number of factory inspectors, what the target number of factory inspectors was for April 1, 1988 and April 1, 1989, and what it is for April 1, 1990.

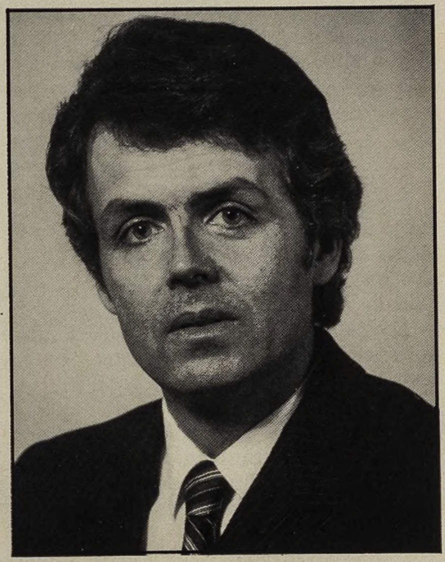
Patrick Nicholls: The Government has made financial provision for the Health and Safety Executive to allow recruitment as follows:

	Total factory inspectors in HSE*	Inspectors in HM Factory Inspectorate
April 1, 1988	634	574
April 1, 1989**	649	588
April 1, 1990	640	590

* Includes inspectors on non-inspection duties, for example those contributing to policy or technical standards.
** Following an unexpectedly high rate of resignations during 1987–88, this 'target' was reduced in October 1988 by HSE to 638.

The criteria for HSE's 1990 target for factory inspectors were set out in the Health and Safety Commission's Plan of Work for 1989–90 and beyond.

(November 8)



Patrick Nicholls

Gerald Bermingham (St. Helens South) asked the Secretary of State for Employment what steps are being taken to monitor and enforce the operation of the Control of Substances Hazardous to Health Regulations; and if he will make a statement.

Patrick Nicholls: The Health and Safety Executive and local authorities will enforce the Control of Substances Hazardous to Health Regulations (COSHH) and monitor the implementation through their normal inspection arrangements. There will be an evaluation of the impact of the Regulations in 1991.

(October 24)

Andrew Welsh (Angus East) asked the Secretary of State for Trade and Industry what estimates he has of the costs involved in implementing the Control of Substances Hazardous to Health Regulations for: (a) industry (b) small businesses and what steps he is taking in the current year to promote or publicise these regulations for those sectors.

Patrick Nicholls: I have been asked to reply. Where substances hazardous to health were adequately and reliably controlled and where there was full compliance with existing legislation, the costs of implementing the Control of Substances Hazardous to Health (COSHH) Regulations should be marginal; they will arise mainly from reviewing the formalising existing arrangements. The Health and Safety Executive estimated in its cost/benefit analysis for the COSHH proposals that for a typical small firm, the additional costs arising would amount to no more than about one quarter of a percentage point of the firm's net output. This estimate included the costs of monitoring of exposure and health surveillance which apply to only a minority of firms. For most larger firms, the costs will be substantially smaller in relation to net output.

The Health and Safety Executive has promoted and publicised the Regulations by a variety of means, including national and trade advertising and the distribution of some 3·5 million introductory leaflets. Many activities have been particularly geared to the need to reach small firms, incuding the provision of information to the principal small firms advisory organisations.

(November 1)

Young workers' pay

Alice Mahon (Halifax) asked the Secretary of State for Employment what, in percentage terms, was young workers' pay relative to their adult counterparts in each year from 1979 to 1989.

Patrick Nicholls: The information from the New Earnings Survey is provided in the table:

Earnings of those aged under 18 as a percentage of the earnings of those aged 18 and over

	Percentage
1979	43·7
1980	43·0
1981	42·9
1982	42·4
1983	40·1
1984	38·8
1985	39·8
1986	39·6
1987	40·0
1988	40·8
1989	40·0

Note: Average gross weekly earnings of all full-time employees working a full week, April of each year.

(November 2)

Women workers

Maureen Hicks (Wolverhampton North East) asked the Secretary of State for Employment what steps are being considered to attract women back to work.

Patrick Nicholls: The Government is already taking many steps to help women who choose to work to do so while continuing to recognise, that women who choose **not** to do so are doing an equally valuable job in looking after the family at home.

All Government schemes to help the unemployed, to help the inner cities and to help people set up their own businesses are open equally to women and men. These include Restart courses, Jobclubs, Employment Training, inner cities, the Enterprise Allowance Scheme and Jobshare—which is particularly attractive to women returning to work after a career break.

Jobclubs are open to all who have been out of work for six months whether or not in receipt of benefit, and attendance times can be varied to suit domestic requirements.

My department's Employment Service has also produced a special leaflet to tell women interested in returning to work about available opportunities and schemes.

We are also helping to develop to the full the skills of women by increasing the availability of training to them. All women aged 18–59 unemployed for six months or more are eligible to take advantage of Employment Training. In addition women returning to the labour market and certain single parents on order books can also enter the programme, full or part-time, without fulfilling the six month unemployment eligibility condition. All lone parents on Employment Training can qualify for a childcare allowance.

In the period up to the year 2000 women are expected to account for over 90 per cent of the new jobs. It is therefore important that employers do what they can to encourage women back to work. The Government is encouraging employers to adapt traditional working practices to accommodate the needs of women. This means more flexibility in hours of work and in holidays, job-sharing, career breaks, part-time working and where possible help with childcare costs.

(October 31)

Dr Mike Woodcock (Ellesmere Port and Neston) asked the Secretary of State for Employment if he will outline the steps being taken by the Government to encourage the employment of women in management jobs.

Patrick Nicholls: Employers are bound by the Sex Discrimination Act 1975 to afford equal opportunities at all occupational levels to women and men. The Careers Service, the Employment Service and the Training Agency take every opportunity to bring openings in management and other senior appointments to the attention of appropriate women and to advise them of the necessary qualifications and available training.

I and colleagues frequently remind employers of the need to use women's talents to the full, particularly at managerial level, and to emphasise that women must be treated equally with men. We're also supporting initiatives which help to promote women's enterprise. It is encouraging that the number of women managers is rising and that the Institute for Employment Research predicts that by 1995, two-fifths of managers and entrepreneurs will be women.

(November 3)

Employment Training

Jimmy Wray (Glasgow, Provan) asked the Secretary of State for Employment what are the methods used by his Department to assess: (a) the quality of training given through the Employment Training programme and (b) its results in terms of both skills learned by the trainees and their subsequent full-time employment.

Patrick Nicholls: The main methods used to assess the quality of training in Employment Training are:

- An examination of providers against specific criteria leading to the award of approved status; and
- Ongoing and comprehensive annual review to measure progress and ensure that quality training programmes continue to be delivered.

In addition, from next April the result of the independent Training Standards Advisory Service will be extended to cover the inspection of Employment Training providers.

The skills learned by trainees and their subsequent full-time employment will be assessed through information contained on leavers' certificates completed by Training Managers when a trainee leaves the programme and through a questionnaire sent to trainees three months after they have left Employment Training.

(October 19)

Supply of qualified engineers

Allen McKay (Barnsley West and Penistone) asked the Secretary of State for Employment if he will make a statement on the number of engineers qualifying in the United Kingdom.

Patrick Nicholls: The continuing supply of engineers is important to the strength of the economy. The number of students graduating in engineering has increased in the last three years. Despite these increases in supply some employers do find it difficult to meet some of their recruitment needs.

The Government, under the Engineering Science and Technology Initiative, has made more resources available to increase relevant higher education opportunities. My department, through the Training Agency, is also committing resources to encourage retraining and conversion training for adults wishing to pursue engineering careers. In addition the agency is providing specific support to institutions that promote increases in the number of women and other under represented groups studying engineering, and to increase general access to engineering and other high level training opportunities.

(October 31)

Unemployment rate fall

Ken Hargreaves (Hyndburn) asked the Secretary of State for Employment in which regions of the United Kingdom the unemployment rate had fallen most rapidly over the last 12 months.

Patrick Nicholls: In the 12 months to September 1989 the region which experienced the largest fall in the seasonally adjusted unemployment rate was West Midlands which fell by 2·5 percentage points to 6·0 per cent followed by the North and Wales which both fell by 2·4 percentage points to 9·3 and 7·2 per cent respectively. This compares with a fall of 1·8 percentage points in the United Kingdom in the last 12 months to 6·0 per cent.

(October 31)

Lord Strathclyde

Suppliers' payments

The Lord Monson asked Her Majesty's Government whether they are aware of reports that a number of large firms propose to counter the burden of a 15 per cent base rate by deliberately delaying payments due to smaller suppliers and sub-contractors, and whether they intend to protect small businesses from such behaviour.

Lord Strathclyde: My Lords, the Government would be extremely concerned should the delayed payment of bills be adopted by large firms as a systematic strategy. However, there is no evidence to suggest that this practise is widespread or that it is more likely to be pursued by large companies in the present economic climate.

(November 14)

Topics

Radical approach needed to solve IT skills crisis

The dilemma facing the computer services industry over increasing demand and a decreasing supply of skilled people is examined in *Computer Services Skills Crisis—Meeting the Challenge*, published by Protocol International.

As Philip Cartmell, Protocol's managing director, explains in the foreword, there is no easy solution to the problem: "It will take commitment and a radical approach to issues like recruitment, personal development and corporate work practices." He points out the shift in emphasis needed, towards a policy of human resource development, and sees the only way forward through education and retraining, thereby benefiting both employer and employee.

The report focuses on the causes of the skills crisis and possible initiatives to alleviate it, including the recruitment of more women into IT, the setting up of career-break schemes to help solve retention difficulties, and greater staff involvement through more flexible working methods and consultation. □

Computer Services Skills Crisis—Meeting the Challenge. An Independent Report. Published by Protocol International Ltd. Further details from Protocol International, 1 Royal Exchange Square, Valpy Street, Reading, Berkshire RG1 1RH (tel 0734 503966).

Benefiting both employer and employee.

'Salaries set to rise with shortage of school leavers'

One in four companies in the south east intends to increase salaries as a result of the falling numbers of school leavers, according to a survey conducted by Melrose, the training company—though Employment Ministers have warned this is likely to be unproductive in the long term.

The survey asked more than 440 personnel and training specialists and managing directors for their attitudes to issues raised in the Government's White Paper, *Employment for the 1990s*.

"The survey reveals significant inconsistencies between employers' attitudes and actions," according to Richard Roxburgh, managing director of Melrose. "More than three-quarters of all respondents describe training as "essential" to their organisation's effectiveness, yet nearly half (46 per cent) allow their staff less than one week a year for training purposes."

The survey also revealed that 41 per cent of companies still believe in leaving the main responsibility for training to individuals, in spite of the Government's plans to involve employers in establishing Training and Enterprise Councils. This belief is particularly deep-rooted among top management—chairmen, managing directors and other board members, less than a third of whom were willing to accept training as an employer responsibility.

On a more positive note, 34 per cent of companies responding indicated that they would be prepared to co-operate in plans to forge links with local educational establishments, for example by getting involved with the Technical and Vocational Education Initiative (TVEI), and a further 27 per cent indicated they were already doing so.

Ten per cent of respondents said that they would be willing to consider contributing to school or college fees to ensure that subjects important to their area of operation continue to be covered.

Of those who were in favour of this idea, preferred subjects for sponsorship were business studies (51 per cent), computer studies (42 per cent), sciences (29 per cent) and mathematics (16 per cent). □

Solutions to future graduate shortage

The predicted shortfall in the number of graduates is the subject of a report by the Institute of Manpower Studies (IMS).

How Many Graduates is the 21st Century? The Choice if Yours looks at the current situation and suggests ways in which student numbers could be raised.

Commenting on the report, Richard Pearson, IMS deputy director and co-author, said the demand for graduates had grown rapidly during the 1980s and there were shortages. Demand could be 30 per cent higher at the end of the century if past growth trends continued. "On the supply side, graduate output will continue to expand by a further 5 per cent over the next three years; thereafter the 25 per cent downturn in the number of 18 year olds will bring this growth to a halt if we do nothing about it," he said, but he added that the number of graduates in the 1990s is not expected to fall.

Patrick Coldstream, director of the Council for Industry, and Higher Education, has welcomed the report as a basis for establishing the facts and launching the debate about the future of higher education. Far too few 16 year-olds, he said, stay in full-time education and there are also too few people entering higher education. "Unless we change that, we cannot hope to achieve our objective: a better educated society at all levels."

Among the steps needed to increase student numbers over the next 25 years, the report identifies the following:

- increased A-level attainment rates from 13·8 to 20·7 per cent;
- increased participation by women to match the participation rate of men;
- increased participation by the vocationally qualified to match that of A-level students; and
- increased participation of mature students, by 50 per cent.

Further information and copies of the report are available from Richard Pearson or Geoffrey Pike at the IMS (tel 0273 686751). □

New life for the old House Mill

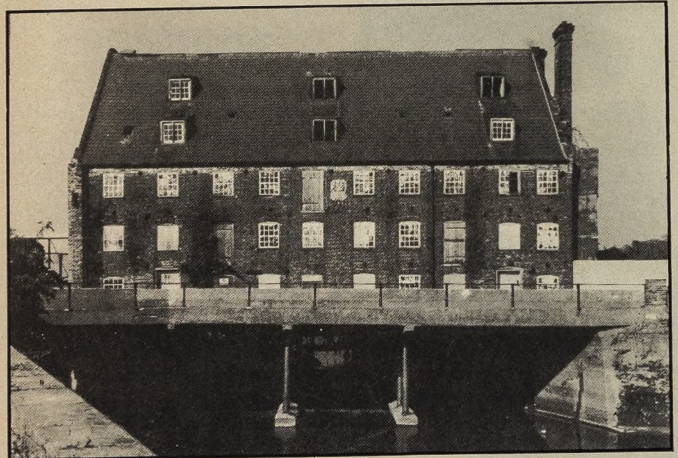
House Mill, once the largest working tidal mill in Britain, is to be restored as a tourist attraction and reminder of East London's rich industrial heritage. The total cost of the project is expected to be more than £1·3 million.

The five-storey, 80ft by 50ft Grade 1 listed building, on the River Lea at Mill Meads, Newham, is of mainly timber construction and was built in 1776. Its original purpose was flour production although in later years it was used in the manufacture of gin.

Finance for the project has been promised by a number of private and public sources, including Hedges and Butler, former leaseholders of the site, the Lea Valley Park Authority, English Heritage and the London Borough of Newham. Now the Government's City Action Team has stepped in with a further £100,000 to match the Hedges and Butler commitment.

The mill and a planned museum will be run by the Passmore Edwards Museum Trust, which already runs the museum of the Great Eastern Railway at North Woolwich Station.

By 1991 it is hoped visitors will be able to see at least one of the water wheels and its associated machinery working again. The plan is to restore the building in vertical sections so that a complete production process can be seen. □



The House Mill. Photo: Dennis Gilbert

Changes in average earnings—3rd quarter 1989

The recent restructuring of the average earnings index, which included updating the weights within the index and extending the sample of firms, was described in an article in the November 1989 issue of *Employment Gazette*, pp 606–612. In broad terms underlying rates derived from the restructured index tend to be lower than those derived from the old index in the most recent months and higher in earlier months of 1989.

For the third quarter of 1989, average earnings, as measured by the average earnings index, showed an increase of 9·1 per cent over the same period a year earlier. This is a little above the underlying increase for the quarter of 8¾ per cent. The 8¾ per cent rate is ¼ percentage point below the growth rate for the previous quarter.

In manufacturing industries the underlying increase was 9 per cent in the third quarter. This is ¼ percentage point above the rate of increase in the previous quarter. In service industries the increase was about 8½ per cent, which was ½ percentage point below the increase in the underlying rate in the second quarter of 1989. Under the new index the pattern of growth in earnings in services shows a sharper reduction from the first quarter peak of 9¼ per cent. This is in part due to the addition to the sample of a sizeable number of firms in the retail and wholesale distribution industry. In this industry bonus payments were high in the first quarter while subsequently the rate of growth has been lower with the slackening of retail activity.

> This note describes the factors affecting average earnings in the third quarter of 1989.
>
> The top section of the table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period during 1989.
>
> The lower section of the table gives the underlying index on a 1985=100 basis, consistent with the series published previously but taking into account the recent restructuring of the average earnings index.
>
> The derived underlying index and the restructuring exercise were described in the November 1989 issue of *Employment Gazette* pp 606–612.
>
> This note appears quarterly.

Whole economy average earnings index: 'underlying' series

		Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over lasted 12 months
			Arrears	Timing*, etc		
Index (1988=100)						
1989	Jan	105·4	−0·2	−0·4	104·8	9
	Feb	106·1	−0·3	0·2	106·0	9¼
	Mar	107·3	−0·4	−0·4	106·5	9½
	Apr	107·4	−0·3	0·4	107·5	9¼
	May	107·6	−0·4	0·3	107·5	9
	June	108·4	−0·7	0·1	107·8	8¾
	July	109·1	−0·5	0·4	109·0	8¾
	Aug	108·9	−0·5	1·5	109·9	8¾
	[Sept]	110·9	−0·6	0·6	110·9	9
Previous series: Index (1985=100)						
1986	Apr				106·1	7½
	May				106·3	7½
	June				106·5	7½
	July				107·7	7½
	Aug				108·4	7½
	Sept				109·1	7½
	Oct				109·8	7½
	Nov				110·4	7¾
	Dec				111·7	7¾
1987	Jan				111·8	7½
	Feb				112·8	7½
	Mar				113·2	7½
	Apr				114·4	7¾
	May				114·6	7¾
	June				114·8	7¾
	July				116·0	7¾
	Aug				116·6	7¾
	Sept				117·6	7¾
	Oct				118·6	8
	Nov				119·6	8¼
	Dec				121·2	8½
1988	Jan				121·2	8½
	Feb				122·3	8½
	Mar				122·8	8½
	Apr				124·1	8½
	May				124·4	8½
	June				124·9	8¾
	July				126·5	9
	Aug				127·3	9¼
	Sept				128·3	9¼
	Oct				129·1	9
	Nov				130·2	8¾
	Dec				131·9	8¾
1989	Jan				132·2	9
	Feb				133·6	9¼
	Mar				134·4	9½
	Apr				135·6	9¼
	May				135·6	9
	June				135·9	8¾
	July				137·5	8¾
	Aug				138·6	8¾
	[Sept]				139·8	9

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

It is estimated that changes in overtime earnings made a zero contribution to the increases in average earnings in the whole economy and manufacturing during the third quarter of 1989.

For the restructured average earnings indices it was necessary to take a new base of 1988=100. This constraint does not apply to the underlying index and it has been possible for the third quarter of 1989 to maintain the time series and add to the 1985=100 index. However, in the future the underlying index will be given on the 1988=100 basis only. The linking factor for the two bases is 1·261. □

Universities go for growth

Universities are increasing their training provision for Britain's current workforce, according to a report published by the Department of Education and Science. But they should do more to help update and improve the skills of people in mid-career.

The report, Universities in the training market: an evaluation of the University Grants Committee PICKUP Selective Funding Scheme, says that many departments are now playing an important part in providing mid-career training opportunities, but the picture nationally is still "extremely uneven."

About 6 per cent of all university teaching is being devoted to PICKUP—professional, industrial and commercial updating programmes. Major areas include business, administration and law, engineering, medicine and teacher training. Language courses are now booming, often linked to the 1992 European trade reforms.

Robotics operator, trained through PICKUP.

PICKUP work, says the report, is receiving strong support from universities' senior management; more staff, and at higher grades, are being appointed to plan and co-ordinate mid-career training; and greater efforts are being made to market training capability.

Annual growth of updating programmes in universities, in terms of participants, is between 20 and 25 per cent. But departments could do more to integrate mid-career training with their plans for undergraduate teaching and research, says the report. □

Universities in the Training Market is available from the Adult Training Promotions Unit, Room 2/2, Elizabeth House, York Road, London SE1 7PH (tel 01-934 0888).

Ideas into awards

An award by the RSA (Royal Society for the encouragement of Arts, Manufactures and Commerce) and Forward Trust Group, has been launched to uncover and reward those businesses which can demonstrate commercial success through the management of new ideas.

The Management of New Ideas Award, is open to any organisation with a UK presence, which offers a product or service for sale.

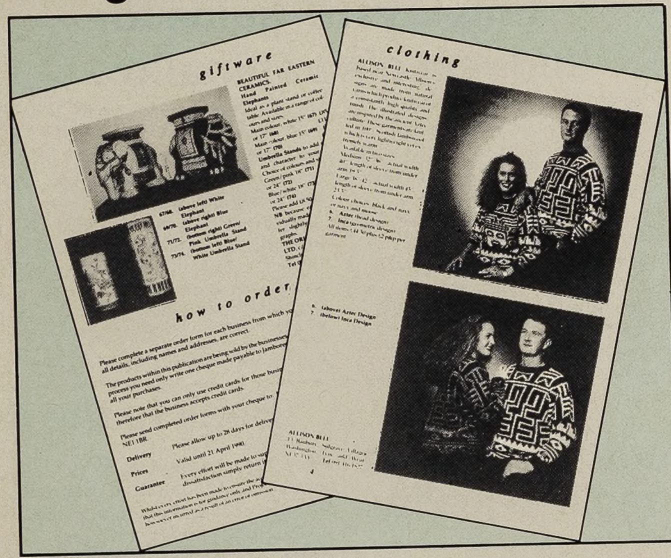
Entry forms are available from Marigold Coleman at the RSA, 8 John Adam Street, London, WC2N 6EX, or Sue Langmead at Forward Trust Group, 12 Calthorpe Road, Edgbaston, Birmingham, B15 1QZ or from any of Forward Trust's 32 regional business centres throughout the UK and must be completed by January 15, 1990.

Christmas catalogue to help firms grow

Local enterprise agency Project North East has published a mail order catalogue to promote products made by local growing businesses. *Jamboree* promotes a variety of goods including furniture, designer knitwear, craft products and lingerie.

The catalogue is designed to help client businesses market their products inside and outside the North East. A total of 50,000 copies have been distributed to a target audience of working professional women, in time to meet Christmas orders.

At the launch of the catalogue, PNE's chief executive, David Irwin, thanked Newcastle and Gateshead City Action Team for supporting the cost of the catalogue and said: "We see *Jamboree* as the first in a series of successful catalogues each promoting local businesses' products." □



Pages from "Jamboree".

No sport please, we're British

Despite a history of success on the world stage in tennis, football, athletics, show jumping and many other sports, Britons seem to have other priorities when it comes to deciding what to do on holiday.

Activity holidays in Britain are deliberately avoided by 22 million British holidaymakers (almost 85 per cent), according to a British Tourist Authority/English Tourist Board survey.

Though 14·5 million say they give the thumbs down to all sports on holiday, walking, golf and tennis and messing about on the river top the popularity poll with the others. □

Copies of the survey, *Activities by the British on Holiday in Britain* are available from the British Tourist Authority, 4 Bromells Road, London SW4 0AJ, price £12.50.

Active holidays are avoided by the British. Photo: David Mattes

Diary dates

- *Effective and flexible employee communications and relations.* Conference on the development and implementation of company policies which will help solve recruitment and retention problems, particularly where talented and efficient staff are concerned. It will focus on more effective employee communications and relations. Speakers come from leading retail, finance, manufacturing and service companies. Key areas covered will include: line management commitment; managing employee expectations; introducing flexible working patterns to meet the challenge of demographic changes; feedback; breaking across skills barriers; and applying internal marketing strategies. Organised by the Institute for International Research. January 23 at the Gloucester Hotel, London. Contact IIR Ltd, 44 Conduit Street, London W1R 9FB (tel 01-437 3322).
- *Health and safety in the workplace.* Half-day seminar organised by Facilities Training. January 17, 1990 at the City Conference Centre, 76 Mark Lane, London EC3. Contact John Fegan or Jane Bell, Facilities Training. Bulstrode Press, Porters North, 8 Crinan Street, London N1 9SQ (tel 01-239 7786/7772).
- *Relocation management.* Two half-day seminars. Part 1, February 13, 1990; part 2, March 14, 1990; at the City Conference Centre, 76 Mark Lane, London EC3. Contact John Fegan or Jane Bell (tel 01-239 7786/7772). □

REVIEWS

Health and Safety Act

The 1974 Health and Safety at Work etc Act, following on the 1972 Robens Report, was one of the major pieces of social legislation in the 1970s. *Safety at work: the limits of self-regulation* seeks to examine the impact of that Act and the structures that it created, notably the Health and Safety Commission and the Health and Safety Executive, against the main aims of improving safety standards at work and reducing the incidence of death, injury and disease.

The early part of the book looks at the context in which the 1974 Act was introduced and then assesses its impact in terms of a number of indicators—notably trends in accident statistics and the growth of involvement of managers and workers through local safety policy statements, safety committees and so on. Detailed case studies involving the chemicals, construction and retail sectors follow in Part 2.

The final part of the book looks at national developments, in particular at the working of tripartism within the Health and Safety Commission and its Industry Advisory Committees, and at the role of inspectors in enforcement. This section particularly examines the UK approach with its preference for proceeding through consultation and consensus, and contrasts it with the "adversarial" independence of the Occupational Safety and Health Administration in the United States.

The last chapter addresses the future of self-regulation and makes recommendations for improving motivation in this area and rewarding good health and safety performance by companies.

A stimulating book which provides a wealth of background information and also takes a critical look at achievements since 1974. □

Safety at Work: the limits of self-regulation, published by Cambridge University Press. Price £30. ISBN 0 521 35497 8.

Aid to self-placement

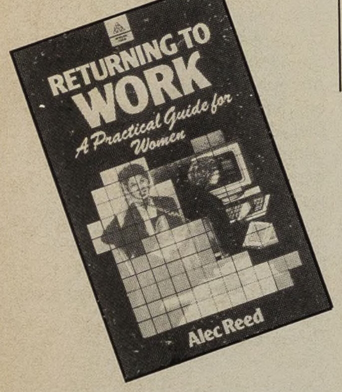
Peter K Studner's *Super Job Search—the Complete Manual for Job-Seekers and Career-Changers* has been adapted for the reader this side of the Atlantic. The introduction is a guide to running a "self-placement" campaign taking readers through the various stages of applying for a new job. Chapter One covers the preparation needed before starting a job search, including estimating the cost of a job search campaign.

The following seven chapters take the reader through a seven-day programme of exercises and advice intended to enable the user to practice the various stages of finding a new job. Studner recommends the user to complete the programme before actual interviews come up and his recipe for success includes tenacity and commitment, knowing one's strengths and how they would benefit a potential employer, research into the employer, and contact with others looking for a new job. If success does not follow, Studner has some useful advice on how the user can review and modify the job-search strategy and provides sample CVs and letters. □

Super Job Search—the Complete Manual For Job-Seekers and Career-Changers by Peter K Studner, UK edition adapted by Professor Malcolm McDonald and published by the Mercury Books Division of W H Allen. Price £9.99. ISBN 1 85252 030 2.

Women returners

A new guide has been published which aims to help women make the first step towards re-entering the job market, bearing in mind the predicted national shortfall in the numbers of school and college leavers in the 1990s.



The author, Alec Reed, who is founder and chairman of Reed Employment, gives practical advice to help women assess their own strengths and weaknesses and decide which area of work is best suited to their particular skills.

Although the book concentrates on jobs traditionally held by women — secretarial and general office work — the advice and case studies given should be of benefit to those who wish to look beyond these occupations towards retraining or perhaps self-employment. □

Returning to work: a practical guide for women by Alec Reed is published by Kogan Page. Price £3.99. ISBN 0 7494 00285.

Employers' guide to indirect discrimination

Practical guidance on indirect discrimination in employment is now available in booklet form from the Campaign for Racial Equality.

Indirect Discrimination in Employment explains concisely the definition of this form of discrimination without going into too much detail on the Race Relations Act 1976. It is intended as an overview and includes examples of industrial tribunal decisions and findings from CRE investigations.

Guidelines on monitoring recruitment and promotion are given, together with a good selection of case studies and a checklist for employers. □

Indirect Discrimination in Employment—A practical guide is published by CRE and is available from CRE, Elliot House, 10–12 Allington Street, London SW1E 5EH, or from any CRE office. Price £1. ISBN 1 85442 019 4.

Local authorities and racial equality

The need to encourage consideration of racial discrimination and how local authorities can help eliminate it is the basis of the CRE's booklet *Local Authority Contracts and Racial Equality—Implications of the Local Government Act 1988.*

Local authority officers responsible for tendering functions to private contractors should find this guide helpful on the subject of contract compliance. The booklet discusses the list of approved questions which local authorities may put to potential contractors to satisfy themselves that the contractor is not operating unlawfully with regard to the Race Relations Act 1976. □

Local Authority Contracts and Racial Equality—Implications of the Local Government Act 1988 is published by CRE and is available from CRE, Elliot House, 10–12 Allington Street, London SW1E 5EH or from any CRE office. Price £1. ISBN 1 85442 017 8.

Back to the drawing board

There are many reasons for deciding to return to education and many reasons for not realising this ambition. Iris Rosier and Lynn Earnsham's *Mature Students' Handbook* aims to point the prospective student in the right direction.

As more and more people choose to study further in mid-career — whether because of redundancy, planned career change, interest, or returning to education after caring for a family —the number of options open to 'mature students' has increased.

The authors set out the levels of course available and dispel many of the myths which have tended to deter people from actually applying for a place.

Included in this book is a directory of institutions offering higher education courses to mature students, a survey of employers' attitudes on ageism, and a selection of case studies which illustrate the social and financial implications of life as a mature student.

Returning to education can appear to be a daunting prospect without the necessary guidance and information. This book should prove to be an invaluable source for the prospective mature student. □

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