



# Employment Gazette

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Department of Employment

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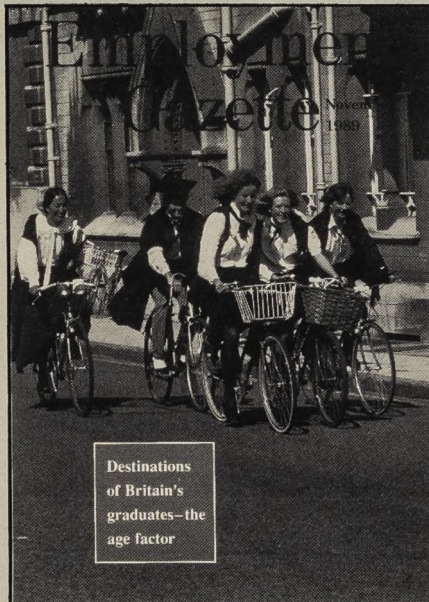
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#### COVER PICTURE

*Does the age of a graduate affect his or her job prospects? Or is subject choice more important? See p 581.*

Photo: Chris Donaghue, Oxford.



*Findings of the 1989 New Earnings Survey, the Employment Department's survey of the structure of earnings in Great Britain, are given on p 606.*



*Results from a specially commissioned survey of trade union membership and the closed shop, carried out during February and March of this year, start on p 615.*

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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 programmes

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
- 8 **Itemized pay statement** PL704 (1st rev)
- 9 **Guarantee payments** PL724 (3rd rev)
- 10 **Employment rights on the transfer of an undertaking** PL699 (2nd rev)
- 11 **Rules governing continuous employment and a week's pay** PL711
- 12 **Time off for public duties** PL702
- 13 **Unfairly dismissed?** PL712 (5th rev)
- 14 **Rights of notice and reasons for dismissal** PL707 (2nd rev)
- 15 **Union secret ballots** PL701 (1st rev)
- 16 **Redundancy payments** PL808
  - Limits on payments** PL827
- Unjustifiable discipline by a trade union** PL865
- Trade union executive elections** PL866
- Trade union funds and accounting records** PL867
- Trade union political funds** PL868
- Union membership and non-membership rights** PL871

#### The Employment Act 1988

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

#### A guide to the Trade Union Act 1984

PL752

#### Industrial action and the law

A guide for employees and trade union members PL869

#### Industrial action and the law

A guide for employers, their customers and suppliers PL870

#### The law on unfair dismissal—guidance for small firms

PL715

#### Fair and unfair dismissal—a guide for employers

PL714

#### Individual rights of employees—a guide for employers

PL716

#### Offsetting pensions against redundancy payments—a guide for employers

RPLI (1983)

#### Code of practice—picketing

#### Code of practice—closed shop agreements and arrangements

#### Taking someone on?

A simple leaflet for employers, summarising employment law

#### Fact sheets on employment law

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

### Overseas workers

#### Employment of overseas workers in the UK

Employers' guide to the work permit scheme OW5

#### Employment of overseas workers in the UK

Training and work experience scheme OW21 (1982)

### Wages legislation

#### The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986 PL810

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

PL815

### Industrial tribunals

#### Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

### Sex equality

#### Sex discrimination in employment

#### Collective agreements and sex discrimination

#### Equal pay

A guide to the Equal Pay Act 1970 PL743

#### Equal pay for women—what you should know about it

Information for working women PL739

### Miscellaneous

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

PL748

#### The Employment Agencies Act 1973

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

#### Prompt payment please

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

#### A.I.D.S. and employment

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

#### Working for yourself

What you need to know

## News Brief

# 'Employers are getting it wrong'—Fowler's time bomb warning

Employment Secretary Norman Fowler warned employers that too many of them have got the wrong message about Britain's growing demographic recruitment crisis.

While two-thirds of employers are now aware that demographic changes will affect their labour supply in the 1990s, only a third are tackling the problem realistically.

Speaking at the launch of *Defusing the Demographic Time Bomb* (see also p 578), a report produced jointly by the Training Agency and the National Economic Development Office (NEDO), Mr Fowler said that most employers do not realise the working population as a whole will continue to rise, but instead they are putting too much effort into recruiting from the declining pool of young people.

"The message, therefore, to employers is that they should widen their recruitment horizons to include older workers, the

unemployed, women returners, people with disabilities and ethnic communities."

The report shows how more advanced firms are already adopting innovative approaches to reducing their dependence on young people. For instance, one employer has introduced special contracts to allow mothers to work only during school terms in a move to attract women returners, and others are embarking on intensive re-skilling programmes.

"The launch of this report is only the start," said Mr Fowler. "Most importantly more employers need to learn from the example of the innovators. At the same time my department will be working with others through a range of initiatives and events over the next few months to support and encourage employers to spread and apply the positive messages of *Defusing the Demographic Time Bomb*."

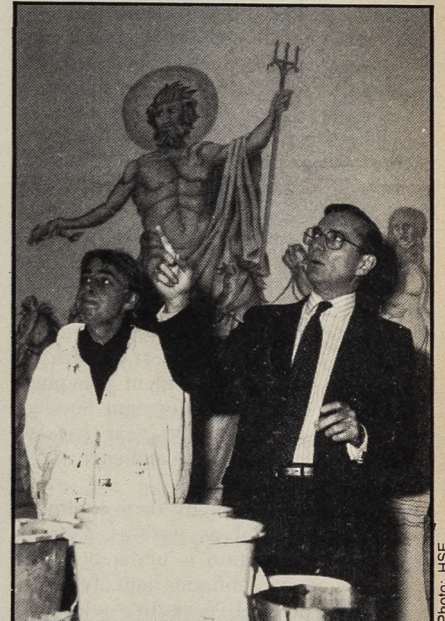


Photo: HSE

## Action on unofficial strikes

Unofficial industrial action would be limited by new legislation under proposals set out in *Unofficial Action and the Law*, a Green Paper published by Employment Secretary Norman Fowler.

"Industrial action not organised by a trade union, costs jobs and undermines our international competitiveness," said Mr Fowler. "Such action tends to be sudden, unpredictable and disruptive. It is often taken without notice and without regard to the normal channels for settling problems peacefully."

"Unofficial strikes are a particular feature of British industrial relations. They are not found to anything like the same extent in other countries. The great majority of strikes in Britain are in fact unofficial."

Last year 40 per cent of days lost through strikes were the result of unofficial action.

The main proposals in the Green Paper are that:

- unions should be made responsible for acts of organising industrial action by any of their officials, whether employed by the union or not—including shop stewards—unless the union unequivocally repudiates them;
- such repudiation must be unequivocal and notified in writing to all relevant members of the union, if it is to be effective; and

the present restrictions on selective dismissal of those taking unofficial action, and on selective re-engagement of those who have taken such action, should be modified so that an employee dismissed while taking such action would not be able to claim unfair dismissal before an industrial tribunal.

The consultation period on the Green Paper (Cm 821, available from HMSO, price £3) ends on December 1. Any comments should be sent to: The Employment Department, Industrial Relations Branch B, Level 3, Caxton House, Tothill Street, London SW1H 9NF.

## 1992 legislation slows down

The European Commission has adopted a number of reports expressing anxiety over the tardiness of member states in translating the various 1992 directives into national law.

Of the 68 directives which should have passed through all stages of legislation in the various national parliaments, only seven have been transposed into legal form by all member states. While Italy is by far the worst offender, the UK is the best country in the EC at enacting Community legislation.

The Commission has also drawn

attention to the worrying number of decisions of the European Court of Justice which have not been executed by member states.

A Commission spokesman in Brussels commented that the aim was to bring out into the light the facts about progress towards the elimination of obstacles to the free movement of goods, services and people and to stimulate discussion in the Council and the European Parliament about the need for speedier action in achieving the single European market by 1992.

## Teletext jobsearch service launched

A national job finding service—taking jobs and training information into millions of homes—has been launched by the Employment Department.

The Employment Service's Jobfinder will broadcast employment and training opportunities through ITV and Channel 4's Oracle teletext service—now available to more than 6.3 million homes, and estimated to be increasing by 100,000 a month.

Employment Secretary, Norman Fowler applauded the benefits to jobseekers, noting: "30 pages of job vacancies and 20 on training opportunities will be available free, quickly and conveniently to a large and ever increasing number of people."

### Audience

The potential audience is considerable: at least 50 per cent of teletext owners are believed to be in employment groupings who would use the Employment Service, while a survey this June year showed Oracle had a daily viewing audience of 5.3 million.

Each ITV area has its own Jobfinder section giving local as well as national vacancies. Information is updated daily.

Early pilots on Jobfinder actually began in the Central and Yorkshire television regions, but at first programmes were



Norman Fowler at the launch of Jobfinder.

Photo: Jacky Chapman

transmitted at unrealistic times, very early in the morning. Now the service will be available in all 12 ITV regions, easily accessible at the touch of a button 24 hours a day.

Questioned as to whether this 'armchair jobsearch' would be regarded as "actively seeking work" for the terms of claiming unemployment benefit, Mr Fowler said

that this was a matter for the Employment Service, but though Oracle job-hunting might be taken into account, he doubted whether this would be seen as sufficiently active in itself without additional efforts being made to find work.

For further information dial Oracle Jobfinder 214.

## Rules on genetic manipulation

New regulations revising and updating the Health and Safety (Genetic Manipulation) Regulations 1978, came into force on November 1.

Under the regulations activities involving genetic manipulation may not be undertaken unless notification in an approved form has been made to the Health and Safety Executive (HSE) at least 30 days in advance, or in the case of

an intentional introduction into the environment, at least 90 days in advance.

In addition to provisions for notification, the regulations require assessment of risk by a method approved by the HSE and the establishment of a genetic manipulation safety committee at each centre undertaking such work.

The Health and Safety (Genetic Manipulation) Regulations 1989, are available from HMSO or booksellers. Price £1.35. ISBN 0 11 097810 2.

## Service industries: safety surprise

Service industries are not the safe working environments many people believe, according to a report from the Health and Safety Executive (HSE). They in fact produce a surprisingly large crop of accidents both to people at work and to members of the public.

More than 20,000 injuries were reported to local authorities last year with 50 fatal accidents. The largest number of accidents occurred in retailing, with slips and tripping particularly prevalent.

Commenting on the report, Dr John Cullen, chairman of the HSE, said: "These

figures are not trivial. The report clearly shows that accidents in service industries are caused by failure to establish safe systems of work and lack of management control.

"Health and safety must be an integral part of line management, not an add-on activity," he continued. One problem, explained Dr Cullen, is the number of small businesses in the service sector which feel themselves too small to consider comprehensive health and safety policies.

Accidents in Service Industries: 1987-88 is available from the HSE, Room 6, Magdalen House, Stanley Precinct, Merseyside L20 3QZ.

## Help for problem communicators

People with literacy and numeracy difficulties will soon be able to get help over the airwaves.

A three-year Basic Skills Accreditation Initiative (BSAI), which uses TV and radio, has been set-up to motivate people with basic skills problems.

Through BSAI students will be encouraged to work towards nationally recognised qualifications—including a new City and Guilds certificate in communication and numeracy.

Advice on training, including YTS and ET will be available through a referral programme associated with BBC TV programmes.

This radio and TV project is a joint venture by the Employment Department's Training Agency, the Department of Education and Science and the BBC.

## 'Get involved the British way'

Speaking at the launch of a new booklet on worker participation in British companies, Employment Secretary Norman Fowler claimed that "British companies are in the forefront in developing effective ways of involving their employees in their businesses."

Entitled *People and Companies—Employee Involvement in Britain*, the booklet describes the different approaches developed by 25 British companies, including employee share ownership and profit-related pay and shows how much progress has been achieved by allowing companies to develop arrangements for employee involvement which are best suited to their individual needs.

Mr Fowler continued by saying: "Employee involvement is one of the major success stories of British industry in recent years. This success has been based on voluntary co-operation and diversity of practice. The danger of the alternative approach based on compulsion and the imposition of specific forms of worker participation is that it would put at risk the achievements illustrated in this booklet. That is why the Government has consistently opposed pressure from the European Commission for legislation which would impose rigid, statutory requirements in place of flexibility and diversity."

The booklet is available from HMSO bookshops. Price £5. ISBN 0 11 361281 8.

## Tourism ignores disabled to its cost

Britain's tourism industry is not doing enough to meet the holiday needs of disabled and disadvantaged people, according to the English Tourist Board.

A report, *Tourism for All*, reveals that currently 40 per cent of Britons do not take a holiday. Problems of mobility, mental health and responsibilities of caring for children and elderly relatives—often combined with low income—rule out a break for many.

It stresses the major communication gap between tourism operators and both holidaymakers with disabilities and those who care for them. Operators are largely ignorant of the needs of disabled people—and how to meet them. At the same time many disabled people are wary of specifying their requirements in case they are turned away. Among key

## EC charter out of tune with objectives

The Commission's draft Social Charter, as it stands, is in direct conflict with the main conclusions of the Madrid Summit, according to Employment Minister Tim Eggar.

Addressing a meeting of the European Business Institute in London, Mr Eggar said: "Heads of government agreed in Madrid that distinct roles should be established for community, for member states and for local agreements. The charter, by contrast, tries to standardise and centralise. Yet, the whole point of the Madrid conclusion was that many things are best left to member states' custom and practice because progress in these areas can be achieved more effectively at local level.

"To create jobs and prosperity we must be competitive in world markets. The Commission's proposals will not enhance the competitiveness of Europe's firms nor will it help create jobs—the top priority of the Madrid Summit. Rather it would impose a rigid framework which would stifle the very flexibility which has contributed to the strength of the UK economy. My job is to ensure the climate for enterprise remains favourable.

"Our experience is that businesses create jobs; detailed regulation does not.

But businesses can only do that if we create the appropriate conditions for them to grow and develop."

At an earlier meeting at the CBI's Small Firms Council, Mr Eggar cited specific examples as to why he believed the charter would put a brake on enterprise, saying that under the charter every employee, whether part-time or full-time, will require a cumbersome formal contract: "Contracts of employment are agreements between employers and their staff—they are not the business of government."

Mr Eggar continued by pointing out that in the Government's view, minimum wage regulations, far from protecting workers, would fuel inflation, lead to job losses and would price many smaller firms out of the marketplace altogether.

Under the proposed Charter, part-time, temporary workers would be granted the same social provisions as full-time employees. That would mean more costs for employers and businesses. Mr Eggar added: "The proposed regulation of working hours, weekend working and shift work would destroy the flexibility which businesses, particularly small businesses, need in order to be competitive and take advantage of the opportunities opened up by 1992."

## Share ownership plan at Lucas

Lucas Furniture Industries is restructuring its operations, and is to offer its employees the opportunity to participate in an equity stake through an ESOP (Employee Share Ownership Plan).

One million new shares in the company have been created, equating to an equity stake of around 11 per cent. These shares have been set aside specifically to encourage as many employees as possible to become shareholders in the company for which

they work. The shares will be held by a trust company, Lucas Trustees, and will be available for subscription to qualifying employees over a planned period.

To launch the scheme and encourage maximum participation, the Trustee Board will be making an initial distribution to every qualifying employee in the company. Just over 27,000 shares have been set aside and each participating employee is to be given 150 shares in the new company.

recommendations are:

- tourist boards should be the first port of call for operators wanting advice on the adaptation of accommodation and attractions to meet the needs of all people with disabilities;
- schemes should also be developed to grade and promote accessible accommodation and attractions, together with introducing tougher building regulations more sensitive to the needs of disabled people; and
- one-parent families should receive the same discounts available to two-parent families throughout the year.



## Dangerous loads check highlights problems

The country's biggest ever exercise to spot-check lorries carrying dangerous substances has been hailed as a success by the Health and Safety Executive and the seven police authorities taking part.

The police stopped and checked 1,173 vehicles in the counties of Cleveland, North Yorkshire, Durham, Northumberland, Humberside, West Yorkshire and South Yorkshire. Of these 472 were passed over to HSE inspectors.

Eight prohibition notices were issued preventing vehicles continuing their

journeys as were two improvement notices, which require changes to be carried out over a longer period. In 146 cases advice and guidance had to be given to drivers.

Dr Allan Sefton, head of the HSE's Transport of Dangerous Substances National Interest Group, said the majority of vehicles did comply with the law but there were problems with a minority of vehicles checked. "In some cases identification of substances was wrong and there was no information in the driver's

cab, which was likely to hamper emergency services and cause confusion in an accident," he added.

Assistant chief constable (operations) for Cleveland, Fred Smith, said he found drivers very co-operative and keen to see less safety conscious hauliers exposed.

As well as errors in documentation and labelling, other offences which came to light included those related to excise licences, excess weight, drivers' records, operators' licences and the construction and use of the vehicle.

## Squaring up to 1992

Small firms are starting to respond to the challenge and opportunities of Europe in 1992, according to Employment Minister Tim Eggar. He was speaking at the opening of new Small Firms Service premises in London, which coincided with the publication of the SFS's 1988-89 annual report.

Mr Eggar said the London Centre for European Business Information—which is part of the London Small Firms Service—is now the busiest of 39 in Europe and an encouraging indicator of the seriousness with which many forward-looking small companies regard the potential of the single market.

"I hope that even more British companies exploit this excellent resource so that they, too, can reap the benefits of free trade within the community," he said, adding that the transfer of responsibility for small firm's counselling to Training and Enterprise Councils (TECs) will ensure greater flexibility and greater responsiveness to the needs of local enterprise."

to play its part in promoting childcare, so she has asked schools to open for out of hours childcare, saying: "The schools have the premises if firms help with the costs."

### Childcare agency

Finally, a helping hand to any group or company wishing to set up nursery facilities is available through a new style of agency. Premier Childcare, of Ware in Hertfordshire, acts as a facilitating agency, offering business advice to those thinking of setting up a nursery scheme. It also acts as a broker between companies unable to set up their own scheme but looking to pool resources on a local basis.



Premier Childcare's director, Ann Aunins, with children at her nursery.

## Childcare schemes to ease burden on working parents

The need by industry to combat labour shortages in the 1990s has been given significant encouragement with the introduction of new schemes which help working parents cope with the problems of childcare.

Luncheon Vouchers Ltd has launched a new perk 'Childcare Vouchers' as an incentive to working parents.

They offer a simple and practical method for companies to attract and retain workers by contributing directly to childcare costs at whatever level the company deems most suitable. Companies can choose the level of redemption and to which staff they are offering the facility, while parents are free

to select their chosen child carer.

Luncheon Vouchers believes the scheme will be particularly suitable where companies find it impractical or uneconomic to provide workplace childcare facilities.

The vouchers are redeemable by anyone permitted by law to look after children, including registered childminders, private nurseries, day-care centres, au pairs, nannies and even close relatives like grandparents and aunts. They will be free of national insurance contributions but as a company 'perk' will still be liable for tax.

Education Minister Angela Rumbold has announced that her Department wishes

## Rules to be tightened up on health and safety

Some of the Health and Safety Executive's responsibilities are to be transferred to local authorities from April 1, under regulations being put to Parliament. The move is expected to lead to better targeting of resources.

The regulations were drawn up by a working party of HSE and local authority officials and will extend and clarify the responsibilities of local authorities for enforcing the Health and Safety at Work etc Act 1974. Anomalies arising from the 1977 regulations will also be removed.

### Display

Local authorities will become responsible for inspecting the health and safety of additional premises—120,000 at current estimates—including those where the main activity is display or demonstration of goods at an exhibition; the care, treatment or accommodation of animals (with certain exceptions); religious

worship and meetings; and the provision of sites for caravans and campers.

Responsibility for certain places of entertainment, such as cinemas and concert halls, will also be transferred; this should allow local authorities to combine health and safety enforcement with their visits to sites in connection with entertainment licences.

Museums, galleries and theatres will be transferred to local authorities unless the HSE has a good reason for retaining responsibility, such as in the case of premises containing extensive workshops or complex plant.

The HSE will also keep its responsibility for construction work, except for certain small, low-risk internal works, such as shopfitting, internal redecoration and refurbishment work in hotels and offices. Enforcement in relation to section 6 of the 1974 Act and enforcement at certain complexes—such as airports, docks and

the Channel Tunnel terminal—will also be retained.

Certain activities which may or may not be the main activity at a particular site—use of fairground equipment, radio and TV film production and work on gas systems, for example—will remain an HSE responsibility.

### Consistency

A strengthened Local Authority Unit has been set up within the HSE to help take the initiatives forward. The head of the new unit, Don Barnett, former chief environmental health officer for Bristol, said the regulations will reduce duplication of inspection and will build on local authority expertise. His task will be to promote consistency through 20 liaison officers in England and Wales, who will be consulting local authority representatives in the run up to implementation of the regulations.

## Quieter times at the workplace from New Year

New regulations on noise at work have been laid before Parliament and are due to come into force on January 1, 1990.

The regulations are based on the requirements of European Community Directive 86/188/EEC, which is designed to reduce the damage to hearing caused by loud noise in the workplace.

Commenting on the legislation Employment Minister Patrick Nicholls described it as "a firm foundation for a European programme to combat the problems created by noise in the workplace."

### Need

Both Mr Nicholls and Dr John Cullen, chairman of the Health and Safety Executive, stressed the need for machinery makers and suppliers to pay attention to noise. "Throughout the European Community, machinery buyers are going to be more than ever concerned about noise, both because of the legal pressures and the need to provide a decent working environment that will help them attract and keep the staff they need," said Dr Cullen.

Looking forward, Dr Cullen pointed out that the regulations are by no means the end of the story, since the directive will be reviewed in 1994. The Health and Safety



Reducing damage to hearing

Photo: Judy Harrison/Format

## Deaf report

A report has been published by the Industrial Injuries Advisory Council reviewing the operation of the occupational deafness scheme and presenting the results of the Council's investigations into noisy occupations not currently covered. The report, entitled *Occupational deafness*, is available through HMSO, Cm 817. Price £4.30.

The *Noise at Work Regulations 1989*, SI 1989 No 1790, are available from HMSO and booksellers. Price £1.65. ISBN 0 11 097790 4.

## Demography—a message out of focus

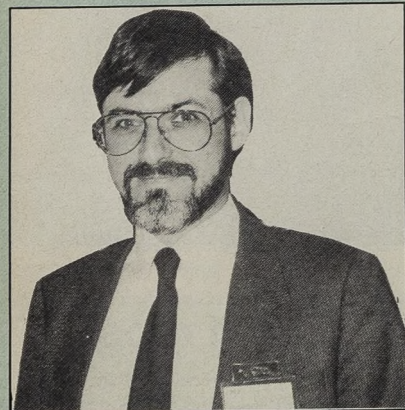
Following the report *Young People and the Labour Market*, released last year by the National Economic Development Office (NEDO) and the Training Agency, most employers are now much better informed of the diminishing youth labour force; but too few are responding imaginatively to the challenges this is presenting—and nearly half are basing their plans on the incorrect assumption that the labour force will decline in the early 1990s.

In short many employers have misjudged the situation.

New research by NEDO, based on surveys of nearly 2,000 British firms, finds employers are over optimistic about their ability to compete and attract young people, and too few are trying to adapt their employment practices to tap alternative labour sources. Even fewer are looking at ways to make radical changes to their employment policies.

These were just some of the messages from a packed seminar at the IPM conference in Harrogate, where Ian Johnston, deputy director of the Training Agency, and David Parsons of NEDO outlined the findings of the survey.

All is not gloomy, however; the survey also showed there is much to be learned from the experience of the more innovative firms. These are featured in *Defusing the Demographic Timebomb*, a report launched by Employment Secretary Norman Fowler just before the IPM conference (see p 573).



Dr David Parsons

Nevertheless, the report also revealed that three out of four employers are concentrating on competing with each other to recruit from a diminishing pool of young people. Another finding is that the

### IPM Harrogate Conference by Brian McGavin and Donald Williamson

various regions of the country will experience differing employment situations—for instance, the population of working age in East Anglia is expected to increase by 10 per cent while in the North it will fall by 5 per cent.

As the number of young people joining the labour market falls, explained Ian Johnston, the actual size of the working population will continue to grow. Most significantly, there will be more workers in their 40s and 50s and more women in the workforce. However, the demographic situation in developing countries is very different—they will have a large pool of young people on low wages—contributing to cheap imported products. Dr Johnston suggests that Britain should continue to move towards creating a well trained high skills workforce providing high added value products. An action plan should be formulated, he said, and he urged employers to:

1) Find out how changes in the UK labour market will affect their organisation. The impact of the national trends will vary according to the area and sector in which the company operates. For instance:

- the fall in the number of young people will vary between 17 and 26 per cent;
- demand for managers, service staff and construction workers will rise.

Training Agency area offices and local TECs will advise on how regional and local situations will affect local companies.

### Need for quality training

The opening address to this year's Institute of Personnel Management conference in Harrogate was delivered by the leader of the Labour Party, Neil Kinnock.

Reviewing Britain's economic position, he argued that one of the country's most pressing needs was to strengthen the supply side of the economy.

Mr Kinnock then turned to education and training. He compared Britain's experience unfavourably with our major competitors, noting Britain had one of the lowest post-16 staying on rates in the advanced countries. "Education and training are the commanding heights of the modern economy and those heights must be scaled and occupied."

He called for a framework to ensure high quality appropriate training throughout people's working lives, along with expanded employment rights to all sectors of the labour force, including part-timers, temporary workers and older people. There should also be a rapid increase in childcare and other support services for women returners. Failure to follow such a course, he said, would be increasingly exposed in the form of skills shortages.

Finally, Mr Kinnock took an historical perspective on the issues, remarking that post-war reconstruction had masked the need to invest more in training our people; devaluation in the 1960s had bought industry a breathing space; but North Sea oil, he claimed, had proved to be another "cushion"—a veil of prosperity masking the need for industry to invest in training its vital resource: people.

2) Examine what is happening among their existing workforce: "Do you have problems with high rates of staff turnover? Find out why. Does your organisation train and develop its staff to their full potential? Training increases job satisfaction, motivation and retention rates. It is also good for business. Ask about Business Growth Training and YTS."

3) Critically examine their dependence on young people and develop the full

*Continued opposite*

## Job sharing—does it work?

At a time of skills shortages and recruitment problems employers are anxious to attract and retain skilled staff. According to Pam Walton, joint co-ordinator of 'New Ways to Work' (NWW), job share schemes can help employers achieve this goal.

In the early '80s, job sharing was largely negotiated on an *ad hoc* basis between individual employees and their employers but the trend in recent years has been towards employer-wide job-share agreements. Pam Walton cited Boots and British Telecom as two companies which have joined the growing number of employers with such schemes; these also include the Civil Service, the British Council and many local authorities.

The reason given by both Boots and British Telecom for their policy was to enable them to retain staff.

In 1987 NWW found 56 local authorities with formal job share policies, employing over 2,000 job sharers. Many of the local authority schemes have been established as part of an equal opportunities strategy with the principal aim of encouraging women to return to work after maternity leave. Similarly, Leeds City Council's scheme, initiated in 1984, was part of the council's equal opportunities initiative for people with disabilities.

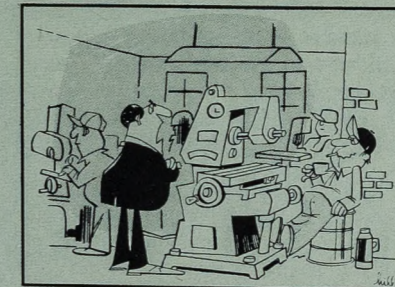
### Cost worries

The benefits of job sharing most frequently mentioned by employers, said Pam Walton, are that two people bring with them two sets of skills and experience and can also offer increased flexibility. However, employers new to job sharing are often worried about the

potential of those young people they already have: "Could others do the work just as well—or even better? Consider recruiting from groups of unemployed jobseekers such as women returning to work, mature workers, people from ethnic minorities and people with disabilities."

### Warning

Dr David Parsons issued a warning to the limited number of organisations overhauling their recruitment strategies. Many of them, he said, had already made serious misjudgements: they had chosen to go for the 'compete' approach (that is, competing for a strictly limited pool of young people) or had opted for solutions that put all their eggs in one basket. Tesco, on the other hand, is an example of a company that



In addition to our job-sharing scheme, Bartlett, we also have a work-sharing plan.

costs. Most have found that extra administrative costs are minimal and that there can be savings in, for example, national insurance, when employing job sharers. Where extra costs are incurred in the training budget, employers have found that they are more than compensated for by higher productivity, lower absenteeism and lower staff turnover.

In a NWW survey of schemes in seven local authorities, carried out in 1987, a number of key factors emerged which were crucial to success:

- a formal policy statement declaring, in principle, that all jobs are open to job sharing;
- acceptance that full consultation between management and trade unions is required;
- a centrally located personnel officer with responsibility for administering the policy;
- clear guidelines to ensure consistent implementation from an early stage;
- training on job sharing for line and senior managers to encourage positive attitudes;

has taken a more sensible route and is now developing a package of 30 different options to meet the problem.

Dr Parsons also pointed out that although women are expected to form an increasing part of the labour force, the participation rate by women in the UK labour force is already one of the highest in Europe (outside of Scandinavia, where female participation is particularly high).

The key point, he emphasised, should be flexibility of response. Employers should consider a strategy that is open, flexible and right for their particular region and industry sector.

*Defusing the Demographic Time Bomb* is available from NEDO Books, Millbank, London SW1P 4QX and the Training Agency. Price £12. ISBN 0 7292 0965 2.

- record-keeping and regular monitoring of the scheme to measure commitment, success, impact and progress.

Pam Walton said the country has seen a continued growth in the number and range of organisations which have developed schemes open to the whole workforce rather than selective job shares. "Taken together with career breaks, flexible working hours and teleworking, job sharing can be one of the range of options which will enable employers to retain and attract skilled staff. Personnel staff have a vital role to play in developing and implementing such schemes," she concluded.

### The personnel manager as an entrepreneur

Personnel managers attending the national conference of the IPM were told that the role of the personnel function has now changed progressively to encompass human resource management and industrial relations as well as the more traditional functions like recruitment and selection.

Michael Armstrong, an independent consultant, spoke of the personnel professional's role in what is now a competitive, global business context subject to rapid and dramatic change due to developments such as privatisation and deregulation.

### Added value

In order for personnel managers to contribute to the success of firms Armstrong said: "they must learn to live with the enterprise culture and the market economy", adding that the role of the entrepreneurial personnel manager is to "create added value through the organisation's human resources" by shifting resources out of areas of lower productivity into those of higher productivity.

He or she must also participate directly in the formulation of corporate strategy as members of the team.

To carry out these roles Mr Armstrong suggested that the priorities for personnel managers should include the development of performance related pay systems and then creating development and career management programmes to ensure that they are capable of maintaining the company's competitive 'edge'.

### Matching pegs and holes

"The changing demographic and labour market is necessitating a more focused and objective approach to human resource management," says Deborah Rowland of Omega Management Consultants.

Describing Omega's approach to management and how to get the best out of the workforce, she identified three critical factors for effective employee performance: skill, primary social motivation and competency.

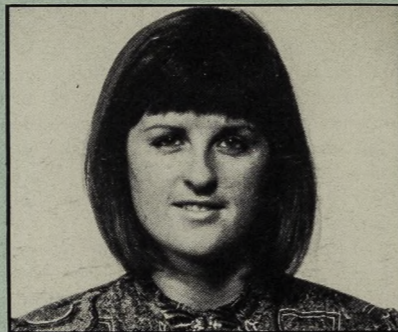
Skill is defined by Omega as the technical or knowledge input to perform a particular job or task, such as the proof reader's ability to read, or a barrister's understanding of points of law, or a telephonist's knowledge of how to receive telephone messages and direct them to others.

'Primary social motivation' (PSM) is that which dictates what individuals like to do with their skills to satisfy a particular need. Omega has isolated three PSMs—group energy, influence

energy and task energy—from its own work in consultancy.

Employees with high 'group energy' enjoy using their skills as part of a team, where good interpersonal relations, collaboration and team effort are vital if the team is to perform successfully. High 'influence energy' means that employees enjoy using their skills to influence and work through others. Finally, high 'task energy' motivates employees to use their skills on tasks they can perform individually, which improve efficiency and from which they can receive feedback on their own performance.

Thus an efficient proof reader will need high task energy, a barrister will



Deborah Rowland

need high influence energy and a telephonist will need high group energy.

The third of Omega's key factors, competency—or the characteristics required to perform a task effectively—determines how effectively the other two factors are applied in the workplace. So, for example, a high influence energy barrister who knows the law needs to be able to present a case with persuasion and authority, and be sensitive to the needs of the client. In Omega's experience, the PSM and competency can be used to predict performance. Studies conducted by the company have shown that the nature of an individual's PSM does not change after the age of 14–16. Values, attitudes and personality can change with maturity but the PSM does predict the broad areas of work responsibilities which the individual will enjoy.

#### Job satisfaction

Different situations have a particular PSM requirement, and so levels of satisfaction and motivation can be predicted. Omega sees motivation as resulting from a good 'match' between the individual's own PSM profile and the perceived needs of the situation. A mismatch, a square peg in a round hole, would result in the individual feeling uncomfortable and demotivated; productivity and enthusiasm would be adversely affected.

#### Performance

Omega's approach predicts the likelihood of successful performance by measuring competency on three levels: job specific, general management and corporate specific.

Once competency and motivation are identified, the practical elements of human resource management need to be geared to arousing and developing the behaviour necessary for the task in hand, whether for recruitment and selection, management training, appraisal and incentive programmes, career counselling or team building.

### Trade unions in the 1990s

"We see a number of practical advantages for trade unions and their members in moving to single-table bargaining where this is achievable. But that is not to underestimate the advantage to companies and to British industry as a whole." This was the message to the IPM conference from David Jenkins, general secretary of the Welsh TUC.

In his address Mr Jenkins pointed out that there are difficulties in achieving single-table agreements. On 'green field' sites, for example, unions may find themselves in direct competition with one another to become the representative for the workforce. In the case of an established company which recognises several unions at existing plants and wants a single union deal at a new plant, he asked who should decide which union should represent the workforce—the company, the workers, the unions among themselves or the TUC?

Acknowledging the inevitability of competition for membership between unions, particularly in such a time of industrial change, Mr Jenkins said that competition can be as healthy for trade unions as it is for industry and that "successes by one union, whether in collective bargaining or the development of new services, can act as an example and spur to others." The danger was, he said, that competitive underbidding for membership might be placed higher up the agenda than the servicing and representation of the membership at company level. "So in the face of changing patterns of industrial organisation we are having to develop our machinery for reconciling differences between unions and regulating inter-union competition.

Trade unions, working together with employers, can make a positive con-

tribution towards company performance, competitiveness and profitability, Mr Jenkins said; but the industrial relations agenda needs to be broadened towards a continual rather than annual timescale. This would help to improve inter-personal relationships and move away from the winner-loser scenario in worker-employer relations. A broader agenda and timescale, he added, are most commonly associated with companies operating with a single union or single bargaining unit.

David Jenkins acknowledged that the changes he wishes to see will take time and effort: at first it may be necessary to establish the single table to cover wider issues outside of wages, terms and conditions, leaving existing bargaining units to continue on their narrower and more traditional agendas until the single table becomes familiar.

*Employment Gazette* went to press during the IPM conference. Further reports will appear in the December issue.



Adding the final touch before the graduation ceremony.

Photo: Imogen Young/Format

### New graduate destinations by age on graduation

by Jason Tarsh

Economic adviser, Department of Education and Science

This article uses the 1987 survey of first destinations of new graduates to show the patterns of entry to the labour market by age on graduation. Using five age groups, from under 23 to 43 and over, the article looks at graduates' choice of degree subject, success in finding a first job, their type of work and their sector of employment.

The forthcoming demographic decline in numbers of young people has raised the possibility that there will be increasing numbers of non-traditional entrants to higher education. One such group is older or 'mature'<sup>1</sup> students. This article describes the first careers after

<sup>1</sup> 'Mature' is the conventional term, seemingly because it is used in regulations about eligibility for state support. It has no fixed general definition but is typically used to refer to entrants to HE either aged over 21 or over 25. The term 'mature' has been avoided in this article partly because it is tendentious—maturity is not normally equated just with being above a particular age. The other reason is that one outcome of this analysis is to show that older graduates are not homogenous but there are sub-groups of ages with differing subject distributions and destinations.

graduation of the current flow of older graduates and compares these with the experience of young graduates.

The analysis is based on the first destinations of those graduating from full-time courses in 1987. Part-time students and graduates from the Open University (which does not have a first destination survey) are excluded. (See also sources and notes on p 597).

The experience of current older graduates may only be a rough proxy for the prospects of future such entrants. A significant expansion of opportunities for older entrants could well bring about marked changes in the characteristics of this group in comparison with the

Table 1 Age distribution of new first degree UK graduates in 1987

Age	University						University excluding medicine, dentistry					
	Men		Women		All		Men		Women		All	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Under 23	22,552	65	17,137	65	39,689	65	22,503	69	17,053	69	39,556	69
23-26	10,489	30	7,783	29	18,272	30	8,694	27	6,253	25	14,947	26
27-32	1,029	3	699	3	1,728	3	917	3	627	3	1,544	3
33-42	525	2	606	2	1,131	2	504	2	593	2	1,097	2
43+	134	(0.4)	249	1	383	1	134	0.4	248	1	382	1
All	34,729	100	26,474	100	61,203	100	32,752	100	24,774	100	57,526	100



Photo: Martin Mayer/Network

Science graduate at work in a biotechnology laboratory.

present. These changes might be in terms of age, sex, marital status, previous occupation and education as well as subject choice and subsequent occupation after graduation.

It is not really possible to predict how these factors might change but the main point is that today's older graduates are not necessarily typical of the future. Rather they are the nearest proxy we have. It is also not possible to take account of changes in the labour market that might follow from the demographic decline. Here again there could be important shifts in demand, with employers more willing to recruit older graduates once there are fewer young people available.

There are countervailing factors though. If labour does become scarcer, then the cost in forgone earnings to the individual of extended education in mid-career might increase. (This opportunity cost also applies to young potential graduates although the comparison for them is with the earnings of 18-22 year olds.)

Leaving aside the possible predictive value of the experience of older graduates, there are two other reasons

<sup>1</sup> On this, see the report of a survey in 1988 of 117 employers by the Association of Graduate Careers Advisory Services (AGCAS): *Survey of employer attitudes towards the recruitment and employability of older graduates*. Copies (priced) are obtainable from Middlesex Polytechnic Careers Service.

for looking at the effect of age in the graduate labour market. First, there is likely to be a continued representation in higher education of the present constituency of older graduates and it is interesting to see how they fare after graduation. Second, conventional analyses of the first destinations do not distinguish graduates' ages. Yet if there are significant differences between degree subjects in their proportions of older graduates, then part of the apparent subject differences may reflect this age variation. This could also mean that destinations of young graduates by subject would show a somewhat different pattern from those for graduates of all ages.

#### Labour market for older graduates

It is hard to predict how the labour market prospects of young and older new graduates would compare. On the one hand, older graduates will often have the advantage of previous work experience, which employers might value—but much could depend on how relevant this work experience was to the degree. Some older graduates might have taken a degree as a conscious break from work which they found unsatisfactory or as an attempt to make a complete career change. Employers might also see older graduates as having more favourable personal qualities: they may be seen to be more mature (which is presumably correlated with age!), more reliable, more likely to stay with the employer and have a clearer idea of what they want to do after graduation.

Working against employers' acceptance of mature graduates is a possible reluctance by the employer to recruit graduates beyond a certain age, maybe as low as 25 or 30. Evidence of employer reluctance to recruit older graduates is well established although there is debate about its causes<sup>1</sup>.

One frequently cited reason is that older graduates would not be so easy to train or would be more resistant to receiving orders from people who were younger than them. It is also suggested that, since most graduate recruits are young, an older person would just not fit in with the rest of the group of new graduate employees because of differences in outlook and attitudes associated with age. Some employers might also be suspicious about the motives of people who had taken a degree mid-career.

Some of these attitudes may be reasonable generalisations—or at least based on individual employer experience—but they might also reflect prejudice or simply the convenience of established recruitment criteria.

Resistance or indifference to older graduates might also reflect economic forces. If, in recent years, employers have perceived a generally ample supply of young graduates, then they would have had no strong incentive to take risks with non-traditional recruits.

Furthermore, as will be seen, older graduates are concentrated in degree subjects where employment prospects are less favourable for all graduates. To that

Table 1 contd

Polytechnic						College						Age
Men		Women		All		Men		Women		All		
Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
12,182	75	10,672	80	22,854	77	2,814	74	6,634	83	9,448	80	Under 23
2,717	17	1,323	10	4,040	14	556	15	605	8	1,161	10	23-26
862	5	619	5	1,481	5	212	6	260	3	472	4	27-32
412	3	617	5	1,029	3	174	5	408	5	582	5	33-42
114	1	154	1	268	1	58	2	123	2	181	2	43+
16,287	100	13,385	100	29,672	100	3,814	100	8,030	100	11,844	100	All

Note: These and all other tables are for full-time graduates only. This means that the university figures do not match the published first destinations figures. See the sources and note on p 598 for details on the university coverage.

extent they have been competing in a market that is already weak. A result of this is that, in subjects where demand for graduate skill has been strong, most employers will not have had the opportunity to consider older graduates. Apparent employer reluctance to recruit older graduates may thus partly reflect the degree subjects on offer rather than their age.

#### Definition of age groups

As noted earlier, the definition of 'older graduate' is somewhat arbitrary and there is no particular reason to assume that older graduates fall into a single group defined as being above a minimum age. The method used in this article, therefore, has been to split graduates into age bands (measuring age at the point of graduation), which have been defined as follows:

**Under 23:** This is intended to cover the typical young entrant at age 18 or 19 straight from school.

**23-26.9:** Taken again as essentially a conventional group but who perhaps took a year or two out before entering higher education or who re-sat their A-levels. Also covers those on four-year courses such as in languages, parts of engineering and sandwich degrees.

These first two age bands will necessarily overlap to some extent.

**27-32.9:** Assumed to cover those who decided to enter HE only after some time in the labour force, late developers and the like. Examples are young people who initially chose not to enter HE or who did not do well at school but who subsequently discovered that they had the ability and interest to take a degree.

**33-42.9 and 43+:** These two groups have been taken as the typical older entrant who has taken a degree either in mid-career or else after a period out of the labour market or in a non-career job. Examples might be married women with older children (no longer needing constant attention), people seeking a complete career change or those who feel they have reached a promotion ceiling in their current job.

The selection of these age bands was based partly on *a priori* reasoning, supported by impressions from the literature on older graduates. However, a further factor was the patterns of the first destinations and of the age distribution of graduates. As will be seen, these age groups do coincide with different destination patterns. The starting and end points are somewhat arbitrary so, for example, the final two age bands were based on rounded ages on entry of 30.0-39.9 and 40.0+ and an assumed three-year course length. Figures for numbers of

graduates by individual years of age do show a clustering around the starting point of each band although this is not such as to mark a definite banding.

Any analysis of graduate destinations by age needs to take account of two specific complicating factors. First, university graduates in medicine, dentistry and veterinary studies normally take five to six years to graduate, so the age distribution of graduates in these subjects is raised accordingly. The 23-27 age group in particular is inflated by their inclusion. Since these subjects are very atypical, they have been excluded in aggregate comparisons of destinations across age groups.

Second, overseas graduates have a different age distribution from home students, tending to be older, with a higher proportion in their mid-20s on graduation. Figures for numbers of graduates by age and subject distribution are therefore more useful if they distinguish UK from overseas graduates. Overseas graduates staying in the UK are, however, included in the appropriate first destinations.

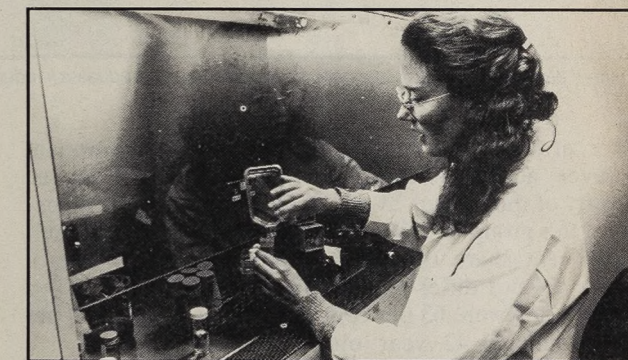


Photo: Geoff Franklin/Network

Graduate employed at the AIDS Research Centre, Harrow.

#### Output of graduates by age

##### Numbers

Table 1 shows the age distribution of new first degree UK domiciled graduates from each of the three sectors of HE in 1987. Graduates aged 27 and over were in a very small minority, particularly in the universities, where they were just 6 per cent of the total. In the polytechnics and colleges the proportions were somewhat higher, at 9 per cent and 11 per cent respectively.

The older the graduates the smaller was their representation. So, in the universities 3 per cent of all graduates were aged 27-32, 2 per cent were 33-42 and just 1 per cent were 43 or more. (The different spans of the age bands make this progression even sharper.)

There was no clear pattern by sex. As proportions of their respective totals, men and women graduates aged 27 and over were about equally represented. In the polytechnics the percentage of women aged 27-plus, at 11 per cent, was slightly higher than the 8 per cent for men; but in the colleges the percentage of older men was



Teachers planning the year's timetable. The proportion of graduates in education generally peaked with the 33-42 year age band.

higher, at 13 per cent compared to 10 per cent for women. However, across the three sectors women made up the majority of those aged 33-plus. They accounted for 60 per cent of this group (2,157 out of 3,574) compared with their 47 per cent share of all graduates. The proportion of women did not differ much between the two oldest age groups. They were 63 per cent of the over-43s and 60 per cent of the 33-42 year olds.

There are several possible explanations for the smaller proportion of older graduates in universities. One factor is admissions policy: it might be that the polytechnics and colleges accept a higher proportion of older graduates as the outcome of a conscious policy of widening access to higher education. On the other hand, the A-level entry grades of university entrants are higher than for the other sectors and universities have a somewhat higher proportion of entrants with A-levels. To the extent that older graduates have fewer A-levels and lower grades, they might find it easier to find a place in a polytechnic or college.

Older graduates themselves might see differences between the sectors. Colleges particularly are more likely to be local (because they are more numerous) and, because they have fewer graduates, they may be seen as offering more personable and congenial surroundings.

A further and more tangible factor is the subject balance in the three sectors. This is considered further in the next section.

The three sectors differ not just in their proportions of graduates over 27 but in the balance of the two groups of younger graduates. The universities have a smaller

Table 2 Age distribution of new first degree graduates by whether UK or overseas. 1987. Per cent

Age	Men		Women	
	UK	Overseas	UK	Overseas
<b>University</b>				
Under 23	65	23	65	39
23-26	30	58	29	53
27-32	3	16	3	6
33-42	2	3	2	2
43+	0.4	0.3	1	0.4
<b>Base</b>				
=100 per cent	34,729	2,805	26,474	1,253
<b>Polytechnic</b>				
Under 23	75	28	80	50
23-26	17	46	10	38
27-32	5	22	5	9
33-42	3	4	5	3
43+	0.7	0.4	1	1
<b>Base</b>				
=100 per cent	16,287	980	13,385	358

proportion of under-23 year olds than the polytechnics and colleges but a higher proportion of 23-26 year olds.

This is after taking account of the impact of medicine and dentistry graduates on the university age structure.

Possible reasons for this divergence are that university courses are longer on average and that young graduates are more likely to have delayed between leaving school or college and entering university. (One reason for this latter effect might be because of young people re-taking A-levels in order to compete for a university place.) There is also a slight difference between the sectors in the point

Table 3 Age and subject distribution of new first degree UK graduates in 1987

Subject	Men						Women					
	Under 23	23-26	27-32	33-42	43+	All	Under 23	23-26	27-32	33-42	43+	All
<b>University</b>												
Education	—	1	1	1	4	—	2	3	2	3	4	2
Other social science	8	6	13	18	17	8	14	9	22	31	23	13
Other arts	6	5	8	11	19	6	8	5	8	12	16	7
Theology	—	1	6	7	10	1	1	1	2	2	3	1
<b>Sub-total</b>	<b>15</b>	<b>12</b>	<b>28</b>	<b>37</b>	<b>51</b>	<b>15</b>	<b>24</b>	<b>17</b>	<b>34</b>	<b>48</b>	<b>46</b>	<b>23</b>
<b>Engineering</b>	<b>18</b>	<b>20</b>	<b>14</b>	<b>4</b>	<b>1</b>	<b>18</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>3</b>
Business-related	9	6	3	5	4	8	7	4	3	3	1	6
social science	32	16	14	12	8	26	21	10	7	3	6	17
Science	—	17	11	4	—	6	—	20	10	—	—	6
Medical	5	3	4	7	5	5	6	3	6	5	3	5
Law	5	9	6	10	12	6	16	25	16	15	26	19
Languages	1	3	3	2	—	1	1	1	1	1	1	1
Professional	1	3	2	2	—	2	2	3	2	—	—	2
Agriculture, etc	1	1	2	2	—	1	5	4	4	3	1	4
Para-medical	1	1	1	2	2	1	3	2	2	2	2	3
Creative arts	10	9	10	14	16	10	13	10	13	12	13	12
Multi-discipline												
<b>All=100 per cent</b>	<b>22,552</b>	<b>10,489</b>	<b>1,029</b>	<b>525</b>	<b>134</b>	<b>34,729</b>	<b>17,137</b>	<b>7,783</b>	<b>699</b>	<b>606</b>	<b>249</b>	<b>26,474</b>
<b>Polytechnic</b>												
Education	1	3	5	11	11	2	9	11	15	26	14	10
Other social science	9	10	15	20	24	10	15	20	26	28	17	16
Other arts	4	4	10	13	19	5	7	10	15	17	29	8
<b>Sub-total</b>	<b>14</b>	<b>17</b>	<b>30</b>	<b>44</b>	<b>54</b>	<b>16</b>	<b>30</b>	<b>40</b>	<b>56</b>	<b>71</b>	<b>60</b>	<b>35</b>
<b>Engineering</b>	<b>25</b>	<b>35</b>	<b>30</b>	<b>13</b>	<b>8</b>	<b>27</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>—</b>	<b>2</b>	<b>3</b>
Business-related	16	10	4	5	5	14	12	9	6	3	4	11
social science	24	19	14	20	15	23	16	15	11	7	9	15
Science	8	7	8	5	4	8	14	14	9	7	8	13
Creative arts	4	3	4	4	7	4	5	5	5	4	5	5
Law	2	2	2	3	4	2	8	7	5	4	6	8
Languages	1	1	1	—	—	1	4	3	1	1	2	4
Para-medical	6	5	7	5	4	6	7	5	5	2	3	7
Professional												
<b>All=100 per cent</b>	<b>12,182</b>	<b>2,717</b>	<b>862</b>	<b>412</b>	<b>114</b>	<b>16,287</b>	<b>10,672</b>	<b>1,323</b>	<b>619</b>	<b>617</b>	<b>154</b>	<b>13,385</b>
<b>College</b>												
Education	11	23	33	37	24	15	40	39	36	42	25	40
Other social science	8	7	10	9	14	8	5	7	11	9	7	6
Other arts	20	18	18	30	34	21	20	16	22	31	37	20
<b>Sub-total</b>	<b>39</b>	<b>47</b>	<b>61</b>	<b>76</b>	<b>72</b>	<b>44</b>	<b>65</b>	<b>61</b>	<b>68</b>	<b>81</b>	<b>68</b>	<b>66</b>
<b>Engineering</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>—</b>	<b>3</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
Business-related	6	6	4	3	5	6	3	3	2	2	4	3
social science	21	11	10	5	2	18	9	6	3	5	7	8
Science	23	24	16	10	12	22	15	21	15	7	8	15
Creative arts	1	2	1	2	3	2	1	1	2	1	2	1
Law	3	4	3	1	2	3	5	5	8	2	8	5
Languages	—	—	—	—	—	—	1	1	2	—	2	1
Para-medical	3	2	1	—	3	3	2	2	1	1	1	2
Professional												
<b>All=100 per cent</b>	<b>2,814</b>	<b>556</b>	<b>212</b>	<b>174</b>	<b>58</b>	<b>3,814</b>	<b>6,634</b>	<b>605</b>	<b>260</b>	<b>408</b>	<b>123</b>	<b>8,030</b>

in the year at which age is measured. This may mean that the true difference in age structure for young graduates between the sectors is concentrated around the 23 and 24-year mark and the 23-26 band is too broad to capture this.

#### Overseas graduates

Table 2 shows, for universities and polytechnics, the age distribution of UK and overseas graduates. Just 23 per cent of overseas men and 39 per cent of overseas women university graduates were aged under 23 and the typical overseas graduate was aged 23-26 although polytechnic women were an exception.

A significant minority of overseas men (16 per cent-22 per cent) were aged 27-32 but, beyond this age group, older graduates were as infrequent from overseas as from the UK.

There is no ready single explanation of these patterns although it is plausible that younger students would find it

more daunting to go to another country to take a degree. However, this would not explain why women overseas graduates had a higher proportion than men aged under 23. Some overseas graduates will have taken a first degree in their own country before coming to the UK. The smaller proportion of overseas men graduates in the under-23 age group might also reflect their concentration in engineering, where courses are of above average length.

#### Subjects

The conventional wisdom about older graduates would predict that their subject choices would be concentrated on arts and sociology, with relatively few in engineering, science or business. Table 3 shows that as a broad generalisation this is correct. For men and women in each of the three sectors, at least a third of graduates aged 33 and over graduated in 'other arts' (including theology in universities) or 'other social science' (in which sociology is



**Table 4 Detailed subject distribution by age of university graduates in other social science and other arts, 1987. Per cent**

Subject	Men					Women				
	Under 23	23-26	27-32	33-42	43+	Under 23	23-26	27-32	33-42	43+
<b>Other social sciences</b>										
Sociology	5	10	17	35	30	9	14	13	26	29
Social administration/ applied social work	3	5	15	3	9	7	12	11	19	7
Psychology	12	18	21	19	17	28	31	32	31	29
Geography	42	24	5	7	4	32	14	5	3	3
Other social studies	18	20	26	28	22	11	14	19	8	17
Politics, anthropology	20	23	17	8	17	13	16	20	14	14
<b>Base=100 per cent</b>	<b>1,894</b>	<b>646</b>	<b>137</b>	<b>97</b>	<b>23</b>	<b>2,322</b>	<b>680</b>	<b>157</b>	<b>189</b>	<b>58</b>
<b>Other arts</b>										
History	72	54	31	43	23	64	51	39	53	48
Philosophy	7	17	13	5	18	4	9	21	13	10
Theology	7	15	40	38	35	13	12	19	16	17
Other*	14	14	17	13	25	19	29	21	18	25
<b>Base=100 per cent</b>	<b>1,471</b>	<b>568</b>	<b>144</b>	<b>92</b>	<b>40</b>	<b>1,543</b>	<b>398</b>	<b>67</b>	<b>83</b>	<b>48</b>

\*Archaeology, history of art, other (unspecified).

a significant part, although see below for more detail). Equally though, virtually every subject group included some graduates from each of the older age groups. The subject patterns for older graduates are, therefore, still quite diverse.

The subject groups in table 3 have been sorted into three clusters. The first consists of subject groups which take an increasing proportion of graduates in the older age bands. The second is subject groups where the trend is the reverse. The final cluster consists of subject groups where there is no clear pattern. These are described in turn below.

This allocation generally holds across the three sectors and for men and women but there are exceptions. For example, for women college graduates in education there is no clear trend by age; similarly for women university languages graduates.

#### Subjects where the proportion of graduates rose with age

As noted earlier, other arts<sup>1</sup> and other social sciences<sup>1</sup> would probably be expected to be popular among older graduates. Table 4 shows the distribution of graduates by more detailed subjects within other social science and other arts. The figures quoted are just for universities.

Looking first at other social science, the table shows that while sociology was significant for graduates in the two oldest age groups, it did not dominate all the other subjects.

For women, psychology was equally popular and it was numerically significant also for men although clearly secondary to sociology.

Other social science contains two seemingly explicitly vocational subjects in 'applied social work' and 'social administration' and these show an age pattern. The peak age, however, differs between men (where it was 27-32) and women (where it was 33-42).

The subject 'other social studies', which accounted for around a quarter of men in other social science, cannot be readily interpreted. It covers combinations within the other social science group but whether it is tilted to particular subjects is impossible to say.

Within other arts, perhaps the most notable point is the unexpected prominence of theology in explaining the

progression by age in numbers graduating in the subject group in universities. This was very significant for men but had some effect for women too. As table 3 shows, theology accounted for some 7 per cent of all men graduates aged 33-42 and 10 per cent of those aged 43 and over. Theology is, of course, distinct in that it has a close link with a particular occupation, which none of the other subjects in other arts could claim. In the polytechnics and colleges (where theology is not taught as a single subject) other arts covers a more conventional mix of subjects. The progression with age, therefore, does not reflect any obvious special factors.

The inclusion of education (that is, teacher training with a BEd degree) in subjects where the proportion of graduates rises with age is less expected. The significance of this subject for older graduates is most apparent in the polytechnics, where education accounted for 11 per cent of men aged 33-42 and 26 per cent of women in this age group. In the universities teacher training is numerically so minor that even though there is an age pattern, the percentages are very small. In the colleges there is a marked trend for older men graduates to study education, with some 32 per cent of 27-32 year olds and 37 per cent of 33-42 year olds doing this. For women, though, the age pattern is lost because of the high proportion of women of all ages graduating in the subject. (Many colleges are specialist teacher training institutions.)

The proportion of graduates in education generally peaked with the 33-42 year band and then fell for the over-43s. This is not so surprising. Education is linked to a specific career; and the older graduates are, the shorter is the time to profit from their degree: the balance of future career rewards weighed against the costs of taking a degree becomes steadily less favourable. It may also be that if graduates have to sacrifice a job in mid-career, the cost in forgone earnings rises sharply and becomes a stronger disincentive to take a degree. It may also be the case that there are informal age barriers for a newly qualified person gaining a teaching job beyond a certain age and these deter some potential older applicants.

#### Subjects where the proportion of graduates fell with age

There are five main subject groups here: engineering, business-related social sciences (economics, business studies and accountancy), science, medicine and, in the polytechnics and colleges, creative arts (fine art, design, drama and music). (Medical subjects are a special case

and will not be considered further here.) Although the proportions of older graduates in these subjects were clearly lower than average, they were still significant. Thus, for university men, engineering, science and business-related social science accounted for some 31 per cent of 27-32 year olds, 21 per cent of 33-42 year olds and 13 per cent of the over-43s. These compare with 60 per cent of the under-23s.

In the polytechnics the proportions of older graduates in these subjects were higher. For men, they accounted for 49 per cent of 27-32 year olds, 38 per cent of 33-42 year olds and 35 per cent of the over-43s. Indeed, although these subjects are traditionally less popular among women, they accounted for some 17 per cent of women polytechnic graduates aged 43 and over. However, the relatively low numbers of older graduates mean that their contribution to the total flow of graduates in these subjects was necessarily small. So for polytechnics, men graduates aged 33 and over made up just 2 per cent of all men graduates in these three subjects. Adding those aged 27-32 increases this proportion to 7 per cent.

There are various reasons why the proportions of graduates in the five subject groups might fall with age.

One common feature of these subject groups is that they usually require students to have significant subject knowledge before entry to the course. (Business-related social sciences are a partial exception.) Older people would have been longer away from school and could well find it more difficult to take A-levels once in the labour market and working full-time.

Another feature is that the courses are probably among

the more demanding in terms of study time and contact with tutors. Older students, especially if they have family commitments, might find this more difficult to deal with.

One further feature of these subjects is that they either have a direct link with particular occupations or else their graduates have favourable job prospects after graduation. (Science offers the most equivocal picture here. Many science graduates enter general graduate jobs and new graduate unemployment varies significantly between specialisms.)

The implication, therefore, is that older graduates, already in the labour market, are less likely to take degrees with a direct link to employment. It is young graduates, straight from school, who are more likely to take the more readily marketable subjects.

#### Subjects with no clear age pattern

The subjects here are a mixed group. Professional subjects, para-medical and agriculture, etc are generally too small for much of a pattern to show up. (Where a subject group is a significant size, as professional subjects in polytechnics, there is an age pattern in the expected direction.)

Multi-disciplinary subjects (universities only) show an age pattern for men but not for women but the diversity of this group makes it hard to assess why this might be.

The lack of any age pattern for law might seem surprising but it is consistent with this being a subject which students generally study without prior subject knowledge. Law might well appeal to some older graduates whose motive for taking a degree in later life is partly the intrinsic interest of the subject. Equally there



University of Wales graduation ceremony, July 1989.

Photo: Imogen Young/Format

<sup>1</sup> 'Other' here means for arts—as distinct from languages or creative/performing arts; and for social science—as distinct from law and business-related social sciences.

Table 5 First destinations of university graduates by age on graduation, 1987, men

Subject, age group	Base†	Per cent of all graduates				Per cent of those entering the labour force‡					
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
<b>Biological science</b>											
Under 23	1,185	36	3	2	41	59	75	3	7	15	22
23-26	392	33	3	3	39	61	75	3	7	15	21
27-32	34	32	6	3	41	59	70	5	—	25	25
All ages	1,627	35	3	3	41	59	75	3	7	15	22
<b>Physical science</b>											
Under 23	3,191	34	4	2	39	61	77	3	6	14	20
23-26	704	30	3	3	36	64	79	4	5	12	17
27-32	51	39	8	4	51	49	64	—	12	24	36
All ages	3,968	33	4	2	39	61	77	3	6	14	20
<b>Maths/computing</b>											
Under 23	2,210	13	4	2	19	81	90	1	2	7	9
23-26	438	13	4	2	19	81	84	3	3	10	13
27-32	56	18	5	2	25	75	83	5	—	12	12
33-42	19	11	26	—	37	63	*	*	*	*	*
All ages	2,726	13	5	2	19	81	88	2	2	8	10
<b>Engineering</b>											
Under 23	3,855	11	—	1	12	88	91	2	2	5	7
23-26	2,058	11	—	1	13	87	90	3	1	6	7
27-32	147	12	—	—	13	87	84	4	—	12	12
33-42	21	10	5	5	19	81	*	*	*	*	*
All ages	6,082	11	1	1	13	87	90	3	1	6	7
<b>Sociology</b>											
Under 23	70	21	4	3	29	71	56	—	6	38	44
23-26	52	15	8	8	31	69	58	3	14	25	39
33+	34	12	6	3	21	79	59	4	11	26	37
All ages	173	19	6	4	29	71	58	2	11	30	41
<b>Other social science</b>											
Under 23	1,566	11	3	5	19	81	75	3	8	14	22
23-26	523	13	4	8	25	75	72	5	8	16	24
27-32	124	17	6	7	30	70	63	8	9	20	29
33-42	77	16	5	4	25	75	76	2	9	14	22
All ages	2,307	12	4	6	21	79	74	3	8	15	23
<b>Law</b>											
Under 23	1,052	5	—	73	78	22	84	5	5	6	11
23-26	331	5	—	74	79	21	76	6	3	15	18
27-32	50	4	—	78	82	18	*	*	*	*	*
33+	44	7	—	55	61	39	100	—	—	—	—
All ages	1,477	5	—	73	78	22	82	5	5	8	12
<b>English</b>											
Under 23	387	14	7	11	32	68	67	7	8	18	26
23-26	173	16	8	9	33	67	61	7	9	22	32
27-32	25	20	8	12	40	60	*	*	*	*	*
33+	22	18	36	5	59	41	*	*	*	*	*
All ages	607	15	9	10	34	66	65	7	8	20	28
<b>Other languages</b>											
Under 23	440	9	8	5	22	78	67	14	6	13	19
23-26	600	8	7	7	22	78	61	21	6	12	18
27+	51	25	4	6	35	65	39	21	15	24	39
All ages	1,091	9	7	6	22	78	62	18	6	13	19
<b>History</b>											
Under 23	878	10	6	9	24	76	75	4	8	13	21
23-26	253	12	6	9	27	73	69	5	5	20	25
27-32	34	24	18	6	47	53	72	6	—	22	22
33+	39	18	10	8	36	64	76	4	4	16	20
All ages	1,204	11	6	8	26	74	74	4	7	15	22
<b>Theology</b>											
Under 23	82	9	16	10	34	66	69	7	7	17	24
23-26	65	12	8	32	52	48	84	6	6	3	10
27-32	53	11	2	42	55	45	83	13	4	—	4
33+	36	6	11	31	47	53	95	—	—	5	5
All ages	236	10	10	26	46	54	79	7	5	9	14
<b>All subjects excluding medicine, dentistry</b>											
Under 23	19,978	15	3	7	25	75	83	3	4	10	14
23-26	7,911	13	3	7	23	77	82	5	4	10	14
27-32	860	19	5	11	35	65	76	5	4	15	20
33-42	428	19	8	11	39	61	75	5	4	16	21
43+	97	14	9	8	32	68	71	3	3	23	26
All ages	29,274	15	3	7	25	75	82	4	4	10	14

Table 6 First destinations of university graduates by age on graduation, 1987, women

Subject, age group	Base	Per cent of all graduates				Per cent of those entering the labour force					
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
<b>Science/mathematics</b>											
Under 23	3,249	22	9	3	34	66	66	3	4	7	11
23-26	187	22	9	3	34	66	84	3	3	10	13
27-32	41	24	2	5	32	68	62	—	4	14	18
33+	49	29	10	—	39	61	77	3	3	17	20
All ages	4,057	22	9	3	34	66	85	3	4	8	12
<b>Psychology</b>											
Under 23	541	9	13	8	30	70	74	5	11	9	21
23-26	187	13	9	4	26	74	67	5	11	17	28
27-32	38	21	3	—	24	76	79	7	7	7	14
33-42	47	28	4	11	43	57	74	—	15	11	26
All ages	830	12	11	7	30	70	72	5	11	12	23
<b>Sociology</b>											
Under 23	183	7	8	10	24	76	70	1	11	18	29
23-26	76	3	3	9	14	86	77	3	15	5	20
27+	74	15	8	11	34	66	69	—	8	22	31
All ages	333	6	7	10	24	76	72	2	11	15	27
<b>Social policy</b>											
Under 23	120	3	3	10	16	84	74	2	8	16	24
23-26	52	8	4	8	19	81	79	5	2	14	17
27+	39	13	—	23	36	64	68	—	20	12	32
All ages	211	6	3	12	20	80	74	2	8	15	23
<b>Law</b>											
Under 23	996	2	—	81	83	17	80	4	8	8	16
23-26	226	4	—	79	84	16	73	5	3	19	22
27-32	43	2	—	70	72	28	*	*	*	*	*
33-42	28	—	—	68	68	32	*	*	*	*	*
All ages	1,300	3	—	80	83	17	78	5	8	9	17
<b>English</b>											
Under 23	991	8	17	12	36	64	69	8	12	11	23
23-26	269	10	13	13	37	63	79	6	6	8	14
27-32	41	24	10	10	44	56	83	—	—	17	17
33+	55	20	22	5	47	53	86	—	—	14	14
All ages	1,356	9	16	12	37	63	72	7	10	11	20
<b>Other languages</b>											
Under 23	1,387	5	13	17	35	65	64	21	7	8	15
23-26	1,416	4	10	18	32	68	63	21	7	9	16
27-32	52	10	12	17	38	62	78	6	6	9	16
33+	59	22	20	12	54	46	56	4	19	22	41
All ages	2,914	5	11	17	34	66	64	20	7	9	16
<b>History</b>											
Under 23	860	6	11	16	33	67	74	4	10	11	21
23-26	164	10	7	16	32	68	68	5	15	12	27
27+	73	18	8	8	33	67	74	3	—	24	24
All ages	1,097	7	10	16	33	67	73	4	11	12	22
<b>Combined subjects</b>											
Under 23	1,859	7	11	11	30	70	78	6	8	9	17
23-26	620	9	7	11	27	73	77	7	5	10	16
27-32	66	21	8	14	42	58	76	3	11	11	21
33+	80	15	24	15	54	46	73	—	8	19	27
All ages	2,625	8	11	11	30	70	77	6	7	10	17
<b>All subjects excluding medicine and dentistry</b>											
Under 23	15,168	10	9	14	32	68	80	5	6	8	15
23-26	5,498	9	7	13	29	71	77	9	6	9	14
27-32	519	14	5	13	33	67	77	3	9	11	19
33-42	490	16	12	13	41	59	77	1	6	16	22
43+	188	18	9	11	37	63	69	2	7	22	29
All ages	21,863	10	8	13	32	68	79	6	6	9	15

\* Numbers too small for analysis.

will be some who have gained practical experience of law from working as junior staff for firms of solicitors and the like, or in the police force. This could both give them the confidence to take a law degree and also the incentive, because they may be able to translate their degree into an immediate career advantage.

Finally, the lack of any strong age pattern with languages might reflect the balance of two opposing factors. On the one hand, they are arts subjects and might expect to reflect the apparent bias towards arts among older graduates; but against this might be the need for prior subject knowledge (less so for English perhaps) and

the requirement to spend a year abroad as part of the course.

### Pattern of first destinations

This section describes new graduates' first destinations after graduation within the broad headings of further study or training and entering the labour market. Tables 5-10 set out the statistics separately for men and women from each sector of higher education.

The first destinations survey had around 90 per cent coverage of the 110,000 or so new graduates in 1987 and

† Numbers too small for analysis.

‡ Notes to tables 5 to 10.

\* Base is the number of graduates of known destination excluding overseas graduates returning overseas and graduates 'not available' for employment or further study. The labour force consists of graduates who were employed (in the UK or overseas) and the unemployed.

Table 7 First destinations of polytechnic graduates by age on graduation, 1987, men

Subject, age group	Base	Per cent of all graduates				Per cent of those entering the labour force					
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
Education											
Under 23	127	2	—	—	2	98	89	2	4	6	10
23-26	75	1	—	—	1	99	93	3	1	3	4
27-32	35	—	—	3	3	97	97	—	—	3	3
33-42	40	—	—	—	—	100	88	—	3	10	13
All ages	290	1	—	—	2	98	91	1	2	5	8
General engineering											
Under 23	260	9	—	1	10	90	80	2	3	15	18
23-26	93	4	—	1	5	95	84	1	3	11	15
27-32	25	8	—	—	8	92	78	—	—	22	22
All ages	383	8	—	1	9	91	81	1	3	14	17
Civil engineering											
Under 23	277	4	—	—	4	96	91	1	1	7	8
23-26	95	11	—	—	11	89	92	2	4	2	6
27-32	22	14	—	—	14	86	74	16	—	11	11
All ages	398	6	—	—	6	94	90	2	2	6	8
Electrical engineering											
Under 23	523	4	1	1	6	94	85	1	2	12	14
23-26	174	11	1	1	12	88	79	—	3	18	21
27-32	29	4	—	—	4	96	82	2	2	13	16
All ages	754	6	1	1	7	93	83	1	2	13	15
Mechanical engineering											
Under 23	426	7	1	—	8	92	87	2	2	10	12
23-26	137	9	—	—	9	91	85	1	4	10	14
27-32	31	13	—	—	13	87	70	7	7	15	22
All ages	599	8	1	—	8	92	86	2	3	10	13
Maths/computing											
Under 23	803	5	1	—	6	94	90	1	2	7	9
23-26	159	5	—	1	6	94	85	3	4	9	13
27-32	37	5	—	—	5	95	91	—	3	6	9
33-42	28	4	4	—	7	93	88	—	—	12	12
All ages	1,033	5	1	—	6	94	89	1	2	8	10
Combined science											
Under 23	751	12	5	3	20	80	65	2	11	22	33
23-26	110	14	5	4	22	78	51	5	13	31	44
27-32	34	18	6	—	24	76	50	4	12	35	46
33-42	27	22	7	4	33	67	50	6	6	39	44
All ages	923	13	5	3	21	79	62	3	11	24	35
Business studies											
Under 23	727	3	—	1	4	96	86	2	4	8	12
23-26	125	2	1	1	3	97	83	3	3	11	14
27-32	18	—	—	—	—	100	89	—	—	11	11
All ages	884	3	—	1	4	96	86	2	4	8	12
Sociology											
Under 23	200	10	3	6	19	81	64	2	11	23	34
23-26	75	9	5	1	16	84	59	—	10	32	41
27-32	55	16	2	4	22	78	77	—	12	12	23
33-42	46	28	2	4	35	65	57	—	7	37	43
All ages	385	12	3	4	20	80	64	1	10	25	35
Other social studies											
Under 23	168	5	4	5	14	86	54	3	13	30	42
23-26	52	4	6	—	10	90	68	—	15	17	32
27-32	22	18	9	5	32	68	80	—	7	13	20
33+	23	—	—	—	—	100	74	—	4	22	26
All ages	265	5	5	4	14	86	61	2	12	25	37
Law											
Under 23	390	4	—	73	77	23	69	2	13	16	29
23-26	80	4	1	68	73	28	64	—	5	32	36
27-32	33	9	—	67	76	24	—	—	—	—	—
All ages	523	5	—	71	76	24	69	2	11	19	30
Arts general											
Under 23	253	6	4	4	14	86	52	4	19	25	44
23-26	50	12	4	10	26	74	54	3	22	22	43
27-32	46	13	11	4	28	72	48	—	15	36	52
33-42	36	14	22	3	39	61	27	5	32	36	68
All ages	398	9	7	5	20	80	51	3	20	26	46
Fine art											
Under 23	151	9	7	5	21	79	65	2	11	23	34
23-26	52	12	2	6	19	81	64	—	12	24	36
27-32	19	5	—	5	11	89	82	—	—	18	18
All ages	232	10	5	5	20	80	66	1	10	23	33

Table 7 contd

Design											
Under 23	521	8	1	3	12	88	75	4	6	15	21
23-26	89	6	1	2	9	91	68	5	9	19	27
27-32	36	17	6	8	31	69	80	4	4	12	16
All ages	653	9	1	3	13	87	75	4	6	15	21
All subjects											
Under 23	10,005	7	2	5	14	86	80	2	6	12	18
23-26	2,191	8	2	4	14	86	78	2	6	14	20
27-32	680	10	3	6	20	80	80	2	4	14	18
33-42	335	12	8	7	26	74	71	1	7	21	28
43+	84	6	1	5	12	88	72	—	4	24	28
All ages	13,300	8	2	5	15	85	79	2	6	13	19

allows considerable disaggregation of the results<sup>1</sup>. However, the small proportion of older graduates does impose significant constraints on the extent to which the results can be broken down also by sex and degree subject. The presentation of the information in the tables reflects this: they use a mixture of subjects and subject groups and in some cases it has not been possible to quote results for each group. Similarly the level of detail varies from table to table although there are aggregate results for each sector and for men and women.

Looking first at the aggregate figures, it is important to note that the patterns are closely dependent on the subject distributions of graduates and, as has been seen, these differ markedly across the age groups. Thus, for example, older graduates may have above average unemployment because they are concentrated in subjects where all graduates have difficulty finding employment. Within each subject, however, older graduates may be at no disadvantage.

#### Further study and training

The tables show that older graduates were slightly more likely than younger graduates to go on to further academic study after graduation. So, for university men, the proportions were 19 per cent for 33-42 year olds and 14 per cent for the over-43s compared with 15 per cent for the under-23s. For women the figures were 16 per cent (33-42) and 18 per cent (43+) compared to 10 per cent for under-23s. There was a similar pattern for the polytechnics (although men aged 43+ were again a slight exception).

This pattern seems to hold at the individual subject level across the range of subjects. Indeed, university sociology (men) seems the only major exception.

One explanation of this pattern is, presumably, that higher education has proved sufficiently enjoyable and stimulating for older graduates to be keen to prolong the experience. Young graduates, on the other hand, will have already had many years of continuous education when they come to consider staying on after graduation.

Older graduates were also slightly more likely than younger graduates to go on to a post-graduate teacher training course (PGCE) and again this seems to hold within individual subjects.

Other training is diverse and does not lend itself to easy interpretation in aggregate. There was also no visible age pattern for people entering this category.

Other training includes the legal training after graduation that around three-quarters of law graduates go

<sup>1</sup> The 1988 figures (not analysed by age) have now been published. There has been a previous *Employment Gazette* article on this topic: "The mature graduate labour market" by Ceri Phillips, June 1987, pp 285-290. This looked at university first destinations for 1983 and 1984 and defined mature graduates as a single group aged 25 and over on graduation. See also *Older Graduates and Employment* by Barbara Graham, Strathclyde University Graduate Careers Advisory Service, published in 1989 by the Central Services Unit, Manchester, price £12.50. This drew on the 1987 first destinations survey but, as with the Phillips article, gave no results by degree subject.



Polytechnic of Central London.

Photo: Janina Struk/Format

on to. Older men law graduates from universities were somewhat less likely to take this route: 55 per cent of those aged 33 and over did this compared to 73 per cent of the under-23s. These older graduates were correspondingly more likely to enter the labour market.

#### Entering the labour market

Graduates entering the labour market can either find work or be unemployed or in short-term jobs, and they can work in the UK or overseas. Very few new graduates in any age group work abroad and this category needs no further comment except to note that, even for the older age groups, 2 or 3 per cent did work abroad, if only temporarily.

It is useful, therefore, to concentrate on those graduates who were unemployed or in short-term work in the UK as a measure of early employment success. In aggregate it is clear that the proportions of graduates who were either unemployed or in short-term work rose with age. In other words, older graduates seem to have found greater

Table 8 First destinations of polytechnic graduates by age on graduation, 1987, women

Subject, age group	Base	Per cent of all graduates					Per cent of those entering the labour force				
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
Education											
Under 23	775	—	1	1	1	99	92	2	2	3	5
23-26	115	1	—	—	1	99	94	1	2	4	5
27-32	69	1	—	1	3	97	93	1	3	3	6
33-42	133	—	1	—	1	99	98	—	—	2	2
43+	20	—	—	—	—	100	95	—	—	5	5
All ages	1,112	—	—	—	1	99	93	2	2	3	5
Combined science											
Under 23	523	8	10	7	25	75	69	4	9	18	27
23-26	67	18	1	7	27	73	69	—	12	18	31
27-32	26	19	8	—	27	73	53	—	21	26	47
33-42	26	8	15	12	35	65	76	—	6	18	24
43+	10	—	—	—	30	70	—	—	—	—	—
All ages	652	10	9	7	26	74	68	3	10	19	29
Psychology											
Under 23	201	7	12	6	26	74	70	3	15	12	27
23-26	18	11	17	—	28	72	—	—	—	—	—
27-32	—	—	—	—	—	—	—	—	—	—	—
33-42	26	8	8	4	19	81	81	—	—	19	19
43+	—	—	—	—	—	—	—	—	—	—	—
All ages	245	8	12	6	25	75	72	3	12	13	25
Sociology											
Under 23	395	6	4	8	19	81	66	1	15	17	33
23-26	87	8	7	7	22	78	69	—	18	13	31
27-32	61	8	2	5	15	85	73	—	12	15	27
33-42	65	12	3	9	25	75	82	—	6	12	18
43+	—	—	—	—	—	—	—	—	—	—	—
All ages	615	7	4	8	20	80	68	1	15	16	31
Other social studies											
Under 23	341	3	5	13	20	80	69	4	14	13	27
23-26	52	4	4	12	19	81	62	—	17	21	38
27-32	44	7	—	7	14	86	71	3	11	16	26
33-42	46	7	15	11	33	67	81	—	10	10	19
43+	—	—	—	—	—	—	—	—	—	—	—
All ages	490	3	5	12	20	80	69	3	13	14	27
Law											
Under 23	457	4	—	70	74	26	69	2	9	20	30
23-26	49	14	—	55	69	31	73	—	13	13	27
27-32	25	8	—	68	76	24	—	—	—	—	—
33-42	20	20	5	55	80	20	—	—	—	—	—
43+	—	—	—	68	74	26	—	—	—	—	—
All ages	558	6	—	68	74	26	69	1	11	19	30
Arts general											
Under 23	487	4	10	11	25	75	59	4	18	20	38
23-26	69	1	10	12	23	77	64	—	17	19	36
27-32	61	7	8	13	28	72	70	2	11	16	27
33-42	69	10	20	14	45	55	58	—	16	26	42
43+	27	19	—	4	22	78	52	—	10	38	48
All ages	713	5	11	11	27	73	60	3	17	20	37
Fine art											
Under 23	210	6	6	11	23	77	63	5	14	18	32
23-26	33	6	15	15	36	64	67	5	10	19	29
27+	30	10	27	3	40	60	61	—	6	33	39
All ages	273	6	10	11	26	74	63	4	13	19	32
Design											
Under 23	803	4	5	2	11	89	75	3	9	13	22
23-26	88	11	5	3	19	81	79	3	7	11	18
27-32	26	—	4	—	4	96	56	—	20	24	44
33-42	19	11	5	—	16	84	81	13	6	—	6
43+	—	—	—	—	—	—	—	—	—	—	—
All ages	940	5	5	2	12	88	75	3	9	13	22
All subjects											
Under 23	8,687	4	5	8	18	82	78	4	9	10	19
23-26	985	6	4	9	19	81	77	2	8	12	21
27-32	470	7	4	9	19	81	76	1	9	14	23
33-42	481	7	9	8	24	76	82	1	7	10	17
43+	118	13	2	5	19	81	65	—	11	24	35
All ages	10,746	5	5	8	18	82	78	3	9	11	19
All excluding education											
Under 23	7,912	5	6	9	20	80	76	4	9	11	20
23-26	870	7	5	10	22	78	74	3	9	14	23
27-32	401	7	4	10	22	78	72	1	11	16	27
33-42	348	9	12	11	33	67	73	2	11	15	26
43+	99	15	2	6	23	77	58	—	13	29	42
All ages	9,634	5	6	9	20	80	75	3	10	12	21

Table 9 First destinations of college graduates by age on graduation, 1987, men.

Subject, age group	Base	Per cent of all graduates					Per cent of those entering the labour force				
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
Education											
Under 23	280	1	—	—	1	99	91	2	2	4	6
23-26	114	—	—	—	—	100	89	3	1	8	9
27-32	59	2	—	—	2	98	91	2	2	5	7
33-42	57	—	—	—	—	100	86	—	4	11	14
All ages	520	1	—	—	1	99	90	2	2	6	8
Science											
Under 23	472	9	15	4	27	73	62	4	13	21	34
23-26	41	7	27	5	39	61	52	—	12	36	48
27+	28	11	18	7	36	64	72	—	11	17	28
All ages	541	9	16	4	29	71	62	4	13	22	35
Business-related social sciences											
Under 23	148	2	—	—	2	98	89	2	4	5	10
23-26	26	4	—	8	12	88	70	4	17	9	26
All ages	187	3	1	2	5	95	85	2	7	6	13
Sociology, psychology, other social studies											
Under 23	87	8	5	6	18	82	73	4	7	15	23
23-26	27	15	4	7	26	74	40	5	5	50	55
27+	29	7	7	3	17	83	42	—	17	25	42
All ages	143	9	5	6	20	80	64	3	9	23	32
Arts general											
Under 23	372	5	12	5	22	78	61	3	20	17	36
23-26	76	4	14	8	26	74	57	5	18	20	38
27-32	29	10	14	3	28	72	62	—	19	19	38
33-42	32	3	22	6	31	69	77	—	14	9	23
43+	—	—	—	—	—	—	—	—	—	—	—
All ages	519	5	13	5	24	76	61	3	19	17	36
Design											
Under 23	265	9	2	2	14	86	88	1	4	7	11
23-26	51	6	10	2	18	82	79	5	5	12	17
27+	24	4	12	—	17	83	85	5	5	5	10
All ages	340	9	4	2	15	85	86	2	4	8	12
All subjects											
Under 23	2,325	6	8	4	18	82	74	4	10	12	22
23-26	474	6	8	5	19	81	73	4	8	16	23
27-32	180	7	6	5	17	83	77	2	9	11	21
33-42	137	3	12	3	18	82	79	—	8	13	21
43+	39	8	3	8	18	82	69	—	9	22	31
All ages	3,163	6	8	4	18	82	75	3	9	13	22
All excluding education											
Under 23	2,045	7	9	5	20	80	72	4	11	14	25
23-26	360	8	11	7	25	75	67	4	10	19	29
27-32	121	9	8	7	25	75	68	2	14	15	30
33-42	80	5	21	5	31	69	71	—	13	16	29
43+	29	10	3	10	24	76	59	—	14	27	41
All ages	2,643	7	9	5	21	79	71	4	11	15	26

difficulty in finding a suitable first job. For university men the unemployment/short-term rate was 21 per cent for 33-42 year olds and 26 per cent for the over-43s as compared with 14 per cent for the under-23s. For women graduates the rates were 22 per cent (33-42), 29 per cent (43+) and 15 per cent (under-23s).

Similar patterns held in the polytechnics and colleges, although in these sectors there were exceptions which reflected concentrations of older graduates in particular subjects with low unemployment. Thus, for the polytechnics, women aged 33-42 had the lowest unemployment of any age group. However, this reflects the large minority of that group graduating in education, which had a low unemployment rate for all ages. If education is excluded, polytechnics have the same pattern as the universities: unemployment

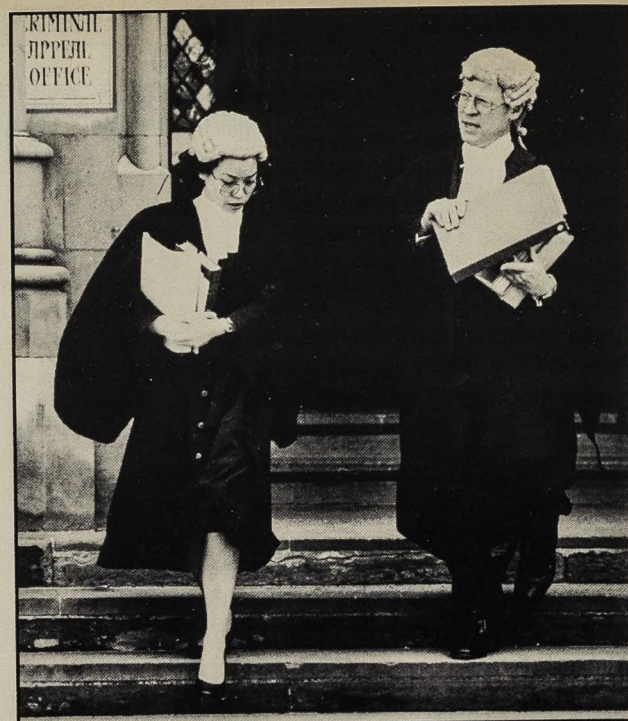
the survey was concerned, the 'public sector' seemed to mean primarily the Civil Service.) It is interesting to see whether there are distinct occupations and areas of the economy where older graduates are concentrated. Equally there may be areas where they are largely absent.

Tables 11 and 12 summarise the type of work (occupation) and sector of employment of graduates in the different age bands who entered UK employment. The tables are aggregated across all subjects and therefore, as before, the patterns they show will reflect these subject distributions as well as any specific age effects. (Results are shown for universities and polytechnics but not colleges.)

The patterns of occupation and sector are significantly influenced (and to some extent distorted) by differences in the proportions of graduates entering the labour market and finding work. For example, just 4 per cent of university men aged 33-42 graduated in medicine or dentistry but they formed 10 per cent of those entering UK employment, according to table 11. This is because those 20 or so medics would all have entered employment and so their share is boosted. This effect would also apply to graduates in education.

### Occupations

Table 11 shows that teaching (which here excludes graduates who first took a PGCE) and social welfare accounted for a significant minority of older graduates. For university men, some 47 per cent of 33-42 year olds and 49 per cent of the over-43s were in these two occupations (this is after excluding university medical graduates entering medicine). For women, the



There was no particular age pattern for graduates entering the legal profession.

corresponding proportions were also high at 45 per cent and 52 per cent respectively.

Very few older university graduates entered any form of scientific or engineering occupation but in the

Table 10 First destinations of college graduates by age on graduation, 1987, women

Subject, age group	Base	Per cent of all graduates				Per cent of those entering the labour force					
		Further study	Teacher training	Other training	All study/training	Entering labour force	UK employment	Overseas employment	Short-term employment	Unemployment	Unemployment short-term rate
<b>Education</b>											
Under 23	2,392	—	—	1	1	99	92	1	3	4	6
23-26	207	1	—	—	1	99	91	2	3	4	7
27-32	78	—	—	—	—	100	79	—	6	14	21
33-42	149	1	—	—	1	99	89	—	4	7	11
43+	26	—	—	—	—	100	92	—	4	4	8
All ages	2,852	—	—	1	1	99	92	1	3	4	7
<b>Sociology, psychology, other social studies</b>											
Under 23	190	4	6	6	16	84	64	4	13	19	32
23-26	37	3	3	16	22	78	79	—	3	17	21
27-32	26	23	8	4	35	65	71	—	12	18	29
33-42	28	4	7	14	25	75	90	—	—	10	10
All ages	288	5	6	8	19	81	69	3	10	18	28
<b>Arts general</b>											
Under 23	975	2	18	12	32	68	67	6	15	12	27
23-26	70	1	17	9	27	73	57	4	16	24	39
27-32	45	11	13	7	31	69	68	6	6	19	26
33-42	94	11	20	6	37	63	66	2	8	24	32
43+	31	13	10	—	23	77	58	4	8	29	38
All ages	1,215	3	18	11	32	68	66	5	14	15	28
<b>All subjects</b>											
Under 23	5,696	2	8	6	16	84	82	4	7	8	15
23-26	496	3	6	6	15	85	81	3	6	10	17
27-32	209	8	5	4	17	83	73	2	7	18	25
33-42	339	4	10	5	19	81	81	—	6	12	18
43+	93	6	4	3	14	86	70	1	6	23	29
All ages	6,842	3	8	6	16	84	81	3	7	9	16
<b>All excluding education</b>											
Under 23	3,304	4	13	9	27	73	71	6	11	12	23
23-26	289	5	10	10	25	75	71	4	9	17	25
27-32	131	13	8	6	27	73	68	3	8	21	29
33-42	190	7	17	9	34	66	73	1	8	18	26
43+	68	9	6	4	19	81	60	2	7	31	38
All ages	3,990	5	13	9	27	73	71	5	10	14	24

polytechnics around 10 per cent of men aged 33-42 went into R and D (although this probably covers quite a broad range of jobs in reality) and a further 14 per cent went into computing (almost all of these had degrees in maths/computing). The 11 per cent going into environmental planning will reflect the presence of architects as well as engineers and surveyors.

Financial work is an important source of employment for new graduates and typically the sector recruits from a wide range of degree subjects. It might, therefore, have been expected that older graduates would find no impediment from their subject choices in gaining employment there. However, financial occupations showed a strong tendency against recruiting older graduates. Thus, just 5 per cent of university men aged 33-42 were employed in finance compared with 28 per cent of under-23s. For polytechnic men, some 7 per cent (13 graduates) of those aged 33-42 entered financial work compared with 18 per cent of the under-23s. Of these 33-42 year olds, five had degrees in surveying or architecture (financial work includes estate management, etc) and six had degrees in business-related social science. Just one graduate in this age group was recruited from an arts or other social science subject.

It is not possible to say from these figures how far employers in the finance sector chose not to recruit older graduates and how far older graduates chose not to apply. However, it is plausible that finance is a sector where employers typically take on large numbers of young graduates and would see difficulty in fitting in a few older graduates. Similarly the higher unemployment rate of older graduates points against their turning down job offers.

There was some small tendency for the proportions of graduates entering secretarial and clerical work to rise with age; but this was really only significant for women aged 43 and over, where about one in eight did this (the same for universities and polytechnics). The small sample sizes make this very uncertain, though.

### Type of employer

Table 12 suggests that it is local rather than central government where older graduates were particularly likely to be employed. Among university graduates aged 33-42, a fifth of men and a quarter of women were employed in local government (excluding medics). The proportions were very similar for polytechnic graduates.

Table 11 Distribution of new graduates entering UK employment by age and type of work, 1987, men and women

Type of work	Men					Women						Per cent
	Under 23	23-26	27-32	33-42	43+	All ages	Under 23	23-26	27-32	33-42	43+	
<b>Universities</b>												
Scientific R and D	6	4	5	—	—	5	6	3	3	3	2	5
Engineering R and D	16	15	13	4	2	15	3	2	1	—	—	2
Science/engineering support	2	2	3	1	8	2	3	1	1	—	1	2
Environmental planning	4	6	8	4	—	5	1	2	1	1	1	2
Computing	13	7	8	4	4	11	6	3	3	4	2	5
Legal/research	2	1	3	4	9	1	4	2	7	5	13	3
Creative/entertainment	2	2	2	3	4	2	3	3	4	6	2	3
Administration, management trainee	9	7	8	11	15	9	12	9	10	12	8	11
Financial work	28	14	6	5	9	23	24	10	5	6	—	18
Social, welfare: Medics, etc	—	27	23	10	—	10	1	34	21	5	1	13
Other	5	5	12	31	23	6	15	13	24	26	22	15
Teaching	1	1	2	16	26	1	3	5	9	19	30	5
Buying, marketing, selling	7	6	3	3	4	7	14	9	5	6	2	12
Secretarial, clerical	4	3	4	5	4	3	6	4	7	8	13	5
<b>Base=100 per cent</b>	<b>12,404</b>	<b>6,748</b>	<b>545</b>	<b>216</b>	<b>47</b>	<b>19,960</b>	<b>8,318</b>	<b>4,566</b>	<b>342</b>	<b>234</b>	<b>83</b>	<b>13,543</b>
<b>Polytechnics</b>												
Scientific R and D	4	3	1	3	2	4	2	2	—	1	—	2
Engineering R and D	13	20	18	6	2	14	1	1	—	—	—	1
Science/engineering support	3	3	1	1	2	3	3	2	2	1	2	3
Environmental planning	13	17	17	11	9	14	3	4	2	1	6	3
Computing	13	12	9	14	6	12	5	6	8	—	—	5
Legal/research	1	1	3	4	8	1	3	4	8	3	54	
Creative/entertainment	6	5	6	5	2	6	10	10	6	4	3	10
Administration, management trainee	10	9	9	7	4	9	12	11	9	9	5	12
Financial work	18	11	6	7	7	16	12	8	6	3	5	11
Social, welfare	4	4	9	12	24	5	14	17	22	21	18	15
Teaching	2	6	10	25	31	4	13	18	25	49	43	16
Buying, marketing, selling	10	7	5	1	6	9	13	10	6	2	2	12
Secretarial, clerical	3	3	6	4	6	3	6	7	6	4	12	6
<b>Base=100 per cent</b>	<b>6,779</b>	<b>1,464</b>	<b>433</b>	<b>175</b>	<b>52</b>	<b>8,905</b>	<b>5,480</b>	<b>606</b>	<b>288</b>	<b>297</b>	<b>62</b>	<b>6,736</b>

Table 12 Distribution of new graduates entering UK employment by age and sector of employment, 1987, men and women

Type of work	Men					Women					Per cent	
	Under 23	23-26	27-32	33-42	43+	All ages	Under 23	23-26	27-32	33-42		43+
<b>Universities</b>												
Central government	4	3	6	7	4	4	5	3	5	6	2	4
Local authorities/ other public sector:												
Medics, etc	—	24	21	9	—	9	1	30	20	5	1	11
Other	5	3	10	21	15	5	12	10	22	25	25	12
Education:												
Teachers	—	1	—	3	11	—	2	3	3	5	7	3
Other	2	2	5	13	17	2	5	4	9	17	33	5
Chemicals, oil	6	5	3	1	—	6	6	3	1	1	1	5
Engineering	17	15	11	6	—	16	4	3	1	1	1	4
Other manufacturing	5	4	2	2	2	4	5	3	1	2	—	4
Building, etc	4	6	7	3	4	5	1	1	1	1	1	1
Utilities	6	4	5	5	2	5	4	2	2	1	1	3
Accountancy	16	6	2	1	2	12	13	5	2	5	—	10
Other finance	12	7	4	2	—	10	10	6	3	1	2	8
Other commerce	14	9	8	8	11	12	21	14	13	11	6	18
Miscellaneous	9	11	14	19	32	10	10	12	16	19	18	11
<b>Base=100 per cent</b>	<b>12,429</b>	<b>6,763</b>	<b>548</b>	<b>217</b>	<b>47</b>	<b>20,004</b>	<b>8,329</b>	<b>4,569</b>	<b>342</b>	<b>234</b>	<b>84</b>	<b>13,558</b>
<b>Polytechnics</b>												
Central government	3	3	5	6	2	3	4	3	4	4	8	4
Local authorities/ other public sector:												
Education	8	9	14	19	22	9	17	24	28	25	22	18
Chemicals, oil	5	3	3	1	2	4	3	2	1	—	2	3
Engineering	19	22	16	11	9	19	5	4	2	1	—	5
Other manufacturing	6	7	4	5	2	6	6	6	2	2	2	6
Building, etc	13	16	14	6	7	13	3	3	2	—	8	3
Utilities	5	5	6	2	—	5	3	1	3	1	—	3
Accountancy	6	2	2	2	—	5	5	3	2	2	2	4
Other finance	8	4	1	3	4	7	6	4	2	—	—	5
Other commerce	16	13	11	10	7	15	23	16	10	5	5	21
Miscellaneous	8	8	12	7	13	8	10	12	14	9	11	10
<b>Base=100 per cent</b>	<b>6,732</b>	<b>1,445</b>	<b>427</b>	<b>172</b>	<b>53</b>	<b>8,831</b>	<b>5,451</b>	<b>600</b>	<b>285</b>	<b>293</b>	<b>61</b>	<b>6,693</b>

An important factor here will be the significant number of graduates in this age range with degrees in other social sciences. Table 11 shows the large minorities entering social welfare work; much of this will have been with local authorities. Thus, of the 19 per cent of polytechnic men aged 33-42 and the 25 per cent of women in this age group recruited to local government, around 60 per cent in each case had degrees in sociology or other social studies.

However, it is possible that older graduates are also more likely to look to local authorities for more general jobs in administration, etc because they are local and do not require a house move. The patterns for accountancy and other finance support the evidence from table 11 about the possible reluctance of employers in this sector to recruit older graduates.

It is noteworthy that other commerce (a diverse group, of which retailing is the largest part) recruited a significant number of older graduates. This has been a fast expanding area of graduate recruitment which typically takes graduates from a wide range of degree subjects. It is possible that if some employers in the sector were new to the graduate labour market, they may have been more willing to take graduates outside the conventional age groups. Indeed, this may have accorded better with their typical non-graduate recruitment stream for more senior jobs.

The miscellaneous sector accounted for a significant

proportion of certain groups of older graduates, most notably the university men aged 43-plus, where 32 per cent were employed. (The sample size was very small, though.) The miscellaneous group is diverse and covers graduates in religious, charitable and voluntary work, the self-employed, certain special groups such as vets and medical graduates entering private practice and HM Forces. It also includes (for the universities) graduates whose employer was unknown.

It is only possible to guess how older graduates would be distributed across these categories although more detailed figures could be obtained; the subject distribution gives no real clue to the likely pattern.

### Conclusion

It is not so surprising that older people are a small minority of all new full-time graduates. In purely economic terms, the cost to themselves in forgone earnings is likely to be higher and they will have a shorter time to take advantage of the gains from their degree. Whether these and related factors would account for such a small proportion of older graduates—just 7 per cent were over 27—is another matter. It is also unclear how this will change in the near future with the fall in numbers of young people in the labour force.

Older graduates are not homogenous. The variation in subject choice by age is indirect evidence for the existence

of sub-groups within the over-27s. Further information, particularly on older graduates' motivation for entering HE and subsequent labour market experience, would no doubt point to other sub-divisions.

If new graduate unemployment, as measured by the first destinations survey, is taken as the main measure of early labour market success, then older graduates fare consistently worse than younger graduates. The difference is not dramatic but it is clear. Disaggregating these results by degree subject suggests that it is older graduates' subject choices that account for the statistical difference in

their aggregate unemployment. Within individual subjects they do not consistently fare better or worse than younger graduates.

Their subject choice also seems likely to account for their distinct patterns of recruitment by type of work and employer. This in turn suggests that the age-related advantages and disadvantages of older graduates might balance out. Such a conclusion can only be a tentative one and would need to be tested against a run of results from the first destinations survey as well as from tailored surveys of older graduates' early careers. ■

## Appendix

### Graduates already in employment, not available and of unknown destination

Use of first destinations figures by age leads to the possibility of interesting variation, in three destination categories that are normally neglected. These are graduates 'already in employment or returning to a previous employer', those not available for employment and the unknowns. These are considered briefly below, using the polytechnic figures as a case study.

#### Already in employment

Just 89 polytechnic graduates were in this category or about 0.3 per cent of all graduates (that is, UK plus overseas staying in the UK). Some 79 per cent (70 out of 89) were men. By subject, 54 per cent (48) had graduated in engineering, 12 per cent in business studies or management science and 7 per cent in maths or computing. By age, 61 per cent were under 23 on graduation, 27 per cent were aged 23-26 and just 12 per cent (11 graduates) were aged 27 and over. These 11 were 0.4 per cent of all those over 27—marginally higher than the all ages average of 0.3 per cent but still very small in number.

All this suggests that older graduates are only rarely sent to degree courses by their employer. It also implies that when employed people take a degree, they have to make a definite break with their employer at the start and they do not have the cushion of a guarantee of a job at the end. However, it may be that some older graduates have an informal agreement with a previous employer to return and the first destinations survey does not capture this.

#### Not available for employment or further study

There has always been a very small proportion of graduates 'not available for employment, etc'. In 1987 some 654 polytechnic graduates or 2 per cent of the total were not available. The usual reason quoted for non-availability is that graduates have taken an extended holiday, such as a year off to see the world. For older graduates, though, it might be expected that a proportion would be not available and for different reasons. Some might be retired. Some might be

married women who either returned after their degree to keeping house or who were seeking work but their job mobility was restricted by their husband's work.

Some 3 per cent of polytechnic graduates aged 27 and over were non-available in 1987—above the average but still very few. The highest proportion of graduates not available was for women aged 43 and over but they were just 8 per cent of all women in the age group. For women aged 33-42, the proportion was only 3 per cent.

Of course, it may be that the survey overstates older graduates' willingness to seek work since it is the graduates' own assessment that is recorded. Some who appeared in the survey as unemployed might in reality have so restricted their job-seeking as to be effectively not available. It is not possible to say how significant this is from the first destinations evidence.

#### Unknown destination

The first destination survey response rate varies by sex, subject, HE sector and degree class. Age might also be a factor and certainly the polytechnic subject with one of the lowest response rates, arts general (70 per cent response), has a large minority of older graduates.

Non-response is of interest because for some groups it might not be random but could act instead as a proxy for a particular destination, with unemployment being a likely candidate. A high non-response rate for older graduates might suggest (but could not prove) that their job-seeking difficulties had been under-stated.

Non-response rates by age and sex give an erratic picture. For polytechnic men, the range was from 16 per cent for the under-23s to 22 per cent for the over-43s but, for women, the 43+ group had the best response rate at 16 per cent while the poorest response for women was for 23-26 year olds at 23 per cent. These patterns will also reflect the degree subject distribution by age and so to detect any age effect on response, it is necessary to make comparisons within subjects. The impression from this further stage is to confirm the erratic pattern in aggregate noted earlier, with no apparent consistent link between age and response rate.

graduation. These destinations are classified as follows:

- employment and whether in the UK or overseas and whether short-term (where the graduate expects it to last for less than three months);
  - unemployment;
  - further academic study, teacher training and other training;
  - not available for employment or further study; and
  - overseas graduates returning home. (Overseas graduates staying in the UK can be separately identified, but they are included in the corresponding categories listed above.)
- Graduates who report that they are employed in the UK

(including those in short-term employment) are also asked for their type of work (occupation) and sector of employment.

Graduates whose first destination was unemployment receive one or more further destination inquiries up to the end of the calendar year in which they graduate. Only if unemployment was the sole or the final destination known for them by that date are they counted as such in the statistics. There is variation in careers service practice here, though, and some graduates will not receive a follow-up inquiry. Furthermore, not all unemployed graduates will reply to this, so some are likely to have found work by the end of the year.

There is much debate about whether the 10-20 per cent of graduates who do not reply at all to the survey are particularly likely to be unemployed. Certainly graduates with lower degree classes are less likely to reply, and lower degree class is strongly associated with greater risk of unemployment.

The separate results for each category from every graduate careers advisory service are compiled into national totals for each of the three types of institution. Processing of the figures is carried out by the Universities' Statistical Record (USR) for the universities and by the Department of Education and Science for the polytechnics and colleges. The final figures are published in separate volumes (see below), which give results by sex, degree subject and, for the polytechnics and colleges, whether full-time or sandwich graduate. The published results are just a part of the available information and it is possible to cross-tabulate first destinations by variables, such as degree, class, age, individual graduating institution, type of course, and so on. There are also more detailed classifications of type of work, sector of employment and type of other training.

#### Full-time and part-time

The polytechnic and college first destinations survey is restricted to graduates from full-time courses only. However, the university survey does cover part-timers and the published results for 1986-7 included some 4,000 part-time graduates. This

is the main reason why the university graduate total in table 1 of 61,203 is lower than the published figures for UK graduates of 66,739.

Part-time graduates will be predominantly older but their labour market experience would be expected to be quite distinct and it seemed better to omit them.

#### University coverage

The published university FDS are based on academic years and the 1986-87 figures included 971 graduates who left university between October and December 1986. Exactly half of these were graduates in medicine and dentistry. Just 96 were aged 27 and over; and, of these, half again were medics. For technical reasons, the university figures in this article have omitted the 971. This meant excluding some 1.6 per cent (48 people) of all non-medical graduates aged 27 and over.

#### First destinations publications

All the publications listed are annual. Latest issues are for 1988 graduates.

*First destinations of university graduates 1987-88*, published September 1989 by Universities' Statistical Record, PO Box 130, Cheltenham, GL50 3SE. Price £12.75.

*First destinations of polytechnic students qualifying in 1988*, published October 1989 by Committee of Directors of Polytechnics, Kirkman House, 12/14 Whitfield Street, London W1P 6AX. Price £12.50.

*First destination statistics of students qualifying in 1988* (summary only, with no detail by subject or sex), published July 1989 by Association of Careers Advisers in Colleges of Higher Education, c/o Joan Newton, Careers Adviser, Anglia Higher Education College, Victoria Road South, Chelmsford, Essex CM1 1LL.

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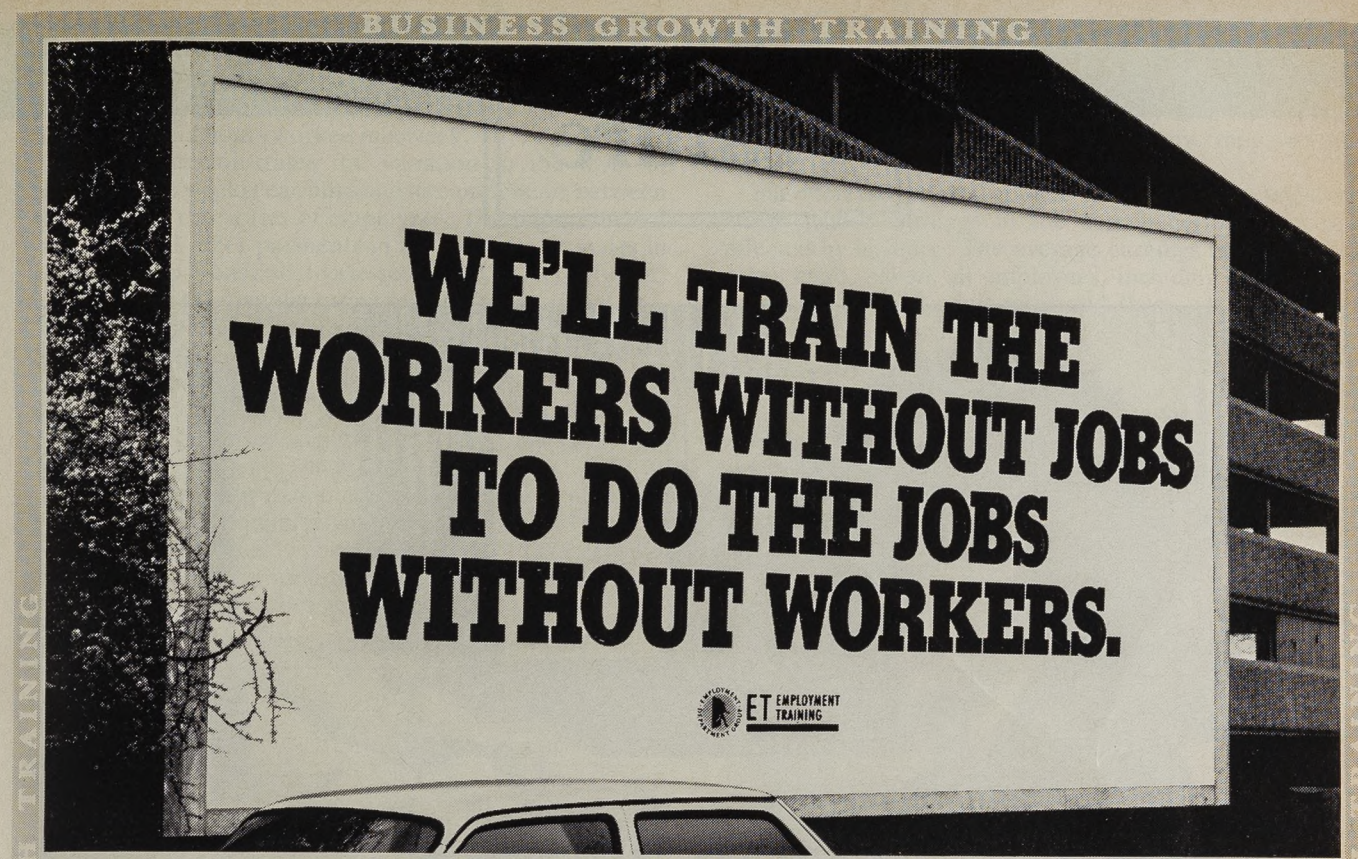
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## Pay in Great Britain

### Results of the 1989 New Earnings Survey

Some summary findings and features of the 1989 New Earnings Survey are described in this article. The NES is the Employment Department's survey of the structure of earnings in Great Britain and is conducted each April.<sup>1</sup>

The results of the 1989 New Earnings Survey show that in April 1989 the average gross weekly earnings of all full-time employees on adult rates working a full week were £239.7.

For males in manual occupations average weekly earnings were £217.8, while the equivalent figure for males

in non-manual occupations was £323.6. Average weekly earnings for females in non-manual occupations were £195.0, while for the relatively few adult women working full-time in manual occupations average weekly earnings were £134.9.

#### Levels of average pay and hours

Table 1 gives a summary of the average gross weekly earnings in April 1989 for different categories of

employees, distinguishing the main components of pay (overtime pay, payment by results (PBR)—including incentive pay—and shift, etc premium payments). It also shows average gross hourly earnings and the average number of paid hours worked in a week.

Figure 1 demonstrates the variation in the level of average gross weekly earnings and its components between the different categories of employees. The importance of overtime and other payments in the earnings of males in manual occupations and, to a lesser extent, of all (full-time) employees in the manufacturing sector is very evident.

For manual males, such earnings accounted for 27 per cent of gross average weekly earnings; they were 16 per cent for manual females but only 8 per cent for non-manual males and 5 per cent for non-manual females. The proportions increased slightly in April 1988 and 1989 following relatively little change since 1984.

For employees in manufacturing industries, overtime, bonus and shift premium payments represented 19 per cent of average gross weekly earnings but only 10 per cent for employees in service industries. Overall, for all full-time employees, the proportion was 13 per cent.

Table 1 Levels of average pay and hours, April 1989

	Males			Females			Industries		All
	Manual	Non-manual	All	Manual	Non-manual	All	Manu-facturing	Service	
Average gross weekly earnings (£)	217.8	323.6	269.5	134.9	195.0	182.3	239.5	238.1	239.7
of which:									
Overtime payments	34.9	11.1	23.3	8.1	4.3	5.1	24.9	12.1	17.1
PBR payments*	15.5	13.0	14.3	10.9	3.1	4.7	14.6	8.4	11.0
Shift, etc premium payments	7.5	2.1	4.8	3.2	2.1	2.4	6.0	3.2	4.0
Average gross hourly earnings (£)									
including overtime pay and hours	4.81	8.23	6.28	3.39	5.22	4.80	5.55	5.96	5.81
excluding overtime pay and hours	4.66	8.24	6.29	3.33	5.20	4.78	5.48	5.95	5.79
Average total weekly hours	45.3	38.8	42.3	39.9	36.9	37.6	42.5	39.3	40.7
of which:									
Overtime hours	6.2	1.5	4.0	1.8	0.7	1.0	4.1	2.2	3.0

\* PBR denotes payment by result.

Table 2 Increase in average earnings, April 1988 to April 1989

Increase in average earnings between April 1988 and April 1989	Males			Females			Industries		All
	Manual	Non-manual	All	Manual	Non-manual	All	Manu-facturing	Service	
Gross weekly earnings	8.6	10.0	9.5	9.0	10.9	10.8	9.0	9.9	9.6
Gross hourly earnings including overtime	8.0	9.9	9.3	8.9	11.4	11.2	8.7	10.1	9.6
Gross hourly earnings excluding overtime	8.1	10.0	9.6	8.9	11.5	11.3	8.9	10.3	9.9

#### Growth of average earnings

An increase in average earnings from one year to the next will reflect several interacting factors. There will be the direct effects of pay settlements implemented in full between the April survey dates, or in part if staged over a period of more than a year. The increase will also be directly affected by changes in the amount of overtime and other payments relative to basic pay. But the overall year-on-year growth in average earnings will also reflect changes in the structure of the economy resulting from shifts in the composition of the workforce by occupation and industry—for example, away from manual occupations (with lower average earnings) to non-manual occupations.

While average gross weekly earnings (including overtime) increased overall by 9.6 per cent, hourly earnings excluding overtime rose by 9.9 per cent overall.

For the groups identified in table 2 (and figure 2), the highest rises in average weekly and hourly earnings were, again, for non-manual females. The lowest rises were for manual males.

Information on the growth of average earnings is also

given by the monthly average earnings index, which showed an adjusted, actual increase of some 9.4 per cent between April 1988 and April 1989. However, although figures from the New Earnings Survey and the average earnings index cover the whole economy, they are not directly comparable.

The increases shown in table 2 relate only to full-time adults whose earnings in the survey period were not affected by absence. The average earnings index, on the other hand, covers all employees, including part-timers, employees not on adult rates and those whose earnings were affected by absence.

#### Distribution of earnings

Table 3 presents a summary distribution (quantiles) of gross weekly earnings and also shows the percentage of employees in the survey earning less than specified amounts.

The variation of earnings from the average is considerable. For adult men, average gross weekly earnings (as shown in table 1) were £269.5 but the median level of weekly earnings (as shown in table 3)—that is, the

level below and above which 50 per cent of employees' earnings lie—was £235.5, and 10 per cent of full-time adult men employees had weekly earnings over £423.7.

The average, or mean, level of earnings is higher than the median because earnings have a distribution with a relatively small number of highly paid employees which influences and raises the average (the mean) more than it affects the level of median earnings.

Earnings in April 1989 showed a wide dispersion. 10 per cent of full-time adult employees earned less than £117.2 per week (or 56 per cent of the median level) and a quarter less than £151.7 per week (72 per cent of the median). In contrast, 10 per cent had weekly earnings of over £383.0 per week (183 per cent of the median). The earnings of manual males and females were less widely dispersed than those of non-manual males, as can most readily be seen from the percentage figures in the lower half of both table 3 and table 4.

Table 4 gives a summary of the distribution of gross hourly earnings excluding overtime payments and shows the percentage of employees earning less than specified

<sup>1</sup>The full results are being published in six parts, A to F, by HMSO in *New Earnings Survey 1989*, beginning on September 28. The figures used in this article generally relate to full-time employees on adult rates working a full week (see Technical Note—"Survey results" section—on p 604).



Figure 1 Make-up of pay: full-time employees on adult rates

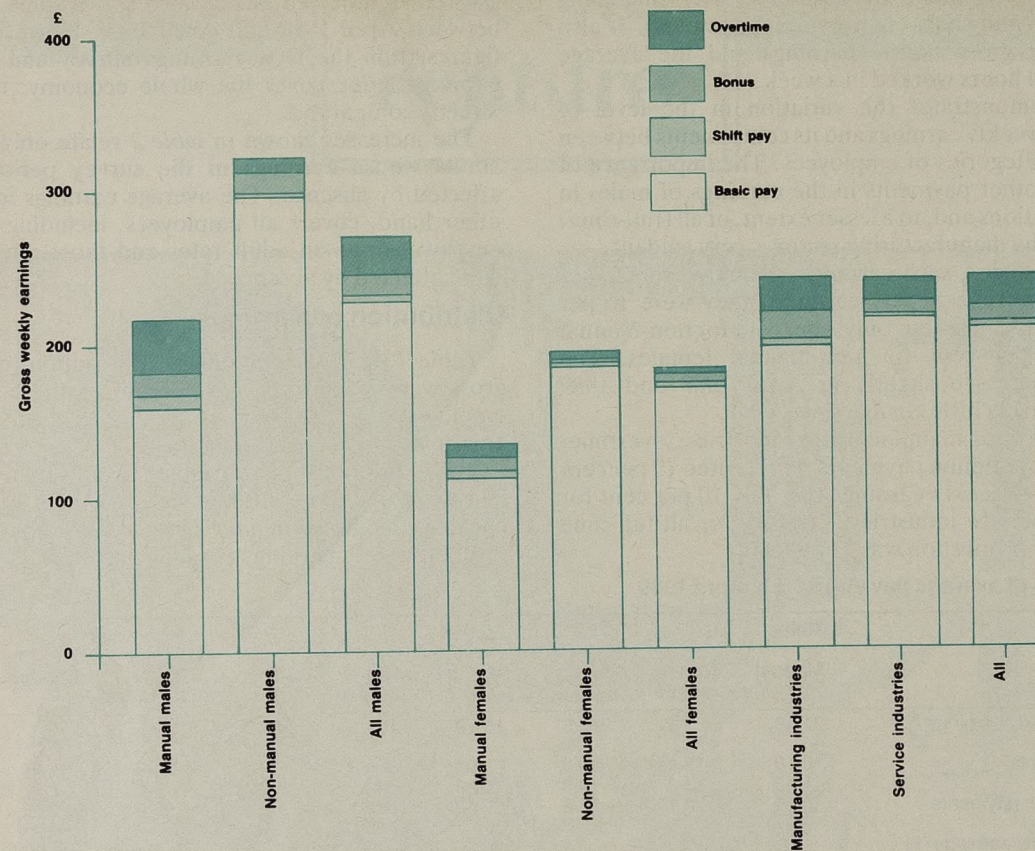


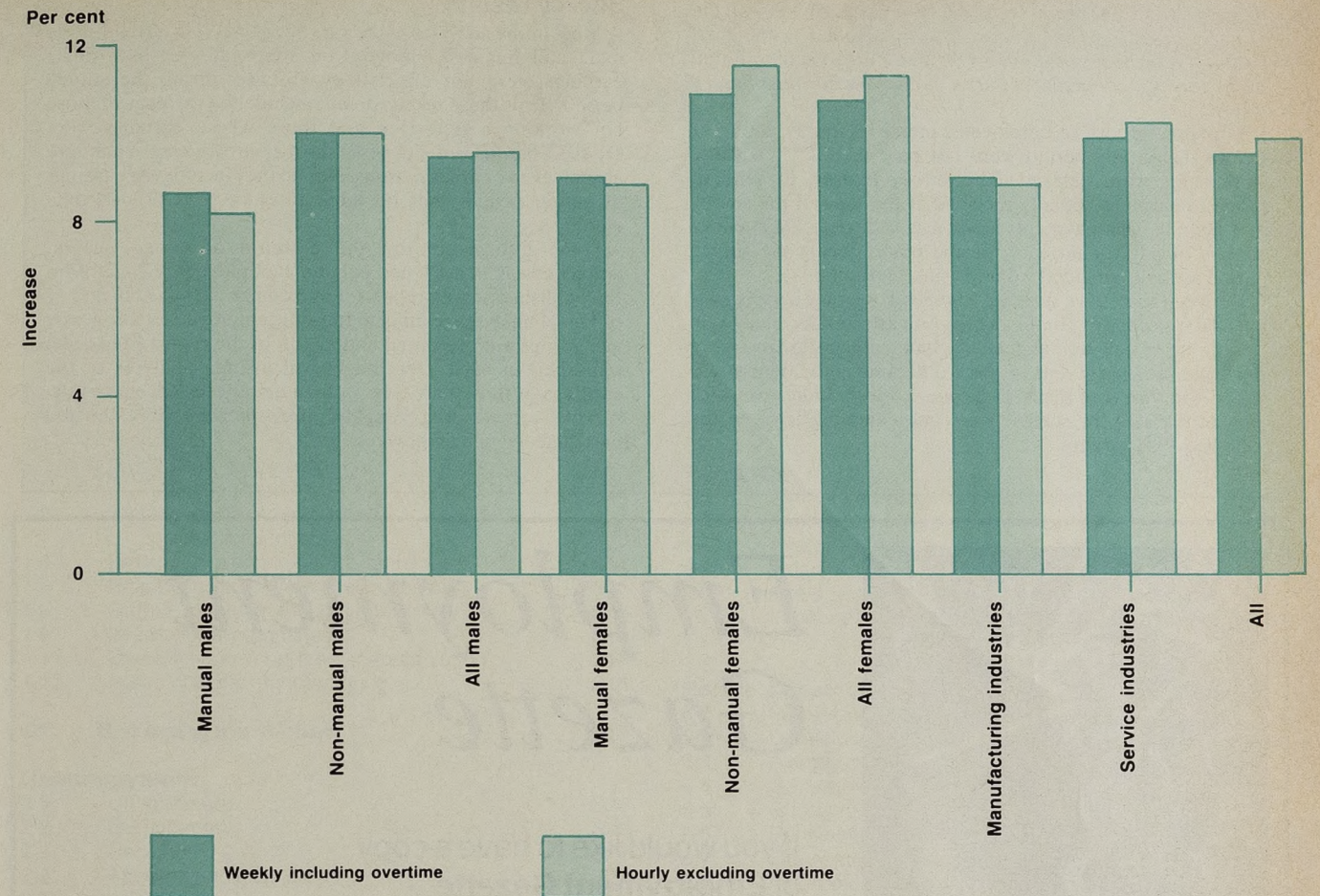
Table 3 Distribution of gross weekly earnings, April 1989

Distribution of earnings	Males			Females			All	Quantile as proportion of median (per cent)
	Manual	Non-manual	All	Manual	Non-manual	All		
<b>Quantiles</b>	£							
10 per cent earned less than	128.8	154.9	137.8	86.9	108.1	101.0	117.2	56
25 per cent earned less than	160.9	211.2	176.9	102.4	133.7	123.4	151.7	72
50 per cent earned less/more than	203.9	285.7	235.5	125.9	173.5	160.1	209.3	100
25 per cent earned more than	257.4	378.1	315.6	156.3	236.5	220.9	287.4	137
10 per cent earned more than	321.4	516.0	423.7	196.0	301.9	288.8	383.0	183
<b>Bands</b>	Per cent							
Percentage earning less than	£80	0.5	0.4	0.5	5.3	1.1	2.0	1.0
	£120	6.8	3.4	5.1	44.0	16.8	22.5	11.1
	£150	19.1	8.5	13.9	70.8	35.5	43.0	23.9
	£200	47.6	21.4	34.8	91.0	61.9	68.1	46.2
	£300	86.6	55.4	71.4	99.3	89.7	91.7	78.3
	£400	96.6	78.8	87.9	99.9	97.5	98.0	91.4

Table 4 Distribution of gross hourly earnings excluding overtime, April 1989

Distribution of earnings	Males			Females			All	Quantile as proportion of median (per cent)
	Manual	Non-manual	All	Manual	Non-manual	All		
<b>Quantiles</b>	(£)							
10 per cent earned less than	2.99	3.94	3.20	2.29	2.88	2.65	2.95	60
25 per cent earned less than	3.58	5.33	4.03	2.64	3.55	3.22	3.68	75
50 per cent earned less/more than	4.44	7.22	5.30	3.15	4.59	4.15	4.91	100
25 per cent earned more than	5.46	9.88	7.41	3.84	6.32	5.78	6.87	140
10 per cent earned more than	6.63	13.53	10.60	4.62	8.51	8.02	9.70	198
<b>Bands</b>	Per cent							
Percentage earnings less than	£2	0.5	0.3	0.4	2.8	0.5	1.0	0.6
	£3	10.2	3.1	6.9	42.5	12.3	18.7	11.0
	£4	36.4	10.5	24.3	79.1	36.4	45.6	31.7
	£5	64.7	21.3	44.5	93.6	57.6	65.3	51.6
	£7	92.7	47.2	71.5	99.4	80.8	84.8	76.1
	£10	99.0	75.8	88.2	100.0	94.9	96.0	90.8

Figure 2 Increase in average gross earnings, April 1988 to April 1989



amounts on an hourly basis. The distribution and dispersion of hourly earnings shows a similar pattern to those of weekly earnings though the quantile levels are higher as a proportion of the median than for weekly earnings (see final columns of tables 3 and 4).

#### Earnings of women relative to men

Table 5 shows that the average earnings of women relative to those of men rose appreciably in the early 1970s at the time when the effects of the Equal Pay Act were felt. Since 1975 they have fluctuated around a relatively stable position though the proportion in 1989 is the highest recorded in the New Earnings Survey.

Comparisons of men's and women's average earnings reflect the different employment patterns and other labour force characteristics, such as proportions in different occupations and length of time in jobs. Differences between their average earnings do not, therefore, correspond to differences in rates of pay for comparable jobs.

The detailed results enable the effects on earnings of the main differences in the structure of men's and women's

employment to be assessed. The trend of gross hourly earnings excluding overtime, which removes the effect of different hours worked but not of different employment patterns, gives some indication of developments. However, the overall trend is more significant than the result for any one year, which may reflect delays in particular settlements that can affect the average earnings of one sex more than another. ■

#### Technical note

The New Earnings Survey is the only regular source of comprehensive information on the structure of earnings in Great Britain<sup>1</sup>. The survey has been carried out in a similar form since 1970 and collects information on hours of work and earnings for a 1 per cent sample of individual employees. Information is also collected on characteristics of the employees including age, occupation, industry, place of work and collective bargaining arrangements.

Information for the survey sample of individual employees is obtained from employers through anonymous returns which are treated as strictly confidential.

The survey information relates to earnings for a pay period, usually in April each year. In 1989 the survey reference period was the pay period which included April 12. The earnings data collected relates to gross pay before tax, national insurance or any other deductions have been made. Payments in kind are generally excluded. Where employees receive periodical payments covering more than

Table 5 Women's earnings\* as a proportion of men's in April of each year

	Per cent						
1970	63.1	1978	73.9	1982	73.9	1986	74.3
1975	72.1	1979	73.0	1983	74.2	1987	73.6
1976	75.1	1980	73.5	1984	73.5	1988	75.1
1977	75.5	1981	74.8	1985	74.1	1989	76.4

\* Average gross hourly earnings, excluding overtime, of full-time employees aged 18 and over, whose pay was not affected by absence.

<sup>1</sup>A similar survey is carried out in Northern Ireland by the Department of Economic Development, Belfast.

one pay period (for example, quarterly or annual bonuses), the relevant amount of one pay period is included in the total earnings reported for the survey. A more detailed description of the survey is contained in *Part A* of the *New Earnings Survey* report.

For some groups of employees, increases in pay due in or before the survey period were not paid until later because settlements were delayed. The survey figures, in general, relate to earnings actually received at the time of the survey and exclude back payments made at a later date. Payment of arrears of pay for an early period made during the survey period are also excluded from the survey results.

Between successive surveys, changes in average earnings for particular groups of employees may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all. *Table A* in *Part A* of the *New Earnings Survey* indicates which pay settlements (or stages) were implemented between the 1988 and 1989 surveys.

### Survey results

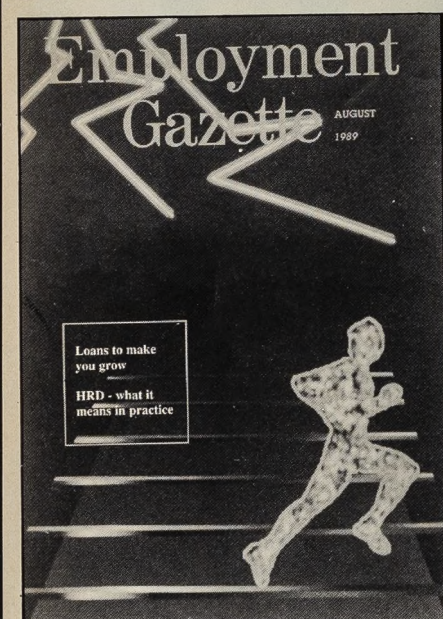
Most of the analyses in the survey reports relate to full-time male and female employees on adult rates of pay whose earnings were not affected by absence during the survey period. Thus these results do not include the earnings of those not working a full week and those whose earnings were reduced because of sickness, short-time working, voluntary absenteeism or other reasons. Nor do they include the earnings of young people (not on adult rates of pay) or part-time employees.

Some information on the earnings of young people, employees of all ages, and part-time employees is available in the published survey reports. For example, in *tables 10* and *11* of *Part A* analyses relating to full-time employees of all ages by age groups are presented and *Part F* of the report (due to be published in early December) will include analyses of the earnings of those part-time women employees covered in the survey—representing roughly three-quarters of estimated part-time women employees.

# Labour Market Data

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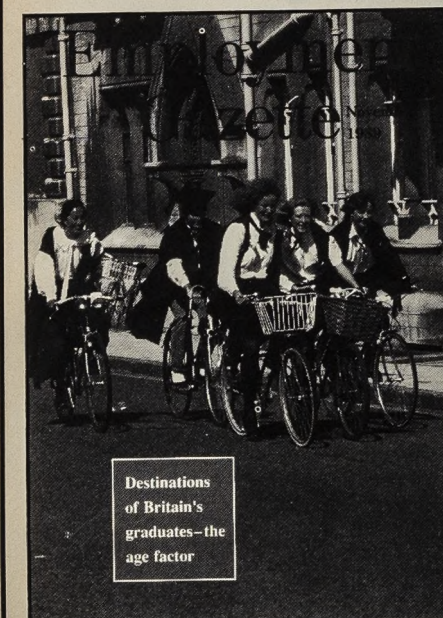


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## Publication dates of main economic indicators 1989-90

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

Retail Prices Index

Tourism

November 16, Thursday  
December 14, Thursday  
January 18, Thursday

November 17, Friday  
December 15, Friday  
January 19, Friday

November 29, Wednesday  
January 10, Wednesday  
February 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 (Ansafo Service).  
Tourism: 01-273 5507

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

## Trends in labour statistics

### Summary

The workforce in employment in the United Kingdom is estimated to have increased by 85,000 in the second quarter of 1989, contributing to an overall increase of 493,000 in the year to June 1989. This continues the generally upward trend observed since March 1983 but there are signs that the stronger growth seen particularly in 1987 and early 1988 has moderated.

The number of employees employed in manufacturing industry in Great Britain is estimated to have risen by 16,000 in August 1989. However, month-to-month changes can be erratic and it is more appropriate to consider trends over a longer period. In the second quarter of 1989 there was a fall of 33,000 in manufacturing employment, while over the year to August 1989 there was a fall of 23,000.

Unemployment in the UK (seasonally adjusted) fell by 50,400 between August and September to reach 1,694,900, the lowest level for nearly nine years. The unemployment rate fell to 6.0 per cent of the workforce. Unemployment has now fallen by 1,438,000 over 38 consecutive months since the peak in July 1986.

The average earnings index was restructured last month. Full details of the changes made are given in an article on pp 606 to 613 of this issue of *Employment Gazette*.

The underlying rate of increase in average earnings for the whole economy in the year to August 1989 was 8¾ per cent (provisional estimate). This is the same as the rate of increase for the year to July, both being measured on the new basis.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending August 1989 was 4¼ per cent higher than in the same quarter of 1988, the lowest annual growth rate since May 1988. Unit wage costs in manufacturing, in the three months to August 1989 were about 4½ 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, rose to 7.6 per cent for September, compared with 7.3 per cent for August. The rate excluding mortgage interest payments rose slightly to 5.8 per cent for the 12 months to September from 5.7 per cent for August.

It is provisionally estimated that 4.6 million working days were lost through stoppages of work due to industrial disputes in the 12 months to August 1989. This compares with 2.6 million days lost in the previous 12 months and an annual average over the ten-year period ending August 1988 of 10.1 million days.

Overseas residents made an estimated 2,080,000 visits to the United Kingdom in July 1989, while United Kingdom residents made about 3,260,000 visits abroad.

### Economic background

Latest estimates for *Gross Domestic Product* (GDP) show that it was effectively unchanged between the first and second quarters of 1989, following an increase of ½ 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.

Both the average and the output-based estimates of GDP give this picture of the economy.

The quarterly path of the average measure of GDP now closely follows that of the output measure. This latter measure is regarded by the Central Statistical Office (CSO) as the best short-term indicator of movements in GDP. Adjustments have therefore been made to the other components of average measure—expenditure and income—in order to bring them more in line with the quarterly path of the output measure. The anticipated effect of fuller expenditure information has also been included in the expenditure, and hence average, measure of GDP.

*Output of the production industries* in the three months to August 1989 is provisionally estimated to have increased by ½ per cent compared with the previous three months but to have fallen by ½ per cent compared with the corresponding period a year earlier.

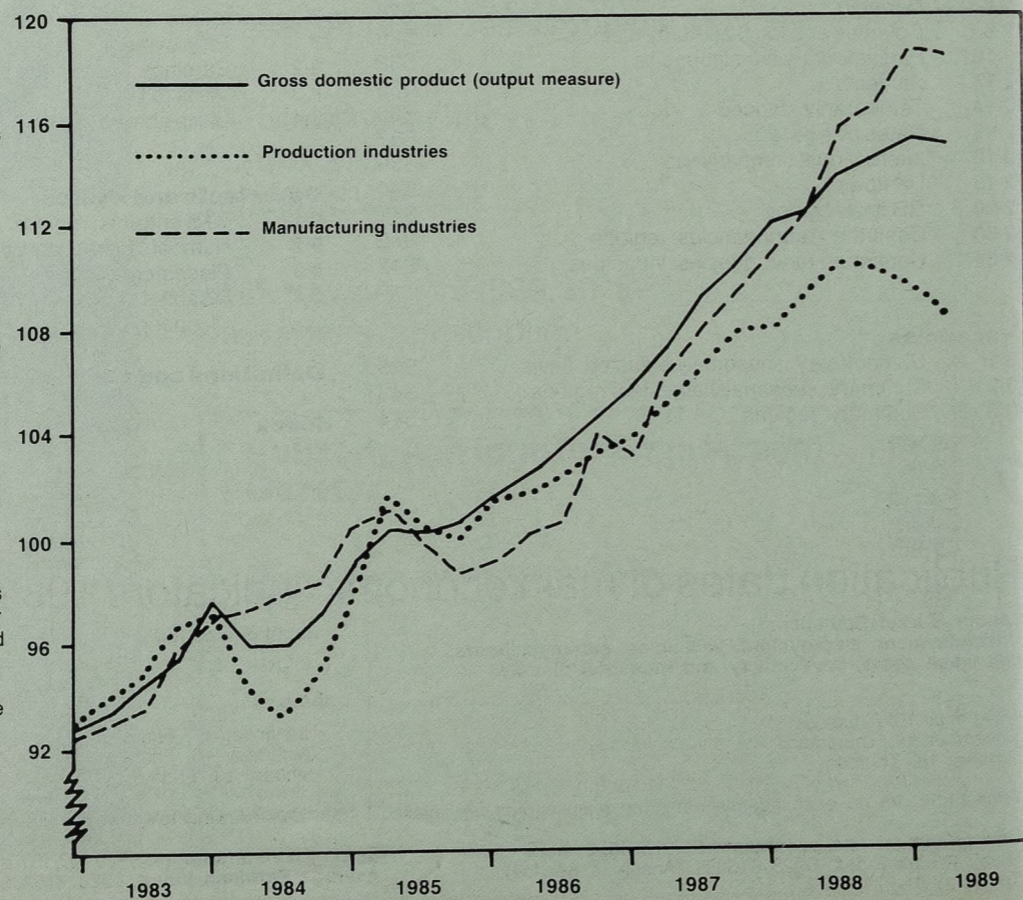
*Manufacturing output* in the three months to August 1989 was 1 per cent higher than in the previous three months and 4 per cent higher than in the corresponding period a year earlier. Within manufacturing, between the latest two three-month periods, there were increases of 2 per cent in the output of the chemicals industry and of the engineering and allied industries, and of 1 per cent in the output of food, drink and tobacco. The output of textiles and clothing and of 'other manufacturing' fell by 1 per cent, the output of 'other minerals' by 2 per cent, and that of the metals industry by 5 per cent.

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 three months to August 1989, total output was little changed compared with the previous three months but was 12½ per cent lower than in the corresponding period a year earlier.

OUTPUT INDICES: United Kingdom

1985 = 100

Seasonally adjusted



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 estimate for the third quarter reflects the slower growth in retail sales and vehicle expenditure.

The latest provisional figures (seasonally adjusted) for retail sales for September show little change from August. In the third quarter of 1989 sales are estimated to have been 1¼ per cent higher than in the corresponding period a year earlier but ½ per cent lower than in the previous quarter.

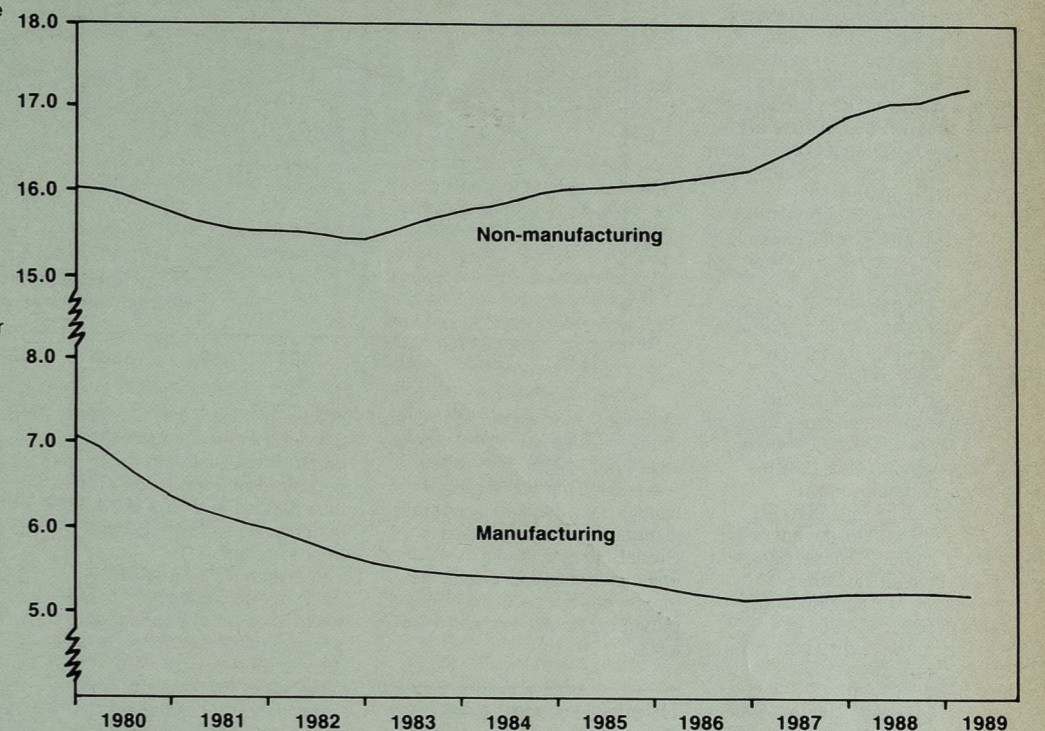
*New credit advanced to consumers* in August 1989, excluding loans by banks on personal accounts, by insurance companies, and credit advanced by retailers (for all of which information is available only quarterly) is estimated at £4.0 billion. This figure, due to car sales associated with 'G' registrations and heavy use of bank credit cards (probably for holiday purposes), is higher than the comparable figures for the first seven months of 1989. Total consumer credit outstanding is estimated to have been £44.8 billion (seasonally adjusted) at the end of the second quarter of 1989.

Revised estimates of *fixed investment* (capital expenditure) by the manufacturing industries (including assets leased from the financial industries), at 1985 prices and seasonally adjusted, for the second quarter of 1989 show investment 14 per cent higher than in the first quarter and 9 per cent higher than the (previous record) level in the second quarter of last year. In the rest of industry fixed investment (excluding dwellings) was approximately 7 per cent

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom

Million

Seasonally adjusted



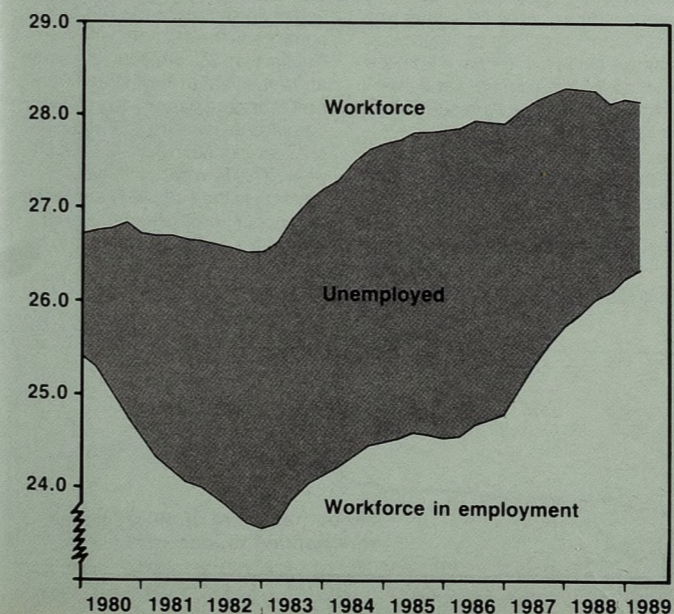
higher in the second quarter of 1989 than a year previously.

Total stockbuilding, at 1985 prices and seasonally adjusted, in the second quarter of 1989 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 increase in total stocks in the second quarter of 1989 included rises of £211 million in manufacturers' stocks and £235 million in retailers' stocks.

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom

Million

Seasonally adjusted



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 4½ per cent higher than in the previous quarter and 8½ per cent higher than in the corresponding quarter a year earlier.

Sterling's effective exchange rate index (ERI) for September 1989 fell by ½ per cent to 91.3 (1985=100). The currency fell by 1½ per cent against the \$US and by ½ per cent against the deutschemark but rose by 1 per cent against the Japanese yen. ERI was 3½ per cent lower than in

the corresponding month a year earlier; over the period, sterling fell by 6½ per cent against the \$US, by 2½ per cent against the deutschemark, and by ½ per cent against the yen.

The UK base lending rate increased by 1 percentage point to 15 per cent on October 5, 1989. After falling to a trough of 7½ per cent in May 1988, it had previously risen from that level to reach 14 per cent by May 24, 1989.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in September 1989 is provisionally estimated to have been £0.2 billion, bringing the total for the first six months of 1989-90 to minus £0.5 billion (that is a net repayment). In the first six months of 1988-89 the PSBR was minus £3.6 billion. Privatisation proceeds were £1.2 billion in September, and resulted mainly from the second tranche of payment for British Steel shares. The PSBR excluding privatisation proceeds is provisionally estimated to have been £2.5 billion in the first six months of £1989-90, compared with £1.3 billion in the first six months of 1988-89.

### Employment

New figures are available this month for the workforce in employment in June 1989 in the United Kingdom and for employees in the production industries in Great Britain in August 1989.

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 85,000 in the second quarter of 1989 and by 493,000 in the year to June 1989. This continues the generally upward trend observed since March 1983 but there are signs that the stronger growth seen particularly in 1987 and early 1988 may have moderated.

The increase of 85,000 in the second quarter of 1989 comprises an estimated increase of 26,000 in employees in employment, a projected increase of 31,000 self-employed, a rise of 31,000 in work-related government training programmes (reflecting the continued rise in the number of Employment Training participants) and a fall of 4,000 in HM Forces.

In the year to June 1989 the number of employees in employment increased by an estimated 241,000, the net result of rises of 269,000 in services and 15,000 in other industries (agriculture and construction), offset by falls of 24,000 in manufacturing and 19,000 in the energy and water supply industries.

In the second quarter the number of employees in employment increased by 26,000, the net result of rises of 51,000 in services and 16,000 in agriculture and construction, offset by falls of 34,000 in manufacturing and 7,000 in the energy and water supply industries. The increase in employment in the service sector this quarter is the smallest increase seen for more than two years, with the exception of the fourth quarter of 1988 when the run down of the Community Programme had a large impact.

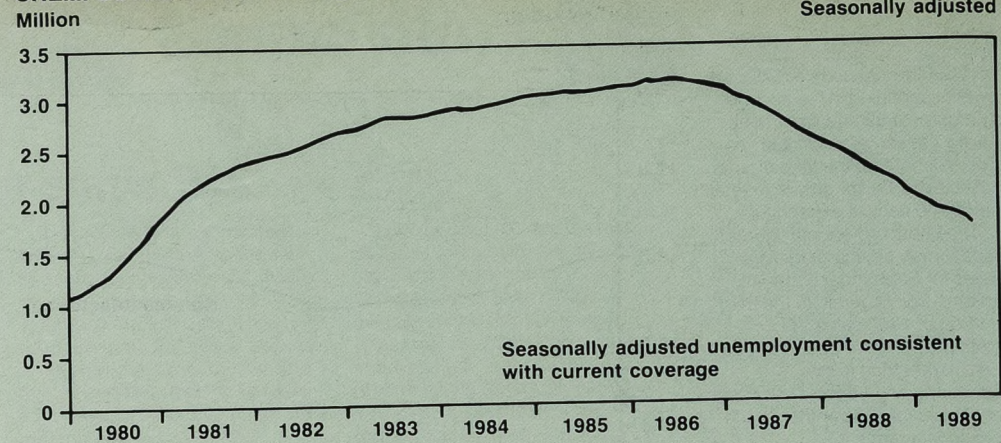
The number of employees employed in manufacturing industry in Great Britain is estimated to have risen by 16,000 in August, compared with falls of 6,000 in July and 33,000 over the second quarter of 1989. Month-to-month changes can be erratic: the July and August figures are based on a small sample of employers and will be revised in the light of results from the larger September survey. It is therefore more appropriate to consider trends over a longer period; over the year to August 1989 numbers in employment in manufacturing industries are estimated to have fallen by 23,000.

In the energy and water supply industries employment continues on a downward trend, falling by 1,000 in August, 4,000 in July, and by 7,000 in the second quarter of 1989.

Overtime working in manufacturing industries in Great Britain was 13.99 million hours per week in August, compared with 13.27 million hours per week in July and 13.46 million hours per week in August 1988.

Hours lost through short-time

## UNEMPLOYMENT: United Kingdom



working in manufacturing in Great Britain remain low, at 0.21 million hours per week in August.

A revised index of average weekly hours worked by operatives in manufacturing industries in Great Britain, to reflect the revised employment figures issued last month, has not yet been produced but will be included in next month's issue.

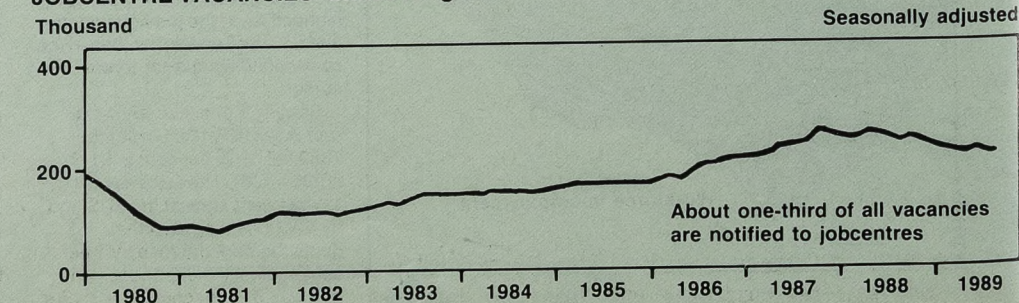
## Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 50,400 between August and September to 1,694,900, 6.0 per cent of the total workforce. On a consistent basis the continuous fall since July 1986 has now reached 1,438,000 over 38 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment has fallen to its lowest level for nearly nine years.

Although the month's fall of 50,400 is larger than the seasonally adjusted fall for August (36,200), it is too early to suggest that it represents anything other than a respite from the slowdown in the fall in unemployment seen a few months earlier.

Over the 12 months to September the seasonally adjusted unemployment rate fell in all regions of the UK. The largest fall in the rate over this period was in the West Midlands (2.5 percentage points) followed by the North and Wales (both 2.4 percentage points). The fall in the UK rate was 1.8 percentage

## JOBCENTRE VACANCIES: United Kingdom



points. All rates were calculated using the latest employees in employment estimates (first published last month and which incorporate the effects of the 1987 census of employment) in the denominators.

The unadjusted total of unemployed claimants in the UK was 1,702,895 in September (6.0 per cent of the workforce), a fall of 38,196 since August. The unadjusted total fell in all regions.

The stock of vacancies at jobcentres (UK seasonally adjusted) rose to 218,400 in the month to September, the majority of the rise being concentrated in the North West. Over the previous six months there was a decrease of 800 per month on average. Recorded placings by jobcentres remained high at 159,100, an increase of 1,600 since August.

## Average earnings

The average earnings index has been restructured. This has involved the introduction of a revised weighting pattern for individual industries based on the results of the 1987 Census of Employment (published in last month's *Employment Gazette*) and the extension of the supporting sample survey, in terms of both the number of firms covered and the sectors covered. As a result of these changes it has been necessary to rebase the index to 1988=100. Full details of the changes made and the effects on the index and the measurement of the underlying rate of growth of

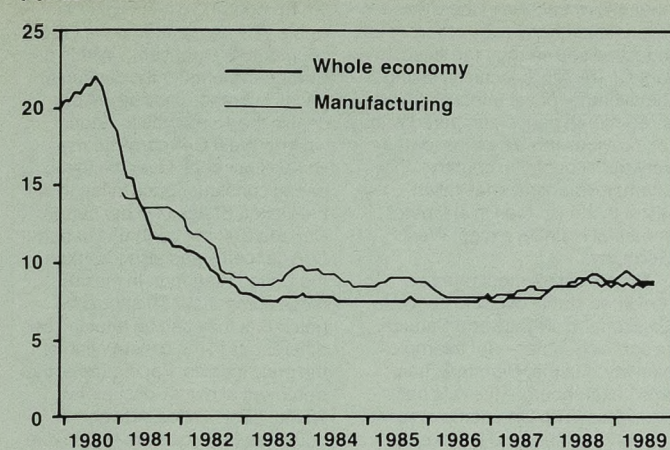
earnings are given in an article on pp 606 to 613 of this issue of *Employment Gazette*. The index numbers on both old and new bases are given in tables 5-1 and 5-3. Data on the old basis are not available after July 1989.

The underlying rate of increase in average earnings in the year to August 1989 for the whole economy was 8.3/4 per cent (provisional estimate). This is the same as the rate of increase for the year to July, both being measured on the new basis. For the three months May to July the underlying rate derived from the new index was 1/4 percentage point below that from the old index.

In the production industries the provisional underlying increase in average earnings in the year to August was 9 per cent, unchanged from the figure for the year to July. Within this sector the underlying increase for manufacturing was also unchanged from the July figure, at 8.3/4 per cent. Since January 1989 the underlying rate derived from the new index has been 1/4-1/2 percentage point below that from the old index, showing a steady 8 1/2-8 3/4 per cent annual rate of growth in earnings.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to August was 8 1/4 per cent, the same as for the year to July. Under the new index the pattern of growth in earnings in services now shows a sharper reduction from the March peak. 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

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



this industry, bonus payments were high in the March/April period, while subsequently the rate of growth in earnings has been lower with the slackening of retail activity.

## Productivity and unit wage costs

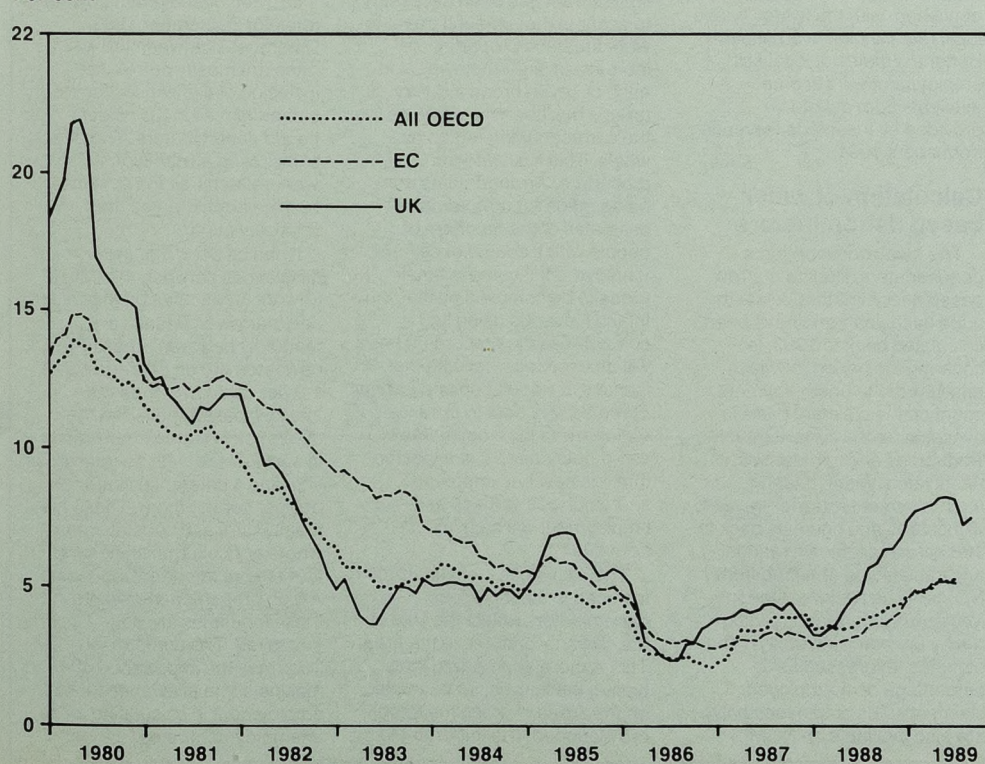
For the three months ending August 1989, manufacturing output was 4 per cent above the level for the corresponding period of 1988. With employment levels now slightly below those of a year earlier, the annual growth rate in manufacturing productivity for the three months ending August at 4 1/4 per cent, was the lowest since May 1988. The recent fairly sharp decline in output growth has

produced a decline in productivity growth rates from the 5 to 6 per cent rates of growth recorded between June 1988 and June 1989.

Wages and salaries per unit of output in manufacturing in the three months to August 1989 were about 4 1/2 per cent higher than in the same period a year earlier. For the latest period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 9 per cent but this was partly offset by the increase in productivity of 4 1/4 per cent. The current trend rate of growth in unit wage costs is assessed to be 4 to 4 1/2 per cent per year.

Latest productivity figures for the whole economy show that output per head in the second quarter of 1989 was 1/2 per cent higher than in the same quarter of 1988.

## RPI AND TPI: United Kingdom, increases over previous year



Output rose by 2 1/4 per cent in the year to the second quarter of 1989, but this was accompanied by a 1 1/2 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.

The latest unit wage cost figures for the whole economy, for the second quarter of 1989, show an increase of 8 1/4 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 1/2 per cent in the year to the second quarter of 1989, and this was only slightly offset by the 1/2 per cent increase in whole economy productivity.

## Prices

The 12-month rate of increase in the Retail Prices Index rose to 7.6 per cent for September, from 7.3 per cent in August. Excluding mortgage interest payments the annual rate increased by 0.1 point to 5.8 per cent.

Between August and September, the overall level of prices increased by 0.7 per cent. There were price increases for a wide range of goods and services, most notably for clothing and footwear, and for food. Other price increases in September included those for entertainment and

recreation, alcoholic drinks, and motoring.

The annual rate of increase for the Tax and Price Index rose to 7.6 per cent for the year to September, from the 7.4 per cent recorded for August.

The 12-month rate of increase in the price index for the output of manufactured products, which had averaged a little over 5 per cent in the first half of this year, fell slightly to 4.8 per cent in July, but was provisionally estimated to have edged back up to 4.9 per cent in August and 5.0 per cent in September. The annual rate of increase in prices for material and fuels purchased by manufacturing industry, having fallen from the peak of 7.9 per cent for April to 3.4 per cent in July, was provisionally estimated at 5.3 per cent for the year to September.

## Industrial disputes

It is provisionally estimated that 109,000 working days were lost through stoppages of work due to industrial disputes in August 1989. This compares with 2.4 million days lost in July 1989, 431,000 in August 1988 and an average of 775,000 for the month of August over the ten-year period 1979 to 1988.

In the 12 months to August 1989 a provisional total of 4.6 million working days were lost compared to a figure of 2.6 million days in the previous 12 months and an annual average over the ten-year period ending August 1988 of 10.1 million days.

During the 12 months to August 1989 a provisional total of 701 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 856 stoppages in the 12 months to July 1988 and an annual average in the ten-year period ending August 1988 of 1,361 stoppages in progress.

## Overseas travel and tourism

It is provisionally estimated that there were 2,080,000 visits to the UK by overseas residents in July 1989, 8 per cent more than in July 1988. Of these, 1,260,000 were by residents of Western Europe, 450,000 by North American residents and 370,000 by residents of other parts of the world.

UK residents made about 3,260,000 visits abroad in July 1989, 2 per cent less than in July 1988. The majority of these, 2,880,000, were to Western Europe while there were 190,000 trips to each of North America and other parts of the world.

Overseas residents spent an estimated £860 million in the UK in

July, while UK residents spent £1,025 million abroad. This resulted in an estimated deficit of £165 million on the *travel account of the balance of payments* for July 1989, compared with a deficit of £189 million for the same month last year.

Estimates for the 12-month period August 1988 to July 1989 indicate that overseas residents made 16,950,000 visits to the UK, 8 per cent more than in the period August 1987 to July 1988. In the same period, visits abroad by UK residents increased 8 per cent to an estimated 30,170,000 visits.

It is estimated that overseas residents' expenditure in the UK increased by 11 per cent, to £3,615 million, during the first seven months of 1989, compared with the previous year. UK residents spent £4,782 million abroad in the first

seven 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 July of 1989 was £1,167 million, compared with a deficit of £1,041 million for the period January to July of 1988.

### International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate of 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 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), the unemployment rate has fallen faster in the UK than in any other industrial country, except West Germany.

The unemployment rate has remained stable over the period in Switzerland, France and Canada; in some countries—for example Norway, Austria, Denmark, Italy and Luxembourg—the rate has increased. The UK unemployment rate is lower than the EC average.

The increase of 7.3 per cent in

United Kingdom *consumer prices* in the 12 months to August was higher than the averages for both the European Community as a whole (4.9 per cent) and the OECD countries (5.0 per cent). Within the European Community, consumer prices in France rose by 3.4 per cent in the 12 months to August while in West Germany the rise was 2.9 per cent. Over the same period consumer price inflation in the United States (4.7 per cent), Canada (5.2 per cent) and Japan (2.6 per cent) was also less than in the United Kingdom. In making these comparisons it should be noted that they can be affected by differences in the construction of the price indices. For example, the treatment of owner-occupiers' shelter costs varies between countries (see footnote (2) to *table 6-8*).

## Unemployment rates for travel-to-work areas and counties

**Additional unemployment rates for local areas, expressed as a percentage of the estimated total workforce\*, were introduced in the regional unemployment press releases issued on October 19, and are now included in brackets in tables 2-4 and 2-9 of the Labour Market Data section of *Employment Gazette*. This article explains these additional rates and the reasons for providing them.**

Hitherto unemployment rates for areas below regional level have only been calculated on a 'narrow' basis, using unemployment plus employees rather than the total workforce as a denominator. This is because regular estimates of the self-employed have not been available for such areas. However, additional 'wider' based local area unemployment rates (for travel-to-work areas in *table 2-4* and counties in *table 2-9*) have now been calculated using approximate estimates of the total local workforce so that they are comparable with the unadjusted national and regional rates and take as far as possible proper account of all employment in the area. The new additional local area denominators are the sum of unemployed claimants, estimates of employees in employment, allowances for the self-employed, HM Forces and non employee participants in work-related government training programmes (those participants who have contracts of employment are already included in the employees in employment figures).

The additional 'wider' based unemployment rates more

\* That is including allowances for the self-employed, those on work-related training schemes and the armed forces, and not just employees in employment plus the unemployed.

appropriately reflect local labour market conditions than the 'narrow' based rates, but are more approximate in their compilation than are the narrow based rates due to the nature of the allowances for the self-employed. The 'narrow' based rates will therefore continue to be published, with the 'wider' based local rates shown in brackets. Better estimates of local self-employment will become available from data to be provided by the Inland Revenue from about 1991.

### Calculation of wider based denominators

The local area workforce denominators, like the 'narrow' based denominators, relate to June each year, and have been calculated back to 1983, ie: covering the period for which analysis of the unemployment count on the claimant basis is available for the current travel-to-work areas and for counties. Associated 'wider' based unemployment rates for travel-to-work areas and counties back to 1983 are available on request and can also be obtained from NOMIS (The National On-Line Manpower Information System run by Durham University). The old rates, expressed as a percentage of unemployed claimants plus employees only, are also available on NOMIS.

Both sets of rates use unemployment figures which are not seasonally adjusted.

The allowances for self-employment in the 'wider' based denominators are based on estimates from the 1981 Census of Population updated by information obtained from the annual Labour Force Surveys. In deriving the allowances, account has been taken of the differing rates of growth in self-employment that have occurred between regions and between broad industry groups since 1981. However, because of data limitations it has been necessary to assume that for each travel-to-work area, the proportionate increase in self-employment in each of seven broad industry groups has been the same as for the corresponding region as a whole. This is an interim procedure. Arrangements are being made for up-to-date estimates of the numbers of people with a source of self-employment income in small areas to be compiled by the Inland Revenue using its computerised tax records. These will be used together with the Census of Population and Labour Force Survey data to produce regional and local estimates of self-employment. It is expected that this new and improved source of local data on self-employment will be available from 1991.

The allowances for HM Forces included in the local area denominators reflect the size of the civilian workforce in the area. This is more appropriate than basing the figures, for example, on the areas in which the forces are stationed. It is important to

avoid variations over time and between areas which would have little connection with variations in local labour markets.

The allowances for participants in work-related government training programmes in the local area denominators for June 1987 and earlier years back to 1983 are based on information from area returns from the agents managing the schemes.

### Comparisons

*Table 2-4* (for travel-to-work areas) and *2-9* (for counties) include both the 'wider' and 'narrower' based unemployment rates for September 1989. Differences between the two rates are mostly due to the inclusion of allowances for the self-employed in the 'wider' based denominators. The effects of including all participants on work-related training schemes and the armed forces are relatively minor.

It can be seen that the differences between the travel-to-work areas rates on the 'wider' and 'narrower' bases vary markedly between areas. The new rates are on average some 1.0 per cent lower than the 'narrow' based rates. But the difference is considerably more in some areas, with several areas showing a difference in the rate of 3 per cent or more. These are mainly rural and coastal areas where agriculture, fishing and tourism are important industries. A high proportion of workers in these industries are self-employed. The comparison illustrates the importance of making some allowance for self-employment in calculating local unemployment rates.

## BACKGROUND ECONOMIC INDICATORS\* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure <sup>2,15</sup>		Output GDP <sup>3,4,15</sup>						Income		Gross trading profits of companies <sup>7</sup>			
	1985 = 100	%	Index of output UK		Index of production OECD countries		Real personal disposable income		£ billion	%				
			Production industries <sup>1,5,15</sup>	Manufacturing industries <sup>1,6</sup>	Real personal disposable income	Gross trading profits of companies <sup>7</sup>								
1983	94.6	3.6	94.0	3.3	94.7	..	93.7	..	95.1r	..	24.3r	..		
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	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	42.6	16.1		
1987	107.8	4.5	108.1	5.0	105.8	3.5	106.6	5.5	104.5	3.3	50.2	17.8		
1988	112.5	4.4	113.1	4.6	109.4R	3.4	113.9R	6.8	110.5	5.7	61.0	21.5		
1988 Q2	111.7	4.4	112.4	4.9	109.2r	3.9	112.3r	5.7	111.2r	3.8	13.8r	14.0		
Q3	113.1	4.0	113.8	4.3	110.4	3.8	115.7	7.2	111.4r	4.4	15.9	24.2		
Q4	113.9	3.5	114.5	3.7	110.1	2.1	116.6	6.7	112.7	5.9	16.8	22.6		
1989 Q1	114.5	2.9	115.1	2.9	109.5	1.5	118.6	6.9	113.7	..	17.3	19.3		
Q2	114.2	2.2	114.9	2.2	108.3	-0.8	118.4	5.4	108.4	..	16.7	21.0		
1989 Feb	..	..	..	..	109.3r	1.8	118.3r	7.2	113.1R	..	..	..		
Mar	..	..	..	..	109.5	1.5	118.4	6.9	114.2	..	..	..		
Apr	..	..	..	..	109.2	1.3	117.4	6.5	114.6	..	..	..		
May	..	..	..	..	107.8	0.1	119.2	5.9	113.7	..	..	..		
Jun	..	..	..	..	107.9	-0.8	118.7	5.4	114.4	..	..	..		
Jul	..	..	..	..	109.5	-1.2	119.2	4.8	..	..	..	..		
Aug	..	..	..	..	111.1	-0.5	120.0	4.0	..	..	..	..		
<b>Expenditure</b>											<b>Base lending rates † 11</b>	<b>Effective exchange rate † 1,12</b>		
	Consumer expenditure 1985 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>		Manufacturing industries 1985 prices <sup>6,9</sup>		General government consumption at 1985 prices		Stock changes 1985 prices <sup>10</sup>			
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%		
1983	205.5r	4.3	92.2	4.8	38.5r	2.9	7.5r	-0.8	73.2r	2.1	1.36r	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	..	9.6	-6.7	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	4.9	76.3	1.1	1.05	11	90.1	-1.5
1988	257.9	6.8	119.2	6.9	56.4	13.3	11.2	11.4	76.7	0.5	3.59	10.25-10.5	95.5	6.0
1988 Q3	64.7r	6.2	120.1	6.4	14.4r	14.3	2.9r	11.9	19.0r	-1.0	1.58r	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	121.6P	1.2	..	..	..	..	..	..	..	14	91.7	-3.7
1989 Mar	..	..	122.6	3.8	..	..	..	..	..	..	..	13	95.9	3.9
Apr	..	..	120.9	3.9	..	..	..	..	..	..	..	13	95.4	1.4
May	..	..	124.5	4.0	..	..	..	..	..	..	..	14	94.3	-1.6
June	..	..	121.6	3.0	..	..	..	..	..	..	..	14	91.1	-3.1
July	..	..	121.0	3.0	..	..	..	..	..	..	..	14	92.3	-3.4
Aug	..	..	121.5	1.1	..	..	..	..	..	..	..	14	91.6	-3.9
Sep	..	..	122.1P	1.2	..	..	..	..	..	..	..	14	91.3	-3.7
<b>Visible trade</b>											<b>Balance of payments</b>	<b>Competitiveness</b>	<b>Prices</b>	
	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Visible balance		Current balance		Normal unit labour costs <sup>13</sup>		Tax and price index <sup>14</sup>		Producer prices index <sup>5,14</sup>	
	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	101.7	-6.1	87.9	3.9	..	..	..	..
1984	94.7	8.1	96.9	11.4	-5.2	1.9	99.2	-2.5	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	95.4	-4.6	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	99.7	2.4	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	109.6	12.2	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	109.3	11.8	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	113.0	10.2	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	115.4	9.3	107.9	6.0	102.8	6.1	116.8	5.2
Q2	114.7R	-0.2	140.2	9.4	-5.8	-4.9	..	..	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	102.9P	5.2	119.5P	6.1
1989 Mar	115.8	5.1	138.2	16.8	-1.7	-1.3	..	..	108.5	6.1	102.4	7.0	117.2	5.2
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	9.3	-1.9	-1.7	..	..	110.9	8.4	104.7	5.2	118.6	5.0
July	116.4	2.0	148.9R	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	102.6P	3.8	119.5P	4.9
Sep	125.5	4.4	149.5	8.7	-1.9	-1.6P	..	..	112.2	7.6	103.4P	5.3	120.0P	5.0

P=Provisional  
R=Revised

\* Series revised from indicated entry onwards.

Data values from which percentage changes are calculated may have been rounded.  
\* For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

† Not seasonally adjusted.

- (1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
- (2) For description of 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 estimate of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.
- (16) These series incorporate revisions following the final stages of rebasing to 1985=100.

# 1.1 EMPLOYMENT Workforce

Quarter	Employees in employment*			Self-employed (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
	THOUSAND							
<b>UNITED KINGDOM</b>								
<b>Unadjusted for seasonal variation</b>								
1987 June	11,698	9,886	21,584	2,860	319	311	25,074	27,979
1987 Sept	11,827	9,952	21,778	2,981	319	383	25,372	28,242
1987 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
1988 June	11,970	10,257	22,226	2,986	316	343	25,870	28,211
1988 Sept	12,044	10,312	22,356	3,017	315	369	26,056	28,367
1988 Dec	11,979 R	10,430 R	22,410 R	3,048	313	408	26,178	28,225 §
1989 Mar	11,946 R	10,391 R	22,337 R	3,079	312 R	448	26,175 R	28,135 R §
1989 June	11,982	10,485	22,467	3,110	308	479	26,363	28,106 §
<b>UNITED KINGDOM</b>								
<b>Adjusted for seasonal variation</b>								
1987 June	11,701	9,874	21,575	2,860	319	311	25,065	28,057
1987 Sept	11,774	9,966	21,740	2,891	319	383	25,333	28,169
1987 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
1988 June	11,973	10,247	22,220	2,986	316	343	25,864	28,289
1988 Sept	11,994	10,327	22,322	3,017	315	369	26,022	28,279
1988 Dec	11,966 R	10,366 R	22,332	3,048	313	408	26,100	28,142 R
1989 Mar	11,987 R	10,447 R	22,434 R	3,079	312 R	448	26,272 R	28,191 R
1989 June	11,986	10,475	22,460	3,110	308	479	26,357	28,169

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 compensation for persistent undercounting in the regular sample inquiries (*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 Workforce 1.1

Quarter	Employees in employment*				Self-employed (with or without employees)	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
	Male		Female						
	All	Part-time	All	Part-time					
THOUSAND									
<b>GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1987 June	11,431	891 R	9,650	4,169	21,080	2,801	319	303	24,502
1987 Sept	11,558	879	9,713	4,121	21,271	2,832	319	373	24,795
1987 Dec	11,610	920 R	9,915	4,244	21,525	2,863	317	356	25,062
1988 Mar	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054
1988 June	11,699	919	10,015	4,221	21,714	2,926	316	335	25,291
1988 Sept	11,774	889	10,068	4,190	21,842	2,957	315	359	25,473
1988 Dec	11,709 R	903 R	10,183 R	4,301 R	21,892	2,988	313	398	25,590 R
1989 Mar	11,677 R	901 R	10,146 R	4,283 R	21,823 R	3,019	312 R	438	25,591 R
1989 June	11,714	917	10,239	4,319	21,952	3,050	308	469	25,780
<b>GREAT BRITAIN</b>									
<b>Adjusted for seasonal variation</b>									
1987 June	11,433		9,637		21,070	2,801	319	303	24,492
1987 Sept	11,506		9,726		21,232	2,832	319	373	24,757
1987 Dec	11,597		9,851		21,448	2,863	317	356	24,985
1988 Mar	11,672		9,841		21,614	2,895	317	334	25,159
1988 June	11,703		10,004		21,707	2,926	316	335	25,283
1988 Sept	11,724		10,083		21,807	2,957	315	359	25,439
1988 Dec	11,696 R		10,120 R		21,816	2,988	313	398	25,514 R
1989 Mar	11,717 R		10,201 R		21,919 R	3,019	312 R	438	25,687 R
1989 June	11,717		10,229		21,946	3,050	308	469	25,773

†† 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 participants in work related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.

§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2.1 and 2.2 and their footnotes.

# 1.2 EMPLOYMENT Employees in employment: industry\*

GREAT BRITAIN SIC 1980	All industries and services																Manufacturing industries																Production industries																Production and construction industries																Service industries															
	All employees		Seasonally adjusted		All employees		Seasonally adjusted		All employees		Seasonally adjusted		All employees		Seasonally adjusted		All employees		Seasonally adjusted		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	35	36	31	41/42	43-45	46-48-49	47	50	61-63	64/65	66	71-77	79	81-85	91-92	93	95	94	96-98																																															
1982 June	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																																																															
July			5,071	5,061	5,567	5,558						200	297	365	320	738	742																																																															
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	2																																																																					

# 1.3 EMPLOYMENT

## Employees in employment\*: industry\*: production industries

THOUSAND

SIC 1980	Division class or group or AH	Aug 1988			June 1989			[July 1989]			[Aug 1989]		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	<b>1-4</b>	<b>3,997.1</b>	<b>1,633.0</b>	<b>5,630.1</b>	<b>3,934.0</b>	<b>1,613.3 R</b>	<b>5,547.3 R</b>	<b>3,942.0</b>	<b>1,618.5 R</b>	<b>5,560.5 R</b>	<b>3,949.8</b>	<b>1,633.8</b>	<b>5,583.6</b>
<b>Manufacturing industries</b>	<b>2-4</b>	<b>3,597.4</b>	<b>1,553.8</b>	<b>5,151.1</b>	<b>3,554.2</b>	<b>1,532.7</b>	<b>5,086.9</b>	<b>3,564.8</b>	<b>1,538.9</b>	<b>5,103.7</b>	<b>3,574.9</b>	<b>1,552.6</b>	<b>5,127.5</b>
<b>Energy and water supply</b>	<b>1</b>	<b>399.7</b>	<b>79.2</b>	<b>479.0</b>	<b>379.8 R</b>	<b>80.6 R</b>	<b>460.4 R</b>	<b>377.2</b>	<b>79.7 R</b>	<b>456.8 R</b>	<b>374.9</b>	<b>81.2</b>	<b>456.2</b>
Coal extraction and solid fuels	111	113.5	6.1	119.6	96.9	4.9	101.8	94.1	4.8	98.9	91.8	4.7	96.5
Electricity	161	114.7	28.8	143.4	[113.1 R	29.2 R	142.3 R]	113.1 R	29.2 R	142.3 R	113.1	29.2	142.3
Gas	162	59.8	22.0	81.8	58.1 R	22.2 R	80.3 R	58.2 R	22.2	80.4 R	58.2	22.3	80.5
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>525.8</b>	<b>160.0</b>	<b>685.8</b>	<b>509.4</b>	<b>154.5</b>	<b>663.9</b>	<b>509.0</b>	<b>154.3</b>	<b>663.3</b>	<b>507.8</b>	<b>154.1</b>	<b>661.9</b>
<b>Metal manufacturing and extraction of metal ores and minerals</b>	<b>21-23</b>	<b>146.9</b>	<b>21.3</b>	<b>168.1</b>	<b>137.7</b>	<b>20.0</b>	<b>157.8</b>	<b>135.8</b>	<b>19.2</b>	<b>154.9</b>	<b>133.0</b>	<b>19.3</b>	<b>152.3</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>149.7</b>	<b>44.2</b>	<b>193.8</b>	<b>144.0</b>	<b>42.4</b>	<b>186.3</b>	<b>144.3</b>	<b>42.5</b>	<b>186.7</b>	<b>144.3</b>	<b>41.9</b>	<b>186.2</b>
<b>Chemical industry/man made fibres</b>	<b>25/26</b>	<b>229.2</b>	<b>94.6</b>	<b>323.8</b>	<b>227.7</b>	<b>92.1</b>	<b>319.8</b>	<b>229.0</b>	<b>92.6</b>	<b>321.6</b>	<b>230.5</b>	<b>93.0</b>	<b>323.5</b>
Basic industrial chemicals	251	96.1	20.6	116.7	95.0	20.9	115.9	95.8	20.9	116.6	95.9	21.1	117.0
Other chemical products and preparations	255-259/260	133.1	74.0	207.1	132.7	71.2	203.9	133.2	71.8	205.0	134.6	71.9	206.5
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,837.8</b>	<b>504.0</b>	<b>2,341.8</b>	<b>1,828.4</b>	<b>506.2</b>	<b>2,334.6</b>	<b>1,837.2</b>	<b>509.8</b>	<b>2,347.0</b>	<b>1,840.9</b>	<b>511.4</b>	<b>2,352.3</b>
<b>Metal goods n.e.s.</b>	<b>31</b>	<b>260.3</b>	<b>73.5</b>	<b>333.8</b>	<b>260.5</b>	<b>74.2</b>	<b>334.6</b>	<b>262.8</b>	<b>74.8</b>	<b>337.7</b>	<b>260.4</b>	<b>75.7</b>	<b>336.1</b>
<b>Mechanical engineering</b>	<b>32</b>	<b>643.4</b>	<b>124.8</b>	<b>768.2</b>	<b>655.9</b>	<b>127.9</b>	<b>783.8</b>	<b>661.5</b>	<b>128.0</b>	<b>789.6</b>	<b>664.3</b>	<b>130.2</b>	<b>794.5</b>
Industrial plant and steelwork	320	84.2	11.2	95.3	93.3	12.1	105.4	95.4	12.1	107.5	96.1	12.0	108.1
Mining and construction machinery etc	325	64.8	9.4	74.2	65.3	9.6	74.9	65.6	9.8	75.4	66.3	10.0	76.3
Other machinery and mechanical equipment	321-324/326-329	494.5	104.2	598.7	497.3	106.2	603.5	500.5	106.2	606.7	501.9	108.2	610.1
<b>Office machinery, data processing equipment</b>	<b>33</b>	<b>59.3</b>	<b>26.4</b>	<b>85.7</b>	<b>57.3</b>	<b>26.2</b>	<b>83.5</b>	<b>57.5</b>	<b>26.7</b>	<b>84.3</b>	<b>57.8</b>	<b>26.9</b>	<b>84.7</b>
<b>Electrical and electronic engineering</b>	<b>34</b>	<b>370.4</b>	<b>186.9</b>	<b>557.3</b>	<b>358.8</b>	<b>185.7</b>	<b>544.5</b>	<b>360.7</b>	<b>186.8</b>	<b>547.5</b>	<b>361.3</b>	<b>185.4</b>	<b>546.7</b>
Wire, cables, batteries and other electrical equipment	341/342/343	142.9	59.4	202.4	140.6	60.4	200.9	141.9	60.9	202.9	142.0	59.5	201.5
Telecommunication equipment	344	110.8	51.1	162.0	107.5	50.7	158.3	108.0	50.4	158.4	108.5	50.3	158.8
Other electronic & electrical equipment	345-348	116.7	76.3	193.0	110.6	74.7	185.3	110.7	75.4	186.2	110.8	75.6	186.4
<b>Motor vehicles and parts</b>	<b>35</b>	<b>233.8</b>	<b>30.9</b>	<b>264.6</b>	<b>237.4</b>	<b>30.9</b>	<b>268.3</b>	<b>236.8</b>	<b>31.3</b>	<b>268.2</b>	<b>239.2</b>	<b>31.0</b>	<b>270.2</b>
<b>Other transport equipment</b>	<b>36</b>	<b>201.5</b>	<b>26.7</b>	<b>228.2</b>	<b>192.6</b>	<b>25.7</b>	<b>218.3</b>	<b>192.1</b>	<b>25.7</b>	<b>217.9</b>	<b>192.9</b>	<b>25.6</b>	<b>218.5</b>
Shipbuilding and repairing	361	46.1	3.9	50.0	39.8	3.8	43.6	39.0	3.8	42.9	38.4	3.8	42.2
Aerospace and other transport equipment	362-365	155.4	22.8	178.2	152.8	21.9	174.7	153.1	21.9	175.0	154.5	21.9	176.4
<b>Instrument engineering</b>	<b>37</b>	<b>69.1</b>	<b>34.8</b>	<b>103.9</b>	<b>65.9</b>	<b>35.5</b>	<b>101.4</b>	<b>65.7</b>	<b>36.3</b>	<b>102.0</b>	<b>64.9</b>	<b>36.6</b>	<b>101.5</b>
<b>Other manufacturing industries</b>	<b>4</b>	<b>1,233.8</b>	<b>889.8</b>	<b>2,123.5</b>	<b>1,216.4</b>	<b>872.0</b>	<b>2,088.5</b>	<b>1,218.7</b>	<b>874.8</b>	<b>2,093.5</b>	<b>1,226.1</b>	<b>887.1</b>	<b>2,113.2</b>
<b>Food, drink and tobacco</b>	<b>41/42</b>	<b>328.2</b>	<b>233.3</b>	<b>561.6</b>	<b>319.6</b>	<b>230.4</b>	<b>549.9</b>	<b>320.1</b>	<b>232.8</b>	<b>553.0</b>	<b>323.6</b>	<b>237.0</b>	<b>560.6</b>
Meat and meat products, organic oils and fats	411/412	58.3	41.1	99.4	57.2	39.8	97.0	54.7	39.8	94.5	55.3	40.1	95.4
All other food and drink manufacture	413-423	200.2	164.6	364.8	196.0	164.1	360.1	198.8	166.4	365.3	201.4	170.2	371.5
Alcoholic, soft drink and tobacco manufacture	424-429	69.8	27.6	97.3	66.3	26.4	92.8	66.6	26.5	93.2	66.9	26.8	93.6
<b>Textiles</b>	<b>43</b>	<b>121.3</b>	<b>107.7</b>	<b>229.0</b>	<b>117.3</b>	<b>100.5</b>	<b>217.8</b>	<b>116.9</b>	<b>98.9</b>	<b>215.8</b>	<b>115.8</b>	<b>100.6</b>	<b>216.3</b>
<b>Footwear and clothing</b>	<b>45</b>	<b>81.9</b>	<b>216.1</b>	<b>298.0</b>	<b>80.5</b>	<b>203.1</b>	<b>283.6</b>	<b>79.1</b>	<b>202.6</b>	<b>281.7</b>	<b>78.5</b>	<b>207.6</b>	<b>286.1</b>
<b>Timber and wooden furniture</b>	<b>46</b>	<b>190.6</b>	<b>49.6</b>	<b>240.2</b>	<b>190.5</b>	<b>51.3</b>	<b>241.8</b>	<b>191.5</b>	<b>52.3</b>	<b>243.8</b>	<b>192.4</b>	<b>51.6</b>	<b>244.0</b>
<b>Paper, printing and publishing</b>	<b>47</b>	<b>310.1</b>	<b>170.7</b>	<b>480.8</b>	<b>309.5</b>	<b>174.3</b>	<b>483.8</b>	<b>311.4</b>	<b>175.0</b>	<b>486.4</b>	<b>312.8</b>	<b>176.2</b>	<b>489.0</b>
Pulp, paper, board and derived products	471-472	97.9	43.0	140.9	96.9	42.0	138.8	97.6	42.3	140.0	97.5	42.0	139.5
Printing and publishing	475	212.2	127.7	339.9	212.6	132.3	344.9	213.8	132.7	346.5	215.3	134.2	349.5
<b>Rubber and plastics</b>	<b>48</b>	<b>149.6</b>	<b>67.5</b>	<b>217.1</b>	<b>149.6</b>	<b>67.9</b>	<b>217.6</b>	<b>150.6</b>	<b>67.8</b>	<b>218.3</b>	<b>153.0</b>	<b>68.1</b>	<b>221.0</b>
<b>Other manufacturing</b>	<b>49</b>	<b>40.2</b>	<b>35.8</b>	<b>76.0</b>	<b>38.8</b>	<b>36.0</b>	<b>74.8</b>	<b>38.6</b>	<b>36.6</b>	<b>75.3</b>	<b>39.8</b>	<b>37.1</b>	<b>76.9</b>

\* See footnotes to table 1.1.

# EMPLOYMENT 1.4

## Employees in employment\*: June 1989

THOUSAND

SIC 1980	Division Class or Group	Jun 1988			Mar 1989 R			Jun 1989						
		Male	Female	All	Male	Female	All	Male	Female	All				
<b>All industries and services</b>	<b>0-9</b>	<b>11,699.4</b>	<b>918.5</b>	<b>10,014.9</b>	<b>4,221.1</b>	<b>21,714.3</b>	<b>11,676.8</b>	<b>10,145.8</b>	<b>21,822.6</b>	<b>11,713.7</b>	<b>917.4</b>	<b>10,238.7</b>	<b>4,318.7</b>	<b>21,952.4</b>
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>212.3</b>	<b>29.6</b>	<b>81.5</b>	<b>29.6</b>	<b>293.8</b>	<b>212.7</b>	<b>71.2</b>	<b>283.9</b>	<b>212.6</b>	<b>29.5</b>	<b>71.3</b>	<b>26.5</b>	<b>283.8</b>
<b>Index of production and construction industries</b>	<b>1-5</b>	<b>4,870.8</b>	<b>72.7</b>	<b>1,734.4</b>	<b>361.0</b>	<b>6,605.2</b>	<b>4,861.1</b>	<b>1,734.9</b>	<b>6,596.1</b>	<b>[4,853.1</b>	<b>75.6</b>	<b>1,735.9</b>	<b>372.6</b>	<b>6,588.9]</b>
<b>Index of production industries of which, manufacturing industries</b>	<b>1-4</b>	<b>3,975.5</b>	<b>55.6</b>	<b>1,613.1</b>	<b>312.0</b>	<b>5,588.6</b>	<b>3,962.1</b>	<b>1,612.7</b>	<b>5,574.7</b>	<b>[3,934.0</b>	<b>58.5</b>	<b>1,613.3</b>	<b>323.3</b>	<b>5,547.3]</b>
<b>Service industries</b>	<b>6-9</b>	<b>6,616.4</b>	<b>816.3</b>	<b>8,198.9</b>	<b>3,830.5</b>	<b>14,815.3</b>	<b>6,603.0</b>	<b>8,399.6</b>	<b>4,942.6</b>	<b>6,648.1</b>	<b>312.3</b>	<b>8,431.6</b>	<b>3,919.6</b>	<b>15,079.6</b>
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>212.3</b>	<b>29.6</b>	<b>81.5</b>	<b>29.6</b>	<b>293.8</b>	<b>212.7</b>	<b>71.2</b>	<b>283.9</b>	<b>212.6</b>	<b>29.5</b>	<b>71.3</b>	<b>26.5</b>	<b>283.8</b>
Agriculture and horticulture	01	198.6	28.8	77.8	28.5	276.4	199.3	67.3	266.6	199.3	28.8	67.3	25.3	266.6
<b>Energy and water supply</b>	<b>1</b>	<b>400.2</b>	<b>0.7</b>	<b>78.4</b>	<b>13.6</b>	<b>478.6</b>	<b>388.2</b>	<b>79.7</b>	<b>467.8</b>	<b>[379.8</b>	<b>0.8</b>	<b>80.6</b>	<b>14.2</b>	<b>460.4]</b>
Coal extraction and solid fuels	111	114.7	0.1	6.2	1.9	121.0	105.5	5.1	110.6	96.9	0.1	4.9	2.1	101.8
Electricity	161	114.4	0.2	28.5	5.6	142.9	113.2	28.7	141.9	[113.1	0.2	29.2	5.6	142.3
Gas	162	60.2	0.1	22.0	3.9	82.2	58.7	22.2	81.0	58.1	0.1	22.2	4.2	80.3
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>521.9</b>	<b>4.9</b>	<b>156.3</b>	<b>22.6</b>	<b>678.2</b>	<b>514.5</b>	<b>155.2</b>	<b>669.6</b>	<b>509.4</b>	<b>4.8</b>	<b>154.5</b>	<b>20.6</b>	<b>663.9</b>
Metal manufacturing and extraction of metal ores and minerals	21-23	145.3	..	21.1	3.3	166.4	142.9	20.6	163.6	137.7	..	20.0	2.8	157.8
<b>Non-metallic mineral products</b>	<b>24</b>	<b>148.0</b>	<b>1.5</b>	<b>43.8</b>	<b>6.6</b>	<b>191.8</b>	<b>144.4</b>	<b>42.3</b>	<b>186.7</b>	<b>144.0</b>	<b>1.6</b>	<b>42.4</b>	<b>5.6</b>	<b>186.3</b>
<b>Chemical industry/man-made fibres</b>	<b>25/26</b>	<b>228.6</b>	<b>1.1</b>	<b>91.4</b>	<b>12.7</b>	<b>320.0</b>	<b>227.2</b>	<b>92.2</b>	<b>319.4</b>	<b>227.7</b>	<b>1.0</b>	<b>92.1</b>	<b>12.2</b>	<b>319.8</b>
Basic industrial chemicals	251	95.3	..	20.1	2.8	115.4	95.0	20.7	115.8	95.0	..	20.9	3.2	115.9
Other chemical products and preparations	255-259/60	133.2	1.1	71.4	9.9	204.6	132.1	71.5	203.6	132.7	1.0	71.2	9.0	203.9
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,831.7</b>	<b>16.6</b>	<b>500.2</b>	<b>80.5</b>	<b>2,331.9</b>	<b>1,838.4</b>	<b>507.1</b>	<b>2,345.5</b>	<b>1,828.4</b>	<b>18.4</b>	<b>506.2</b>	<b>87.0</b>	<b>2,334.6</b>
<b>Metal goods n.e.s.</b>	<b>31</b>	<b>259.0</b>	<b>3.4</b>	<b>74.4</b>	<b>14.9</b>	<b>333.4</b>	<b>261.7</b>	<b>73.8</b>	<b>335.5</b>	<b>260.5</b>	<b>3.6</b>	<b>74.2</b>	<b>15.5</b>	<b>334.6</b>
Hand tools, finished metal goods including doors and windows	314/316	147.8	..	48.7	10.3	196.5								

# 1.4 EMPLOYMENT

## Employees in employment\*: June 1989

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1988			Mar 1989 R			June 1989						
		Male		Female	Male		Female	Male		Female	All			
		All	Part-time <sup>§</sup>	All	Part-time	All	Part-time	All	Part-time	All	Part-time			
<b>SIC 1980</b>														
<b>Retail distribution</b>	64/65	797.4	141.2	1,308.8	745.3	2,106.3	822.3	1,322.9	2,155.2	813.5	1,413.3	1,332.0	749.3	2,145.5
Food	641	218.4	57.7	378.1	252.2	596.5	220.2	392.9	613.1	214.7	59.1	391.6	261.5	606.4
Confectioners, tobacconists, etc	642	25.5	11.4	78.4	55.9	104.0	24.1	77.6	101.6	23.0	10.7	76.9	53.2	99.9
Dispensing and other chemists	643	19.7	5.2	98.7	55.0	118.4	20.1	103.6	123.7	20.6	5.3	103.1	59.3	123.7
Clothing, footwear and leather goods	645/646	49.9	...	191.2	107.8	241.0	51.3	190.0	241.3	51.9	...	187.2	105.4	239.1
Household goods, hardware, ironmongery	648	120.3	...	109.3	54.4	229.5	125.8	115.8	241.6	124.1	...	116.4	56.3	240.5
Motor vehicles and parts, filling stations	651/652	171.7	...	71.4	25.7	243.0	184.3	72.7	257.0	183.7	...	74.9	25.5	258.6
Other retail distribution	653-656	175.2	...	368.7	188.8	543.9	178.4	368.5	546.9	178.3	...	368.3	183.4	546.6
<b>Hotels and catering</b>	66	380.2	146.9	682.2	467.2	1,062.5	367.2	660.9	1,028.1	391.7	160.0	698.9	475.4	1,090.6
Restaurants, snack bars, cafes, etc	661	101.8	37.3	156.6	105.1	258.4	98.8	155.2	254.0	103.6	40.5	167.2	110.9	270.8
Public houses and bars	662	82.3	45.9	182.8	152.6	265.2	85.9	178.8	264.7	90.3	51.5	183.5	154.7	273.8
Night clubs and licensed clubs	663	55.8	34.0	85.2	73.3	141.0	54.8	84.7	139.5	54.5	35.6	84.8	72.5	139.3
Canteens and messes	664	33.7	...	89.9	51.0	123.6	34.2	93.2	127.4	34.9	...	93.4	52.8	128.3
Hotel trade	665	90.7	22.2	147.0	75.8	237.8	86.5	137.5	224.1	92.4	23.9	147.3	74.3	239.7
<b>Repair of consumer goods and vehicles</b>	67	170.2	9.2	43.1	18.3	213.3	169.5	43.2	212.7	168.8	8.5	43.6	16.8	212.4
Motor vehicles	671	150.3	...	36.3	15.7	186.5	151.7	36.0	187.7	151.5	...	36.5	14.1	188.1
<b>Transport and communication</b>	7	1,010.9	28.2	293.5	59.9	1,304.4	1,013.0	304.6	1,317.6	1,014.5	28.6	307.8	69.0	1,322.2
<b>Railways</b>	71	125.4	0.2	9.3	0.7	134.7	122.7	8.7	131.4	123.0	0.2	8.6	0.8	131.7
<b>Other inland transport</b>	72	331.3	14.7	51.9	17.2	383.1	330.4	53.1	383.5	330.7	14.3	54.5	18.1	385.3
Scheduled road passenger transport	721	133.3	...	19.2	4.2	152.5	128.6	18.9	147.5	125.8	...	18.6	4.3	144.4
Other, including road haulage	722-726	198.0	...	32.6	13.0	230.6	201.8	34.2	236.0	204.9	...	35.9	13.7	240.9
<b>Sea transport</b>	74	28.3	0.2	5.6	0.4	33.9	28.9	5.7	34.7	29.3	0.2	5.8	0.4	35.1
<b>Air transport</b>	75	37.1	0.4	25.8	2.5	62.9	38.5	28.7	67.2	39.6	0.4	29.9	5.9	69.5
<b>Supporting services to transport</b>	76	75.3	0.2	16.2	2.5	91.5	76.4	16.6	93.0	75.9	0.2	17.0	2.7	93.0
<b>Miscellaneous transport and storage</b>	77	91.0	...	79.7	15.8	170.7	90.8	84.0	174.8	90.9	...	83.1	18.3	173.9
<b>Postal services and telecommunications</b>	79	322.6	8.3	104.9	20.8	427.6	325.2	107.9	433.2	325.0	8.4	108.8	22.9	433.7
Postal services	7901	160.7	7.8	36.8	13.3	197.5	158.9	38.3	197.1	157.8	7.7	38.0	14.1	195.8
Telecommunications	7902	161.9	0.5	68.2	7.5	230.1	166.4	69.7	236.0	167.2	0.7	70.8	8.8	238.0
<b>Banking, finance, insurance, etc</b>	8	1,200.1	56.6	1,235.3	282.8	2,435.4	1,246.3	1,307.7	2,554.0	1,263.5	56.2	1,324.7	305.2	2,588.2
<b>Banking and finance</b>	81	240.9	6.5	358.7	61.8	599.5	244.9	380.1	624.9	245.1	6.5	383.4	65.9	628.5
Banking and bill discounting	814	185.9	1.6	282.3	41.5	448.2	189.9	276.2	466.1	189.6	1.6	278.5	43.4	468.0
Other financial institutions	815	54.9	...	96.4	20.3	151.3	54.9	103.9	158.8	55.5	...	105.0	22.5	160.5
<b>Insurance, except social security</b>	82	131.6	...	119.8	17.3	251.4	134.7	126.7	261.4	135.1	...	128.5	18.7	263.6
<b>Business services</b>	83	685.5	39.5	667.3	172.6	1,352.9	720.4	705.2	1,425.6	734.2	38.6	711.9	181.9	1,446.0
Professional business services	831-837	393.8	5.8	416.0	106.8	809.7	412.6	431.3	843.8	418.5	5.8	435.9	110.8	854.4
Other business services	838-839	291.8	...	251.4	65.8	543.1	307.8	273.9	581.8	315.7	...	275.9	71.1	591.6
<b>Renting of movables</b>	84	77.8	0.6	31.4	9.3	109.2	82.3	34.8	117.1	81.8	0.6	34.9	9.9	116.7
<b>Owning and dealing in real estate</b>	85	64.4	...	58.1	21.8	122.5	64.0	61.0	125.0	67.4	...	66.0	28.8	133.4
<b>Other services</b>	9	2,409.4	409.3	4,326.2	2,166.6	6,735.6	2,327.5	4,368.8	6,696.3	2,337.9	388.7	4,403.8	2,209.5	6,741.7
<b>Public administration and defence<sup>†</sup></b>	91	842.3	72.3	773.8	242.6	1,616.1	788.8	776.0	1,564.8	790.2	89.9	783.2	252.4	1,573.4
National government n.e.s./Social security**	9111/919	231.3	12.8	319.5	60.7	550.7	233.1	329.1	562.2	[232.6	27.3	332.2	67.3	564.8]
Local government services n.e.s./Justice, police, fire services	9112	287.5	41.4	332.8	158.1	620.3	229.3	322.4	551.7	230.2	44.1	324.9	161.1	555.1
National defence	912-914	237.1	17.2	82.5	19.8	319.5	239.9	85.0	324.9	240.2	17.5	86.6	20.0	326.7
	915	86.4	1.0	39.1	4.0	125.5	86.6	39.4	126.0	87.2	0.9	39.5	4.0	126.8
<b>Sanitary services</b>	92	140.1	38.7	204.5	175.9	344.6	139.3	205.1	344.4	140.6	42.3	207.1	176.7	347.7
<b>Education</b>	93	541.0	124.8	1,152.6	664.6	1,693.6	544.7	1,184.9	1,729.6	536.3	118.5	1,173.4	680.5	1,709.7
<b>Research and development</b>	94	79.4	1.3	34.6	5.7	113.9	75.6	35.2	110.8	74.3	1.4	36.3	6.2	110.6
<b>Medical and other health services</b>	95	276.0	42.7	1,112.7	516.0	1,388.8	279.6	1,138.0	1,417.6	280.8	42.5	1,145.7	537.7	1,426.6
<b>Other services</b>	96	239.0	73.1	648.8	380.5	887.9	219.3	638.4	857.8	217.2	27.1	642.7	358.1	860.0
Social welfare, etc	9611	126.0	...	552.9	331.9	678.9	113.5	542.0	655.5	114.6	...	548.4	316.3	663.0
<b>Recreational and cultural services</b>	97	247.6	50.6	257.0	134.6	504.6	236.5	241.9	478.4	254.7	60.4	264.9	146.7	519.6
<b>Personal services<sup>‡</sup></b>	98	43.9	5.8	142.2	46.6	186.1	43.7	149.1	192.8	43.8	6.6	150.3	51.0	194.1

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.  
<sup>\*</sup> See footnotes to table 1.1.  
<sup>†</sup> Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities analysed by type of service, are published in table 1.7 on a quarterly basis.  
<sup>‡</sup> Domestic servants are excluded.  
<sup>\*\*</sup> Since the creation of the Employment Service in October 1987 it is no longer possible to produce separate estimates of employment of AH's 9111 and 9190 since the functions of Unemployment Benefit Offices (previously included in AH 9190) cannot be separated from other Employment Services functions (included in AH 9111).

# EMPLOYMENT 1.5

## Employees in employment by region\* THOUSAND

Standard region	Male	Female		Total	Index Sept 1987 = 100	Production and construction industries = 100	Index Sept 1987 = 100	Production industries = 100	Index Sept 1987 = 100	Manufacturing industries = 100	Index Sept 1987 = 100	Service industries = 100	Index Sept 1987 = 100
		All	Part-time										
<b>SIC 1980</b>													
<b>South East</b>													
1988 Mar	4,037	3,476	1,339	7,513	101.5	1,759	99.0	1,441	98.4	1,339	98.4	5,695	102.6
June	4,057	3,521	1,352	7,578	102.4	1,748	98.4	1,429	97.6	1,327	97.5	5,767	103.9
Sept	4,077	3,530	1,329	7,607	102.8	1,749	98.5	1,431	97.7	1,328	97.6	5,789	104.3
Dec	4,074	3,595	1,384	7,669	103.6	1,739	97.9	1,421	97.0	1,319	96.9	5,869	105.7
1989 Mar	4,075	3,583	1,378	7,659	103.5	1,732	97.5	1,411	96.3	1,309	96.2	5,869	105.7
June	4,092	3,602	1,380	7,694	104.0	1,734	97.6	1,406	96.0	1,304	95.8	5,902	106.3
<b>Greater London (Included in South East)</b>													
1988 Mar	1,953	1,604	490	3,557	101.5	643	96.9	505	95.7	460	95.6	2,913	102.6
June	1,959	1,617	492	3,576	102.0	634	95.4	495	93.9	451	93.6	2,941	103.5
Sept	1,955	1,620	487	3,575	102.0	628	94.5	489	92.7	445	92.4	2,946	103.7
Dec	1,948	1,641	501	3,588	102.4	618	93.0	480	90.9	436	90.5	2,969	104.6
1989 Mar	1,949	1,632	503	3,581	102.2	614	92.5	475	90.1	431	89.6	2,965	104.4
June	1,952	1,646	498	3,598	102.6	620	93.3	478	90.6	434	90.2	2,977	104.8
<b>East Anglia</b>													
1988 Mar	408	336	154	745	100.8	223	100.2	188	100.1	177	99.9	491	102.3
June	413	343	155	756	102.3	225	101.3	191	101.5	179	101.3	500	104.1
Sept	418	347	152	765	103.5	227	102.4	193	102.9	181	102.7	504	104.9
Dec	416	354	158	771	104.3	229	103.1	195	103.8	183	103.5	510	106.2
1989 Mar													



# 1.5 EMPLOYMENT

## Employees in employment by region\*

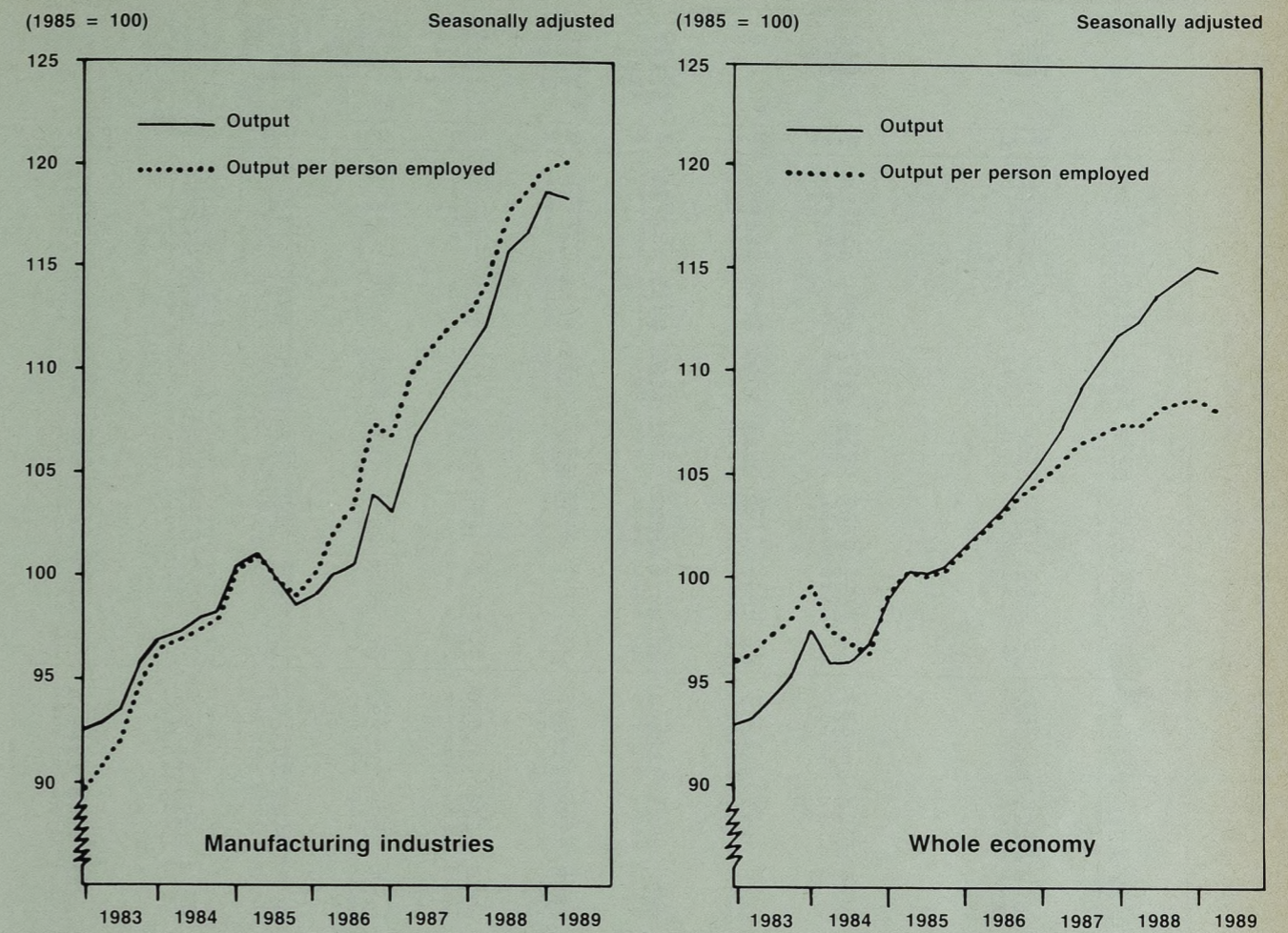
THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education, health and other services
	0 R	1 R	2 R	3 R	4 R	5 R	61-63, 66-67 R	64/65 R	7 R	8 R	91-92 R	93-99 R
<b>South East</b>												
1988 Mar	59	102	145	673	521	318	781	772	550	1,240	700	1,652
June	63	102	145	666	516	319	796	773	558	1,271	696	1,672
Sept	69	102	146	665	518	319	802	779	565	1,299	696	1,648
Dec	61	102	145	657	517	319	804	823	564	1,316	686	1,675
1989 Mar	57	102	143	654	512	322	794	798	567	1,338	685	1,687
June	57	102	143	645	516	328	805	788	571	1,352	688	1,699
<b>Greater London</b> (Included in South East)												
1988 Mar	1	45	44	184	233	138	366	340	314	786	381	725
June	1	45	44	180	226	139	367	340	318	805	378	732
Sept	2	44	44	178	223	138	370	343	318	818	377	718
Dec	1	44	43	173	220	138	371	360	318	823	370	727
1989 Mar	1	44	41	172	218	139	367	350	319	836	367	727
June	1	43	43	167	225	142	365	349	318	847	367	731
<b>East Anglia</b>												
1988 Mar	31	12	17	72	87	34	77	74	49	69	51	171
June	31	12	17	73	89	34	81	74	49	71	51	172
Sept	34	12	17	74	90	34	83	76	51	74	51	168
Dec	31	12	17	75	91	34	81	80	51	74	50	175
1989 Mar	30	12	16	75	89	34	79	77	50	74	50	178
June	30	13	15	72	88	35	83	78	44	75	50	182
<b>South West</b>												
1988 Mar	42	26	34	191	142	72	182	175	85	174	139	371
June	41	26	33	192	145	73	204	174	86	177	139	375
Sept	45	26	34	195	146	73	209	179	88	185	139	370
Dec	43	27	33	195	146	73	187	186	87	185	135	375
1989 Mar	41	26	31	194	143	73	193	180	87	191	136	379
June	41	27	30	193	144	75	215	180	88	199	136	387
<b>West Midlands</b>												
1988 Mar	27	40	98	392	173	92	195	179	93	168	157	402
June	27	40	98	393	175	92	199	179	95	169	156	404
Sept	27	40	99	397	178	92	201	182	94	175	155	397
Dec	29	39	98	398	179	92	203	189	96	177	152	398
1989 Mar	25	38	96	394	176	93	204	183	95	179	152	394
June	25	36	96	394	176	95	204	182	97	176	152	396
<b>East Midlands</b>												
1988 Mar	30	60	55	175	255	62	145	134	69	101	143	281
June	28	59	56	176	259	63	151	136	69	104	145	289
Sept	31	59	57	180	260	63	153	136	71	105	147	285
Dec	29	59	56	178	258	63	155	139	70	106	144	288
1989 Mar	29	57	57	179	253	63	154	138	69	108	145	294
June	28	57	57	181	251	65	160	136	71	106	146	298
<b>Yorkshire and Humberside</b>												
1988 Mar	26	65	77	175	229	91	187	178	95	128	137	415
June	26	62	77	176	232	91	192	178	97	129	139	419
Sept	28	61	77	179	237	91	191	180	98	133	140	400
Dec	26	61	76	178	236	91	192	188	96	133	135	404
1989 Mar	25	59	75	179	231	92	190	181	96	130	135	399
June	25	57	74	180	230	93	194	178	97	137	136	404
<b>North West</b>												
1988 Mar	15	48	98	280	290	109	226	224	135	208	232	508
June	16	47	98	280	293	109	228	224	137	211	233	507
Sept	17	47	100	283	298	108	234	223	138	219	234	499
Dec	16	47	99	286	297	108	232	232	138	218	227	504
1989 Mar	16	46	98	284	292	109	229	225	139	221	231	512
June	16	44	98	283	288	110	232	227	138	226	235	514
<b>North</b>												
1988 Mar	12	42	59	113	105	65	95	105	53	73	101	262
June	12	41	59	114	106	66	98	106	53	74	102	263
Sept	13	41	60	113	108	66	101	107	53	76	103	258
Dec	12	40	59	116	110	66	100	111	53	76	96	251
1989 Mar	11	39	59	113	108	67	102	109	53	78	96	255
June	11	38	59	114	109	69	102	107	53	79	97	250
<b>Wales</b>												
1988 Mar	21	35	48	97	83	44	82	85	46	62	109	221
June	21	32	48	100	84	44	91	82	47	63	111	225
Sept	22	32	48	106	88	44	90	83	47	64	111	224
Dec	22	32	47	108	87	44	85	87	47	64	106	229
1989 Mar	22	31	47	107	85	44	89	83	47	64	101	236
June	22	30	47	108	84	44	93	84	48	67	100	237
<b>Scotland</b>												
1988 Mar	28	57	48	161	199	126	187	181	114	161	186	445
June	29	58	47	161	200	126	193	180	115	165	188	449
Sept	30	58	47	164	204	125	190	182	117	168	187	451
Dec	28	58	48	165	205	124	186	186	114	167	178	455
1989 Mar	28	57	48	166	202	124	186	182	115	170	178	454
June	28	58	47	164	201	126	194	184	115	172	179	455
<b>Great Britain</b>												
1988 Mar	292	487	681	2,329	2,085	1,015	2,156	2,107	1,288	2,384	1,955	4,728
June	294	479	678	2,332	2,100	1,017	2,233	2,106	1,304	2,435	1,961	4,775
Sept	319	478	684	2,355	2,126	1,014	2,254	2,126	1,323	2,499	1,965	4,699
Dec	296	476	679	2,355	2,128	1,013	2,225	2,121	1,317	2,519	1,911	4,752
1989 Mar	284	468	670	2,346	2,092	1,021	2,219	2,155	1,318	2,554	1,909	4,787
June	284	460	664	2,335	2,089	1,042	2,282	2,145	1,322	2,588	1,921	4,821

\* See footnotes to table 1.1.

# EMPLOYMENT 1.8

## Indices of output, employment and productivity



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 R	97.0	112.8 R	113.9 R	98.5	115.6 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 R
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 R	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 R	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.

# 1.8 EMPLOYMENT

## Indices of output† employment and output per person employed

1985 = 100

Class	Whole economy		Manufacturing industries								Construction	
	R	Total production industries	Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	R	
		R										Div 1-4
Output‡												
1983	94.0	94.7	93.7	93.9	96.6	91.4	92.3	100.0	92.5	93.5	94.3	
1984	96.6	94.9	97.6	93.6	100.4	96.8	96.8	100.8	95.9	98.4	98.6	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.0	102.2	101.0	99.9	101.3	101.8	99.3	100.9	100.8	104.5	101.1	
1987	108.1	105.8	106.6	108.6	106.8	109.1	103.9	103.3	103.3	114.8	109.0	
1988	113.1	109.4	113.9	121.3	117.0	113.9	112.0	105.6	102.0	126.2	117.0	
1984 Q1	97.6	97.2	97.0	98.5	100.2	95.3	95.7	100.9	94.9	97.7	97.5	
Q2	95.9	94.3	97.3	91.6	100.4	95.3	96.0	102.4	95.4	98.8	98.6	
Q3	95.9	93.2	97.9	93.6	101.4	97.5	97.4	100.5	96.1	98.0	99.6	
Q4	96.9	94.9	98.3	90.8	99.4	99.0	98.2	99.5	97.1	99.0	98.6	
1985 Q1	98.9	97.9	100.5	94.9	99.2	101.5	101.4	101.6	98.2	99.6	100.6	
Q2	100.3	101.6	101.1	103.3	100.3	101.0	102.4	99.6	100.2	98.9	100.0	
Q3	100.2	100.5	99.8	102.4	99.7	99.7	99.2	99.7	100.7	100.5	98.7	
Q4	100.6	100.0	98.6	99.4	100.8	97.8	96.9	99.1	100.9	101.0	100.7	
1986 Q1	101.6	101.4	99.1	96.3	97.8	99.6	98.3	99.6	99.6	101.3	96.7	
Q2	102.4	101.7	100.1	99.5	101.4	101.5	98.2	100.2	101.6	103.2	101.1	
Q3	103.4	102.4	100.6	98.9	101.8	101.8	98.3	100.9	100.4	105.4	102.3	
Q4	104.6	103.3	103.9	105.1	104.1	104.4	102.5	103.2	101.5	108.3	104.3	
1987 Q1	105.7	103.8	103.0	103.1	101.6	106.2	99.9	102.5	101.1	110.0	107.7	
Q2	107.2	105.1	106.2	108.1	106.7	107.3	103.8	103.3	103.5	114.0	105.9	
Q3	109.1	106.4	107.9	110.6	108.9	110.6	104.8	103.6	105.1	116.8	109.3	
Q4	110.4	107.8	109.3	112.6	109.9	112.0	107.1	103.9	103.4	118.2	113.0	
1988 Q1	111.9	107.9	110.9	117.6	117.2	111.1	107.7	104.4	103.7	122.3	117.9	
Q2	112.4	109.2	112.3	120.1	115.3	112.9	109.8	105.9	100.8	124.2	116.1	
Q3	113.8	110.4	115.7	123.5	115.3	114.8	114.7	105.9	102.1	129.5	115.6	
Q4	114.5	110.1	116.6	124.1	120.0	116.7	115.8	106.4	101.5	129.0	118.5	
1989 Q1	115.1	109.5	118.6	130.3	122.7	118.6	118.3	104.9	99.6	132.7	123.3	
Q2	114.9	108.3	118.4	123.5	122.5	118.9	118.0	106.7	98.9	132.7	123.5	
Employed labour force*												
1983	97.2	102.8	102.1	115.1	99.0	102.2	103.6	104.0	98.3	97.1	98.1	
1984	98.9	100.8	100.5	105.9	101.7	101.3	100.7	101.2	98.7	98.5	100.6	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	100.1	97.3	97.9	89.1	94.0	97.1	97.5	97.4	100.1	100.7	99.4	
1987	101.9	96.0	97.0	82.3	90.2	94.8	96.2	96.6	99.3	103.3	104.2	
1988	104.9	97.0	98.5	78.8	90.3	95.0	97.7	97.4	100.2	106.8	109.2	
1984 Q1	98.3	101.1	100.6	107.6	101.5	100.9	101.3	101.8	98.5	97.5	100.0	
Q2	98.7	100.9	100.5	106.3	101.2	101.2	100.8	101.3	98.6	98.1	100.5	
Q3	99.1	100.7	100.7	105.9	101.6	101.7	100.4	100.9	98.6	98.8	100.9	
Q4	99.5	100.6	100.4	103.9	102.6	101.4	100.3	100.7	98.9	99.5	101.0	
1985 Q1	99.8	100.4	100.3	103.6	102.3	100.5	100.3	100.6	99.0	99.3	100.8	
Q2	100.0	100.2	100.1	101.0	101.1	100.1	100.1	100.4	99.6	99.3	100.3	
Q3	100.1	99.9	99.9	99.0	99.1	99.9	100.0	99.8	100.5	100.4	99.6	
Q4	100.1	99.4	99.7	96.5	97.5	99.5	99.6	99.2	100.9	101.0	99.3	
1986 Q1	100.0	98.6	99.1	92.6	96.6	98.5	98.9	98.5	101.0	100.5	99.0	
Q2	100.0	97.6	98.2	89.9	94.7	97.3	97.7	97.5	100.8	99.9	98.9	
Q3	100.1	96.8	97.3	87.9	92.6	96.6	96.9	96.8	99.4	100.6	99.4	
Q4	100.4	96.2	97.0	86.0	92.0	95.9	96.4	96.8	99.2	101.6	100.4	
1987 Q1	100.7	95.7	96.5	83.7	91.1	95.1	95.8	96.2	98.6	101.9	101.8	
Q2	101.4	95.8	96.8	82.2	90.0	94.6	95.9	96.4	99.1	102.7	103.3	
Q3	102.3	96.1	97.2	82.0	89.6	94.5	96.4	96.6	99.6	103.7	105.0	
Q4	103.2	96.4	97.6	81.5	89.9	94.7	97.0	97.1	100.1	104.8	106.5	
1988 Q1	104.1	96.8	98.2	80.1	90.1	94.8	97.3	97.2	100.6	105.4	108.0	
Q2	104.7	96.9	98.4	78.5	90.5	94.8	97.5	96.9	100.7	106.1	109.2	
Q3	105.2	97.0	98.6	78.4	90.2	95.0	97.8	97.4	99.9	107.2	109.5	
Q4	105.5	97.1	98.7	78.1	90.3	95.3	98.2	98.1	99.4	108.4	110.1	
1989 Q1	105.9	97.1	98.9	76.5	89.8	95.0	98.3	97.7	98.2	108.7	110.9	
Q2	106.3	96.6	98.4	74.7	88.8	94.8	98.0	97.0	96.9	108.7	112.4	
Output per person employed**												
1983	96.7	92.1	91.8	81.7	97.5	89.4	89.1	96.2	94.1	96.2	96.1	
1984	97.6	94.1	97.1	88.3	98.6	95.6	96.2	99.7	97.2	99.9	98.0	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	102.9	105.0	103.1	112.2	107.8	104.9	101.9	103.6	104.7	103.9	101.7	
1987	106.1	110.1	109.9	131.8	118.4	115.1	108.0	107.0	104.0	111.1	104.6	
1988	107.9	112.8	115.6	153.9	129.5	119.9	114.6	108.5	101.9	118.2	107.2	
1984 Q1	99.2	96.1	96.4	91.4	98.7	94.5	94.5	99.1	96.4	100.2	97.5	
Q2	97.2	93.5	96.8	86.1	99.2	94.2	95.2	101.1	96.7	100.8	98.1	
Q3	96.8	92.6	97.2	88.3	99.7	95.9	97.0	99.6	97.4	99.2	98.7	
Q4	97.4	94.4	97.9	87.3	96.8	97.7	97.9	98.8	98.2	99.5	97.6	
1985 Q1	99.1	97.5	100.3	91.5	96.9	101.0	101.1	101.0	99.2	100.3	99.7	
Q2	100.3	101.4	100.9	102.2	99.1	100.9	102.3	99.2	100.6	99.6	99.8	
Q3	100.1	100.6	99.9	103.4	100.6	99.7	99.2	99.9	100.2	100.1	99.1	
Q4	100.5	100.6	99.0	102.9	103.4	98.3	97.3	99.8	100.0	100.0	101.4	
1986 Q1	101.6	102.8	100.0	103.9	101.2	101.1	99.4	101.1	98.6	100.8	97.7	
Q2	102.4	104.2	102.0	110.5	107.1	104.4	100.5	102.7	100.8	103.2	102.2	
Q3	103.3	105.8	103.4	112.3	109.8	105.4	101.4	104.2	101.0	104.8	102.9	
Q4	104.2	107.3	107.2	122.0	113.0	108.9	106.3	106.6	102.3	106.6	103.8	
1987 Q1	104.9	108.4	106.7	123.0	111.5	111.7	104.4	106.5	102.6	107.9	105.8	
Q2	105.7	109.6	109.8	131.4	118.5	113.4	108.2	107.1	104.4	111.0	102.5	
Q3	106.6	110.7	111.0	134.8	121.4	117.0	108.8	107.3	105.5	112.7	104.1	
Q4	107.0	111.8	112.0	138.0	122.1	118.3	110.4	106.9	103.4	112.9	106.0	
1988 Q1	107.5	111.4	112.9	146.6	130.0	117.2	110.7	107.4	103.1	116.0	109.2	
Q2	107.4	112.7	114.2	152.8	127.3	109.1	112.7	109.3	100.1	117.0	106.4	
Q3	108.2	113.8	117.4	157.4	127.8	120.9	117.2	108.8	102.1	120.8	105.6	
Q4	108.5	113.3	118.1	158.7	132.9	122.5	118.0	108.4	102.2	119.1	107.6	
1989 Q1	108.7	112.8	120.0	170.1	136.6	124.9	120.4	107.3	101.4	122.1	111.2	
Q2	108.1	112.1	120.4	165.1	137.8	125.5	120.4	110.0	102.1	122.1	109.9	

\*\* Based on the output measure of Gross Domestic Product.  
 † Industries are grouped according to the Standard Industrial Classification 1980.

# 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) (6) (7)	Greece (6) (7)	Irish Republic (6) (9)	Italy (10)	Japan (5)	Netherlands (6) (11)	Norway (5)	Spain	Sweden (5)	Switzerland (2) (5) (6)	United States	
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																			Thousand
<b>Civilian labour force</b>																			
1986 Q2	27,549	7,507	3,377 R	..	12,738	..	..	27,470	..	..	23,179	60,010	..	2,093	13,757	4,390	3,231	117,695	
Q3	27,632	7,557	3,399 R	..	12,740	..	..	27,524	..	..	23,086	60,410	..	2,099	13,793	4,379	3,242	118,205	
Q4	27,624	7,598	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,254	118,548	
1987 Q1	27,599	7,644	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,267	119,085	
Q2	27,739	7,688	3,420 R	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,273	119,714	
Q3	27,850	7,753	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,285	120,046	
Q4	27,925	7,734	3,432 R	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	..	120,552	
1988 Q1	27,988	7,807	3,438	..	13,204	..	..	28,915	..	..	23,594	61,402	..	2,145	14,590	4,459	..	121,045	
Q2	27,973	7,886	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	..	121,352	
Q3	27,964	7,948	3,423	..	13,304	..	..	29,051	..	..	23,836	61,727	..	2,171	14,696	4,470	..	121,881	
Q4	27,830	7,985	3,440	..	13,353	..	..	29,065	..	..	23,550	61,919	..	2,136	14,623	4,490	..	122,388	
1989 Q1	27,880 R	8,111	..	..	13,447	..	..	28,983	..	..	..	62,222	..	2,122	14,705	4,503	..	123,291	
<b>Civilian employment</b>																			
1986 Q2	24,231	6,924 R	3,275 R	..	11,522	..	..	25,231	..	..	20,594	58,384	..	2,052	10,778	4,274	3,204	109,257	
Q3	24,350	6,935	3,302 R	..	11,524	..	..	25,322	..	..	20,538	58,651	..	2,058	10,840	4,262	3,217	109,967	
Q4	24,410	6,965 R	3,281 R	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,230	110,428	
1987 Q1	24,472	7,012 R	3,283 R	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,244	111,233	
Q2	24,747	7,063 R	3,289 R	..	11,815	..	..	25,467	..	..	20,542 R	58,946	..	2,091	11,357	4,331	3,246	112,200	
Q3	25,014	7,123	3,303	..	11,905	..	..	25,488	..	..	20,570 R	59,189	..	2,099	11,493	4,334	3,260	112,843	
Q4	25,245	7,117	3,311	..	12,049	..	21,003	25,505	..	..	20,567 R	59,505	..	2,097	11,594	4,362	..	113,475	
1988 Q1	25,422	7,233	3,320	..	12,171	..	..	26,714	..	..	20,694	59,792	..	2,094	11,684	4,384	..	114,152	
Q2	25,548	7,304	3,297 R	..	12,224	..	..	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	..	114,688	
Q3	26,707	7,382	3,300	..	12,261	..	..	26,787	..	..	20,967	60,165	..	2,105	11,811	4,398	..	115,202	
Q4	25,787 R	7,444	3,318	..	12,320	..	21,205	26,829	..	..	20,700	60,408	..	2,046	11,895	4,423	..	115,843	
1989 Q1	25,961 R	7,585	..	..	12,431	..	..	26,980	..	..	..	60,822	..	2,016	12,053	4,442	..	116,900	
<b>LATEST ANNUAL FIGURES: 1988 unless stated</b>																			Thousand
<b>Civilian labour force: Male</b>																			
	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	
<b>Civilian employment: Male</b>																			
	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	
<b>Civilian employment: proportions by sector</b>																			Per cent
<b>Male:</b>																			
Agriculture	3.3	7.0	7.3	3.5	6.3 R	..	..	..	22.6	..	..	9.9	6.9	..	8.3	15.4	5.5	7.7	
Industry	40.5	34.9	48.9	38.0	34.2 R	..	..	..	33.6	..	..	37.8	38.6	..	39.6	43.3	46.9	36.1	
Services	36.2	58.1	43.8	58.6	59.5 R	..	..	..	43.8	..	..	52.4	54.5	..	53.4	45.0	51.1	59.7	
<b>Female:</b>																			
Agriculture	1.0	4.3	9.4	1.5	2.8	..	..	..	35.4	..	..	9.9	9.4	..	4.1	12.3	9.8	1.4	
Industry	16.9	13.7	21.1	13.6	13.4 R	..	..	..	17.2	..	..	22.7	27.5	..	12.0	16.8	14.5	21.5	
Services	82.0	82.0	69.5	84.9	83.8 R	..	..	..	47.4	..	..	67.3	63.2	..	83.8	70.9	83.4	82.9	
<b>All:</b>																			
Agriculture	2.3	5.9	8.2	2.7	4.5	5.7	6.8	..	27.0	15.3	..	9.9	7.9	..	6.4	14.4	3.8	6.6	
Industry	30.2	26.4	37.7	28.4	25.6	28.2	30.4	..	28.0	27.8	..	32.6	34.1	..	26.4	32.5	29.5	37.4	
Services	67.4	67.7	54.2	68.9	69.8	66.1	62.9	..	45.0	57.0	..	57.5	58.0	..	67.1	66.6	56.0	70.2	

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

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

5 Civilian labour force and employment figures include armed forces.

6 Annual figures relate to 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.

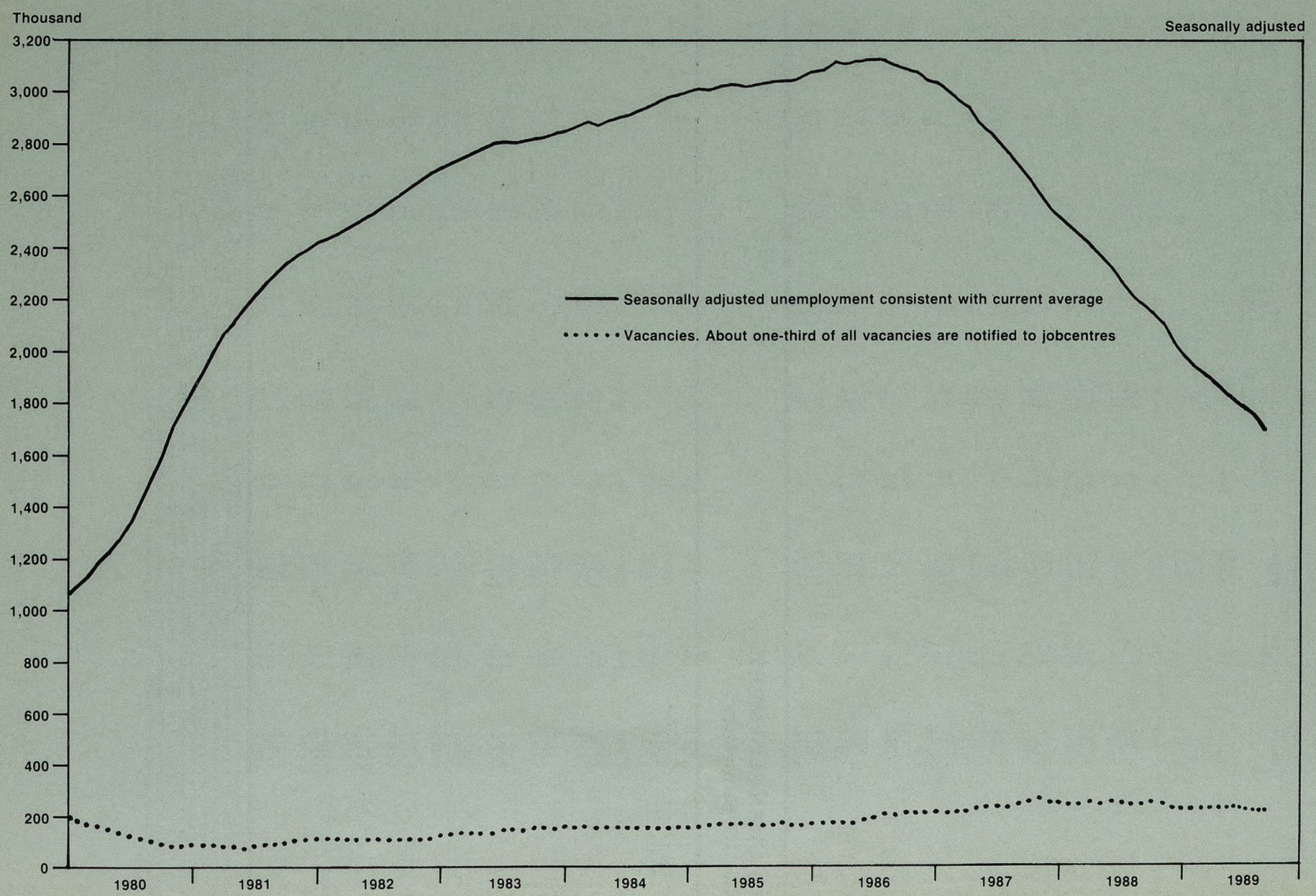
# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME										
	Opera- tives (Thou)	Percent- age of all opera- tives	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 over- time	Actual (million)	Season- ally adjusted	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lost		Opera- tives (Thou)	Percent- age of all opera- tives	Hours lost			
									Average per opera- tive working part of the week	Average per opera- tive working part of the week			Actual (Thou)	Season- ally adjusted	Average per opera- tive 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	10.0	24	0.6	348		14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4	
<b>Week ended</b>																
1987 May 16	1,353	36.4	9.3	12.65	12.50	3	129	23	229	10.1	26	0.7	358	369	13.9	
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]	1,353	36.6	9.8	13.25	13.27	4	154	13	109	8.5	17	0.5	263	270	15.7	
[Aug 19]	1,327	35.7	9.8	13.05	13.99	2	95	10	84	8.3	13	0.3	179	213	14.3	

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 averages	3,289.1	11.8	3,107.2	11.2						
1987 )	2,953.4	10.6	2,822.3	10.1						
1988 )	2,370.4	8.4	2,294.5	8.1						
1987 Sept 10	2,870.2	10.3	2,718.1	9.7	-48.5	-46.4	358	2,457	55	
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 † P	1,702.9	6.0	1,694.9	6.0	-50.4	-38.5	222	1,455	26	

# 2.2 UNEMPLOYMENT GB Summary

	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 )	3,149.4	11.7	2,923.0	10.8						
1986* ) Annual averages	3,161.3	11.7	2,984.6	11.0						
1987 )	2,826.9	10.4	2,700.2	9.9						
1988 )	2,254.7	8.2	2,181.4	7.9						
1987 Sept 10	2,740.2	10.0	2,596.9	9.5	-47.8	-45.8	344	2,343	54	
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 † P	1,596.8	5.8	1,591.9	5.8	-48.7	-37.5	212	1,360	25	

\* 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 workforce †	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Number	Per cent workforce †	Number	
1985 )	2,251.7	13.7	2,114.3	12.8		1,019.5	9.1	921.4	8.2		
1986* ) Annual averages	2,252.5	13.7	2,148.3	13.1		1,036.6	9.1	958.9	8.4		
1987 )	2,045.8	12.5	1,971.0	12.1		907.6	7.8	851.3	7.3		
1988 )	1,650.5	10.1	1,607.2	9.8		719.9	6.1	687.3	5.8		
1987 Sept 10	1,973.8	12.1	1,907.2	11.7		896.4	7.7	810.9	7.0	356.9	
Oct 8	1,903.6	11.6	1,870.3	11.4		847.8	7.3	793.6	6.8	343.4	
Nov 12	1,865.8	11.4	1,828.3	11.2		819.7	7.0	776.1	6.7	332.1	
Dec 10	1,878.7	11.5	1,800.4	11.0		817.1	7.0	768.2	6.6	334.0	
1988 Jan 14	1,892.7	11.6	1,759.5	10.8		829.5	7.0	759.9	6.4	337.0	
Feb 11	1,852.1	11.3	1,731.3	10.6		813.3	6.9	753.7	6.4	330.5	
Mar 10	1,803.1	11.0	1,709.9	10.4		789.0	6.7	744.0	6.3	322.5	
Apr 14	1,765.7	10.8	1,674.1	10.2		770.3	6.5	728.8	6.2	316.0	
May 12	1,692.1	10.3	1,648.8	10.1		734.8	6.2	715.0	6.0	301.6	
June 9	1,632.0	10.0	1,624.0	9.9		708.7	6.0	700.1	5.9	291.8	
July 14	1,606.3	9.8	1,586.7	9.7		720.4	6.1	680.6	5.7	287.7	
Aug 11	1,576.5	9.6	1,562.7	9.5		714.6	6.0	662.9	5.6	286.9	
Sept 8** ***	1,594.4	9.7	1,543.1	9.4		716.6	6.0	648.6	5.5	287.9	
Oct 13	1,484.2	9.1	1,522.4	9.3		634.6	5.4	635.5	5.4	265.2	
Nov 10	1,454.8	8.9	1,484.6	9.1		612.2	5.2	620.6	5.2	254.9	
Dec 8	1,451.5	8.9	1,439.4	8.8		595.1	5.0	598.0	5.0	249.9	
1989 Jan 12	1,473.2	9.0	1,405.4	8.6		601.1	5.1	582.4	4.9	248.7	
Feb 9	1,434.9	8.8	1,377.9	8.4		583.3	4.9	570.8	4.8	239.5	
Mar 9	1,399.4	8.6	1,359.5	8.3		560.9	4.7	557.1	4.7	229.3	
Apr 13	1,350.8	8.3	1,321.5	8.1		532.8	4.5	536.5	4.5	216.9	
May 11	1,297.1	7.9	1,309.7	8.0		505.5	4.3	526.1	4.4	204.7	
June 8	1,256.6	7.7	1,296.1	7.9		486.6	4.1	514.2	4.3	195.7	
July 13	1,261.6	7.7	1,284.8	7.9		509.8	4.3	502.4	4.2	196.1	
Aug 10	1,238.4	7.6	1,262.5	7.7		502.7	4.2	482.8	4.1	193.3	
Sept 14 † P	1,218.8	7.4	1,231.4	7.5		484.1	4.1	463.5	3.9	183.0	

# UNEMPLOYMENT 2.2 GB Summary

	MALE					FEMALE					
	UNEMPLOYED		SEASONALLY ADJUSTED †			UNEMPLOYED		SEASONALLY ADJUSTED †			MARRIED
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Number	Per cent workforce †	Number	
1985 )	2,163.7	13.5	2,031.9	12.7		985.7	9.0	891.1	8.1		
1986* ) Annual averages	2,159.6	13.5	2,058.7	12.9		1,001.7	9.0	925.9	8.3		
1987 )	1,953.8	12.3	1,881.8	11.8		873.1	7.7	818.4	7.2		
1988 )	1,566.1	9.8	1,524.6	9.6		688.6	6.0	656.8	5.7		
1987 Sept 10	1,880.8	11.8	1,818.6	11.4		859.4	7.6	778.3	6.9	342.1	
Oct 8	1,813.4	11.4	1,782.2	11.2		813.3	7.2	761.4	6.7	329.2	
Nov 12	1,777.3	11.2	1,741.2	10.9		787.3	6.9	744			

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>SOUTH EAST</b>												
1985 )	782.4	527.1	255.2	8.6	9.9	6.9	728.5	8.1			495.4	233.1
1986* ) Annual averages	784.7	524.7	260.0	8.7	10.0	6.8	750.2	8.3			505.2	245.0
1987 )	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 Sept 8***	494.2	333.3	160.9	5.3	6.2	4.1	461.9	5.0	-9.0	-14.6	318.9	143.0
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	390.3	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 P	349.7	246.9	102.8	3.8	4.6	2.6	344.8	3.7	-8.0	-8.5	247.3	97.5
<b>GREATER LONDON (included in South East)</b>												
1985 )	402.5	278.4	124.1	9.4	10.9	7.3	376.3	8.8			262.7	113.6
1986* ) Annual averages	407.1	280.9	126.1	9.5	11.1	7.3	391.3	9.2			272.0	119.4
1987 )	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 Sept 8***	290.5	201.8	88.8	6.7	8.0	4.9	269.4	6.2	-3.7	-6.6	190.7	78.7
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 P	211.2	150.8	60.4	4.9	6.0	3.4	206.2	4.8	-4.3	-4.2	149.0	57.2
<b>EAST ANGLIA</b>												
1985 )	81.3	53.2	28.1	8.8	9.5	7.7	75.3	8.1			49.8	25.4
1986* ) Annual averages	83.4	53.9	29.5	9.0	9.8	8.0	78.8	8.5			51.4	27.4
1987 )	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 Sept 8***	47.9	30.4	17.5	5.0	5.4	4.4	47.1	4.9	-1.3	-1.4	30.7	16.4
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 P	31.8	21.9	9.9	3.3	3.9	2.5	33.2	3.4	-0.8	-0.6	23.3	9.9
<b>SOUTH WEST</b>												
1985 )	204.9	132.8	72.2	10.0	11.0	8.6	190.5	9.3			124.5	66.0
1986* ) Annual averages	205.7	131.6	74.2	9.9	10.8	8.6	195.8	9.5			126.1	69.7
1987 )	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 Sept 8***	130.3	83.2	47.1	6.1	6.8	5.2	126.1	5.9	-2.7	-3.7	82.2	43.9
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 P	89.6	60.8	28.8	4.2	4.9	3.2	91.7	4.3	-3.6	-2.8	63.0	28.7

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.3 Regions

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1985 )	349.7	243.1	106.6	13.7	15.7	10.7	326.9	12.8			230.2	96.7
1986* ) Annual averages	346.7	236.8	108.0	13.6	15.6	10.6	327.7	12.9			228.1	99.6
1987 )	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 Sept 8***	233.5	158.3	75.2	9.1	10.4	7.1	218.3	8.5	-5.4	-5.1	151.1	67.2
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 † P	159.9	112.5	47.4	6.2	7.4	4.5	154.6	6.0	-5.5	-4.8	110.6	44.0
<b>EAST MIDLANDS</b>												
1985 )	202.3	136.9	65.3	10.7	12.0	8.7	188.2	9.9			128.7	59.5
1986* ) Annual averages	202.8	136.0	66.8	10.7	12.1	8.6	191.3	10.1			129.4	61.9
1987 )	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 Sept 8***	143.7	97.9	45.8	7.5	8.7	5.7	137.1	7.1	-2.2	-2.7	95.7	41.4
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

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>												
1985 )	237.6	169.3	68.4	16.7	19.7	12.1	221.1	15.5			159.7	61.4
1986* ) Annual	234.9	167.3	67.6	16.4	19.6	11.7	221.5	15.4			159.6	61.9
1987 ) averages	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 Sept 8***	174.7	125.9	48.8	12.2	14.9	8.3	167.6	11.7	-2.4	-2.8	123.4	44.2
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 † P	132.4	97.6	34.8	9.2	11.6	5.9	132.6	9.3	-5.5	-3.7	99.6	33.0
<b>WALES</b>												
1985 )	180.6	127.7	52.9	14.7	16.9	11.1	168.4	13.7			120.5	47.9
1986* ) Annual	179.0	126.1	52.9	14.4	16.6	10.9	169.3	13.6			120.5	48.8
1987 ) averages	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 Sept 8***	125.8	89.0	36.9	10.0	12.0	7.1	120.6	9.6	-1.8	-2.4	87.1	33.5
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 † P	90.6	66.0	24.6	7.2	8.9	4.8	90.2	7.2	-3.3	-2.8	66.8	23.4
<b>SCOTLAND</b>												
1985 )	353.0	243.6	109.3	14.1	16.6	10.7	322.0	12.9			225.2	96.8
1986* ) Annual	359.8	248.1	111.8	14.5	16.9	11.0	332.8	13.4			232.1	100.6
1987 ) averages	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 Sept 8***	285.2	200.7	84.5	11.5	13.9	8.1	272.3	11.0	-1.1	-2.5	194.2	78.1
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	66.7	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 † P	219.9	158.7	61.3	8.9	11.0	5.9	225.4	9.1	-5.6	-3.2	163.6	61.8
<b>NORTHERN IRELAND</b>												
1985 )	121.8	88.0	33.8	17.3	20.6	12.2	112.7	16.0			82.4	30.3
1986* ) Annual	127.8	92.9	34.9	18.1	21.7	12.5	122.6	17.4			89.6	33.0
1987 ) averages	126.5	92.0	34.5	17.6	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 Sept 8***	115.7	83.4	32.3	16.4	19.8	11.4	111.6	15.8	-1.2	-0.8	81.6	30.0
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	-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	-1.2	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 † P	106.1	77.1	29.0	15.0	18.3	10.2	103.0	14.6	-1.7	-0.9	76.2	26.8

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 September 14, 1989

	Male			Female			All			Rate		Male			Female			All			Rate				
	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Change since previous month	Rate	† per cent employees and unemployed	† per cent workforce	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Change since previous month	Number	Per cent workforce †	Change since previous month	Rate	† per cent employees and unemployed	† per cent workforce	
<b>ASSISTED REGIONS ††</b>																									
<b>South West</b>																									
Development Areas	4,308	1,801	6,109	9.9	...	...	Bury St Edmunds	505	293	798	2.4	(2.0)													
Intermediate Areas	9,573	4,450	14,023	7.9	...	...	Buxton	604	334	938	4.4	(3.5)													
Unassisted	46,889	22,529	69,418	4.5	...	...	Calderdale	3,572	1,662	5,234	6.5	(5.7)													
<b>All</b>	<b>60,770</b>	<b>28,780</b>	<b>89,550</b>	<b>5.0</b>	<b>4.2</b>		Cambridge	2,062	977	3,039	2.2	(1.9)													
							Canterbury	1,645	565	2,210	4.7	(3.9)													
<b>West Midlands</b>																									
Development Areas	93,018	37,721	130,739	8.2	...	...	Carlisle	1,850	986	2,836	5.3	(4.5)													
Intermediate Areas	19,432	9,725	29,157	4.4	...	...	Castleford and Pontefract	3,806	1,259	5,065	9.4	(8.4)													
Unassisted	46,349	19,166	65,515	6.6	...	...	Chard	215	128	343	3.4	(2.8)													
<b>All</b>	<b>112,450</b>	<b>47,446</b>	<b>159,896</b>	<b>7.1</b>	<b>6.2</b>		Chelmsford and Braintree	1,958	1,065	3,023	2.8	(2.4)													
							Cheltenham	1,726	768	2,494	3.3	(2.9)													
<b>East Midlands</b>																									
Development Areas	935	481	1,416	5.1	...	...	Chesterfield	4,617	1,870	6,487	8.8	(7.7)													
Intermediate Areas	2,095	1,093	3,188	6.1	...	...	Chichester	910	347	1,257	2.1	(1.7)													
Unassisted	68,413	28,260	96,673	6.0	...	...	Chippenham	593	414	1,007	3.5	(2.8)													
<b>All</b>	<b>71,44</b>																								







# 2.9 UNEMPLOYMENT UK Summary

Unemployment in counties and local authority districts at September 14, 1989

	Male	Female	All	Rate	† per cent employees and unemployed	† per cent workforce		Male	Female	All	Rate	† per cent employees and unemployed	† per cent workforce	
<b>Dorset</b>	<b>6,246</b>	<b>2,608</b>	<b>8,854</b>	<b>3.8</b>	<b>(3.1)</b>		South Kesteven	1,053	523	1,576				
Bournemouth	2,406	858	3,264				West Lindsey	1,179	611	1,790				
Christchurch	297	138	435				<b>Northamptonshire</b>	<b>5,305</b>	<b>2,782</b>	<b>8,087</b>	<b>3.3</b>	<b>(2.9)</b>		
East Dorset	463	224	687				Corby	824	406	1,230				
North Dorset	258	166	424				Daventry	355	273	628				
Poole	1,190	473	1,663				East Northamptonshire	358	239	597				
Purbeck	247	116	363				Kettering	622	335	957				
West Dorset	575	302	877				Northampton	2,098	946	3,044				
Weymouth and Portland	810	331	1,141				South Northamptonshire	290	197	487				
							Wellingborough	758	386	1,144				
<b>Gloucestershire</b>	<b>5,686</b>	<b>2,743</b>	<b>8,429</b>	<b>3.8</b>	<b>(3.3)</b>		<b>Nottinghamshire</b>	<b>25,915</b>	<b>9,297</b>	<b>35,212</b>	<b>7.9</b>	<b>(7.0)</b>		
Cheltenham	1,277	527	1,804				Ashfield	2,973	832	3,805				
Cotswold	352	201	553				Bassetlaw	2,548	1,038	3,586				
Forest of Dean	820	450	1,270				Broxtowe	1,485	745	2,230				
Gloucester	1,578	625	2,203				Gedling	1,646	816	2,462				
Stroud	952	557	1,509				Mansfield	3,155	969	4,124				
Tewkesbury	707	383	1,090				Newark	2,043	791	2,834				
							Nottingham	10,801	3,456	14,257				
<b>Somerset</b>	<b>4,846</b>	<b>2,688</b>	<b>7,534</b>	<b>4.5</b>	<b>(3.6)</b>		Rushcliffe	1,264	650	1,914				
Mendip	891	564	1,455				<b>YORKSHIRE AND HUMBERSIDE</b>							
Sedgemoor	1,338	700	2,038				<b>Humberside</b>	<b>22,794</b>	<b>8,316</b>	<b>31,110</b>	<b>8.9</b>	<b>(7.7)</b>		
Taunton Deane	1,154	519	1,673				Beverley	1,312	824	2,136				
West Somerset	359	169	528				Boothferry	1,112	514	1,626				
Yeovil	1,104	736	1,840				Cleethorpes	1,738	622	2,360				
							East Yorkshire	1,246	571	1,817				
<b>Wiltshire</b>	<b>4,591</b>	<b>2,651</b>	<b>7,242</b>	<b>3.2</b>	<b>(2.8)</b>		Glanford	1,096	517	1,613				
Kennet	360	270	630				Great Grimsby	3,475	906	4,381				
North Wiltshire	738	558	1,296				Holderness	680	434	1,114				
Salisbury	810	479	1,289				Kingston-upon-Hull	10,373	3,356	13,729				
Thamesdown	1,793	814	2,607				Scunthorpe	1,762	572	2,334				
West Wiltshire	890	530	1,420											
							<b>North Yorkshire</b>	<b>8,696</b>	<b>4,298</b>	<b>12,994</b>	<b>4.8</b>	<b>(3.9)</b>		
<b>WEST MIDLANDS</b>							Craven	387	226	613				
<b>Hereford and Worcester</b>	<b>7,854</b>	<b>4,049</b>	<b>11,903</b>	<b>4.7</b>	<b>(3.9)</b>		Hambleton	755	471	1,226				
Bromsgrove	1,081	596	1,677				Harrogate	1,122	581	1,703				
Hereford	792	432	1,224				Richmondshire	340	280	620				
Leominster	352	188	540				Ryedale	762	423	1,185				
Malvern Hills	363	203	566				Scarborough	1,923	761	2,684				
Redditch	994	546	1,540				Selby	1,014	663	1,677				
South Herefordshire	483	266	749				York	2,393	893	3,286				
Worcester	1,443	648	2,091				<b>South Yorkshire</b>	<b>43,967</b>	<b>16,036</b>	<b>60,003</b>	<b>11.4</b>	<b>(10.2)</b>		
Wychavon	731	454	1,185				Barnsley	8,058	2,388	10,446				
Wyre Forest	1,138	556	1,694				Doncaster	10,161	3,784	13,945				
							Rotherham	8,423	3,215	11,638				
<b>Shropshire</b>	<b>5,539</b>	<b>2,792</b>	<b>8,331</b>	<b>5.7</b>	<b>(4.7)</b>		Sheffield	17,325	6,649	23,974				
Bridgnorth	454	261	715											
North Shropshire	320	156	476				<b>West Yorkshire</b>	<b>48,569</b>	<b>18,283</b>	<b>66,852</b>	<b>7.4</b>	<b>(6.5)</b>		
Oswestry	399	255	654				Bradford	12,084	4,049	16,133				
Shrewsbury and Atcham	1,207	643	1,850				Calderdale	3,572	1,662	5,234				
South Shropshire	344	181	525				Kirkstiles	7,223	3,053	10,276				
The Wrekin	2,600	1,096	3,696				Leeds	16,895	6,550	23,445				
							Wakefield	8,795	2,969	11,764				
<b>Staffordshire</b>	<b>14,872</b>	<b>7,446</b>	<b>22,318</b>	<b>5.5</b>	<b>(4.7)</b>									
Cannock Chase	1,498	817	2,315				<b>NORTH WEST</b>							
East Staffordshire	1,492	737	2,229				<b>Cheshire</b>	<b>17,384</b>	<b>7,768</b>	<b>25,152</b>	<b>6.3</b>	<b>(5.6)</b>		
Lichfield	998	656	1,654				Chester	2,391	1,020	3,411				
Newcastle-under-Lyme	1,540	695	2,235				Congleton	836	515	1,351				
South Staffordshire	1,486	891	2,377				Crewe and Nantwich	1,596	790	2,386				
Stafford	1,219	641	1,860				Ellesmere Port and Neston	1,934	809	2,743				
Staffordshire Moorlands	909	511	1,420				Hallon	4,041	1,545	5,586				
Stoke-on-Trent	4,399	1,715	6,114				Macclesfield	1,603	791	2,394				
Tamworth	1,331	783	2,114				Vale Royal	1,742	951	2,693				
							Warrington	3,241	1,347	4,588				
<b>Warwickshire</b>	<b>5,585</b>	<b>3,278</b>	<b>8,863</b>	<b>4.4</b>	<b>(3.8)</b>		<b>Greater Manchester</b>	<b>72,288</b>	<b>27,578</b>	<b>99,866</b>	<b>8.6</b>	<b>(7.6)</b>		
North Warwickshire	840	511	1,351				Bolton	7,139	2,695	9,834				
Nuneaton and Bedworth	1,931	1,028	2,959				Bury	3,092	1,460	4,552				
Rugby	948	592	1,540				Manchester	21,509	6,869	28,378				
Stratford-on-Avon	604	410	1,014				Oldham	5,550	2,313	7,863				
Warwick	1,262	737	1,999				Rochdale	5,406	2,214	7,620				
							Salford	7,808	2,515	10,323				
<b>West Midlands</b>	<b>78,600</b>	<b>29,881</b>	<b>108,481</b>	<b>8.6</b>	<b>(7.8)</b>		Stockport	4,428	1,998	6,426				
Birmingham	36,428	12,448	48,876				Tameside	4,681	2,009	6,690				
Coventry	8,472	3,802	12,274				Trafford	4,551	1,804	6,355				
Dudley	6,053	2,853	8,906				Wigan	8,124	3,701	11,825				
Sandwell	9,070	3,502	12,572											
Solihull	3,425	1,619	5,044				<b>Lancashire</b>	<b>27,397</b>	<b>10,913</b>	<b>38,310</b>	<b>6.9</b>	<b>(5.9)</b>		
Walsall	6,579	2,401	8,980				Blackburn	3,872	1,206	5,078				
Wolverhampton	8,573	3,256	11,829				Blackpool	3,509	1,178	4,687				
							Burnley	2,098	775	2,873				
<b>EAST MIDLANDS</b>							Chorley	1,405	847	2,252				
<b>Derbyshire</b>	<b>18,212</b>	<b>7,647</b>	<b>25,859</b>	<b>6.7</b>	<b>(5.9)</b>		Fylde	660	280	940				
Amber Valley	1,666	690	2,356				Hyndburn	1,180	566	1,746				
Bolsover	2,026	700	2,726				Lancaster	2,865	1,171	4,036				
Chesterfield	2,690	1,073	3,763				Pendle	1,299	520	1,819				
Derby	5,477	2,077	7,554				Preston	3,781	1,143	4,924				
Erewash	1,717	709	2,426				Ribble Valley	341	235	576				
High Peak	1,111	641	1,752				Rossendale	977	476	1,453				
North East Derbyshire	2,098	922	3,020				South Ribble	1,397	724	2,121				
South Derbyshire	765	405	1,170				West Lancashire	2,616	1,216	3,832				
West Derbyshire	662	430	1,092				Wyre	1,397	576	1,973				
<b>Leicestershire</b>	<b>12,783</b>	<b>5,844</b>	<b>18,627</b>	<b>4.7</b>	<b>(4.2)</b>		<b>Merseyside</b>	<b>64,940</b>	<b>22,353</b>	<b>87,293</b>	<b>14.6</b>	<b>(13.1)</b>		
Blaby	621	361	982				Knowsley	9,252	2,936	12,188				
Charnwood	1,415	839	2,254				Liverpool	28,372	9,393	37,765				
Harborough	321	208	529				Sefton	9,237	3,645	12,882				
Hinkley and Bosworth	793	497	1,290				St Helens	6,091	2,348	8,439				
Leicester	7,622	2,872	10,494				Wirral	11,988	4,031	16,019				
Melton	350	188	538											
North West Leicestershire	1,036	462	1,498				<b>NORTH</b>							
Oadby and Wigston	395	259	654				<b>Cleveland</b>	<b>21,846</b>	<b>7,322</b>	<b>29,168</b>	<b>12.8</b>	<b>(11.6)</b>		
Rutland														

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at September 14, 1989

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Newham North West	2,580	862	3,442
<b>Bedfordshire</b>				Newham South	2,407	870	3,277
Luton South	1,929	696	2,625	Norwood	3,375	1,273	4,648
Mid Bedfordshire	624	317	941	Old Bexley and Sidcup	459	287	746
North Bedfordshire	1,235	469	1,704	Orpington	728	326	1,054
North Luton	1,065	453	1,518	Peckham	3,881	1,349	5,230
South West Bedfordshire	677	335	1,012	Rutney	1,216	566	1,782
<b>Berkshire</b>				Ravensbourne	543	280	823
East Berkshire	810	374	1,184	Richmond-upon-Thames and Barnes	849	438	1,287
Newbury	534	221	755	Romford	771	332	1,103
Reading East	958	379	1,337	Ruislip-Northwood	436	221	657
Reading West	222	874	1,096	Southwark and Bermondsey	3,600	989	4,589
Slough	1,200	569	1,769	Streatham	2,800	1,068	3,868
Windsor and Maidenhead	595	285	880	Surbiton	390	202	592
Wokingham	472	247	719	Sutton and Cheam	632	335	967
<b>Buckinghamshire</b>				Tooting	2,130	951	3,081
Aylesbury	612	298	910	Tottenham	4,673	1,678	6,351
Beaconsfield	422	184	606	Twickenham	740	345	1,085
Buckingham	488	236	724	Upminster	749	331	1,080
Chesham and Amersham	359	174	533	Uxbridge	806	364	1,170
Milton Keynes	1,271	616	1,887	Vauxhall	4,573	1,661	6,234
Wycombe	754	294	1,048	Walthamstow	1,813	730	2,543
<b>East Sussex</b>				Wanstead and Woodford	720	351	1,071
Bexhill and Battle	507	232	739	Westminster North	2,467	930	3,397
Brighton Kempdown	1,840	591	2,431	Wimbledon	616	391	1,007
Brighton Pavilion	1,649	751	2,400	Woolwich	2,639	1,070	3,709
Eastbourne	839	355	1,194	<b>Hampshire</b>			
Hastings and Rye	1,234	460	1,694	Aldershot	772	358	1,130
Hove	1,385	677	2,062	Basingstoke	774	303	1,077
Lewes	739	352	1,091	East Hampshire	610	338	948
Wealden	372	226	598	Eastleigh	1,050	499	1,549
<b>Essex</b>				Fareham	401	1,129	1,530
Basildon	1,679	760	2,439	Gosport	940	601	1,541
Billerica	824	481	1,305	Havant	1,508	621	2,129
Braintree	710	477	1,187	New Forest	666	295	961
Brentwood and Ongar	593	234	827	North West Hampshire	482	233	715
Castle Point	843	446	1,289	Portsmouth North	1,275	556	1,831
Chelmsford	938	428	1,366	Portsmouth South	2,418	955	3,373
Epping Forest	801	412	1,213	Romsey and Waterside	957	455	1,412
Harlow	1,190	559	1,749	Southampton Itchen	2,168	757	2,925
Harwich	1,480	587	2,067	Southampton Test	1,799	629	2,428
North Colchester	994	536	1,530	Winchester	525	223	748
Rochford	682	392	1,074	<b>Hertfordshire</b>			
Saffron Walden	456	273	729	Broxbourne	868	487	1,355
South Colchester and Maldon	954	613	1,567	Hertford and Stortford	507	301	808
Southend East	1,447	526	1,973	Hertsmere	743	316	1,059
Southend West	1,372	419	1,791	North Hertfordshire	883	444	1,327
Thurrock	1,441	713	2,154	South West Hertfordshire	524	256	780
<b>Greater London</b>				St Albans	557	253	810
Barking	1,290	423	1,713	Stevenage	911	441	1,352
Battersea	2,486	888	3,374	Watford	876	372	1,248
Beckenham	1,015	461	1,476	Welwyn Hatfield	760	382	1,142
Bethnal Green and Stepney	4,054	956	5,010	West Hertfordshire	688	344	1,032
Bexleyheath	751	429	1,180	<b>Isle of Wight</b>			
Bow and Poplar	3,876	1,102	4,978	Isle of Wight	2,124	902	3,026
Brent East	2,409	1,003	3,412	<b>Kent</b>			
Brent North	1,174	537	1,711	Ashford	872	363	1,235
Brent South	2,464	981	3,445	Canterbury	1,276	442	1,718
Brentford and Isleworth	1,310	598	1,908	Dartford	1,011	454	1,465
Carshalton and Wallington	829	372	1,201	Dover	1,598	480	2,078
Chelsea	1,049	466	1,515	Faversham	1,696	738	2,434
Chingford	968	477	1,445	Folkstone and Hythe	1,453	521	1,974
Chipping Barnet	679	345	1,024	Gillingham	1,222	600	1,822
Chislehurst	747	357	1,104	Gravesham	1,313	626	1,939
City of London				Maidstone	927	319	1,246
and Westminster South	1,301	541	1,842	Medway	1,136	560	1,696
Croydon Central	1,096	420	1,516	Mid Kent	1,067	551	1,618
Croydon North East	1,291	595	1,886	North Thanet	1,681	544	2,225
Croydon North West	1,421	678	2,099	Sevenoaks	642	254	896
Croydon South	561	291	852	South Thanet	1,401	535	1,936
Dagenham	1,060	451	1,511	Tonbridge and Malling	663	263	926
Dulwich	1,977	861	2,838	Tunbridge Wells	511	213	724
Ealing North	1,316	552	1,868	<b>Oxfordshire</b>			
Ealing Acton	1,776	747	2,523	Banbury	646	409	1,055
Ealing Southall	1,906	829	2,735	Henley	383	171	554
Edmonton	1,687	717	2,404	North Oxford East	1,148	423	1,571
Eltham	1,397	531	1,928	Oxford West and Abingdon	745	284	1,029
Enfield North	1,199	592	1,791	Wantage	375	215	590
Enfield Southgate	1,085	452	1,537	Witney	459	267	726
Erith and Crayford	1,256	615	1,871	<b>Surrey</b>			
Feltham and Heston	1,487	674	2,161	Chertsey and Walton	424	222	646
Finchley	914	502	1,416	East Surrey	365	159	524
Fulham	2,031	857	2,888	Epsom and Ewell	554	199	753
Greenwich	1,932	788	2,720	Esher	349	162	511
Hackney North and Stoke Newington	4,583	1,725	6,308	Guildford	538	184	722
Hackney South and Shoreditch	5,094	1,724	6,818	Leominster	343	132	475
Hammersmith	2,858	989	3,847	Mole Valley	467	243	710
Hampstead and Highgate	2,097	1,003	3,100	North West Surrey	508	210	718
Harrow East	1,095	525	1,620	Reigate	398	170	568
Harrow West	721	352	1,073	South West Surrey	493	210	703
Hayes and Harlington	729	372	1,101	Spelthorne	567	215	782
Hendon North	1,052	492	1,544	Woking			
Hendon South	975	438	1,413	<b>West Sussex</b>			
Holborn and St Pancras	3,334	1,311	4,645	Arundel	683	245	928
Hornchurch	651	315	966	Chichester	520	224	744
Hornsey and Wood Green	3,150	1,438	4,588	Crawley	548	210	758
Ilford North	820	402	1,222	Horsham	369	179	548
Ilford South	1,399	573	1,972	Mid Sussex	374	159	533
Islington North	3,753	1,580	5,333	Shoreham	386	156	542
Islington South and Finsbury	3,185	1,351	4,536	Worthing	698	295	993
Kensington	1,775	784	2,559	<b>EAST ANGLIA</b>			
Kingston-upon-Thames	682	325	1,007	<b>Cambridgeshire</b>			
Lewisham East	1,818	734	2,552	Cambridge	1,123	461	1,584
Lewisham West	2,234	920	3,154	Huntingdon	795	503	1,298
Lewisham Deptford	3,753	1,424	5,177	North East Cambridgeshire	988	487	1,475
Leyton	2,486	905	3,391	Peterborough	2,439	819	3,258
Mitcham and Morden	1,263	517	1,780				
Newham North East	2,719	933	3,652				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at September 14, 1989

	Male	Female	All		Male	Female	All
South East Cambridgeshire	378	219	597	<b>Warwickshire</b>			
South West Cambridgeshire	691	409	1,100	North Warwickshire	1,479	884	2,363
<b>Norfolk</b>				Nuneaton	1,371	709	2,080
Great Yarmouth	1,853	679	2,532	Rugby and Kenilworth	1,015	657	1,672
Mid Norfolk	699	363	1,062	Stratford-on-Avon	604	410	1,014
North Norfolk	787	311	1,098	Warwick and Leamington	1,116	618	1,734
North West Norfolk	1,391	555	1,946	<b>West Midlands</b>			
Norwich North	1,161	472	1,633	Aldridge-Brownhills	1,264	601	1,865
Norwich South	2,059	730	2,789	Birmingham Edgbaston	2,303	897	3,200
South Norfolk	777	472	1,249	Birmingham Erdington	3,105	1,092	4,197
South West Norfolk	964	560	1,524	Birmingham Hall Green	2,131	854	2,985
<b>Suffolk</b>				Birmingham Hodge Hill	3,144	972	4,116
Bury St Edmunds	753	486	1,239	Birmingham Ladywood	4,594	1,367	5,961
Central Suffolk	763	372	1,135	Birmingham Northfield	3,308	1,226	4,534
Ipswich	1,278	481	1,759	Birmingham Perry Barr	3,261	1,207	4,468
South Suffolk	752	453	1,205	Birmingham Small Heath	4,080	1,389	5,469
Suffolk Coastal	648	296	944	Birmingham Sparkbrook	1,833	724	2,557
Waveney	1,576	812	2,388	Birmingham Yardley	1,833	724	2,557
<b>SOUTH WEST</b>				Birmingham Selly Oak	2,674	1,018	3,692
<b>Avon</b>				Coventry North East	3,022	1,280	4,302
Bath	1,351	633	1,984	Coventry North West	1,623	835	2,458
Bristol East	1,752	805	2,557	Coventry South East	2,315	905	3,220
Bristol North West	1,688	696	2,384	Coventry South West	1,512	782	2,294
Bristol South	2,756	1,087	3,843	Dudley East	2,775	1,103	3,878
Bristol West	2,705	1,139	3,844	Dudley West	1,846	961	2,807
Kingswood	1,225	624	1,849	Halesowen and Stourbridge	1,432	789	2,221
Northavon	893	629	1,522	Meriden	2,486	996	3,482
Wansdyke	771	516	1,287	Solihull	939	623	1,562
Weston-super-Mare	1,323	648	1,971	Sutton Coldfield	956	588	1,544
Woodspring	848	496	1,344	Walsall North	2,684	856	3,540
<b>Cornwall</b>				Walsall South	2,631	944	3,575
Falmouth and Camborne	2,099	824	2,923	Warley East	2,261	944	3,205
North Cornwall	1,389	710	2,099	Warley West	1,926	766	2,692
South East Cornwall	1,223	688	1,911	West Bromwich East	2,268	895	3,163
St Ives	1,858	847	2,705	West Bromwich West	2,615	897	3,512
Truro	1,516	720	2,236	Wolverhampton North East	3,371	1,121	4,492
<b>Devon</b>							

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at September 14, 1989

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	3,892	1,529	5,421
Barnsley Central	2,901	747	3,648	Liverpool Riverside	5,983	1,762	7,745
Barnsley East	2,719	739	3,458	Liverpool Walton	5,438	1,847	7,285
Barnsley West and Penistone	2,438	902	3,340	Liverpool West Derby	4,700	1,470	6,170
Don Valley	3,097	1,148	4,245	Southport	1,685	864	2,549
Doncaster Central	3,498	1,350	4,848	St Helens North	2,701	1,066	3,767
Doncaster North	3,566	1,286	4,852	St Helens South	3,390	1,282	4,672
Rother Valley	2,475	1,096	3,571	Wallasey	3,561	1,134	4,695
Rotherham	3,035	1,060	4,095	Wirral South	1,626	757	2,383
Sheffield Central	4,749	1,500	6,249	Wirral West	1,890	821	2,711
Sheffield Attercliffe	2,308	872	3,180				
Sheffield Brightside	3,326	1,085	4,411	<b>NORTH</b>			
Sheffield Hallam	1,856	990	2,846	<b>Cleveland</b>			
Sheffield Heeley	2,990	1,131	4,121	Hartlepool	3,791	1,152	4,943
Sheffield Hillsborough	2,096	1,071	3,167	Langbaugh	3,119	1,171	4,290
Wentworth	2,913	1,059	3,972	Middlesbrough	4,769	1,356	6,125
				Redcar	3,627	1,104	4,731
<b>West Yorkshire</b>				Stockton North	3,587	1,275	4,862
Batley and Spen	1,828	670	2,498	Stockton South	2,953	1,264	4,217
Bradford North	3,333	1,002	4,335				
Bradford South	2,357	831	3,188	<b>Cumbria</b>			
Bradford West	3,926	1,046	4,972	Barrow and Furness	1,548	851	2,399
Caldar Valley	1,324	775	2,099	Carlisle	1,403	653	2,056
Colne Valley	1,432	731	2,163	Copeland	1,602	826	2,428
Dewsbury	1,811	715	2,526	Penrith and the Border	848	618	1,466
Elmet	1,199	560	1,759	Westmorland	528	271	799
Halifax	2,248	887	3,135	Workington	1,665	841	2,506
Hemsworth	2,638	736	3,374				
Huddersfield	2,152	937	3,089	<b>Durham</b>			
Keighley	1,392	678	2,070	Bishop Auckland	2,488	960	3,448
Leeds Central	3,619	1,119	4,738	City of Durham	2,067	857	2,924
Leeds East	3,167	1,000	4,167	Darlington	2,535	941	3,476
Leeds North East	1,965	821	2,786	Easington	2,698	726	3,424
Leeds North West	1,636	746	2,382	North Durham	2,705	957	3,662
Leeds West	2,295	898	3,193	North West Durham	2,283	907	3,190
Morley and Leeds South	1,766	711	2,477	Sedgefield	1,827	831	2,658
Normanton	1,538	707	2,245				
Pontefract and Castleford	2,636	843	3,479	<b>Northumberland</b>			
Pudsey	913	527	1,440	Berwick-upon-Tweed	1,410	631	2,041
Shipley	1,076	492	1,568	Blyth Valley	2,307	828	3,135
Wakefield	2,318	851	3,169	Hexham	826	526	1,352
				Wansbeck	2,525	821	3,346
<b>NORTH WEST</b>							
<b>Cheshire</b>				<b>Tyne and Wear</b>			
City of Chester	2,038	755	2,793	Blaydon	2,138	781	2,919
Congleton	879	557	1,436	Gateshead East	3,109	1,030	4,139
Crewe and Nantwich	1,553	748	2,301	Houghton and Washington	3,423	1,232	4,655
Eddisbury	1,504	839	2,343	Jarrow	3,395	1,008	4,403
Ellesmere Port and Neston	2,086	944	3,030	Newcastle upon Tyne Central	2,790	1,086	3,866
Halton	2,947	1,253	4,200	Newcastle upon Tyne East	3,346	1,118	4,464
Macclesfield	1,003	565	1,568	Newcastle upon Tyne North	2,825	976	3,801
Tatton	1,039	468	1,507	South Shields	3,341	1,059	4,400
Warrington North	2,217	846	3,063	Sunderland North	5,281	1,424	6,705
Warrington South	2,118	793	2,911	Sunderland South	4,028	1,385	5,413
				Tyne Bridge	5,022	1,279	6,301
<b>Greater Manchester</b>				Tynemouth	2,589	952	3,541
Altrincham and Sale	1,135	595	1,730	Wallsend	3,228	1,119	4,347
Ashton-under-Lyne	1,829	734	2,563				
Bolton North East	2,383	817	3,200	<b>WALES</b>			
Bolton North West	2,837	1,010	3,847	<b>Clwyd</b>			
Bolton South East	1,919	868	2,787	Alyn and Deeside	1,217	628	1,845
Bolton West	1,487	667	2,154	Clwyd North West	1,849	701	2,550
Bury North	1,605	793	2,398	Clwyd South West	1,204	588	1,792
Bury South	764	446	1,210	Delyn	1,373	529	1,902
Cheadle	1,678	652	2,330	Wrexham	1,649	739	2,388
Davyhulme	2,021	852	2,873				
Denton and Reddish	2,231	831	3,062	<b>Dyfed</b>			
Eccles	945	512	1,457	Carmarthen	1,461	672	2,133
Hazel Grove	2,229	958	3,187	Ceredigion and Pembroke North	1,399	589	1,988
Heywood and Middleton	2,361	1,087	3,448	Llanelli	1,976	787	2,763
Leigh	1,240	690	1,930	Pembroke	2,260	910	3,170
Littleborough and Saddleworth	2,087	1,093	3,180				
Makerfield	5,913	1,538	7,451	<b>Gwent</b>			
Manchester Central	3,428	1,106	4,534	Blaenau Gwent	2,539	794	3,333
Manchester Blackley	3,549	1,159	4,708	Islwyn	1,626	554	2,180
Manchester Gorton	3,151	1,321	4,472	Monmouth	985	499	1,484
Manchester Withington	3,027	844	3,871	Newport East	1,765	673	2,438
Manchester Wythenshawe	2,817	990	3,807	Newport West	1,977	782	2,759
Oldham Central and Royton	1,871	831	2,702	Torfaen	1,976	800	2,776
Oldham West	2,799	1,058	3,857				
Rochdale	3,842	1,020	4,862	<b>Gwynedd</b>			
Salford East	2,009	848	2,857	Caernarfon	1,687	564	2,251
Stalybridge and Hyde	1,541	615	2,156	Conwy	1,534	643	2,177
Stockport	4,179	1,458	5,637	Meirionnydd Nant Conwy	669	289	958
Stretford	3,096	1,234	4,330	Ynys Mon	1,855	859	2,714
Wigan	2,295	951	3,246				
Worsley				<b>Mid Glamorgan</b>			
				Bridgend	1,449	618	2,067
<b>Lancashire</b>				Caerphilly	2,405	709	3,114
Blackburn	3,336	950	4,286	Cynon Valley	2,212	661	2,873
Blackpool North	1,846	584	2,430	Merthyr Tydfil and Rhymney	2,772	719	3,491
Blackpool South	1,663	594	2,257	Ogmore	1,875	553	2,428
Burnley	2,098	775	2,873	Pontypridd	1,932	719	2,651
Bury	1,479	904	2,383	Rhondda	2,222	642	2,864
Chorley	817	347	1,164				
Fylde	1,180	566	1,746	<b>Powys</b>			
Hyndburn	1,352	581	1,933	Brecon and Radnor	691	391	1,082
Lancaster	1,628	667	2,295	Montgomery	479	250	729
Morecambe and Lunesdale	1,299	520	1,819				
Pendle	3,334	905	4,239	<b>South Glamorgan</b>			
Preston	631	406	1,037	Cardiff Central	2,556	990	3,546
Ribble Valley	1,513	732	2,245	Cardiff North	960	415	1,375
Rossendale and Darwen	1,397	724	2,121	Cardiff South and Penarth	2,237	613	2,850
South Ribble	2,542	1,159	3,701	Cardiff West	2,491	758	3,249
West Lancashire	1,282	499	1,781	Vale of Glamorgan	1,736	737	2,473
Wyre							
				<b>West Glamorgan</b>			
<b>Merseyside</b>				Aberavon	1,382	460	1,842
Birkenhead	4,911	1,319	6,230	Gower	1,245	637	1,882
Bootle	5,207	1,586	6,793	Neath	1,564	598	2,162
Crosby	2,345	1,195	3,540	Swansea East	2,326	692	3,018
Knowsley North	4,553	1,434	6,087	Swansea West	2,423	874	3,297
Knowsley South	4,599	1,502	6,101				
Liverpool Broadgreen	4,475	1,537	6,012				
Liverpool Garston	3,884	1,248	5,132				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at September 14, 1989

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	2,432	1,061	3,493
<b>Borders Region</b>				East Kilbride	1,692	964	2,656
Roxburgh and Berwickshire	762	345	1,107	Eastwood	1,406	714	2,120
Tweeddale, Ettrick and Lauderdale	692	333	1,025	Glasgow Cathcart	2,103	699	2,802
				Glasgow Central	4,253	1,305	5,558
<b>Central Region</b>				Glasgow Garscadden	3,390	953	4,343
Clackmannan	2,108	890	2,998	Glasgow Govan	3,455	1,073	4,528
Falkirk East	1,995	904	2,899	Glasgow Hillhead	2,792	1,224	4,016
Falkirk West	1,816	843	2,659	Glasgow Maryhill	4,358	1,416	5,774
Stirling	1,649	775	2,424	Glasgow Pollock	4,134	1,098	5,232
				Glasgow Provan	4,515	1,213	5,728
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,428	1,049	4,477
Dumfries	1,373	734	2,107	Glasgow Shettleston	3,822	1,020	4,842
Galloway and Upper Nithsdale	1,494	819	2,313	Glasgow Springburn	4,779	1,501	6,280
				Greenock and Port Glasgow	4,178	1,163	5,341
<b>Fife Region</b>				Hamilton	2,826	969	3,795
Central Fife	2,403	1,059	3,462	Kilmarnock and Loudoun	2,653	1,053	3,706
Dunfermline East	2,223	873	3,096	Monklands East	2,740	858	3,598
Dunfermline West	1,674	681	2,355	Monklands West	2,083	762	2,845
Kirkcaldy	2,236	908	3,144	Motherwell North	2,747	987	3,734
North East Fife	911	634	1,545	Motherwell South	2,538	785	3,323
				Paisley North	2,500	972	3,472
<b>Grampian Region</b>				Paisley South	2,345	802	3,147
Aberdeen North	1,877	668	2,545	Renfrew West and Inverclyde	1,420	774	2,194
Aberdeen South	1,376	634	2,010	Strathkelvin and Bearsden	1,567	728	2,295
Banff and Buchan	1,344	705	2,049				
Gordon	769	592	1,361	<b>Tayside Region</b>			
Kincardine and Deeside	750	456	1,206	Angus East	1,600	912	2,512
Moray	1,509	883	2,392	Dundee East	3,588	1,447	5,035
				Dundee West	2,982	1,276	4,258
<b>Highlands Region</b>				North Tayside	1,028	542	1,570
Caitness and Sutherland							

## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Sept 8	20,634	10,629	2,112	6,421	11,253	7,106	12,600	17,351	7,333	8,501	16,698	110,009	7,647	117,656
Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776
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

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

## UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
<b>MALE AND FEMALE</b>								
1986 July	20.9	17.8	13.6	9.2	7.6	11.7	5.4	11.7
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
<b>MALE</b>								
1986 July	22.5	19.6	14.3	11.2	9.7	14.5	7.5	13.5
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
<b>FEMALE</b>								
1986 July	19.0	15.3	12.5	6.3	4.9	7.6	0.3	9.1
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

\* 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 been updated to incorporate mid-1988 denominators for the 1988 and 1989 figures. These rates are thus not 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.

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
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

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

# 2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1988 Sept***	2,311	555	124	381	960	230	101	2,633	2,100	83
Oct	2,119	508	141	377	963	243	108	2,654	2,074	90
Nov	2,067	488	163	374	1,001	251	96	2,617	2,190	112
Dec	2,047	563	189	379	985	263	105	2,646	2,191	136
1989 Jan	2,074	592	208	390	1,112	297	121	2,661	2,335	145
Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125
May	1,803	519	129	358	1,027	257	86	2,413	1,948	106
June	1,743	477	112	349	944	247	83	2,375	1,915	97
July	1,771	483	113	..	1,008	..	..	..	1,973	103
Aug	1,741	..	..	..	..	..	..	..	1,940	..
Sept	1,703	..	..	..	..	..	..	..	1,881	..
Percentage rate: Latest month	6.0	5.9	4.0	12.7	7.3	8.9	3.1	9.3	6.3	4.9
Latest month: change on a year ago	-1.8	-0.7	N/C	-1.3	-0.5	+1.0	-1.4	-0.3	-0.8	+0.4
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
<b>Monthly</b>										
1988 Sept	2,192	559	159	389	1,048	245	107	2,556	2,239	..
Oct	2,158	548	156	381	1,061	251	108	2,570	2,222	..
Nov	2,105	537	156	381	1,056	257	94	2,552	2,192	..
Dec	2,037	556	161	377	1,032	259	104	2,563	2,136	..
1989 Jan	1,988	566	149	374	1,017	256	109	2,548	2,075	..
Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	..
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	..
Apr	1,858	497	143	364	1,046	257	92	2,534	2,038	..
May	1,835	516	152	362	1,037	266	92	2,517	2,049	..
June	1,809	489	152	..	987	268	82	2,526	2,035	..
July	1,787	507	147	..	1,007	..	..	2,546	2,025	..
Aug	1,751	..	..	..	..	..	..	..	2,015	..
Sept	1,695	..	..	..	..	..	..	..	2,010	..
Percentage rate: latest month	6.0	6.2	5.1	13.2	7.5	9.6	3.1	10.0	6.8	..
Latest three months: change on previous three months	-0.3	-0.2	0.4	-0.3	-0.1	-0.2	+0.2	N/C	-0.4	..
<b>OECD STANDARDISED RATES (PER CENT): SEASONALLY ADJUSTED (2)</b>										
Latest month	July 6.4	July 6.1	..	June 9.0	July 7.4	..	June 3.3	July 10.1	June 5.6	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.  
 2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.  
 3 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.  
 \*\*\* See notes \*\* and \*\*\* to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1988 Sept	236	3,869	1,510	2.4	688	53	291	2,745	78	16.8	6,368
Oct	233	3,870	1,460	2.4	678	57	295	2,756	74	16.8	6,182
Nov	234	3,866	1,410	2.4	679	62	305	2,762	65	17.5	6,325
Dec	243	3,847	1,340	2.4	690	70	313	2,769	51	18.4	6,142
1989 Jan	245	3,851	1,460	2.5	..	87	333	2,773	75	18.9	7,309
Feb	242	3,837	1,510	2.4	..	86	337	2,740	69	18.0	6,883
Mar	241	3,952	1,630	2.4	..	79	332	2,698	60	16.5	6,378
Apr	233	3,945	1,560	2.2	..	80	313	2,653	67	15.8	6,229
May	229	3,878	1,500	2.0	..	76	309	2,580	..	14.8	6,158
June	230	3,860	1,340	..	..	85	302	2,533	..	13.9	6,850
July	230	3,870	1,320	..	..	86	298	2,475	..	13.7	6,736
Aug	232	..	..	..	..	..	..	..	..	..	6,352
Sept	..	..	..	..	..	..	..	..	..	..	6,584
Percentage rate: Latest month	17.9	16.7	2.1	1.3	14.1	5.1	6.9	16.8	1.5	0.5	5.1
Latest month: change on a year ago	-0.8	+0.6	-0.3	-0.2	-0.1	+2.0	0.1	-2.1	-0.1	-0.2	+0.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6	6,692
<b>Monthly</b>											
1988 Sept	241	3,862	1,530	..	683	56	302	2,817	62	19.0	6,614
Oct	241	3,913	1,520	..	679	60	301	2,776	77	19.0	6,518
Nov	239	3,919	1,500	..	681	66	305	2,737	67	18.0	6,563
Dec	238	3,894	1,460	2.2	677	67	308	2,727	51	17.1	6,554
1989 Jan	237	3,809	1,430	2.1	..	73	317	2,683	..	15.1	6,716
Feb	236	3,867	1,440	2.0	..	75	321	2,651	..	16.0	6,328
Mar	236	3,852	1,460	2.2	..	74	321	2,626	..	15.5	6,128
Apr	233	3,918	1,450	2.2	..	80	312	2,618	..	15.6	6,546
May	233	3,908	1,470	2.2	..	90	316	2,604	..	15.3	6,395
June	233	3,930	1,380	..	..	97	317	2,598	..	15.3	6,561
July	231	3,960	1,390	..	..	92	317	2,562	..	15.1	6,497
Aug	231	..	..	..	..	..	..	..	..	..	6,421
Sept	231	..	..	..	..	..	..	..	..	..	6,330
Percentage rate: Latest month	17.8	17.1	2.2	1.3	13.9	5.5	7.4	17.4	1.2	0.6	5.0
Latest three months: change on previous three months	-0.2	+0.2	-0.1	-0.1	-0.1	+1.0	N/C	-0.3	-0.1	N/C	-0.1
<b>OECD STANDARDISED RATES (PER CENT): SEASONALLY ADJUSTED (2)</b>											
Latest month	..	..	July 2.3	..	Jan 9.4	May 5.0	Feb 5.2	May 17.0	July 1.3	..	July 5.2

† 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		Male		Female		Married
	All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988 Sept 8**	327.4	-129.2	209.8	-71.5	117.6	-57.6	43.4
Oct 13	319.6	-100.6	206.4	-58.5	113.2	-42.1	42.0
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
UNITED KINGDOM Month ending	OUTFLOW†						
	Male and Female		Male		Female		Married
	All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988 Sept 8**	305.9	-145.9	190.4	-87.2	115.5	-58.7	42.3
Oct 13	486.1	-62.9	301.8	-39.0	184.3	-23.8	61.7
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

\* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.  
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. 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 notes \*\* and \*\*\* to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.20

Flows by age (GB); standardised\*; not seasonally adjusted  
 computerised records only

THOUSAND

INFLOW	Month ending	Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>											
1989	Apr 13	0.7	18.4	39.4	26.6	17.8	25.9	18.6	8.3	4.6	160.3
	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
<b>FEMALE</b>											
1989	Apr 13	0.6	11.6	20.8	13.4	7.8	12.4	8.9	2.7	—	78.1
	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
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	Apr 13	-15.7	-0.7	-6.6	-3.3	-2.4	-5.6	-4.7	-2.6	-2.3	-43.8
	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	-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
<b>FEMALE</b>											
1989	Apr 13	-11.4	-1.0	-5.9	-4.0	-2.6	-3.4	-2.0	-0.9	—	-31.3
	May 11	-9.9	-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
<b>OUTFLOW</b>											
Month ending	Age group										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages	
<b>MALE</b>											
1989	Apr 13	0.6	18.2	46.5	30.9	20.7	31.2	20.4	9.1	6.1	183.6
	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
<b>FEMALE</b>											
1989	Apr 13	0.5	12.8	26.8	17.2	9.8	14.3	10.1	3.2	—	94.7
	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
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	Apr 13	-10.6	-2.9	-5.0	-2.0	-1.7	-3.2	-2.0	-0.2	-2.0	-29.7
	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
<b>FEMALE</b>											
1989	Apr 13	-8.1	-2.6	-4.8	-2.6	-1.7	-1.5	-0.3	-0.2	—	-21.8
	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

\* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.  
 † The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.



## 2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
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	2,510	1,340	161	1,410	1,478	3,223	975	5,031	1,914	16,702	2,129	4,884	23,715
Q2	2,606	639	621	1,634	1,099	2,513	2,552	6,058	1,904	18,987	1,527	1,854	22,368
1988 Sept	1,224	458	150	990	536	668	660	1,104	1,299	6,631	685	854	8,170
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	444	391	1,264	370	4,318	430	1,061	5,809
Feb	869	535	65	382	338	564	318	2,337	588	5,461	384	1,093	6,938
Mar	1,004	563	22	594	436	2,215	266	1,430	956	6,923	1,315	2,730	10,968
Apr	674	97	205	900	576	779	478	1,595	775	5,982	591	690	7,263
May	659	232	217	147	160	504	915	1,698	473	4,773	421	625	5,819
June	1,273	310	199	587	363	1,230	1,159	2,765	656	8,232	515	539	9,286
July*	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
Aug*	1,227	398	62	230	698	1,460	676	1,034	381	5,768	1,286	982	8,036
Sept*	928	405	422	26	351	290	562	1,192	250	4,021	333	542	4,896

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

## 2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1987	1988	1988 Q2	Q3	Q4	1989 Q1	Q2	1989 July	August*	September*
SIC 1980												
Agriculture, forestry and fishing	0		489	169	74	22	34	76	0	0	0	0
Coal extraction and coke		11-12	13,498	10,933	1,518	213	694	4,153	2,729	634	2,939	13
Mineral oil and natural gas		13-14	1,431	203	110	0	20	55	37	0	0	0
Electricity, gas, other energy and water		15-17	590	527	146	133	94	199	12	66	64	63
Energy and water supply industries	1		15,519	11,663	1,774	346	808	4,407	2,778	700	3,003	76
Extraction of other minerals and ores		21-23	137	314	196	36	21	9	27	9	9	9
Metal manufacture		22	2,983	1,649	690	265	381	410	162	14	126	42
Manufacture of non-metallic products		24	1,934	1,501	862	131	194	210	228	33	179	65
Chemicals and man-made fibres		25-26	3,518	1,941	495	710	342	504	349	91	80	101
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	1,133	766	147	394	217
Manufacture of metal goods		31	4,918	2,043	604	314	441	520	438	275	101	121
Mechanical engineering		32	16,726	16,127	4,010	5,077	2,767	1,824	1,652	275	740	271
Manufacture of office machinery and data processing equipment		33	1,261	410	148	147	86	475	671	89	106	100
Electrical and electronic engineering		34	13,222	6,800	2,526	993	1,348	1,459	1,608	560	253	476
Manufacture of motor vehicles		35	3,842	1,517	527	68	358	492	422	86	51	100
Manufacture of other transport equipment**		36	8,917	5,200	1,754	1,172	705	991	458	89	30	65
Instrument engineering		37	717	505	212	64	124	235	289	87	84	80
Metal goods, engineering and vehicles industries	3		49,603	32,602	9,781	7,835	5,829	5,996	5,538	1,461	1,365	1,213
Food, drink and tobacco		41-42	10,922	10,639	3,330	1,961	2,409	1,248	1,751	686	735	473
Textiles		43	4,382	4,859	688	943	2,333	1,422	1,582	419	131	392
Leather, footwear and clothing		44-45	3,167	3,969	948	983	1,095	1,095	1,507	282	326	84
Timber and furniture		46	1,800	1,610	332	617	270	234	369	103	257	243
Paper, printing and publishing		47	4,354	3,983	1,441	952	836	533	1,398	238	170	136
Other manufacturing		48-49	4,177	2,533	328	731	695	549	622	61	314	43
Other manufacturing industries	4		28,802	27,593	7,067	6,187	7,638	5,081	7,229	1,789	1,933	1,371
Construction	5		10,615	7,784	2,015	2,346	1,502	1,953	950	326	195	236
Wholesale distribution		61-63	5,280	3,378	1,038	878	698	521	965	361	209	134
Retail distribution		64-65	8,657	6,324	1,479	1,581	784	573	1,268	371	133	300
Hotel and catering		66	2,342	1,234	328	530	177	215	186	54	34	39
Repair of consumer goods and vehicles		67	834	84	15	30	14	240	21	105	6	26
Distribution, hotels and catering, repairs	6		17,113	11,020	2,860	3,019	1,673	1,549	2,440	891	382	499
Transport		71-77	4,256	4,841	1,490	1,299	1,334	1,605	695	331	111	102
Telecommunications		79	648	197	0	27	56	28	20	0	0	21
Transport and communication	7		4,904	5,038	1,490	1,326	1,390	1,633	715	331	111	123
Insurance, banking, finance and business services	8		1,789	1,151	228	305	92	265	632	107	217	142
Public administration and defence		91-94	3,569	3,782	767	1,201	1,354	1,057	708	3,064	238	668
Medical and other health services		95	2,068	773	157	98	361	451	143	116	242	242
Other services nes		96-99,00	1,092	950	131	529	63	114	463	78	82	109
Other services	9		6,729	5,505	1,055	1,828	1,778	1,622	1,320	3,285	436	1,019
All production industries		1-4	102,496	77,263	20,865	15,510	15,213	16,617	16,311	4,097	6,695	2,877
All manufacturing industries		2-4	86,977	65,600	19,091	15,164	14,405	12,210	13,533	3,397	3,692	2,801
All service industries		6-9	30,535	22,714	5,633	6,478	4,933	5,069	4,614	1,146	1,146	1,783
ALL INDUSTRIES AND SERVICES		0-9	144,135	107,930	28,587	24,356	21,682	23,715	22,368	9,037	8,036	4,896

\* Provisional figures as at October 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 9,000 in August and 8,000 in September.  
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. 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

UNITED KINGDOM		UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1988	Jan	250.8	-4.2	-3.0	227.3	-2.8	233.4	3.2	165.7	2.7
	Feb	249.6	-1.2	-5.2	234.7	-0.1	239.2	3.3	165.3	2.1
	Mar	249.4	-0.2	-1.8	236.0	0.5	236.1	-1.7	163.0	-0.9
	Apr	255.9	6.6	1.7	230.6	1.1	227.3	-2.1	158.1	-2.5
	May	254.5	-1.5	1.6	231.2	-1.2	228.0	-3.7	157.9	-2.5
	June	255.1	0.6	1.9	230.8	-1.8	229.7	-2.1	156.3	-2.2
	July	249.7	-5.4	-2.1	230.3	-0.1	231.8	1.5	156.4	-0.6
	Aug	242.7	-6.9	-3.9	227.0	-1.4	232.6	1.5	156.8	-0.4
	Sept	240.3	-2.5	-4.9	227.7	-1.0	229.0	-0.2	155.4	-0.3
	Oct	251.2	10.9	0.5	232.8	0.8	229.3	-0.9	153.4	-1.0
	Nov	245.2	-6.0	0.8	234.0	2.3	242.5	3.3	162.3	1.8
	Dec	238.3	-6.9	-0.7	230.8	1.0	233.4	1.5	157.6	0.8
1989	Jan	229.2	-9.1	-7.3	220.4	-4.1	231.0	0.6	160.5	2.4
	Feb	228.1	-1.1	-5.7	234.8	0.3	239.4	-1.0	167.2	1.6
	Mar	222.9	-5.3	-5.1	229.3	-0.5	234.8	0.5	164.0	2.1
	Apr	222.1	-0.7	-2.4	220.8	0.1	221.9	-3.0	154.8	-1.9
	May	218.2	-3.9	-3.3	221.4	-4.5	222.5	-5.6	154.5	-4.2
	June	226.4	8.2	1.2	231.6	0.8	222.4	-4.2	155.1	-3.0
	July	219.9	-6.5	-0.7	226.6	5.5	228.8	6.1	157.4	3.4
	Aug	216.7	-3.3	-0.5	226.0	1.5	227.5	1.7	157.5	1.0
	Sept	218.4	1.7	-2.7	231.1	-0.2	232.4	3.4	159.1	1.4

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 4 1/2 week month.  
\* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). 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

### 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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at jobcentres: total †</b>														
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	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
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 Sept	96.2	30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1
Oct	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
<b>Vacancies at careers offices</b>														
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	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
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 Sept	19.5	9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9
Oct	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

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	12 months to August 1988			12 months to August 1989		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
<b>SIC 1980</b>						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	169	96,900	239,000	165	30,800	51,000
Coke, mineral oil and natural gas	1	100	—	1	100	1,000
Electricity, gas, other energy and water	7	2,700	20,000	2	1,300	9,000
Metal processing and manufacture	10	2,800	15,000	13	2,800	14,000
Mineral processing and manufacture	10	1,400	4,000	10	1,800	10,000
Chemicals and man-made fibres	11	2,500	31,000	5	1,100	2,000
Metal goods nes	16	3,800	32,000	16	2,800	18,000
Engineering	71	16,500	67,000	59	29,000	161,000
Motor vehicles	74	97,900	615,000	59	42,100	66,000
Other transport equipment	33	28,700	784,000	22	28,900	59,000
Food, drink and tobacco	28	7,700	53,000	15	4,700	29,000
Textiles	11	13,400	72,000	9	1,800	9,000
Footwear and clothing	18	3,600	18,000	11	2,500	17,000
Timber and wooden furniture	4	300	1,000	6	1,100	4,000
Paper, printing and publishing	10	1,100	4,000	7	400	3,000
Other manufacturing industries	16	2,700	8,000	11	2,000	6,000
Construction	21	4,400	22,000	34	14,500	89,000
Distribution, hotels and catering, repairs	12	900	2,000	16	2,900	7,000
Transport services and communication	180	196,800	423,000	49	211,600	1,495,000
Supporting and misc. transport services	22	7,100	14,000	15	18,800	154,000
Banking, finance, insurance, business services and leasing	2	200	—	7	2,400	2,000
Public administration, education and health services	127	84,700	172,000	163	505,200	2,233,000
Other services	17	7,500	35,000	10	12,900	129,000
<b>All industries and services</b>	<b>856 **</b>	<b>583,300</b>	<b>2,631,000</b>	<b>701 **</b>	<b>921,200</b>	<b>4,568,000</b>

\* 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: August 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	52	24,900	109,000
of which, stoppages:			
Beginning in month	44	5,000*	11,000
Continuing from earlier months	8	19,900**	98,000

\* All directly involved.

\*\* Includes none 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

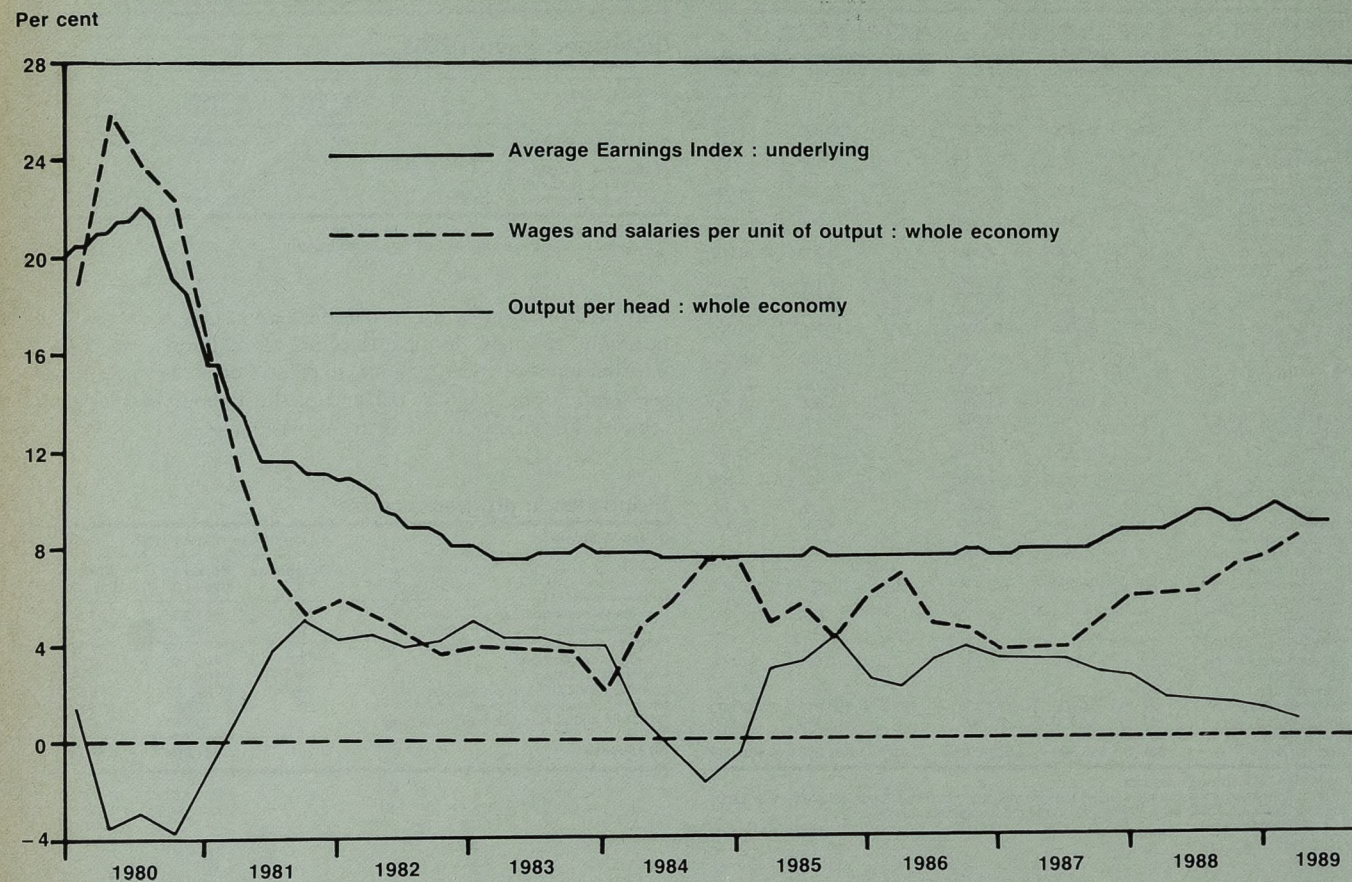
United Kingdom	12 months to August 1989		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	247	521,200	2,871,000
-extra-wage and fringe benefits	27	11,500	28,000
Duration and pattern of hours worked	13	3,500	13,000
Redundancy questions	40	68,500	227,000
Trade union matters	35	106,900	174,000
Working conditions and supervision	89	29,500	68,000
Manning and work allocation	200	163,600	1,146,000
Dismissal and other disciplinary measures	50	16,400	40,000
<b>All causes</b>	<b>701</b>	<b>921,200</b>	<b>4,568,000</b>

### Stoppages of work\*\*: summary 4.2

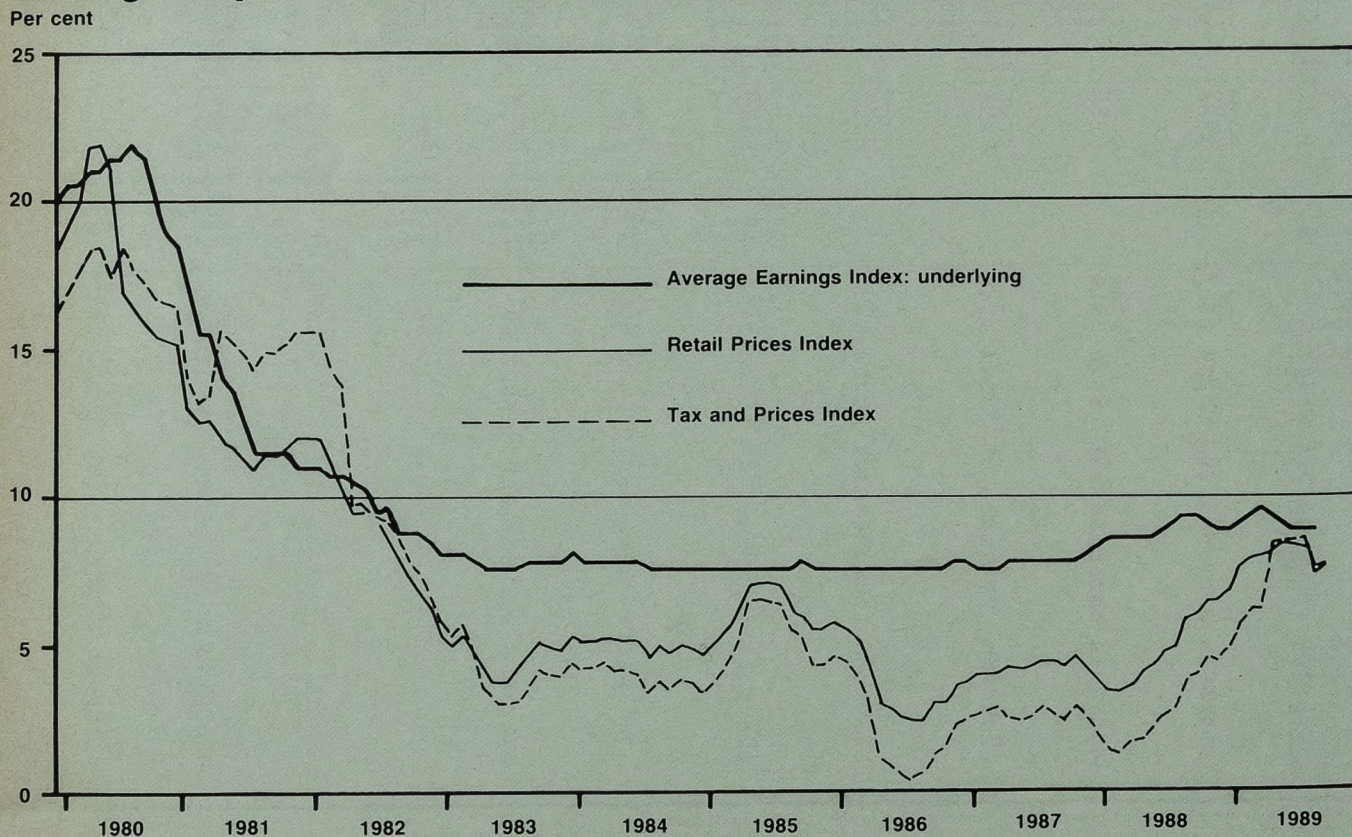
United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
<b>SIC 1968</b>											
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
<b>SIC 1980</b>											
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	1,143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1987 Aug	57	71	16	22	43	2	19	1	1	11	8
Sept	63	84	16	19	56	6	24	8	2	2	15
Oct	79	96	22	24	76	7	41	1	2	3	23
Nov	97	108	79	80	127	15	65	2	1	5	38
Dec	55	72	27	35	60	10	16	—	1	17	15
1988 Jan	82	93	33	64	106	40	22	6	3	9	27
Feb	104	128	123	152	655	146	381	1	1	59	67
Mar	70	99	32	49	259	6	142	6	—	57	48
Apr	45	55	15	18	66	1	19	—	—	4	9
May	65	78	36	41	140	1	19	29	3	65	23
June	73	89	34	43	306	3	230	34	2	20	17
July	51	71	18	37	349	2	283	4	1	24	35
Aug	51	62	135	151	431	2	280	1			

## C2 EARNINGS

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



### Earnings and prices: whole economy—increases over previous year



## EARNINGS 5.1

### Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
									Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months			
			Underlying*	Underlying*		Underlying*		Underlying*								
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	99.3	99.9	98.0	98.3								
June	99.8	99.2	100.6	99.3	100.4	99.2	99.6	99.8								
July	101.3	100.2	101.1	100.0	101.3	100.2	101.3	100.0								
Aug	100.3	100.1	99.5	100.4	99.9	100.6	100.5	99.7								
Sept	100.9	101.1	100.2	101.2	100.5	101.4	100.6	100.5								
Oct	101.7	102.2	101.8	102.2	101.9	102.6	101.2	101.7								
Nov	103.7	103.3	103.6	103.1	103.7	103.1	103.6	103.7								
Dec	106.9	105.8	105.5	104.6	105.3	104.6	107.9	106.3								
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9				
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4	104.4	105.6	8.8	9 1/4
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4	107.8	107.8	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4	107.1	107.3	9.9	9 1/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4	107.2	107.5	9.4	9
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4	108.5	108.7	8.9	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 3/4	110.8	109.5	9.3	9	109.7	108.4	8.4	8 1/4
[Aug]	109.1	109.0	8.9	8 3/4	108.5	109.5	9.1	8 3/4	109.5	110.2	9.5	9	108.7	107.9	8.2	8 1/4

### Previous series (1985=100)

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
									Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months			
			Underlying*	Underlying*		Underlying*		Underlying*								
1985-100																
1985 Annual averages	100.0		100.0		100.0		100.0									
1986	107.9		107.7		108.0		107.7									
1987	116.3		116.3		116.7		116.0									
1988	126.4		126.2		126.5		126.2									
1988 Jan	120.4	121.8	8.7	8 1/2	121.1	121.7	8.5	8 1/2	121.3	121.7	8.0	8 1/2	120.0	121.4	9.2	8 1/2
Feb	120.3	122.0	8.2	8 1/2	120.3	121.1	7.1	8 1/2	119.9	120.7	6.3	8 1/2	120.7	122.1	9.4	8 1/2
Mar	124.0	124.0	9.5	8 1/2	123.3	123.2	8.8	8 1/2	123.4	123.1	8.6	8 3/4	124.4	124.4	10.2	8 1/2
Apr	124.3	124.4	8.9	8 1/2	124.7	125.2	9.4	8 3/4	125.4	125.6	9.6	8 1/2	123.5	123.8	8.6	8 1/2
May	124.1	124.2	7.6	8 1/2	124.9	124.9	8.9	8 3/4	125.5	126.0	9.4	8 1/2	123.2	123.5	6.2	8 1/2
June	125.9	125.1	8.1	8 3/4	126.6	125.0	8.0	9	126.8	125.3	8.3	9	125.2	125.5	8.2	8 3/4
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	9 1/4	125.6	126.7	8.3	8 3/4	126.4	127.2	8.1	9	126.9	126.0	7.9	9 1/4
Sept	127.3	127.6	8.7	9 1/4	126.4	127.6	8.0	8 3/4	127.1	128.3	8.2	8 3/4	126.7	126.6	8.7	9 1/4
Oct	128.9	129.5	9.0	9	128.7	129.2	8.2	8 1/2	129.2	130.1	8.5	8 3/4	127.8	128.4	8.6	9
Nov	131.2	130.7	8.7	8 3/4	130.8	130.2	8.7	8 3/4	131.2	130.4	8.6	8 3/4	130.9	131.0	8.8	8 3/4
Dec	135.7	134.3	11.0	8 3/4	133.5	132.4	9.1	8 3/4	133.4	132.5	9.1	9	137.5	135.6	12.4	8 3/4
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	9 1/4	132.2	133.2	10.0	9	132.5	133.4	10.5	9 1/4	131.5	133.0	8.9	9
Mar	134.9	134.9	8.8	9 1/4	133.4	133.4	8.3	9	134.2	133.9	8.8	9 1/4	135.1	135.1	8.6	9
Apr	135.6	135.7	9.1	9 1/4	136.0	136.5	9.0	9	136.5	136.7	8.8	9 1/4	134.8	135.2	9.2	9
May	135.9	136.1	9.6	9 1/4	136.1	136.1	9.0	9	136.7	137.2	8.9	9 1/4	135.2	135.6	9.8	8 3/4
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	8 3/4
July	139.5	138.1	8.8	9	139.6	138.1	9.1	9	140.4	138.9	9.4	9 1/4	138.5	136.9	8.1	8 3/4

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 article on p ????

**EARNINGS**  
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11)	(13, 14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33, 34, 37)	(35)	(36)	(31)	(41, 42)
1988 Annual 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 Aug	109.4	101.8	100.0	103.7	99.0	99.0	99.3	99.3	99.5	100.7	95.4	99.3	98.8
1988 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
1988 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
1988 Nov	98.6	104.5	109.1	102.7	102.7	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 [Aug]	...	115.6	111.8	118.2	101.4	109.0	110.3	109.6	110.0	109.1	111.0	107.6	108.5

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11-12)	(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
1985 Jan	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
1985 Feb	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
1985 Mar	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
1985 Apr	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
1985 May	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
1985 June	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
1985 July	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
1985 Aug	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
1985 Sept	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
1985 Oct	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
1985 Nov	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
1985 Dec	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
1986 Jan	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
1986 Feb	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
1986 Mar	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
1986 Apr	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
1986 May	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
1986 June	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
1986 July	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
1986 Aug	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
1986 Sept	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
1986 Oct	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.

Textiles	Leather footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance, insurance and business services	Public administration	Education and health services	Other services††	Whole economy
(43)	(44-45)	(47)	(46, 48, 49)	(50)	(61, 62, 64, 65, 67)	(66)	(71, 72, 75-77, 79)	(81, 82, 83pt-84pt.)	(91-92pt.)	(93,95)	(92pt. 94, 96pt. 97, 98pt.)	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	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	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	1988 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	1988 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	1988 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	1988 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	1988 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	1988 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	1988 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	1988 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	1988 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	1988 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	1988 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	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	1989 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	1989 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	1989 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	1989 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	1989 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	1989 July
107.6	106.4	107.3	106.6	109.4	107.2	107.0	107.1	108.2	106.4	113.9	111.6	[Aug]

Previous series (1985=100)

Textiles	Leather footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	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	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	1985 Jan
116.1	114.5	116.5	116.2	116.9	116.5	114.9	115.7	114.9	121.8	112.8	117		

## 5.4 EARNINGS AND HOURS

### Average earnings and hours: manual employees: by industry†

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
October 1980 SIC CLASS	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
<b>MALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
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
<b>Hours worked</b>										
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
<b>Hourly earnings</b>										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 274.7
1984	400.3	361.4	403.5	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
<b>FEMALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
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	137.88	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
<b>Hours worked</b>										
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
<b>Hourly earnings</b>										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	pence 203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	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
<b>ALL (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
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
<b>Hours worked</b>										
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
<b>Hourly earnings</b>										
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	pence 246.4
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
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.

## EARNINGS AND HOURS 5.4

### Average earnings and hours: manual employees: by industry†

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products 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)
<b>Weekly earnings</b>								
1983	113.94	133.35	184.22	140.51	146.19	169.13	139.99	£ 148.63
1984	119.69	139.92	198.43	151.41	157.50	179.77	147.80	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	..
<b>Hours worked</b>								
1983	42.0	43.0	42.1	43.1	42.5	40.8	43.6	43.3
1984	41.8	42.9	42.5	43.3	42.8	40.7	43.3	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	..
<b>Hourly earnings</b>								
1983	271.6	309.8	437.7	325.9	343.6	415.0	321.2	pence 343.5
1984	286.5	326.3	467.1	349.7	367.7	441.5	341.4	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	..
<b>Weekly earnings</b>								
1983	73.60	97.36	112.07	87.52	90.32	112.46	77.98	£ 91.26
1984	78.58	102.63	119.71	92.48	96.30	126.00	87.81	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	..
<b>Hours worked</b>								
1983	37.1	38.4	38.6	38.6	38.1	36.1	39.2	38.2
1984	37.0	37.9	38.8	38.6	38.1	37.5	38.8	..
1985	37.1	38.7	38.5	38.6	38.1	36.9	38.3	..
1986	36.8	38.4	38.7	38.7	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	..
<b>Hourly earnings</b>								
1983	198.6	253.7	290.6	226.6	237.2	311.4	199.0	pence 239.1
1984	212.6	267.2	308.3	239.8	252.9	336.1	226.6	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	..
<b>Weekly earnings</b>								
1983	82.96	129.37	170.39	127.29	132.98	168.43	139.80	£ 138.74
1984	88.13	136.00	182.49	136.87	143.09	179.22	147.59	148.69
1985	95.10	149.83	198.21	145.72	155.04	192.65	160.11	160.39
1986	99.31	159.09	215.74	161.91	164.74	208.03	170.99	171.02
1987	106.78	170.20	233.61	171.85	178.54	221.48	180.30	184.10
1988	113.66	181.70	247.94	187.21	192.5			

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
	Excluding those whose pay was affected by absence					Excluding those whose pay was affected by absence				
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours
April of each year										
<b>ADULTS</b>										
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	4.69	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
<b>MEN</b>										
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
<b>WOMEN</b>										
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	2.92	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	5.1	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
	1989	750.00	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
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	
1989	1,115.00	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	
1989	720.70	86.8	8.1	7.2	0.2	4.1	1.7	
<b>SIC 1980</b>								
Labour costs per unit of output §			Per cent change over a year earlier				Per cent change over a year earlier	
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	104.6	0.6	94.8	104.0	110.3	105.3	108.8	3.7
1989	104.6	0.6	94.8	104.0	110.3	105.3	108.8	3.7
1986 Q4	..	..	..	..	..	..	105.9	3.6
1987 Q1	..	..	..	..	..	..	106.8	3.0
Q2	..	..	..	..	..	..	108.1	3.3
Q3	..	..	..	..	..	..	109.0	3.6
Q4	..	..	..	..	..			

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

	All items			All items except seasonal foods				
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1988								
Sept	108.4	0.5	4.1	5.9	108.7	0.6	4.5	
Oct	109.5	1.0	3.5	6.4	109.8	1.0	3.9	
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	

The overall level of prices was 0.7 per cent higher in September than in August. This increase reflected higher prices for a wide range of goods and services, most notably for food and clothing and footwear. Other price increases included those for entertainment and recreation, alcoholic drinks and motoring.

**Food:** Seasonal foods fell slightly in price between August and September by 0.1 per cent. Many fresh fruits (eg. grapes and apples) fell in price. However, eggs and some fresh vegetables (eg. cauliflowers and potatoes) showed price increases over the month. The index for non-seasonal food prices rose by 0.8 per cent between August and September. This mainly reflected sharp price increases for meat and poultry. There were increases for cheese and other dairy products. For food as a whole the index rose by 0.6 per cent in the month, to stand 6.2 per cent higher than in September 1988.

**Catering:** There were price increases throughout this group. Its index rose by 0.5 per cent in the month.

**Alcoholic drink:** The price of pub beer continued to increase between August and September. The group index rose by 0.6 per cent.

**Housing:** The increase of 0.6 per cent in the index for this group was mainly the result of the continuing rise in costs for owner-occupiers. There were also some small increases for DIY materials.

**Fuel and light:** The price of heating oil was up - this along with a small increase for coal pushed

the group index up by 0.3 per cent.

**Household goods:** Although there were still some summer sales, the arrival of new stocks led to overall price increases throughout the group. There was a rise in the group index of 0.4 per cent in September.

**Household services:** An increase in telephone charges was the main reason for the rise of 0.9 per cent for this group between August and September.

**Clothing and footwear:** The arrival of the new season's stocks led to price increases, for women's clothing in particular. The index for the group increased by 2.1 per cent.

**Personal goods and services:** There were price increases throughout this group, and the index for the group rose by 0.3 per cent.

**Motoring expenditure:** Higher prices for second-hand cars and a small rise in petrol prices pushed the group index up by 0.4 per cent.

**Fares and other travel costs:** The index for this group increased by 0.2 per cent between August and September.

**Leisure goods:** There were some small price increases within this group. Its index rose by 0.2 per cent in the month.

**Leisure services:** Prices for entertainment and recreation (eg. football admissions and evening classes) increased and this led to a rise of 1.4 per cent in the group index.

## Detailed figures for various groups, sub-groups and sections for September 12

	Index Jan 1987 = 100	Percentage change over (months)			Index Jan 1987 = 100	Percentage change over (months)	
		1	12			1	12
		<b>ALL ITEMS</b>	116.6			0.7	7.6
<b>Food and catering</b>	112.8	0.6	6.2	<b>Tobacco</b>	106.4	0.6	2.6
Alcohol and tobacco	112.0	0.6	4.8	Cigarettes	106.7		2
Housing and household expenditure	123.9	0.6	11.5	Tobacco	104.6		3
Personal expenditure	112.5	1.4	6.3	<b>Housing</b>	138.2	0.6	18.6
Travel and leisure	113.9	0.4	4.9	Rent	123.7		9
<b>All items excluding seasonal food</b>	117.0	0.7	7.6	Mortgage interest payments	168.2		39
<b>All items excluding food</b>	117.6	0.6	7.8	Rates	128.0		10
<b>Seasonal food</b>	100.7	-0.1	3.6	Water and other payments	130.3		13
<b>Food excluding seasonal</b>	113.2	0.8	6.7	Repairs and maintenance charges	115.5		7
<b>All items excluding housing</b>	112.5	0.6	5.2	Do-it-yourself materials	114.3		6
<b>All items excluding mortgage interest</b>	114.1	0.6	5.8	<b>Fuel and light</b>	109.0	0.3	5.2
<b>Nationalised industries</b>	116.9	0.1	7.2	Coal and solid fuels	101.6		1
<b>Consumer durables</b>	107.9	1.1	3.5	Electricity	115.7		7
<b>Food</b>	111.3	0.6	6.2	Gas	104.6		3
Bread	114.6		5	Oil and other fuels	95.1		14
Cereals	115.9		5	<b>Household goods</b>	110.9	0.4	3.5
Biscuits and cakes	112.7		7	Furniture	111.1		3
Beef	122.6		9	Furnishings	112.4		4
Lamb	101.6		1	Electrical appliances	105.1		0
of which, home-killed lamb	96.6		-4	Other household equipment	113.1		5
Pork	116.7		15	Household consumables	117.2		5
Bacon	118.7		14	Pet care	105.5		3
Poultry	107.3		5	<b>Household services</b>	113.2	0.9	5.0
Other meat	109.7		10	Postage	106.5		0
Fish	107.1		3	Telephones, telemessages, etc	103.5		2
of which, fresh fish	108.7		1	Domestic services	118.6		8
Butter	122.5		14	Fees and subscriptions	120.9		7
Oil and fats	108.4		4	<b>Clothing and footwear</b>	111.0	2.1	5.9
Cheese	115.4		6	Men's outerwear	110.4		5
Eggs	111.4		10	Women's outerwear	109.2		6
Milk, fresh	112.6		4	Children's outerwear	112.6		8
Milk products	119.3		9	Other clothing	113.0		7
Tea	113.4		5	Footwear	111.4		6
Coffee and other hot drinks	97.8		5	<b>Personal goods and services</b>	115.6	0.3	7.2
Soft drinks	124.0		5	Personal articles	105.0		3
Sugar and preserves	118.8		7	Chemists' goods	116.5		7
Sweets and chocolates	105.3		4	Personal services	125.5		12
Potatoes	113.3		19	<b>Motoring expenditure</b>	115.1	0.4	4.9
of which, unprocessed potatoes	115.2		31	Purchase of motor vehicles	116.4		2
Vegetables	102.3		5	Maintenance of motor vehicles	118.0		7
of which, other fresh vegetables	93.7		3	Petrol and oil	107.6		7
Fruit	100.2		-5	Vehicles' tax and insurance	123.5		7
of which, fresh fruit	98.5		-7	<b>Fares and other travel costs</b>	116.3	0.2	6.9
Other foods	112.8		7	Rail fares	117.4		9
<b>Catering</b>	118.0	0.5	6.2	Bus and coach fares	120.8		7
Restaurant meals	119.1		6	Other travel costs	111.5		5
Canteen meals	117.0		6	<b>Leisure goods</b>	107.8	0.2	3.2
Take-aways and snacks	116.9		6	Audio-visual equipment	90.3		-2
<b>Alcoholic drink</b>	114.7	0.6	5.8	Records and tapes	98.6		-1
Beer	116.9		6	Toys, photographic and sport goods	108.3		2
on sales	117.5		7	Books and newspapers	122.0		8
off sales	112.2		4	Gardening products	116.2		7
Wines and spirits	111.5		5	<b>Leisure services</b>	117.2	1.4	6.0
on sales	114.4		6	Television licences and rentals	105.5		2
off sales	109.3		4	Entertainment and other recreation	125.3		8

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.)

Average retail prices on September 12 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 September 12, 1989

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>							
<b>Beef: home-killed</b>				<b>Butter</b>			
Best beef mince	310	151	120-199	Home produced, per 250g	270	62	59-69
Topside	272	278	245-309	New Zealand, per 250g	256	63	61-65
Brisket (without bone)	225	190	158-214	Danish, per 250g	254	67	65-70
Rump steak	287	367	319-420	<b>Margarine</b>			
Stewing steak	294	176	149-218	Soft 500g tub	266	38	25-67
<b>Lamb: home-killed</b>				Low fat spread	280	42	38-45
Loin (with bone)	286	208	176-269	<b>Lard, per 250g</b>	252	16	13-25
Shoulder (with bone)	278	107	88-150	<b>Cheese</b>			
Leg (with bone)	278	179	149-225	Cheddar type	270	150	119-184
<b>Lamb: imported</b>				<b>Eggs</b>			
Loin (with bone)	141	174	152-200	Size 2 (65-70g), per dozen	242	117	90-132
Shoulder (with bone)	134	92	79-108	Size 4 (55-60g), per dozen	196	103	78-119
Leg (with bone)	148	166	148-189	<b>Milk</b>			
<b>Pork: home-killed</b>				Pasteurised, per pint	312	27	21-29
Leg (foot off)	254	129	98-178	Skimmed, per pint	294	27	24-29
Belly *	271	98	78-114	<b>Tea</b>			
Loin (with bone)	296	170	141-189	Loose, per 125g	278	45	36-59
Fillet (without bone)	229	236	158-328	Tea bags, per 250g	295	106	79-125
<b>Bacon</b>				<b>Coffee</b>			
Streaky *	246	112	98-139	Pure, instant, per 100g	563	143	89-187
Gammon *	239	212	159-250	Ground (filter fine), per 8oz	256	136	119-149
Back, vacuum packed	182	202	166-255	<b>Sugar</b>			
Back, not vacuum packed	234	192	159-228	Granulated, per kg	286	58	57-60
<b>Ham (not shoulder), per 4oz</b>	276	68	52-89	<b>Fresh vegetables</b>			
<b>Sausages</b>				Potatoes, old loose			
Pork	303	94	78-116	White	201	13	10-18
Beef	229	89	67-105	Red	57	14	10-17
<b>Pork luncheon meat, 12oz can</b>	166	48	39-59	Potatoes, new loose	0	0	0
<b>Corned beef, 12oz can</b>	169	93	79-109	Tomatoes	313	41	34-52
<b>Chicken: roasting, oven ready</b>				Cabbage, greens	253	29	16-49
Frozen, oven ready	166	69	57-98	Cabbage, hearted	270	27	16-35
Fresh or chilled 3lb	243	92	69-132	Cauliflowers, each	292	50	39-59
<b>Fresh and smoked fish</b>				Brussels sprouts	103	44	32-50
Cod fillets	231	218	179-248	Carrots	313	21	14-29
Haddock fillets	226	229	190-260	Onions	320	24	15-39
Mackerel, whole	178	85	60-99	Mushrooms, per 4oz	313	30	25-35
Kippers, with bone	239	105	88-129	Cucumbers, each	311	48	39-60
<b>Canned (red) salmon, half size can</b>	179	200	165-245	<b>Fresh fruit</b>			
<b>Bread</b>				Apples, cooking	279	35	26-40
White loaf, sliced, 800g	301	49	40-62	Apples, dessert	295	36	25-46
White loaf, unwrapped, 800g	248	62	58-68	Pears, dessert	284	40	30-49
White loaf, unsliced, 400g	281	40	37-44	Oranges, each	285	17	10-24
Brown loaf, sliced, small	253	42	39-45	Bananas	309	47	39-54
Brown loaf, unsliced, 800g	234	63	57-69	Grapes	260	72	49-109
<b>Flour</b>				<b>Items other than food</b>			
Self raising, per 1.5kg	189	55	49-59	Draught bitter, per pint	656	98	86-110
				Draught lager, per pint	680	110	99-120
				Whisky, per nip	680	77	70-87
				Gin, per nip	684	77	70-87
				Cigarettes, 20 king size filter	3,551	150	124-163
				Coal, per 50kg	408	552	450-681
				Smokeless fuel per 50kg	471	751	630-895
				4-star petrol, per litre	626	41	39-42

† 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

# 6.4 RETAIL PRICES

## General index of retail prices

Weights	1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
						All	Seasonal †	Non-seasonal		
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	788	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	201	31.3-33.9	167.1-169.8	36	75	
1985	1,000	810	970.3-973.2	87 Dec-Jan	190	26.8-29.7	160.3-163.2	45	75	
1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82	
1986	1,000	815	973.3-976.0	60 Dec-Jan						
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	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1	
1980	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8	
1981	295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1	
1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4	
1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5	
1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7	
1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1	
1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6	
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0	
1977 Jan 16	172.4	169.3	172.4	183.1	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	445.9	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	

Weights	1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries	Consumer durables	Food			Catering	Alcoholic drink
									All	Seasonal †	Non-seasonal		
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	
1987 Feb 10	100.4	100.4	100.3	100.4	100.4	100.0	100.3	100.7	103.2	100.4	100.4	100.3	
1987 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	
1987 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	
1987 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	
1987 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	
1987 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	
1987 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	
1987 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	
1987 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	
1987 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	
1987 Dec 8	103.3	103.5	103.3	103.2	103.6	101.9	103.2	102.4	102.4	105.8	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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1988 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	
1989 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	
1989 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	
1989 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	
1989 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	
1989 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	
1989 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	
1989 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	
1989 Sept 12	116.6	117.6	117.0	112.5	114.1	116.9	107.9	111.3	100.7	113.2	118.0	114.7	

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

# RETAIL PRICES 6.4

## General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	Weights
43	124	52	64	91	63	135	54	1974
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
40	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	( 1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	( 1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	( 1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	( 1977
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0	( 1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	( 1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	( 1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	( 1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	( 1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	( 1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	( 1984
532.5	452.3	499.3	263.9	222.9	392.2	392.5	373.3	( 1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	( 1986
124.0	110.3							



UNITED KINGDOM	All Items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	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 expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0

Notes: See notes under table 6.7.

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	221.1	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	331.5	334.4	339.7	323.2	328.7	332.0	335.4	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		108.2	110.4				109.0	111.2		

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.

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS												
JAN 15, 1974 = 100												
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5	
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3	
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1	
1986	382.0	340.1	432.7	426.4	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	383.1	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				
GENERAL INDEX OF RETAIL PRICES												
JAN 13, 1987 = 100												
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	101.1	107.9	108.7	109.3
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	103.0	102.8	103.4
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	109.4
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	101.5	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	107.5	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:

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

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

A complete set of indices for January 1987 can be found in table 6.2 on pp 120-121 of the March 1987 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
<b>Annual averages</b>											
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
<b>Monthly</b>											
1988 Sept	114.6	111.7	104.7	113.7	101.3	166.9	122.4	109.6	..	117.4	102.1
Oct	115.8	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	117.4	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	116.9P	107.8	118.5P	104.2	184.1	129.3	113.0P	..	124.1P	105.5
Sept	123.3	..	..	..	..	..	..	..	..	..	..
<b>INCREASES ON A YEAR EARLIER</b>											<b>Per cent</b>
<b>Annual averages</b>											
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
<b>Monthly</b>											
1988 Sept	5.9	4.0	1.2	4.5	1.4	14.8	5.7	3.0	..	4.9	1.8
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	5.1P	3.2	4.8P	2.9	13.6	6.7	3.4P	..	6.3P	3.4
Sept	7.6	..	..	..	..	..	..	..	..	..	..

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 Selected countries 6.8

THOUSAND

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
<b>Annual averages</b>											<b>Monthly</b>
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1985
1986	100.2	115.0	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1	1986
1987	99.8	125.8	105.7	100.7	102.2	103.1	116.5	108.6	107.4	108.7	1987
1988	100.6	138.0	110.0	101.4	104.2	105.1	124.3	114.9	112.7	113.1	1988
<b>Monthly</b>											<b>Monthly</b>
1988 Sept	101.2	140.7	111.4	102.1	104.3	105.9	126.1	116.3	114.2	114.0	1988 Sept
Oct	101.3	142.6	111.8	102.6	104.5	105.6	126.2	117.2	114.4	114.5	Oct
Nov	101.4	144.1	111.9	102.2	104.9	105.5	126.2	117.4	114.6	114.9	Nov
Dec	101.3	145.9	112.1	101.9	105.0	105.5	126.2	117.7	115.5	114.9	Dec
1989 Jan	100.4	147.8	112.6	101.7	105.6	106.2	127.1	119.0	116.0	115.4	1989 Jan
Feb	100.7	149.8	113.1	101.4	106.1	106.6	127.6	119.7	116.6	116.2	Feb
Mar	101.1	151.1	113.7	101.9	106.4	106.8	128.7	120.1	117.9	116.7	Mar
Apr	101.6	152.7	114.5	103.7	106.9	107.1	129.4	121.3	119.1	117.1	Apr
May	101.6	153.0	115.1	104.3	107.0	107.3	129.8	121.8	119.5	118.3	May
June	101.5	154.0	115.4	104.2	107.1	107.6	130.6	122.2	120.6	118.9	June
July	101.7	155.5	115.7	104.0	106.9	108.8	130.7	122.2	120.5	119.7	July
Aug	102.0	158.3	115.9	103.7	107.3P	109.2	130.3	122.7	120.6	119.8	Aug
Sept	..	..	..	..	..	..	..	..	..	..	Sept
<b>INCREASES ON A YEAR EARLIER</b>											<b>Annual averages</b>
<b>Per cent</b>											
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2	1985
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2	1986
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4	1987
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0	1988
<b>Monthly</b>											<b>Monthly</b>
1988 Sept	1.0	11.0	4.2	0.6	2.0	1.9	6.4	5.5	5.5	4.1	1988 Sept
Oct	0.9	10.7	4.2	1.1	1.8	1.8	6.4	5.9	5.5	4.2	Oct
Nov	1.1	11.9	4.2	1.2	1.9	2.0	6.2	5.7	5.6	4.1	Nov
Dec	1.2	11.7	4.4	1.0	2.0	1.9	5.6	6.0	6.6	4.0	Dec
1989 Jan	0.9	12.2	4.7	1.1	2.3	2.2	5.2	6.6	5.8	4.3	1989 Jan
Feb	1.0	12.1	4.8	1.0	2.3	2.3	4.9	6.4	6.0	4.6	Feb
Mar	0.9	12.4	5.0	1.1	2.4	2.2	4.3	6.3	6.6	4.6	Mar
Apr	1.1	13.2	5.1	2.4	2.7	2.4	4.6	6.4	6.9	4.6	Apr
May	1.0	13.0	5.4	2.9	2.9	2.8	4.7	6.5	6.4	5.0	May
June	1.0	13.2	5.2	3.0	3.0	2.5	4.7	6.6	6.8	5.4	June
July	1.1	13.3	5.0	3.0	2.9	2.5	4.8	6.1	6.7	5.4	July
Aug	1.1	13.7	4.7	2.4	3.0P	2.6	4.6	6.4	6.7	5.2	Aug
Sept	..	..	..	..	..	..	..	..	..	..	Sept

## 8.1 TOURISM Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All tourism -related industries
	661	662	663	665, 667	977, 979	
<b>Self-employed *</b>						
1981	48.1	51.7	1.6	36.4	20.3	158.1
<b>Employees in employment</b>						
1985	207.5	254.8	136.2	221.6	316.6	1,136.7
Mar	222.8	266.4	139.7	268.5	373.0	1,270.4
June	226.1	259.3	139.3	270.2	364.3	1,259.2
Sept	220.8	258.5	141.2	231.4	325.8	1,177.8
Dec						
1986	215.3	249.9	137.1	226.5	322.0	1,150.8
Mar	229.2	259.9	138.2	270.5	370.9	1,268.6
June	227.7	264.3	138.5	268.4	362.0	1,260.9
Sept	225.2	263.4	139.2	232.3	331.2	1,191.2
Dec						
1987	223.8	257.0	138.4	228.5	328.5	1,168.6
Mar	240.4	263.1	136.9	265.4	375.1	1,280.9
June	242.2	264.1	139.9	270.1	367.0	1,283.3
Sept	243.7	266.7	143.6	243.5	350.9	1,248.4
Dec						
1988	240.9	258.8	139.9	236.9	357.8	1,234.3
Mar	258.4	265.2	141.0	274.4	381.6	1,320.5
June	256.6	271.2	139.7	277.2	385.5	1,330.2
Sept	258.0	270.7	144.8	238.3	360.4	1,272.1
Dec						
1989	254.0	264.7	139.5	242.4	360.4	1,261.1
Mar	270.8	273.8	139.3	278.3	395.5	1,357.8
June						
Change June 1989 on June 1988	+12.4	+8.6	-1.7	+3.9	+13.9	+37.3
Absolute (thousands)	+4.8	+3.2	-1.2	+1.4	+3.6	+2.8
Percentage						

\* 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	186	185
1983	142	187	180
1984	169	188	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)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988 R	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 R						
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 R	1,190	1,755	1,591	2,436	-401	-681
Q2 (e) R	1,565	1,665	2,165	2,233	-600	-568
1988 R						
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	505	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 R	412	533	486	776	-74	-243
Feb R	305	564	527	897	-222	-333
Mar R	473	658	579	763	-106	-105
Apr (e) R	455	555	610	748	-155	-193
May (e) R	505	561	650	723	-145	-162
June (e) R	605	549	905	762	-300	-213
July (e)	860	588	1,025	708	-165	-120

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.

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
Notes: See table 8.2.					
1976	10,808		2,093	6,816	1,899
1977	12,261		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 R	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 R	1,140	1,494	190	717	233
Feb R	877	1,489	140	567	169
Mar R	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

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	20,984		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

Notes: See table 8.2.

## 9.1 OTHER FACTS AND FIGURES

### YTS entrants: regions

Provisional figures	THOUSAND										
	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	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-September 1989	19.3	9.2	15.0	23.2	24.0	23.5	30.9	15.3	11.7	21.1	193.2
Total in training											
September 30 1989	41.3	21.5	32.2	46.5	49.4	49.2	63.7	32.0	25.2	50.7	411.7

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	
	September	August	September	August	September	August
Community Industry	7,276	7,000	1,879	1,902	689	845
Enterprise Allowance Scheme	79,789	81,367	6,927	6,998	5,783	5,897
Job Release Scheme	4,782	6,000	262	273	201	218
Jobshare	200	196	25	24	20	20
Jobstart Allowance	3,902*	4,000†	609*	653†	404*	424†
Restart interviews (cumulative total)	857,050**	696,251††	116,300**	94,882††	52,940**	43,600††

\* Live cases as at August 25, 1989.

† Live cases as at July 28, 1989.

\*\* April 1, 1989 to August 25, 1989.

†† April 1, 1989 to July 28, 1989.

## 9.3 OTHER FACTS AND FIGURES

### Jobseekers with disabilities: registrations and placement into employment

Employment registrations† taken at jobcentres, August 7 to September 8, 1989

7,809  
3,640

† 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

GREAT BRITAIN		Disabled people †				Unlikely to obtain employment except under sheltered conditions			
		Suitable for ordinary employment							
		Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1988	July	20.3	17.1	45.6	33.5	4.0	3.5	2.7	1.9
	Oct	18.5	15.7	43.4	31.6	4.0	3.4	2.3	1.6
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

\* 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.

### Conventions

The following standard symbols are used:

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

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.

### OVERTIME

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

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

# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK	M (Q)	Nov 89:	1-1	Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series		Apr 89:	159	Manufacturing and certain other industries	B (A)	Nov 89:	5-4
Labour force estimates, projections				Summary (Oct)	A	Apr 89:	173
Employees in employment				Detailed results			
Industry: GB	Q	Nov 89:	1-4	Manufacturing	M	Oct 89:	5-9
All industries: by Division class or group	M	Nov 89:	1-2	International comparisons	A	Apr 89:	211
Time series, by order group	M	Nov 89:	1-3	Agriculture	A	Apr 89:	210
Manufacturing: by Division class or group	M	Nov 89:	1-3	Coal-mining	M (A)	Nov 89:	5-5
Occupation				Average earnings: non-manual employees			
Administrative, technical and clerical in manufacturing	A	Dec 88:	1-10	Overtime and short-time: manufacturing	M	Nov 89:	1-11
Local authorities manpower	Q	Oct 89:	1-7	Latest figures: industry	Q	Sept 89:	1-13
Region: GB				Region: summary	M	Nov 89:	1-12
Sector: numbers and indices, self-employed: by region	Q	Nov 89:	1-5	Hours of work: manufacturing			
by industry		Apr 89:	204				
Census of Employment: GB and regions by industry (Sept 1987)		Apr 89:	203				
UK and regions by industry (Sept 1987)	M	Nov 89:	600	Output per head			
International comparisons				Output per head: quarterly and annual indices	M (Q)	Nov 89:	188
Apprentices and trainees by industry: Manufacturing industries	A	Aug 89:	1-14	Wages and salaries per unit of output	M	Nov 89:	587
Apprentices and trainees by region: Manufacturing industries	A	Aug 89:	1-15	Manufacturing index, time series	M	Nov 89:	587
Employment measures	M	Nov 89:	9-2	Quarterly and annual indices			
Registered disabled in the public sector	A	May 89:	243	Labour costs			
Labour turnover in manufacturing	Q	Sept 89:	1-6	Survey results 1984	Quadrennial	June 86:	212
Trade union membership	A	May 89:	250	Per unit of output	M	Nov 89:	5-7
				Retail prices			
				General index (RPI)			
				Latest figures: detailed indices	M	Nov 89:	6-2
				percentage changes	M	Nov 89:	6-2
				Recent movements and the index excluding seasonal foods	M	Nov 89:	6-1
				Main components: time series and weights	M	Nov 89:	6-4
				Changes on a year earlier: time series	M	Nov 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)	Nov 89:	6-6
				Group indices: annual averages	M (A)	Nov 89:	6-7
				Revision of weights	A	July 89:	387
				Food prices	M	Nov 89:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Nov 89:	6-8
				Household spending			
				All expenditure: per household	Q	Nov 89:	7-1
				: per person	Q	Nov 89:	7-1
				Composition of expenditure			
				: quarterly summary	Q	Nov 89:	7-2
				: in detail	Q (A)	Nov 89:	7-3
				Household characteristics	Q (A)	Nov 89:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Nov 89:	4-1
				time series	M	Nov 89:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Nov 89:	4-1
				Annual Detailed	A	July 89:	349
				Prominent stoppages	A	July 89:	380
				Main causes of stoppage			
				Cumulative	M	Nov 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			
				Employment in tourism: industries GB	M	Nov 89:	8-1
				Overseas travel: earnings and expenditure	M	Nov 89:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Nov 89:	8-3
				Visits abroad by UK residents	M	Nov 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			
				YTS entrants: regions	M	Nov 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.

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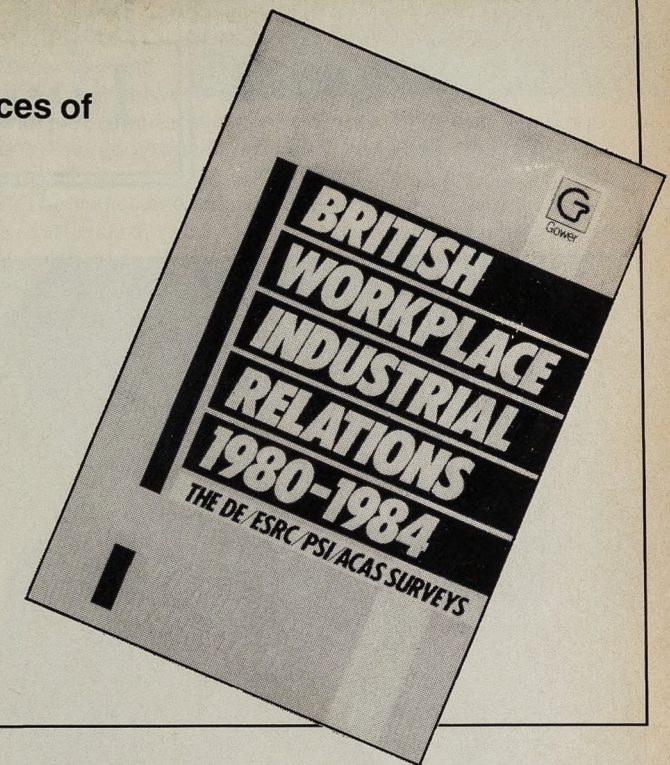
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### The Average Earnings Index

This month a new statistical series for the widely used Average Earnings Index has been introduced, involving updating and expansion of the supporting sample, reweighting of the index and rebasing it to 1988=100. The article also describes how the index is compiled as well as outlining the nature of the changes

The Average Earnings Index (AEI) measures the monthly level of earnings of employees in Great Britain relative to the average level in a base year (formerly 1985 but now 1988). Information used to compile this index comes from a monthly sample survey of the gross wages and salaries paid to the employees of over 8,000 companies and organisations (referred to as firms in

this article) in the private and public sectors. In addition to basic wages, earnings covered by the survey include payments to employees for hours of overtime worked, shift premia, grading increments, bonuses and other productivity or incentive payments. Increases in earnings will therefore include increases in these elements of pay and not just increases in basic pay rates. For this reason

earnings increases usually exceed settlement increases and wage claims.<sup>1</sup>

The index is a major economic series used by the Government in monitoring the economy and preparing up-to-date national accounts. The index is also used by companies for comparing movements in earnings of their own employees with movements in their industry or industrial sector. It is also used as a measure of the increase of labour costs in long-term legal contracts.

#### Development of the index

To meet the need for a rapid, up-to-date indicator of movements in average earnings, the Employment Department has published a monthly average earnings index since 1963. The first index covered mainly production industries and agriculture, with the contribution from services limited to areas where most employees were in manual occupations, such as laundries, dry cleaning, motor vehicle servicing and repair, and boot and shoe repair.<sup>2</sup>

In 1976 the coverage was extended to include further service occupations but some areas were still excluded, most notably a large part of business services, higher education, and research. These three areas have now been included in the latest extension of the index. At the same time, the sample has been enhanced in other areas to include new firms and to make up for the loss of firms from the sample through closure or merger. Some firms had grown over the period since the last time the sample was drawn and now warrant inclusion in the major employers category where the sample coverage is 100 per cent.

The exercise to enhance and renew the sample is described in greater detail below.

#### Coverage of the Wages and Salaries Survey

The probability of sample selection in the Wages and Salaries Survey is directly proportional to the size of the firm. In general, if a firm in Great Britain employs more than 1,000 employees it is included in the sample. However, in some industry categories where all firms are 'large' a one in four sample is taken because the variation within the particular group of the Standard Industrial Classification (ie: the 3-digit level) does not justify fuller coverage. These categories include the water supply industry (SIC 170), national and local government (SIC 911 and part of SIC 500), education (SICs 931 and 932), health authorities (SIC 951), and police and fire authorities (SICs 913 and 914). Firms with between 500 and 1,000 employees are sampled on a one in two basis, while those with between 100 and 499 employees have a one in four chance of being selected for the sample. Small firms with fewer than 100 employees but more than 24 are sampled on a one in 20 basis.<sup>3</sup>

The sample covers about 40 per cent of employees in employment and the index represents 90 per cent of all employees when the survey data are grossed up. Where industries are not represented, this is usually because the majority of firms are small and would fall below the sample unit lower limit of 25 employees.<sup>4</sup>

<sup>1</sup> The Employment Department does not produce a settlement index but figures for settlements are produced by other bodies such as the CBI.

<sup>2</sup> See *Employment Gazette*, April 1981, pp 193-196.

<sup>3</sup> Sampling was based on the register of employers available in the Employment Department from the 1984 Census of Employment.

<sup>4</sup> The main excluded industries are sea transport; commission agents; house and estate agents; legal services; accountants; real estate; education other than school or higher; medical, dental, and veterinary practices; hairdressing and other personal services; and charities, religious, and community services.

<sup>5</sup> Prior to the revisions described below, the base was 1985=100.

The Wages and Salaries Survey is carried out under the Statistics of Trade Act 1947, so it is mandatory on selected firms to send in a return each month. It makes no distinction between male and female employees, full-time and part-time employees, juvenile and adult employees, nor the geographical regions in which the employees work.

The wages and salaries questionnaire takes the form of a shuttle card, specifically designed so that employers who participate in the survey have to give only the minimum amount of information which is essential for the calculation of an overall average for each industry group. In all, only seven items of information are sought each month:

- the total amount of wages and salaries paid to weekly paid employees in the last pay week of the month in question;
- the amount included for weekly paid employees in that pay week in respect of holiday pay in advance;
- the amount included for weekly paid employees in the same week in respect of arrears of pay;
- the total number of weekly paid employees who are paid in that same week;
- the total amount of wages and salaries paid to monthly paid or four-weekly paid employees in the month in question;
- the amount included in that total in respect of arrears of pay;
- the total number of employees whose wages or salaries are included in that total.

There is also a column for the employer to indicate any significant changes reflected in the month's figures, such as new pay rates, bonus payments, and disputes.

Information on earnings in agriculture is not collected by means of the Wages and Salaries Survey. Instead, use is made of the continuous survey of agricultural establishments undertaken by the Ministry of Agriculture, Fisheries and Food (MAFF). From this source the Ministry compiles an index of earnings for agriculture and horticulture which is then incorporated into the calculation of the AEI for the whole economy. This MAFF figure is not available when provisional figures are published.

#### Calculation of the index

Within each industrial group, an average level of wages and salaries is calculated from the sampled firms, taking account of the different sampling fractions for size of firm. Industry groups are then weighted together according to the total numbers in employment in each group to produce weighted average wages and salaries data for industry classes, and ultimately the whole economy.

In a base-weighted index these employment weights are not changed when later employment data become available because the index would then become a hybrid of changes due to earnings increases and changes due to employment.

The whole economy index is formed by calculating the change in the weighted average level of wages and salaries per head from the corresponding average level for 1988<sup>5</sup> as a whole. In a similar way indices are constructed for the various industry groups and published each month in tables 5.1 and 5.3 of *Employment Gazette's Labour Market Data* pages.

The index first becomes available in provisional form about six weeks after the end of the month to which it relates. Data for the most recent month are regarded as provisional; data for the previous month, and the months

before that, are regarded as final. It will only be on rare occasions—such as finding a firm that has been providing erroneous data—that amendments occur, other than in changing provisional data to final.

A major reason for data changing between the 'provisional' and 'final' months is that firms say they are only able to provide estimates for the latest month if they are to meet the Employment Department timescale. Data from MAFF for Division 0 is itself sample based and takes one month longer to process; an estimate is used for the 'provisional' month.

### Seasonal adjustment

Seasonally adjusted earnings indices are calculated for the whole economy, all manufacturing industries, all production industries, and all service industries. Seasonal adjustment removes the regular seasonal variations that arise from recurring changes in the pattern of work—for example, extra hours worked in retailing and postal services in the run up to Christmas—and the annual phased cycle of pay settlements.

As with other series maintained by the Employment Department, the 'X-11' computer package is used in deriving the seasonal adjustment factors. Until a longer run of data from the extended sample is available, the seasonal factors have, of necessity, to be based on the former sample.

### The need for an 'underlying' index

The movement of the AEI between one month and the next cannot be relied upon to give a meaningful indication of the latest movement in earnings. The indicator of most interest is the measure of how much earnings have risen in the latest 12 months—the annual rate of increase.

A straight comparison of the index for the current month against that for the same month a year ago may

give a misleading picture because temporary factors can influence either or both of the indices in question. If the current month includes substantially more back-pay than the same month a year earlier, then a large percentage increase will arise—such as the 11 per cent increase in December 1988 when nurses and midwives received the arrears of their average 17.9 per cent increase dating from nine months earlier. If there is a major dispute in progress, then earnings may show only a small increase compared to the level of a year earlier—such as during the miners' dispute of 1984, when comparison of the earnings indices showed only a 5 per cent increase in average earnings.

Most of the temporary influences that make the year-on-year increases in the AEI so volatile are measurable. Therefore, to meet the demand for a more precise measure of the trend in earnings growth, the Employment Department developed a statistic known as the 'underlying' rate of increase in earnings. This is described in greater detail in the Technical note on p 611. It is important to appreciate that this 'underlying' measure is *not* a trend line fitted to the actual data, but a further calculation of the rate of increase in earnings taking into account known and quantifiable influences.

Figure 1 compares the actual rate of increase with the underlying rate of increase for the whole economy. Underlying rates of increase are produced for the whole economy, and for three major groupings of industries, namely production, manufacturing, and services.

The AEI needed updating because:

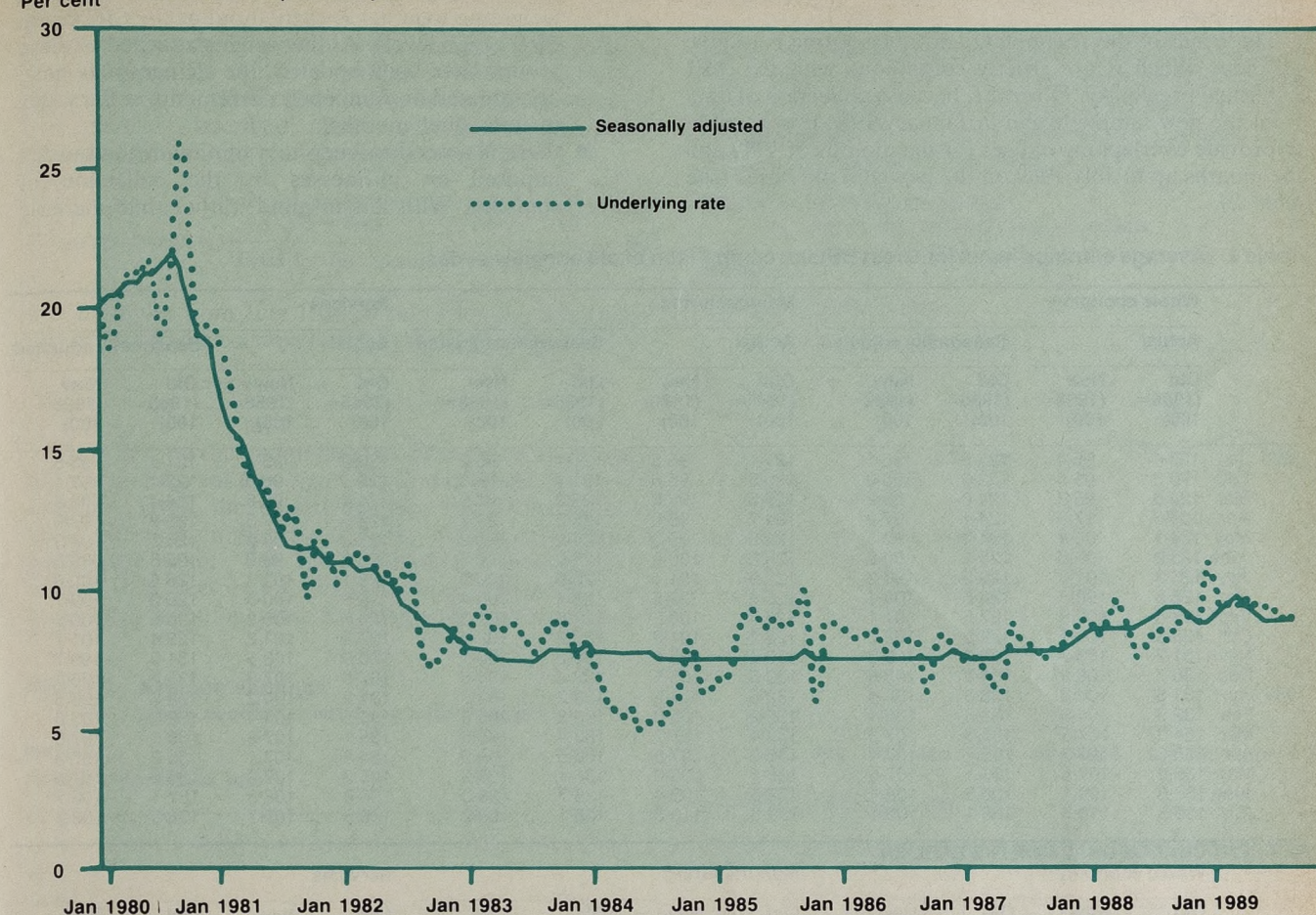
- through time the number of firms in the sample has eroded and there is a danger that further erosion could affect the representativeness of the sample;
- some firms in the sample have grown from small concerns into large ones and are no longer representative of the size range in which they were previously included;



Making up wages.

Photo: Roger Hutchings/Network

Figure 1 Average Earnings Index  
Increases over previous year



- the weighting together of the industries to give the major group and whole economy indices was based on employment data available in 1983. While this base-weighting is a standard statistical method, updating the weights in line with the results of the 1987 Census of Employment avoids bias towards manufacturing when employment has grown in the services sector.

First results from the 1987 Census of Employment were published in last month's *Employment Gazette*, and are the latest firm data available at a disaggregated level. It is possible to obtain more recent employment data from the short-term employment surveys but these data are subject to revision when the Labour Force Survey results and later censuses are published. The advantages of greater timeliness for the weights would be outweighed by the need to revise the data whenever the employment data were amended. The next opportunity to update the weights of the AEI will be when the results of the 1989 Census of Employment are published.

### Effect of resampling and reweighting

A comparison of the new weights taken from the 1987 Census of Employment, and those formerly used is given in table 1. While some of the weight changes seem dramatic at first sight, it must be remembered that in a number of the service industries, particularly banking, finance, insurance and business services, the sample has been extended into areas not previously covered and so the weights will be that much larger. Employment in areas

Table 1 Old and new average earnings index weights at industry group level

Group no	Industry	Old weights	New weights
1	Agriculture and forestry	19	17
2	Coal and coke	15	7
3	Mineral oil processing	1	3
4	Electricity, gas, water	19	16
5	Metal manufacture	14	8
6	Other mineral products	14	11
7	Chemicals and man-made fibres	20	16
8	Mechanical engineering	44	39
9 old	Electrical and electronic engineering	37	—
9 new	Electrical, electronic, instrument engineering	—	39
10	Motor vehicles and parts	17	13
11	Other transport equipment	17	13
12 old	Instrument engineering and other metal goods	27	—
12 new	Metal goods nes	—	17
13	Food, drink, tobacco	33	29
14	Textiles	13	12
15	Leather, clothing, footwear	17	16
16	Timber and wooden furniture (see new group 18)	11	—
17	Paper, printing, publishing	26	24
18 old	Rubber, plastics, other manufacturing	14	—
18 new	Timber, rubber, plastics, other manufacturing	55	55
19	Construction	—	—
20	Distribution and repair	164	167
21	Hotels and catering	49	54
22	Transport and communication	71	65
23	Banking, finance, business services	44	93
24	Public administration	90	91
25	Education and health	147	120
26	Other services	22	48
All		1,000	1,000
	Production	339	290
	Manufacturing	304	264
	Services	587	638

not covered by the index, such as sea transport, estate agents, and legal services are excluded from the weight calculations.

The result of the resampling and reweighting is to give an index which is not strictly continuous with the AEI published previously. However, because collection of data from the new sample began in January 1988 it is possible to provide overlapping indices for the months of 1988 and the months up to July 1989 on the new and old bases (see table 2).

Table 2 Average earnings index for Great Britain: comparison of old and new series

	Whole economy				Manufacturing				Services			
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted	
	Old (1985=100)	New (1988=100)	Old (1985=100)	New (1988=100)	Old (1985=100)	New (1988=100)	Old (1985=100)	New (1988=100)	Old (1985=100)	New (1988=100)	Old (1985=100)	New (1988=100)
1988 Jan	120.4	95.4	121.8	96.5	121.1	95.8	121.7	96.2	120.0	95.4	121.4	96.6
Feb	120.3	95.5	122.0	96.9	120.3	95.6	121.1	96.3	120.7	96.0	122.1	97.1
Mar	124.0	98.3	124.0	98.2	123.3	98.0	123.2	97.9	124.4	98.6	124.4	98.6
Apr	124.3	97.8	124.4	97.9	124.7	98.8	125.2	99.1	123.5	97.3	123.8	97.6
May	124.1	98.4	124.2	98.5	124.9	99.3	124.9	99.2	123.2	98.0	123.5	98.3
June	125.9	99.8	125.1	99.2	126.6	100.6	125.0	99.3	125.2	99.6	125.5	99.8
July	128.3	101.3	126.9	100.2	127.9	101.1	126.6	100.0	128.1	101.3	126.6	100.0
Aug	126.8	100.3	126.6	100.1	125.6	99.5	126.7	100.4	126.9	100.5	126.0	99.7
Sept	127.3	100.9	127.6	101.1	126.4	100.2	127.6	101.2	126.7	100.6	126.6	100.5
Oct	128.9	101.7	129.5	102.2	128.7	101.8	129.2	102.2	127.8	101.2	128.4	101.7
Nov	131.2	103.7	130.7	103.3	130.8	103.6	130.2	103.1	130.9	103.6	131.0	103.7
Dec	135.7	106.9	134.3	105.8	133.5	105.5	132.4	104.6	137.5	107.9	135.6	106.3
1989 Jan	131.8	104.2	133.3	105.4	132.6	104.2	133.2	104.7	131.2	104.2	132.7	105.5
Feb	132.0	104.6	133.8	106.1	132.2	105.0	133.2	105.8	131.5	104.4	133.0	105.6
Mar	134.9	107.3	134.9	107.3	133.4	105.7	133.4	105.6	135.1	107.8	135.1	107.8
Apr	135.6	107.3	135.7	107.4	136.0	107.8	136.5	108.2	134.8	107.1	135.2	107.3
May	135.9	107.5	136.1	107.6	136.1	108.0	136.1	107.9	135.2	107.2	135.6	107.5
June	137.6	109.1	136.8	108.4	137.5	109.4	135.7	108.0	136.8	108.5	137.1	108.7
July	139.5	110.3	138.1	109.1	139.6	110.3	138.1	109.2	138.5	109.7	136.9	108.4

	Whole economy				Manufacturing				Services			
	Old		New		Old		New		Old		New	
	Old	New	Old	New	Old	New	Old	New	Old	New	Old	New
1989 Jan	9.5	9.2	9.4	9.2	9.5	8.8	9.4	8.8	9.3	9.2	9.3	9.2
Feb	9.7	9.5	9.7	9.5	9.9	9.9	10.0	9.9	8.9	8.8	8.9	8.8
Mar	8.8	9.2	8.8	9.3	8.2	7.9	8.3	7.9	8.6	9.3	8.6	9.3
Apr	9.1	9.7	9.1	9.7	9.1	9.1	9.0	9.2	9.1	10.1	9.2	9.9
May	9.5	9.2	9.6	9.2	9.0	8.7	9.0	8.8	9.7	9.4	9.8	9.4
June	9.3	9.3	9.4	9.3	8.6	8.7	8.6	8.8	9.3	8.9	9.2	8.9
July	8.7	8.9	8.8	8.9	9.2	9.2	9.1	9.2	8.0	8.3	8.1	8.4

	Whole economy		Manufacturing		Services	
	Old	New	Old	New	Old	New
	Old	New	Old	New	Old	New
1989 Jan	9	9	9	8¾	9	9
Feb	9¼	9¼	9	8½	9	9¼
Mar	9¼	9½	9	8¾	9	9½
Apr	9¼	9¼	9	8½	9	9¼
May	9¼	9	9	8¾	8¾	9
June	9	8¾	9	8½	8¾	8½
July	9	8¾	9	8¾	8¾	8¼

When the old and new indices are placed on comparable scales, the pattern of growth is not markedly different. The overall effect of resampling and reweighting has been to raise the average annual rate of increase for the first seven months of 1989 by less than 0.1 of a percentage point. Figures for individual months may vary by larger or smaller amounts than this because:

- New firms have been added to the sample and, in some areas of economic activity, the sample has been extended into areas not formerly covered such as banking and finance, which now includes many business services not previously included, almost doubling the size of the group;
- as firms expand or contract, the main nature of their business may change, so some firms have been reclassified to an industrial category that

- better suits their predominant economic activity;
- within the published industrial categories weighting together is carried out at the SIC group (three digit level). As the weights attached to these groups have been updated, the changes may have accentuated or dampened movements in the index in individual months;
- there is a need to keep to a minimum the burden imposed on businesses by the collection of statistics. With this in mind, rather than increase

the number of small firms in the survey, the sampling interval for businesses employing 25 to 99 employees has been increased from one-in-ten to one-in-20. This means that fewer small firms needed to be added to the sample. For those small firms carried over from the previous sample, this puts greater emphasis than before on back pay, bonus payments or disputes, because in grossing up they now carry a factor of 20 whereas previously they carried a factor of ten;

- additionally, firms that had expanded or contracted since the last resampling have been re-ranged to their appropriate size.

In general, the rate of growth of the indices for manufacturing and services since January 1988 has been little affected by the resampling and reweighting.

Because data on a fully consistent basis are not available for 1985, it has been necessary to take a new base for the index of 1988=100. Some users will wish to calculate the rate of growth of the earnings index over a period spanning the two indices. While it must be appreciated that the structure of the index has changed in the manner described above, an approximation of earnings growth can be obtained as follows:

$$\text{Percentage change} = \frac{\text{Index for second month (1988=100)} \times \text{Index for 1988 (1985=100)}}{\text{Index for first month (1985=100)}} - 100$$

For example: from July 1986 to July 1989 the three-year increase in whole economy actual earnings is calculated as

$$\frac{110.3 \times 126.4}{109.4} - 100 = 27.4 \text{ per cent}$$

The effect on the underlying rate of increase in earnings has not been great (see figures 2, 3 and 4). At the whole economy level, the underlying rate based on the new index differs from that based on the old index by only ¼ percentage point. For the production industries, and within that sector for manufacturing industries, the underlying rate of increase has been revised down by ¼ to

Figure 2 Average earnings Whole economy underlying rate of growth

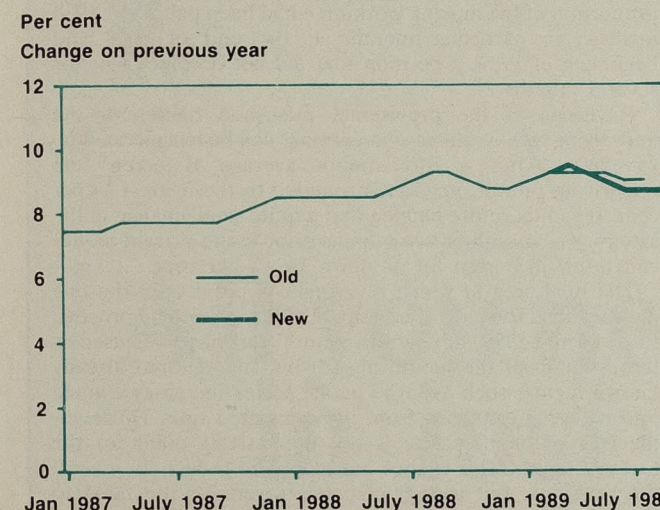
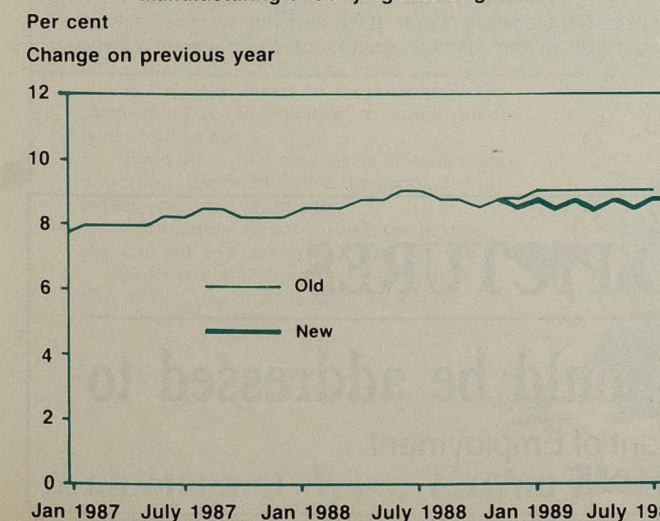
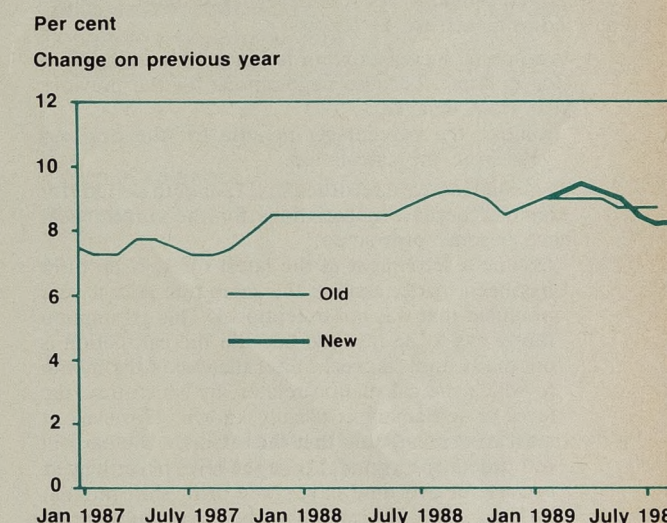


Figure 3 Average earnings Manufacturing underlying rate of growth



½ percentage point, indicating that revised weight has been towards those parts of manufacturing where earnings have been growing at a rather slower rate. For service industries the revised underlying rate is also within ½ percentage point of the old, being higher at the beginning of 1989 but lower in the most recent months. In all cases the rounding of the rate to the nearest ¼ accounts for a large part of these differences.

Figure 4 Average earnings Services underlying rate of growth



#### Further information

The restructured series appear in full in tables 5.1 and 5.3 of the Labour Market Data section. The Department's public inquiry points for average earnings data are 0923 815208 or 815214, but methodological inquiries should be made on 01-273 5535. ■

#### Technical note

##### The underlying rate of increase of average earnings

An article in the April 1981 issue of *Employment Gazette* explained the concepts behind the underlying rate of increase in earnings. These concepts have not changed but this note draws on that article and seeks to amplify on certain aspects.

The underlying rate adjusts the actual rate of increase of average earnings for temporary influences such as arrears of pay, variations in the timing of settlements and timing of bonus payments, and industrial disputes. However, the underlying rate cannot allow for factors that are not temporary in nature and on which information is not collected by the Wages and Salaries Survey, such as:

- changes in the composition of the workforce—such as movements over time in the proportions of the workforce that are employed full-time or part-time, in administrative or shop-floor occupations, or in skilled or unskilled capacities;
- changes in hours worked, especially the amount of overtime worked;
- irregular variations in the size of bonuses, absence because of sickness and so on.

For the calculation of the underlying rate of increase in earnings, all significant temporary factors are quantified in terms of their effect on the rate of increase and summed to give a net adjustment. To emphasise the approximate nature of this process, the resultant rate of increase is rounded to the nearest ¼ percentage point.

As described in the main text, the Wages and Salaries



Survey asks specifically for the amount of arrears included in pay and so the processing system is able to calculate an index of earnings excluding arrears, from which a rate of increase excluding arrears of pay is calculated.

Because the earnings index is calculated from gross sums paid out as wages and salaries to employees, timing adjustments are made in terms of the date at which settlements appeared in pay packets. The date of the settlement is only important where it is deliberately moved as part of the settlement. Many settlements are paid well after the settlement date, and if this happens consistently between years, no adjustments are necessary. The most common timing adjustments are as follows:

- two annual increases recorded in a 12-month period (for example, because negotiations for the previous year were delayed):  
remove the percentage increase for the previous year from the calculation.
- no annual increase recorded in a 12-month period (for example, because negotiations for the current year have become protracted):  
assume a settlement at the latest offer. If no offer has been made, assume the same rate as last year provided that was not exceptional. This assumption rarely has to be invoked because the calculation is not made until six weeks after the end of the month to which the calculation relates, by which time the level of settlement is usually known. However, it must be remembered that the effect on the pay bill will probably be greater than the level of settlement because of overtime pay, grade drift, shift premia, and so on. It can also be that subsequent negotiations produce changed productivity or other payments that add to the pay bill without increasing the basic settlement level.
- dispute in progress:  
assume the same number of employees and same gross pay as before the dispute, incorporating, if necessary, the adjustment made if no annual increase is recorded (see above).
- change of timing of major bonus payments:  
bonus payments made in one month last year can be paid in a different month in the current year, or spread over more than one month, or not paid at all. In the case of weekly paid staff it can be that the bonus was paid last year but in a non-survey week. In all such cases, additional information is sought, but frequently judgement has to be used. It is then possible to calculate the effect of these changes to bonus payments and the size of adjustment needed to allow for these differences in timing.
- composition adjustments for month-to-month variations:  
in some areas, most notably education, average earnings can vary from month to month because of

predictable variations in the composition of the payroll. In education, certain lower paid employees are employed only during school terms (canteen staff and playground supervisors, for example) so that average earnings in term time will be lower than during holiday periods. Adjustments are made to compensate for this variability.

The underlying rates of growth are more prone to revision than the actual indices. This is mainly because the underlying rates use a three-month moving average as a smoothing agent. Without this smoothing the effectiveness of the underlying rate as a 'true' measure of the rate of increase in earnings would be reduced because of the volatility of actual earnings.

The main disadvantages of this smoothing are firstly that amendments to the previous month's data—from provisional to firm—can influence published underlying data for the month before that; and secondly that the current month's underlying increase will be heavily influenced by the underlying increase forecast for the next month.

The calculation of the underlying increase can itself be revised, particularly in respect of the timing adjustments. Where a level of settlement—and hence the effect on the pay bill—has been estimated, it can be revised the following month when later information is available. Sometimes the initial viewpoint taken on a bonus timing adjustment has to be revised in the light of subsequent months' information.

A further problem arises in determining whether a settlement has or has not been paid in full, particularly when the employer is large and has employees on a number of different agreements, such as local authorities and health authorities. It was, for example, necessary to estimate what proportion of the nursing workforce had been paid their 1988 increase in particular months at the end of 1988 and beginning of 1989, a position that did not become clear for several months.

Revisions to the provisional published figures of the underlying rate of increase in earnings can be exaggerated by rounding. After a three-month average is taken, the underlying rate of increase is rounded to the nearest ¼ per cent. It can therefore happen that a quite small change in the rate for one month or two months prior to the current month can result in a step up or down by ¼ per cent.

The final area in which revisions can occur is in the one month ahead forecast, used as part of the smoothing process. Prior to mid-1988, the current month's increase was used as the estimate of the month ahead, but this ignored already known factors such as large public sector increases coming into or being displaced from the calculated rate. However, the current month's rate is still the starting point for the forecast figure. This change has helped to reduce the size of the revisions, but cannot completely remove the need to revise on occasions.

All the calculations are carried out in terms of the rate of increase. Once a quarter, an underlying index is constructed by applying the underlying rates of increase to the base of 1988=100 (formerly 1985=100), and this series is published quarterly in the 'Topics' section of *Employment Gazette*.

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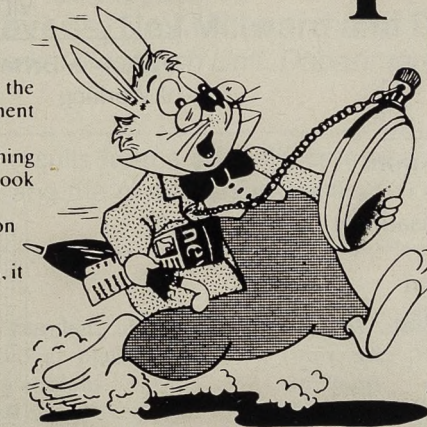
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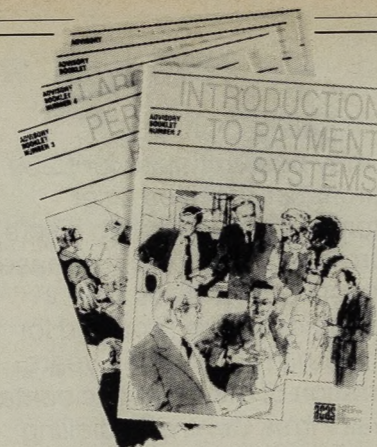
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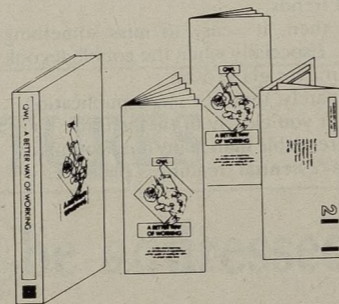
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# Special Feature



Management and union members meet.

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## Trade union membership and the closed shop in 1989

by Mark Stevens, Neil Millward and David Smart  
*Employment Market Research Unit, Department of Employment*

This article reports results from a specially commissioned survey of trade union membership and the closed shop, conducted during February and March 1989.

- In 1989 two-fifths of employees were members of trade unions and nearly three-fifths worked at places with recognised trade unions or staff associations.
- Around 2.6 million employees worked in closed shops.
- Half of these employees—1.3 million—worked in pre-entry closed shops. This is substantially more than was previously thought.
- Closed shops were most common in nationalised industries, where nearly a quarter of employees worked in them.
- In most respects the survey's findings on the characteristics of employers and employees involved in closed shops in 1989 are consistent with previous research.

As part of the Department of Employment's recent review of the closed shop, a special survey of employees was commissioned in February 1989 to obtain up-to-date information on its extent. Until then the most recent research evidence on the extent of the closed shop in Britain was the 1984 Workplace Industrial Relations Survey (WIRS).<sup>1</sup>

Questions were inserted into NOP's weekly Random Omnibus Survey conducted in the two weeks beginning February 22 and March 1, 1989. Twenty-six questions were inserted into the first week's survey; seven of these were asked in the second week's survey. The questions were of three main types. First, some basic classificatory items were needed concerning employer and employee characteristics, such as industrial activity and length of service. The second type formed the focus of the study: trade union membership, recognition and the closed shop. The third type of question covered employee and management attitudes towards trade unions.

A full list of the items included in the survey is given in table 1. The table shows that the emphasis of the survey was on obtaining current estimates of the closed shop, union membership and recognition from the larger, pooled sample from both weeks. Before turning to the results themselves, however, it is useful to highlight the main technical aspects of the Random Omnibus Survey itself.

**Table 1 Data items included in NOP Random Omnibus Survey 1989**

Question	Data item	Questions from survey week	
		1	2
<b>Background characteristics</b>			
3a	Length of service	•	
13	Organisation type: ownership	•	
14	Industrial activity at workplace	•	•
15	Age of workplace	•	
16	Size of workplace	•	
17	Single/multi-workplace organisation	•	
<b>Union characteristics</b>			
1b	Union recognition	•	•
2a	Union membership	•	•
2b	Union density of workgroup	•	•
3b	Previous closed shop	•	•
4a	Current closed shop	•	•
4b	Union restrictions on membership	•	•
5	Consequences of loss of membership	•	•
7a	Union activism	•	
8	Union dues: method of collection	•	
<b>Attitudes towards trade unions</b>			
1a	Management attitudes at workplace	•	
2c-d	Reasons for non-membership	•	
6a-b	Reasons for membership	•	
7b	Attitudes towards non-membership	•	
9	Power of British trade unions	•	
10	Union objectives at workplace	•	
11a	Power of unions at workplace	•	
11b	Management/union relations at workplace	•	
12	Management/employee relations at workplace	•	

### NOP Random Omnibus Survey

The NOP random Omnibus Survey is a regular weekly survey of individuals carried out by NOP Market Research Ltd. It is based upon a sample drawn at random from the electoral register and involves face-to-face interviews in the respondent's home. In many important respects the design and execution of the Random Omnibus Survey is comparable to the British Social Attitudes Survey (BSAS) series. The main difference,

which arises largely from the shorter fieldwork period for the weekly NOP survey, is that the response rate for the NOP Random Omnibus Survey is lower than that for BSAS—around 50 per cent compared with 70 per cent.

The faster turn-round of results in the NOP survey necessarily means that there are fewer opportunities for interviewers to call back to potential respondents to encourage participation. However, on many dimensions, such as workplace size, ownership and industrial sector, the composition of the achieved NOP sample is very similar to the achieved BSAS sample.

The sample selected for the first week of the survey, conducted between February 22 and 27, 1989, contained 3,432 named electors; these were then supplemented with a sample of non-electors. Interviews were achieved with 1,949 individuals, of whom 830 were employees. The second week's fieldwork, which ended on March 6, yielded 1,720 interviews; 780 of these were employees. Response rates for the two weeks were 51 per cent and 50 per cent respectively. Further technical details of the survey are given in the *Technical note* on p 623.

### Union membership and recognition

Two key features of trade union representation are the level of trade union membership and the extent to which employers recognise unions for collective bargaining. The NOP survey questions on these matters were virtually identical to the questions used in BSAS between 1983 and 1987. As there was no BSAS in 1988, the NOP results are useful in updating the BSAS findings to early 1989. Table 2 does this for trade union density—the proportion of employees in membership<sup>2</sup>—and for the proportion of employees working in places which have recognised unions.

The table indicates that the slow decline in union density between 1983 and 1987 has continued. The difference between 1987 and 1989 even suggests an increasing rate of decline, but of course too much should not be made of this comparison, since the results are from different surveys and the difference may be partly due to sampling and measurement errors.

In the mid-1980s the decline in union density appeared to be slackening off but this now seems not to have been the case. The extent of recognition also appears to have continued to decline.

### The closed shop

The trends in union membership and recognition up to 1987—and employment trends generally—indicated that a decline in the coverage of closed shops was also likely to have occurred. But previous research had shown the closed shop to be a highly specific industrial relations institution, affected by a range of factors, many of which were different from those affecting union density and recognition in general. The need for more specific information on the closed shop had, therefore, become apparent.

Following previous practice, a closed shop was defined as 'any employment situation in which particular jobs can only be filled, in practice, if the worker is willing to become and remain a member of a specified trade union

or one of a number of specified trade unions'.<sup>1</sup> The two main forms of the closed shop were also distinguished: the post-entry closed shop, where the employer may take on a non-unionist, so long as such a recruit joins the union shortly after starting the job; and the pre-entry closed shop, where the individual has to be accepted as a union member before starting work in a job that is covered by the arrangement.<sup>2</sup>

**Table 2 Union density and recognition 1983-89: results from the British Social Attitudes Survey and the NOP Random Omnibus Survey**

	1983	1984	1985	1986	1987	1989*
Union† density among employees	49	47	47	46	46	39
Union† recognised at employees' workplace	66	66	63	62	63	57
<b>Base: employees</b>						
Unweighted	817	778	857	1,532	1,381	1,610
Weighted	803	762	830	1,521	1,342	1,700

\* Source: NOP Random Omnibus Survey.  
† In all cases 'union' includes trade unions and staff associations.

These definitions informed the design of the NOP survey questions on the extent of the closed shop, although other work suggested that different types of arrangement existed under the general rubric of the pre-entry closed shop.

The precise question on the current extent of the closed shop ran as follows: "If someone were to be recruited now to do your job, would they have to be a union member:

- before being considered for the job, or
- before taking up the job, or
- after starting the job, or
- would they not be required to be a union member?"

Respondents were shown a card by the interviewer to help them understand and choose between the four possible responses.

The first two categories identify the pre-entry closed shop; the third category identifies the post-entry arrangement. The two types of arrangement regarded as pre-entry have no accepted terminology and are referred to hereafter as 'hard' and 'soft' versions respectively, since the first version clearly indicates a greater degree of exclusivity than the second.

Splitting the pre-entry form into two categories which were treated as one in previous research creates some uncertainty about comparisons between the NOP survey results and previous estimates. However, it seems unlikely that this change of design will have affected the estimates in a substantial way. Comparisons with previous results are more likely to be affected by the use of a sample of

employees, rather than local managers or trade union officials.

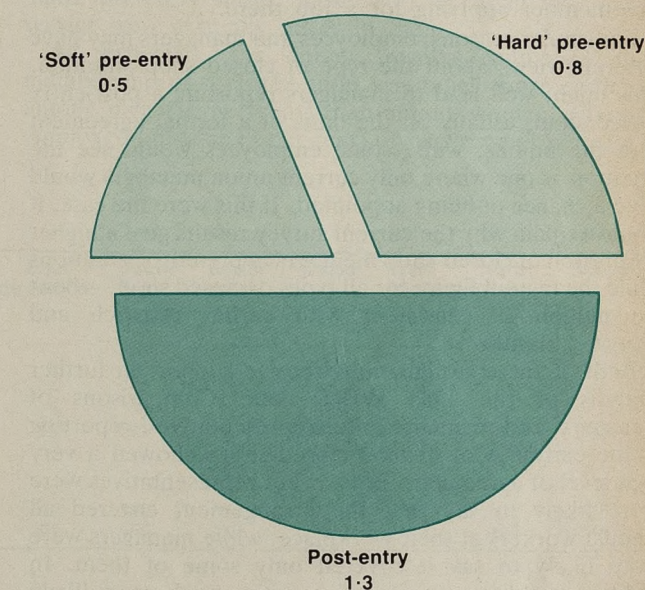
In some cases it is not always easy to decide whether any particular job is one involving compulsory union membership, even though in the majority of cases employees and managers might agree. There are also likely to be differences of view about the form of closed shop arrangement that exists.

### Extent of the closed shop in 1989

The question on the current extent of the closed shop was asked in both weeks of fieldwork, yielding data from 1,610 employees. The data have been grossed up to give national estimates and the results are shown in table 3.<sup>3</sup> The composition of the estimated closed-shop population is shown graphically in figure 1.

Thus, in 1989, the pre-entry and the post-entry closed shop each covered approximately 1.3 million employees. These are central estimates which are subject to sampling error.<sup>4</sup> Preliminary (weighted) results on the extent of the closed shop from the 1989 British Social Attitudes Survey, conducted at about the same time as the NOP survey and using an identical question, are broadly confirmatory.

**Figure 1 Composition of closed shop (Millions of employees, 1989)**



### Comparison with previous estimates

The NOP survey results indicate a substantially larger number of people in pre-entry closed shops than was previously thought. A 1978 study of the closed shop estimated the coverage of the pre-entry as at least 837,000 employees, based on information from managers and union officials.<sup>7</sup> The same study anticipated a decline in the practice up to 1982, but did not make separate re-estimates for pre-entry closed shops. Estimates based upon management interviews in the 1984 Workplace Industrial Relations Survey (WIRS) put the extent of the practice at around 500,000 employees. Yet, given the trends in union membership and the new legislation affecting post-entry closed shops during the intervening period, it seems unlikely that the pre-entry closed shop population would have fallen dramatically in the early 1980s and risen thereafter.

<sup>1</sup> Cm 655 (1989) *Removing Barriers to Employment: proposals for the further reform of industrial relations and trade union law*, HMSO, p. 4.

<sup>2</sup> See footnote 2 on 616.

<sup>3</sup> These estimates were originally published with some of the other survey results in an annex to the press release accompanying the recent Green Paper, Cm 655 (1989) *Removing Barriers to Employment: proposals for the further reform of industrial relations and trade union law*, HMSO.

<sup>4</sup> The calculation of sampling errors has been based upon the standard formula for a simple random sample of 1,610 with a confidence interval of 95 per cent plus an assumed design factor of 1.2. The design factor allows for the fact that the sample was of multi-stage design and has larger sampling errors than a simple random sample. The central estimate for the coverage of the pre-entry closed shop lies in the range between 1 million and 1.6 million employees.

<sup>5</sup> Dunn, S and Gennard J, (1984), *The Closed Shop in British Industry*, Macmillan.

<sup>1</sup> Millward, N and Stevens, M (1986), *British Workplace Industrial Relations 1980-1984: The DE/ESRC/PSI/ACAS Surveys*, Gower, Aldershot.

<sup>2</sup> Results from the 1983 to 1986 BSAS were reported in Millward, N and Stevens, M "Union density in the regions: evidence from the 1984 Workplace Industrial Relations Survey and the Social Attitudes Survey series", *Employment Gazette*, May 1988, pp 286-295.

**Table 3 Estimated numbers of employees in the main types of closed shop, 1989**

	Employees	Per cent of all employees in closed shops
Trade union membership required:		
Before being considered for the job	800,000	4
Before starting the job	500,000	2
After starting the job	1,300,000	6
Total membership of closed shops	2,600,000	12
<b>Base: employees</b>		
Unweighted	22,000,000*	1,610
Weighted		1,700

\* Source: Department of Employment.

Other possible explanations of the different estimates are more plausible. First, there may be understandable differences in perception between employees and managers about whether a closed shop exists for any particular job. Managers may be more likely to report closed shops only if the arrangements are subject to joint management-trade union agreements.<sup>8</sup> Employees, on the other hand, may have a wider set of circumstances in mind when they say that union membership is compulsory. These might include circumstances where local knowledge of the strength of union organisation at a workplace is such that there would be no point in a non-member applying for a job there.

For similar reasons, employees and managers may have different views about the type of closed shop situation. This might well lead to managers reporting a post-entry closed shop, usually on the basis of a formal agreement with the unions, while some employees would see the situation as one where only current union members would have a chance of being appointed. If this were the case, it would explain why the current survey results give a higher proportion of closed-shop members in pre-entry situations while the overall figure for all types of closed shop—about 2.6 million—is consistent with earlier research and expected trends.

Both of these explanations receive support in further analysis of the 1984 WIRS data. Comparisons of managers' and manual worker representatives' reporting of the existence of manual closed shops showed a very high level of agreement. But worker representatives were more likely to say that the arrangement covered all manual workers at their workplace, while managers were more likely to say it covered only some of them. In addition, worker representatives were much more likely to report closed shops as exclusively pre-entry while managers more commonly reported them as being post-entry or a mixture of pre-entry and post-entry.

All these findings point towards the conclusion that using data obtained from management leads to lower estimates of the extent of the pre-entry closed shop than using data obtained from worker representatives. Such differences are surely also to be expected between managers' and employees' accounts of the closed shop.

Another explanation of the differing estimates could be that non-respondents in the survey of individuals were less likely to be closed-shop members than non-responding establishments were in the surveys of workplaces. However, even if all non-respondents to the NOP survey were not in closed shops, this would only reduce the estimated number in pre-entry closed shops to about 650,000; and such an extreme assumption is highly implausible.

Unfortunately, as with most surveys, it is impossible to

ascertain how different non-respondents are from respondents; but this non-response bias is unlikely to play any major part in explaining why the NOP survey gave higher estimates of the pre-entry closed-shop population than expected. Other results from the survey can, however, shed further light on the trend through the 1980s and support the reliability of the estimates for 1989.

### Recent changes

Because of the anticipated difficulties of comparing individual and employer-based estimates of the closed shop, the NOP survey included a question on the situation when the respondent first took up his or her current job. Comparisons between the results of this question and the question on current closed-shop membership are shown in table 4.

**Table 4 Type of closed shop arrangement—currently and on entry to current job—in relation to length of service**

	All employees		Five years service or less	
	When started current job	Current situation	When started current job	Current situation
Hard pre-entry	4	4	1	1
Soft pre-entry	2	2	2	1
Post-entry	8	6	5	4
Union membership not required	85	87	92	93
Not answered	1	1		1
<b>Base: employees</b>				
Unweighted	1,610	1,610	452†	452†
Weighted	1,700	1,700	499	499

\* Less than 0.5 per cent.  
† Length of service asked only in the week 1 sweep.

The first two columns, covering all employees, suggest a small overall decline—one that appears to be confined to post-entry situations. Such a comparison is, however, clouded by the varying job tenure of employees: closed-shop employees might typically have been longer in their jobs than employees in open shops. This is taken account of in a crude way in the third and fourth columns in table 4, which consider only employees who had been in their current job for five years or less.

Again, the comparison between the situation on entry to the job and the current situation suggests a reduction in the overall extent of the closed shop in recent years. Comparison between columns 2 and 4 also confirms that closed-shop members—and particularly those in the 'hard' pre-entry situations—had been in their jobs longer than employees in general. They also tended to be older.

Taken as a whole this analysis reinforces the overall estimates of closed-shop coverage as being lower than in previous years.

### Employer and workplace characteristics

The NOP survey results are consistent with previous research on the characteristics of workplaces that have closed shops. Closed shops are virtually absent in small workplaces, where union density is generally much lower. Only 3 per cent of employees in workplaces with fewer than 25 employees were in a closed shop; in single-plant enterprises—identified in the survey as firms with fewer than 25 employees and only a single site—there are

<sup>1</sup> In the 1984 WIRS, 95 per cent of closed shop arrangements were supported by a written or oral agreement between management and unions, according to managers.

**Table 5 The extent of the closed shop in Great Britain by broad industrial sector**

	Total	Agriculture	Energy/Water	Mineral extraction	Metal engineering	Other manufacturing	Construction	Distribution, hotels	Transport, communications	Financial services	Other services
Hard pre-entry	4	—	18	4	7	6	2	3	9	—	2
Soft pre-entry	2	—	10	4	4	4	—	2	1	—	1
Post-entry	6	—	3	7	11	7	—	5	12	2	6
No closed shop	87	100	67	85	79	82	98	89	79	98	90
Not answered	1	—	3	—	—	1	—	1	—	—	1
<b>Base: employees</b>											
Unweighted	1,610	15	48	70	138	201	48	285	71	110	524
Weighted	1,700	16	46	80	151	208	58	284	80	131	540

virtually no closed-shop employees. Above the 25-employee threshold the incidence of the closed shop is immediately higher—17 per cent in workplaces with between 25 and 99 employees. In the largest workplaces (with 500 or more employees) the incidence is only a little higher at 21 per cent.

Nationalised industries have the highest incidence of closed shops, both pre-entry and post-entry, as already known from other sources.<sup>9</sup> Nearly a quarter of workers in these industries said they worked in a closed shop and 12 per cent described the situation as pre-entry.

Table 5 shows the distribution of the closed shop by broad industrial sector. The pattern is generally, but not wholly consistent with earlier research findings. The pre-entry closed shop is most extensive in energy and water supply, manufacturing, and transport and communication.<sup>10</sup> Among manufacturing industries, publishing and printing is the sector with the highest incidence.

The major inconsistency with previous findings is in the

the regional pattern of union density.<sup>12</sup> Membership of both pre-entry and post-entry shops is above average in the central and northern regions of Britain and below average in the south. Table 6 gives the results.

### Employee characteristics

Employees' length of service in their current job also gives a clue to the relative stability of the closed shop population. Ten per cent of employees reported that they had been in their current job for 20 years or more; they were about three times more likely to be in a pre-entry closed shop than other employees. Those with 10 to 19 years' service were twice as likely as average to be in 'hard' pre-entry shops; those with less than two years' service were virtually never in them.

As expected, the survey results confirmed that membership of a closed shop was much more common among men (10 per cent) than among women, whether employed full-time (3 per cent) or part-time (1 per cent).

**Table 6 The extent of the closed shop by region**

	Great Britain	North	Yorks and Humber-side	East Midlands	East Anglia	South East	South West	Wales	West Midlands	North West	Scotland
'Hard' pre-entry	4	7	2	6	5	2	3	3	3	6	5
'Soft' pre-entry	2	2	5	3	—	2	1	3	4	2	1
Post-entry	6	13	9	4	5	4	2	12	7	5	7
No closed shop	87	78	84	84	89	91	93	80	85	86	87
Not answered	1	—	1	4	2	2	1	2	—	2	—
<b>Base: employees</b>											
Unweighted	1,610	116	127	106	62	389	164	101	156	224	165
Weighted	1,700	100	134	118	61	550	139	74	159	219	145

\* Less than 0.5 per cent.

energy and water supply industries. Here almost three out of ten employees report working in pre-entry closed shops, yet previous findings had indicated a substantially lower figure. Because few employees in this sector report being in post-entry closed shops, the most likely explanation is a difference in perception between management and employees—management reporting the nature of the formal arrangements as post-entry; employees seeing the situation as pre-entry. In addition, the WIRS respondents in this sector were more commonly managers at regional or head offices, rather than at the establishment itself.<sup>11</sup> This may have led to an under-reporting of *de facto* closed shops in this sector.

The table also shows post-entry arrangements to be most widespread in the transport sector (12 per cent of employees) and in the metals and mineral products sector (11 per cent of employees).

The extent of the closed shop by region closely follows

### Union density in closed shop situations

Union density naturally tended to be reported as 100 per cent in virtually all pre-entry closed shops. The survey question was: "At the particular place where you work, roughly what proportion of people doing your kind of work are members of a trade union?" In 'hard' pre-entry situations, virtually every respondent answered: "100 per cent." Fewer than a tenth answered: "Nearly 100 per

<sup>9</sup> Millward and Stevens (1986) *op. cit.*

<sup>11</sup> The industrial sectors referred to here are respectively Divisions 1, 2-4, and 7 of the Standard Industrial Classification.

<sup>12</sup> In the WIRS survey as a whole, 89 per cent of management respondents were based at the sampled establishment; in the energy and water supply sector the proportion was only 65 per cent. A similar but smaller difference was apparent in the transport and communications sector, where the WIRS-based estimates were substantially smaller than those given by the current survey

<sup>1</sup> (see footnote 2).

cent" and none gave an answer lower than this in either 'hard' or 'soft' pre-entry situations. By comparison, just over half of respondents in post-entry situations answered: "100 per cent". Thus union density is 100 per cent in pre-entry closed shops much more commonly than in post-entry cases.

However, situations of 100 per cent union density are by no means confined to closed shops—nearly half of respondents who reported 100 per cent membership in their workgroup were in "open shops". And four-fifths of those who reported union density in their workgroup as nearly 100 per cent were in open shops.

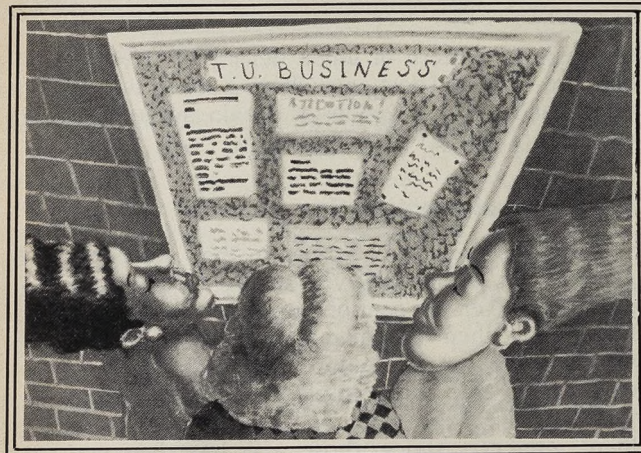


Photo: The Industrial Society

### Sanctions on employees in closed shops

Employees in pre-entry closed shops face a formidable range of sanctions if they lose or give up their trade union membership. Asked what consequences there would be for them at work in such circumstances, about two-fifths replied that they would be dismissed or made to resign by their employer. Others mentioned a range of sanctions from fellow workers. Only one in every six of these employees said there would be no consequences for them at work if they ceased to be a member. Unsurprisingly, a high proportion of respondents (including a quarter of those in pre-entry closed shops) found it difficult to say what would happen.

The issue of union restrictions on employment was explored directly in a question put to union members who either currently worked in hard pre-entry situations or had done so when they started their current jobs. The question asked: "Does your union have restrictions on the number or type of people it takes into membership or will it take anyone who applies?" Six per cent of those asked could not answer the question, but almost a quarter (23 per cent) of those in a hard pre-entry closed shop said their union did restrict entry. It is reasonable to assume that such employees generally belonged to craft unions.

### Union activism

For a number of years the BSAS series has included questioning on the level of 'activism' among trade union members. Activism is defined in relation to six items: attending union meetings, voting in a union election or meeting, putting forward a proposal or motion, going on strike, standing on a picket line and serving as a lay representative. An identical question was included in the NOP survey to cast further light on the operation of the closed shop. On all six items union members who were in pre-entry closed shops were more likely to report having ever been involved than were members in open shops.

### Methods of collecting union dues

A feature of closed-shop arrangements in the 1970s was the widespread support they appeared to have from management. The existence and growth of 'check-off' arrangements, whereby employers deduct union subscriptions direct from employees' wages, was taken as an important indicator of this. The existence of check-off arrangements was also seen as an indicator of the strength of union bargaining at local level.

Evidence from the 1984 Workplace Industrial Relations Survey showed that while check-off was more common in workplaces with recognised trade unions or a closed shop, it also existed in workplaces with union members but no formal union representation. This was confirmed in the NOP survey.

However, the relevant NOP question was not simply about the check-off but more generally about ways of paying union subscriptions. Responses to this question are given in table 7 in relation to current closed-shop arrangements.

Table 7 Method of paying union subscriptions in relation to current closed shop arrangement Per cent

	Type of closed shop				All members
	Any closed shop	All pre-entry	Post-entry	Open shop	
Workplace representative collects it	7	6	7	2	4
Paid in person at local union office	4	8	—	3	3
Check-off by employer	80	71	88	68	72
Straight from account by direct debit/standing order	8	11	5	18	14
Paid by post to union office	—	—	—	2	2
Not answered	2	4	—	6	5
<b>Base: union members</b>					
Unweighted	114	54	60	231	348
Weighted	118	57	61	234	354

A notable feature of the table is the higher than average incidence of collection methods involving personal contacts in pre-entry closed shops, particularly payments by union members to their local union office. Even so, the impersonal, employer-assisted method of deduction from the pay packet is the most common method in all types of closed shop and in open shops.

It is also noteworthy that as many as 14 per cent of union members now send their union subscriptions directly from their bank account. Although there is no earlier evidence from national surveys on this, it is known to be a relatively recent practice.

### Managements' attitude to trade unions

While the existence of check-off arrangements might be seen as management support for trade unionism, employees' perceptions of the degree of this support are also of interest. Employees were asked to choose from a number of alternatives the phrase which best described their management's attitude to trade unions. Table 8 gives the results.

Around a quarter of employees said that because no employees were interested in joining a trade union at their workplace, management attitudes were irrelevant. Some 17 per cent said that management encouraged employees to join, while 11 per cent said that they discouraged membership. The most common response, by a third of

Table 8 Management attitude to trade unions in relation to type of closed shop arrangement Per cent

	All employees	Any closed shop	All pre-entry	Post-entry	Open shops
Encourages trade union membership	17	39	44	33	14
Accepts it	33	50	48	53	30
Discourages trade union membership	11	4	2	6	12
Unaffected because employees not interested in unions	26	3	6	—	30
Don't know	14	4	—	8	15
<b>Base: employees</b>					
Unweighted	830	115	55	60	705
Weighted	893	120	59	61	763

the sample, was that management adopted neither a positive nor a negative approach to trade unionism in their workplaces and simply accepted the position. Fourteen per cent could not offer an opinion.

Employees in closed shops were much more likely to say their managements encouraged union membership than those in open shops: 39 per cent as against 14 per cent. However, around half of employees in both pre-entry and post-entry closed shops said their managements accepted union membership, compared with less than a third in open shops.

### Reasons for union membership

Employees who were trade union members were shown a list of possible reasons why people become members and asked to indicate which, if any, was most important for them personally. The most common reason overall was "to protect me if problems come up in the future" (39 per cent) followed by "to get higher pay and better conditions" (23 per cent). In 10 per cent of cases the most important reason for membership was that it was "a condition of having the job." This compares with the 33 per cent of union members who reported that they currently worked in a closed shop.

Not surprisingly, closed shop members were much more likely to mention 'condition of the job' (25 per cent) than employees in 'open shops' (2 per cent). And those in pre-entry shops were much more likely than those in post-entry shops to stress this (41 per cent as against 11 per cent). These proportions of closed shop members mentioning 'compulsion' as the main reason may appear low, but this probably reflects the fact that this aspect of union membership is self-evident and taken for granted in many such cases.

'To get higher pay and better conditions' was mentioned more than twice as often by those in post-entry shops as by their counterparts in pre-entry situations (35 per cent as against 14 per cent). Those in open shops were much more likely to mention 'protection for the future' than those in any form of closed shop.

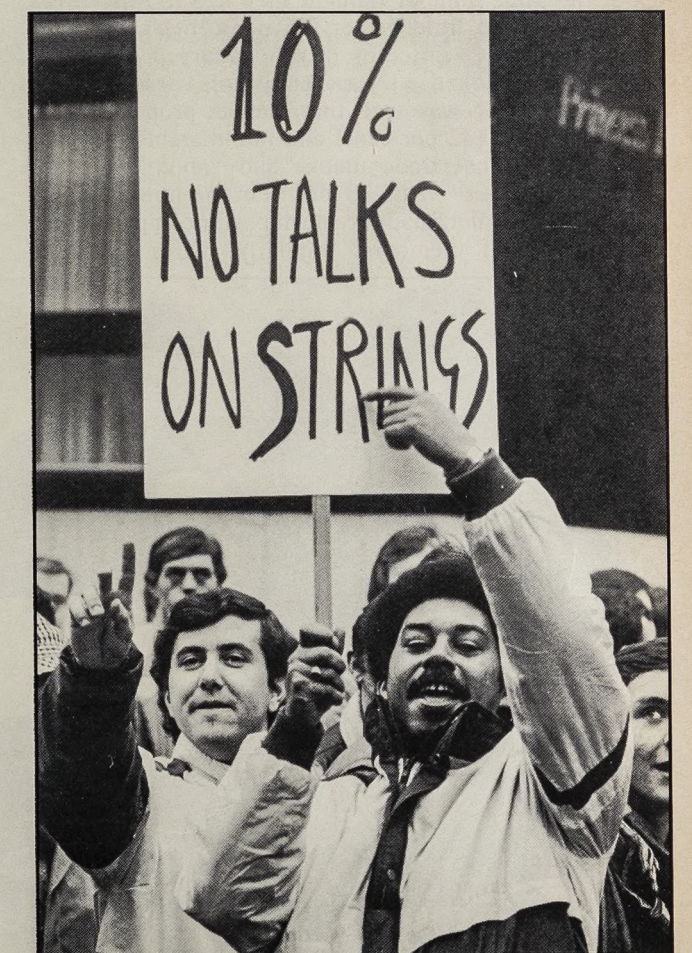
Other reasons for union membership endorsed by less than 10 per cent of members were: "unions are a way of creating a more just society" (7 per cent); "joining shows solidarity with the people I work with" (6 per cent); "the union provides useful financial benefits" (6 per cent); "because everyone else is a member" (2 per cent); and "it's a tradition in my family" (1 per cent). Less than 1 per cent of members thought that their union might help them find another job.

### Attitudes towards non-membership

When asked about employees who appear to get some of the benefits of union membership without paying union subscriptions, 48 per cent of employees felt that such people should "be allowed to continue as they are" and a further 13 per cent said they did not know. Thus, a total of 61 per cent of employees had no strong negative feelings towards non-membership by other employees. Not surprisingly, this proportion was even higher among non-members (70 per cent) and among those in open shops (63 per cent); but even among all union members and those in closed shops, a substantial minority felt this way (47 per cent and 42 per cent respectively). Table 9 gives the results.

Table 9 Employee attitudes toward non-membership of unions in relation to type of closed shop arrangement Per cent

	All employees	Any closed shop	All pre-entry	Post-entry	Open shops
Be made to join a union	18	35	29	41	15
Be made to pay a subscription to charity equal to the union subscription	22	23	28	18	22
Be allowed to continue as they are	48	36	35	38	50
Don't know	13	6	8	3	13
<b>Base: employees</b>					
Unweighted	830	115	55	60	705
Weighted	893	120	59	61	763



London demonstration.

Photo: John Sturrock/Network

In overall terms, 40 per cent of employees had definite views about non-members, roughly divided between those who thought such people should "be made to join the union" (18 per cent) and those who thought that they should make a contribution to charity (22 per cent). It is notable that only around a third (35 per cent) of closed-shop members wanted to make such people join the union—a feeling that was more common in post-entry than pre-entry shops. But those in closed shops were more than twice as likely to say this as those in open shops.

### Reasons for non-membership of trade unions

Employees who were not members of trade unions were shown a list of possible reasons people might have for non-membership and asked which, if any, were relevant in their own case. The most commonly given—mentioned by just over half (52 per cent)—was that there was no union at their place of work. A further 16 per cent said that the relevant union had never tried to recruit them while just under a third (30 per cent) said they couldn't see any benefits in belonging to a trade union. Disagreement with trade unions in principle was cited by 16 per cent of non-members. A further 10 per cent responded that management at their place of work were against trade unions. A supplementary question on the single most important reason for non-membership revealed a similar pattern.

### Power of trade unions in Britain

All employees were asked their view of the power of British trade unions today. Two-fifths of them thought trade unions had "about the right amount of power", and about the same number thought they had too much (22 per cent) or too little power (25 per cent).

As expected, a different picture emerged when the results were looked at separately for members and non-members. It was true that similar proportions of union members (42 per cent) and non-members (39 per cent) thought that trade unions had "about the right amount of power". But 28 per cent of non-members believed trade unions had too much power compared with 13 per cent of members. Similarly, twice as many

employees outside closed-shop situations as those within them felt unions were too powerful. Less than a quarter in open shops believed trade unions had too little power compared with two-fifths in closed shops.

### Union power in the workplace

Employees in unionised workplaces were asked their view of the power of the unions *where they work* on a five-point scale from "far too much power" to "far too little power". In the event, 15 per cent of employees overall could not express a view on this. Forty-five per cent felt that the power of the unions at their workplace was about right and 37 per cent thought the union had too little or far too little power. Two per cent thought the union had too much or far too much power.

Over three times as many people in open shops than closed shops were unable to say whether unions had too much or too little power (18 per cent as against 5 per cent). Among those that did express a view, there was little difference in perception between those in closed and open shops. Nor were there any marked differences in relation to other workplace characteristics such as size or industry.

### Objectives of unions at the workplace

Union members, and non-members who worked in establishments with recognised trade unions, were asked which of a list of items they thought should be the main objectives of the trade unions where they worked.

The three objectives most often mentioned were: "to improve working conditions" (45 per cent); "to protect existing jobs" (44 per cent); and "to increase earnings" (35 per cent). Around a quarter felt that trade unions should aim "to get more say over management's long-term policies" and 15 per cent thought unions should try "to increase control over the way work is organised". Equal opportunities for women and ethnic minorities were mentioned by 16 per cent and 10 per cent respectively.

Most items were mentioned more frequently by union members than non-members—over a quarter of non-members had no particular views. On two items, however,



Railway workers union meeting.

Photo: Judy Harrison/Forma

non-members were in the majority—"to increase earnings" and "equal opportunities for women". And those in open shops chose the two equal-opportunities items more often than those in closed shops (28 per cent as against 18 per cent).

### Management-union relations

Almost three quarters of workers in closed shops thought management-union relations *where they work* were very good or quite good, compared to two thirds of those in open shops. Conversely, around a quarter (24 per cent) of those in closed shops felt relations to be not very good or not at all good, slightly more than those in open shops (18 per cent).

Those in post-entry closed shops were far more likely to hold negative views about management-union relations (31 per cent) than those in either pre-entry shops or open shops (18 per cent in each case). However, those in open shops were less likely to believe relations were good (68 per cent) than those in pre-entry shops (78 per cent).

### Management-employee relations

A large majority of employees—eight out of ten—commented favourably on relations between management and employees in general *at their place of work*. Those in closed shops were less likely to comment positively than those in open shops (72 per cent and 82 per cent respectively).

### Conclusions

In many respects the analysis presented in this article contains few surprises. Union density and recognition have continued to decline steadily during the 1980s. Attitudes and approaches towards trade unions and industrial relations issues vary predictably between unionists and non-unionists. The analysis has also revealed further differences with reference to the closed shop. More importantly, perhaps, it has shown the closed shop to be more persistent and widespread than had previously been thought. ■

## Technical note

The sample used in each week was a two-stage, stratified random sample, electors' names being drawn at random from the Electoral Register (with the addition of non-electors aged 15 and over, chosen by a systematic method; see note below).

### The sample design

#### Constituencies

A total of 631 parliamentary constituencies in Great Britain were classified into the Registrar General's ten standard regions. Within each standard region, constituencies were classified into four types:

- (i) Metropolitan county<sup>1</sup>
- (ii) Other 100 per cent urban
- (iii) Mixed urban/rural
- (iv) Rural

Within the resultant cells, constituencies were listed according to the percentage of people resident in the households whose head is in socio-economic groups 1, 2, 3, 4 or 13. A systematic sample of 180 constituencies was taken with the probability of selection proportional to the size of the electorate in each constituency.

#### Electors

Within each constituency, a random elector was selected, who became the first elector of a cluster. To form a cluster, every fifteenth elector was selected following the first randomly selected elector until the required number of electors had been reached.

The standard national cluster size was set at 18. Constituencies presenting special peculiarities (those within the old GLC area and a small number of others within the London ITV area) were allotted an average augmented cluster of 30, increased to 50 in exceptional circumstances.

<sup>1</sup> Definition prior to abolition on April 1, 1986.

Note: The Employment Department's section of the questionnaire included in the Random Omnibus Surveys of February 22-27 and March 1-6 was administered only to individuals satisfying two further conditions: they were employees and aged at least 16. Interviews with 830 such individuals were achieved in the first week's survey and 780 in the second week.

The sample comprised 3,432 named electors drawn from the Electoral Register of the selected constituencies. Interviewers were instructed to call and recall on these named electors, in order to obtain interviews with as high a proportion as possible. No substitutes were taken.

#### Non-electors

A sample of non-electors aged 15 and over was also interviewed. At the household of each selected elector, each interviewer inquired whether there were any non-electors aged 15 or over in the household. If there was one, he or she was interviewed (in addition to the elector). If there was more than one such non-elector, the interviewer listed their names alphabetically by surname and then by first name and selected one at random using a Kish selection grid. Thus one interview with a non-elector aged 15 or over was attempted at each household where they occurred. No substitutes were accepted.

Recalls were made to secure interviews with the selected non-electors.

### Weighting methods

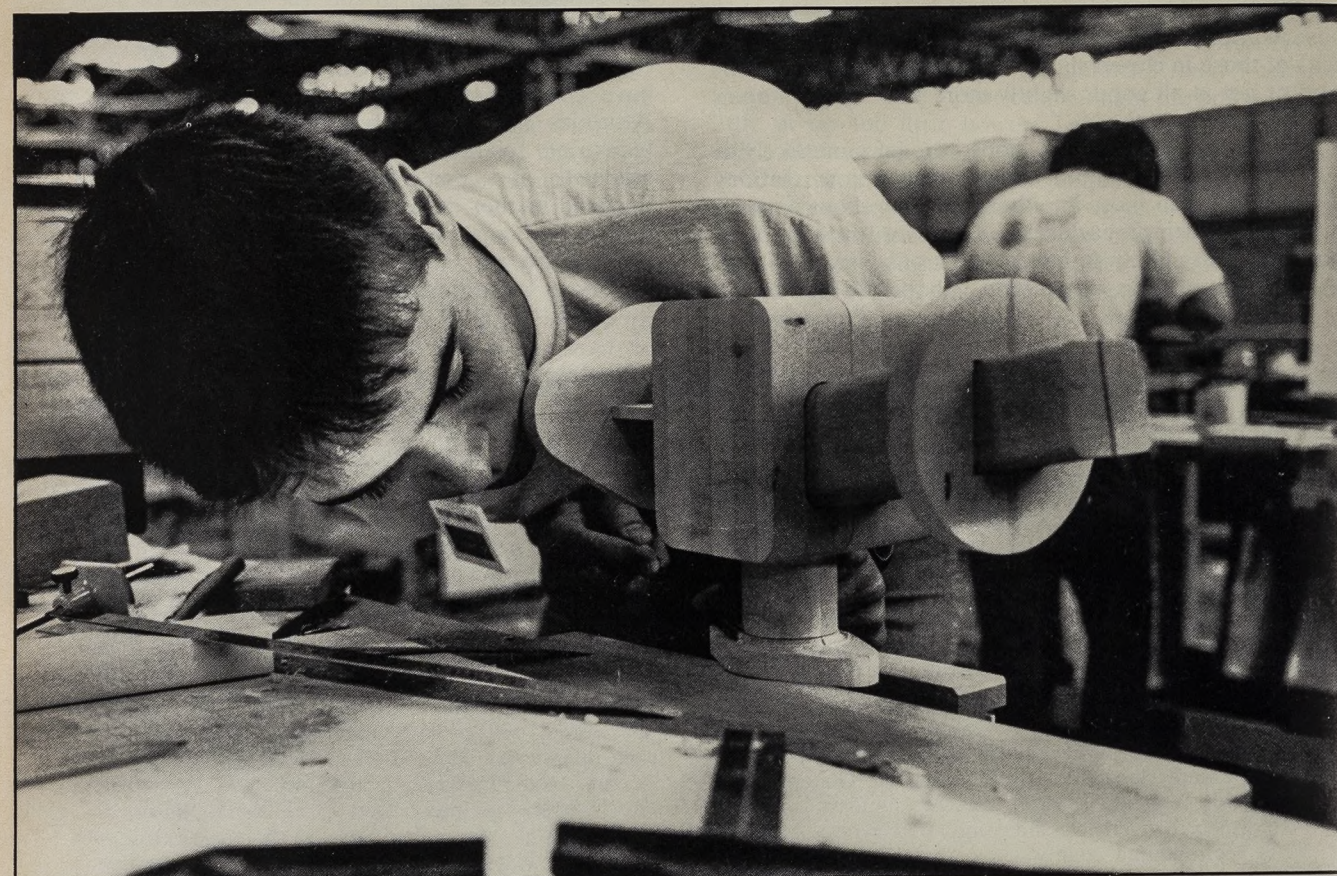
Non-electors—the sample of non-electors interviewed was given the following weight:

Number of non-electors in household  
Number of names on register leading to the household

In addition, weights were applied derived from the following demographic characteristics:

- Male/female;
- 16-24/25-34/35-44/45-54/55-59/60-64/65-70/71+;
- A/B/C1/C2/D/E;
- North/Yorkshire and Humberside/East Midlands/East Anglia/GLC/South East excluding GLC<sup>1</sup>/South West/West Midlands/North West/Wales/Scotland;
- 12 ITV areas, according to November 1986 ITCA definitions.

# Special Feature



The number of employees in Great Britain increased.

Photo: Jacky Chapman

## 1987 Census of Employment Results for Great Britain

Detailed results by region and by industry, of the September 1987 census of employment for the United Kingdom were published in the October 1989 issue of *Employment Gazette* (pp 540-558). This feature presents results for Great Britain; that is, for the United Kingdom less Northern Ireland.

The results of the September 1987 census of employment for Great Britain show that since September 1984, when the previous census of employment was held, the number of employees increased by 425,000 (2 per cent) to a level of 21,271,000. Service sector employees increased by 793,000 (6 per cent), while there were reductions of 219,000 (4 per cent) in manufacturing, 104,000 (17 per cent) in the energy and water supply industry division, 24,000 (2 per cent) in construction and 20,000 (5½ per cent) in the agriculture, forestry and fishing division.

The article in the October 1989 issue of *Employment Gazette* presents the main changes since the previous 1984

census and describes the census of employment operation. In particular, the reader's attention is drawn to p 542 which describes some industrial classification changes affecting returns from the iron and steel industry and from some area health authorities.

More details about the census of employment, and data for areas of Great Britain, can be obtained from Employment Department, Statistics Branch D4, Level 3, Exchange House, 60 Exchange Road, Watford WD1 7HH. Information in respect of Northern Ireland is available from the Department of Economic Development, Statistics Branch (Room 122) Netherleigh, Massey Avenue, Belfast BT4 2JP. ■

### Employees in employment in Great Britain: by industry (SIC 1980): September 1987

Thousands

Division	Class	Group	Activity	Male			Female			All
				Full-time	Part-time	All	Full-time	Part-time	All	
			<b>All industries and services*</b>	<b>10,679.4</b>	<b>878.9</b>	<b>11,558.3</b>	<b>5,591.6</b>	<b>4,121.1</b>	<b>9,712.7</b>	<b>21,271.0</b>
0			<b>Agriculture, forestry and fishing †</b>	<b>206.3</b>	<b>33.1</b>	<b>239.4</b>	<b>57.8</b>	<b>31.4</b>	<b>89.2</b>	<b>328.6</b>
1-5			<b>Index of production and construction industries</b>	<b>4,810.4</b>	<b>71.3</b>	<b>4,881.7</b>	<b>1,358.4</b>	<b>367.9</b>	<b>1,726.3</b>	<b>6,608.0</b>
2-4			<b>Manufacturing Industries</b>	<b>3,525.4</b>	<b>53.4</b>	<b>3,578.8</b>	<b>1,223.8</b>	<b>304.6</b>	<b>1,528.4</b>	<b>5,107.2</b>
6-9			<b>Service Industries *</b>	<b>5,662.7</b>	<b>774.5</b>	<b>6,437.2</b>	<b>4,175.4</b>	<b>3,721.8</b>	<b>7,897.2</b>	<b>14,334.4</b>
0			<b>Agriculture, forestry and fishing †</b>	<b>206.3</b>	<b>33.1</b>	<b>239.4</b>	<b>57.8</b>	<b>31.4</b>	<b>89.2</b>	<b>328.6</b>
	01	010	Agriculture and horticulture †	193.2	32.3	225.5	55.4	30.4	85.7	311.3
	02	020	Forestry	8.7	0.2	9.0	1.8	0.7	2.5	11.5
	03	030	Fishing	4.4	0.5	4.9	0.6	0.4	1.0	5.9
1			<b>Energy and water supply industries</b>	<b>420.8</b>	<b>0.7</b>	<b>421.5</b>	<b>64.2</b>	<b>13.8</b>	<b>78.0</b>	<b>499.5</b>
	11	111	<b>Coal extraction and manufacture of solid fuels</b>	<b>135.4</b>	<b>0.1</b>	<b>135.6</b>	<b>5.5</b>	<b>1.8</b>	<b>7.3</b>	<b>142.9</b>
		1113	Deep coal mines	127.1	0.1	127.2	4.9	1.7	6.6	133.8
		1114	Opencast coal working	7.0	—	7.0	0.4	0.1	0.5	7.5
		1115	Manufacture of solid fuels	1.3	—	1.3	0.1	0.1	0.2	1.5
	12	120	<b>Coke ovens</b>	<b>2.4</b>	<b>—</b>	<b>2.4</b>	<b>0.1</b>	<b>—</b>	<b>0.1</b>	<b>2.5</b>
	13	130	<b>Extraction of mineral oil and natural gas</b>	<b>29.3</b>	<b>0.1</b>	<b>29.4</b>	<b>5.0</b>	<b>0.3</b>	<b>5.3</b>	<b>34.7</b>
	14	140	<b>Mineral oil processing</b>	<b>17.9</b>	<b>0.1</b>	<b>17.9</b>	<b>3.3</b>	<b>0.4</b>	<b>3.8</b>	<b>21.7</b>
		1401	Mineral oil refining	14.1	—	14.1	2.3	0.3	2.6	16.7
		1402	Other treatment of petroleum products (excluding petrochemical manufacture)	3.8	—	3.8	1.0	0.2	1.2	5.0
	15	152	<b>Nuclear fuel production</b>	<b>13.4</b>	<b>—</b>	<b>13.4</b>	<b>2.3</b>	<b>0.2</b>	<b>2.5</b>	<b>15.9</b>
	16		<b>Production and distribution of electricity, gas and other forms of energy</b>	<b>176.1</b>	<b>0.3</b>	<b>176.4</b>	<b>40.3</b>	<b>9.7</b>	<b>50.0</b>	<b>226.4</b>
		161	Production and distribution of electricity	114.6	0.2	114.8	22.1	5.7	27.8	142.6
		162	Public gas supply	61.4	0.1	61.5	18.1	3.9	22.0	83.5
		163	Production and distribution of other forms of energy	0.2	—	0.2	0.1	—	0.1	0.3
	17	170	<b>Water supply industry</b>	<b>46.2</b>	<b>0.1</b>	<b>46.4</b>	<b>7.7</b>	<b>1.3</b>	<b>9.0</b>	<b>55.4</b>
2			<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	<b>527.8</b>	<b>4.5</b>	<b>532.4</b>	<b>133.7</b>	<b>24.2</b>	<b>157.8</b>	<b>690.2</b>
	21	210	<b>Extraction and preparation of metalliferous ores</b>	<b>2.0</b>	<b>—</b>	<b>2.0</b>	<b>0.1</b>	<b>—</b>	<b>0.1</b>	<b>2.1</b>
	22		<b>Metal manufacturing</b>	<b>126.4</b>	<b>0.5</b>	<b>126.9</b>	<b>14.9</b>	<b>2.7</b>	<b>17.7</b>	<b>144.6</b>
		221	Iron and steel industry	48.9	0.1	49.0	2.6	0.3	2.9	51.9
		222	Steel tubes	15.4	—	15.4	2.0	0.3	2.3	17.7
		223	Drawing, cold rolling and cold forming of steel	19.5	0.1	19.6	3.5	0.9	4.4	24.0
		2234	Drawing and manufacture of steel wire and steel wire products	13.6	0.1	13.7	2.9	0.7	3.5	17.3
		2235	Other drawing, cold rolling and cold forming of steel	5.8	—	5.9	0.7	0.2	0.9	6.7
		224	<b>Non-ferrous metals industry</b>	<b>42.7</b>	<b>0.2</b>	<b>42.9</b>	<b>6.8</b>	<b>1.3</b>	<b>8.1</b>	<b>51.0</b>
		2245	Aluminium and aluminium alloys	20.4	0.1	20.5	2.5	0.6	3.1	23.6
		2246	Copper, brass and other copper alloys	11.2	0.1	11.3	2.0	0.4	2.4	13.7
		2247	Other non-ferrous metals and their alloys	11.0	0.1	11.1	2.3	0.3	2.6	13.7
	23		<b>Extraction of minerals nes</b>	<b>25.3</b>	<b>0.2</b>	<b>25.5</b>	<b>3.0</b>	<b>0.8</b>	<b>3.8</b>	<b>29.2</b>
		231	Extraction of stone, clay, sand and gravel	23.3	0.2	23.5	2.8	0.7	3.6	27.1
		233	Salt extraction and refining	0.3	—	0.4	0.1	—	0.1	0.4
		239	Extraction of other minerals nes	1.6	—	1.6	0.1	—	0.1	1.7
	24		<b>Manufacture of non-metallic mineral products</b>	<b>147.5</b>	<b>1.5</b>	<b>149.0</b>	<b>36.1</b>	<b>7.4</b>	<b>43.5</b>	<b>192.5</b>
		241	Structural clay products	15.9	0.1	16.0	1.3	0.4	1.7	17.7
		242	Cement, lime and plaster	10.8	—	10.8	0.5	0.2	0.7	11.6
		243	Building products of concrete, cement or plaster	31.1	0.3	31.4	3.3	1.0	4.3	35.7
		2436	Ready mixed concrete	7.1	0.1	7.2	1.0	0.3	1.4	8.6
		2437	Other building products of concrete, cement or plaster	23.9	0.2	24.1	2.3	0.7	3.0	27.1
		244	Asbestos goods	7.2	—	7.3	1.7	0.2	1.9	9.1
		245	Working of stone and other non-metallic minerals nes	9.7	0.2	9.9	1.4	0.5	1.9	11.7
		246	Abrasive products	4.1	—	4.2	1.0	0.2	1.2	5.4

Employees in employment in Great Britain: by industry (SIC 1980): September 1987

Thousands

Division	Class	Group	Activity	Male			Female			All
				Full-time	Part-time	All	Full-time	Part-time	All	
		247	Glass and glassware	35.4	0.3	35.8	8.5	2.6	11.0	46.8
		2471	Flat glass	13.0	0.2	13.2	2.6	1.3	3.9	17.1
		2478	Glass containers	6.8	—	6.8	1.4	0.2	1.6	8.4
		2479	Other glass products	15.6	0.1	15.8	4.5	1.1	5.5	21.3
		248	Refractory and ceramic goods	33.3	0.4	33.7	18.3	2.3	20.7	54.4
		2481	Refractory goods	7.4	—	7.4	1.1	0.2	1.3	8.7
		2489	Ceramic goods	25.9	0.4	26.3	17.3	2.2	19.4	45.7
25			<b>Chemical industry</b>	<b>221.5</b>	<b>2.3</b>	<b>223.8</b>	<b>79.0</b>	<b>13.1</b>	<b>92.1</b>	<b>315.8</b>
		251	Basic industrial chemicals	94.6	0.5	95.0	16.7	3.1	19.9	114.9
		2511	Inorganic chemicals except industrial gases	46.7	0.2	46.9	8.0	1.2	9.2	56.1
		2512	Basic organic chemicals except specialised pharmaceutical chemicals	9.9	—	10.0	1.9	0.2	2.2	12.1
		2513	Fertilisers	4.0	—	4.0	0.6	0.1	0.7	4.7
		2514	Synthetic resins and plastics materials	27.8	0.2	28.1	5.1	1.4	6.5	34.5
		2515	Synthetic rubber	0.7	—	0.7	0.1	0.1	0.2	0.9
		2516	Dyestuffs and pigments	5.4	—	5.4	0.9	0.2	1.1	6.5
		255	Paints, varnishes and printing ink	22.4	0.2	22.6	5.6	0.9	6.5	29.1
		2551	Paints, varnishes and painters' fillings	18.1	0.1	18.2	4.7	0.7	5.4	23.7
		2552	Printing ink	4.3	—	4.4	0.9	0.2	1.1	5.4
		256	Specialised chemical products mainly for industrial and agricultural purposes	34.0	0.2	34.3	9.9	1.6	11.5	45.8
		2562	Formulated adhesives and sealants	6.9	0.1	7.0	1.9	0.3	2.3	9.2
		2563	Chemical treatment of oils and fats	0.1	—	0.1	—	—	—	0.1
		2564	Essential oils and flavouring materials	2.1	—	2.2	0.9	0.1	1.0	3.2
		2565	Explosives	3.3	—	3.3	1.6	0.1	1.7	5.0
		2567	Miscellaneous chemical products for industrial use	18.8	0.1	19.0	3.8	0.7	4.5	23.4
		2568	Formulated pesticides	0.9	—	1.0	0.5	0.1	0.7	1.6
		2569	Adhesive film, cloth and foil	1.9	—	1.9	1.1	0.3	1.4	3.3
		257	Pharmaceutical products	43.5	1.0	44.6	27.1	3.8	30.9	75.5
		258	Soap and toilet preparations	17.4	0.3	17.7	15.4	3.0	18.4	36.2
		2581	Soaps and synthetic detergents	9.0	0.1	9.1	4.0	0.9	4.9	14.0
		2582	Perfumes, cosmetics and toilet preparations	8.4	0.2	8.6	11.4	2.1	13.5	22.1
		259	Specialised chemical products mainly for household and office use	9.5	0.1	9.5	4.2	0.6	4.8	14.4
		2591	Photographic materials and chemicals	6.4	—	6.4	2.4	0.2	2.6	8.9
		2599	Chemical products nes	3.1	—	3.2	1.9	0.4	2.3	5.4
26		260	<b>Production of man-made fibres</b>	<b>5.2</b>	<b>—</b>	<b>5.2</b>	<b>0.6</b>	<b>0.1</b>	<b>0.7</b>	<b>5.9</b>
3			<b>Metal goods, engineering and vehicles industries</b>	<b>1,811.4</b>	<b>16.7</b>	<b>1,828.1</b>	<b>413.1</b>	<b>82.8</b>	<b>495.9</b>	<b>2,324.0</b>
		31	<b>Manufacture of metal goods nes</b>	<b>250.2</b>	<b>3.4</b>	<b>253.6</b>	<b>58.3</b>	<b>15.0</b>	<b>73.2</b>	<b>326.9</b>
		311	Foundries	52.1	0.5	52.6	6.3	1.7	8.0	60.6
		3111	Ferrous metal foundries	35.5	0.4	35.9	3.2	1.1	4.3	40.2
		3112	Non-ferrous metal foundries	16.6	0.1	16.7	3.1	0.6	3.7	20.4
		312	Forging, pressing and stamping	20.7	0.2	20.9	4.5	1.0	5.5	26.4
		313	Bolts, nuts, etc; springs; non-precision chains; metals treatment	34.2	0.5	34.8	8.8	2.2	11.1	45.9
		3137	Bolts, nuts, washers, rivets, springs and non-precision chains	14.6	0.2	14.8	4.6	1.0	5.6	20.4
		3138	Heat and surface treatment of metals including sintering	19.6	0.4	20.0	4.2	1.3	5.5	25.5
		314	Metal doors, windows, etc	24.3	0.3	24.5	4.1	1.5	5.6	30.1
		316	Hand tools and finished metal goods	118.9	1.9	120.8	34.6	8.5	43.1	163.8
		3161	Hand tools and implements	7.8	0.1	7.9	2.7	0.5	3.2	11.1
		3162	Cutlery, spoons, forks and similar tableware; razors	3.6	0.1	3.6	2.0	0.4	2.4	6.0
		3163	Metal storage vessels (mainly non-industrial)	1.7	0.1	1.7	0.2	0.1	0.3	2.0
		3164	Packaging products of metal	14.8	0.1	14.9	4.9	1.1	6.0	20.9
		3165	Domestic heating and cooking appliances (non-electrical)	6.1	—	6.2	2.2	0.4	2.6	8.8
		3166	Metal furniture and safes	7.4	0.1	7.5	1.6	0.4	2.0	9.5
		3167	Domestic and similar utensils of metal	2.7	—	2.7	1.6	0.3	1.9	4.6
		3169	Finished metal products nes	74.9	1.4	76.2	19.4	5.3	24.7	101.0
		32	<b>Mechanical engineering</b>	<b>615.3</b>	<b>6.7</b>	<b>622.0</b>	<b>94.5</b>	<b>25.4</b>	<b>119.9</b>	<b>741.9</b>
		320	Industrial plant and steelwork	79.9	0.6	80.6	7.7	2.6	10.3	90.9
		3204	Fabricated constructional steelwork	53.6	0.6	54.1	5.1	2.1	7.1	61.3
		3205	Boilers and process plant fabrications	26.4	0.1	26.5	2.6	0.6	3.2	29.7
		321	Agricultural machinery and tractors	22.2	0.2	22.5	2.6	0.7	3.2	25.7
		3211	Agricultural machinery	18.9	0.2	19.1	2.4	0.7	3.0	22.1
		3212	Wheeled tractors	3.4	—	3.4	0.2	—	0.2	3.6
		322	Metal-working machine tools and engineers' tools	60.6	1.0	61.6	9.2	3.1	12.3	73.9
		3221	Metal-working machine tools	19.2	0.3	19.5	2.7	1.0	3.7	23.2
		3222	Engineers' small tools	41.4	0.7	42.0	6.5	2.1	8.6	50.7
		323	Textile machinery	7.9	0.1	8.0	1.4	0.4	1.8	9.8

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Division	Class	Group	Activity	Male			Female			All
				Full-time	Part-time	All	Full-time	Part-time	All	
		324	<b>Mechanical engineering (continued)</b>							
		3244	Machinery for the food, chemical and related industries; process engineering contractors	34.9	0.2	35.1	6.1	1.4	7.5	42.6
		3245	Food, drink and tobacco processing machinery; packaging and bottling machinery	17.9	0.1	18.1	3.6	0.8	4.4	22.5
		3246	Chemical industry machinery; furnaces and kilns; gas, water and waste treatment plant	8.7	0.1	8.7	1.5	0.4	1.9	10.6
		325	Process engineering contractors	8.3	—	8.3	0.9	0.2	1.2	9.4
		3251	Mining machinery, construction and mechanical handling equipment	62.9	0.3	63.2	7.8	1.6	9.3	72.5
		3254	Mining machinery	11.4	—	11.4	1.1	0.2	1.3	12.7
		3255	Construction and earth moving equipment	11.1	—	11.2	1.1	0.2	1.3	12.4
		326	Mechanical lifting and handling equipment	40.4	0.3	40.7	5.5	1.2	6.7	47.4
		3261	Mechanical power transmission equipment	19.0	0.1	19.1	4.1	0.7	4.8	23.9
		3262	Precision chains and other mechanical power transmission equipment	7.2	—	7.3	1.4	0.3	1.7	9.0
		327	Ball, needle and roller bearings	11.8	—	11.8	2.6	0.5	3.1	14.9
		3275	Machinery for the printing, paper, wood, leather, rubber, glass and related industries; laundry and dry cleaning machinery	18.4	0.3	18.7	3.3	1.2	4.6	23.2
		3276	Machinery for working wood, rubber, plastics, leather and making paper, glass, bricks and similar materials; laundry and dry cleaning machinery	10.8	0.1	10.9	1.7	0.9	2.6	13.5
		328	Printing, bookbinding and paper goods machinery	7.6	0.1	7.8	1.6	0.4	2.0	9.7
		3281	Other machinery and mechanical equipment	297.4	3.8	301.2	48.0	13.2	61.2	362.4
		3283	Internal combustion engines (except for road vehicles, wheeled tractors primarily for agricultural purposes and aircraft) and other prime movers	28.2	0.1	28.3	3.6	0.6	4.2	32.5
		3284	Compressors and fluid power equipment	33.5	0.2	33.8	5.6	0.9	6.5	40.2
		3285	Refrigerating machinery, space heating, ventilating and air conditioning equipment	33.1	0.3	33.4	6.3	1.3	7.6	41.0
		3286	Scales, weighing machinery and portable power tools	9.1	0.1	9.3	2.6	0.6	3.1	12.4
		3287	Other industrial and commercial machinery	26.8	0.4	27.2	5.4	1.2	6.6	33.8
		3288	Pumps	5.2	—	5.2	1.0	0.1	1.2	6.4
		3289	Industrial valves	4.4	—	4.4	0.7	0.1	0.9	5.3
		329	Mechanical, marine and precision engineering nes	157.0	2.6	159.6	22.8	8.3	31.1	190.7
		33	Ordnance, small arms and ammunition	12.1	0.1	12.1	4.4	0.4	4.8	16.9
		330	<b>Manufacture of office machinery and data processing equipment</b>	<b>58.3</b>	<b>0.3</b>	<b>58.6</b>	<b>23.2</b>	<b>1.8</b>	<b>25.0</b>	<b>83.6</b>
		3301	Office machinery	9.2	—	9.2	3.8	0.3	4.1	13.4
		3302	Electronic data processing equipment	49.1	0.3	49.4	19.3	1.5	20.9	70.2
		34	<b>Electrical and electronic engineering</b>	<b>373.8</b>	<b>3.6</b>	<b>377.3</b>	<b>158.3</b>	<b>27.1</b>	<b>185.4</b>	<b>562.8</b>
		341	Insulated wires and cables	21.2	0.1	21.3	7.3	1.1	8.4	29.7
		342	Basic electrical equipment	75.7	0.6	76.2	25.0	4.1	29.1	105.3
		343	Electrical equipment for industrial use, and batteries and accumulators	45.3	0.5	45.8	16.3	3.6	19.9	65.7
		3432	Batteries and accumulators	7.7	—	7.8	1.7	0.2	1.9	9.7
		3433	Alarms and signalling equipment	14.1	0.2	14.3	4.1	0.9	5.0	19.3
		3434	Electrical equipment for motor vehicles, cycles and aircraft	14.9	0.2	15.0	8.2	1.7	9.9	24.9
		3435	Electrical equipment for industrial use nes	8.6	0.1	8.7	2.2	0.9	3.1	11.9
		344	Telecommunication equipment, electrical measuring equipment, electronic capital goods and passive electronic components	112.8	0.7	113.5	46.4	5.7	52.1	165.6
		3441	Telegraph and telephone apparatus and equipment	20.7	0.1	20.8	9.4	0.8	10.1	30.9
		3442	Electrical instruments and control systems	25.1	0.2	25.2	11.1	1.7	12.8	38.0
		3443	Radio and electronic capital goods	52.0	0.3	52.3	16.6	2.0	18.6	70.9
		3444	Components other than active components mainly for electronic equipment	15.0	0.2	15.1	9.4	1.2	10.6	25.7
		345	Other electronic equipment	75.9	1.2	77.1	43.5	8.7	52.2	129.3
		3452	Gramophone records and pre-recorded tapes	3.3	—	3.3	2.4	1.1	3.5	6.8
		3453	Active components and electronic sub-assemblies	31.6	0.5	32.2	21.5	4.2	25.7	57.9
		3454	Electronic consumer goods and other electronic equipment nes	41.0	0.7	41.6	19.5	3.4	23.0	64.6



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Division	Class	Group	Activity	Male			Female			All
				Full-time	Part-time	All	Full-time	Part-time	All	
			<b>Electrical and electronic engineering (continued)</b>							
		346	3460 Domestic-type electric appliances	27.6	0.2	27.8	12.1	2.2	14.3	42.1
		347	3470 Electric lamps and other electric lighting equipment	10.9	0.2	11.0	7.2	1.3	8.5	19.5
		348	3480 Electrical equipment installation	4.4	0.1	4.5	0.7	0.4	1.1	5.5
35			<b>Manufacture of motor vehicles and parts thereof</b>	<b>230.1</b>	<b>0.8</b>	<b>230.9</b>	<b>26.7</b>	<b>4.0</b>	<b>30.7</b>	<b>261.5</b>
		351	3510 Motor vehicles and their engines	98.0	0.1	98.2	7.8	0.5	8.3	106.4
		352	3520 Motor vehicle bodies, trailers and caravans	46.9	0.3	47.2	3.2	0.8	4.0	51.2
			3521 Motor vehicle bodies	37.9	0.2	38.1	2.4	0.5	2.9	41.0
			3522 Trailers and semi-trailers	4.4	—	4.4	0.5	0.1	0.5	5.0
			3523 Caravans	4.6	—	4.7	0.4	0.2	0.5	5.2
		353	3530 Motor vehicle parts	85.1	0.4	85.5	15.7	2.7	18.4	104.0
36			<b>Manufacture of other transport equipment</b>	<b>215.5</b>	<b>0.6</b>	<b>216.1</b>	<b>25.5</b>	<b>2.5</b>	<b>28.0</b>	<b>244.1</b>
		361	3610 Shipbuilding and repairing	53.4	0.4	53.8	3.4	1.0	4.4	58.2
		362	3620 Railway and tramway vehicles	20.3	—	20.4	1.2	0.1	1.3	21.6
		363	3630 Cycles and motor cycles	2.2	—	2.2	0.5	0.1	0.5	2.7
			3633 Motor cycles and parts	0.4	—	0.4	0.1	—	0.1	0.5
			3634 Pedal cycles and parts	1.8	—	1.8	0.4	—	0.4	2.2
		364	3640 Aerospace equipment manufacturing and repairing	137.7	0.2	137.9	19.1	1.3	20.3	158.2
		365	3650 Other vehicles	1.9	—	1.9	1.3	0.1	1.4	3.4
37			<b>Instrument engineering</b>	<b>68.2</b>	<b>1.3</b>	<b>69.5</b>	<b>26.6</b>	<b>7.1</b>	<b>33.7</b>	<b>103.2</b>
		371	3710 Measuring, checking and precision instruments and apparatus	37.6	0.4	38.0	13.1	3.3	16.4	54.4
		372	3720 Medical and surgical equipment and orthopaedic appliances	15.4	0.5	16.0	6.5	2.0	8.6	24.5
		373	3730 Optical precision instruments and photographic equipment	13.5	0.3	13.7	5.9	1.5	7.4	21.1
			3731 Spectacles and unmounted lenses	4.8	0.2	4.9	3.6	1.1	4.7	9.6
			3732 Optical precision instruments	3.8	—	3.9	0.9	0.2	1.1	5.0
			3733 Photographic and cinematographic equipment	4.9	0.1	4.9	1.4	0.2	1.6	6.5
		374	3740 Clocks, watches and other timing devices	1.8	0.1	1.8	1.1	0.2	1.3	3.2
4			<b>Other manufacturing industries</b>	<b>1,186.1</b>	<b>32.2</b>	<b>1,218.3</b>	<b>677.1</b>	<b>197.6</b>	<b>874.7</b>	<b>2,093.0</b>
	41/42		<b>Food, drink and tobacco manufacturing industries</b>	<b>315.8</b>	<b>10.3</b>	<b>326.1</b>	<b>148.3</b>	<b>84.4</b>	<b>232.6</b>	<b>558.7</b>
		411	4110 Organic oils and fats (other than crude animal fats)	2.6	—	2.6	0.9	0.3	1.2	3.8
			4115 Margarine and compound cooking fats	1.9	—	1.9	0.6	0.2	0.8	2.6
			4116 Processing organic oils and fats (other than crude animal fat production)	0.7	—	0.8	0.3	0.1	0.4	1.2
		412	4120 Slaughtering of animals and production of meat and by-products	52.5	1.5	54.0	28.2	10.4	38.5	92.5
			4121 Slaughterhouses	8.9	0.3	9.2	1.5	0.4	2.0	11.2
			4122 Bacon curing and meat processing	26.2	0.9	27.1	16.5	7.3	23.8	50.9
			4123 Poultry slaughter and processing	14.0	0.3	14.3	9.5	2.3	11.7	26.1
			4126 Animal by-product processing	3.3	0.1	3.4	0.7	0.4	1.1	4.5
		413	4130 Preparation of milk and milk products	26.7	0.6	27.3	6.5	2.3	8.9	36.2
		414	4147 Processing of fruit and vegetables	12.5	0.4	12.9	9.5	6.9	16.5	29.4
			415 Fish processing	6.6	0.4	7.0	6.1	3.7	9.8	16.8
			416 Grain milling	5.6	0.1	5.7	1.3	0.3	1.6	7.3
			418 Starch	0.7	—	0.7	0.1	—	0.1	0.8
			419 Bread, biscuits and flour confectionery	63.4	4.9	68.4	32.5	37.8	70.3	138.6
			4196 Bread and flour confectionery	53.4	4.4	57.8	23.3	27.8	51.1	108.9
			4197 Biscuits and crispbread	10.0	0.5	10.6	9.3	9.9	19.2	29.8
		420	4200 Sugar and sugar by-products	6.6	—	6.6	1.6	0.2	1.7	8.3
		421	4210 Ice cream, cocoa, chocolate and sugar confectionery	20.3	0.6	21.0	13.1	9.8	22.9	43.9
			4213 Ice cream	3.3	0.2	3.5	1.9	0.5	2.4	5.9
			4214 Cocoa, chocolate and sugar confectionery	17.0	0.4	17.5	11.2	9.2	20.5	37.9
		422	4220 Animal feeding stuffs	15.0	0.2	15.2	3.8	0.8	4.5	19.7
			4221 Compound animal feeds	8.5	0.1	8.7	2.0	0.4	2.4	11.1
			4222 Pet-foods and non-compound animal feeds	6.5	0.1	6.5	1.8	0.3	2.1	8.6
		423	4230 Miscellaneous foods	31.1	0.9	32.0	20.0	7.9	27.9	59.9
			424 Spirit distilling and compounding	11.0	0.1	11.0	5.7	1.0	6.7	17.8
			426 Wines, cider and perry	3.1	—	3.2	0.9	0.2	1.2	4.4
			427 Brewing and malting	33.8	0.3	34.1	7.5	1.7	9.2	43.2
			428 Soft drinks	15.4	0.2	15.6	4.9	0.7	5.6	21.2
			429 Tobacco industry	8.8	—	8.9	5.6	0.5	6.1	15.0
43			<b>Textile industry</b>	<b>119.7</b>	<b>2.4</b>	<b>122.1</b>	<b>89.8</b>	<b>18.8</b>	<b>108.6</b>	<b>230.7</b>
		431	4310 Woollen and worsted industry	22.6	0.4	23.0	11.4	3.0	14.5	37.5
		432	4320 Cotton and silk industries	20.1	0.3	20.4	11.0	2.3	13.4	33.8
			4321 Spinning and doubling on the cotton system	11.7	0.1	11.8	5.8	1.3	7.2	19.0

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				Full-time	Part-time	All	Full-time	Part-time	All	
			<b>Textile industry (continued)</b>							
			4322 Weaving of cotton, silk and man-made fibres	8.3	0.2	8.6	5.2	1.0	6.2	14.8
		433	4336 Throwing, texturing, etc of continuous filament yarn	—	—	—	—	—	—	0.1
		434	4340 Spinning and weaving of flax, hemp and ramie	0.5	—	0.5	0.5	0.1	0.6	1.1
		435	4350 Jute and polypropylene yarns and fabrics	2.2	—	2.2	0.8	0.1	0.9	3.1
		436	4360 Hosiery and other knitted goods	26.3	0.6	26.8	45.0	8.6	53.6	80.4
			4363 Hosiery and other knit fabrics	25.2	0.6	25.7	44.5	8.5	53.0	78.7
			4364 Warp knitted fabrics	1.1	—	1.1	0.5	0.1	0.6	1.7
		437	4370 Textile finishing	25.0	0.6	25.6	9.3	2.6	12.0	37.6
		438	4380 Carpets and other textile floor coverings	12.0	0.1	12.1	4.5	0.7	5.2	17.3
			4384 Pile carpets, carpeting and rugs	11.7	0.1	11.8	4.4	0.7	5.1	16.8
			4385 Other carpets, carpeting, rugs and matting	0.4	—	0.4	0.1	—	0.2	0.5
		439	4390 Miscellaneous textiles	11.1	0.2	11.3	7.2	1.3	8.5	19.9
			4395 Lace	2.1	0.1	2.2	1.9	0.3	2.2	4.4
			4396 Rope, twine and net	1.6	—	1.7	1.4	0.3	1.8	3.4
			4398 Narrow fabrics	4.1	0.1	4.2	2.8	0.5	3.3	7.5
			4399 Other miscellaneous textiles	3.2	—	3.2	1.1	0.2	1.3	4.5
44			<b>Manufacture of leather and leather goods</b>	<b>11.6</b>	<b>0.3</b>	<b>11.9</b>	<b>7.4</b>	<b>1.8</b>	<b>9.1</b>	<b>21.1</b>
		441	4410 Leather (tanning and dressing) and fellmongery	7.4	0.2	7.6	2.0	0.5	2.5	10.1
		442	4420 Leather goods	4.2	0.1	4.3	5.4	1.3	6.7	11.0
45			<b>Footwear and clothing industries</b>	<b>77.6</b>	<b>3.8</b>	<b>81.3</b>	<b>188.5</b>	<b>26.1</b>	<b>214.6</b>	<b>295.9</b>
		451	4510 Footwear	22.9	0.3	23.3	24.6	2.5	27.2	50.4
			4511 Clothing, hats and gloves	38.1	2.9	41.0	143.8	19.9	163.7	204.7
			4512 Weatherproof outerwear	2.6	0.1	2.7	8.5	0.9	9.4	12.1
			4513 Men's and boys' tailored outerwear	6.4	0.4	6.9	19.4	1.9	21.3	28.2
			4514 Women's and girls' tailored outerwear	4.7	0.2	4.9	14.9	1.9	16.7	21.7
			4515 Work clothing and men's and boys' jeans	2.8	0.1	2.9	9.6	1.1	10.7	13.6
			4516 Men's and boys' shirts, underwear and nightwear	1.8	—	1.8	11.2	1.2	12.4	14.3
			4517 Women's and girls' light outerwear, lingerie and infants' wear	15.8	1.7	17.6	67.8	10.7	78.5	96.1
			4518 Hats, caps and millinery	1.1	0.1	1.1	1.9	0.4	2.3	3.4
			4519 Gloves	0.5	—	0.5	1.0	0.5	1.4	1.9
			4520 Other dress industries	2.5	0.1	2.5	9.5	1.4	10.9	13.4
		455	4550 Household textiles and other made-up textiles	15.7	0.5	16.2	19.4	3.4	22.8	39.0
			4551 Soft furnishings	3.6	0.1	3.7	6.2	1.1	7.2	11.0
			4552 Canvas goods, sacks and other made-up textiles	2.8	0.1	2.9	2.4	0.6	3.0	6.0
			4553 Household textiles	9.3	0.3	9.6	10.8	1.7	12.5	22.1
		456	4560 Fur goods	0.8	—	0.8	0.7	0.3	1.0	1.8
46			<b>Timber and wooden furniture industries</b>	<b>180.8</b>	<b>3.1</b>	<b>183.9</b>	<b>35.1</b>	<b>11.6</b>	<b>46.7</b>	<b>230.6</b>
		461	4610 Saw-milling, planing, etc of wood	11.2	0.1	11.3	1.1	0.5	1.6	12.9
		462	4620 Manufacture of semi-finished wood products and further processing and treatment of wood	6.2	0.1	6.3	0.9	0.3	1.2	7.5
			463 Builder's carpentry and joinery	46.5	0.9	47.4	5.0	2.4	7.4	54.8
			464 Wooden containers	9.2	0.2	9.4	2.2	0.6	2.8	12.2
			465 Other wooden articles (except furniture)	6.1	0.1	6.2	1.8	0.6	2.4	8.6
		466	4660 Articles of cork and plaiting materials, brushes and brooms	4.3	0.1	4.4	3.1	0.8	3.9	8.3
			4663 Brushes and brooms	3.6	0.1	3.7	2.8	0.6	3.4	7.1
			4664 Articles of cork and basketware, wickerwork and other plaiting materials	0.7	—	0.7	0.4	0.1	0.5	1.2
		467	4670 Wooden and upholstered furniture and shop and office fittings	97.2	1.6	98.9	21.0	6.3	27.4	126.2
			4671 Wooden and upholstered furniture	71.3	1.1	72.5	17.5	4.8	22.3	94.8
			4672 Shop and office fitting	25.9	0.5	26.4	3.5	1.5		

Employees in employment in Great Britain: by industry (SIC 1980): September 1987

Thousands

Division	Class	Group	Activity	Male			Female			All	
				Full-time	Part-time	All	Full-time	Part-time	All		
			<b>Processing of rubber and plastics (continued)</b>								
		482	4820	Retreading and specialist repairing of rubber tyres	1.7	—	1.7	0.1	—	0.2	1.9
		483		Processing of plastics	96.2	1.4	97.6	35.5	11.3	46.8	144.4
		4831		Plastic coated textile fabric	1.8	—	1.8	0.5	0.1	0.6	2.4
		4832		Plastics semi-manufactures	8.9	0.1	9.0	2.5	0.5	2.9	11.9
		4833		Plastics floorcoverings	2.4	—	2.4	0.5	0.1	0.5	3.0
		4834		Plastics building products	16.6	0.2	16.9	3.9	1.4	5.3	22.2
		4835		Plastics packaging products	19.0	0.3	19.2	6.0	2.4	8.5	27.7
		4836		Plastics products nes	47.5	0.7	48.3	22.1	6.9	29.0	77.3
		<b>49</b>		<b>Other manufacturing industries</b>	<b>39.0</b>	<b>1.7</b>	<b>40.6</b>	<b>28.3</b>	<b>8.1</b>	<b>36.4</b>	<b>77.0</b>
		491	4910	Jewellery and coins	6.7	0.3	7.0	4.2	1.5	5.8	12.7
		492	4920	Musical instruments	2.2	0.2	2.4	0.6	0.3	0.9	3.3
		493	4930	Photographic and cinematographic processing laboratories	7.9	0.4	8.3	5.4	1.5	6.9	15.2
		494		Toys and sports goods	10.1	0.5	10.6	9.1	2.5	11.6	22.2
			4941	Toys and games	4.5	0.3	4.8	6.2	1.6	7.8	12.6
			4942	Sports goods	5.6	0.2	5.8	2.9	0.9	3.8	9.6
		495		Miscellaneous manufacturing industries	12.1	0.3	12.4	9.0	2.3	11.3	23.7
			4954	Miscellaneous stationers' goods	4.0	0.1	4.1	3.2	0.6	3.8	7.9
			4959	Other manufactures nes	8.1	0.2	8.3	5.8	1.7	7.4	15.8
		<b>5</b>		<b>Construction</b>	<b>864.3</b>	<b>17.1</b>	<b>881.4</b>	<b>70.3</b>	<b>49.6</b>	<b>119.9</b>	<b>1,001.3</b>
		500	5000	General construction and demolition work	305.1	5.5	310.6	24.3	17.9	42.2	352.8
		501	5010	Construction and repair of buildings	186.5	4.4	190.9	15.7	10.9	26.5	217.4
		502	5020	Civil engineering	152.7	1.5	154.2	11.1	4.8	15.9	170.1
		503	5030	Installation of fixtures and fittings	143.5	2.5	146.0	13.4	10.0	23.4	169.4
		504	5040	Building completion work	76.5	3.2	79.8	5.9	6.0	11.9	91.6
		<b>6</b>		<b>Distribution, hotels and catering; repairs</b>	<b>1,635.9</b>	<b>309.9</b>	<b>1,945.9</b>	<b>990.8</b>	<b>1,312.8</b>	<b>2,303.6</b>	<b>4,249.4</b>
		<b>61</b>		<b>Wholesale distribution (except dealing in scrap and waste materials)</b>	<b>573.8</b>	<b>23.5</b>	<b>597.3</b>	<b>199.3</b>	<b>83.4</b>	<b>282.8</b>	<b>880.1</b>
		611	6110	Wholesale distribution of agricultural raw materials, live animals, textile raw materials and semi-manufactures	18.1	1.6	19.7	6.4	2.6	9.0	28.7
		612	6120	Wholesale distribution of fuels, ores, metals and industrial materials	66.1	1.1	67.2	17.8	4.9	22.7	89.9
		613	6130	Wholesale distribution of timber and building materials	100.1	2.8	102.9	20.5	9.4	29.9	132.8
		614		Wholesale distribution of machinery, industrial equipment and vehicles	118.7	2.8	121.5	37.2	11.1	48.2	169.7
			6148	Wholesale distribution of motor vehicles and parts and accessories	28.9	0.8	29.7	7.9	2.6	10.5	40.2
			6149	Wholesale distribution of machinery, industrial equipment and transport equipment other than motor vehicles	89.7	2.0	91.8	29.3	8.4	37.7	129.5
		615	6150	Wholesale distribution of household goods, hardware and ironmongery	34.9	1.1	36.1	14.9	5.7	20.6	56.7
		616	6160	Wholesale distribution of textiles, clothing, footwear and leather goods	20.8	1.0	21.7	13.2	5.4	18.7	40.4
		617	6170	Wholesale distribution of food, drink and tobacco	145.6	7.5	153.1	49.0	28.6	77.5	230.6
		618	6180	Wholesale distribution of pharmaceutical, medical and other chemists' goods	13.6	0.9	14.4	11.4	4.3	15.7	30.2
		619	6190	Other wholesale distribution including general wholesalers	56.1	4.7	60.8	29.0	11.4	40.3	101.2
		<b>62</b>		<b>Dealing in scrap and waste materials</b>	<b>14.6</b>	<b>0.5</b>	<b>15.1</b>	<b>2.1</b>	<b>1.8</b>	<b>3.8</b>	<b>18.9</b>
		621	6210	Dealing in scrap metals	9.4	0.3	9.7	0.9	0.8	1.7	11.4
		622	6220	Dealing in other scrap materials, or general dealers	5.2	0.2	5.4	1.1	1.0	2.1	7.5
		<b>63</b>	6300	Commission agents	17.7	0.7	18.4	9.9	3.6	13.5	31.8
		<b>64/65</b>		<b>Retail distribution</b>	<b>642.0</b>	<b>135.3</b>	<b>777.3</b>	<b>545.7</b>	<b>744.8</b>	<b>1,290.5</b>	<b>2,067.9</b>
		641	6410	Food retailing	157.7	57.2	214.9	122.8	250.0	372.7	587.6
		642	6420	Confectioners, tobacconists and newsagents; off-licences	17.5	9.1	26.6	22.6	60.3	82.9	109.5
		643	6430	Dispensing and other chemists	13.5	4.9	18.4	44.0	53.9	98.0	116.4
		645	6450	Retail distribution of clothing	31.2	6.5	37.7	60.1	69.2	129.3	167.0
		646	6460	Retail distribution of footwear and leather goods	9.0	4.3	13.2	19.6	39.9	59.5	72.7
		647	6470	Retail distribution of furnishing fabrics and household textiles	13.0	0.8	13.9	7.8	5.2	13.0	26.9
		648	6480	Retail distribution of household goods, hardware and ironmongery	101.3	12.8	114.2	50.5	51.7	102.2	216.4
		651	6510	Retail distribution of motor vehicles and parts	135.2	8.0	143.2	30.3	14.7	45.1	188.2
		652	6520	Filling stations (motor fuel and lubricants)	18.6	6.8	25.5	11.2	10.1	21.3	46.8
		653	6530	Retail distribution of books, stationery and office supplies	21.4	1.8	23.3	17.5	12.6	30.1	53.4
		654	6540	Other specialised retail distribution (non-food)	68.7	6.8	75.5	53.7	36.1	89.8	165.3
		656	6560	Mixed retail businesses	54.7	16.3	71.0	105.5	141.2	246.6	317.6

Employees in employment in Great Britain: by industry (SIC 1980): September 1987

Thousands

Division	Class	Group	Activity	Male			Female			All	
				Full-time	Part-time	All	Full-time	Part-time	All		
		<b>66</b>		<b>Hotels and catering</b>	<b>226.9</b>	<b>141.9</b>	<b>368.8</b>	<b>208.7</b>	<b>461.8</b>	<b>670.5</b>	<b>1,039.3</b>
				Restaurants, snack bars, cafes and other eating places	63.7	33.6	97.3	47.0	97.9	144.9	242.2
				Eating places supplying food for consumption on the premises	55.5	27.8	83.4	40.8	77.6	118.4	201.8
				Take-away food shops	8.2	5.7	13.9	6.2	20.3	26.5	40.4
				Public houses and bars	32.7	45.3	78.0	28.8	157.3	186.0	264.1
				Night clubs and licensed clubs	19.7	35.3	55.0	12.3	72.6	84.9	139.9
				Canteens and messes	28.2	4.9	33.2	39.0	51.0	89.9	123.1
				Hotel trade	69.8	20.1	89.9	71.4	73.6	145.0	235.0
				Other tourist or short-stay accommodation	12.7	2.7	15.4	10.3	9.5	19.8	35.2
		<b>67</b>		<b>Repair of consumer goods and vehicles</b>	<b>160.9</b>	<b>8.0</b>	<b>169.0</b>	<b>25.1</b>	<b>17.4</b>	<b>42.4</b>	<b>211.4</b>
				Repair and servicing of motor vehicles	141.6	7.3	148.9	20.9	14.8	35.7	184.6
				Repair of footwear and leather goods	2.8	0.2	3.0	0.8	0.6	1.4	4.4
				Repair of other consumer goods	16.5	0.6	17.0	3.3	2.0	5.3	22.3
		<b>7</b>		<b>Transport and communication</b>	<b>975.9</b>	<b>28.0</b>	<b>1,003.8</b>	<b>221.0</b>	<b>57.2</b>	<b>278.2</b>	<b>1,282.0</b>
		<b>71</b>		<b>Railways</b>	<b>128.9</b>	<b>0.2</b>	<b>129.1</b>	<b>9.0</b>	<b>0.7</b>	<b>9.8</b>	<b>138.8</b>
		<b>72</b>		<b>Other inland transport</b>	<b>315.2</b>	<b>15.3</b>	<b>330.5</b>	<b>34.7</b>	<b>17.5</b>	<b>52.1</b>	<b>382.7</b>
				Scheduled road passenger transport and urban railways	131.7	7.0	138.6	15.7	4.3	20.0	158.7
				Other road passenger transport	4.8	2.9	7.7	1.5	2.2	3.8	11.5
				Road haulage	178.0	5.5	183.5	17.4	10.8	28.1	211.6
				Transport nes	0.7	0.1	0.7	0.1	0.1	0.2	0.9
		<b>74</b>		<b>Sea transport</b>	<b>27.6</b>	<b>0.2</b>	<b>27.8</b>	<b>5.0</b>	<b>0.5</b>	<b>5.5</b>	<b>33.3</b>
		<b>75</b>		<b>Air transport</b>	<b>33.9</b>	<b>0.4</b>	<b>34.3</b>	<b>17.9</b>	<b>1.4</b>	<b>19.3</b>	<b>53.5</b>
		<b>76</b>		<b>Supporting services to transport</b>	<b>72.4</b>	<b>2.2</b>	<b>74.6</b>	<b>13.0</b>	<b>2.5</b>	<b>15.4</b>	<b>90.0</b>
				Supporting services to inland transport	13.2	1.2	14.4	1.6	1.2	2.7	17.2
				Supporting services to sea transport	33.1	0.7	33.8	3.0	0.9	3.8	37.6
				Supporting services to air transport	26.2	0.2	26.4	8.4	0.5	8.9	35.3
		<b>77</b>		<b>Miscellaneous transport services and storage nes</b>	<b>88.0</b>	<b>2.6</b>	<b>90.6</b>	<b>60.0</b>	<b>14.4</b>	<b>74.4</b>	<b>165.0</b>
		<b>79</b>		<b>Postal services and telecommunications</b>	<b>309.9</b>	<b>7.1</b>	<b>316.9</b>	<b>81.5</b>	<b>20.3</b>	<b>101.8</b>	<b>418.7</b>
				Postal services	152.0	6.5	158.5	22.9	12.9	35.8	194.3
				Telecommunications	157.9	0.5	158.4	58.6	7.3	66.0	224.4
		<b>8</b>		<b>Banking, finance, insurance, business services and leasing</b>	<b>1,090.6</b>	<b>55.7</b>	<b>1,146.3</b>	<b>887.4</b>	<b>274.9</b>	<b>1,162.3</b>	<b>2,308.6</b>
		<b>81</b>		<b>Banking and finance</b>	<b>231.1</b>	<b>4.4</b>	<b>235.5</b>	<b>276.7</b>	<b>62.1</b>	<b>338.8</b>	<b>574.2</b>
				Banking and bill discounting	180.8	1.6	182.5	208.9	41.0	249.9	432.4
				Other financial institutions	50.3	2.7	53.0	67.8	21.1	88.9	141.9
		<b>82</b>		<b>Insurance, except for compulsory social security</b>	<b>126.2</b>	<b>2.0</b>	<b>128.2</b>	<b>96.0</b>	<b>15.4</b>	<b>111.4</b>	<b>239.6</b>
		<b>83</b>		<b>Business services</b>	<b>604.4</b>	<b>38.8</b>	<b>643.2</b>	<b>458.4</b>	<b>168.9</b>	<b>627.3</b>	<b>1,270.6</b>
				Activities auxiliary to banking and finance	26.8	0.5	27.2	16.2	2.1	18.3	45.5
				Activities auxiliary to insurance	36.9	1.2	38.1	33.1	9.2	42.3	80.5
				House and estate agents	35.8	3.9	39.7	35.5	24.0	59.5	99.2
				Legal services	35.3	3.6	38.9	97.6	28.7	126.4	165.3
				Accountants, auditors, tax experts	64.6	2.2	66.8	59.2	18.2	77.4	144.2
				Professional and technical services	156.5	4.8	161.3	51.3	21.5	72.8	234.1
				Advertising	21.1	0.6	21.7	17.1	5.1	22.2	43.9
				Business services	227.5	22.0	249.5	14			

Division	Class	Group	Activity	Male			Female			All	
				Full-time	Part-time	All	Full-time	Part-time	All		
<b>Public administration, national defence and compulsory social security† (continued)</b>											
		913	9130	Police	138.9	1.6	140.5	41.5	13.5	55.0	195.5
		914	9140	Fire services	42.3	13.5	55.8	3.4	2.5	5.9	61.6
		915	9150	National defence	84.3	0.9	85.3	35.4	4.1	39.5	124.8
		919	9190	Social security	35.5	0.2	35.7	77.5	6.4	83.9	119.6
92		921		<b>Sanitary services</b>	<b>99.4</b>	<b>36.1</b>	<b>135.6</b>	<b>26.5</b>	<b>177.2</b>	<b>203.8</b>	<b>339.3</b>
				Refuse disposal, sanitation and similar services	69.3	2.0	71.3	7.5	4.0	11.5	82.8
			9211	Refuse disposal, street cleaning, fumigation, etc	59.3	1.8	61.2	6.9	3.6	10.5	71.7
			9212	Sewage disposal	10.0	0.2	10.2	0.6	0.3	1.0	11.1
		923	9230	Cleaning services	30.1	34.2	64.2	19.0	173.3	192.3	256.5
93				<b>Education</b>	<b>406.4</b>	<b>101.3</b>	<b>507.6</b>	<b>467.6</b>	<b>606.7</b>	<b>1,072.4</b>	<b>1,580.0</b>
		931	9310	Higher education	94.7	13.7	108.4	49.6	43.8	93.4	201.8
		932	9320	School education (nursery, primary and secondary)	221.6	42.7	264.3	344.0	472.2	816.2	1,080.6
		933	9330	Education nes and vocational training	88.8	44.7	133.5	73.5	88.4	161.9	295.4
		936	9360	Driving and flying schools	1.2	0.2	1.4	0.6	0.3	0.8	2.2
94		940	9400	<b>Research and development</b>	<b>76.8</b>	<b>1.2</b>	<b>78.0</b>	<b>27.7</b>	<b>5.4</b>	<b>33.1</b>	<b>111.1</b>
95				<b>Medical and other health services; veterinary services</b>	<b>227.1</b>	<b>42.7</b>	<b>269.8</b>	<b>578.1</b>	<b>509.2</b>	<b>1,087.3</b>	<b>1,357.1</b>
		951	9510	Hospitals, nursing homes, etc	183.3	32.0	215.3	461.4	374.6	836.1	1,051.4
		952	9520	Other medical care institutions	33.6	4.4	38.0	54.6	46.4	101.1	139.0
		953	9530	Medical practices	3.7	3.2	6.9	19.4	51.4	70.7	77.6
		954	9540	Dental practices	2.0	1.2	3.1	26.0	15.8	41.7	44.9
		955	9550	Agency and private midwives, nurses, etc	2.4	1.7	4.1	10.2	17.0	27.1	31.2
		956	9560	Veterinary practices and animal hospitals	2.2	0.3	2.4	6.5	4.0	10.5	13.0
96				<b>Other services provided to the general public</b>	<b>151.6</b>	<b>73.8</b>	<b>225.4</b>	<b>245.8</b>	<b>369.0</b>	<b>614.8</b>	<b>840.1</b>
		961	9611	Social welfare, charitable and community services	93.1	31.4	124.5	202.8	322.8	525.6	650.1
		963	9631	Trade unions, business and professional associations	15.5	1.5	17.0	17.6	5.2	22.8	39.8
		966	9660	Religious organisations and similar associations	12.5	4.0	16.6	5.1	8.3	13.4	30.0
		969	9690	Tourist offices and other community services	30.4	36.9	67.3	20.2	32.6	52.9	120.2
97				<b>Recreational services and other cultural services</b>	<b>190.6</b>	<b>49.2</b>	<b>239.8</b>	<b>113.4</b>	<b>131.2</b>	<b>244.6</b>	<b>484.4</b>
		971	9711	Film production, distribution and exhibition	11.3	2.3	13.6	8.2	7.8	15.9	29.5
		974	9741	Radio and television services, theatres, etc	41.0	3.6	44.5	23.9	7.5	31.4	75.9
		976	9760	Authors, music composers and other own account artists nes	5.7	0.5	6.3	4.2	1.4	5.6	11.9
		977	9770	Libraries, museums, art galleries, etc	18.7	4.4	23.0	21.2	21.9	43.0	66.1
		979	9791	Sport and other recreational services	113.9	38.4	152.3	56.0	92.6	148.6	301.0
98				<b>Personal services *</b>	<b>39.4</b>	<b>6.6</b>	<b>46.3</b>	<b>96.1</b>	<b>47.0</b>	<b>143.1</b>	<b>189.4</b>
		981		Laundries, dyers and dry cleaners	14.5	2.7	17.2	19.9	20.6	40.5	57.7
			9811	Laundries	9.1	1.0	10.1	12.9	8.7	21.7	31.8
			9812	Dry cleaning and allied services	5.3	1.7	7.1	7.0	11.9	18.8	25.9
		982	9820	Hairdressing and beauty parlours	11.0	1.7	12.6	69.8	22.4	92.3	104.9
		989	9890	Personal services nes	14.0	2.5	16.5	5.4	4.0	10.3	26.8

# Topics

## Future need for older workers

Employers will need to market themselves more vigorously if they are to entice the older worker to meet the impending skills shortage, according to recruitment consultants Blue Arrow.

In a survey of 2,000 companies, it transpired 15 per cent remain openly hostile to the recruitment of older people.

The remaining 85 per cent said that although they were willing to consider job applications from older people, few were actively targeting this category.

Blue Arrow claims that traditional views on older workers are largely unsupportable and workers over 40 are, in comparison to younger workers, more loyal, absent less, equally productive and more satisfied with their jobs.

The agency's own experience is that older workers are able to carry out a variety of temporary assignments with great ease and are regularly being asked back by employers. □



Employment Secretary Norman Fowler told employees not to write off older workers when he opened the B and Q Supercentre, Macclesfield, which is staffed by people over the age of 50.

## Changes in social security

Important social security changes came into effect last month. Lower national insurance rates, from October 5, will benefit about 19 million employees, most by £3.01 a week; and from October 1, employees have no longer needed to retire to receive a state pension.

This ends the 40-year-old rule which forced people to retire from regular employment in order to claim their pensions. People who want to go on working after retirement age will no longer be penalised by having their state retirement pension reduced if they earn more than £75 per week.

Currently, about 200,000 people have taken up the option to put off claiming their pension for up to five years and so increase the amount they receive. Although this option will remain, it is expected that many of these people will now choose to claim their pension.

While the standard national insurance rates are being reduced, the 'married woman's stamp' remains unaltered. So some women, particularly those on lower wages, may find that if they switched to the standard rate, they would pay lower contributions and earn entitlements to benefits they cannot get at the moment, such as sickness benefit, and, possibly, a State pension of their own.

The Department of Social Security has, therefore, launched a campaign to make people aware of the changes. They particularly want to reach those who at present pay the 'married woman's stamp', who should now seriously consider changing to the standard national insurance rate. □

## UK groups leading in Delta

With 1992 fast approaching, UK organisations now lead 11 out of the 31 transnational consortia which recently won contracts for the EC's Delta programme, which aims to develop the training potential of technological advances.

Surrey University's Department of General Practice is one UK project leader that has a particular interest in the development of computerised information systems for general practitioners worldwide.

The project will enable doctors in Amsterdam, Dublin, Leuven,

Madrid and Nottingham to receive and translate medical education programmes transmitted by satellite during television 'down time'. It will also test the technology, developed by British Medical Television, and assess the effect that language and cultural problems have on information transfer.

A further UK project leader, MARI Ltd, based in the North East, is involved in high-tech youth and adult training. The company leads a consortium of nine European organisations in the Delta project 'Essential', which

aims to develop a consensus on the systems and technology infrastructure needed to support the development of training technology in Europe.

Professor Grob of Surrey University advises others hoping to participate in Community programmes to read the documents carefully "however lengthy, and seek clarification from officials in the UK and EC."

MARI's Peter Nicklin advises anyone interested to "make sure your proposals are carefully targeted to address the objectives of the programme." □

## Eye on long-term jobless

A programme designed to help long-term unemployed people in the European Community has been launched by the European Commission. Called ERGO, the programme will run for three years and has both 'action' and 'research' elements.

Through a network of correspondents in each of the member states, the aim is to set up a database of programmes and identify projects which benefit long-term unemployed people. It

will also publicise elements of good practice and organise conferences and exchange visits to help projects learn from each other's experiences.

ERGO would like to hear from projects working with the long-term unemployed in both voluntary and statutory sectors which would like to participate in the programme. □

For further information contact: CEI Consultants, Alicia Bruce, 42 Frederick Street, Edinburgh EH2 1EX.

## Redundancies: advance notification

The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given in the table.

Note: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. □

### Redundancies

1989	
Apr	23,689
May	25,998
June	24,019
July	18,271
Aug	21,545
Sept	23,319

## National campaign on job stereotyping

The Industrial Society is launching a national campaign to eradicate job stereotyping for girls.

The first conference — called "Different Sex, Different Future?" — which plans to give teenage girls broader horizons to aim for was held at the Education Centre, Salford on October 25.

More than 120 girls, aged 12-15, from a dozen Salford and Trafford schools attend the day-long course, sponsored by Ferranti (North West) plc.

The Pepperell Unit, The Industrial Society's equal opportunities department, decided to embark on the project following feedback from member companies concerned as to why girls opt for certain career paths.

Predicted demographic trends mean fewer young people will be coming onto the job market in the

next decade and, as a result, more and more engineering, chemical, and manufacturing firms will find difficulty gaining new recruits.

The object of the campaign, which it is hoped will extend nationwide, is to break down the gender barriers so that girls make the best of their potential. A series of one-day courses is being planned in conjunction with company sponsorship. The seminars will bring in female managers to take girls through various skill exercises designed to assess potential.

Eve Warren, a Society advisor, said: "One of the issues that will be addressed is why do girls mentally opt out of technology based careers and choose to be a nursery nurse or a hairdresser instead."

Further information on the campaign is available from Susan Davies on 01-262 2401. □

## It's getting better say Britain's engineers

Britain's qualified engineers have received pay rises over the last two years which give them an overall increase in purchasing power. They are also increasingly satisfied with their initial training and two-thirds of them would recommend engineering as a career giving job satisfaction. Some 9,500 are chief executives and more than 22,000 take part in school/industry links.

These facts were revealed by the 1989 Survey of Chartered Engineers published by the Engineering Council last month. The biennial survey sampled 27,000 of the UK's accredited 189,000 engineers and technicians under the age of 65.

The survey shows some 64 per cent of all chartered engineers are now earning more than £20,000; 37 per cent earn more than £25,000 with 21 per cent earning more than £30,000.

Unemployment, particularly among incorporated engineers, has also fallen, which suggests that the profession is healthy and prospects are good. Overall, only 0.6 per cent of engineers in the two groups were unemployed on the survey date of April 1, 1989. □

The 1989 Survey of Chartered Engineers, Incorporated Engineers and Engineering Technicians, is obtainable from The Engineering Council, 10 Maltravers Street, London WC2R 3ER. Price £100 (incl p and p).

## Tuning up your personal performance

A people development programme has been launched in the UK, which claims to improve individual and team performances by at least 25 per cent.

Introduced by Quadriga People Development Ltd, the two-day course is dedicated to achieving sustained high performance.

Quadriga's aim is to show participants how to identify and then maintain the levels of activity needed for consistent high performance, both for wider

personal development and greater success in business.

Research so far has shown that while most individuals can produce high performance under pressure for some period of time, this is usually followed by a dip in results. Quadriga's programme aims to encourage individuals to adjust their tasks to fit their own, natural 'best performance' pattern. □

Further information is available from Quadriga, tel 01-628 3140.



Chris Moody, planning and curriculum development officer at Lackham College, Joe Petrou, training manager, and Dave Hill, landscape manager, both of Thorpe Park, casting their eyes over the kind of work which students will experience on the new diploma course.

## Leisure attraction diploma

A new initiative to train students in the organisation and supervisory skills of running Britain's growing range of leisure attractions has been launched in a joint venture between Thorpe Leisure Park and Lackham College, in Cheltenham.

A three-year diploma course in Leisure Supervision will combine experience at Thorpe Park in

Surrey, with the theory covered by Lackham College.

The course starts in March 1990 and comprises up to four 26-week sessions of paid employment at Thorpe Park, with training by the park's own management team. Similarly, there will be three study periods of 18-24 weeks full-time at Lackham College. □

## Timely advice for TECs

Britain has a once-in-a-decade opportunity to restyle services for the new and growing business sector, according to a new report from Business in the Community—*Putting the Enterprise into TECs*.

David Grayson, director of enterprise at Business in the Community, which is the umbrella organisation for local enterprise agencies, argues that TECs should:

- use effective existing organisations such as local enterprise agencies rather than create their own small firms departments;

- be customer-driven not programme-led by having a wider vision of their role and not be constrained by the rules of existing schemes;
- not seek to spread themselves too thinly but rather add value by plugging gaps and concentrating resources; and,
- reduce duplication and encourage networking between support organisations. □

*Putting the Enterprise into TECs* is available free from Business in the Community, tel 01-253 3716.

## Regional skills crisis

The skills shortage in the high technology industries in Hampshire, Surrey and Berkshire is at crisis point, with hundreds of positions left unfilled, according to recruitment consultants, Gregory-Martin International.

Anne Christopher, co-founder of the company finds that the high-tech industries, particularly electronics, are finding it increasingly difficult to recruit the right calibre of people and are turning to specialist consultants for help.

In contrast companies in Wales are currently finding it easier to recruit and maintain high quality professional, technical and managerial staff than in other parts of the United Kingdom, according to research by Coopers & Lybrand. The research, commissioned by

the Welsh Development Agency, shows that companies in the Principality are very happy with their ability to recruit and retain high quality staff despite the increasing demand for skill and professional personnel. Most firms in a position to compare agreed that the situation in Wales was easier, or much easier, than at other sites in the UK.

Companies were particularly optimistic about the effects that the rapid pace of economic development in Wales had had on human resources in the Principality. The growing 'clusters' of companies in Wales in a number of modern sectors was seen as a positive factor which enabled companies to compete for highly qualified staff in national labour markets. □

## Major industrial hazards—new controls proposed

The Health and Safety Commission has published new proposals to strengthen and extend the provisions against major industrial hazards and to provide more information to the public.

The effect of the changes is that about 250 extra existing industrial activities would become subject to more stringent requirements of the Control of Industrial Major Hazards Regulations 1984, covering submission of safety reports to the Health and Safety Executive, emergency planning and information for the public. Of these 250 activities, about 130 would involve warehouses (mainly

storing a range of dangerous substances); some 70 would be bulk storage, for example, gas installations, and about 50 would be storage facilities associated with a process installation.

Comments from anyone with an interest in the proposals should be sent to Miss Y Tolland, Health and Safety Executive, Room 441, Baynards House, 1 Chepstow Place, London W2 4TF, tel 01-243 6229, before December 22.

"Proposals for Control of Industrial Major Accident Hazards (Amendment) Regulations" (CD 13(F)) is available free of charge from Sir Robert Jones Memorial Workshops, Unit 3, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5.

## European aid for Plymouth

European commissioner Bruce Millan has announced that the Plymouth travel-to-work area should become the first area in the UK to receive European regional development fund aid under the special RENAVAL programme, which is intended to help areas particularly hard hit by the decline of the shipbuilding industry.

No sum of money has yet been decided but a programme of measures for RENAVAL grants is being prepared. These grants are

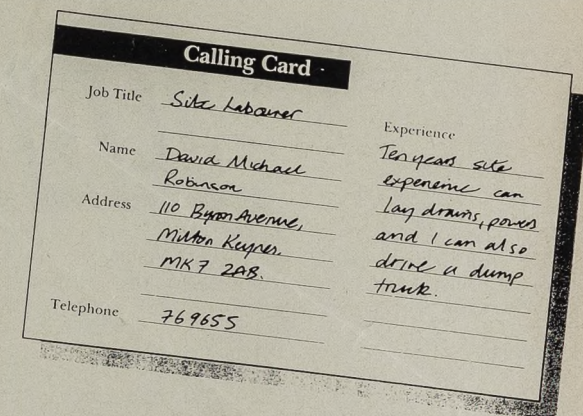


Plymouth docks.

Photo: Image Associates

made towards the cost of infrastructures linked to job-creation and the improvement of

run-down industrial areas, for the promotion of small and medium-sized enterprises and for tourism.



## Jobseekers calling card

An idea from the Jobclub programme has proved so popular that a national version has now been produced.

Called the Jobseekers calling card, it is intended to be used by

people seeking work in situations where a curriculum vitae (CV) may not be appropriate — for example, site work in the building trade. The card is available through the Jobclub programme. □

## Diary dates

- *A Question of Demographics*. Conference on the change in age profile of the population and the implications for business. Issues covered will include strategic, human resource and information technology planning. Organised by the Society for Information Management (SIM). November 27 at the Queen Elizabeth II Conference Centre, London. Contact SIM Secretariat, 0932 249048.
- *Flexible Training '89*. Exhibition and conference on training technologies, and materials. Sponsored by the Training Agency. November 28-30 at the Novotel Exhibition Centre, London. Further details from Blenheim Queensdale Ltd, 01-727 1929.

- *Corporate Care '89*. Conference and exhibition on employee welfare, featuring the 'Company Restaurant of the Year Award'. December 5 and 6 at Olympia, London. Contact: Camron Public Relations, 01-836 9843.
- *Irish Graduate Recruitment Fair*. All Ireland recruitment fair. December 9 to 10 at the Royal Dublin Society, Dublin. Further details from the organisers, Intro UK, tel 0491 410222.
- *Urban regeneration and regional development*. 'Enterprise 3' exhibition organised by World Trade Promotions Ltd giving a European dimension to urban renewal and regional development. January 23 to 25, 1990, at the Barbican, London. 01-642 7688.

## Small firms safety video

The Health and Safety Executive's new video package, 'Safety Matters', has been launched by Employment Minister Patrick Nicholls.

It is aimed at small-business advisers in the financial sector as they probably have most contact with small businesses. The HSE hopes advisers in the financial sector will help draw the small businessman's attention to safety as one of the factors for consideration when preparing business plans. □

## Womenpower

More than a billion women — one-third of the world's female population — will be in the economically active group at the dawn of the next century.

A new International Labour Office study predicts that the shift in female employment from agriculture to industry and services will continue everywhere. It estimates that by the year 2000 the agricultural sector will absorb 57 per cent of the economically active women in developing countries whereas in 1950 the proportion was 87 per cent.

This decline will be even more striking in industrialised countries where only 8 per cent of economically active women will likely be found in agriculture by the turn of the century compared with 47 per cent in 1950.

In these countries, says the ILO, women have turned to services far

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more than to industry. In 1950 about 33 per cent of the economically active women were in services with about 20 per cent in industry, but in 1980 the figures had changed to 58 per cent in services and 26 per cent in industry.

It is anticipated that the trend will become even more pronounced by the year 2000. □

*Women in the World of Work: projections to the year 2000* is available through the International Labour Office in London.

## Health and safety catalogue

A new edition of the Health and Safety Executive's audiovisual resources catalogue has been published.

The catalogue lists films, videos and tape/slides on health and safety at work which are available from distributors in the UK.

The new edition contains more

than 200 new titles and updates the information given in previous editions. □

Copies of the catalogue *Audiovisual Resources in Occupational Health and Safety* are available from the HSE's Publication Sales Point, IAS 3, Room 414, St Hugh's House, Stanley Precinct, Bootle, Merseyside. Price £6.50. ISBN 0 717 60334 2.

## The personnel touch

Personnel management has undergone changes just as the economic climate has changed since Maurice Cuming wrote the first edition of his book, *The Theory and Practice of Personnel Management*, in 1967. Now in its sixth edition, it is still concerned with the human style of personnel management which, the author believes, is threatened by efforts to cope with today's economic realities.

The book has been completely revised and new information is given on many aspects of personnel management, including new versions of professional codes of practice, staff selection techniques, sex discrimination legislation, distance learning, and flexible working conditions.

In an appendix to the book, the author looks to Japan for inspiration and assesses the findings of a British study tour to Japan which aimed to discover the secrets of Japanese success in personnel management and employee motivation. □

*The Theory and Practice of Personnel Management* by M W Cuming is published by Heinemann Professional Publishing. Price £16.95. ISBN 0 434 90283 7.



## And now for the bad news

Video Arts has produced a new training video to help managers deal more effectively with the task of giving employees bad news.

*This is going to hurt me more than it hurts you* presents no magic formula for the manager but aims to limit the damage bad news can

create, whether it concerns a pay rise, promotion, holiday cancellation or redundancy.

The cast, headed by John Cleese, Prunella Scales and Maria Aitken, performs in a series of sketches which break down the manager's task into a three-stage

process aimed at ensuring that the interview does not lead to disaster.

A supplementary discussion guide and booklet are also available. □

Further details are available from Video Arts, Dumbarton House, 68 Oxford Street, London W1N 9LA. tel 01-637 7288.

Printed in the United Kingdom for Her Majesty's Stationery Office

## Lessons in job creation

*Mechanisms for Job Creation: Lessons from the United States* discusses the merits of the US experience and compares the performance of the economy and growth in employment. The book is organised into sections covering macro- and micro-economic factors, the partnership between local authorities and business, venture capital and community renewal, the entrepreneurial approach to the social sector, and trade and distribution.

In his closing speech to an OECD seminar, the French Minister of Social Affairs and Employment, Philippe Séguin, points out the significance of the American experience of job creation and its value as a source of information and ideas for consideration by European decision-makers. □

*Mechanisms for Job Creation: Lessons from the United States* is published by OECD, price £14.50 and is available from HMSO bookshops. ISBN 92 64 13186 8.