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October 1995

Employment GAZETTE

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Labour market research

and evaluation programme

information for potential contractors

Independent research organisations,
academics and consultancies are being asked by

the Research Strategy Branch of the
Department for Education and Employment
to express an interest in bidding for research
projects.

A programme of evaluation and research projects is
developed to assess whether the objectives of certain

labour market policies and initiatives are appropriate, and the extent to
which they are being achieved cost-effectively. A large part of the programme
is contracted out and subject to competitive tendering.

Information about the 1995/96 programme is available from the
contact below. Expressions of interest in undertaking any of the planned projects
would be welcome.

Please contact:

Dave Harp
Research Strategy Branch
Department for Education and Employment
Room W441
Moorfoot
Sheffield S1 4PQ
Tel: 0114 259 4763.

Please note
that some
projects may
already
have been
commissioned.

Employment GAZETTE

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Contents

Volume 103 Number 10 Pages 361-392

October 1995

News

**News from the Central
Statistical Office** 362

**Working to help
ex-offenders** 366

A look at a Home Office initiative to help
ex-offenders into training and work

**plus: TEC news and NEWS brief
and Bookshelf**

In this month's Gazette



This issue includes features on the
Census of Employment, revised workforce
in employment series and Employee
Development Schemes

Photo: Simon Shephard/Impact

Features

Results of the 1993 Census of Employment 369

Presents an analysis of the 1993 Census of Employment results.

**Revised Employment Estimates and a new classification
system, June 1978 to March 1995** 379

An examination of the changes and effects of the revisions to the employees in employment in Great
Britain series and the new industrial classification system.

Employee Development Schemes 385

An investigation of the principles behind Employee Development Schemes and the extent of employers'
involvement in them.

Statistics

LFS Help-Line LFS49-56

This month's topics include: self-employment, women in employment, second jobs, job-related
training, total usual weekly hours worked.

Labour Market Data S1-76

Labour market update, and the most recent figures for: employment, unemployment, vacancies,
industrial disputes, earnings, and government training and enterprise programmes.

1993 Census of Employment Results published

RESULTS FROM the 1993 Census of Employment are now available.

This census was unique in a number of ways, not least in that it was the first full census of all employers in Great Britain since 1981. With over a million businesses contacted for their employment details, the 1993 census was about four times the size of the four sample censuses conducted in the intervening years.

The adoption of the first large scale optical character recognition (OCR) and document image processing (DIP) system in Great Britain has enabled the census to be processed in two years and with a third less staff. Business descriptions provided by employers have been allocated to Standard Industrial Classification 1992 codes using an automated coding package linked to the OCR/DIP system. This has led to greater consistency of industry coding.

The 1993 census was the first in which a centralised freephone helpline was available to help employers with their questions about the census. About 125,000 employers contacted the helpline.

Census data are used extensively by both Government and private users. For example, they are used by Government to compile labour market statistics, local unemployment rates and National Accounts. Also to determine those areas which qualify for special assistance from a number

of Government schemes and through the European Social and Regional Funds.

Local Authorities use the census data to assist in local infrastructure planning. Prior to results publication, most authorities undertake checks of provisional census data for their area, thus contributing to efforts to optimise both the quality and comprehensiveness of results.

The census also provides a rich source of research data, which are widely used by academics and students for a range of studies and projects. Private consultancies are regular users of the data, both on their own behalf and on behalf of their clients.

Annual Employment Surveys have now replaced the censuses with the forms mailed out to employers in mid-September. These surveys will be processed in the same way as censuses but have the target of having results available within nine months.

● More information on the 1993 Census of Employment, availability of results and plans for future censuses can be found, together with summary tables, on pages 369 to 377.

● The Census Information Section will be pleased to deal with specific enquiries and can be contacted on tel: 01928 792690.

CSO and OPCS to merge

THE PRIME Minister announced on September 20, 1995, that the Central Statistical Office (CSO) and the Office of Population Censuses and Surveys (OPCS) will be merged on April 1, 1996 to form a new Office for National Statistics.

This merger was welcomed by Tim Holt, current Director of the CSO and future Director of the new Office, and Peter Wormald, Director of the OPCS. In a joint statement they said: "The merger will unite the two central offices within the Government Statistical Service. This is a logical extension of the long-standing collaborative relationship between them. It will help us to improve the range and

quality of our work, and also give strong leadership to the Government Statistical Service on statistical standards and practices.

"We particularly welcome the remit which the new Office has been given to improve the co-ordination and accessibility of Government statistics generally, and to create a database of key statistics, whose aim will be to give a comprehensive statistical picture of the United Kingdom, its economy and its society."

Dr Holt further emphasised the importance of continuity in statistics. He said: "It is every bit as important that we continue and improve our existing statistics as it is that we develop new ones. We shall make sure that we do that."

1995 New Earnings Survey published

ON SEPTEMBER 28, 1995 the first volume of results from the 1995 New Earnings Survey (NES) was published by the Central Statistical Office.

This first volume (*part A*) provides a streamlined and summary analysis of the 1995 NES. It will be followed by the release of five other volumes (*parts B-F*) during October and early November, which will provide more detailed information by, among other categories, region, industry, occupation and age.

The NES is a sample survey of the earnings of employees in employment in Great Britain carried out in April of each year under the Statistics of Trade Act, 1947. The survey is based largely on a one per cent sample of employees who are members of

pay-as-you-earn (PAYE) income tax schemes, and is designed to represent all categories of employees in businesses of all kinds and sizes.

The main purpose of the survey is to obtain annual information about the levels, distributions and make-up of earnings of employees in all industries and occupations and for the major national collective agreements. The survey has been held, broadly in the same form, each year since 1970 following its introduction in 1968. A similar but separate survey is conducted by the Department of Economic Development in respect of employees in Northern Ireland.

● For general enquiries about the 1995 NES contact the NES Help-Line on tel: 01928 794903/4.

Labour Force Survey Quarterly Bulletin expanded

KEY RESULTS from the spring 1995 LFS were published in CSO First Release (95) 143 Labour Force Survey Rapid Release No 5 on 19 July 1995.

More detailed analyses are published in the LFS Quarterly Bulletin which provides an overview of the full information available from the survey, all of which is publicly accessible through the Quantime LFS Bureau service. The value of the LFS is that it provides a fully integrated picture of the labour market on the basis of internationally agreed standard definitions in accordance with the recommendations of the International Labour Organisation (ILO).

Issue No. 13 of the LFS Quarterly Bulletin issued on 13 September includes the following new features:

- New charts showing the structure of the labour force in terms of sex and activity status.
- A new table showing whether young people under 25 are in full time education, also showing whether they are economically inactive.

- Additional information on whether the young ILO unemployed are seeking full or part-time work.
- A new ILO table giving an analysis of the long term ILO unemployed according to the occupation and industry in which they were last employed.
- A more detailed analysis of ethnic minorities in the labour market.
- A new table providing information on temporary workers according to their occupations and industries. The improvements take into account recommendations made in April by the Royal Statistical Society on the presentation of quarterly LFS data.

● For more details of the LFS see page 392. To subscribe to the LFS Quarterly Bulletin or LFS Rapid Release, telephone Chris Randall on 0171 273 6110/6109.

● For general enquiries about the LFS, telephone the LFS Help-Line on 0171 273 5585.

New development for Career Loans

A MAJOR concern of many people considering taking out a Career Development Loan (CDL) is whether or not they will be able to repay the loan after they have completed their training, says the DFEE.

A new pilot scheme, Career Development Loans Plus (CDL Plus), addresses this by enabling people who find themselves out of work or on a low wage to defer repayment for up to 18 months after their course has finished.

Loans of between £200 and £8,000 are available to pay up to 80 per cent of fees for courses lasting up to two years. Applicants who have been out of work for over three months may apply for a

loan to cover course fees provided the application has been endorsed by their local TEC.

Most of the normal CDL terms and conditions will apply. However, trainees in the pilot area can apply to defer payment for up to 18 months if they:

- are registered unemployed and claiming benefit;
- are employed and receiving certain benefits; or
- for reasons beyond their control need to extend the training before starting repayments.

This is in comparison to the possible six month maximum deferment period within the standard CDL guidelines.

CDL factfile

- CDL Plus is available to residents of Somerset, Avon, Gwent, South and Mid-Glamorgan.
- The DFEE operates CDL in partnership with three major banks: The Co-operative, Barclays and The Royal Bank of Scotland - to help people pay for vocational education or training.
- Courses can be full-time, part-time or distance learning. Living expenses can be considered for full-time courses.
- The pilot will operate for a two to three year period.
- For details phone for an application pack on freephone 0800 585 505.

TECs in partnership

RECENT RESEARCH suggests that TECs have carved out an important role in building and managing local economic development partnerships.

Learning from Experience - TECs and Local Economic Development Partnerships - a report produced for DFEE by GHK Economics and Management, highlights TECs' strengths and their role as catalysts for the creation of partnerships.

Also commended is the importance of TECs in co-ordinating bids for funding, and bolstering partnerships through policy development and research. The report lists key learning points for TECs based upon practical experience, and will be a useful guide for them and their local partners.

● Copies of the report are available free from Joan Longstone-Hull, Department for Education and Employment, Room E245, Moorfoot, Sheffield, S1 4PQ.

Playing at Jigsaws



HARLOW'S NEWEST Jigsaw day nursery (built at a cost of £500,000) recently opened its doors - making the company the country's largest private sector provider of daycare for children. By 1997 Jigsaw expects to employ over 1,000 childcare workers.

(Pictured above) local children help Dr Jim Wright, HRD director of SmithKline Beecham and Anne Watts, equal opportunities director, Midland Bank place the last piece of the jigsaw into place. Both are involved with day nurseries nationally.

Maternity guidance

TWO NEW guides on maternity legislation have been recently published.

- The Department for Education and Employment's updated comprehensive guide *Maternity Rights: a guide for employers and employees* can be obtained free by writing to Julian Mole, DFEE, Level 3, Caxton House, Tothill Street, London SW1H 9NF. Please include your postcode.
- To help employers get to grips with new legislation on pay and leave of pregnant employees, the Industrial Society has produced *Maternity, Paternity and Adoption Leave* an information pack filled with examples of best practice policies from organisations like the Body Shop, BT, IBM UK, the NSPCC and Sainsbury's. An accompanying book Statutory Maternity Pay and Maternity Rights sets out all aspects of maternity pay, the new 14 weeks' maternity leave, and longer leave. It also explains laws on unfair dismissal, redundancy and sex discrimination.

The pack is available from the Industrial Society Sales Unit tel: 0121 454 6769 or from the Information Service tel: 0171 262 2401 priced £50.00 plus £4.75 p&p.

Flexible men at work

THE STRESS of balancing work and home life can kill - particularly men. So warned Professor Cary Cooper, organisational psychologist from the University of Manchester Institute of Science and Technology at the launch of a new report *Balanced Lives: changing work patterns for men*.

Employers should realise that people leading balanced lives are much more likely to be happy, healthy and effective workers, said Professor Cooper. Equal opportunities for flexible working were increasingly becoming an option for men as well as women.

The report contains case studies which pass on useful lessons to organisations in both the public and private sectors on how arrangements with employers have been negotiated, attitudes of

colleagues and senior staff to the changes and the effect of organisational culture on the decision making.

Balanced Lives, sponsored by NatWest bank, is the third in a series - the others were *Change at the top* (changing work patterns for senior management) and *Changing times* (a guide to flexible work patterns written for human resource managers) - from the organisation New Ways to Work.

● **Change at the top: working flexibly at senior and managerial levels in organisations costs £12.50; Changing times: a guide to flexible work patterns for human resource managers: £19.50; Balanced Lives: changing work patterns for men costs £9.95, all from New Ways to Work, 309 Upper Street, London N1 2TY on 0171 226 4026.**

Findings

The report relied on research from over 100 men in all walks of life from solicitors to museum workers, and found that as a result of working on a flexible basis:

- 43% had chosen flexible working to cope with childcare;
- 67% worked part-time - of these 28% job shared with the majority employed by local authorities;
- 80% said their home life had been positively affected;
- 56% were positive about their opportunities for personal development, but
- 47% were negative about promotion prospects and said if they wanted to progress their careers they would have to be in a full-time post.
- Men who worked flexibly spent their extra free time with families and friends, and became more involved with the community and voluntary activities.

Employee Ownership Week

BRITAIN'S FIRST Employee Ownership Week is set to take place from October 19 - 26.

The week features a number of events across the country celebrating businesses wholly owned by their employees and is organised by Employee Ownership Solutions, a consortium of local cooperative development agencies active in employee buy-outs. They brought together a broad steering committee of organisations working in the field as well as employee owned companies.

The week, which is intended to become an annual event, features events such as conferences, seminars, exhibitions and presentations on employee ownership.

NEW APPOINTMENTS

Development Board for Rural Wales

JOHN TAYLOR, 45, has been appointed new chief executive of the Development Board for Rural Wales. Until recently he was deputy chief executive and head of operations at the Rural Development Commission, which looks after the economic and social development of rural England.



MR JOHN TAYLOR, new Chief Executive of the Development Board of Rural Wales.

Prior to this Mr Taylor headed the Overseas Labour Unit of the Employment Department, and worked for the Manpower Services Commission. He visited Russia as part of a UK delegation assisting in the diversification of its rural economy, and sits on the management board of the Consortium of Rural TECs.

TEC National Council

SIR GARRY JOHNSON has succeeded Sir Michael Bett, who is retiring as the TEC National Council's chairman.

Sir Garry left the Army in 1994 after a long and distinguished service record which included commanding the British armed forces in Hong Kong, and culminating as Commander-in-chief of the allied forces of NATO in northern Europe. Between 1989 and 1992, he controlled the British army's training organisation, introducing a coherent training structure bringing together all army colleges, schools and training units. Sir Garry will spend some months visiting TECs and familiarising himself with their operations and priorities before becoming fully active in his new position early next year.

Skills Olympics

BRITAIN'S BUSINESS sector will be firmly focused on events taking place during the 33rd International Skills Olympics, in Lyon from 12 to 15 October, when young trades people compete against the best of their international rivals from 25 countries worldwide.

UK SKILLS will be entering the best of British hopes in skills as diverse as hairdressing, motor mechanics, food preparation and plumbing. The team of 27 are all national champions in their own trade.

Sir John Cassels, UK SKILLS chairman, would like to see every competitor from this country achieve at least the international Diploma standard which

benchmarks the world-class level of skill. In Taipei, two years ago 14 out of 31 team members achieved the mark.

● UK SKILLS is the official body affiliated to the International Organisation for the promotion of Vocational Training (IVTO). Contact 0171 294 2420

● The International Skills Olympics are held every two years in one of the IVTO member countries. Contestants - aged under-23 - compete in some 40 occupational skills categories over four days. Future events will be held in St Gallen, Switzerland, in 1997 and Montreal, Canada in 1999.

Correction:

Disabled people in the public sector, August issue

Incorrect statistics concerning the numbers of people with disabilities working for two London boroughs were published in the August edition of *Employment Gazette*. It appeared in the London Borough Councils section of the tables on p 327 of the special feature, 'Registered disabled people in the public sector'.

Correct figures are as follows: Camden - 90 registered disabled staff; Corporation of London - 33 registered disabled staff. We apologise for any inconvenience caused.

Modern Apprenticeships roll out

Walsall - engineering

PAULA LANGLEY, 19, is following in the well-trodden path of her grandfather, father and brother by joining the first intake of modern engineering apprenticeships in Walsall, demolishing the misconception that engineering is a grubby, male-dominated low-tech career option.

This year 50 engineering places lasting between three and three and a half years, are available and offer a minimum level 3 NVQ and vocational education to BTEC or GNVQ standard. Participating companies see Modern Apprenticeships as a means of tackling skills shortages and attracting the best young people into a crucially important industry. According to Charles Thomas of Walsall TEC the key to promoting

Modern Apprenticeships lies in changing the public's perception of engineering. School leavers, he said, think engineering workplaces are dirty, while employers are reluctant to recruit apprentices aged 17 or over.

"Our apprentices know that a career in engineering is interesting and challenging, that working conditions are good and that the apprenticeship scheme is a viable alternative to other forms of further education," he said.

Manchester - construction

DAVID HAMPSON, 18, has joined Laing in Bridgewater as a Modern Apprenticeship bricklayer on the construction of a new concert hall.

He was one of the first to sign

up and Mike Stoney, managing director of Laing North West and a Manchester TEC director, says: "We are very keen for our modern apprentices to gain their qualifications so that we can continue to employ them in the long-term. These are the bright people of the future who will have the opportunity to get to the very top".

Lincolnshire - solicitors

A DOUBLE-SCOOP for Langley's of Lincoln, the first solicitors in the country to open an estate agency department, came when they signed-up Chris Parkinson, 16, as their first modern apprentice.

Having just left school after completing his GCSEs, Chris was planning to go to college when he

saw an advertisement for the apprenticeship. Attracted by the thought of earning a wage while getting training and qualifications at the same time, he is now working towards NVQ level 3 in estate agency and customer service.

Chris is excited about joining Modern Apprenticeships, because "I'm getting the best of both worlds - training and employment. Jobs are hard to come by and this way I'm already in employment and have a better start in my career."

Langley's say Modern Apprenticeships dovetail perfectly with their commitment to provide jobs for bright young people and believe training is the key to having a motivated workforce.

● All TECs now offer Modern Apprenticeships contact your local one for details.

Warning

MILTON KEYNES Chamber of Commerce and Training & Enterprise are warning businesses to beware of a Birmingham-based financial services company offering to obtain special government grants for relocation or expansion. Other areas are being targeted. Please check with your local TEC or Business Link before parting with any money.

Somerset TEC

SOMERSET COMPANIES too small to afford their own personnel officer or training manager can now access specialist help in the field of staff development.

A new TEC service First Resource can cost as little as £100 per month. For their money, businesses get a professional training manager who works closely with them to produce a tailor-made training strategy; advice on training development or personnel; and assistance on gaining the Investors in People Standard. Much of the training can be done in-house.

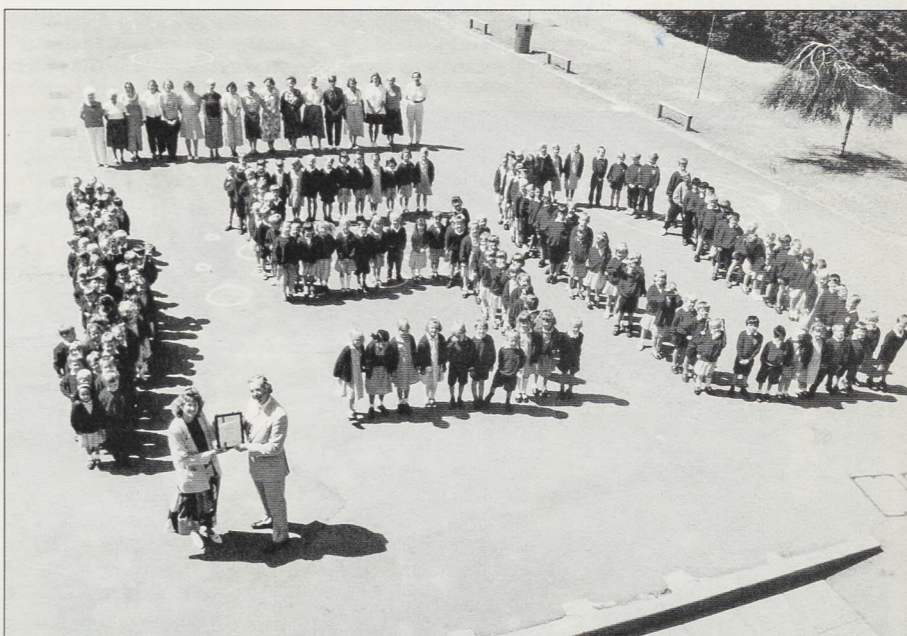
● Contact Liz Broughton, Somerset TEC on 01823 321188.

Derbyshire

SOUTHERN DERBYSHIRE TEC and the local Chamber of Commerce have merged to form Southern Derbyshire Chamber of Commerce, Training and Enterprise.

This follows similar mergers in Milton Keynes, Northampton and Sussex. The TEC National Council predicts that 30 such 'convergences' will take place over the next two years.

Licking the opposition



DINGLEWELL INFANT School celebrate becoming the 150th organisation to win the Investors in People award in Gloucestershire. Pupils enjoyed ice creams all around, thanks to local TEC chairman John Hazelwood (pictured with head teacher Caroline Pennington) who runs the largest ice cream factory in Europe.

DERBYSHIRE-BASED company Appor Ltd leads the way again.

Four years ago it was the first business to be awarded the Investors in People Standard, it is now the first to be re-assessed against the national Standard.

By reachieving the Standard the company has shown continued commitment to developing its

staff. Appor also holds the international standards organisation (ISO) part one and two which it believes was made possible through the Investors in People culture which is now firmly embedded in the company.

Appor's quality and training co-ordinator Alyson Bott explained: "Working towards, and

achieving the Standard has given the company a highly motivated team who have the opportunity to develop and improve.

"We are pleased to wave the banner for Investors in People again, because at the end of the day it has improved our bottom-line performance and that really is the most important thing."

Working to help ex-offenders

Finding work for ex-offenders who experience low motivation and face high rates of unemployment is a struggle. But TECs, in partnership with the Home Office, the Education and Employment department and other organisations, are currently exploring ways of doing this. Jonathan Bailey of the DFE's Adult & Training Strategy Branch reports.

PROBATION OFFICERS routinely report that between 60 and 80 per cent of people on their caseloads are unemployed. The disadvantage and discrimination encountered by people with criminal records mean that their employment opportunities are significantly reduced compared with others.

Yet a large number of people find themselves in trouble with the law: one in three men has a conviction for some type of criminal offence before the age of 30, according to Home Office figures.

For many such people, offending behaviour is just one of a

wide range of personal and social difficulties they have such as low self-esteem, poor health, unsettled accommodation and low motivation.

Many offenders, for example, have been previously held in local authority care. This was the case for about half of those responding to a small survey at the Brinsford Young Offenders' Institution (YOI) recently. People who have been in care often struggle to lead settled lives and form a disproportionately high percentage of the homeless.

They also have special training needs. In a 1994 survey, the Basic Skills Agency found that while only one sixth of the general population had serious literacy problems, more than half of inmates surveyed had. Certainly, there is a widespread belief that many offenders experience dyslexia.

Sustainable employment

In 1994, Home Office officials from the Probation Service Division announced plans for a new initiative. They invited TECs to make bids to run training and

job finding projects to help people under the supervision of and selected by the regionally-based probation services.

They wanted projects to have links with National Vocational Qualifications (NVQs) and the private sector so that they could be models of good practice. Forming partnerships with key local agencies such as the Employment Service, the voluntary sector, the Careers Service and others was another important element.

The then Employment Department, the Association of Chief Officers of Probation, and the TEC National Council's Sub-group on Special Needs and Equal Opportunities helped to judge bids. Announcing the successful ones in May 1995, Home Office Minister, Lady Blatch commented: "These initiatives will help offenders help themselves. We are optimistic that methods for the sustainable employment of ex-offenders will result."

Thames Valley Enterprise in May started training 60 people to become forklift truck drivers and they are due to end in November.

Now, they are exploring the possibility of developing more types of courses targeted at ex-offenders.

Head of education, Susan Jones said: "We've noticed a huge increase in trainees' self-confidence. There's a real promise of jobs at the end and they go to extraordinary lengths to stay on the course."

"The partnership has been critical and it's all come together as a package."

Thames Valley and six other TECs were successful in their bids—

- Cumbria: the project provides a service offering on-going vocational guidance and support with jobsearch.

- A consortium comprising Calderdale and Kirklees, Bradford, Wakefield and Leeds: this project works with young offenders returning from a custodial sentence to West Yorkshire and seeks to begin the process of reintegrating them back into the labour market.

- Manchester working with local task forces: the project focuses on assessment, help with literacy and numeracy where required, and a training resource pack will be produced.

- Western TEC: this project involves Wimpey Construction which is developing a training workshop majoring in carpentry skills.

- North and Mid Cheshire TEC (NORMIDTEC): the development of information points and vocational guidance workers, careers guidance and the provision of specialist job search facilities.

- City and Inner London North (CILNTEC): a specially appointed Development Officer is working on the creation of a database of local employers who are prepared to interview and appoint offenders.

The projects will be independently evaluated by a team from Liverpool University.

For more information: Marcus Smart, Home Office, 50 Queen Anne's Gate, London SW1P 9AT, tel 0171 273 2874. On the Brinsford YOI study, contact: Frank Chalmers at 34 Stamford Road, Bowdon, Cheshire WA14 2JX, tel 0161 928 2819.

- Free copies of *Guidelines on Training for Offenders*, which is aimed at training providers are available from Cambertown Ltd on 01709 888688, quoting reference GDL 94.



GOOD PRACTICE: a trainee gains new skills in forklift truck driving thanks to a partnership formed by Thames Valley Enterprise. Also pictured are representatives from Thames Valley Enterprise, Berkshire Probation Service, Buckinghamshire Probation Service, Fuller Training.

A bi-monthly selection of recent books and videos which may be of interest to *Employment Gazette* readers.

PAY

THE PAY of company directors should be determined by a group of advisers who are accountable to shareholders but independent of the executives. But the way forward should not be statutory. So says the Confederation of British Industry's special committee chaired by Marks & Spencer chairman, Sir Richard Greenbury, and other top executives from leading companies.

They identify the key issues as: the proper allocation of responsibility for determining directors' pay; proper reporting to shareholders, and transparency. This group should explain to shareholders on a yearly basis the company's approach.

To motivate directors, performance of the company and individual directors should be linked to rewards and the interests of the shareholders and directors should be matched.

The committee has developed a Code of Practice on pay and calls on all UK listed companies to comply with it and for the London Stock Exchange to encourage compliance.

- *Directors' Remuneration, report of a study group chaired by Sir Richard Greenbury*; Sir Richard Greenbury; The 1995 Study Group on Directors' Remuneration and Gee Publishing Ltd; 1995; £10; ISBN 1 86089 012 1.

FAMILY CREDIT and not a National Minimum Wage is the best way to tackle poverty among people who receive low pay, say a CBI report. The CBI has set out its position on the issue because it believes this will feature as part of the next general election campaign.

They argue that a lack of employment and not low wage is the primary cause of poverty. Family Credit is on target in reaching the poorest households while a minimum wage would simply miss them.

The New Earnings Survey is drawn on to show that earnings for full-time workers in industries formerly covered by the Wages Councils have risen faster than the national average.

Other research, they state, shows that in a competitive labour market a minimum wage results in job losses due to a rise in labour costs. A £4.10 per hour minimum wage would cost £4.5 billion nationally.

They predict that it would also lead to inflation due to the squeezing of pay differentials and pressure for higher wages.

- *A National Minimum Wage: The employers' perspective*; CBI; 1995; £10 (CBI non-members); ISBN 0 852-01-504.

EQUALITY

EUROPEAN EQUALITY directives began as a means of curbing unfair competition by limiting companies paying women workers less than men. Now, according to an European Commission (EC) handbook on equality, they serve to ensure social progress and improving the working and living conditions of its people.

Member states are expected to implement the directives but the Commission acts as a watchdog and initiates action against those states that default. The EC also reserves a role for private individuals to bring their own cases.

The handbook indicates the state of European case law by giving summaries of 60 cases heard by the European Court of Justice between 1976 and 1991. It also sets out 18 directives, resolutions and recommendations made by the Commission and Council.

- *Handbook on equal treatment for men and women in the European Community*; Junia Pais Macedo van Overbeek; Office for Official Publications of the European Communities; 1995; price, ECU 54; ISBN 92-826-8325-7.

THE LIMITED work opportunities experienced by many women is a particular challenge for those who want to start their own businesses, according to a European Commission (EC) book. This is because many entrepreneurs develop business ideas based on skills, knowledge and experience gained from their previous employment.

Yet a 1992 EC report showed that women's work experience comes from the home or from traditional, women-dominated employment sectors.

Thus in Luxembourg, 82 per cent of women business owners were in

fashion, beauty, hairdressing, couture or cosmetic-related businesses. A German survey showed that 70 per cent of women in business were in health and business service sectors. In Denmark only 9 per cent of women were in manufacturing and 3 per cent in transport.

The sectors women usually operate in are weak because their markets are in decline, are saturated or have limited potential for growth. According to the guide, too many people set up businesses that merely copy others. Unless the market is an expanding one, businesses doing the same as others, in the same area, are vulnerable. The guide advises women entrepreneurs to develop an innovative idea that has a market.

The EC guide is aimed at supporting their special programme launched in 1987 to support enterprises created by women: the Local Employment Initiatives Programme for Women (LEI).

- *Better business for women*; Breakthrough Consultants; Office for official publications of the European Communities; Luxembourg 1995; price, ECU 7; ISBN 92-827-3921-X.

TRAINING AND EDUCATION

THE GRADUATE output from UK universities continues to rise and is becoming more diversified in terms of students' backgrounds, age, gender and mode of study. These and other trends in the graduate market are highlighted in a new report by the Institute for Employment Studies.

The report reveals that total graduate enrolment has increased by 250 per cent to 1.5 million over the last 25 years. Numbers of school leavers gaining traditional entry has more than doubled, those over 21 years-old has grown to over one fifth, and women's share of enrolment has increased from one-third to one-half.

Older students are more concentrated on multi-disciplinary courses and in part-time studies, women remain under-represented in sciences and technology and fewer students are taking business and administration courses.

But employers continue to complain about the relative scarcity of graduates with the right combination of academic and personal skills while

graduates complain that their skills are being under-utilised in their first jobs.

The study presents an overview of issues relating to higher education and graduate employment as well as statistics and commentary on various topics.

- *The IES Annual Graduate Review 1995-96*; N Jagger, H Connor; IES Report 296; 1995; £25; ISBN 1-85184-218-7.

THE APPRENTICESHIP system is high on European Union states' agendas despite past criticisms against it, according to a report by the European Union's European Centre for the Development of Vocational Training.

Most countries have carried out major reforms to apprenticeships which have included the introduction of a legally binding contract between the apprentice and employer.

The system is now no longer the preserve of school leavers and is opening up to adults, although in the UK, the upper age limits remains 20. It is dominated by men in the industrial trades, but in Germany and Denmark a variety of occupations, such as nursing and banking, offer apprenticeships.

No universal formula for financing apprenticeships has emerged and large companies tend not to participate.

- *Apprenticeship in the EU Member States. A comparison*; Martina Ni Cheallaigh; European Centre for the Development of Vocational Training; 1995; price, ECU 8; ISBN 92-827-4265-2.

EURO STATISTICS

THE EUROPEAN Commission has produced statistics that compare significant features of each European Union country, other countries in Europe, North America and Japan.

- *Eurostat Yearbook '95: A statistical eye on Europe 1983-1993*; Inge Feldbaek; Office for Official Publications of the European Communities; 1995; £26; ISBN 92-826-8940-9.

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Results of the 1993 Census of Employment

The latest Census of Employment gives a breakdown of jobs in terms of their industrial activity and location down to the electoral ward level. It is the first full census since 1981 and was conducted to improve the Government's economic statistics. This feature presents its results and methods.

By Peter Thomas and Kim Smith,
Labour Market Statistics Group,
Central Statistical Office

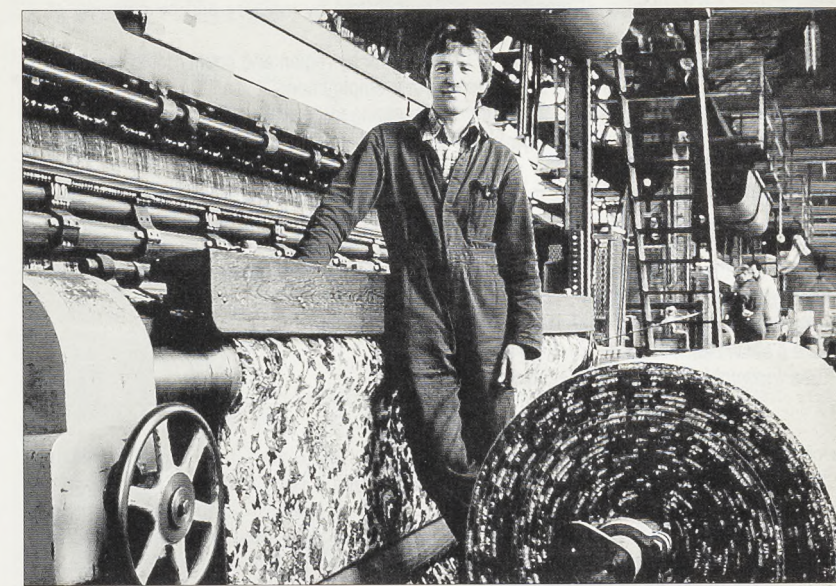


Photo: Janina Struk/FORMAT

Key findings

- The estimate of employees in employment in Great Britain for September 1993 is 21,105,300. This is a difference of less than 0.1 per cent from the published figure for September 1993 based on the monthly and quarterly enquiries.
- Since September 1991, the date of the previous census, the results show the number of employees has fallen by 2.2 per cent. There has been a fall of employees in the manufacturing sector (8.2 per cent) but an increase of 0.6 per cent in the service sector; and an increase in part-time jobs for both males (8.5 per cent) and females (1.3 per cent).
- In September 1993, the census results show that: of the total employees in employment, 50.8 per cent were male; as in 1991, East Sussex had the highest proportion of female employees (54.6 per cent) and Grampian region had the highest proportion of male employees (57.3 per cent). In 25 counties or Scottish regions there were more female employees than males (up from 11 in 1991).
- Of the total employees, 75 per cent were employed in the services sector (as defined by the 1992 Standard Industrial Classification) and 18 per cent of employees were employed in the manufacturing sector.
- Service sector employment was highest in Greater London (87 per cent) and lowest in the Borders region (58.6 per cent).
- Manufacturing sector employment was highest in the East Midlands region (25.7 per cent) and lowest in Greater London (9 per cent).
- In eight counties or Scottish regions over 80 per cent of employees were in the services sector; and in 11 counties or Scottish regions over 25 per cent or more of employees were in the manufacturing sector.
- 27.2 per cent of employees were employed in part-time jobs. Of the total employees, 22.2 per cent were female part-time workers and 5 per cent male part-time workers. The South West region had the highest proportion of both female part-time workers (25.4 per cent) and male part-time workers (6 per cent) and there were more part-time female employees than full-time.
- Greater London had the lowest proportion of female part-time workers (15.8 per cent) and the West Midlands region and Scotland had the lowest proportion of male part-time employment (4.4 per cent). There were 79 per cent of employees in full-time employment in Greater London but no region had over 75 per cent of employees in full-time employment.

Background to the census

PRIOR TO 1971, estimates of the number of employees were based on counts of National Insurance cards. Proposals put forward in 1969 involved the payment of National Insurance contributions for employed people through the Pay-As-You-Earn (PAYE) system. On the implementation of these proposals National Insurance cards were abolished, meaning that it was no longer possible to obtain counts of employment statistics from this source.

A government committee determined that the only practicable alternative for maintaining the series of employment statistics was through an annual census of employment. The first such census was administered in June 1971, following a full-scale trial in 1970. To minimise the burden on small employers, those businesses with less than three employees were only sent census forms every third year. These arrangements continued until 1978, with the data collected through unemployment benefit offices. No censuses were conducted in 1979 or 1980.

A major review of the Government Statistical Service recommended that the census should normally be conducted every three years. To reduce the cost of the survey, and the burden on employers, it also proposed that the census should be a sample survey. It further recommended centralisation of the census operation.

The 1981 census was, in fact, a full census of all employers, with sample censuses following in 1984, 1987, 1989 and 1991.

Tables and charts

Table 1 presents estimates of employees in employment for the United Kingdom, Great Britain and the standard regions by industry for September 1993. All other tables and charts in this article relate to Great Britain only. In September 1993 Northern Ireland accounted for just over 2.5 per cent of all United Kingdom employment.

Table 2 gives estimates for 1991 and 1993, and changes between 1991 and 1993, of total employment in Great Britain analysed by category of employee.

Table 3 provides estimates of employees in Great Britain by industry and by category of employee.

Table 4 provides estimates of employees in Great Britain by region and county for category of employee and by manufacturing and service sector employment.

Figure 1 shows how the level of employment has changed between 1991 and 1993 in the nine broad industry groups defined by the Standard Industrial Classification 1992 [see technical notes f) and g)]

Figure 2 shows how employment has changed by region, between 1991 and 1993, with Greater London separated from the rest of the South East. There was a decline in employment in all regions.

Figure 3 illustrates the broad industrial structure of each of the standard regions of Great Britain for September 1993.

Figure 4 shows the number of census forms issued by form type.

Figure 5 shows census response rates by month.

(See technical note for further details.)

The changing employment situation of the late 1980s led to the frequency of the censuses changing to biennial.

The decision to conduct a full census in 1993 was part of a wider initiative taken by the Chancellor of the Exchequer in 1990 to improve the quality of economic statistics.

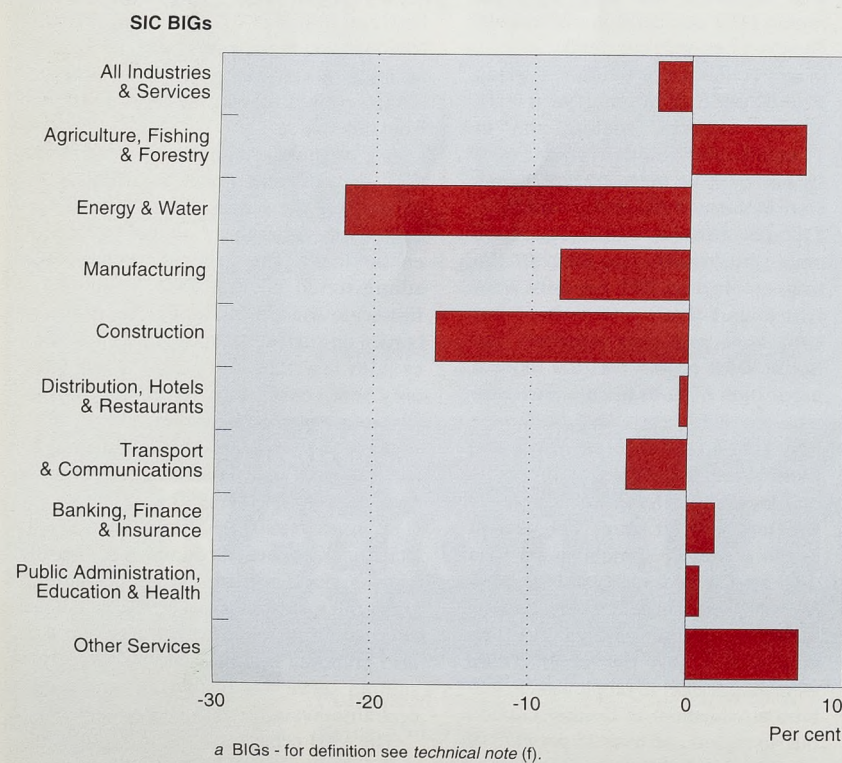
As with previous censuses, the 1993 census was conducted in Great Britain under the Statistics of Trade Act 1947. This

assures employers that the information they provide is published in such a way as to make it impossible to deduce information about individual undertakings, unless they have agreed otherwise in writing.

Purpose of the census

The Census of Employment provides a detailed picture of the number of employee jobs according to the industrial activity and

Figure 1 SIC BIGs^a - Great Britain employees in employment: percentage changes between September 1991 and September 1993



Source: 1991 and 1993 Census of Employment

location of individual workplaces. It is the only regularly available source of employment for such categories with data available down to the electoral ward level - subject to the confidentiality restrictions imposed by the Statistics of Trade Act 1947. For the 1993 census results, the electoral wards are based on boundaries as at September 1993 and 'frozen' wards using boundaries as at April 1991, the date of the 1991 Census of Population.

Census results are also used at a national and regional level to benchmark the employment estimates from the much smaller monthly and quarterly employment surveys. (See Kate Naylor: 'Revised employment estimates and a new classification system' in this *Employment Gazette*.)

A further part of the Chancellor's 1990 initiative was the joint development by the then Employment Department and the Central Statistical Office of a single register of businesses, the InterDepartmental Business Register (IDBR), to be used as the basis for the main economic and employment surveys. The register uses both PAYE and VAT records to identify new and closed businesses. These sources, however, provide only limited information on the different workplaces and type of industry for any business. By seeking information for each workplace, the census provides the local structure of businesses for the IDBR.

Conduct of the census

The Census of Employment is conducted as a postal enquiry. As with all censuses since 1971 the names and addresses of businesses included in the census were taken from the Inland Revenue PAYE register. The census form is sent to the address of the Reporting Unit (RU). This is the address where an employer holds the pay records for that part of the business. In many instances a business will have only one PAYE scheme but, in others, employers may choose to have more. Examples are where there are separate schemes for monthly and weekly paid staff, or for each of a businesses' regional divisions.

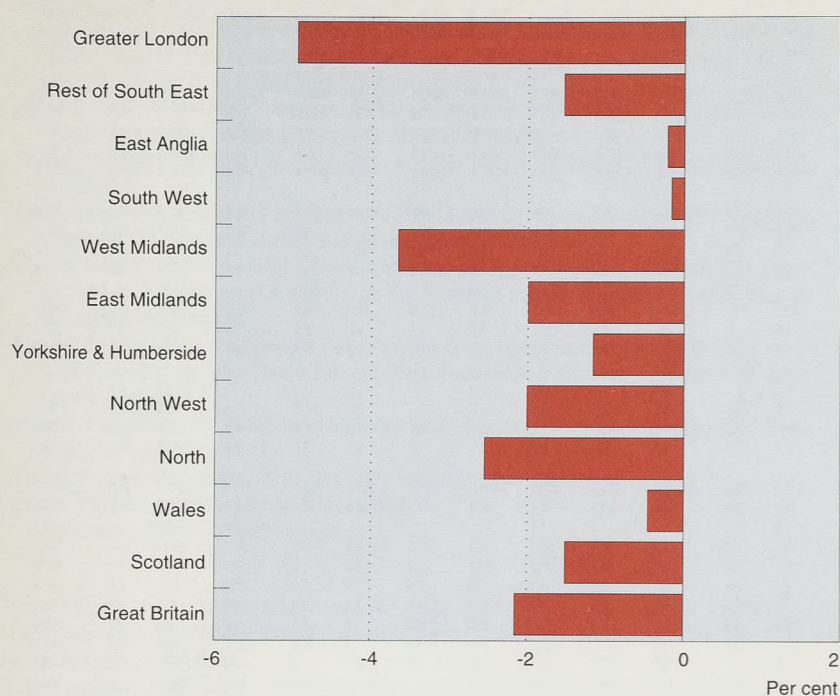
A contact at each RU is asked to provide details of the number of employees for each workplace and each distinct business activity. Each unit for which a separate return is made is called a local unit (LU). In the majority of cases the LU will represent an entire factory, office or shop, and will include all the employees working there. However, in other cases there will be two or more LUs at the same address, reflecting either the PAYE arrangements, or that more than one distinct business activity is carried out at that single address. An LU may therefore be a complete business, part of a business, a single establishment, or part of an establishment.

The Inland Revenue PAYE register causes some difficulties with the definition of

Table 1 Employees in employment in the United Kingdom: by region and by industry: September 1993

Broad Industry Group or Division: SIC 1992	Thousands														
	Greater London	Rest of South East	All South East	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
All industries and services	3,091.5	3,901.3	6,992.8	785.2	1,711.4	1,960.3	1,497.2	1,833.6	2,322.4	1,070.8	959.3	1,972.3	21,105.3	550.5	21,655.8
Agriculture, forestry and fishing	5.1	64.3	69.4	33.3	43.4	30.5	33.1	26.3	20.6	13.1	20.3	37.9	327.8	19.2	347.2
Production and construction	393.2	756.7	1,149.9	181.7	373.6	600.0	477.6	519.5	599.8	298.5	259.6	482.9	4,943.2	131.5	5,074.7
Manufacturing industries	281.2	590.8	872.0	142.3	286.6	498.3	384.9	405.5	580.9	225.4	205.3	316.9	3,818.1	99.6	3,917.7
Service industries	2,693.3	3,080.2	5,773.5	570.2	1,294.5	1,329.9	986.5	1,287.8	1,701.9	759.1	679.4	1,451.5	15,834.3	399.8	16,234.1
Agriculture forestry and fishing	5.1	64.3	69.4	33.3	43.4	30.5	33.1	26.3	20.6	13.1	20.3	37.9	327.8	19.2	347.2
01 Agriculture, hunting and related services	3.2	62.6	65.9	32.8	42.4	29.6	32.6	25.1	20.3	12.5	19.3	32.2	312.4	18.3	330.7
02 Forestry, logging and related services	0.1	1.1	1.2	0.4	0.8	0.5	0.5	0.3	0.1	0.4	0.9	3.1	8.2	0.6	8.8
05 Fishing, operation of fish hatcheries and farms	1.8	0.4	2.2	0.2	0.3	0.4	0.1	0.8	0.3	0.2	0.1	2.7	7.3	0.3	7.6
Energy and water supply industries	25.8	42.1	67.9	11.4	26.8	24.4	31.7	28.7	21.0	14.6	15.4	41.3	283.3	7.4	290.7
10 Mining of coal and lignite; peat extraction	..	..	1.3	..	..	2.8	10.1	9.7	0.1	4.2	2.5	2.5	33.3	0.1	33.4
11 Extraction of crude petroleum and natural gas	4.0	0.8	4.7	2.0	0.6	0.1	0.6	1.1	0.1	0.6	0.1	16.9	26.9	..	26.9
12 Mining of uranium and thorium ores	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
13 Mining of metal ores	..	..	..	..	0.3	..	..	..	..	..	..	..	1.1	..	1.1
14 Other mining and quarrying	0.3	2.6	2.9	1.0	5.2	2.1	3.6	2.3	1.3	2.3	1.9	2.3	24.8	1.7	26.5
40 Electricity, gas, steam and hot water supply	17.9	27.9	45.8	5.9	14.8	13.1	13.9	12.1	14.6	5.5	8.4	15.8	149.9	4.3	154.2
41 Collection, purification, distribution of water	2.5	10.3	12.8	2.4	5.9	6.4	3.5	3.5	4.8	2.0	2.5	3.8	47.4	1.3	48.7
Manufacturing industries	281.2	590.8	872.0	142.3	286.6	498.3	384.9	405.5	480.9	225.4	205.3	316.9	3,818.1	99.6	3,917.7
15 Food products and beverages	31.3	42.9	74.2	30.9	33.9	37.3	45.4	62.5	54.1	22.4	18.4	55.6	434.8	20.4	455.2
16 Tobacco products	..	..	2.3	..	..	..	1.4	..	..	..	..	..	..	..	8.0
17 Textiles	5.4	7.2	12.6	1.7	7.2	11.3	43.1	35.4	37.0	4.9	4.5	23.2	180.7	11.4	192.1
18 Wearing apparel; dressing and dyeing of fur	17.2	8.8	26.1	1.8	6.1	14.5	31.2	15.7	20.7	14.3	7.8	16.6	154.8	13.1	167.9
19 Tanning and dressing of leather, luggage etc	4.2	2.3	6.5	2.1	7.4	3.3	14.1	2.3	6.9	1.9	1.4	1.3	47.3	0.6	47.9
20 Wood and wood based products; articles of straw	6.2	11.6	17.8	3.9	6.5	8.3	8.0	10.1	11.3	5.8	4.0	10.6	86.2	2.7	88.9
21 Pulp, paper and paper products; publishing	5.9	24.0	29.9	6.3	8.0	6.8	7.4	12.6	20.9	7.8	9.4	11.3	120.5	2.1	122.6
22 Publishing, printing and reproduction of records	79.1	67.2	146.4	15.5	25.3	21.1	24.2	29.0	26.6	9.9	8.8	21.3	328.0	3.8	331.8
23 Coke, refined petroleum products and nuclear fuel	5.1	5.0	10.1	0.1	0.5	1.5	0.4	2.8	11.5	8.7	1.9	3.0	40.4	0.1	40.5
24 Chemicals and chemical products	19.1	47.3	66.4	6.3	12.8	14.2	15.5	29.1	54.1	25.5	11.4	17.0	252.3	3.9	256.2
25 Rubber and plastic products	11.2	28.3	39.5	8.2	15.7	34.0	19.6	14.4	23.6	12.1	11.3	9.6	188.0	5.7	193.7
26 Other non-metallic mineral products	3.7	14.5	18.3	3.6	8.7	38.0	18.5	16.9	15.1	7.2	5.9	10.6	142.8	3.8	146.6
27 Basic metals	3.4	8.1	11.4	1.1	3.6	35.7	10.3	25.3	5.5	11.2	22.0	6.2	132.3	0.3	132.6
28 Fabricated metal products; except machinery	21.7	55.9	77.6	11.0	31.0	90.0	35.5	49.0	45.6	22.6	18.9	30.1	411.4	4.4	415.8
29 Machinery and equipment n.e.c.	13.2	67.9	81.1	20.2	33.6	59.0	39.4	36.7	40.4	21.3	15.5	28.8	375.9	6.4	382.3
30 Office machinery and computers	2.9	13.8	16.7	0.8	4.8	5.8	1.9	1.3	1.8	0.3	1.7	5.3	40.4	0.2	40.6
31 Electrical machinery and apparatus n.e.c.	10.3	25.1	35.4	3.6	7.8	25.0	11.2	10.0	21.3	7.7	10.0	11.0	143.1	2.1	145.2
32 Radio, television and communication equipment	6.3	25.5	31.8	3.7	10.6	6.2	7.9	3.4	10.3	5.6	12.3	13.4	105.0	3.4	108.4
33 Medical, precision and optical instruments; clocks	10.6	47.1	57.7	7.2	12.1	9.5	7.8	6.1	12.5	3.4	8.0	12.9	137.3	1.9	138.7
34 Motor vehicles, trailers and semi trailers	9.3	30.8	40.1	4.4	5.3	46.2	7.5	9.7	18.7	11.3	12.1	2.8	158.2	2.9	161.1
35 Other transport equipment	2.5	29.9	32.4	3.3	34.2	10.7	18.8	10.8	19.9	10.5	6.9	19.3	166.8	8.3	175.1
36 Furniture, manufacturing n.e.c.	12.1	24.2	36.3	6.2	10.9	18.5	15.4	21.4	20.2	8.7	11.6	6.4	155.4	2.5	157.9
37 Recycling	0.5	..	1.6	0.3	0.5	1.4	0.5	1.0	..	..	..	0.7	8.5	0.1	8.6
Construction	86.1	123.9	210.0	27.9	60.2	77.2	61.0	85.4	97.9	58.5	38.8	124.8	841.8	24.5	866.3
45 Construction	86.1	123.9	210.0	27.9	60.2	77.2	61.0	85.4	97.9	58.5	38.8	124.8	841.8	24.5	866.3
Distribution, hotels and restaurants	636.6	926.4	1,563.0	172.6	408.2	426.7	335.9	405.2	529.0	227.2	198.4	431.8	4,698.2	105.7	4,803.9
50 Sale, maintenance and repair motor vehicles; sale of fuel	48.6	109.3	157.9	21.2	47.2	53.7	42.7	44.6	57.9	25.0	22.1	41.3	513.5	11.6	525.1
51 Wholesale trade except motor vehicles	126.6	185.8	312.4	32.8	61.1	92.2	70.8	75.7	104.1	31.8	25.5	64.3	870.7	19.7	890.4
52 Retail trade, except motor vehicles; repair	299.7	424.3	724.0	77.1	180.1	184.9	146.9	182.1	238.8	110.8	94.0	197.2	2,136.1	50.6	2,186.7
55 Hotels and restaurants	161.7	207.1	368.8	41.5	119.7	95.9	75.6	102.8	128.2	59.6	56.8	129.1	1,177.9	23.8	1,201.7
Transport and communications	284.0	242.8	526.8	55.9	85.7	94.5	79.1	103.1	136.8	57.0	46.3	113.6	1,298.8	20.8	1,319.6
60 Land transport; transport via pipelines	88.0	70.8	158.8	18.7	33.7	39.9	34.9	45.1	57.3	29.0	22.1	47.1	486.6	8.3	494.9
61 Water transport	3.2	10.6	13.8	1.0	0.6	0.4	0.1	0.4	0.8	0.4	1.0	1.7	20.1	0.4	20.5
62 Air transport	36.0	14.2	50.2	0.7	0.7	1.6	0.4	0.4	2.5	0.6	..	3.2	60.4	0.5	60.9
63 Supporting and auxiliary transport activities	63.7	67.7	131.4	17.0	18.3	18.1	21.7	21.8	37.1	11.7	7.7	27.7	312.6	4.0	316.6
64 Post and telecommunications	93.0	79.5	172.5	18.5	32.4	34.5	22.0	35.5	39.1	15.3	15.3	33.8	419.0	7.7	426.7
Banking finance and insurance, etc	848.3	709.2	1,557.3	113.5	249.3	266.8	175.6	229.4	330.4	127.9	96.8	287.1	3,434.2	42.5	3,476.7
65 Financial intermediation, except insurance	177.2	92.3	269.5	12.1	44.8	40.4	28.3	42.4	50.3	17.3	17.5	41.2	563.6	8.6	572.2
66 Insurance and pension funding	35.5	53.1	88.5	13.2	23.4	12.9	6.3	14.1	27.1	4.9	5.1	24.8	220.3	3.1	223.4
67 Activities auxiliary to financial intermediation	62.0	28.7	90.7	8.4	12.7	10.6	6.4	9.2	12.4	5.5	3.4	10.0	169.3	2.0	171.3
70 Real estate activities	59.1	45.5	104.6	7.6	19.7	21.8	14.7	16.8	24.3	10.7	7.6	19.4	247.2	2.3	249.5
71 Renting of machinery and equipment without operator	15.3	24.4	39.8	4.2	7.6	10.9	9.5	11.7	13.7	6.2	5.3	13.3	122.2	1.7	123.9
72 Computer and related activities	40.9	67.4	108.3	5.4	10.0	15.0	8.0	8.0	13.0	3.7	2.7	9.7	183.8	1.1	184.9
73 Research and development	14.7	31.2	45.9	6.4	11.3	3.4	5.7	2.4	6.0	5.6	1.8	4.8	93.2	1.1	94.3
74 Other business activities	443.6	366.5	810.0	56.3	119.9	151.7	96.8	125.0	183.6	74.0	53.4	163.8	1,834.6	22.5	1,857.1
Public administration, education and health	737.1	1,042.4	1,779.5	198.3	481.5	467.6	338.1	473.0	602.8	296.1	293.0	522.8	5,452.7	204.5	

Figure 2 Standard regions - Great Britain employees in employment: percentage changes between September 1991 and September 1993



Source: 1991 and 1993 Census of Employment

Table 2 Employees in employment in Great Britain: September 1991 and September 1993: by gender: full and part-time

Industries and services	Census 1991	Census 1993	Change	Per cent
All (01-93)				
Male and Female	21,575,800	21,105,300	(470,500)	-2.2
Full-time	15,961,600	15,347,600	(614,000)	-3.8
Part-time	5,614,200	5,757,700	143,500	2.6
Male	11,173,700	10,715,000	(458,700)	-4.1
Full-time	10,192,200	9,650,300	(541,900)	-5.3
Part-time	981,500	1,064,700	83,200	8.5
Female	10,402,100	10,390,300	(11,800)	-0.1
Full-time	5,769,400	5,697,300	(72,100)	-1.2
Part-time	4,632,700	4,693,000	60,300	1.3
Manufacturing (15-37)				
Male and Female	4,157,000	3,818,100	(338,900)	-8.2
Full-time	3,852,600	3,536,600	(316,000)	-8.2
Part-time	304,400	281,500	(22,900)	-7.5
Male	2,908,600	2,668,200	(240,400)	-8.3
Full-time	2,857,600	2,618,500	(239,100)	-8.4
Part-time	51,000	49,700	(1,300)	-2.5
Female	1,248,400	1,149,900	(98,500)	-7.9
Full-time	995,000	918,100	(76,900)	-7.7
Part-time	253,400	231,800	(21,600)	-8.5
Services (50-93)				
Male and Female	15,741,400	15,834,300	92,900	0.6
Full-time	10,583,800	10,499,800	(84,000)	-0.8
Part-time	5,157,600	5,334,500	176,900	3.4
Male	6,885,400	6,871,800	(13,600)	-0.2
Full-time	6,002,500	5,903,400	(99,100)	-1.7
Part-time	882,900	968,400	85,500	9.7
Female	8,856,000	8,962,500	106,500	1.2
Full-time	4,581,300	4,596,400	15,100	0.3
Part-time	4,274,700	4,366,100	91,400	2.1

Source: 1991 and 1993 Census of Employment.

units not matching those commonly used such as firm, company or establishment. Nevertheless it does have the most comprehensive coverage of businesses with no major exclusions except for firms that employ staff all earning below the PAYE tax threshold.

For the purposes of the 1993 census, the PAYE register was supplemented with details of RUs, and their associated LUs, covered in previous censuses. These were included on the grounds that it was better to duplicate some units - which could be identified and removed when the returns were processed - than to risk omitting some units.

Businesses were classified into three groups with each group receiving a different type of census form. The groups were:

- businesses identified from previous censuses as operating on a number of sites (L8 form);
- businesses identified from previous censuses as operating on a single site (L6 form);
- businesses that had no previous census record (L1 form).

For businesses where there is a census record, information previously supplied, such as the business description, is played-back to the employer to minimise the amount of information they have to provide if nothing has changed.

With over a million forms to be printed before the census date of 10 September 1993, names and addresses were taken from the March 1993 PAYE records. Although printing of forms took longer than planned, 85 per cent of the forms were dispatched before the census date. Update extracts were taken from the September and December 1993 PAYE records to ensure full coverage of businesses in operation on the census date.

Figure 4 shows details of the 1,134,013 forms sent to businesses in the 1993 census. The vast majority of businesses - almost 80 per cent - were those for which there was no previous census information.

Coverage of the census

Only a limited amount of information, as at 10 September in the 1993 census, is collected on the census forms: employment by sex and by full/part-time status; a description of the business activity and the address of each workplace.

The requirement to produce local area statistics means that multi-site businesses have to complete census returns for each of their workplaces, rather than provide one aggregate return. The census excludes members of the Armed Forces, manual homeworkers on piecework rates, domestic staff in private households, the self-employed, people under sixteen years of age, trainees on work-related government training programmes who do not have a contract of employment, and directors,

Table 3 Employees in employment in Great Britain: by industry: September 1993

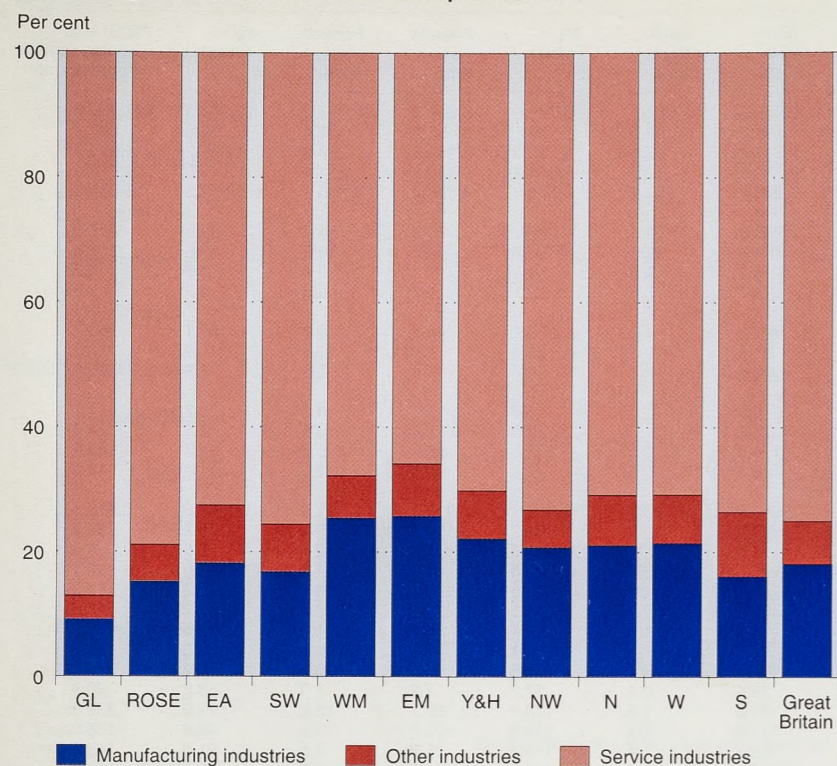
Broad Industry Group or Division: SIC 1992	Male Full-time	Male Part-time	All Males	Female Full-time	Female Part-time	All Females	Thousands
							Total - all employees in employment
All industries and services	9,650.3	1,064.7	10,715.0	5,697.3	4,693.0	10,390.3	21,105.3
Agriculture, forestry and fishing	205.2	33.0	238.2	55.2	34.4	89.6	327.8
Index of production and construction	3,541.6	63.3	3,605.0	1,045.8	292.5	1,338.2	4,943.2
Manufacturing industries	2,618.5	49.7	2,668.2	918.1	231.8	1,149.9	3,818.1
Service industries	5,903.4	968.4	6,871.8	4,596.4	4,366.1	8,962.5	15,834.3
Agriculture, forestry and fishing	205.2	33.0	238.2	55.2	34.4	89.6	327.8
01 Agriculture, hunting and related services	194.4	32.5	226.8	52.3	33.2	85.5	312.4
02 Forestry, logging and related services	6.1	0.2	6.3	1.2	0.7	1.9	8.2
05 Fishing, operation of fish hatcheries and farms	4.7	0.4	5.1	1.7	0.6	2.2	7.3
Energy and water supply industries	227.0	1.2	228.2	45.2	9.9	55.1	283.3
10 Mining of coal and lignite; peat extraction	31.3	0.1	31.4	1.6	0.3	1.9	33.3
11 Extraction of crude petroleum and natural gas	23.6	0.1	23.6	3.0	0.3	3.3	26.9
12 Mining of uranium and thorium ores	..	..	..	..	..	..	..
13 Mining of metal ores	0.8	..	0.9	0.1	0.1	0.2	1.1
14 Other mining and quarrying	21.8	0.2	22.0	2.1	0.8	2.8	24.8
40 Electricity, gas, steam and hot water supply	114.0	0.5	114.5	28.7	6.6	35.3	149.9
41 Collection, purification, distribution of water	35.6	0.3	35.9	9.6	1.9	11.5	47.4
Manufacturing industries	2,618.5	49.7	2,668.2	918.1	231.8	1,149.9	3,818.1
15 Food products and beverages	254.2	10.0	264.2	117.6	53.1	170.7	434.8
16 Tobacco products	5.5	..	5.5	2.4	0.1	2.5	8.0
17 Textiles	96.6	2.2	98.8	67.6	14.3	81.9	180.7
18 Wearing apparel; dressing and dyeing of fur	32.7	2.9	35.5	102.6	16.7	119.3	154.8
19 Tanning and dressing of leather; luggage etc	23.6	0.5	24.1	20.0	3.2	23.2	47.3
20 Wood and wood based products; articles of straw	69.5	1.3	70.7	10.9	4.6	15.5	86.2
21 Pulp, paper and paper products; publishing	83.7	1.0	84.7	30.3	5.5	35.8	120.5
22 Publishing, printing and reproduction of records	190.4	8.3	198.8	98.7	30.5	129.2	328.0
23 Coke, refined petroleum products and nuclear fuel	32.1	0.1	32.2	7.2	1.0	8.2	40.4
24 Chemicals and chemical products	171.6	1.8	173.4	66.7	12.2	79.0	252.3
25 Rubber and plastic products	137.3	2.3	139.6	37.2	11.2	48.4	188.0
26 Other non-metallic mineral products	109.8	1.4	111.3	25.9	5.6	31.5	142.8
27 Basic metals	116.5	0.8	117.3	12.2	2.8	15.0	132.3
28 Fabricated metal products; except machinery	328.8	5.7	334.5	57.6	19.4	76.9	411.4
29 Machinery and equipment n.e.c.	299.0	3.2	302.1	61.0	12.8	73.7	375.9
30 Office machinery and computers	26.9	0.3	27.2	11.8	1.4	13.2	40.4
31 Electrical machinery and apparatus n.e.c.	95.9	1.2	97.1	39.9	6.1	46.0	143.1
32 Radio, television and communication equipment	65.1	0.8	66.0	34.4	4.6	39.0	105.0
33 Medical, precision and optical instruments, clocks	89.1	2.1	91.2	37.4	8.7	46.1	137.3
34 Motor vehicles, trailers and semi-trailers	130.7	1.0	131.7	20.7	5.7	26.4	158.2
35 Other transport equipment	148.1	0.6	148.7	16.2	1.9	18.0	166.8
36 Furniture; manufacturing n.e.c.	104.5	1.9	106.5	38.9	10.1	48.9	155.4
37 Recycling	6.9	0.2	7.1	1.0	0.4	1.4	8.5
Construction	696.2	12.4	708.5	82.5	50.7	133.2	841.8
45 Construction	696.2	12.4	708.5	82.5	50.7	133.2	841.8
Distribution hotels and restaurants	1,721.7	413.8	2,135.4	1,020.0	1,542.7	2,562.8	4,698.2
50 Sale, maintenance repair motor vehicles; sale of fuel	360.3	27.4	387.6	77.7	48.2	125.9	513.5
51 Wholesale trade except motor vehicles	552.0	27.3	579.3	205.7	85.8	291.4	870.7
52 Retail trade, except of motor vehicles; repair	545.5	190.4	735.8	498.4	901.8	1,400.2	2,136.1
55 Hotels and restaurants	263.9	168.8	432.7	238.2	507.0	745.2	1,177.9
Transport and communications	904.8	51.3	956.2	264.1	78.5	342.7	1,298.8
60 Land transport; transport via pipelines	371.4	19.3	390.7	76.4	19.5	95.9	486.6
61 Water transport	14.7	0.5	15.2	4.2	0.8	5.0	20.1
62 Air transport	35.0	0.6	35.6	22.0	2.8	24.8	60.4
63 Supporting and auxiliary transport activities	189.1	12.5	201.6	87.5	23.6	111.1	312.6
64 Post and telecommunications	294.6	18.5	313.1	74.0	31.9	105.9	419.0
Banking, finance and insurance, etc	1,538.6	153.5	1,692.1	1,102.8	639.3	1,742.1	3,434.2
65 Financial intermediation, except insurance	220.7	6.5	227.2	256.2	80.3	336.5	563.6
66 Insurance and pension funding	106.3	5.3	111.5	90.7	18.0	108.8	220.3
67 Activities auxiliary to financial intermediation	81.5	2.3	83.8	66.9	18.5	85.5	169.3
70 Real estate activities	95.9	13.9	109.8	87.1	50.3	137.4	247.2
71 Renting of machinery and equipment without operator	81.4	5.5	86.9	24.0	11.3	35.2	122.2
72 Computer and related activities	122.0	2.8	124.8	46.0	12.9	59.0	183.8
73 Research and development	57.5	1.0	58.5	28.4	6.3	34.7	93.2
74 Other business activities	773.3	116.2	889.5	503.4	441.7	945.1	1,834.6
Public administration, education and health	1,410.7	238.8	1,649.5	1,967.0	1,836.2	3,803.2	5,452.7
75 Public administration and defence; social security	674.0	43.8	717.8	499.4	180.0	679.3	1,397.2
80 Education	412.1	100.4	512.5	561.5	610.9	1,172.3	1,684.8
85 Health and social work	324.6	94.6	419.2	906.2	1,045.4	1,951.6	2,370.7
Other service industries	327.7	110.9	438.6	242.4	269.3	511.8	950.4
90 Sewage and refuse disposal, sanitation	67.1	2.0	69.1	8.4	5.2	13.7	82.7
91 Activities of membership organisations n.e.c.	42.3	34.5	76.8	35.6	74.2	109.8	186.6
92 Recreational, cultural and sporting activity	187.6	67.8	255.4	120.9	145.1	266.0	521.3
93 Other service activities	30.8	6.6	37.4	77.5	44.8	122.3	159.7

n.e.c. = not elsewhere classified

.. indicates nil or negligible number of employees or that the figure has been suppressed to avoid disclosure, directly or indirectly, of information concerning an individual firm. See notes on page 377.

Source: 1993 Census of Employment

Figure 3 Employees in employment: broad industrial structure by standard region and for Great Britain at September 1993



Source: 1993 Census of Employment

partners and working proprietors not in receipt of a salary.

Special teams deal with returns from local authorities and from large, multi-site businesses which have arranged to provide their data by other means, usually through a computer print out.

Details for the agricultural sector are taken from the Censuses of Agriculture conducted by the Ministry of Agriculture Fisheries and Food and the Scottish Office.

A separate census is conducted in Northern Ireland. Summary results for Northern Ireland by industry have been included in table 1 and aggregated with Great Britain results to provide United Kingdom employment estimates.

Reminder action

To ensure a full response to the census, businesses which had not completed census forms by the relevant date were sent reminders. First reminder action began six weeks after the census date. This consisted of a letter to the newly identified single-site businesses that had not responded.

In late November 1993, this was followed up with a reminder form to all businesses that had still to respond. Final written reminder action (by recorded delivery) was completed in early May 1994. Non-responding units, concentrating on those with evidence of significant employment were then contacted through telephone reminder action.

Response rate

The final response rate for the census was 96 per cent. This excludes units that were contacted as part of the census but subsequent investigation showed them to be closed on census date. This was usually because businesses had closed between the census extraction date of March and the dispatch date of September. Figure 5 summarises the response month and shows that after four months of the survey a response rate of 80 per cent had been achieved. The drop in response in December was caused by the issue of the census update (referred to in the section 'Conduct of the census').

Employers are required by law to complete and return the survey forms. This ensures the high response rates achieved and hence minimises bias in the results.

Employment is estimated for those businesses that do not respond to the census and amounted to about 400,000 jobs in September 1993. This estimation is based on information from PAYE, IDBR and data from previous censuses. For 1993 employment was estimated for 44,500 businesses (4 per cent).

Forms processing

Processing for the 1993 census was quite different from recent censuses due to the adoption of the Optical Character Recognition (OCR) and Document Image Processing (DIP) technology. The OCR systems converts hand written characters in

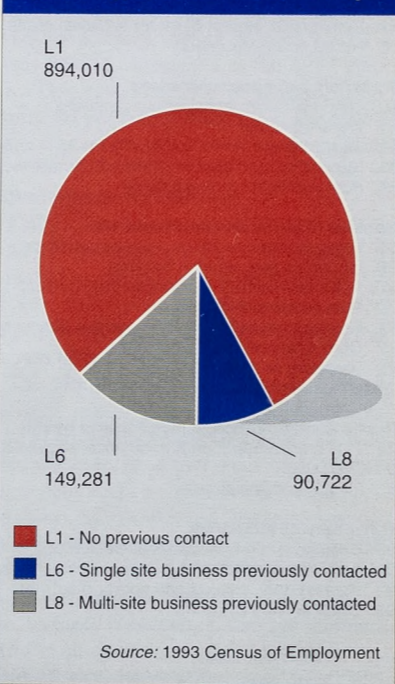
pre-specified fields into computer data and the DIP system allows a complete look at each form, and associated correspondence, with linked software packages to assist in clearing any queries on the form. (For details see 'New technology for census analysis: the OCR/DIP system', *Employment Gazette*, January 1995.)

All forms returned to the census office in Runcorn, Cheshire were passed through a central postroom. A visual scrutiny of the forms confirmed that they were acceptable for automatic scanning by the OCR system. If they were not, usually because of ripped or otherwise damaged forms or poor completion, the information was manually transcribed onto reprinted forms. Additional checks were carried out to identify annotations to the forms and to include the reference number of the relevant form on associated correspondence so that it could be linked in the DIP system.

Following data capture via the OCR system, the data was passed to the DIP system where a range of data validation checks were carried out. These checks included invalid or missing postcodes and VAT numbers, uncoded business descriptions, and inconsistencies with information provided in the 1991 census. All the queries relating to a single form were referred to a census clerk for clearance at the same time. This contrasts with earlier censuses when queries were dealt with by type meaning an employer could be contacted more than once if there were several queries on a form.

Returns with no queries on them, about 30 per cent, were directed to the statistics database without any clerical intervention. Those with queries were passed to this

Figure 4 Types of businesses surveyed



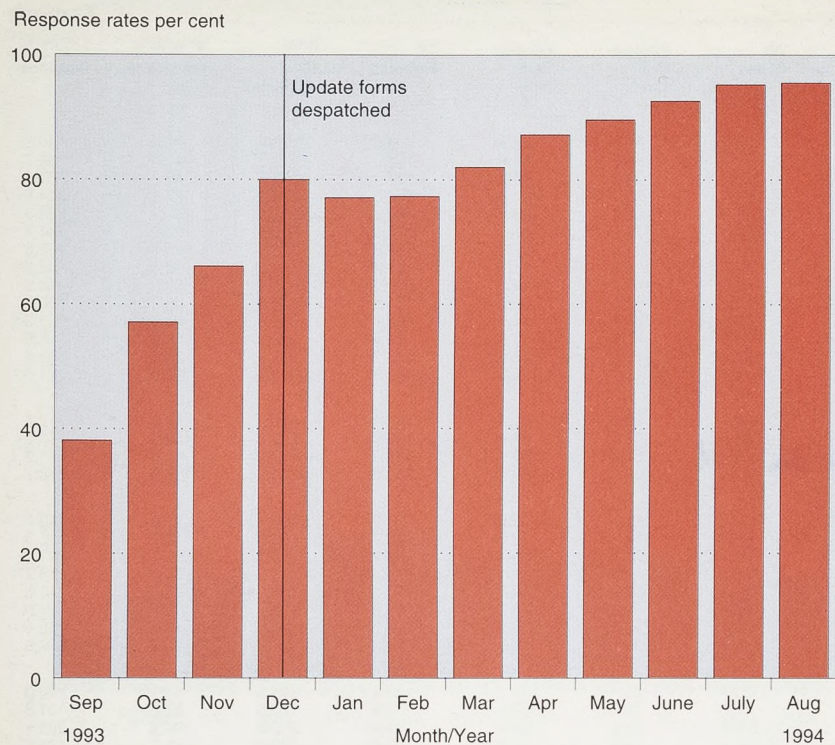
Source: 1993 Census of Employment

Table 4 Employees in employment by standard region and county: Great Britain: September 1993

	Male Full-time	Male Part-time	All Males	Female Full-time	Female Part-time	All Females	Thousands		
							Total All industries	of which: Manufacturing	Services
South East									
Bedfordshire	94.3	9.6	103.9	51.9	43.6	95.5	199.4	47.8	140.3
Berkshire	160.5	16.8	177.3	96.9	68.0	164.9	342.2	43.9	282.7
Buckinghamshire	115.7	13.0	128.7	70.2	57.2	127.4	256.1	45.6	201.1
Essex	206.3	25.6	231.9	120.7	117.3	238.0	469.9	77.4	364.5
Greater London	1,455.6	155.6	1,611.3	990.4	489.8	1,480.3	3,091.5	281.2	2,693.3
Hampshire	258.6	36.7	295.3	146.7	150.5	297.2	592.5	93.5	466.1
Hertfordshire	165.0	22.9	187.9	94.8	93.0	187.8	375.8	60.6	294.0
Isle of Wight	16.3	2.9	19.2	9.4	12.4	21.8	41.0	6.6	32.2
Kent	222.0	27.9	249.9	134.7	124.5	259.2	509.1	76.0	388.3
Oxfordshire	103.7	15.4	119.2	62.3	59.3	121.6	240.8	36.8	190.9
Surrey	165.6	22.9	188.5	104.7	87.8	192.5	381.0	43.0	315.4
Sussex East	85.1	15.7	100.8	61.7	59.6	121.3	222.1	23.3	186.6
Sussex West	114.3	16.6	130.8	73.2	67.5	140.7	271.5	36.1	218.2
All	3,162.9	381.7	3,544.6	2,017.7	1,430.5	3,448.2	6,992.8	872.0	5,773.5
East Anglia									
Cambridgeshire	123.8	14.9	138.7	73.0	58.4	131.4	270.1	48.5	202.2
Norfolk	122.1	14.4	136.5	67.2	68.4	135.6	272.0	46.3	196.8
Suffolk	115.3	11.9	127.2	57.2	58.7	115.9	243.0	47.5	171.2
All	361.2	41.2	402.4	197.4	185.4	382.8	785.2	142.3	570.2
South West									
Avon	191.2	20.8	212.0	101.7	92.3	194.0	406.1	67.9	313.5
Cornwall/Scilly Isles	55.5	9.4	64.9	33.4	39.7	73.1	138.0	16.1	106.3
Devon	143.0	25.2	168.2	87.6	103.4	191.0	359.1	51.7	281.8
Dorset	93.1	13.5	106.6	57.4	57.1	114.6	221.2	31.0	176.7
Gloucestershire	93.4	10.1	103.5	52.9	47.5	100.4	203.9	42.3	141.6
Somerset	73.0	9.6	82.6	40.2	43.3	83.6	166.2	36.7	114.0
Wiltshire	97.1	11.9	109.0	57.5	50.5	108.0	217.0	40.8	160.4
All	746.3	100.5	846.8	430.8	433.8	864.6	1,711.4	286.6	1,294.5
West Midlands									
Hereford and Worcester	109.4	12.0	121.4	63.4	60.1	123.5	244.9	54.4	168.3
Shropshire	71.9	6.9	78.8	39.3	34.6	73.9	152.8	37.8	101.3
Staffordshire	163.9	15.7	179.6	91.1	83.2	174.3	353.9	99.3	228.6
Warwickshire	85.2	9.6	94.8	45.6	42.3	87.9	182.8	41.7	126.6
West Midlands	499.9	41.4	541.3	278.2	206.5	484.7	1,026.0	265.1	705.1
All	930.3	85.6	1,016.0	517.6	426.7	944.3	1,960.3	498.3	1,329.9
East Midlands									
Derbyshire	157.5	13.0	170.5	77.2	74.3	151.5	322.0	102.7	194.0
Leicestershire	166.6	19.2	187.8	100.5	79.5	179.9	367.7	104.7	239.2
Lincolnshire	89.8	11.6	101.3	49.3	48.8	98.1	199.4	38.1	134.0
Northamptonshire	105.0	11.1	116.0	60.6	50.6	111.2	227.3	60.7	153.5
Nottinghamshire	174.5	23.1	197.6	99.6	83.6	183.2	380.8	78.8	265.8
All	695.3	77.9	773.2	387.1	336.9	724.0	1,497.2	384.9	986.5
Yorkshire and Humberside									
Humberside	151.7	15.8	167.5	71.2	84.5	155.7	323.1	78.6	219.4
North Yorkshire	117.1	16.3	133.4	65.1	72.5	137.7	271.1	42.0	196.3
South Yorkshire	195.9	18.7	214.6	109.9	102.4	212.4	426.9	90.9	302.8
West Yorkshire	376.4	36.4	412.9	211.6	188.0	399.6	812.5	193.8	569.3
All	841.1	87.2	928.3	457.9	447.4	905.3	1,833.6	405.5	1,287.8
North West									
Cheshire	183.7	17.9	201.6	94.5	81.3	175.8	377.4	83.3	263.6
Greater Manchester	455.4	44.2	499.6	264.2	213.6	477.8	977.4	206.2	714.1
Lancashire	234.6	26.0	260.6	137.6	111.6	249.2	509.8	123.4	355.2
Merseyside	192.8	21.5	214.2	125.4	118.3	243.6	457.8	68.0	369.0
All	1,066.4	109.6	1,176.0	621.6	524.8	1,146.4	2,322.4	480.9	1,701.9
Northern									
Cumbria	86.4	9.2	95.6	43.7	43.0	86.7	182.3	48.0	118.4
Cleveland	92.8	8.0	100.8	44.0	48.2	92.2	193.0	44.5	130.2
Durham	84.4	7.3	91.7	48.7	42.7	91.5	183.2	45.8	124.2
Northumberland	38.4	5.6	44.0	23.2	24.6	47.8	91.8	16.3	64.6
Tyne and Wear	191.6	18.7	210.3	113.8	96.3	210.2	420.5	70.8	321.7
All	493.7	48.7	542.4	273.5	254.9	528.4	1,070.8	225.4	759.1
Wales									
Clwyd	67.9	6.8	74.7	36.2	32.6	68.8	143.5	38.0	94.0
Dyfed	46.0	5.2	51.2	24.1	23.6	47.7	98.9	14.1	72.3
West Glamorgan	55.5	5.1	60.6	31.7	29.1	60.8	121.4	24.3	88.8
Mid Glamorgan	65.1	5.2	70.3	40.2	35.2	75.4	145.8	41.8	94.6
South Glamorgan	82.6	8.7	91.2	53.6	39.2	92.7	184.0	23.5	149.2
Gwent	73.3	6.1	79.4	37.5	33.7	71.1	150.6	45.9	96.3
Gwynedd	32.2	4.7	36.9	19.6	18.5	38.1	74.9	8.9	58.5
Powys	16.9	3.1	19.9	10.7	9.6	20.3	40.3	8.8	25.8
All	439.4	44.9	484.3	253.6	221.5	475.0	959.3	205.3	679.4
Scotland									
Borders Region	17.4	1.7	19.1	10.0	8.6	18.6	37.7	10.2	22.1
Central Region	44.3	3.9	48.2	24.0	21.1	45.1	93.3	18.8	65.0
Dumfries/Galloway	24.2	2.5	26.7	11.8	11.8	23.6	50.3	8.3	33.7
Fife Region	51.7	4.5	56.3	30.1	22.5	52.5	108.8	26.2	73.0
Grampian Region	139.1	12.1	151.1	57.2	55.3	112.6	263.7	36.5	179.4
Lothian Region	151.7	15.8	167.5	100.3	73.3	173.6	341.0	43.1	272.9
Strathclyde Region	374.0	33.5	407.5	239.8	177.5	417.4	824.8	142.0	614.4
Tayside Region	67.3	7.5	74.9	41.3	33.5	74.8	149.7	22.7	112.0
Highland Region	31.5	4.2	35.7	19.9	20.4	40.3	76.0	7.0	59.9
Orkney Isles	3.4	0.5	3.9	1.6	1.8	3.4	7.3	0.5	5.1
Shetland Isles	5.1	0.6	5.7	2.1	2.4	4.5	10.2	0.9	7.0
Western Isles	4.0	0.5	4.5	2.2	2.8	5.0	9.5	0.7	7.0
All	913.6	87.4	1,001.1	540.3	430.9	971.3	1,972.3	316.9	1,451.5
GREAT BRITAIN	9,650.3	1,064.7	10,715.0	5,697.3	4,693.0	10,390.3	21,105.3	3,818.1	15,834.3

Source: 1993 Census of Employment

Figure 5 Census of Employment monthly response rates



Source: 1993 Census of Employment

same database once the queries have been cleared.

Further diagnostic checks were undertaken once the majority of the returns had been passed to the statistics database. These primarily focused on the identification of duplicates through the examination of clusters of units grouped through common postcodes, Standard Industrial Classification (SIC) codes and employment figures.

Improved quality of small geographic area statistics has resulted from continued effort into disaggregating block figures. Block figures arise where an employer reports all the employment at one address rather than for the separate workplaces owned by that business. This can distort the employment position in small geographic areas in the census.

Local authorities

The provisions of the Employment and Training Act 1973 permit the disclosure (for restricted purposes) of information on individual census units to local planning authorities within the meaning of the Town and Country Planning Act 1971 (now superseded by the 1990 Act).

As in the 1989 and 1991 censuses, print outs of the larger units in each district, including non-respondents, were sent to those local authority (LA) planning departments that had agreed to take part in the LA checking exercise.

The comments from the LAs identified a number of types of potential errors in the

census data. These included omissions, duplication and incorrect SIC codes or postcodes. Each comment from a LA was checked and where the error indicated by the comment was confirmed the census data amended.¹

Industry coding

Business descriptions in the 1993 census have been coded to the Standard Industrial Classification 1992 (SIC92). A computer-assisted coding package, Precision Data, was used to automate this process. The package takes the textual description of the business and attempts, through the use of indexes, to allocate an SIC92 code. Typically two-thirds of descriptions are coded automatically. The remainder are coded manually using suggestions provided by the package (interactive coding) as the most likely alternatives, or with the aid of SIC92 coding books.

The accuracy of this combined automatic and interactive coding system for SIC92, with some post-processing consistency checks, is currently assessed at 97 per cent. This compares favourably with the accuracy level of previous manual coding systems to SIC80. The package also provides improved consistency of coding over the previous manual systems.

SIC92 accuracy levels will gradually increase over time through the links with the IDBR. This is because this register takes information from a number of sources and queries can be raised where there is a conflict in codes gathered in different surveys.

The 1991 census has been recoded from SIC80 to SIC92 using the same Precision Data package. There is no intention to recode earlier censuses.

Future Censuses of Employment

From 1995 the periodic Censuses of Employment are being replaced with Annual Employment Surveys (AES). The AES will be less than half the size of the earlier sample censuses with about 130,000 businesses approached for their employment details in each survey.

The quality target for the AES is that national estimates of employees in employment should be accurate to ± 0.25 per cent. To achieve this level of accuracy multi-site businesses with over 25 employees and single site businesses with over 50 employees will be included each year in the AES sample. Other multi-site businesses will be surveyed once over a four year period to comply with European legislation. The sampling fraction for other single site businesses is less than 1 in 20.

Overall, the burden on business of the annual surveys will be the same as for the biennial censuses over a two year period but with the benefit of results available within a much shorter timescale. The target for results being available is nine months from the survey date but in the first survey care will be taken to ensure the accuracy of the results rather than commit absolutely to the nine months target.

While the 1993 census fed its results to the IDBR to build up the structure of the register, the AES is both drawing its sample from and feeding back results to the register.

Access to data

Further analyses of the Census of Employment estimates, subject to the confidentiality restrictions of the Statistics of Trade Act 1947, can be obtained directly from the Central Statistical Office or via the National On-line Manpower Information System (Nomis).

Census of Employment data for Great Britain for earlier years are held on Nomis and the 1991 Census of Employment data reclassified to SIC92 is being added to Nomis. In addition to employment data, Nomis provides access to the most up-to-date statistics on population, migration, Jobcentre vacancies and unemployment – all down to a local (for example, ward) level. The Nomis database can be accessed through links using telephone dial-up modems and microcomputers.

More detailed information on Nomis and joining arrangements can be obtained from: Graham Tippen, LMSG B3 (Nomis), Central Statistical Office, Level 1, Caxton House, Tothill Street, London SW1H 9NF, tel 0171-273-6105.

There are two versions of the file of Census of Employment data on Nomis.

One is the 'Public Domain' file that anyone can use. This provides limited access to all levels of statistical detail and the output is rounded. The 'Detailed Results' file is only accessible to authorised users under the provisions of the Employment and Training Act 1973 (as amended).

As with the 1991 census it is intended to make the data available in results booklets. Two are currently scheduled covering Great Britain and the Regions, and Counties and Districts respectively. Other booklets will be added to the series for other geographies where demand justifies their preparation.

Enquiries about census booklets and

other aspects of the Census of Employment, should be addressed to: Martin Hughes, LMSG D4, Census Information Section, Central Statistical Office, Room 335, East Lane House, Runcorn WA7 2DN, tel 01928 792690.

Information about the separate Census of Employment in respect of Northern Ireland is available from: Fiona Hepper, Department of Economic Development, Statistics Branch, Room 122, Netherleigh, Massey Avenue, Belfast BT4 2JP. ■

Footnote

1 We are grateful to the local authorities that took part in the LA checking exercise and for their

contribution to improving the quality of the census data. Each LA that commented on the data will receive a reply to their comments.

Bibliography

Employment Gazette has previously published the following results:

1981: UK, GB and Regions, Dec. 1983 (Supplement no 2).

1984: GB and Regions, Jan. 1987, pp 31-53; UK, Sep. 1987, pp 444-454.

1987: UK and Regions, Oct. 1989, pp 540-558; GB, Nov. 1989, pp 624-632.

1989: UK and Regions, Apr. 1991, pp 209-226; GB, May 1991, pp 308-316.

1991: UK, GB and Regions, Apr. 1993, pp 117-126.

Technical note

- Totals may differ from the sums of the components because the figures have been rounded independently.
- Part-time employees are defined as those working for not more than 30 hours a week (less than 40 hours a week for agriculture and horticulture).
- The industrial classification is based on the business description as notified by the employer on the census form and in some cases with additional information as supplied by the IDBR.
- National and local government employees engaged in, for example, building, education or health, are classified to the industries appropriate to those activities.
- Exclusions from the census are:
 - the self-employed;
 - HM Armed Forces;
 - private domestic servants;
 - manual homeworkers on piecework rates;
 - domestic staff in private households;
 - people under sixteen years of age;
 - trainees on work-related government training programmes who do

not have a contract of employment; directors, partners and working proprietors not in receipt of a salary; estimates for agriculture and horticulture are based on figures provided by the Ministry of Agriculture, Fisheries and Food, and the Scottish Office Agriculture and Fisheries Department from the separate censuses of agriculture.

- The Broad Industry Groups (BIGs) are defined in terms of the Standard Industrial Classification 1992 (SIC92) as:

	SIC92 codes
Agriculture, fishing and forestry	01110 to 05020
Energy and water	10100 to 14500 and 40100 to 41000
Manufacturing	15110 to 37200
Construction	45110 to 45500
Distribution, hotels and restaurants	50100 to 55520
Transport and communications	60100 to 64200
Banking, finance and insurance	65110 to 74840
Public administration, education and health	75110 to 85320
Other services	90000 to 93050

- The majority of estimates for agriculture come from the separate Censuses of Agriculture. However, some Census of Employment returns cover descriptions which also fall in the agricultural sector as defined by SIC92 codes 01110 to 01420. A number of these are for activities such as stud farming and dog clipping which are not covered by agricultural censuses and should correctly be added to the census of agriculture results. In other cases the business description suggests that they should have been included in the agricultural censuses. These have been excluded only where contact with the employer confirmed agricultural census coverage. This may result in some duplication with agricultural census data. As this approach differs from that undertaken in 1991, the increase in employment in the agricultural sector (305,000 to 327,800) needs to be treated with caution. Taking the agricultural census data only, the change in employment from 1991 to 1993 was from 275,700 to 261,800.

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Revised Employment Estimates and a new classification system June 1978 to March 1995

Estimates of employees in employment in Great Britain have been revised and a new industrial classification system has been introduced. This feature looks at these changes and their effects. By **Kate Naylor**, Labour Market Statistics Group, Central Statistical Office.

Key findings

- In March 1995, there were 144,000 more employees in employment in Great Britain than previously estimated, of which 103,000 were women.
- The trough in the Workforce in Employment Series has moved back from March 1993 to December 1992.
- Revised figures show that between December 1992 and March 1995, the workforce in employment in Great Britain rose by 360,000.
- Movements in the Workforce in Employment Series since the trough are now more consistent with those shown by the Labour Force Survey.
- Employee estimates converted to Standard Industrial Classification 1992 show that approximately ten per cent of employees in the manufacturing sector have been reclassified to the service sector.

Introduction

THE FIRST half of this article looks at the revisions that have been made to the Workforce in Employment Series as a result of new Census of Employment results becoming available. The reason for the revisions is explained and the effect that the revisions have had on employment levels and movements are discussed. The second part of the article looks at the introduction of a new industry classification system and explains the benefits and effects of the new system.

Which figures have been revised? The Employees in Employment Series for Great Britain is the only component of the Workforce in Employment to be affected by the Census of Employment. Seasonally *unadjusted* estimates of total employees have been revised back to December 1989. In addition, there have been small revisions to the seasonally adjusted series back to 1978 due to an improvement in the method of seasonal adjustment used (see *technical note*). The change to SIC92 affects both

employees (back to June 1978) and the self-employed (back to June 1984). As a result of the revisions to the employee estimates, the overtime and short-time estimates and the hours indices for manufacturing operatives have also been revised. The revised estimates can be found in *table 1.11* of the 'Labour Market Data' section in this *Employment Gazette*.

Revising the figures

Why have the figures been revised? The quarterly estimates of Employees in Employment and the monthly estimates of production industry employees are derived from employer-based sample surveys. To minimise the effect of sampling variation and to maximise the accuracy from a sample survey, these estimates are benchmarked onto the biennial Census of Employment (which is to be replaced by the Annual Employment Survey from this year). Results from the Great Britain Census of Employment for September 1993, together with revised results for the

1991 Census, are released with this issue of *Employment Gazette*. Consequently, the quarterly and monthly series have been revised to bring the figures into line with the latest Census results.

In addition, there has been a change to the industrial classification system used. Previously figures have been classified according to the Standard Industrial Classification 1980 (SIC80). However, the 1993 Census results have been classified according to Standard Industrial Classification 1992 (SIC92) which is a more up-to-date system. As a result, the monthly and quarterly series have been converted to SIC92 and a back-series to 1978 has been produced.

Effect of revisions on levels

By sex and full-time/part-time status

Table 1 shows the revised seasonally adjusted series alongside the previously published series, for employees by sex and full-time/part-time status and for the workforce in employment as a whole. This

shows a downward revision of 18,000 to the total employees estimate at September 1993 and an upward revision of 144,000 at March 1995. Broken down by gender, the estimate for men is revised down by 41,000 at September 1993 and up by 41,000 at March 1995 while for women the estimate has been revised up by 23,000 at September 1993 and up by 103,000 at March 1995. Estimates of full-time employees have been revised up by 85,000 at September 1993 while the part-time estimates have been revised down by 103,000.

The trough in the Workforce in Employment Series has now moved from March 1993 to December 1992 but changes between the last two economic cycles have been largely unchanged. The workforce in employment is now shown to have grown by 1.54 million between the peaks of December 1979 and June 1990 rather than 1.52 million, and by 1.56 million rather than 1.59 million between the troughs of March 1983 and December 1992.

By region

Table 2 shows the new regional estimates alongside the previously published figures. There have been a mixture of upward and downward revisions. At September 1993 the biggest upward revision was to the South East (excluding Greater London) where the estimate has increased by 69,000. The biggest downward revision was to Scotland (down 30,000) with estimates for the West Midlands, Yorkshire and Humberside and the North all being revised down by around 25,000.

By industry

Because the 1993 Census results have been taken on simultaneously to the conversion to SIC92, it is impossible to separate the two issues and establish what effect the 1993 Census has had on employee estimates by industry. The second part of the feature, however, discusses the net effect that these two changes have had on employment by industry sector.

Table 1 Great Britain, seasonally adjusted

	Employees in employment										Workforce in employment				
	Total	Previously published	Male	Previously published	Female	Previously published	Full-time	Previously published	Part-time	Previously published	Self-employed	HM forces	Work-related government training schemes	Revised	Previously published
	Revised		Revised		Revised		revised		Revised						
1979 Dec	22,665	22,670	13,165	13,172	9,500	9,498	0	0	0	0	2,018	319	0	25,001	25,007
1983 Mar	20,533	20,531	11,709	11,707	8,824	8,824	16,076	16,072	4,457	4,459	2,279	321	0	23,133	23,131
1989 Sep	22,221	22,208	11,763	11,751	10,458	10,457	16,737	16,734	5,484	5,474	3,426	308	456	26,411	26,398
Dec	22,307	22,316	11,786	11,799	10,521	10,518	16,764	16,768	5,543	5,548	3,438	306	438	26,489	26,498
1990 Mar	22,326	22,322	11,790	11,783	10,536	10,540	16,741	16,737	5,585	5,585	3,449	306	423	26,504	26,501
Jun	22,370	22,353	11,773	11,762	10,597	10,592	16,694	16,680	5,676	5,673	3,461	303	410	26,544	26,528
Sep	22,331	22,318	11,733	11,725	10,598	10,593	16,662	16,649	5,670	5,669	3,422	303	397	26,543	26,440
Dec	22,166	22,174	11,590	11,598	10,576	10,576	16,468	16,472	5,698	5,702	3,383	300	402	26,252	26,259
1991 Mar	21,921	21,904	11,418	11,403	10,503	10,501	16,205	16,191	5,716	5,713	3,345	298	390	25,954	25,937
Jun	21,707	21,677	11,260	11,236	10,447	10,441	15,993	15,971	5,714	5,706	3,306	297	333	25,643	25,613
Sep	21,585	21,569	11,144	11,142	10,439	10,427	15,879	15,861	5,705	5,709	3,260	297	318	25,460	25,445
Dec	21,458	21,470	11,065	11,074	10,393	10,397	15,761	15,758	5,697	5,713	3,213	295	336	25,302	25,314
1992 Mar	21,474	21,463	11,026	11,020	10,449	10,443	15,744	15,711	5,730	5,753	3,166	293	345	25,279	25,268
Jun	21,359	21,359	10,951	10,954	10,408	10,405	15,623	15,588	5,735	5,771	3,136	290	307	25,091	25,092
Sep	21,045	21,046	10,755	10,774	10,290	10,271	15,361	15,308	5,685	5,738	3,145	284	297	24,772	24,772
Dec	20,977	21,006	10,704	10,731	10,273	10,275	15,274	15,233	5,703	5,773	3,095	280	337	24,688	24,717
1993 Mar	21,013	21,004	10,695	10,702	10,318	10,302	15,294	15,216	5,718	5,788	3,083	275	336	24,706	24,698
Jun	21,039	21,058	10,675	10,702	10,365	10,356	15,296	15,225	5,743	5,833	3,098	271	295	24,703	24,721
Sep	21,110	21,128	10,683	10,724	10,427	10,405	15,278	15,194	5,832	5,935	3,109	267	288	24,774	24,792
Dec	21,092	21,084	10,668	10,683	10,424	10,400	15,257	15,167	5,835	5,916	3,150	258	311	24,812	24,803
1994 Mar	21,069	21,005	10,646	10,639	10,424	10,366	15,204	15,085	5,865	5,920	3,191	254	305	24,820	24,756
Jun	21,081	20,989	10,642	10,635	10,439	10,354	15,183	15,032	5,898	5,957	3,206	250	286	24,822	24,730
Sep	21,223	21,107	10,729	10,703	10,493	10,404	15,235	15,093	5,988	6,014	3,219	246	273	24,960	24,843
Dec	21,231	21,133	10,711	10,695	10,519	10,437	15,236	15,088	5,994	6,044	3,276	237	279	25,022	24,921
1995 Mar	21,266	21,122	10,739	10,699	10,527	10,424	15,230	15,058	6,036	6,064	3,285	235	262	25,048	24,909
Changes															
Dec 79-															
Jun 90	-295	-317	-1,392	-1,410	1,097	1,093	n/a	n/a	n/a	n/a	1,443	-16	n/a	1,543	1,521
Mar 83-															
Dec 92	444	475	-1,004	-976	1,448	1,451	-802	-840	1,246	1,315	816	-41	337	1,555	1,586
Dec 92-															
Mar 95	289	116	35	-32	254	148	-43	-174	332	291	190	-45	-75	360	187

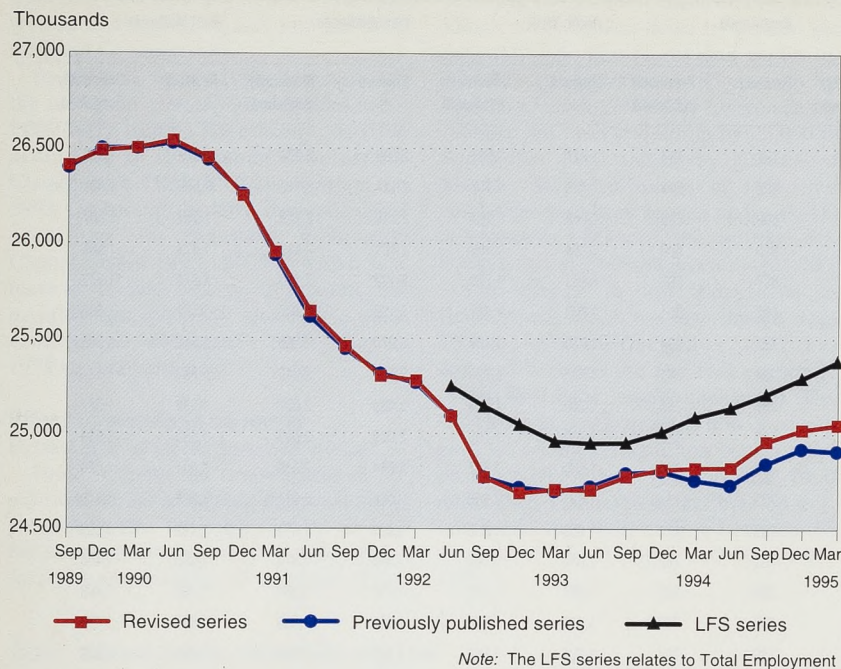
n/a Not applicable.

Table 2 Employees in employment by region, seasonally adjusted

	Thousands											
	South East (excluding Greater London)		Greater London		East Anglia		South West		West Midlands		East Midlands	
	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published
1989 Sep	4,127	4,125	3,484	3,489	799	797	1,747	1,745	2,096	2,094	1,572	1,570
Dec	4,150	4,152	3,489	3,498	802	801	1,758	1,757	2,111	2,112	1,569	1,568
1990 Mar	4,146	4,145	3,488	3,497	806	805	1,766	1,764	2,119	2,119	1,569	1,567
Jun	4,156	4,152	3,490	3,498	810	808	1,764	1,759	2,121	2,119	1,573	1,569
Sep	4,153	4,151	3,462	3,469	807	805	1,763	1,760	2,122	2,120	1,574	1,572
Dec	4,126	4,125	3,402	3,413	802	801	1,748	1,747	2,106	2,107	1,571	1,569
1991 Mar	4,082	4,077	3,331	3,338	795	794	1,739	1,737	2,070	2,068	1,552	1,548
Jun	4,024	4,016	3,276	3,281	794	791	1,725	1,720	2,052	2,049	1,539	1,534
Sep	3,977	3,976	3,264	3,263	787	786	1,709	1,709	2,033	2,029	1,529	1,527
Dec	3,962	3,955	3,215	3,231	788	787	1,702	1,703	2,009	2,009	1,520	1,514
1992 Mar	3,960	3,939	3,204	3,210	789	788	1,690	1,687	2,014	2,016	1,531	1,524
Jun	3,942	3,917	3,181	3,183	783	781	1,691	1,686	2,006	2,011	1,518	1,515
Sep	3,855	3,824	3,139	3,136	780	779	1,663	1,655	1,963	1,971	1,499	1,500
Dec	3,855	3,812	3,105	3,107	783	782	1,665	1,662	1,956	1,974	1,496	1,498
1993 Mar	3,863	3,804	3,104	3,091	789	787	1,681	1,672	1,962	1,980	1,492	1,493
Jun	3,889	3,828	3,101	3,084	788	786	1,688	1,680	1,965	1,986	1,490	1,496
Sep	3,908	3,839	3,109	3,084	785	784	1,705	1,696	1,963	1,988	1,496	1,506
Dec	3,889	3,821	3,125	3,088	790	787	1,710	1,689	1,957	1,987	1,496	1,505
1994 Mar	3,872	3,805	3,137	3,095	794	789	1,705	1,681	1,946	1,971	1,504	1,505
Jun	3,858	3,786	3,140	3,089	799	791	1,710	1,687	1,947	1,961	1,515	1,516
Sep	3,867	3,795	3,167	3,127	816	802	1,723	1,696	1,974	1,987	1,534	1,524
Dec	3,865	3,798	3,191	3,131	812	802	1,722	1,704	1,992	2,010	1,528	1,533
1995 Mar	3,882	3,802	3,190	3,120	815	804	1,734	1,709	2,001	2,014	1,530	1,536

	Yorkshire and Humberside		North West		North		Wales		Scotland		Great Britain	
	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published	Revised	Previously published
	1989 Sep	1,903	1,901	2,429	2,428	1,116	1,115	983	982	1,964	1,963	22,221	22,208
Dec	1,917	1,917	2,434	2,435	1,125	1,125	982	982	1,971	1,970	22,307	22,316
1990 Mar	1,922	1,921	2,425	2,424	1,127	1,126	983	982	1,975	1,972	22,326	22,322
Jun	1,921	1,919	2,437	2,435	1,123	1,122	989	989	1,987	1,984	22,370	22,353
Sep	1,913	1,911	2,440	2,438	1,122	1,121	979	978	1,996	1,993	22,331	22,318
Dec	1,899	1,899	2,424	2,425	1,113	1,114	973	973	2,001	2,001	22,166	22,174
1991 Mar	1,877	1,875	2,408	2,406	1,103	1,101	962	961	2,003	1,999	21,921	21,904
Jun	1,864	1,862	2,387	2,383	1,095	1,094	955	954	1,997	1,994	21,707	21,677
Sep	1,855	1,853	2,370	2,366	1,097	1,098	961	961	2,000	2,001	21,583	21,569
Dec	1,850	1,849	2,351	2,349	1,105	1,108	952	953	2,006	2,012	21,458	21,470
1992 Mar	1,856	1,858	2,350	2,347	1,109	1,114	950	949	2,022	2,030	21,474	21,463
Jun	1,849	1,855	2,334	2,334	1,101	1,110	946	947	2,008	2,020	21,359	21,359
Sep	1,825	1,835	2,307	2,303	1,084	1,095	942	944	1,987	2,003	21,045	21,046
Dec	1,823	1,837	2,312	2,312	1,068	1,083	948	952	1,967	1,987	20,977	21,006
1993 Mar	1,829	1,844	2,309	2,308	1,065	1,083	960	963	1,958	1,980	21,013	21,004
Jun	1,826	1,847	2,313	2,315	1,062	1,085	958	964	1,960	1,988	21,039	21,058
Sep	1,833	1,857	2,320	2,319	1,068	1,093	957	965	1,966	1,997	21,110	21,128
Dec	1,832	1,851	2,304	2,305	1,066	1,091	963	968	1,960	1,992	21,092	21,084
1994 Mar	1,833	1,845	2,303	2,295	1,065	1,085	955	953	1,956	1,982	21,069	21,005
Jun	1,832	1,841	2,292	2,284								

Figure 1 Comparisons between previous and revised workforce in employment series and the Labour Force Survey, Great Britain



Effect of revisions on trends

How have the revisions changed recent trends in employment? While the revisions have not affected individual quarterly movements greatly, the total Employee Series in Great Britain is now shown to have grown by 173,000 more between December 1992 and March 1995 than previously published. The previously published series had been underestimating the growth in expanding industries due to the benchmark date of September 1991 being too out-of-date. The introduction of the Annual Employment Survey and annual benchmarking from next year will greatly reduce this problem.

Figure 1 shows the revised Workforce in Employment Series, the previously published series and the total Employment Series as shown by the Labour Force

Survey (LFS). Over the last two years the revised series for total employment shows a more consistent picture with the LFS than the previously published series. The workforce in employment in Great Britain is now shown to have grown by 360,000 between December 1992 and March 1995 compared with a rise of 447,000 between winter 92/93 and spring 95 in the LFS. A forthcoming *Employment Gazette* feature will discuss the differences between these two sources of employment statistics and describe the work that has been ongoing to reconcile them.

SIC92

What is SIC92 and why has the change been made? Industrial classifications need to be revised periodically to take account of changes in the relative importance of

various industries. The UK SIC was first introduced in 1948 and has since been revised in 1958, 1968 and 1980. The latest revision, Standard Industrial Classification 1992, is better able to reflect the current industry composition of the United Kingdom than SIC80. In particular, SIC92 is far more detailed in its classification of the service industries.

Unlike the previous UK classifications, SIC92 is based on an international classification system (NACE), the introduction of which was made obligatory for EC member states in 1990. The conversion of the Workforce in Employment Series to SIC92 brings the estimates into line with the National Accounts and the Labour Force Survey which have both been using SIC92 for some time.

What industry detail is available under SIC92? Table 1.4 in the 'Labour Market Data' section of this month's *Employment Gazette* shows the SIC92 industry detail that is now available on a quarterly basis for Great Britain from the employer-based surveys. Since the panel of employers used to produce these estimates has not yet changed, the industry availability is broadly equivalent to what was available by SIC80. The only slight differences are that there are more details available for business services, which has been a growth area in recent years, and less details available for public administration since no distinction is made in SIC92 between local and central government.

Table 3 shows the SIC92 industries that have seen the biggest rises and falls over the year to June 1995. The biggest rises have been in the business services area and the biggest falls have been in the energy industries.

Northern Ireland employee estimates have also been converted to SIC92 and are available at a slightly more aggregated level than for Great Britain.

How has the change to SIC92 affected the industrial composition? Table 4 shows the Employees in Employment Series for Great Britain broken down into broad industry groups representing manufacturing, services and other industries under both SIC80 and SIC92. Note that the SIC80 figures shown are those that were previously published before taking on the 1993 Census results. The most noticeable effect of the change in classification is that the manufacturing estimates have been reduced by approximately ten per cent with the employees generally being re-classified to the service sector. At the latest date this amounts to a downward revision of over 400,000 to the manufacturing estimates.

There are a number of reasons for this shift. Firstly, some employees engaged in engineering activities who would have been included in the manufacturing estimates under SIC80 are classified as people providing a technical service under SIC92.

Table 4 Employees by industry sector, SIC80 compared to SIC92 Great Britain, seasonally adjusted

	Standard Industrial Classification 1980			Standard Industrial Classification 1992			Differences		
	Manufacturing (Div 2-4)	Services (Div 6-9)	Others	Manufacturing (Section D)	Services (Section G-Q)	Others	Manufacturing	Services	Others
1978 Jun	7,143	12,859	2,244	6,639	13,324	2,294	-504	465	50
1979 Jun	7,113	13,222	2,275	6,610	13,695	2,319	-503	472	43
1980 Jun	6,808	13,345	2,280	6,326	13,806	2,311	-482	462	31
1981 Jun	6,107	13,102	2,153	5,677	13,525	2,171	-430	423	18
1982 Jun	5,761	13,078	2,057	5,358	13,475	2,071	-403	397	15
1983 Jun	5,431	13,130	1,996	5,052	13,502	2,009	-379	371	13
1984 Jun	5,316	13,465	1,949	4,946	13,825	1,964	-370	360	15
1985 Jun	5,269	13,731	1,910	4,895	14,089	1,924	-374	358	15
1986 Jun	5,138	13,918	1,820	4,777	14,261	1,836	-360	343	16
1987 Jun	5,068	14,220	1,792	4,713	14,549	1,809	-355	329	16
1988 Jun	5,109	14,841	1,798	4,754	15,166	1,817	-355	325	19
1989 Jun	5,101	15,242	1,799	4,747	15,563	1,823	-355	321	24
1990 Jun	5,014	15,557	1,782	4,628	15,931	1,811	-386	374	28
1991 Jun	4,614	15,395	1,668	4,215	15,802	1,690	-399	407	22
1992 Jun	4,419	15,361	1,580	3,995	15,808	1,556	-424	447	-24
1993 Jun	4,277	15,308	1,473	3,814	15,783	1,442	-463	475	-31
1994 Jun	4,233	15,329	1,428	3,793	15,880	1,408	-439	551	-20
1995 Mar	4,282	15,463	1,377	3,850	16,059	1,357	-432	596	-20

Another effect that the conversion has had is that some employees who had previously been classified to food manufacturing are now classified to food wholesale or retail.

When the LFS moved over to using SIC92 in June 1994 they found the conversion had the same effect on the sectorial split of employees but to a slightly lesser extent. The LFS estimate of employees in manufacturing in summer 1993 was revised down by 195,000 when the figures were converted from SIC80 to SIC92. The

corresponding estimate for the service sector was revised up by 189,000. Despite the large revision to the level of manufacturing employment, trends in the manufacturing sector remain unchanged with the strong decline over the 1980s still apparent.

(Notes on the methods used to convert the employee series to SIC92 can be found in the *technical note*).

Future revisions

In the future the monthly and quarterly employment estimates will be revised each

September when the results from the previous years' Annual Employment Survey become available. Next September, figures will become available from a new panel of employers that is to be chosen from the 1993 census units and the estimates will be benchmarked to the levels shown by the 1995 Annual Employment Survey. The new panel will be chosen to be representative of the current distribution of employers by industry, region and size and may enable greater availability of industry detail than is currently possible. ■

Table 3 Changes in employees by industry, June 1994 to June 1995, Great Britain, unadjusted

Industry	SIC92	Change thou	Per cent
5 Biggest rises			
Advertising	744	+12	+22
Business consultancy/market research	7413-7414	+20	+12
Computer consultancy	72	+23	+12
Furniture manufacturing	361	+10	+10
Manufacture of motor vehicles	34	+15	+9
5 Biggest falls			
Mining of coal, uranium and thorium ores	10/12	-4	-24
Production of electricity and gas	40	-19	-13
Manufacture of transport equipment other than motor vehicles	35	-11	-7
Manufacture of wood and wooden products	20	-6	-7
Manufacture of drink and tobacco	159-16	-4	-5

Further information:

Readers of the *Employment Gazette* who have a need for a particular disaggregation of employee data from the quarterly series that is not currently being met can contact the author below. Unfortunately, all such requests may not be met due to the need to minimise burdens on business and to restrict the overall sample size. However, as many users' needs as possible will be met.

Kate Naylor, CSO, Room 431
East Lane House, East Lane
Runcorn, Cheshire, WA7 2DN
tel (01928) 792549.

Definitions

The employees in employment estimates provide a count of jobs held by employees whose employer runs a PAYE scheme. Thus if a person has more than one job with different employers, they will be counted twice in the figures.

The self-employed series is a measure of all people who consider themselves to work on their own account regardless of how they are counted by the tax system or whether they have any employees.

The work-related government training scheme component of the workforce in employment is a count of all those people engaged on a government training programme whose training involves some element of work experience, excluding those who have a contract of employment (who are counted as employees). All such people are considered to be part-time members of the workforce since part of their time is spent on training and not productive work.

Members of HM forces are counted as full-time members of the workforce.

Sources

The employees in employment estimates discussed in this article are produced by updating censuses of employment using information from the following sources:

- a) monthly (for production only) and quarterly surveys of a panel of employers;
- b) 'centralised returns' covering employment in particular industries provided by government departments and other large organisations such as British Bankers Association.

Self-employed estimates are taken directly from the LFS. Quarterly estimates have been used since June 1992 while, prior to then, the available annual LFS figures have been used and estimates for the intervening quarters produced by interpolation.

Participants on work-related government training programs are provided from various administrative sources for Training For Work, Youth Training and Community Action (and similar programmes which have existed in the past).

HM forces figures are obtained from the Ministry of Defence manpower division.

Converting SIC80 to SIC92

Two methods were used to convert SIC80 employee estimates to SIC92 depending on the period that the data referred to. In both cases, the previously published SIC80 estimates were first converted to SIC92 and then benchmarked onto the new Census results as explained below.

Before September 1993

For estimates prior to September 1993, a conversion formula, derived from the 1991 Census results, was applied to the previously published estimates. The 1991 Census was dual-coded so that each business was given both a SIC80 and a SIC92 code. This enabled a formula to be constructed showing the exact correspondence between SIC80 and SIC92 (for employees) at September 1991. This formula was applied to estimates between June 1978 and September 1993. Since the conversion formula was based on the actual relationship between SIC80 and SIC92 at September 1991, estimates for dates near to September 1991 will be more accurate than the more historical data. (For more details of the exact methods used to construct the formula contact the author).

From September 1993

For estimates from September 1993 onwards, each business surveyed in the current employer panel was assigned a SIC92 code based on the business description provided by the employer. A grossed employment figure for each business was then calculated using the existing SIC80 weighting scheme. Employment was then aggregated according to the SIC92 code of each business and SIC92 estimates were produced. Employment from the 'centralised returns' was converted by looking at each return individually and assigning the most appropriate SIC92 code or group of codes to the return.

Benchmarking to censuses

The use of the 1991 and 1993 Censuses to revise the employee estimates was slightly different depending on the time period that the data referred to.

Between September 1989 and 1991

The 1991 Census results have been slightly revised to take account of corrections to previously published data and to add employees in businesses that had been incorrectly omitted when the results were originally published. In order to take account of these revisions and to ensure that no discontinuity was introduced to the monthly and quarterly series, the difference between the new September 1991 estimates (by industry, gender and full-time/part-time status) and the old estimates was tapered back to September 1989 (the previous census date which is unchanged).

Between September 1991 and 1993

The difference between the 1993 Census results and the previously published estimates for September 1993 provide a measure of the employer-based survey's drift from the 'true' level of employment since the last Census (in this case 1991). It is assumed that this drift has grown at a constant rate since September 1991 and hence taper the difference at September 1993 back to September 1991. Thus the revisions start very small and increase by a fixed amount each period.

Estimates after September 1993

For estimates after September 1993, it was assumed that the rates of change shown by the previously published monthly and quarterly estimates were correct. These rates of change, by industry, region, gender and full-time/part-time status were then applied to the new September 1993 estimates provided by the Census.

Seasonal adjustment method

Previously, seasonally adjusted estimates of total employees have been found by summing the seasonally adjusted series for industry sectors (agriculture, energy, manufacturing, construction and services). The best method of producing a seasonally adjusted series for a total is to sum the seasonally adjusted series of the component industries at the most detailed level available. For this reason the total seasonally adjusted employees series is now constructed by summing the seasonally adjusted series that can be found in table 1.2 of 'Labour Market Data' section of *Employment Gazette*.

Employee Development Schemes

Interest has been growing in the concept of Employee Development Schemes and the way in which they can encourage employees to undertake learning. This feature describes the principles behind such Schemes and estimates the number of employers running them. The article also presents five case studies.

By **Mark Corney**, Director, MC Consultancy, Hythe, Kent



Historical background
EMPLOYEE DEVELOPMENT Schemes (EDSs) originated over twelve years ago in the automotive industry in the USA, with the introduction of the classic UAW-Ford Employee Development and Training Programme (EDTP). The Ford Motor Company has also been responsible for establishing the concept in the UK. In the mid-1980s, management and trade unions at Ford UK jointly negotiated the now famous Employee

Development and Assistance Programme, commonly known as Ford EDAP.

After the creation of Ford EDAP, a small band of mainly large scale, private sector companies began to introduce EDSs. More recently, however, support from the Employment Department (now the Department for Education and Employment [DFEE]) has enabled TECs and other training bodies to assist small and medium-sized organisations to operate such initiatives.

Indeed, the development of new approaches by training infrastructure bodies in this country has led one group of experts to conclude that the UK is now more innovative in the field of Employee Development Schemes than the US.¹

General rationale

The emergence of the global economy is placing greater pressure on the long-term competitiveness of UK companies. Truly competitive organisations already invest in

Key findings

- Employee Development Schemes offer employees the chance to: undertake learning opportunities on a voluntary basis; participate in learning opportunities fully or partly financed by their employer; choose learning opportunities from a wide menu of vocational and non-vocational activities, courses and qualifications; and access learning opportunities by using flexible learning methods.
- Despite a small number of common characteristics the Schemes are extremely diverse, with wide ranging aims and objectives.
- More than 300 private and public sector employers are - or have

been - involved in Employee Development Schemes.

- Approximately 35 training organisations - mainly Training and Enterprise Councils are - or have been - involved in the schemes.
- Employers almost always acknowledge the business benefits of Employee Development Schemes, and state that they more than offset the small direct costs associated with running a scheme.
- Employee take up of learning opportunities varies from scheme to scheme, ranging from five per cent of eligible employees to 100 per cent.
- Employee Development Schemes can be very successful in attracting

those who tend to participate least in other forms of education and training. It sometimes, however, takes time for them to realise their potential and, in the early stages, those with few existing skills or qualifications may be in the minority.

- Employees overwhelmingly report that their experience of participating in a scheme has made them more interested in learning.
- Employee Development Schemes have encouraged flexibility in the delivery of advice and guidance services, but training providers have been less willing to help these initiatives realise their potential.

the latest machinery and technology but the primary source of competitive advantage in the 1990s rests in the way in which organisations manage their people. Consequently, increasing numbers of employers are seeking to:

- develop a well motivated workforce which understands both the short-term and long-term needs of their business;
- inculcate a philosophy of continuous improvement to meet the quality demands of their customers;
- create a learning organisation where employees solve problems, take personal responsibility and respond positively to change, and
- introduce new production techniques and working methods to improve efficiency and reduce operating costs.

In attempting to achieve these strategic goals, some UK employers have turned to the idea of Employee Development Schemes.² In essence, EDSs assist organisations to create a more motivated, trained and flexible workforce by developing a learning culture which goes well beyond specific company training plans and the provision of job-related training.³

Common characteristics

Research studies completed between 1991/95⁴ suggest that the ownership, aims and delivery of EDSs are diverse. According to a recent publication by the former Employment Department,⁵ however, common characteristics include:

- the opportunity for employees to undertake a learning activity of their choice on a voluntary basis;
- the payment by the employer of some or all of the costs involved, either by paying learning providers direct or offering employees a personal entitlement to pay for their own learning;
- the provision of a wide range of learning activities, sometimes beginning with a leisure or hobby activity and sometimes offering vocationally relevant learning from the start, and
- a flexible range of learning methods, such as workplace, open and provider-based learning via both private and public sector suppliers.

Employer involvement

Estimating the number of employers involved in Employee Development Schemes is extremely difficult, primarily because there is no centrally held database containing this information. Thus, the only way to obtain an estimate of employer involvement is through gleaned information from published and unpublished reports and adding data held by the Individual Commitment Branch of the DFEE and those training bodies operating specific schemes. In order to avoid double-counting, it is also important to define the different types of scheme which are in

operation. Generally speaking, there are two main types:

- single-company schemes; and
- facilitated initiatives where a training body has either –
 - worked with an organisation on a one-to-one basis to introduce a company-based EDS, and/or
 - worked with a group of employers to introduce a consortia EDS.

Independent company schemes

In a study undertaken by the University of Leeds (July 1993) for the Universities Funding Council, it was estimated that 50 private and public sector organisations might be operating Employee Development Schemes. For various reasons, however, the published report only provides the names of employers used as detailed case studies, some 14 organisations.⁶

Box 1 identifies 36 employers that are operating – or have been known to operate – an independent company scheme. This list includes those named by the University of Leeds study but also includes those cited in other reports published between 1991/95 (see footnote 2 and 3). Included within the list are three organisations known to be operating – directly or indirectly – Employee Development Schemes through building on their involvement in national training initiatives, such as Gateways to Learning or Investors in People. Key points to emerge from Box 1 include the fact that most organisations are:

- large-to-medium (with 200 or more employees) rather than small;
- in the private sector rather than the public sector, and
- in the manufacturing sector rather than the service sector.

Facilitated EDS initiatives

Box 2 indicates that there may be around 35 training organisations or other bodies in the UK facilitating EDSs. The DFEE estimates that 30 Training and Enterprise Councils, one Industrial Training Organisation, two training providers and one voluntary association are – or have been – involved in EDSs. North of the border, information from Scottish Enterprise and Highlands & Islands Enterprise indicates that so far only one Local Enterprise Company is facilitating such a scheme – Enterprise Ayrshire.

Unfortunately, the lack of a comprehensive database on facilitated EDS initiatives precludes any accurate estimate of employer participation. Once again, estimates must be derived from information on specific initiatives held by the DFEE. According to its Individual Commitment Branch, reliable statistics are available for Heart of England TEC (25 companies), Kent TEC (200 companies), and Glass Training Ltd (20 companies). Using these figures as a benchmark, the DFEE esti-

mates that about 300 private and public sector organisations might be involved in facilitated EDS initiatives across the UK.

Employer participation

Aggregating the estimates for independent company schemes and facilitated EDS initiatives means that 336 organisations have been involved in Employee Development Schemes at some stage. Given the lack of historic information on EDSs and the rising trend in their take up, however, it is fair to assume that well over 350 employers might be involved by the end of 1995.

Common themes

Studies by the PSI (1991) and NIACE/Employment Department (1995) demonstrate that, apart from the common characteristics noted above, no single model of Employee Development Schemes exists in independent company schemes. Diversity rather than similarity characterises EDSs, in part because individual initiatives are intimately linked with the history and culture of each company.

Nevertheless, general themes emerging from evaluations of independent company schemes include the following.

1. Ownership and organisational issues. Some initiatives operated by companies are wholly management-driven (eg. IBM UK and Lucas Industries PLC), while others have been developed in partnership with the trade unions, (eg. The Baxi Partnership Ltd and Ford UK).

2. Eligibility criteria, scope and type of provision. Some companies looking to create a learning organisation – or raise the motivation of the whole workforce – operate programmes which are open to all employees (eg. Ford UK). Other schemes seek to overcome specific skill or recruitment problems, and consequently target certain groups within the workforce such as those requiring basic skills training (eg. IBM UK).

3. On-site learning. Almost without exception, initiatives have attempted to circumvent problems associated with shift working and the inflexibility of some local learning providers. Where possible, learning takes place on-site, with tutors from colleges teaching at the workplace. Alternatively, some companies have established their own learning centres which are open outside working hours (eg. The Baxi Partnership and Lucas Industries PLC).

4. Cost of courses, entitlements and time. Courses are always fully or partly funded by the employer. Courses provided on-site are usually free, while in most cases, external courses are reimbursed up to a certain limit. All schemes have a set budget, but some are based on the offer of a basic entitlement for each employee. In the main, employees study in their own time.

5. Advice and Guidance. A significant number of companies have incorporated

Box 1 Employers operating, or known to have operated, an Independent Company Scheme

Industrial Sector	Organisation
Energy Supply	British Gas
Steel and Chemicals	Allied Steel and Wire British Steel (Teesside) ICI (Teesside) Norsk Hydro Scot Bader Sheerness Steel Co plc
Mechanical Engineering	The Baxi Partnership Ltd Venture Pressings
Metal Good Industries	Creda Hotpoint North Wales
Motor Vehicles	The Ford Motor Company UK Jaguar Cars Lucas Industries plc Peugeot-Talbot Rover Group UNIPART Vauxhall
Electronic Engineering	IBM UK plc
Paper, Printing and Publishing	Henry & Leigh Slater
Rubber and Plastics	BTR
Food, Drink and Tobacco	Colman's of Norwich
Transport	London Buses HQ
Postal Services/Telecommunications	British Telecom Post Office Counters Ltd Royal Mail
Banking and Finance	Girobank TSB
Retail	The Body Shop Safeway J Sainsbury
Leisure Services	Butlin's Holiday Worlds Rank Organisation
Education and Health Services	Glasgow City Council Humberside County Council National Extension College

Source: NIACE/ (former) Employment Department, 1995

Box 2 Training bodies developing EDSs

Training and Enterprise Councils

Barnsley & Doncaster	Heart of England	North London
Bedfordshire	Hertfordshire	North Nottinghamshire
CAMBSTEC	Humberside	Northumberland
Central England	Lincolnshire	Rotherham
Coventry & Warwickshire	Kent	Sheffield
Cumbria	LAWTEC	SOLOTEC
Dudley	Leicestershire	South & East Cheshire
Essex	Merseyside	South Derbyshire
Gloucestershire	Milton Keynes	Staffordshire
Greater Peterborough	North Derbyshire	Stockport & High Peak

Other Training Bodies

ITOs	Training Providers	Voluntary associations
Glass Training Ltd	West Notts College	High Peak Local Action Group
LECs	Sheffield Business School &	
Enterprise Ayrshire	Northern College	

Source: (former) Employment Department; Scottish Enterprise and Highlands & Islands Enterprise

information and guidance services within their initiative. By providing access to such services, employees are better placed to find the course they want to study. Other employers assess and update the learning needs of participants by using personal development plans (eg. Robert Bosch Ltd).

Strategies for facilitated initiatives

According to the Policy Studies Institute (PSI) [1991], the cost of Employee Development Schemes to large and medium-sized organisations is quite small compared with their overall job-related training budget. For small businesses, however, the crucial objective is to minimise and/or share the costs of implementing an initiative. With these needs in mind, TECs and others have developed strategies to assist small and medium-sized enterprises to form consortia arrangements.

1. General Strategies. This is where employers within a geographical area are invited to join an EDS initiative irrespective of their size, activity or specific location. Often these are focused around TEC areas (eg. Heart of England TEC⁷ and Sheffield TEC [see case study 5]).

2. Targeted Strategies. This is where TECs and other training bodies focus their efforts on employers with common characteristics or mutual interests.

a) Supply-Chain Model: in this approach a large company joins with its own suppliers to form a collaborative scheme (eg. LAWTEC).⁸

b) Industrial Estate/Business Park Model: in this approach companies located on the same industrial estate or business park form a consortia scheme with their neighbours, but not necessarily competitor, companies (eg. Hertfordshire TEC and Kent TEC [see case study 1]).

c) National Training Initiative Model: in this approach a TEC targets those companies which are participating in a national training initiative – such as Investors in People – to form a collaborative scheme (eg. Lincolnshire TEC).⁹

d) Industrial Sector Model: in this approach companies in a given sector work together to form consortium schemes (see case study 2).

Evaluation studies

Evaluation studies on specific independent company schemes and specific facilitated EDS initiatives are scant and not easily accessible. Similarly, few general evaluations of either independent company schemes and/or facilitated EDS initiatives have been undertaken or published. In terms of the latter, policymakers must rely on evidence cited in *Releasing Potential: Company Initiatives to Develop People at Work* by the PSI (1991) and internal findings by the DFEE.

Securing employer participation

Internal findings from DFEE suggest that securing employer participation in EDSs varies from scheme to scheme. In some locations, employers are keen to participate at the earliest opportunity, while in others, achieving employer participation can take considerable time and energy. Nevertheless, once involved most employers regard the costs associated with running a scheme as small, especially when the perceived payback is taken into account.

Business benefits

According to the PSI (1991) different benefits accrue to different employers because each scheme is related to the history and culture of each organisation. That said, the potential benefits to employers are extremely wide ranging. *Box 3* pools the most commonly cited benefits by the ten employers taking part in the PSI study. Key findings include the fact that Employee Development Schemes often lead to increased take up of job-related training and the identification of gaps in the job-related skills of employees. Internal findings by the DFEE also indicate that other common business benefits include:

- greater employee flexibility;
- greater willingness of staff to accept personal responsibility at work, and
- a greater willingness on the part of staff to undertake job-specific training at work.

Employee participation

Internal findings by the Department indicate that individuals have joined Employee Development Schemes for two key reasons: firstly, because they want to get a qualification, and second, because they want to do their existing job better. These reasons hold irrespective of the type of learning undertaken by employees. The opportunity to learn a subject of one's choice is also an important factor.

Furthermore, findings from various consultancy reports commissioned by the former Employment Department suggest that

- a) Employee take up of EDSs varies from scheme to scheme, ranging from five per cent of eligible employees to 100 per

cent. Participation rates depend upon on a range of factors, including access to effective advice and guidance, the quantity and quality of marketing and general delivery arrangements.

- b) Well designed schemes can expect employee participation to grow during the first few years, and many schemes with poor take up can improve their performance by introducing more effective arrangements.
- c) Participation in some initiatives far exceeds the average level of workplace learning for the workforce as a whole, which the Labour Force Survey indicates to be approximately 14/15 per cent.
- d) The extent to which schemes have so far been successful in attracting those with few existing skills and qualifications is unclear. Over time, however, more such employees are encouraged to participate and schemes clearly have the potential to make a significant impact.
- e) About half of the people participating in EDSs would not have undertaken their chosen activity without taking part in their employers' initiative.
- f) After participation, individuals are more likely to undertake further learning and do so in their own time.
- g) Employees overwhelmingly report that their experience of participating in an EDS had made them more interested in learning.
- h) A significant minority are prepared to pay for subsequent learning, especially those with fewest qualifications and least skills.

Benefits to employees

Box 4 lists a series of benefits derived to employees commonly cited by individuals participating in a scheme run by Heart of England TEC. Generating excitement about learning and an increasing interest in acquiring work-related skills were seen as key benefits by participants. Internal findings by the former Employment Department also highlight these benefits, with the addition that participants tend to stress the benefit of gaining a qualification, and improving their career development. Among women employees, however, even greater importance was attached to achieving higher confidence levels.

Box 3 Benefits of Employee Development Schemes to employers

- Creating a learning culture.
- Increasing skill levels of the workforce.
- Increasing the take up of job-related training.
- Identifying gaps in job-related skills of the workforce.
- Increasing employees commitment to the company
- Improving team working.
- Improving recruitment and resourcing.
- Reducing reliance on external labour markets.
- Reducing labour turnover and reduced absenteeism.
- Improving industrial relations and morale of the workforce.
- Improving employees' understanding of the business
- Having greater control over course content and provision.

Source: (former) Employment Department; Scottish Enterprise and Highlands & Islands Enterprise

Box 4 Benefits of Employee Development Schemes to employees

- Generating excitement about learning.
- Counteracting negative experiences of earlier learning.
- Breaking down barriers to development.
- Enhancing self esteem.
- Making life more enjoyable.
- Improving interest in acquiring work-related skills.

Source: John Corlett, Heart of England Training and Enterprise Council: 'Chuffed to bits: the benefits of employee development', Training Tomorrow, November 1994.

Impact on the learning market

A central aim of EDSs is to provide learning opportunities in a flexible way to meet the varied needs of employees. Evidence suggests that advice and guidance services have been provided on a highly flexible basis by local providers, either on-site or off-site.

A more complicated picture, however, exists in relation to the provision of learning opportunities. As far as independent companies schemes are concerned, larger employers do not feel that EDSs have made a significant impact upon further education colleges. Thus, some schemes are actively seeking innovative ways of providing learning which bypasses more traditional college provision. Examples include on-site learning using external tutors.

By contrast, facilitated EDS initiatives have tended to work in partnership with learning providers, especially colleges of further education. Consequently, colleges have been willing to deliver learning provision more flexibly.

Conclusions

- EDSs are making a positive impact on meeting the wider learning needs of employees and the organisational learning needs of employers.
- Further consideration needs to be given to the design of Employee Development Schemes so that those employees with least post-school learning experience or qualifications can be persuaded to join.
- Better marketing techniques and greater use of learning coordinators to guide less able learners are seen as potential solutions.
- More research needs to be undertaken to keep abreast of the numbers of employers and training bodies involved in EDSs. This would allow new approaches and best practice to be monitored and disseminated.
- The dissemination of best practice at home and abroad, and easy access to advice on implementation will be crucial in persuading more employers to introduce EDSs. The establishment of the International Centre of Employee



Photo: Janina Struk/FORMAT

Development (ICED) at Salford University in November should help in this regard.¹⁰ ■

Case studies

Examples of facilitated EDSs

1. Community-Wide/Business Park approach with TEC support

Kent TEC - Return to Learn

After a consultation exercise in January 1993 and a pilot project in April 1993, employers in Kent began to identify a range of organisational needs for their short-term survival and their long-term strategic development. Translating their fairly diverse organisational needs into training objectives was a difficult task, but out of this strategic challenge emerged the idea of Return to Learn.

It was agreed that Return to Learn should enable employees to:

- choose their own learning on a voluntary basis;
- access suitable advice and guidance, and
- overcome some of the physical barriers to learning, such as paying for learning and access to flexible provision.

With these principles in mind, an open invitation was made to employees of four participating companies to undertake learning of their choice within a financial limit of £100. It was also agreed that any extra financial assistance would be made-up by the employer or employee.

In November 1993, the scheme was redesigned to include:

- better advice for employers and employees;
- greater flexibility for shift workers;
- more streamlined administrative systems, and
- a new funding regime based on a 50/50 deal between employer/TEC, with the contribution of the latter being fixed at a maximum of £50 per person.

In November 1994, a Small Firms Model was launched. Kent TEC had identified that small firms on business parks faced particular barriers in joining Return to Learn. These problems were associated with releasing staff, travel distances and unsuitable course times. To address these barriers, courses were set up and run on business parks, with companies sharing learning facilities and course tutors.

To date, over 200 companies and 4,500 individuals have taken part in the Return to Learn initiative. The scheme has also proved successful in achieving private sector leverage. Thus far, the contribution from Kent TEC has been £77,000, while company finance has been £146,000. Given that the provision of 50/50 funding cannot remain in place indefinitely, however, tapered funding models are currently being considered.

2. Industrial sector approach with ITO support

Glass Training Ltd.

Having adopted the National Targets for

Education and Training for the glass industry, Glass Training Ltd. started to look for an initiative which would stimulate employees to consider their own learning and eventually lead them to achieve competency-based qualifications. While the ITO recognised that changing technology in the industry would always result in the need for new learning experiences, it was felt that the problem of employee resistance to change could be overcome if workers were more fully involved in decisions which affected their own personal development.

To meet these needs, the Glass Industry ITO decided to pilot an EDS. As part of the initiative, each company has in place a part-time employer-based support coordinator. These coordinators are supported by a national network of ITO training advisers.

The benefit to participating employers is that the scheme engenders a greater awareness of the importance of learning to business success. For the employee, the scheme provides an opportunity to become better informed about the industry and offers a chance to get back into formal learning.

Since September 1994, 300 new learners in over 20 companies have become involved in the scheme.

3. Large company facilitated by local TEC

McVitie's (Manchester Factory) - Stockport & High Peak TEC
The McVitie's Employee Development Initiative (McEDI) was launched in January 1994 as a joint partnership between McVitie's

Manchester factory and Stockport & High Peak TEC. Developed initially as a pilot, the aim of the scheme was to:

- introduce learning back into the workplace through the provision of a series of vocational and non-vocational topics provided in classes run on-site;
- persuade the 700-strong operating staff at the factory to view the changes brought about by new technology and working methods in a positive way, and
- work in partnership with Stockport College of Further Education for tutor support.

Since the start of the programme, ten per cent of the total factory population have shown an interest in the initiative. Classes have included flower arranging, health & beauty, maths, English, French, German, Spanish, business studies, computing, and return to study. Many of the courses have led to external examinations, while certificates have been awarded to all who have taken part in the scheme.

4. Large company facilitated by local LEC

Jetstream Aircraft Ltd – Enterprise Ayrshire

Over the past three years, Enterprise Ayrshire has worked extremely closely with Jetstream Aircraft Ltd – part of British Aerospace – to promote a learning community within the 2,000 strong workforce at its manufacturing plant in the West of Scotland. The EDS is based on:

- personal development plans for all its employees;
- the use of Enterprise Ayrshire's Skill Choice programme to encourage an open dialogue between manager and employee about the competencies required for each job;
- the opportunity to jointly manage personal development portfolios, with learning contracts setting out clear career development goals, and
- access to Jetstream's Learning Resource Centre, which offers over 250 programmes on subjects such as Total Quality Management, team-building and language training.

Integral to the success of the scheme has been the partnership developed between Jetstream, Enterprise Ayrshire, Ayr College of

Further Education and Paisley University's Credit Accumulation and Transfer Scheme (CATS).

Since the start of the scheme, 700 shop floor engineers have gained Level 3 VQs, 50 managers have achieved Level 4 VQs, and 8 are progressing to Level 5 VQs.

5. Community-Wide approach facilitated by local TEC

Sheffield TEC

In 1993, Sheffield TEC launched a joint employee development initiative with four companies and the Trade Union Studies Centre at Sheffield College. The name Employee-Led Development was deliberately chosen to differentiate the scheme from the more usual business-led, management-driven, wholly job-related training and development programmes.

A significant feature of the original initiative was the fact that recruitment took place, where appropriate, via trade union representatives located in participating companies. Other key features of the scheme included access to optional guidance courses through Gateways to Learning, and the funding of employee learning by the TEC of up to £120 in year one and 50 per cent in year two.

When the pilot was evaluated Sheffield TEC found that:

- learners tended to be those already participating in existing learning opportunities;
- the provision of course information and high quality guidance reduced the drop-out rate, and
- the TEC subsidy to employers did not need to be 100 per cent.

At the redesign stage, it was decided to focus the scheme on smaller employers and larger organisations with a significant proportion of non-traditional learners.

In the first year of the re-launched programme:

- 42 per cent of participants joining the scheme had no previous qualifications;
- 21 per cent of participants were working towards their first qualification;
- 55 per cent of participants decided to embark on GCSEs, A Levels or NVQs, and

● there was strong evidence of progression from short unaccredited courses towards courses leading to formal qualifications.

To date, nearly 300 employers have expressed an interest in the re-launched service.

The views expressed by the author of this feature are not necessarily those of the Department for Education and Employment or Central Statistical Office.

Footnotes

- 1 Bob Gibbs Associates et al.: 'Report on the USA Employee Development and Private Industry Study Tour, 21st-31st March 1995'. 1995 (see Section 1. Barnsley).
- 2 'Individual Commitment to Learning: The Contribution of Single-Company Employee Development Schemes'. NIACE/(former) Employment Department, Sheffield, 1995, pp 35-36, (unpublished); 'Releasing Potential – Company Initiatives to Develop People at Work'. Volume 1, *The Main Report*, Policy Studies Institute, 1991, London, p4.
- 3 Corney, M: 'Employee Development Programmes – Current Practice and New Directions.' National Commission on Education, London, 1995.
- 4 In addition to those sources cited in footnote 2 see:
 - i. 'Employee Development Initiatives.' IDS Study 546, IDS, London, January 1994.
 - ii. 'Expanding the Learning Community – Briefing Note'. NIACE, Leicester, April 1994.
 - iii. 'Workplace Learning – Case Studies from Around the UK'. NIACE, Leicester, May 1994.
 - iv. 'Releasing Potential – Company Initiatives to Develop People at Work'. Volume Two, *The Case Studies*, Policy Studies Institute, London, 1991.
 - v. 'Adult Learners at Work, Final Research Report'. University of Leeds, Leeds, July 1993.
- 5 Employment Department: 'Employee Development Schemes – A Contribution to National Prosperity'. Conference Report, (former) Employment Department, Sheffield, 1995, p5.
- 6 University of Leeds, July 1993, *Ibid.*, pp 16-19.
- 7 Corlett, J: 'Chuffed to bits: the benefits of employee development'. Training Tomorrow, Falmouth, November 1994.
- 8 IDS, 1994, *Ibid.*
- 9 Corney, M, 1995, *Ibid.*
- 10 Bob Gibbs Associates et al., 1995, *Ibid* (see Foreword).

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For historical time series of LFS data, see section 7 of the Labour Market data section of the *Employment Gazette*

RESEARCH USE OF LFS

For research users, copies of all LFS databases are available from the ESRC Data Archive. For information Tel 01206 872570

LABOUR FORCE SURVEY



0171 273 5585

HELP-LINE



Prepared by the Government Statistical Service

The Labour Force Survey (LFS) provides a wide range of information about the labour force using internationally standard definitions. This feature presents some analyses carried out in response to enquiries on the LFS Help-Line. The LFS is a sample survey of around 60,000 households each quarter which is conducted by the Social Survey Division of the Office of Population Censuses and Surveys.

CONTENTS FOR OCTOBER 1995 - PRESENTING RESULTS FROM SPRING (MARCH TO MAY) 1995 LFS

- | | |
|---|-----------------------------------|
| 1 Self-employment | 6 Job-related training |
| 2 Labour market position of people aged 16 and over | 7 Part-time and temporary workers |
| 3 Second jobs | 8 Total usual weekly hours worked |
| 4 Women in employment | 9 List of articles |
| 5 Sickness absence | 10 Index of topics |

1 SELF-EMPLOYMENT

The Labour Force Survey is the main source of information about people who are self-employed and callers to the Help-Line often ask about the proportion these people represent of the working population.

In spring 1995, the LFS showed the number of self-employed people in Great Britain to be 3,269,000 (not seasonally adjusted), 13 per cent of all in employment. Table 1 shows that

women are less likely than men to be self-employed. Of the ethnic groups, black people are the least likely to be in business for themselves. Figure 1 shows the regional variations of self-employment with

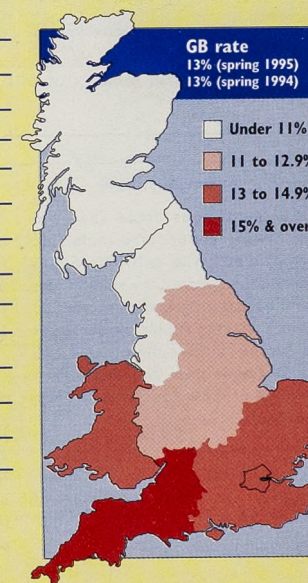
around 17 per cent of those in employment in the South-West being self-employed compared with 10 per cent in Scotland and the Northern region.

Table 1 Self-employment by ethnic origin (Great Britain, spring 1995, not seasonally adjusted)

	All people ^a (thousands)	Ethnic groups (thousands)**				
		White	All ethnic minority groups ^b	Black ^c	Indian	Pakistani/ Bangladeshi
All people						
Total in employment	25,350	24,270	1,070	310	380	140
Self-employed	3,269	3,130	130	20	50	30
% Self-employed	13	13	12	8	13	22
Men						
Total in employment	14,028	13,410	620	160	220	110
Self-employed	2,471	2,360	110	20	40	30
% Self-employed	18	18	18	13	18	25
Women						
Total in employment	11,321	10,860	460	160	160	30
Self-employed	798	770	20	*	10	*
% Self-employed	7	7	5	*	7	*

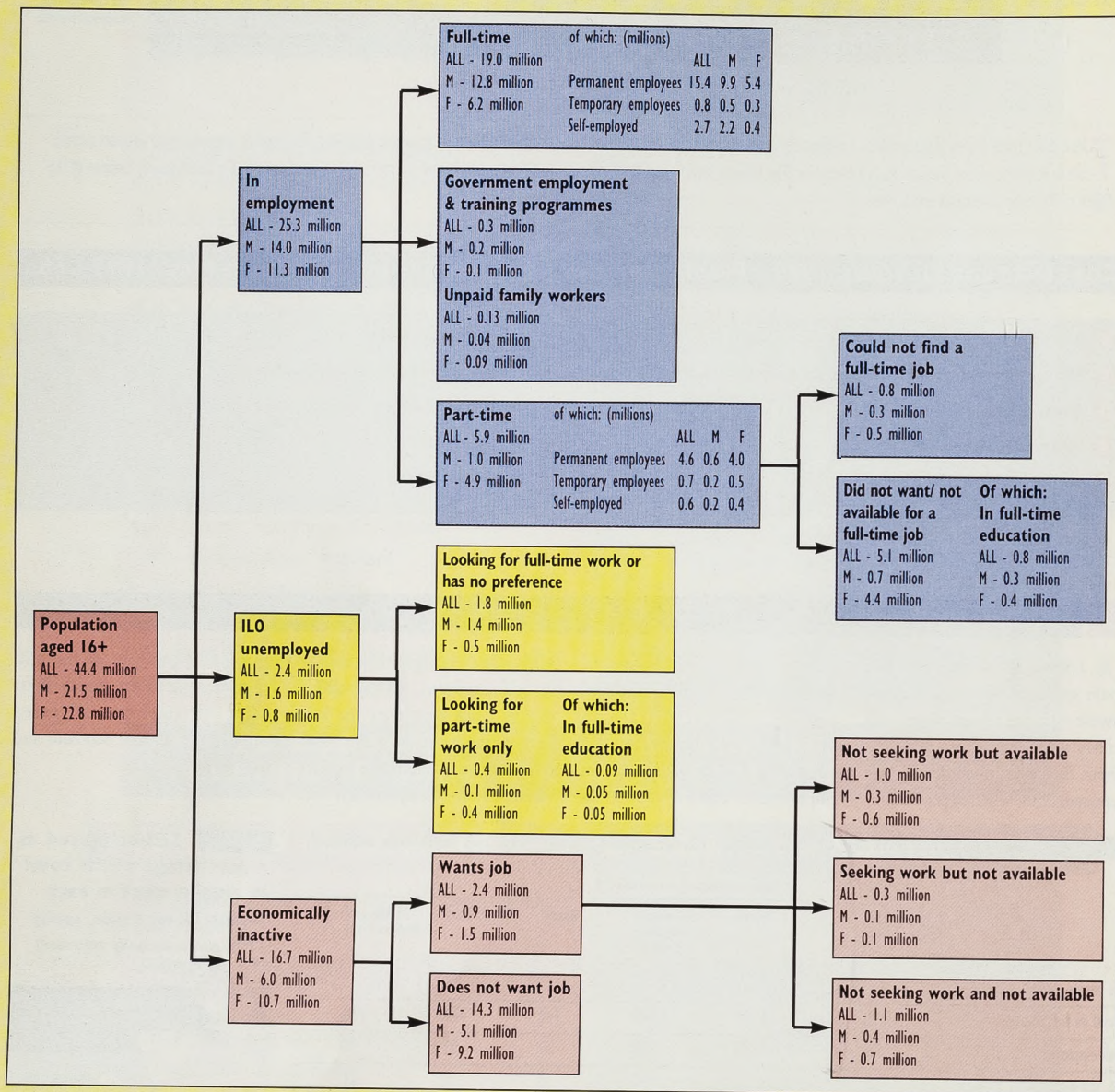
a Includes those who did not state their ethnic origin.
b Includes those of other origins not shown, including mixed origin.
c Includes Caribbean, African and other black people of non-mixed origin.
* Less than 10,000 in cell, estimate not shown.
** Figures have been rounded to the nearest 10,000.

Figure 1 Self-employed as a percentage of the total in employment in each region (Great Britain, spring 1995, not seasonally adjusted)



2 LABOUR MARKET POSITION OF PEOPLE AGED 16 AND OVER

Figure 2 Labour market position of people aged 16+ (Great Britain, spring 1995, not seasonally adjusted)



In Employment
ILO guidelines state that the following groups are included: employees; the self-employed; people on government employment and training programmes; and unpaid family workers. People are defined as full-time or part-time in the LFS according to their own classification to one of these categories of their main job.

Full-Time/Part Time Work
People responding to the LFS are asked to classify their main job as full-time or part-time. Part-time workers are asked why they took a part-time rather than a full-time job (see section 7).

Permanent/Temporary Work
People responding to the LFS are asked if their job was permanent. If not, they are classified as being in temporary employment and asked in what way their job was not permanent.

ILO Unemployed
The ILO measure of unemployment covers people without a job who are available to start work within the next two weeks and had either looked for work in the four weeks prior to interview; or were waiting to start a job they had already obtained.

Economically Inactive
The economically inactive consist of those people who are neither in employment, nor unemployed on the ILO definition. Such people responding to the LFS are classified according to whether or not they would like a regular paid job and, if so, whether or not they were seeking work and/or available to start (see table 2 opposite).

2 LABOUR MARKET POSITION OF PEOPLE AGED 16 AND OVER

All people aged 16 and over are classified in the LFS to one of the following broad categories: in employment; ILO unemployed; or economically inactive. Classification is carried out using the internationally standard guidelines promulgated by the International Labour Organisation (ILO), which are used in surveys similar to the LFS throughout the world.

Figure 2 illustrates the composition of each of these categories in the spring 1995 LFS by drawing upon information collected in the LFS, for example, about whether people working part-time want a full-time job or why people not actively seeking work, but who say they want a job, are not looking for one.

Table 2 gives a breakdown of the reasons for not seeking work of people who say they want a job but are not actively looking for one. Such people, including 'discouraged workers' (whose reason for not seeking is that they believe no jobs are available) are classified as economically inactive according to the ILO guidelines.

Together, the statistics shown in the chart and table provide information about a number of groups within a labour market 'spectrum', which ranges from people in employment in full-time permanent jobs to economically inactive people who do not want a job. At an intermediate point in the 'spectrum' come those people who are

Table 2 Economically inactive people by availability and whether seeking work (in past 4 weeks) (Great Britain, spring 1995, not seasonally adjusted)

(Thousands)	All	Men	Women
Total economically inactive who would like to work	2,367	905	1,462
Seeking work but not available to start in next 2 weeks	276	130	146
Student	169	83	86
Other	107	47	60
Not seeking work but would like work (available and not available to start in next 2 weeks)	2,091	775	1,316
Available to start in next 2 weeks	963	344	619
Believes no jobs are available (discouraged workers)	121	69	52
Long-term sick/disabled	134	81	53
Looking after family/home	347	22	325
Student	99	57	43
Other	262	115	147
Not available in next 2 weeks	1,123	429	694
Believes no jobs are available (discouraged workers)	14	*	*
Long-term sick/disabled	402	248	154
Looking after family/home	403	29	374
Student	150	78	73
Other	153	69	85
Not seeking work, does not want work	14,287	5,074	9,213
Does not need/want job	201	49	153
Long-term sick/disabled	1,633	890	743
Looking after family/home	1,988	78	1,909
Student	1,179	613	566
Other	9,286	3,444	5,842
Base:			
All economically inactive* (spring 1995)	16,655	5,980	10,675
All economically inactive* (spring 1994)	16,528	5,882	10,646
Changes: spring 1994 - spring 1995	127	98	29

a. Does not include people under 16 years of age.

3 SECOND JOBS

Each quarter the LFS provides new information of interest to many regular users about the number of people who have more than one job. Such people are counted only once in the LFS employment totals. The alternative source of employment statistics - the Workforce in Employment series counts all jobs and so counts people with two jobs twice.

The numbers of second jobs held in spring 1995 as shown by the LFS are given in Table 3.

The number of second jobs held in spring 1995 was 1,280,000, an increase of 138,000 since spring 1994.

Table 3 Employment status of people with more than one job (Great Britain, spring 1995, not seasonally adjusted)

Employment status in main job (Thousands)	Employment status in second job		People with no second job	All in employment	
	Employee	Self-employed			
Employee	790	263	1,055	20,617	21,675
Self-employed	91	115	206	3,061	3,269
On government employment and training programmes	18	*	19	253	273
Unpaid family workers	+	+	+	+	133
Total (spring 1995)	899	379	1,280	23,931	25,350
Total (spring 1994)	795	345	1,142	23,804	25,093
Changes: spring 1994 - spring 1995	104	33	138	127	256

* Sample size too small for a reliable estimate.

+ Unpaid family workers were not asked whether they had a second job in the reference week.

4 WOMEN IN EMPLOYMENT

Among the most frequent topics of enquiry on the LFS Help-Line are questions about the labour market characteristics of women. In spring 1995 there were 10.3 million women employees (not seasonally adjusted), 48 per cent of all employees, but the types of job they hold are often very different

from those held by men. For example, in spring 1995, 44 per cent of women employees worked part-time compared with only 7 per cent of men.

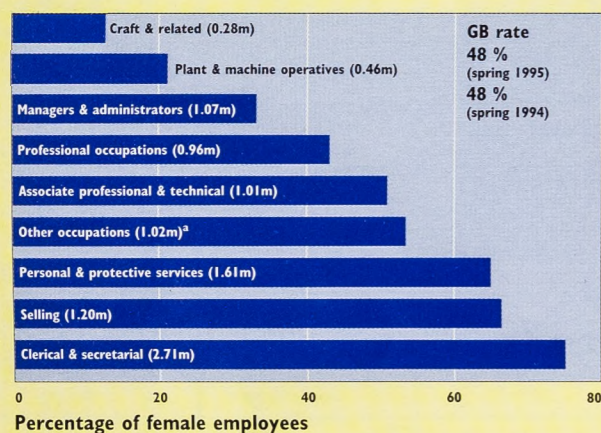
Enquirers are interested in the types of jobs held by women relative to those held by men. **Figure 3** shows the percentage of employees

that are women, both full-time and part-time, in each occupation. The figure shows that ten per cent of women employees are in managerial and administrative occupations (compared with 19 per cent of men).

Other information which is requested frequently is the employment of women by industry. **Figure 4** shows the clear distinction between industries such as agriculture, construction, transport and communication and some manufacturing industries where less than a third of all employees are women compared with most of the service industries where more than half are women.

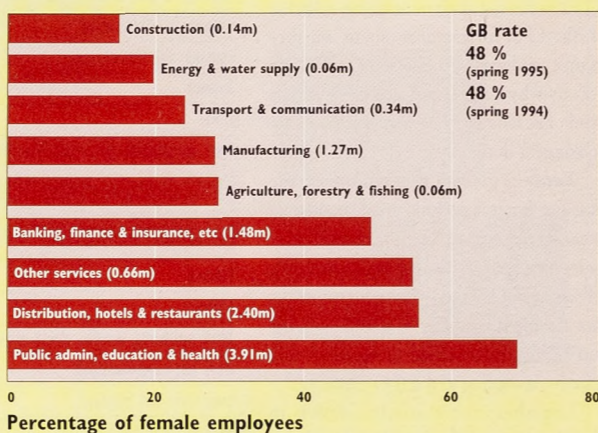
Figure 4 shows the clear distinction between industries such as agriculture, construction, transport and communication and some manufacturing industries where less than a third of all employees are women compared with most of the service industries where more than half are women.

Figure 3 Percentage of employees that are women by occupation (Great Britain, spring 1995, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification
^a Mainly cleaners & domestics and kitchen porters & catering assistants.

Figure 4 Percentage of employees that are women by industry (Great Britain, spring 1995, not seasonally adjusted)



Industries are coded according to the 1992 Standard Industrial Classification

5 SICKNESS ABSENCE

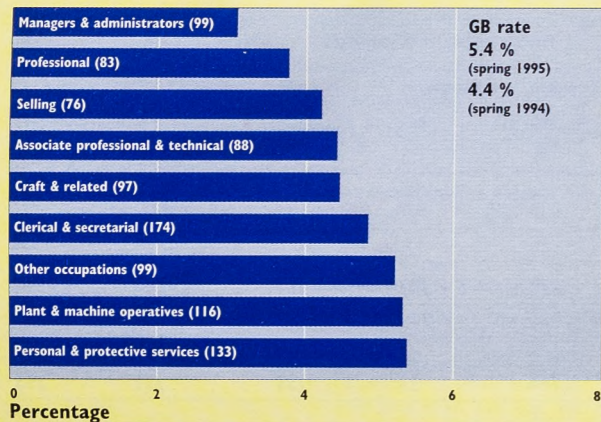
The LFS is a regular source of information about people's absences from work caused by sickness or injury. Many companies

telephone the LFS Help-Line to enquire whether these LFS data can help them to assess the levels of sickness absence in their company

against the national background. Information which is often helpful to them is that presented in **figures 5 and 6** below, which show

the percentages of employees in different occupational and industry groups absent for at least one day in the reference week.

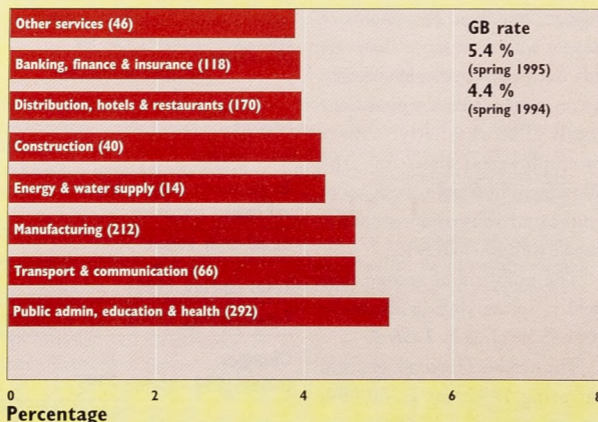
Figure 5 Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by occupation (Great Britain, spring 1995, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification

() The figures shown in brackets are the number (in thousands) of employees absent from work for at least one day in the reference week.

Figure 6 Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by industry (Great Britain, spring 1995, not seasonally adjusted)



Industries are coded according to the 1992 Standard Industrial Classification

() The figures shown in brackets are the number (in thousands) of employees absent from work for at least one day in the reference week.

6 JOB-RELATED TRAINING

Learning throughout working life is becoming increasingly necessary because of the pace of change, and training is seen by a large number of employees as an essential investment for the future. Many requests for LFS data about training are received by the Workforce Training enquiry point (0114 259 3489), and often concern comparisons of the amount of training received by

industry and occupation. In spring 1995, 2.8 million employees of working age received job-related training in the four weeks prior to interview, 13.1 per cent of all such employees (seasonally adjusted).

The percentage of employees receiving job-related training in each occupation and industry is shown in **figures 7 and 8**. LFS

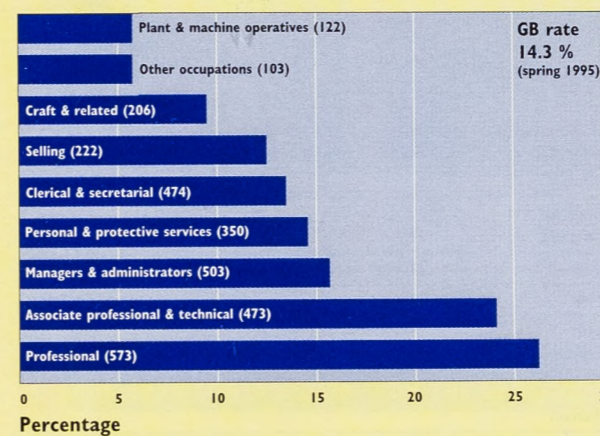
data on training in the past four weeks shows that a slightly higher proportion of women employees of working age received job-related training - 15.1 per cent of female employees compared with 13.7 per cent of male employees in spring 1995 (not seasonally adjusted).

A period of training can, of course, last for anything from one day or less to a period of years, and

another valuable feature of the LFS is that it provides information about the duration of training courses.

Figure 9 draws on these data and shows that the distributions by duration of periods of training received by men and women employees in spring 1995 were similar.

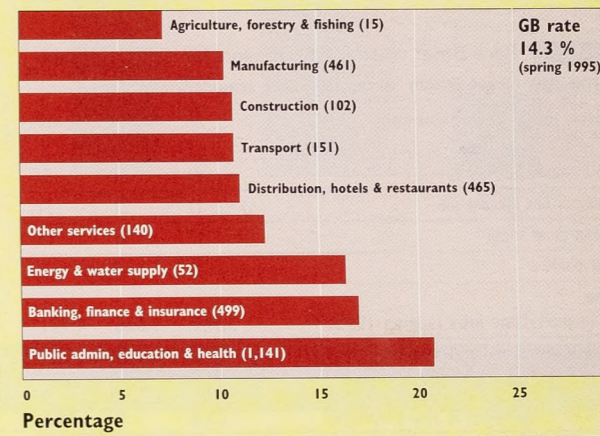
Figure 7 Percentage of employees of working age receiving job-related training in four weeks prior to interview by occupation (Great Britain, spring 1995, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification

() The figures shown in brackets are the numbers (in thousands) of employees receiving job-related training.

Figure 8 Percentage of employees of working age receiving job-related training in four weeks prior to interview by industry (Great Britain, spring 1995, not seasonally adjusted)

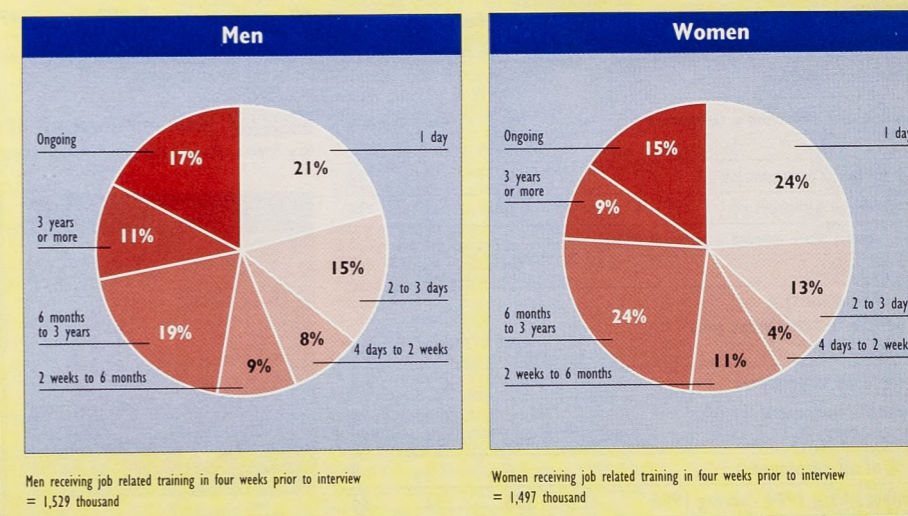


Industries are coded according to the 1992 Standard Industrial Classification

() The figures shown in brackets are the numbers (in thousands) of employees receiving job-related training.

These figures are not comparable to those for a year earlier because of a change in the survey questionnaire. From summer 1994 respondents were asked a new question about training received in the 13 weeks prior to interview before they were asked the question about training in the four weeks prior to interview. This seems to have altered the way respondents answered the four week question and caused a discontinuity in the data. This is being investigated further.

Figure 9 Length of training courses received by employees of working age in the four weeks prior to interview (Great Britain, spring 1995, not seasonally adjusted)



Men receiving job related training in four weeks prior to interview = 1,529 thousand

Women receiving job related training in four weeks prior to interview = 1,497 thousand

Note: The total length of the course was recorded not just the part that was completed. For persons engaged on day or block release the total length of training is given. For persons who have dropped out of a course the time spent on the course, not the total length, is recorded.

7 PART-TIME AND TEMPORARY WORKERS

Part-time and temporary employment play an increasingly important role in the labour market. Tables 4 and 5 show that the number in part-time employment has increased by 78,000 over the past year while the number of temporary employees has increased by 126,000.

Figure 10 and table 6 show the different patterns of employment for men and women in their main job. Figure 10 shows that in Great Britain in spring 1995, while 89 per cent of male employees were working full-time in permanent positions, for women the figure

was only 53 per cent. However, the proportions of both men and women employees who were in temporary jobs were small. Table 6 shows that most men and women in temporary full-time jobs accepted temporary work because they could not find a permanent job. However, the main reason for both men and women accepting temporary part-time employment was not because they could not find permanent work.

The percentages of men and women working part-time, classified according to the main reasons they gave for working

part-time, are given in table 4. It is clear from this table that, although the number of people in part-time employment is increasing, only a small minority (13 per cent) take a part-time job because they cannot find a full-time one.

Employers take on temporary staff for a variety of reasons, such as for short term cover, gaining specialist skills or to cope with the peaks in demand for labour. Table 5 shows the reasons people give for

taking a temporary job rather than a permanent one. Approximately one third of women are in temporary employment because they did not want a permanent job compared only 19 per cent of men. On the other hand, over half of the men in temporary employment took the job because they could not find a permanent job, compared with just over one third of women.

Table 6 Employees by type of main job and reason for taking it (Great Britain, spring 1995, not seasonally adjusted)

	Full-time	Part-time			Total	Base: All employees
		Could not find Full-time job	Other	Total		
Men						
Permanent	9,925	140	435	575		10,500
Temporary						
Could not find permanent job	292	63	*	72		364
Other	201	*	131	139		340
Total	494	71	140	211		705
Base:						
All employees*	10,538	214	588	803		11,341
Women						
Permanent	5,429	409	3,586	3,995		9,425
Temporary						
Could not find permanent job	163	66	75	141		304
Other	159	15	328	343		502
Total	323	82	402	484		807
Base:						
All employees*	5,802	495	4,036	4,531		10,334

* Includes those who did not state whether they were permanent or temporary.

Figure 10 Main employment of men and women employees by type (Great Britain, spring 1995, not seasonally adjusted)

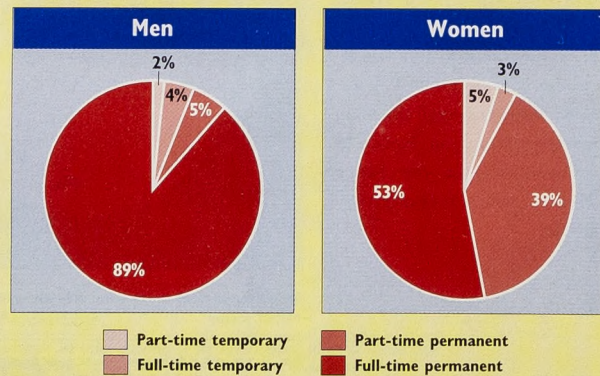


Table 4 Part-time* workers by reason for taking a part-time job (Great Britain, spring 1995, not seasonally adjusted)

Reasons for taking part-time work (Per cent)	All	Men	Women
Did not want full-time job	72	36	80
Could not find full-time job	13	27	11
Student or at school	13	33	8
Ill or disabled	1	3	1
Base			
All in part-time jobs (spring 1995) ^{b,c}	5,947	1,026	4,921
as % of employees & self-employed	23.8	7.4	44.2
All in part-time jobs (spring 1994) ^{b,c}	5,869	947	4,922
as % of employees & self-employed	23.8	7.0	44.5
Change: spring 1994 - spring 1995	78	79	0

a The definition of full - and part-time is based on the respondent's own assessment, not on the number of hours usually worked.
b All employees and self-employed who worked part-time. Includes a small number of part-time workers who gave no reason for working part-time.
c The figures for part-time workers differ from those published in the LFS Quarterly Bulletin, which now include unpaid family workers and those on Government employment and training programmes.

Table 5 Temporary employees by reason for taking temporary main job (Great Britain, spring 1995, not seasonally adjusted)

Main Reasons for taking a temporary main job (Per cent)	All	Men	Women
Could not find a permanent job	44	52	38
Did not want a permanent job	27	19	34
Had a contract which included a period of training	6	7	4
Some other reason	23	22	23
Base (Thousands):			
All people in temporary jobs* (spring 1995)	1,512	705	807
(As % of all employees)	7.0	6.2	7.8
All people in temporary jobs* (spring 1994)	1,386	613	773
(As % of all employees)	6	5	8
Change: spring 1994 - spring 1995	126	92	34

* Temporary workers are employees who assess themselves to have either a seasonal, temporary or casual job or a job done under contract or for a fixed period.

8 TOTAL USUAL WEEKLY HOURS WORKED

Information available from the LFS on the usual number of hours worked by full-time and part-time employees illustrates the diversity of patterns of working hours found in Great Britain. In spring 1995 there were 16.3 million full-time

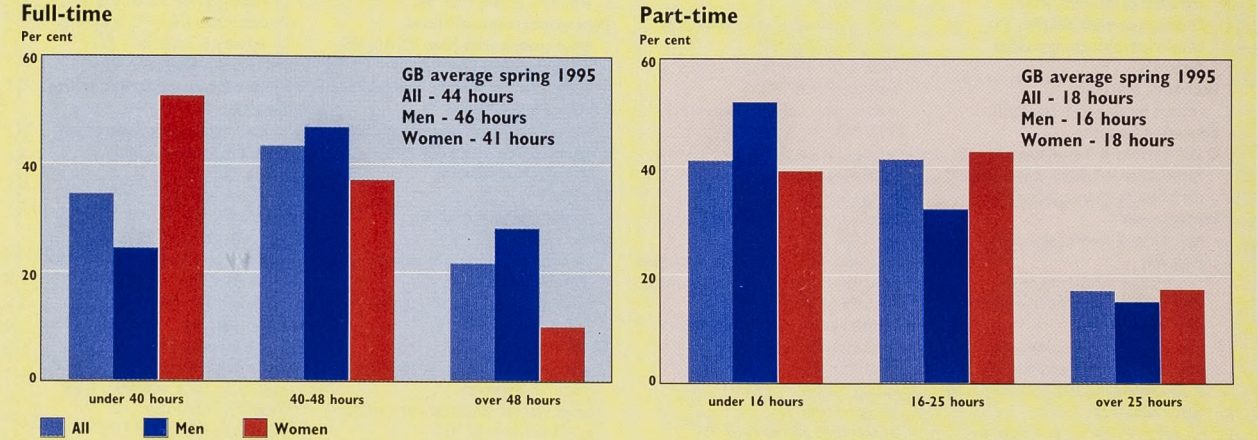
employees who usually worked on average 44 hours per week and there were 5.3 million part-time employees working on average 18 hours per week.

The distribution of total usual weekly hours worked by all full-

and part-time employees in their main job is shown in figure 11. The figure also shows that 28 per cent of male full-time employees usually worked over 48 hours per week in spring 1995 and over half of the female full-time employees

usually worked for less than 40 hours in a week. More than four out of five part-time employees usually worked 25 hours or less per week.

Figure 11 Total usual weekly hours worked by full and part-time employees in their main job (Great Britain, spring 1995 not seasonally adjusted)



The definition of full - and part-time is based on the respondent's own assessment, not on the hours worked. Total usual weekly hours worked in main job includes paid and unpaid overtime but excludes meal breaks.

9 THE FOLLOWING ARTICLES PUBLISHED IN EMPLOYMENT GAZETTE DURING 1991, 1992, 1993, 1994 AND 1995 CONTAIN DATA FROM THE LFS:

Ethnic origins and the labour market	February 1991;	A guide to 'seasonal adjustment' and its application to labour market statistics	April 1993;
The 1980s - a decade of growth in enterprise: self-employment data from the LFS	March 1991;	Membership of trade unions	May 1993;
1990 Labour Force Survey preliminary results	April 1991;	Part-time employment and attitudes to part-time work	May 1993;
Revised employment estimates for September 1987 to September 1990	April 1991;	Older workers - an overview of recent research	June 1993;
Labour Force Trends: the next decade	May 1991;	Characteristics of the ILO unemployed	June 1993;
Characteristics of the unemployed	May 1991;	Economic activity of 16 to 17 year olds	July 1993;
Labour mobility: evidence from the Labour Force Survey	August 1991;	The National Education and Training Targets	August 1993;
Redundancies in Great Britain	August 1991;	Using the LFS to estimate Britain's ethnic minority populations	September 1993;
Training statistics 1991	October 1991;	Estimating employment: a comparison of household and employer based surveys	October 1993;
Measures of unemployment: the claimant count and the LFS	November 1991;	Measures of unemployment: the claimant count and the LFS compared	October 1993;
Education and labour market status of young people	December 1991;	Women in the labour market	November 1993;
Economic activity and qualifications	March 1992;	Sunday working in Britain	November 1993;
Results of the 1991 Labour Force Survey	April 1992;	Redundancies in Great Britain	January 1994;
Labour Force projections to 2001 (GB)	April 1992;	Irish nationals in the British labour market	January 1994;
Membership of trade unions in 1990	April 1992;	Comparison of the 1991 LFS and Census of Population	March 1994;
Self-employment: into the 1990s	June 1992;	British labour force projections 1994 to 2006	April 1994;
Projected trends in the regional labour force 1992-2001	June 1992;	Ethnic groups and the labour market	May 1994;
The National Education and Training Targets - methods for monitoring the targets	July 1992;	Trade union membership and density 1992-1993	June 1994;
Measures of unemployment: the claimant count and the Labour Force Survey	July 1992;	Economic activity in local areas	June 1994;
Training - a key to the future	July 1992;	Flexible workforce and patterns of working hours in the UK	July 1994;
Redundancies in Great Britain: results from the 1991 Labour Force Survey	August 1992;	Characteristics of the ILO unemployed	July 1994;
How unemployment is measured in different countries	September 1992;	Working parents: trends in 1980s	October 1994;
Women and the labour market: results from the 1991 Labour Force Survey	September 1992;	Women and training	November 1994;
The Quarterly LFS: a new dimension to Labour market statistics	September 1992;	Mothers in the labour market	November 1994;
Hours of work in Great Britain and Europe	October 1992;	Trade union recognition	December 1994;
Lone parents and the labour market	November 1992;	Income and earnings data from the LFS	December 1994;
Workplace injury: A view from HSE's trailer to the 1990 LFS	November 1992;	Part-time working in Great Britain	December 1994;
Union density across the workforce	December 1992;	Foreign workers in the UK	January 1995;
Ethnic origins and the labour market	January 1993;	Redundancies in Great Britain	January 1995;
Labour Force trends in the regions 1984-1992	February 1993;	Apprentices and other long-term trainees	February 1995;
Labour Force projections 1993-2006	March 1993;	Older workers	April 1995;
	April 1993;	British Labour Force projections 1995-2006	April 1995;
		Trade Union membership and recognition	May 1995;
		An analysis of working time, 1979-1994	May 1995;
		Revisions to the Quarterly LFS: reweighting and seasonal adjustment review	May 1995;
		Ethnic groups and the labour market	June 1995;

10 INDEX OF TOPICS COVERED IN LFS HELP-LINE FEATURES: NOVEMBER 1992 TO JULY 1995

Disability see Health problems	Home workers by industry (Dec '92, Nov '93, Jun '94, May '95) by occupation (Dec '92, Nov '93, Jun '94, May '95) by region (Jun '94, May '95)	by region (Feb '93) by age and sex (Mar '93) duration of course by sex (May '93, Standard from Jul '93) on and off the job (Feb '94) by size of workplace (Nov '94) on and off-the-job training by industry (Aug '95)	change in employment and second jobs (Jun '95)
Economic activity by nationality (Mar '93) how the LFS classifies people (Dec '92) of people with health problems (Aug '93) of head of household by the number of children (Sep '93) of 16 to 24 year olds in full-time education (Sep '93) of lone mothers (Feb '94) changes: 1984-1994 (Nov '94) the effect of maternity leave - Denmark, Sweden, GB (Feb '95) of married/cohabitating couples (Sept '95)	Hours worked total usual weekly hours worked (all persons) (Nov '92) employees working over 48 hrs by industry and occupation (Dec '92) employees working flexitime by region (Nov '94) total usual weekly hours worked by occupation (Dec '94) total usual weekly hours worked by employees (Mar '95) working hours of employees in EU (May '95) average total usual hours of full-time employees and self-employed by occupation and industry (Jun '95) people working different hours than usual (Jun '95) total usual hours worked by employees in full-time and part-time employment (Oct '93, Jul '95) in main and second job (Sept '95) by reasons for working part-time (Sept '95)	Labour market position of people aged 16+ (Standard from Jul '94)	Self-employment by ethnic origin (Aug '93, Standard from Oct '93) by region (Standard from Oct '93)
Economic inactivity reasons for (Nov '92, Standard)	Education (see also Qualifications & Young people) Participation in full-time education and the labour force by age (Jun '94)	Lone mothers economic activity (Feb '94)	Sickness absence by industry (Nov '92, Standard) by occupation (Nov '92, Standard) by industry & occupation (% of working days lost) (Dec '92) by sex and managerial responsibility (Feb '93) in local/central government by sex (May '93) by region (Dec '93) by age (Nov '94)
Employment age of men & women by industry (May '94) construction industry by region (Sep '93) hotels and catering sector (Feb '93) how current job was obtained (Jun '94) information technology (Mar '93) of people with nursing qualifications by region (Dec '93) full and part-time by age groups and sex (Nov '93) occupation by sex (Dec '93) in the banking and business services sector (Mar '94) in the agriculture industry (May '94) of people on Government Training Programmes and unpaid family workers (Mar '95)	Housing tenure by region (Feb '93) by economic activity (Aug '95)	Managerial responsibilities equal opportunities (Dec '92, Aug '95) sickness absence (Feb '93) qualifications of men and women managers (Feb '94) ethnic minority groups by qualification and managerial status (Mar '94) by occupation (Sep '94)	Shift workers frequency of working night shifts (Dec '92) nightshift workers by industry and occupation (Nov '94)
Employment protection rights eligibility for (Aug '93)	ILO unemployment comparison of ILO and claimant count unemployment for men and women, 1984-93 (May '94) long term proportions by age, sex and family type (May '93) long term proportions by previous industry (Aug '94) method of seeking a job (Jun '94, May '95) rates by qualifications (Nov '92, Jun '93) rates by previous occupation (Nov '92, Standard until Apr '94) rates by previous occupation and age (Sep '94) rates by previous industry (Apr, Jul & Oct '93, Jan & Apr '94) rates by region and ethnic origin (Nov '93) routes to (previous activity & reason for leaving last job) (Aug '93) ILO and claimant count unemployment for men and women by age (Feb '94, Feb '95) graduate unemployment by age (Mar '94)	Nationality economic activity (Mar '93)	Size of workplace by industry (Jun '93, Aug '95) by occupation (Jun '93, Aug '95) ethnic origin in large and small workplaces (Dec '93) by region (Dec '94)
Ethnic minority groups in the labour force by sex (Nov '92, Jan '93, Apr '93, July '93) in large and small workplaces (Dec '93) as a percentage of all persons in employment by region (Nov '92, Apr '93, Jul '93) managerial responsibility (Dec '92) by industry (Mar '93) by occupation (Mar '93) self-employment (Aug '93, Standard from Oct '93) by qualification and managerial status (Mar '94)	Older workers economic activity rate by individual ages and sex (Sep '93) percentage working part-time by ages and sex (Sep '93)	Part-time workers main reasons for working part-time (Nov '92, Standard) by region (Feb '93) by industry (Mar '94) length of time with employer (Mar '93) managers in 1984, 1990 and 1992 (May '93) by age and sex (Nov '93) by age (Sep '94) by region (Sep '94)	Sunday working sunday working (Nov '93)
Equal opportunities managerial responsibilities by sex, limited health, ethnic origin (Dec '92)	Population structure by sex, age and economic activity (Mar '93)	Public and Private sectors by region (Aug '94) by occupation (Aug '94) public sector employees by type of employment (May '95)	Temporary workers main reasons for temporary work (Nov '92, Standard) by industry (Mar '94) by region (Aug '94) length of time in job (Nov '94) by industry and occupation (Mar '95) in the EU (Sept '95)
Family carers who would like work (Oct '94)	Qualifications ILO unemployment rates (Nov '92, Jun '93, Mar '95) by economic activity of 16/17 year olds (Jun '93) nursing qualifications by region (Dec '93) of men and women managers (Feb '94) National Targets for Education & Training: Achievement by industry (May '94) average gross weekly income of full-time employees by highest qualification (May '95) National targets for Education and Training (Jun '95)	Redundancy by region of residence (Nov '92, Jan, Apr, Jul & Oct '93, Jan, Apr, Jul & Oct '94, Jan & Apr '95)	Time with employer by FT/PT and sex (Mar '93) by age and sex (Aug '94) of temporary workers (Nov '94)
Gazette articles list of LFS articles (Dec '92, Standard)	Second jobs employment status of jobs (Nov '92, Jan, Apr, Jul & Oct '93, Jan, Apr, Jul & Oct '94, Jan, Apr, & Jul '95) by occupation (Dec '93) employment status in main & second job (Aug '94)	Unemployment see ILO unemployment	Unemployment unemployment
Graduates unemployment by age (Mar '94)	Job-related training by industry (Standard) by occupation (Standard)	Unpaid family workers effect of classification (May '93)	Unemployment unemployment
Health problems by economic activity (Aug '93, Feb '94, Mar '95, Sept '95) by region (Feb '93, Feb '94, Mar '95) managerial responsibility (Dec '92) by social class (Sept '95)		Union density by region (Jun '93, Jun '94)	Unemployment unemployment
Holidays by industry & occupation for full-time employees (May '94)		Weekend working frequency of (Nov '92) of 16-24 year olds in full-time education (Nov '93) sunday working (Nov '93)	Unemployment unemployment

Standard articles appear in January, April, July and October each year, from January 1993 to present, unless otherwise stated.

LABOUR MARKET UPDATE

SUMMARY TABLES

Notes	S5
0.1 Labour Force Survey: UK	S6
0.2 Workforce: UK	S6
0.3 Labour Force Survey: GB	S7
0.4 Workforce: GB	S7
0.5 Background economic indicators	S9

EMPLOYMENT

1.1 Workforce	S10
1.2 Employees in employment: industry time series	S11
1.3 Employees in employment: administrative technical and clerical in manufacturing	S13
1.4 Employees in employment: all industries	S14
1.5 Employees in employment: by region	S16
1.8 Output, employment and productivity	S18
1.11 Overtime and short-time: manufacturing	S19

UNEMPLOYMENT

2.1 UK summary	S20
2.2 GB summary	S20
2.3 Regions	S22
2.4 Assisted and local areas	S25
2.9 Counties and local authority areas	S27
2.10 Parliamentary constituencies	S30
2.18 International comparisons	S34
2.19 UK flows	S36
2.20 GB flows by age	S37
2.21 Mean duration of claims	S38
2.32 Redundancies in Great Britain	S40
2.33 Redundancies by region	S40
2.34 Redundancies by age	S40
2.35 Redundancies by industry	S40
2.36 Redundancies by occupation	S40

VACANCIES

3.1 UK summary: seasonally adjusted: flows	S41
3.2 Summary: seasonally adjusted: regions	S41
3.3 Summary: regions	S42

LABOUR DISPUTES

4.1 Totals; industries; causes	S43
4.2 Stoppages of work: summary	S43

EARNINGS

5.1 Average earnings index: industrial sectors	S45
5.3 Average earnings index: industries	S46
5.8 Unit wage costs	S48
5.9 International comparisons	S49

RETAIL PRICES

6.1 Recent index movements	S50
6.2 Detailed indices	S50
6.3 Average for selected items	S51
6.4 General index: time series	S52
6.5 Changes on a year earlier: time series	S53
6.8 International comparisons	S54
6.9 International comparisons: all items exc housing costs	S56

LABOUR FORCE SURVEY

7.1 Economic activity: seasonally adjusted	S58
7.2 Economic activity: not seasonally adjusted	S59
7.3 Economic activity by age: not seasonally adjusted	S60
7.4 Full-time and part-time workers	S61
7.5 Alternative measures of unemployment	S62

TRAINING AND ENTERPRISE PROGRAMMES

8.1 Number of people participating in the programmes	S63
8.2 Number of starts on the programmes	S63
8.3 Destinations and qualifications of TFW/ET leavers	S64
8.4 Destinations and qualifications of YT leavers	S66
8.5 Destinations and qualifications of TFW/ET leavers who completed their agreed training	S66
8.6 Destinations and qualifications of YT leavers who completed their agreed training	S66

OTHER FACTS AND FIGURES

A1 Disabled jobseekers: GB	S72
A2 Selective assistance by region	S72
A3 Selective assistance by region and company	S72

DEFINITIONS

	S74
--	-----

REGULARLY PUBLISHED STATISTICS

	S75
--	-----

STATISTICAL ENQUIRY POINTS

	S76
--	-----

Publication dates of main economic indicators October - December 1995

Labour market statistics

Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.	
October	18 Wednesday
November	15 Wednesday
December	13 Wednesday

Retail prices index

October	12 Thursday
November	16 Thursday
December	14 Thursday

LABOUR MARKET update

Economic background

Table 0.1

- Gross Domestic Product (GDP) in the second quarter of 1995 was 0.5 per cent higher than the previous quarter and 2.8 per cent higher than a year earlier.
- Excluding oil and gas GDP in the second quarter of 1995 was 0.6 per cent higher than the previous quarter and 2.8 per cent higher than a year earlier.
- Retail Sales volumes in the three months to July were 0.7 per cent higher than in the previous three months and 1.4 per cent higher than a year earlier.
- Manufacturing output in the three months to July was up 0.2 per cent on the previous three months and 1.9 per cent higher than a year earlier.
- Construction output in the second quarter of 1995 was 1 per cent lower than the previous quarter and 1 per cent lower than a year earlier.
- Manufacturing investment in the second quarter of 1995 was 7 per cent higher than the previous quarter and 12 per cent higher than a year earlier.
- Government consumption in the second quarter of 1995 was 0.6 per cent higher than the previous quarter and 0.4 per cent higher than a year earlier.
- The balance of visible trade in the second quarter was in deficit by £3.24 billion. This compares to a deficit of £2.02 billion in the previous quarter and £2.28 billion a year earlier.
- Excluding oil and erratics export volumes in the second quarter were unchanged on the previous quarter but 5.7 per cent higher than a year earlier.
- Excluding oil and erratics import volumes in the second quarter were 1.1 per cent higher than the previous quarter and 3.4 per cent higher than a year earlier.

Employment

Figure 1. Tables 1.1-1.5, 1.11, 1.12

- There have been revisions to the workforce in employment estimates back to June 1978 following the introduction of a new industry classification (SIC 92), results of the 1993 Census of Employment and new seasonal factors.
- The revised series shows the workforce in employment grew by 16,000 in the quarter to June 1995 to 25,730,000. This is the eighth successive quarterly rise but the smallest since June 1994. (Table 1.1)
- The latest quarterly rise in employees follows four previous quarterly rises. Since December 1992, the employees in employment series has risen by 370,000 (Table 1.1)
- July figures for Great Britain show manufacturing jobs down by 7,000 over the month following rises of 6,000 in May and 4,000 in June. (Table 1.2)
- In the month to July, overtime worked by manufacturing operatives fell to 8.8 million hours per week following a rise in June. Hours lost through short-time working fell to 0.17 million hours per week after remaining broadly level between April and June. (Table 1.11)
- Self-employment in the United Kingdom fell by 21,000 in the second quarter of 1995 to stand at 3,346,000 (seasonally adjusted) following eight consecutive quarterly rises. The self-employed total has now risen by 179,000 since its recent low point of March 1993. (Table 1.1)

Claimant unemployment

Figure 2. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 18,000 in August 1995 to stand at 2,295,400. (Table 2.1)
- Unemployment level 701,600 (44 per cent) higher than in April 1990 when claimant unemployment reached its last trough, but 683,100 (23 per cent) lower than in December 1992 when unemployment last reached a peak.
- The seasonally adjusted rate of claimant unemployment, at 8.2 per cent of the workforce, is down 0.1 percentage points on the previous month. This is the lowest rate since June 1991. (Table 2.1)

Figure 1: Workforce in employment, UK, seasonally adjusted

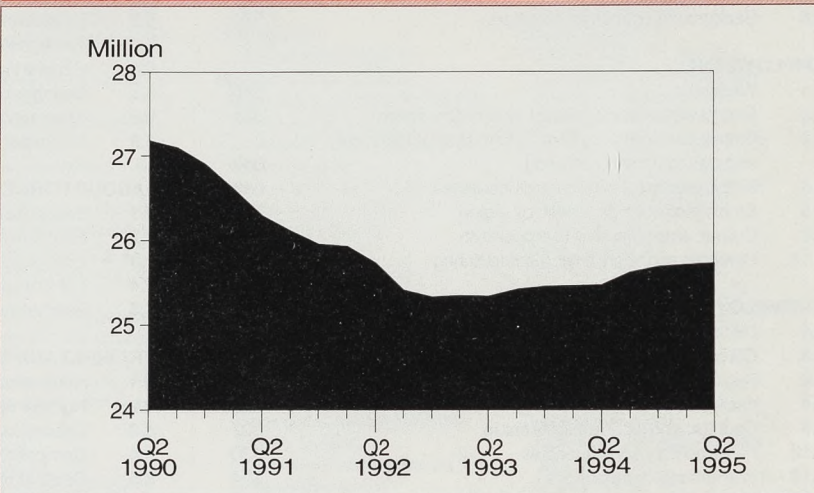
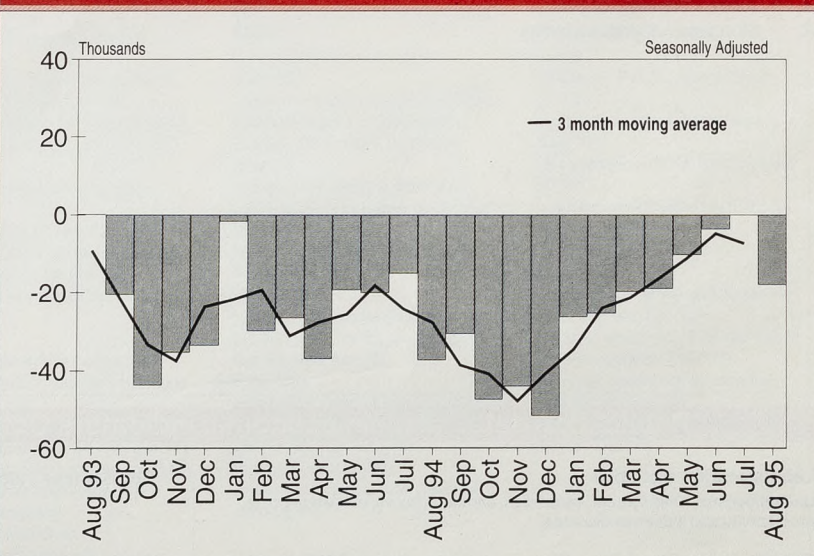


Figure 2: Monthly changes in UK claimant unemployment. Seasonally adjusted, consistent with current coverage August 1995



- United Kingdom unemployment rate is 1.1 percentage points lower than 12 months ago and, over the year, has fallen in every region for both men and women. (Tables 2.1 & 2.3)
- Between July and August the total level of seasonally adjusted claimant unemployment fell in every region except the North, where it remained the same. The largest percentage falls were in the West Midlands and the North West. (Table 2.3)
- Over the month the rate of seasonally adjusted unemployment fell in London, the West Midlands, the East Midlands, Scotland Wales and Northern Ireland. It remained unchanged in all other regions. (Table 2.3)
- The UK unadjusted total of claimants increased by 13,974 in August to stand at 2,350,150 or 8.4 per cent of the workforce, down 1.0 percentage points over the year. (Table 2.1)
- On the ILO basis seasonally adjusted unemployment in Great Britain (Spring 1995) stood at 2.43 million (or 8.7%), which is 190,000 higher than the GB claimant count for the same period. (See Labour Force Survey section)

Jobcentre vacancies

Figure 3. Tables 3.1-3.3

- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) increased by 1,700 to 181,500. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres increased by 6,100, to 229,500. (Table 3.1)
- The seasonally adjusted number of people placed into jobs by the Employment Service increased by 3,800 to 176,700. (Table 3.1). This is the highest level recorded since the seasonally adjusted series began in 1980.

Labour disputes

Figure 4. Tables 4.1, 4.2

- It is provisionally estimated that 29,000 working days were lost due to stoppages of work in July 1995. This compares with 16,000 in June 1995 and 32,000 in July 1994.
- The number of working days lost in the twelve months to July 1995 is provisionally estimated to be 309,000, equivalent to 14 days lost per 1,000 employees. The latest estimate is lower than the total for the corresponding period a year ago (372,000). It compares with an annual average over the ten year period to July 1994 of 3.7 million days lost.
- The transport services and communication group lost 113,000 (37%) and the education, research and development lost 85,000 (27%) of the 309,000 days lost in the latest twelve month period.
- A provisional total of 17 stoppages were recorded as being in progress in July 1995. The twelve months to July total (1995) is lower than the number for the corresponding period last year, which was 200. Data on stoppages in progress were first recorded in 1920.

Average earnings

Figure 5. Tables 5.1, 5.3

- Underlying rate of increase in average earnings for the whole economy in the year to July 1995 was provisionally estimated to be 3% per cent. This is down ¼ point from the June figure. (Table 5.1)
- Actual increase in whole economy average earnings 3.1 per cent. (Table 5.1)
- In the manufacturing industries the underlying increase was 4% per cent. This is the same as the June figure. (Table 5.1)
- The production industries increase was 4% per cent. This is the same as the June figure. (Table 5.1)
- In the service industries the increase was 2% per cent. This is down ¼ point from the June figure. (Table 5.1)

Productivity and unit wage costs

Figure 6. Tables 1.8, 5.8

- Manufacturing output rose by 1.9 per cent in the three months ending July 1995, compared with a year earlier. (Table 1.8)
- Manufacturing productivity in terms of output per head rose 1.0 per cent in the three months ending July 1995, compared with a year earlier. (Table 1.8)
- Manufacturing unit wage costs rose 3.4 per cent in the three months ending July 1995, compared with a year earlier. (Table 5.8)

Figure 3: Monthly changes in UK unfilled vacancies, seasonally adjusted August 1995

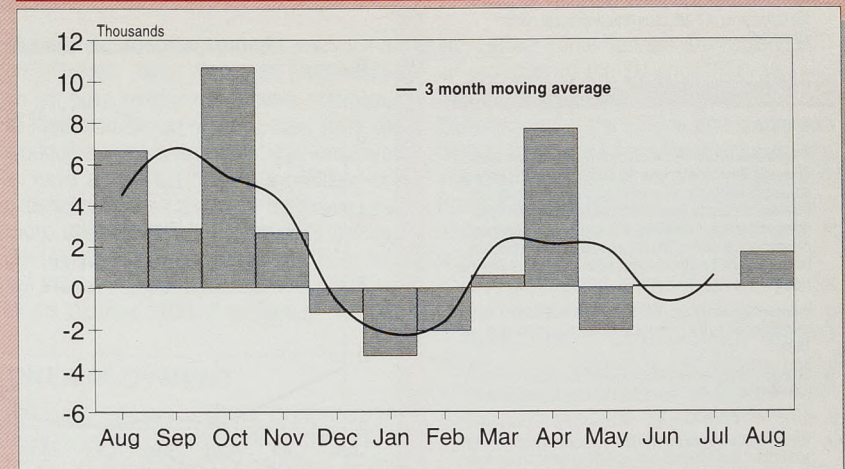


Figure 4: Working days lost and stoppages due to labour disputes: UK

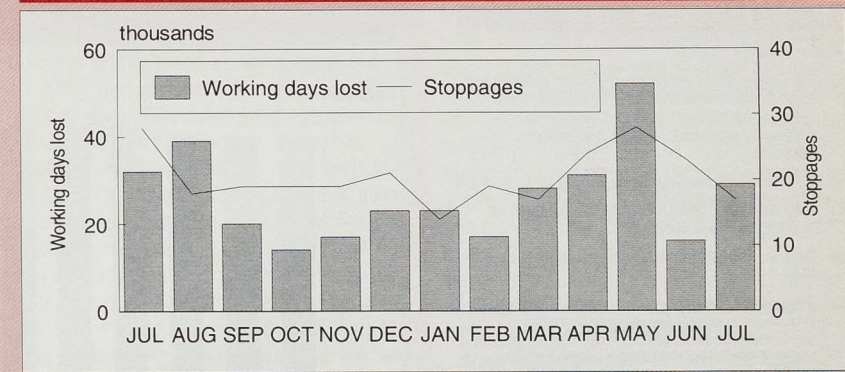
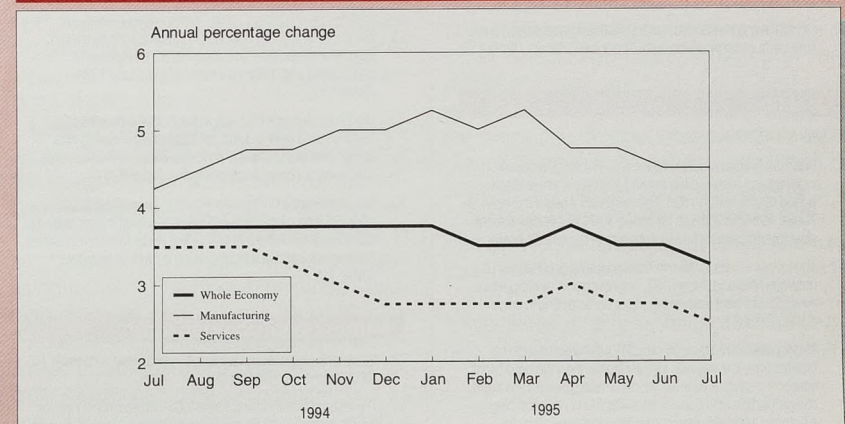


Figure 5: Underlying average earning index: GB



- Whole economy output per head was 3.0 per cent higher in the first quarter of 1995, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs were 0.5 per cent lower in the first quarter of 1995, compared with a year earlier. (Table 5.8)

Prices

Tables 6.1-6.5

- The increase over the 12 months to August in the 'all-items' RPI was 3.6 per cent, up from 3.5 per cent in July. There was an exceptionally sharp upward effect on the 12 month rate from seasonal foods. Most other groups of the index had a downward effect, in particular motoring costs, clothing and household good prices. The latter two groups both failed to recover in price from the summer sales to the same extent as a year earlier.
- Between July and August the 'all-items' index rose by 0.5 per cent, the same as the increase between July and August 1994.
- Excluding mortgage interest payments, the latest 12-month rate of price increases was 2.9 per cent for August, up from 2.8 per cent for July.
- The index for all items excluding mortgage interest payments and indirect taxes (also known as RPIY) showed an increase over the latest 12 months of 2.5 per cent, up from 2.3 per cent for July.
- The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 4.4 per cent for August, compared with a 4.5 per cent provisional increase for July. The index of prices of materials and fuels purchased by manufacturing industry provisionally increased by 8.9 per cent over the year to August, compared with a provisional increase of 9.6 per cent for July.

Labour Force Survey (LFS)

Figure 7, Tables 7.1-7.5

- The spring 1995 LFS (full results released on 13 September) shows that there were 27.8 million economically active people in Great Britain. Of these 25.4 million were in employment and 2.4 million were ILO unemployed. (Table 7.1)
- 1.3 million people had a second job in spring 1995. (Table 7.4)
- The number of ILO unemployed rose over the quarter by 28,000 to 2.4 million. (Table 7.1)
- The ILO unemployment rate is highest for people aged 16-19. (Table 7.3)
- The trend for ILO unemployment is broadly consistent with the claimant count, showing unemployment falling substantially throughout 1993 and 1994. Over the past year (spring 1994 to spring 1995) ILO unemployment has fallen by 285,000 and claimant unemployment by 350,000.
- There were 135,000 less men unemployed on the ILO measure of unemployment, and 326,000 more women, than on the claimant count measure. (Table 7.5)
- Seasonally adjusted figures are now available for ILO unemployed people by whether they are claimants and claimants by whether they are ILO unemployed. (Table 7.5)
- In spring 1995 there were 1,445,000 ILO unemployed people who were claimants, 59 per cent of all ILO unemployed (compared with 66 per cent in spring 1993). (Table 7.5)
- Only 37 per cent of women who were ILO unemployed were claimants, in comparison with 72 per cent of men. (Table 7.5)

Training

Tables 8.1-8.10

- Seasonally adjusted, 2.8 million (13.1%) employees of working age received job-related training in a four week period during spring 1995. This suggests a slight increase on Winter 1994/95. Figures for spring 1994 and earlier are not directly comparable due to a change in the questionnaire.
- The number participating in Training for Work (TFW) fell between May and June 1995. The number of participants is down 29 per cent from the number participating in June 1994. (Table 8.1)
- The proportion of leavers from TFW who were in a job six months after leaving was slightly higher than the equivalent figure for leavers a year earlier, continuing the upward trend. The proportion who gained a qualification in the first nine months of 1994/95 was greater than the equivalent for leavers a year earlier. This proportion continues to show an upward trend. (Table 8.3)

Figure 6:
Manufacturing unit wage costs and output per person: UK

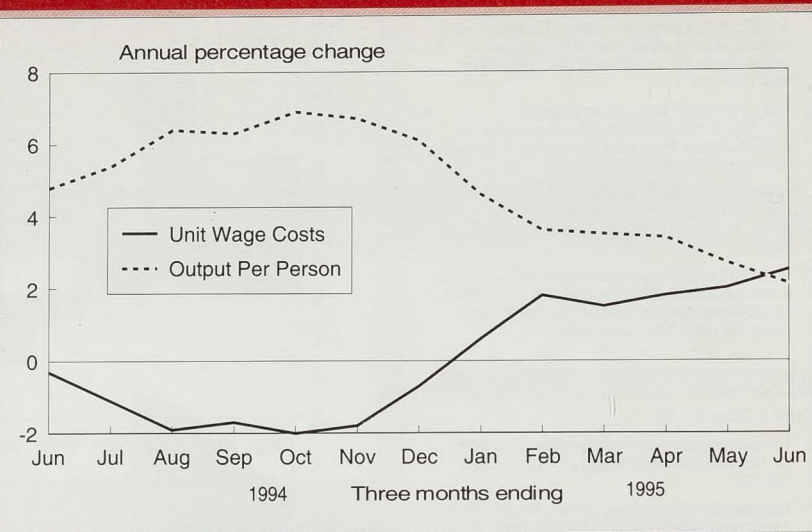
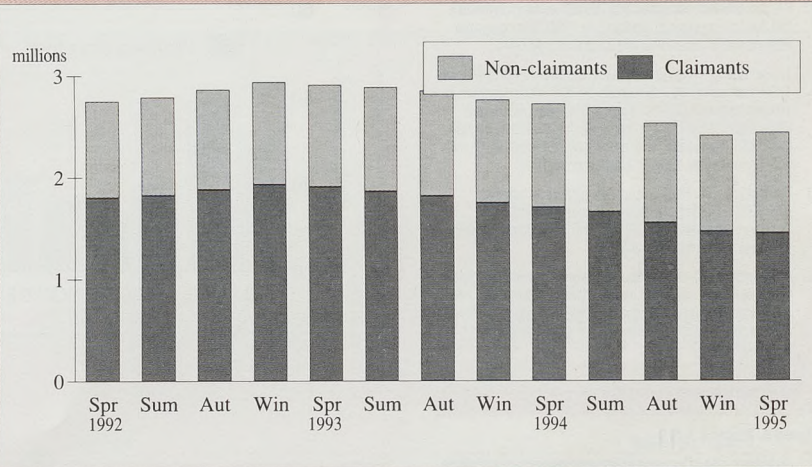


Figure 7:
ILO unemployed by whether or not they are claimants (Spring 1992-Spring 1995 LFS, seasonally adjusted)



- The number of Youth Training (YT) participants decreased slightly between May and June 1995. The number of participants was 1 per cent lower than in June 1994. (Table 8.1)
- The proportion of YT leavers in the first nine months of 1994/95 who were in a job six months after leaving was higher than at the same time a year earlier. This proportion continues to show an upward trend. (Table 8.4)
- The proportion of YT leavers in the first nine months of 1994/95 who gained a qualification while on the programme was the same as the corresponding figure from a year earlier. The current trend in this proportion is more or less flat. (Table 8.4)
- Amongst our EU partners the UK ILO unemployment rate is still higher than in the Netherlands and Portugal (OECD figures for Unified Germany, Denmark, Greece, Luxembourg & Austria are not available). (Table 2.18)
- The UK rate is below the EU average using the latest available SOEC data (8.8 per cent for the UK in July 1995 compared to 10.7 per cent for the EU as a whole).
- The UK unemployment rate is also below the EU average using the latest available figures from the OECD (8.7 per cent for the UK in June 1995 compared to 10.9 per cent in May 1995 for the EU average - excluding Denmark, Greece, Luxembourg and Austria). (Table 2.18)
- In EC countries there was an average rise in consumer prices of 3.1 per cent (provisional) over the 12 months to July, compared with an increase of 3.5 per cent in the UK. Over the same period consumer prices rose in France by 1.5 per cent and in West Germany by 2.3 per cent, while outside the EC, consumer prices rose by 2.8 per cent in the United States and by 2.5 per cent in Canada. Prices remained unchanged in Japan.
- It should be noted that these comparisons can be affected by variations in the way national indices are compiled. In particular the treatment of housing costs differs between countries.

International comparisons

- Manufacturing average earnings increase higher than in 11 OECD countries. (Table 5.9)
- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Canada. Among our EU partners the UK rate is lower than in Spain, Finland, Ireland, France, Italy, Belgium and Sweden. (Table 2.18)

NOTES ON SUMMARY TABLES

The Central Statistical Office publishes two regular and complementary measures of both employment and unemployment. One series is based on results from the Labour Force Survey (LFS) which is a sample survey of households in the United Kingdom; the other uses employment information collected from employers and information on unemployment from the count of people claiming unemployment related benefits. The quarterly series of LFS data has been available for Great Britain since spring 1992; prior to this an annual LFS was conducted in the spring of each year. Quarterly information for the United Kingdom is only available from winter 1994/5 when the first quarterly LFS was conducted in Northern Ireland; prior to this the LFS in Northern Ireland (and therefore the United Kingdom) was conducted annually.

In the following summary tables' the LFS and Workforce series have been used to give, as far as possible, separate overall pictures of the labour force; the construction of the 'economically active' in the LFS table and the total 'workforce' in the Workforce table represent different approaches to estimating the total number either in employment or seeking employment.

EMPLOYMENT

The two measures of employment are compiled on very different bases. The LFS classifies people according to their main job; those in employment are people who did at least one hours work in the reference week (or had a job they were temporarily away from). In contrast, the Workforce in Employment (WiE) counts jobs which contribute to Gross Domestic Product (GDP). Further, all LFS estimates come from a single source and are necessarily consistent. This is not the case with the WiE estimates, which depend on several sources - estimates for employees and for the Armed Forces are based on data from employers; figures for the self-employed are taken from the LFS; and estimates of those on work-related Government training schemes are obtained from administrative sources. Additionally, the LFS is based on an average over 13 weeks, while the WiE is a point-in-time estimate.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

Both the LFS and WiE series have separate components for people on Government training and enterprise programmes. Neither

of these components represent everyone on programmes. Some people on programmes do not have an element of work experience in their training so are excluded from the workforce. Others are either self-employed or have a contract of employment so are counted as self-employed or employees. For more information on Government training and enterprise programmes and how they are treated see the statistical note published in the October 1994 *Employment Gazette*.

UNEMPLOYMENT

ILO (International Labour Organisation) unemployment, estimated from the LFS, is based on internationally standard definitions. It includes as unemployed all those people without a job, who were available to start work within the two weeks following their interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

Because interviews are conducted throughout each quarter, ILO unemployment from the LFS is based on an average over a 13 week period. The claimant unemployment figures are based on those claiming unemployment related benefits at Employment Service offices on a particular day each month who are out of work, available for, capable of and actively seeking employment. Claimant unemployment figures are published on a monthly basis (see table 2.1) but have only been shown quarterly in the table opposite to fit in with the other data. A detailed comparison of the two measures of unemployment is shown in table 7.5 and an article giving further information was published in the October 1993 *Employment Gazette*.

STRENGTHS

The different sources each have their own advantages and are useful in different circumstances. The following gives a brief indication of the advantages and disadvantages of each source.

Labour Force Survey: The LFS is very useful for providing an articulated view of the labour market on the basis of internationally agreed ILO concepts and definitions - the totals of the LFS estimates of people in employment, ILO unemployed and economically inactive add to the estimated total population* aged 16 and over. The LFS also includes a wealth of demographic information so that people's economic status can be cross-referenced with such information as age, occupation, ethnic origin, qualifications

etc. Labour Force Surveys are conducted in all countries of the EU and OECD and also now in many of the new democracies of Eastern and Central Europe and so are very useful for making international comparisons. The disadvantages of the LFS are first that, being a sample survey it is subject to sampling error and is therefore very limited in what is available at local area level and second, as mentioned below, it is not ideal for industrial classifications.

Workforce in Employment: The WiE series for employees is particularly useful for analysis by industry since it is based on information supplied by employers and is consistent with other Government surveys of businesses. Additionally, the sample provides information which is consistent in industry coverage and quality from one quarter to the next. Industry classification within the LFS is based on statements by individuals who may have a different perception of the sector in which they work to that of their employer. The WiE series also feeds into National Accounts and the workforce in employment total is used in the denominator for calculating claimant unemployment rates. The disadvantages of the WiE are that, to give an overall picture of employment, a number of figures from different sources have to be added together. Although the WiE has a much higher coverage rate than the LFS, with over 50 per cent of employees explicitly covered, there is some evidence that the employment figures from the WiE are not as comprehensive in their scope, as those from the LFS.

Claimant unemployment: The claimant count is a timely and regular indicator of the number claiming unemployment related benefits. It is particularly useful as an up-to-date indicator of latest unemployment trends and is therefore a valuable economic indicator. Since it covers all those claiming benefits (as opposed to the LFS which is only a representative sample) it is also able to provide unemployment figures for very small areas. The disadvantages of the claimant count are that: first, being an administrative by-product the coverage of the count can change whenever there is a change to the benefit system upon which it is based and compensating adjustments are necessary whenever the change is significant and relevant; second, it is not internationally comparable.

* Population in private household, student halls of residence and NHS accommodation.

0.1 SUMMARY TABLE The Labour Force Survey in the United Kingdom

THOUSAND

		In employment				ILO unemployed	Total econ. active	Econ. inactive	All aged 16 & over
		Employees	Self-employed	Government employment & training programmes	Unpaid family workers					Total
All									
1992	Spr	22,082	3,216	376	181	25,855	2,832	28,687	
1993	Spr	21,875	3,174	354	151	25,554	2,999	28,552	
1994	Spr	21,970	3,290	333	146	25,740	2,799	28,539	
1994/95	Win	22,191	3,370	300	133	25,994	2,481	28,475	
Males									
1992	Spr	11,637	2,436	245	55	14,374	1,891	16,265	
1993	Spr	11,430	2,382	232	43	14,087	2,012	16,099	
1994	Spr	11,477	2,478	219	49	14,224	1,851	16,075	
1994/95	Win	11,586	2,551	201	43	14,381	1,640	16,022	
Females									
1992	Spr	10,445	780	130	126	11,481	941	12,422	
1993	Spr	10,445	792	123	108	11,467	986	12,453	
1994	Spr	10,493	811	115	97	11,516	948	12,464	
1994/95	Win	10,604	819	99	90	11,612	841	12,453	

Note: LFS seasonal quarters are defined as follows: spring (March-May); summer (June-August); autumn (September-November); winter (December-February).

0.2 SUMMARY TABLE The Workforce in the United Kingdom

THOUSAND

		Workforce in employment						
		Employees in Employment	Self-employed	Work-related government training programmes	HM forces	Total	Claimant unemployed	Workforce
All								
1992	Jun	21,904	3,219	325	290	25,738	2,735	28,473
1993	Jun	21,588	3,178	311	271	25,348	2,920	28,268
1994	Jun	21,639	3,288	302	250	25,478	2,645	28,123
1994	Dec	21,798	3,358	297	237	25,689	2,419	28,108
1995	Mar	21,832	3,367	280	235	25,715	2,347	28,061
1995	Jun	21,890	3,346	264	230	25,730	2,313	28,044
Changes								
Mar 95 - Jun 95		58	-21	-16	-5	15	-34	-17
Jun 94 - Jun 95		251	58	-38	-20	252	-332	-79
Males								
1992	Jun	11,226	2,438	205	270	14,139	2,096	16,235
1993	Jun	10,951	2,384	195	252	13,782	2,243	16,025
1994	Jun	10,921	2,476	191	232	13,821	2,025	15,846
1994	Dec	10,994	2,542	187	220	13,943	1,848	15,791
1995	Mar	11,022	2,550	176	218	13,965	1,794	15,759
1995	Jun	11,047	2,542	163	214	13,966	1,764	15,730
Changes								
Mar 95 - Jun 95		25	-8	-13	-4	1	-30	-29
Jun 94 - Jun 95		126	66	-28	-18	145	-261	-116
Females								
1992	Jun	10,677	782	120	20	11,599	639	12,238
1993	Jun	10,636	794	117	19	11,566	677	12,244
1994	Jun	10,717	811	111	18	11,657	620	12,278
1994	Dec	10,803	816	110	17	11,746	571	12,317
1995	Mar	10,811	817	104	17	11,749	553	12,302
1995	Jun	10,844	803	100	16	11,764	550	12,314
Changes								
Mar 95 - Jun 95		33	-14	-4	-1	15	-3	12
Jun 94 - Jun 95		127	-8	-11	-2	107	-70	36

SUMMARY TABLE 0.3 The Labour Force Survey in Great Britain

THOUSAND

		In employment				ILO unemployed	Total econ. active	Econ. inactive	All aged 16 & over
		Employees	Self-employed	Government employment & training programmes	Unpaid family workers					Total
All									
1994	Spr	21,477	3,206	313	140	25,136	2,717	27,853	
	Sum	21,554	3,219	297	138	25,208	2,679	27,887	
	Aut	21,585	3,276	289	142	25,292	2,530	27,823	
1994/95	Win	21,687	3,285	280	128	25,381	2,404	27,785	
1995	Spr	21,746	3,264	262	133	25,406	2,432	27,838	
Changes									
Win 94/5 - Spr 95		59	-21	-17	5	25	28	53	
Spr 94 - Spr 95		270	58	-51	-7	270	-285	-15	
Males									
1994	Spr	11,227	2,405	206	47	13,884	1,790	15,674	
	Sum	11,253	2,423	193	49	13,917	1,783	15,700	
	Aut	11,306	2,470	192	44	14,011	1,667	15,679	
1994/95	Win	11,328	2,478	189	41	14,036	1,584	15,620	
1995	Spr	11,401	2,471	171	40	14,083	1,574	15,657	
Changes									
Win 94/5 - Spr 95		72	-8	-18	-1	46	-10	36	
Spr 94 - Spr 95		174	66	-34	-7	198	-216	-18	
Females									
1994	Spr	10,250	801	108	93	11,251	928	12,179	
	Sum	10,302	796	104	89	11,291	896	12,187	
	Aut	10,280	806	97	98	11,281	863	12,144	
1994/95	Win	10,359	807	91	88	11,344	820	12,164	
1995	Spr	10,346	793	91	93	11,323	858	12,182	
Changes									
Win 94/5 - Spr 95		-13	-14	1	5	-21	39	17	
Spr 94 - Spr 95		96	-8	-16	0	72	-69	3	

Note: LFS seasonal quarters are defined as follows: spring (March-May); summer (June-August); autumn (September-November); winter (December-February).

SUMMARY TABLE 0.4 The Workforce in Great Britain

THOUSAND

		Workforce in employment						
		Employees in Employment	Self-employed	Work-related government training programmes	HM forces	Total	Claimant unemployed	Workforce
All								
1994	Jun	21,081	3,206	286	250	24,822	2,547	27,370
	Sep	21,223	3,219	273	246	24,960	2,467	27,427
	Dec	21,231	3,276	279	237	25,022	2,326	27,348
1995	Mar	21,266	3,285	262	235	25,048	2,257	27,305
	Jun	21,322	3,264	247	230	25,063	2,226	27,289
Changes								
Mar 95 - Jun 95		56	-21	-15	-5	15	-31	-16
Jun 94 - Jun 95		241	58	-39	-20	241	-321	-81
Males								
1994	Jun	10,642	2,405	181	232	13,460	1,949	15,409
	Sep	10,729	2,423	175	229	13,556	1,883	15,439
	Dec	10,711	2,470	176	220	13,577	1,776	15,353
1995	Mar	10,739	2,478	164	218	13,600	1,724	15,324
	Jun	10,763	2,471	152	214	13,600	1,695	15,296
Changes								
Mar 95 - Jun 95		24	-7	-12	-4	0	-29	-28
Jun 94 - Jun 95		121	66	-29	-18	140	-254	-113
Females								
1994	Jun	10,439	801	105	18	11,363	598	11,960
	Sep	10,493	796	98	17	11,405	583	11,988
	Dec	10,519	806	103	17	11,445	550	11,995
1995	Mar	10,527	807	98	17	11,448	533	11,981
	Jun	10,559	793	95	17	11,463	530	11,993
Changes								
Mar 95 - Jun 95		32	-14	-3	0	15	-3	12
Jun 94 - Jun 95		120	-8	-10	-1	100	-68	33

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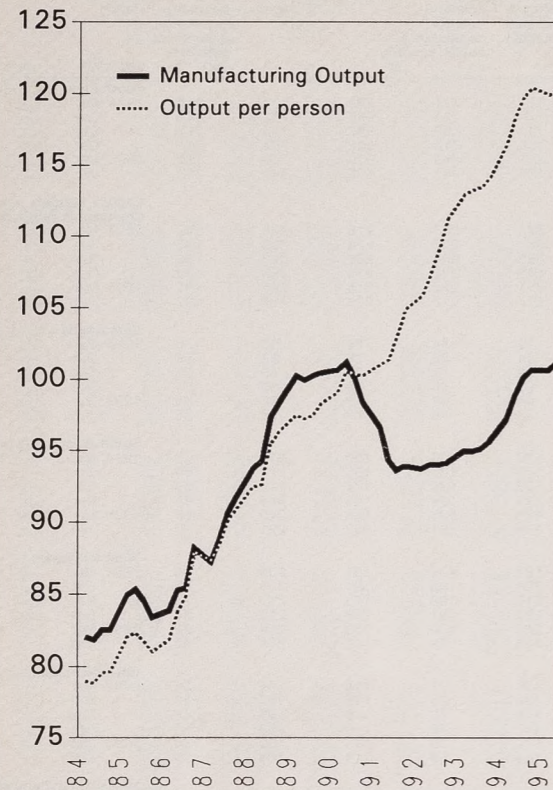
	Output						Income							
	GDP		GDP 1990 prices		Index of output UK		Index of production OECD countries ¹		Real personal disposable income		Gross trading profits of companies ⁴			
	1990=100	£ billion	%	1990=100	%	1990=100	%	1990=100	%	£ billion	%			
1989	99.6	476.2	2.3	100.3	2.1	100.2	4.5	98.4	3.3	98.2	4.9	67.5	8.6	
1990	100.0	478.9	0.6	100.0	-0.3	100.0	-0.2	100.0	1.6	100.0	1.8	68.0	0.7	
1991	98.0	468.9	-2.1	96.3	-3.7	94.6	-5.4	99.8	-0.2	99.9	-0.1	67.9	-0.1	
1992	97.5	466.5	-0.5	96.2	-0.1	94.0	-0.6	99.4	-0.4	102.2	2.3	68.3	0.6	
1993	99.7	476.9	2.2	98.1	2.0	95.1	1.2	99.1	-0.3	103.9	1.7	77.0	12.7	
1994	103.6	495.7	3.9	103.1	5.1	99.1	4.2	103.7	4.6	104.7	0.8	88.8	15.3	
1994 Q2	103.3	123.6	4.3	103.0	5.9	98.7	3.9	103.1	4.2	104.2	-0.1	21.9	19.3	
Q3	104.2	124.7	4.2	104.3	5.9	100.0	4.9	104.8	5.3	105.0	1.1	22.5	16.6	
Q4	104.9	125.6	4.3	104.3	4.5	100.6	5.2	106.1	6.3	105.2	0.4	23.0	13.6	
1995 Q1	105.6	126.4	3.8	105.0	4.3	100.6	3.6	106.6	5.4	107.1	2.5	21.8	2.3	
Q2	..	..	..	105.1	2.0	101.1	2.4	..	..	..	..	..	..
1995 Jan	..	..	..	104.3	r	100.8	r	106.2	6.3	..	..	..	..
Feb	..	..	..	104.7	4.1	100.0	3.8	106.5	6.1	..	..	..	..
Mar	..	..	..	105.8	4.1	100.7	3.4	107.0	5.4	..	..	..	..
Apr	..	..	..	105.1	3.6	100.9	3.3	106.1	4.5	..	..	..	..
May	..	..	..	105.3	3.2	101.1	2.9	106.5	3.9	..	..	..	..
Jun	..	..	..	104.9	2.0	100.2	1.9	..	..	..	..	..	..
Jul	..	..	..	105.2	1.6	100.8	1.5	..	..	..	..	..	..
	Expenditure						Base lending rates + 8						Effective exchange rate + 9	
	Consumer expenditure 1990 prices		Retail sales volumes ¹		Fixed investments ⁵		General government consumption at 1990 prices		Stock changes 1990 prices ⁷		1990=100		%	
	£ billion	%	1990=100	%	£ billion	%	£ billion	%	£ billion	%	1990=100	%		
1989	345.4	3.2	99.3	2.1	82.0	11.7	15.0	8.2	110.1	1.4	2.70	15.00	..	
1990	347.5	0.6	100.0	0.7	81.9	-0.1	14.2	-5.1	112.9	2.5	-1.80	14.00	..	
1991	339.9	-2.2	98.9	-1.1	75.4	-7.9	12.8	-10.0	115.8	2.6	-4.63	10.50	..	
1992	339.9	..	99.5	0.6	74.4	-1.3	11.6	-9.5	115.7	-0.1	-1.70	7.00	..	
1993	348.4	2.5	103.0	3.5	73.6	-1.1	11.0	-5.2	116.0	0.3	0.19	5.50	88.9	
1994	358.8	3.0	106.7	3.6	75.5	2.6	11.2	2.3	118.4	2.1	2.62	6.25	89.2	
1994 Q2	89.3	3.0	105.8	r	18.7	4.3	2.6	-0.3	29.6	1.2	.66	5.25	89.1	
Q3	90.0	2.4	106.9	3.3	18.9	3.4	2.9	2.5	29.6	0.9	.32	5.75	87.9	
Q4	90.8	2.5	107.1	2.7	19.1	3.1	3.4	10.7	29.6	0.7	1.33	6.25	89.1	
1995 Q1	90.6	2.0	106.4	0.7	..	..	2.6	5.9	29.6	0.2	..	6.75	87.2
Q2	..	..	107.3	1.4	..	..	..	..	..	..	..	6.75	84.3
1995 Feb	..	..	106.7	r	..	..	..	..	..	..	..	6.75	87.4
Mar	..	..	106.9	0.9	..	..	..	..	..	..	..	6.75	85.6
Apr	..	..	107.3	1.3	..	..	..	..	..	..	..	6.75	-1.3
May	..	..	107.1	1.0	..	..	..	..	..	..	..	6.75	84.3
Jun	..	..	107.6	0.9	..	..	..	..	..	..	..	6.75	84.1
Jul	..	..	107.9	0.9	..	..	..	..	..	..	..	6.75	83.6
Aug	..	..	107.1	0.7	..	..	..	..	..	..	..	6.75	84.4
	Visible trade				Balance of payments				Prices					
	Export volume ¹		Import volume ¹		Visible balance		Current balance		Tax and price index + 1,10		Producer price index + 1,3,10			
	1990=100	%	1990=100	%	£ billion	£ billion			Jan 1987=100	%	1990=100	%	1990=100	%
1989	94.2	5.8	99.9	8.1	-24.7	-22.5			110.6	7.1	100.0	..
1990	100.0	6.2	100.0	0.1	-18.8	-19.0			119.7	8.2	100.0	..	105.4	5.4
1991	101.2	1.2	94.7	-5.3	-10.3	-8.2			126.2	5.4	97.8	-2.2	108.7	3.1
1992	103.7	2.5	100.9	6.5	-13.1	-9.8			129.8	2.8	97.4	-0.4	113.0	4.0
1993	107.4	3.6	104.8	3.9	-13.4	-11.0			131.4	1.3	101.8	4.5	115.8	2.5
1994	118.1	10.0	110.3	5.2	-10.6	-0.2			135.2	2.9	104.4	2.6	113.9	3.9
1994 Q2	117.1	11.8	108.0	5.6	-3.1	-1.2			135.6	2.5	100.1	-0.6	114.9	3.3
Q3	119.6	11.6	108.9	4.3	-2.2	-0.6			135.7	3.1	101.0	-3.0	114.9	3.3
Q4	122.8	12.4	114.3	6.3	-3.0	-0.5			135.7	2.7	103.3	0.6	115.6	2.2
1995 Q1	123.4	r	109.8	..	-2.0	-0.4			141.0	6.2	112.8	12.7	119.0	4.8
Q2	122.3	4.4	111.9	3.6	-3.2	-0.4			141.0	3.1	114.8	14.6	120.4	5.7
1995 Jan	121.4	12.5	109.1	r	4.9	-0.8			137.2	3.1	112.7	10.1	118.7	3.0
Feb	125.1	9.6	110.3	2.7	-0.7	..			146.9	5.9	112.7	10.9	119.0	3.3
Mar	125.8	r	110.0	0.4	-0.5	..			138.8	6.2	112.9	11.7	119.5	3.7
Apr	120.0	7.0	112.6	1.6	-1.3	..			140.3	6.0	114.2	11.6	120.2	3.9
May	123.3	6.4	111.4	1.6	-0.9	..			141.0	3.8	114.8	11.4	120.5	4.1
Jun	123.6	4.1	111.7	3.8	-0.9	..			141.2	3.8	115.3	11.1	120.6	4.2
Jul			140.4	3.8	115.2	10.6	120.9	4.3

P = Provisional
R = Revised
r = Series revised from indicated entry onwards.
* Data values from which percentage changes are calculated may have been rounded.
+ For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
+ Not seasonally adjusted.

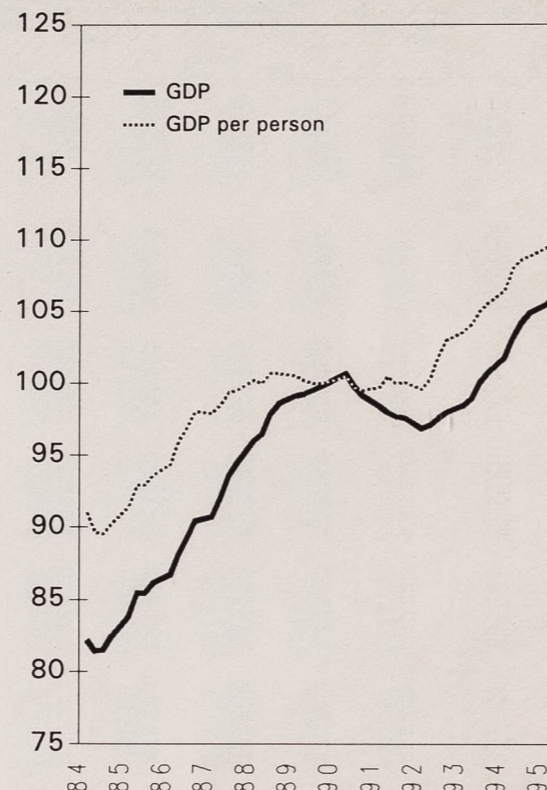
1 The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
2 Production industries: SIC divisions 1 to 4.
3 Manufacturing industries: SIC divisions 2 to 4.
4 Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
5 Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
6 Including leased assets.
7 Value of physical increase in stocks and work in progress.
8 Base lending rate of the London clearing banks on the last Friday of the period shown.
9 Average of daily rates.
10 Annual and quarterly figures are average of monthly indices.

1.8 EMPLOYMENT Indices of output, employment and productivity

Index 1990=100



Index 1990=100



SIC 1992	Seasonally adjusted (1990=100)								
	UNITED KINGDOM Whole economy			Production industries			Manufacturing industries		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1987	92.7	93.8	98.8	93.7	102.3	91.5	89.6	101.2	88.5
1988	97.3	96.9	100.4	98.2	103.0	95.3	95.9	102.5	93.6
1989	99.4	99.3	100.2	100.3	102.9	97.5	100.2	102.7	97.6
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.9	97.3	100.6	96.3	92.5	104.2	94.6	92.3	102.5
1992	97.4	95.0	102.5	96.2	86.8	110.9	94.0	86.8	108.3
1993	99.6	94.0	105.9	98.1	118.1	83.1	95.1	83.8	113.4
1994	103.5	94.4	109.7	103.1	82.2	125.4	99.1	83.4	118.8
1987 Q4	94.5	95.0	99.5	95.4	102.6	92.9	91.8	101.8	90.2
1988 Q1	96.0	95.8	100.2	96.5	102.9	93.8	93.7	102.2	91.7
1988 Q2	96.5	96.5	100.0	97.2	103.0	94.4	94.3	102.5	92.0
1988 Q3	97.9	97.3	100.7	99.4	103.0	96.4	97.3	102.6	94.8
1988 Q4	98.6	97.9	100.7	99.6	103.1	96.6	98.3	102.6	95.7
1989 Q1	99.1	98.6	100.5	99.9	103.2	96.9	100.2	102.8	97.4
1989 Q2	99.3	99.2	100.2	99.9	103.0	96.9	99.9	102.8	97.2
1989 Q3	99.5	99.5	100.0	100.5	102.9	97.7	100.2	102.8	97.4
1989 Q4	99.8	99.9	100.0	100.8	102.4	98.5	100.4	102.3	98.2
1990 Q1	100.4	100.1	100.3	100.3	101.6	98.7	100.6	101.5	99.0
1990 Q2	100.7	100.2	100.5	101.6	100.7	100.8	101.1	100.6	100.5
1990 Q3	99.8	100.1	99.7	99.8	99.7	100.1	100.1	99.8	100.3
1990 Q4	99.1	99.6	99.5	98.3	98.0	100.4	98.3	98.0	100.2
1991 Q1	98.4	98.6	99.8	97.6	95.6	102.1	96.6	95.6	101.0
1991 Q2	98.0	97.5	100.5	96.1	93.2	103.1	94.3	93.1	101.3
1991 Q3	97.7	96.8	100.9	95.4	91.3	104.5	93.6	91.0	102.9
1991 Q4	97.6	96.3	101.4	96.2	89.8	107.1	93.9	89.6	104.8
1992 Q1	96.9	96.0	101.0	95.9	88.7	108.1	93.7	88.6	105.8
1992 Q2	97.1	95.5	101.6	95.6	87.7	109.0	94.0	87.7	107.3
1992 Q3	97.6	94.6	103.2	96.4	86.2	111.8	94.0	86.3	109.0
1992 Q4	98.0	93.9	104.3	97.1	84.5	114.9	94.1	84.7	111.2
1993 Q1	98.5	93.8	105.0	96.8	83.7	115.7	94.9	84.0	112.9
1993 Q2	99.0	93.9	105.4	97.3	83.3	116.8	94.9	83.8	113.2
1993 Q3	100.1	94.2	106.3	98.6	82.9	119.0	95.1	83.9	113.4
1993 Q4	100.8	94.3	107.0	99.8	82.5	120.9	95.6	83.7	114.1
1994 Q1	101.8	94.2	108.1	100.7	82.3	122.4	97.1	83.3	116.5
1994 Q2	103.2	94.1	109.7	103.0	82.2	125.3	98.7	83.4	118.4
1994 Q3	104.2	94.4	110.3	104.3	82.1	127.1	100.0	83.5	119.8
1994 Q4	104.9	94.8	110.6	104.3	82.2	126.9	100.6	83.5	120.4
1995 Q1	105.6	94.9	111.3	105.0	82.2	127.7	100.6	83.9	119.9
1995 Q2	..	..	..	105.1	82.3	127.7	101.1	84.0	120.4

* Gross domestic product for whole economy.
+ The employed labour force comprises, employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.
The Manufacturing index has been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1988=100 basis were last published in *Employment Gazette*, September 1993.

EMPLOYMENT 1.11 Overtime and short-time: operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives working overtime (000)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Average per operative working part of the week	Operatives (000)	Percentage of all operatives	Hours lost (000)	Seasonally adjusted	Average per operative on short-time
1993	880	..	9.6	8.42	..	3	106	14	124	8.9	17	..	235	..	14.3
1994	883	..	9.6	8.48	..	2	86	15	129	8.5	17	..	216	..	12.4
Week ended															
1993 Sep 10	848	..	9.6	8.14	7.97	2	85	13	77	5.8	15	..	184	217	12.0
Oct 15	904	..	9.5	8.59	8.09	4	165	11	101	9.5	15	..	265	284	17.8
Nov 12	874	..	9.5	8.28	7.81	3	117	14	142	10.1	17	..	259	271	15.1
Dec 10	896	..	9.7	8.68	8.21	2	56	17	176	10.3	19	..	232	211	12.4
1994 Jan 14	838	..	9.3	7.76	8.38	3	116	15	123	8.3	18	..	238	213	13.4
Feb 11	852	..	9.3	7.91	8.26	4	141	19	203	10.5	23	..	343	237	14.9
Mar 11	898	..	9.6	8.62	8.65	2	87	19	185	9.6	22	..	273	239	12.6
Apr 15	855	..	9.4	8.07	8.25	2	73	17	160	9.6	19	..	234	199	12.6
May 13	842	..	9.5	8.03	8.24	2	57	16	115	7.1	18	..	172	226	9.8
Jun 10	870	..	9.6	8.36	8.33	4	137	18	153	8.4	22	..	290	240	13.3
Jul 15	861	..	9.7	8.31	8.23	2	91	8	73	9.0	11	..	164	263	15.5
Aug 12	796	..	9.7	7.72	8.16	2	67	12	132	10.8	14	..	198	242	14.3
Sep 9	931	..	9.8	9.08	8.83	1	36	7	50	7.1	8	..	86	120	10.8
Oct 14	937	..	9.8	9.16	8.71	2	75	17	139	8.3	19	..	214	212	11.4
Nov 11	964	..	9.8	9.49	8.98	1	55	17	98	5.9	18	..	153	173	8.5
Dec 9	952	..	9.7	9.25	8.78	3	101	17	121	7.3	19	..	222	193	11.5
1995 Jan 13	834	..	9.7	8.10	8.66	3	114	12	99	8.3	15	..	213	191	14.4
Feb 10	874	..	9.5	8.28	8.67	2	64	13	130	10.0	15	..	194	138	13.1
Mar 10	903	..	9.7	8.77	8.73	2	62	14	111	7.9	16	..	173	168	11.0
Apr 7	901	..	9.7	8.71	8.87	3	102	19	143	7.5	22	..	245	203	11.2
May 12	893	..	9.4	8.42	8.73	1	40	16	123	7.9	17	..	162	204	9.8
Jun 9	951	..	9.6	9.15	9.02	4	136	11	113	10.8	14	..	249	199	17.7
Jul 14 P	898	..	9.8	8.82	8.84	2	65	4	40	10.8	5	..	105	169	19.4

2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts as at August 10 1995

Table with columns: County/District, Male, Female, All, Rate +, Per cent employees and unemployed, Per cent workforce and unemployed. Rows include South Hams, Dorset, Gloucestershire, Somerset, Wiltshire, WEST MIDLANDS, Hereford and Worcester, Shropshire, Staffordshire, Warwickshire, West Midlands, EAST MIDLANDS, Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, YORKSHIRE AND HUMBERSIDE, North Yorkshire, South Yorkshire, West Yorkshire, NORTH WEST, Cheshire, Greater Manchester, Lancashire, and North West Leicestershire.

CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts as at August 10 1995

Table with columns: County/District, Male, Female, All, Rate +, Per cent employees and unemployed, Per cent workforce and unemployed. Rows include Merseyside, NORTH, Cleveland, Cumbria, Durham, Northumberland, Tyne and Wear, WALES, Clwyd, Dyfed, Gwent, Gwynedd, Mid Glamorgan, Powys, South Glamorgan, West Glamorgan, SCOTLAND, Borders Region, Central Region, Dumfries and Galloway Region, Fife Region, Grampian Region, Highlands Region, Lothian Region, Strathclyde Region, Tayside Region, Orkney Islands, Shetland Islands, Western Isles, and NORTHERN IRELAND.

2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted *

THOUSAND

UNITED KINGDOM		INFLOW +						
Month ending	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1994 Aug 11	348.8	-46.8	229.5	-32.4	119.4	-14.4	35.6	
Sep 8	328.0	-33.4	222.0	-22.4	106.0	-11.0	28.8	
Oct 13	339.8	-45.0	235.7	-33.2	104.1	-11.7	27.7	
Nov 10	326.7	-31.5	228.8	-24.5	98.0	-7.0	29.9	
Dec 8	300.3	-31.2	219.9	-23.7	80.5	-7.5	23.3	
1995 Jan 12	322.2	-26.2	225.0	-18.7	97.3	-7.4	30.2	
Feb 9	308.4	-32.3	216.7	-21.7	91.7	-10.6	26.5	
Mar 9	283.2	-28.8	200.9	-20.4	82.3	-8.4	25.2	
Apr 13	305.6	-15.7	214.2	-10.8	91.3	-4.9	30.6	
May 11	252.0	-41.1	178.9	-30.2	73.1	-10.9	22.2	
Jun 8	265.3	-17.2	187.2	-11.7	78.1	-5.5	23.0	
Jul 13	378.8	-23.0	247.0	-15.4	131.8	-7.6	29.5	
Aug 10	336.2	-12.6	219.2	-10.3	117.0	-2.3	33.9	

UNITED KINGDOM		OUTFLOW +						
Month ending	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1994 Aug 11	354.1	-15.0	249.9	-9.2	104.2	-5.8	29.4	
Sep 8	390.7	-22.5	256.4	-17.3	134.2	-5.2	42.9	
Oct 13	448.5	-39.1	304.3	-26.8	144.2	-12.3	37.6	
Nov 10	361.4	-23.0	249.6	-15.9	111.8	-7.0	33.8	
Dec 8	306.8	-10.4	213.9	-5.9	92.9	-4.5	26.6	
1995 Jan 12	247.4	-8.6	169.6	-6.4	77.8	-2.2	25.2	
Feb 9	356.6	-35.9	255.6	-26.0	101.0	-9.9	30.6	
Mar 9	348.7	-32.5	248.0	-25.2	100.8	-7.3	31.6	
Apr 13	325.5	-33.1	234.4	-21.1	91.1	-12.0	27.8	
May 11	331.1	-50.6	232.4	-40.8	98.7	-9.8	32.8	
Jun 8	317.1	-38.0	227.6	-29.1	89.6	-8.9	27.8	
Jul 13	308.0	-44.0	221.2	-33.2	86.8	-10.8	24.0	
Aug 10	321.1	-33.0	224.5	-25.4	96.6	-7.6	24.2	

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 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.

CLAIMANT UNEMPLOYMENT 2.20

Flows by age (GB): standardised: * not seasonally adjusted: computerised claims only

THOUSAND

INFLOW Month ending		Age group									All ages
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	
1995 Mar 9	MALE	4.4	17.6	41.1	32.6	25.6	34.6	27.3	9.4	3.6	196.2
Apr 13	MALE	4.3	16.8	41.4	34.0	26.7	36.6	33.4	12.1	4.3	209.7
May 11	MALE	4.0	14.7	36.6	29.4	22.8	30.5	24.6	8.9	3.3	174.6
Jun 8	MALE	4.2	16.0	39.5	31.0	23.6	31.6	24.6	8.5	3.3	182.2
Jul 13	MALE	4.4	23.6	71.6	38.8	27.6	35.4	26.5	9.1	3.2	240.2
Aug 10	MALE	4.5	21.4	54.8	35.0	25.9	33.3	26.4	9.2	3.5	214.2
1995 Mar 9	FEMALE	3.2	10.7	18.5	12.0	8.0	12.5	11.9	3.3	0.0	80.1
Apr 13	FEMALE	2.9	10.3	19.0	13.0	9.0	14.9	15.2	4.2	0.0	88.6
May 11	FEMALE	2.9	8.8	16.4	11.0	7.2	11.0	10.7	3.1	0.0	71.1
Jun 8	FEMALE	3.0	9.4	18.4	11.4	7.4	11.3	11.3	3.2	0.0	75.3
Jul 13	FEMALE	3.4	16.3	47.5	16.8	9.8	15.0	13.5	3.5	0.0	125.7
Aug 10	FEMALE	3.5	14.9	32.9	15.4	9.9	17.0	16.2	4.1	0.0	113.9

Changes on a year earlier											
MALE		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1995 Mar 9	MALE	0.4	-1.5	-2.8	-3.9	-2.6	-4.0	-3.6	-1.5	-0.8	-20.3
Apr 13	MALE	0.3	-0.4	-1.5	-1.7	-0.8	-2.6	-1.2	-1.4	-1.2	-10.4
May 11	MALE	0.0	-2.2	-4.8	-5.0	-4.1	-6.1	-5.2	-1.7	-0.9	-29.9
Jun 8	MALE	0.4	-1.2	-1.4	-1.4	-1.0	-2.0	-2.5	-1.4	-0.6	-11.2
Jul 13	MALE	0.3	-2.1	-5.6	-1.9	-1.3	-1.9	-2.0	-1.0	-0.5	-15.9
Aug 10	MALE	0.2	-1.3	-1.8	-1.9	-0.7	-2.4	-1.6	-0.6	-0.4	-10.5
1995 Mar 9	FEMALE	0.4	-1.4	-2.4	-1.9	-0.8	-0.9	-0.9	-0.2	0.0	-8.1
Apr 13	FEMALE	0.1	-0.6	-1.8	-1.6	-0.5	-0.4	0.2	-0.2	0.0	-4.7
May 11	FEMALE	0.0	-1.7	-3.0	-2.4	-1.1	-1.4	-1.0	-0.1	0.0	-10.8
Jun 8	FEMALE	0.3	-1.0	-1.2	-1.2	-0.5	-0.8	-0.4	0.0	0.0	-4.8
Jul 13	FEMALE	0.3	-2.3	-2.6	-1.5	-0.6	-0.7	-0.6	-0.1	0.0	-8.1
Aug 10	FEMALE	0.2	-0.8	-0.7	-1.0	-0.2	-0.2	0.4	-0.1	0.0	-2.5

OUTFLOW Month ending		Age group									All ages
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	
1995 Mar 9	MALE	3.0	16.7	52.4	41.3	32.5	42.8	33.6	12.4	5.5	240.2
Apr 13	MALE	2.9	15.7	48.1	38.1	29.8	39.7	31.7	14.8	5.7	226.5
May 11	MALE	2.9	15.8	47.4	37.6	28.8	38.9	31.2	16.6	5.7	224.9
Jun 8	MALE	3.0	15.8	47.3	37.6	29.1	39.2	31.0	12.2	5.3	220.5
Jul 13	MALE	2.8	15.3	48.6	36.8	28.4	37.5	29.1	11.4	4.8	214.8
Aug 10	MALE	3.1	16.0	53.5	36.6	27.7	36.7	28.6	11.0	4.7	217.9
1995 Mar 9	FEMALE	2.4	11.4	24.8	15.3	9.7	14.5	14.4	4.3	0.2	97.0
Apr 13	FEMALE	2.2	10.3	22.6	13.8	8.7	12.4	12.6	4.7	0.2	87.5
May 11	FEMALE	2.3	10.1	22.9	14.4	9.5	14.9	14.6	5.6	0.3	94.7
Jun 8	FEMALE	2.4	9.7	21.6	13.4	8.8	12.9	12.9	4.3	0.2	86.2
Jul 13	FEMALE	2.3	9.5	23.4	13.1	8.3	11.5	11.5	3.7	0.2	83.6
Aug 10	FEMALE	2.4	11.0	30.2	13.7	8.6	11.9	11.3	3.6	0.2	92.9

Changes on a year earlier											
MALE		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
1995 Mar 9	MALE	0.4	-0.1	-2.8	-3.1	-1.6	-3.4	-2.5	-1.2	-2.3	-16.5
Apr 13	MALE	0.4	-0.2	-2.2	-2.7	-1.7	-3.6	-2.9	-0.8	-1.9	-15.5
May 11	MALE	0.3	-1.6	-6.4	-5.3	-4.0	-6.2	-5.2	-1.4	-2.4	-32.1
Jun 8	MALE	0.5	-0.8	-3.6	-3.5	-2.7	-3.8	-3.5	-3.1	-2.2	-22.8
Jul 13	MALE	0.2	-1.6	-5.0	-4.5	-3.1	-5.2	-4.8	-2.3	-2.0	-28.2
Aug 10	MALE	0.3	-1.2	-3.1	-3.4	-2.6	-4.2	-3.7	-2.1	-1.7	-21.8
1995 Mar 9	FEMALE	0.4	-0.7	-2.0	-1.5	-0.6	-0.5	0.2	0.1	0.0	-4.6
Apr 13	FEMALE	0.3	-0.8	-2.4	-1.9	-1.0	-2.2	-1.4	-0.1	0.0	-9.7
May 11	FEMALE	0.2	-1.5	-3.0	-2.0	-0.9	-0.4	-0.1	0.2	0.0	-7.5
Jun 8	FEMALE	0.4	-0.9	-1.8	-1.4	-0.8	-1.0	-0.5	-0.6	0.0	-6.6
Jul 13	FEMALE	0.2	-1.3	-2.1	-1.9	-1.0	-1.4	-1.0	-0.5	0.0	-8.9
Aug 10	FEMALE	0.3	-0.8	-0.7	-1.6	-0.7	-1.2	-1.2	-0.5	0.0	-6.5

* Flows figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 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.

2.21 CLAIMANT UNEMPLOYMENT Mean Duration

Mean duration of claims terminating in the quarter ending July 1995

Age (years)	Off-flows (thousands)			Mean Duration (weeks)		
	Female	Male	All	Female	Male	All
Great Britain						
16-17	7.3	8.8	16	10	10	10
18-19	30.3	48.1	78.4	18	20	19
20-24	70.2	145.8	216	26	31	29
25-29	40.9	111.5	152.4	27	39	36
30-34	28.1	86.3	114.4	27	39	39
35-39	20.8	64.2	85	25	43	39
40-44	19.2	52.3	71.6	28	41	37
45-49	22.1	49.2	71.2	30	39	36
50-54	17.1	42.1	59.2	31	39	37
55-59	12.5	39.4	51.9	58	64	62
60 & over	1.6	16.7	18.3	153	56	65
All ages	270.3	664.4	934.7	28	38	35
South East						
16-17	1.6	1.8	3.4	11	11	11
18-19	7.5	12.2	19.7	18	20	19
20-24	21.5	38.8	60.3	28	32	31
25-29	14.5	33.5	48	27	40	36
30-34	10	25.8	35.8	28	45	41
35-39	6.4	19.5	25.8	28	49	44
40-44	5.7	15.6	21.3	33	47	43
45-49	7.1	14.1	21.2	36	40	39
50-54	5.6	11.7	17.4	40	42	41
55-59	4.2	12.6	16.8	53	54	54
60 & over	*	5.7	6.2	*	53	55
All ages	84.6	191.2	275.9	30	40	37
East Anglia						
16-17	*	*	*	*	*	*
18-19	1.2	2	3.2	16	22	20
20-24	2.7	5.4	8	20	29	26
25-29	1.2	3.4	4.6	23	34	31
30-34	2.2	2.2	2.9	*	34	32
35-39	*	2.5	3.2	*	38	33
40-44	*	1.6	2.6	34	34	34
45-49	*	1.9	2.9	32	29	29
50-54	*	1.5	2.2	37	37	37
55-59	*	1.1	1.6	62	57	53
60 & over	*	*	*	*	*	*
All ages	9.9	22.4	32.3	21	33	30
South West						
16-17	*	*	1.4	*	*	8
18-19	2.9	4.2	7.1	15	16	16
20-24	6.1	11.3	17.4	24	28	27
25-29	3.8	9.5	13.3	23	36	32
30-34	2.2	7.6	9.8	28	39	36
35-39	2.1	5.8	8	33	35	35
40-44	1.8	4.7	6.6	26	33	31
45-49	1.8	4.3	6.1	29	36	34
50-54	1.6	4	5.7	32	42	39
55-59	1.1	3.4	4.5	75	56	61
60 & over	*	1.6	1.8	*	53	53
All ages	24.2	57.2	81.4	27	35	33
West Midlands						
16-17	*	*	1.1	*	*	9
18-19	2.8	4.3	7.1	20	20	20
20-24	6.1	12.6	18.7	27	36	33
25-29	2.8	9.5	12.4	35	46	44
30-34	2.5	7.1	9.6	29	51	45
35-39	1.6	5	6.6	32	50	45
40-44	1.6	3.9	5.5	34	48	44
45-49	2	3.9	5.9	34	41	39
50-54	1.5	3.7	5.1	30	38	36
55-59	1.1	3.2	4.2	69	85	81
60 & over	*	1.5	1.7	*	60	72
All ages	22.5	55.4	77.9	32	44	41
East Midlands						
16-17	*	*	*	*	*	*
18-19	2.1	3.5	5.7	19	20	20
20-24	4.5	9.7	14.2	28	31	30
25-29	2.8	7.9	10.8	27	41	37
30-34	1.4	5.9	7.3	24	38	36
35-39	1.2	4.1	5.3	21	45	39
40-44	1.4	3.5	4.9	17	39	33
45-49	1.3	3.5	4.8	29	35	33
50-54	1.3	3.1	4.4	23	38	34
55-59	*	2.4	3.2	*	57	67
60 & over	*	1.3	1.4	*	58	70
All ages	17.2	45.6	62.9	29	37	35
Yorks & Humberside						
16-17	*	*	1.5	*	*	9
18-19	3.3	5	8.3	18	19	18
20-24	6.9	15	21.9	26	27	27
25-29	3.5	10.1	13.6	27	36	34
30-34	2.2	8	10.2	33	36	36
35-39	2.1	5.7	7.7	23	32	30
40-44	2.1	4.6	6.7	20	29	26
45-49	2.5	4.2	6.8	18	36	29
50-54	1.7	3.9	5.7	22	38	33
55-59	1	3.6	4.6	70	72	72
60 & over	*	1.4	1.6	*	60	80
All ages	26.1	62.5	88.6	27	34	32
North West						
16-17	1	1.1	2.1	10	11	10
18-19	3.6	6.4	10	19	20	20
20-24	8.7	19.7	28.4	23	31	29
25-29	4.5	13.4	17.9	28	39	37
30-34	2.9	10.5	13.4	27	42	39
35-39	2.6	6.6	9.1	22	46	39
40-44	1.8	5.9	7.7	28	47	43
45-49	2.3	5.4	7.7	31	43	40
50-54	1.7	5	6.7	5	43	37
55-59	1.4	4.6	5.9	70	63	63
60 & over	*	1.4	1.6	*	37	46
All ages	30.6	80	110.6	25	39	35

CLAIMANT UNEMPLOYMENT 2.21 Mean Duration

Mean duration of claims terminating in the quarter ending July 1995

Age (years)	Off-flows (thousands)			Mean Duration (weeks)		
	Female	Male	All	Female	Male	All
Northern						
16-17	*	*	1.1	*	*	10
18-19	2	3.1	5.2	16	25	22
20-24	3.8	9.7	13.4	28	32	31
25-29	2	6.6	8.6	28	38	35
30-34	1.4	6.2	7.6	23	45	41
35-39	*	4.6	5.5	*	37	36
40-44	1.4	4.7	6.1	32	35	34
45-49	1.3	4.1	5.4	22	33	31
50-54	*	2.9	3.7	*	30	33
55-59	*	2.9	3.5	*	67	64
60 & over	*	1.1	1.1	*	*	81
All ages	14.9	46.3	61.2	29	37	35
Wales						
16-17	*	*	1.1	*	*	9
18-19	2	3.1	5.2	16	18	17
20-24	3.8	9.7	13.4	21	29	27
25-29	2	6.6	8.6	27	37	34
30-34	1.4	6.2	7.6	27	39	36
35-39	*	4.6	5.5	*	45	39
40-44	1.4	4.7	6.1	19	43	37
45-49	1.3	4.1	5.4	30	42	38
50-54	*	2.9	3.7	*	28	28
55-59	*	2.9	3.5	*	45	57
60 & over	*	1.1	1.1	*	92	67
All ages	14.9	46.3	61.2	27	35	33
Scotland						
16-17	1.7	1.7	3.4	8	12	10
18-19	3.2	4.5	7.7	18	21	20
20-24	6.7	15.6	22.3	21	27	25
25-29	3.8	12.7	16.5	25	36	34
30-34	3.2	8.8	11.9	22	39	34
35-39	2.2	7.2	9.4	18	39	34
40-44	1.6	5.3	6.9	28	40	37
45-49	1.9	5.6	7.4	25	40	36
50-54	1.4	4.2	5.6	28	40	37
55-59	1.2	4	5.2	29	79	67
60 & over	*	1.6	1.8	*	92	103
All ages	26.9	71.1	98.1	23	38	34

Note 1: JUVOS cohort is a 5% sample of computerised claims. Claims in this table terminated between 13 April 1995 and 13 July 1995 inclusive.
 Note 2: Totals might not sum exactly due to rounding.
 Note 3: The widest 95% Confidence interval for the regional means is approximately +/- 6 weeks (East Anglia).
 Note 4: Off flows have been grossed by a factor of 20 to represent the population.
 * These estimates are unreliable due to a sample size of less than 50.

2.32 REDUNDANCIES IN GREAT BRITAIN

THOUSANDS

		1991 Spring	1992 Spring	1993 Spring	1993 Summer	1993 Autumn	1993 Winter	1994 Spring	1994 Summer	1994 Autumn	1994 Winter	1995 Spring
Now in employment (found new job since redundancy)	All	98	79	59	55	45	62	50	49	61	53	87
Not in employment	All	290	245	204	184	163	167	156	145	129	66	133
All people	All	388	324	262	239	207	228	205	194	190	119	220
	Men	268	218	170	163	140	149	142	132	129	80	137
	Women	121	106	92	76	67	80	63	62	61	39	82

Note 1: Figures are based on estimates from the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview.
Note 2: All estimates from Spring 1992 onwards have been reweighted to take account of OPCS revised population estimates, following the 1991 Census of population; reweighted estimates prior to 1992 are not currently available and hence there is a discontinuity between Spring 1991 and Spring 1992.

2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (thousands)												
All												
Spring 1994	205	14	21	15	*	62	39	23	15	21	10	19
Summer 1994	194	13	20	16	*	58	38	19	14	16	*	19
Autumn 1994	190	13	16	20	*	52	32	20	14	17	*	17
Winter 1994	119	11	11	12	*	41	29	12	*	13	*	*
Spring 1995	220	11	19	19	11	61	36	25	17	23	15	18
Redundancy rates (redundancies per 1,000 employees)												
All												
Spring 1994	9.6	12.7	11.0	9.7	*	9.1	9.1	9.3	8.8	10.7	8.9	9.5
Summer 1994	9.0	11.4	10.4	10.2	*	8.4	8.9	7.7	7.9	9.6	10.8	9.5
Autumn 1994	8.8	11.6	8.5	12.6	*	7.5	7.2	8.0	7.9	8.3	9.7	8.6
Winter 1994	5.5	5.6	5.6	7.4	*	5.9	6.7	4.6	*	5.4	5.4	5.5
Spring 1995	10.2	9.8	10.1	11.5	13.7	8.8	8.2	9.9	9.6	11.1	10.9	14.7

Note: Refer to note 2 of Table 2.32.
Less than 10,000 in cell: estimate not shown.

2.34 REDUNDANCIES BY AGE

Ages	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (thousands)						
Spring 1994		38	52	46	44	26
Summer 1994		45	51	35	38	25
Autumn 1994		42	50	39	33	24
Winter 1994		24	33	25	25	13
Spring 1995		50	57	43	47	23
Redundancy rates (redundancies per 1,000 employees)						
Spring 1994		10.7	8.9	9.2	9.7	10.8
Summer 1994		12.9	8.6	6.9	8.3	10.5
Autumn 1994		11.6	8.4	7.8	7.3	10.2
Winter 1994		6.7	5.4	5.0	5.4	5.2
Spring 1995		14.4	9.4	8.4	10.3	9.7

Note: Refer to note 2 of Table 2.32.

2.35 REDUNDANCIES BY INDUSTRY

SIC 1992 #	Agriculture & fishing (A,B)	Energy and water (C,E)	Manufacturing (D)	Construction (F)	Distribution, hotels & restaurants (G,H)	Transport (I)	Banking, finance & insurance (J,K)	Public admin, education & health (L,M,N)	Other services (O,P,Q)
Redundancies (thousands)									
Spring 1994	*	*	66	21	39	17	28	16	*
Summer 1994	*	*	59	17	48	13	20	19	11
Autumn 1994	*	*	54	17	44	17	27	15	*
Winter 1994	*	*	32	17	28	*	21	*	*
Spring 1995	*	*	55	20	55	17	31	22	14
Redundancy rates (redundancies per 1,000 employees)									
Spring 1994	*	*	14.6	20.7	9.4	12.5	10.0	2.8	*
Summer 1994	*	*	13.1	17.5	11.4	9.2	7.0	3.3	9.2
Autumn 1994	*	*	11.8	16.1	10.2	11.8	9.3	2.7	*
Winter 1994	*	*	7.0	10.2	6.5	*	7.0	*	*
Spring 1995	*	*	12.2	20.2	12.6	12.1	10.2	3.8	12.1

Note 1: Refer to note 2 of Table 2.32.
Note 2: Table 2.35 assumes that people do not change industry when starting employment after having been made redundant.
* Less than 10,000 in cell: estimate not shown.

From Winter 1993, LFS results by industry have moved to the 1992 Standard Industrial Classification (SIC).

2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (thousands)									
Spring 1994	31	10	11	28	42	14	18	34	17
Summer 1994	25	*	12	24	40	13	19	28	24
Autumn 1994	24	11	12	29	35	13	19	28	17
Winter 1994	14	10	17	17	18	*	13	20	12
Spring 1995	33	12	16	38	35	15	23	28	19
Redundancy rates (redundancies per 1,000 employees)									
Spring 1994	9.8	4.5	5.7	7.8	18.2	5.8	10.0	16.1	9.2
Summer 1994	8.1	*	6.2	6.6	17.6	5.5	10.6	13.5	12.5
Autumn 1994	7.4	5.0	6.0	7.8	15.2	5.2	10.6	12.9	8.8
Winter 1994	4.4	4.8	4.7	4.7	8.0	*	7.5	8.9	6.5
Spring 1995	10.2	5.3	8.1	10.6	15.7	6.3	12.6	12.8	10.4

Note 1: Refer to note 2 of Table 2.32.
Note 2: Table 2.36 assumes that people do not change occupation when starting employment after having been made redundant.

VACANCIES 3.1

UK vacancies at jobcentres: * seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1991)	117.9			171.3		172.5		126.7	
1992) Annual	117.1			169.0		168.8		124.2	
1993) averages	127.9			185.5		183.7		138.2	
1994)	158.0			211.4		208.1		160.6	
1993 Aug	128.7	0.9	1.2	184.2	2.0	182.3	0.9	136.9	1.1
Sep	130.4	1.7	2.3	191.7	3.1	188.8	1.9	143.6	2.5
Oct	134.7	4.3	2.3	191.0	0.4	187.4	0.9	141.8	1.0
Nov	138.5	3.8	3.3	196.9	4.2	193.8	3.8	148.7	3.9
Dec	139.3	0.8	3.0	197.7	2.0	196.1	2.4	148.4	1.6
1994 Jan	140.8	1.5	2.0	198.3	2.4	197.0	3.2	149.1	2.4
Feb	142.0	1.2	1.2	200.2	1.1	198.2	1.5	150.6	0.6
Mar	141.7	-0.3	0.8	198.1	0.1	197.1	0.3	150.3	0.6
Apr	146.8	5.1	2.0	201.0	0.9	200.5	1.2	154.7	1.9
May	148.1	1.3	2.0	202.2	0.7	201.6	1.1	155.8	1.7
Jun	153.1	5.0	3.8	210.8	4.2	204.6	2.5	161.9	3.9
Jul	157.0	3.9	3.4	207.6	2.2	201.3	0.3	157.2	0.8
Aug	163.7	6.7	5.2	225.3	7.7	218.0	5.5	171.1	5.1
Sep	166.6	2.9	4.5	216.8	2.0	212.8	2.7	165.3	1.1
Oct	177.3	10.7	6.8	220.8	4.4	211.8	3.5	163.8	2.2
Nov	180.0	2.7	5.4	228.1	0.9	226.4	2.8	174.0	1.0
Dec	178.8	-1.2	4.1	227.4	3.5	228.1	5.1	173.3	2.7
1995 Jan	175.5	-3.3	-0.6	216.0	-1.6	218.2	2.1	165.1	0.4
Feb	173.4	-2.1	-2.2	220.5	-2.5	222.3	-1.4	168.9	-1.7
Mar	174.0	0.6	-1.6	216.1	-3.8	215.8	-4.1	165.6	-2.6
Apr	181.7	7.7	2.1	216.7	0.2	215.5	-0.9	164.8	-0.1
May	179.6	-2.1	2.1	218.3	-0.7	216.9	-1.8	166.5	-0.8
Jun	179.7	0.1	1.9	218.4	0.8	218.5	0.9	170.3	1.6
Jul	179.8	0.1	-0.6	223.4	2.2	222.2	2.2	172.9	2.7
Aug	181.5	1.7	0.6	229.5	3.7	227.5	3.5	176.7	3.4

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 nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 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). Figures on the current basis are available back to 1980. For further details, see Employment Gazette, p 143, October 1985.
P The latest national and regional seasonally adjusted vacancy figures are provisional and subject to revision, mainly in the following month.
R Revised.

VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres: * seasonally adjusted

THOUSAND

	South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1993 Aug	30.8	10.2	4.3	10.0	9.1	8.9	10.2	15.6	6.1	9.9	18.5	123.3	5.4	128.7
Sep	31.5	10.3	4.4	10.3	9.1	8.8	10.2	15.8	6.4	10.2	18.3	125.0	5.4	130.4
Oct	32.9	10.5	4.7	10.7	9.2	9.2	10.5	16.2	6.7	10.6	18.1	128.9	5.8	134.7
Nov	34.0	10.9	4.9	10.9	9.8	9.5	10.9	16.8	6.7	10.5	18.7	132.8	5.7	138.5
Dec	35.1	11.1	4.8	11.2	10.0	9.4	10.6	17.0	6.4	10.3	18.8	133.6	5.7	139.3
1994 Jan	35.5	11.2	4.8	11.1	10.3	9.5	10.7	17.5	6.4	10.4	18.9	135.2	5.6	140.8
Feb	35.4	11.4	4.9	11.5	10.6	9.5	10.7	18.2	6.5	10.4	18.4	136.2	5.8	142.0
Mar	34.9	11.9	5.0	11.3	10.9	9.7	10.9	18.1	6.4	10.4	18.5	136.0	5.7	141.7
Apr	36.3	11.4	5.2	11.7	11.5	10.3	11.4	18.4	6.6	10.8	18.5	140.7	6.1	146.8
May	36.8	11.7	5.4	11.7	11.8	10.3	11.2	18.5	6.4	10.6	19.4	142.0	6.1	148.1
Jun	38.6	12.5	5.5	12.3	11.7	10.6	12.0	19.0	6.4	10.8	20.0	146.8	6.3	153.1
Jul	41.0	13.2	5.6	12.7	12.0	10.6	11.6	19.1	6.5	11.0	20.2	150.5	6.5	157.0
Aug	44.1	13.9	5.6	13.1	12.7	10.9	12.3	19.3	6.8	1				

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total +														
1991)	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.6
1992) Annual	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	3.2	116.0
1993) averages	31.4	10.0	4.2	9.6	8.9	8.8	9.9	15.7	6.1	9.6	18.5	122.7	4.0	126.6
1994)	41.1	13.1	5.4	12.4	12.2	10.8	11.8	19.0	6.8	11.2	19.8	150.3	5.0	155.4
1994 Aug	44.2	13.4	5.7	13.4	12.6	10.7	12.3	19.0	6.8	11.5	20.9	157.1	5.0	162.1
Sep	47.8	14.4	6.0	14.3	13.9	11.4	13.2	21.0	7.7	12.3	22.7	170.3	5.5	175.8
Oct	55.1	17.4	6.7	14.6	16.0	14.4	14.6	23.2	8.3	13.0	22.9	188.8	6.2	195.0
Nov	52.7	16.9	6.0	13.4	15.1	13.8	13.7	21.9	7.6	12.5	21.7	178.5	6.1	184.6
Dec	46.0	15.4	5.2	11.5	13.3	12.3	12.1	19.9	6.9	11.3	20.2	158.8	5.8	164.6
1995 Jan	41.5	14.5	4.6	10.7	12.2	10.9	11.2	18.4	6.6	11.1	18.8	145.9	5.7	151.6
Feb	41.9	14.4	5.0	11.2	12.8	10.8	11.4	18.3	6.8	11.5	19.4	149.2	5.4	154.6
Mar	42.9	14.6	5.7	12.6	13.5	11.3	11.8	18.5	7.1	12.1	21.4	156.8	5.5	162.4
Apr	48.7	16.6	6.4	14.6	15.4	12.9	13.5	20.5	8.0	13.6	23.3	176.9	5.7	182.6
May	49.1	16.4	6.7	14.8	15.4	12.8	13.0	21.2	8.1	13.7	23.5	178.4	5.6	184.0
Jun	49.3	16.2	7.2	15.6	15.4	13.4	13.4	22.0	8.0	14.1	24.5	182.7	5.8	188.5
Jul	46.2	15.3	6.7	15.0	14.9	12.9	13.7	21.0	7.9	13.5	23.7	175.5	5.7	181.2
Aug	44.6	14.6	6.9	14.7	14.7	12.9	13.5	21.5	7.8	13.5	24.2	174.2	5.6	179.8
Vacancies at careers offices														
1991)	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1992) Annual	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1993) averages	2.8	1.7	0.3	0.5	0.8	0.3	0.4	0.5	0.3	0.1	0.5	6.6	0.6	7.2
1994)	2.8	1.4	0.3	0.7	0.8	0.3	0.3	0.5	0.1	0.1	0.6	6.5	0.8	7.2
1994 Aug	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.4
Sep	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.5	0.2	0.1	0.6	6.7	0.8	7.5
Oct	2.7	0.7	0.4	1.3	0.3	0.2	0.3	0.5	0.0	0.1	0.7	6.9	1.6	8.4
Nov	2.4	0.6	0.4	1.2	0.3	0.2	0.2	0.4	0.0	0.1	0.7	6.1	1.0	7.1
Dec	2.4	0.6	0.4	1.2	0.3	0.2	0.2	0.4	0.0	0.1	0.6	6.0	0.9	6.8
1995 Jan	1.6	0.4	0.2	1.0	0.2	0.1	0.3	0.4	0.0	0.1	0.6	4.6	0.8	5.4
Feb	7.2	0.4	0.3	1.0	0.3	0.1	0.2	0.4	0.0	0.1	0.6	4.7	0.9	5.5
Mar	1.7	0.5	0.3	1.0	0.3	0.1	0.2	0.5	0.0	0.1	0.6	4.9	0.8	5.7
Apr	0.9	0.2	0.1	0.4	0.5	0.2	0.3	0.5	0.1	0.1	0.6	3.8	0.8	4.6
May	2.6	0.8	0.5	0.7	0.6	0.2	0.4	0.5	0.2	0.2	0.5	6.6	0.8	7.4
Jun	3.6	1.0	0.5	0.8	0.7	0.6	0.6	0.7	0.2	0.2	0.7	8.5	0.7	9.2
Jul	4.1	1.1	0.6	0.9	0.9	0.6	0.6	0.6	0.2	0.2	0.8	9.5	0.6	10.2
Aug	3.5	0.8	0.6	0.9	0.9	0.6	0.5	0.5	0.2	0.3	0.7	8.5	0.6	9.2

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

* Included in South East.

+ Excluding vacancies on government programmes. See note to table 3.1.

The method of compiling vacancies in Great Britain changed in March 1994. From April 1994, the GB element of Careers Office figures refer to the last week day of the previous month, however, until the new system is fully developed, figures between April 1994 and September 1994 will continue to refer to 31 March (April figures).

LABOUR DISPUTES 4.1

Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to July 1994			12 months to July 1995		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	-	-	-	-	-	-
Coal extraction	1	+	#	2	200	#
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	-	-	-	1	2,000	1,000
Metal processing and manufacture	6	800	3,000	2	100	#
Mineral processing and manufacture	3	700	2,000	3	500	1,000
Chemicals and man-made fibres	-	-	-	-	-	-
Metal goods nes	4	600	3,000	4	700	1,000
Engineering	22	5,800	17,000	21	6,900	16,000
Motor vehicles	9	5,800	4,000	5	2,200	10,000
Other transport equipment	8	2,500	13,000	8	5,800	16,000
Food, drink and tobacco	5	1,600	7,000	3	900	2,000
Textiles	2	900	1,000	2	300	1,000
Footwear and clothing	4	1,100	1,000	2	200	#
Timber and wooden furniture	3	600	6,000	2	500	1,000
Paper, printing and publishing	4	300	1,000	2	400	1,000
Other manufacturing industries	2	+	#	-	-	-
Construction	5	800	5,000	9	1,100	7,000
Distribution, hotels and catering, repairs and transport services	8	1,100	1,000	3	400	#
Transport services and communication	42	17,400	58,000	48	51,100	113,000
Supporting and misc. transport services	2	400	1,000	3	100	#
Banking, finance, insurance, business services and leasing	2	2,800	5,000	7	11,700	12,000
Public administration and sanitary services	51	172,600	181,000	28	16,800	19,000
Education, research and development	10	20,800	36,000	28	32,500	85,000
Health services	2	400	2,000	6	1,500	2,000
Other services	6	12,000	24,000	11	3,500	20,000
All industries and services	200*	248,900	372,000	195*	139,300	309,000

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

+ Less than 50 workers involved.

Less than 500 working days lost.

Stoppages: July 1995			
United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	17	15,600	29,000
of which, stoppages:			
Beginning in month	15	15,000*	20,000
Continuing from earlier months	2	600**	9,000

* All directly involved

** includes 200 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 1995 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to July 1995		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	60	51,400	115,000
extra wage and fringe benefits	13	16,000	42,000
Duration and pattern of hours worked	9	1,500	11,000
Redundancy questions	49	42,100	50,000
Trade union matters	3	100	#
Working conditions and supervision	2	100	1,000
Manning and work allocation	33	16,000	74,000
Dismissal and other disciplinary measures	21	12,100	15,000
All causes	195	139,300	309,000

LABOUR DISPUTES 4.2

Stoppages of work: summary

United Kingdom	Number of stoppages:		Number of workers (000)		Working days lost in all stoppages in progress in period (000)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22,31-37)	Textiles, clothing and footwear (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
SIC 1980											
1988	770	781	759	790	3,702	222	1,456	90	17	1,480	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1990	620	630	285	298	1,903	94	953	24	14	177	641
1991	357	369	175	176	761	29	181	1	14	60	476
1992	240	253	142	148	528	8	60	1	10	12	437
1993	203	211	383	385	649	27	96	2	1	160	364
1994	203	205	87	107	278	-	42	2	5	87	142
1993 Jul	15	24	42	43	50	-	9	-	-	1	39
Aug	15	21	3	3	19	-	1	-	-	12	6
Sep	16	22	3	4	8	-	5	-	-	1	2
Oct	12	15	2	3	4	-	2	-	-	1	1
Nov	14	18	170	170	175	-	9	-	-	-	166
Dec	6	8	1	1	1	-	-	-	-	-	1
1994 Jan	10	12	2	2	2	-	1	-	-	-	2
Feb	7	9	3	4	4	-	1	-	-	-	3
Mar	19	22	5	8	8	-	1	-	-	2	6
Apr	19	22	4	5	15	-	3	-	-	9	3
May	25	33	18	19	33	-	4	1	-	17	43
Jun	29	36	29	42	70	-	6	-	4	16	8
Jul	22	28	8	15	32	-	7	1	-	18	14
Aug	12	18	11	15	39	-	12	-	-	13	4
Sep	12	19	5	10	20	-	3	-	-	2	11
Oct	16	19	7	10	14	-	1	-	-	1	12
Nov	17	19	5	7	17	-	4	-	-	6	11
Dec	15	21	8	10	23	-	5	-	-	1	11
1995 Jan	11	14	14	17	23	-	4	-	-	14	6
Feb	16	19	19	20	17	-	-	-	-	1	15
Mar	16	17	7	19	28	-	1	-	5	2	20
Apr	20	24	15	17	31	-	5	-	1	12	13
May	23	28	26	30	52	-	10	-	-	25	17
Jun	16	23	3	5	16	-	4	-	1	1	11
Jul	15	17	15	16	29	-	-	-	-	18	11

* See *Definitions* page at the end of the *Labour Market Data* section for notes on coverage. Figures for 1995 are provisional.

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EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1992	Whole economy (Divisions 01-93)			Manufacturing industries (Divisions 15-37)			Production industries (Divisions 10-41)			Service industries (Divisions 50-93)						
	Actual	Seasonally adjusted		Actual	Seasonally adjusted		Actual	Seasonally adjusted		Actual	Seasonally adjusted					
		Per cent change over previous 12 months			Per cent change over previous 12 months			Per cent change over previous 12 months			Per cent change over previous 12 months					
1990=100		Under- lying *		Under- lying *		Under- lying *		Under- lying *		Under- lying *		Under- lying *				
1993) Annual	118.5			120.5			121.0			117.5						
1994) averages	123.2			126.2			126.9			121.7						
1993 Jan	116.1	117.0	4.6	4 3/4	117.1	118.1	5.0	5 1/4	117.6	118.6	5.0	5 1/4	115.6	116.7	4.4	4 1/2
Feb	116.7	118.2	4.3	4 1/2	118.3	119.2	5.1	5	118.7	119.6	5.0	5	116.1	117.5	4.0	4 1/4
Mar	119.6	118.7	3.3	4	121.9	121.6	4.2	5	122.1	122.2	4.3	5	118.5	117.1	2.8	3 3/4
Apr	117.5	117.6	4.0	4	119.0	118.0	5.3	5	119.7	118.9	5.1	5	116.5	116.8	3.3	3 1/4
May	118.0	118.3	3.7	3 3/4	120.4	120.0	4.9	5	120.8	120.4	4.7	5	116.9	117.0	3.0	3
Jun	118.5	117.8	3.5	3 3/4	120.9	119.6	4.7	5	121.3	120.2	4.7	5	117.0	116.5	2.7	2 3/4
Jul	119.5	118.3	3.9	3 1/2	121.8	120.5	5.0	4 3/4	122.4	121.0	5.0	4 3/4	118.3	117.3	3.3	2 3/4
Aug	118.2	118.9	3.1	3 1/4	119.5	121.1	3.6	4 1/2	119.9	121.0	3.7	4 1/2	117.3	117.7	2.6	2 3/4
Sep	118.0	118.8	2.9	3	120.1	121.4	4.6	4 1/4	120.6	121.7	4.6	4 1/2	116.8	117.7	2.2	2 1/4
Oct	118.4	119.4	2.1	3	121.3	122.2	3.7	4 1/4	121.7	122.6	3.8	4 1/4	116.9	118.2	1.3	2 1/4
Nov	120.0	119.7	3.1	3	122.4	122.3	4.0	4	123.1	122.7	4.1	4 1/4	118.7	118.5	2.5	2 1/2
Dec	121.6	119.6	3.1	3 1/4	123.5	122.2	4.0	4 1/4	124.1	123.0	4.1	4 1/4	120.8	118.3	3.0	2 3/4
1994 Jan	120.3	121.2	3.6	3 3/4	122.6	123.7	4.7	4 1/2	123.3	124.2	4.7	4 1/2	119.2	120.3	3.1	3 1/4
Feb	122.0	123.5	4.5	3 3/4	123.5	124.3	4.3	4 3/4	123.9	124.8	4.3	4 3/4	121.7	123.2	4.9	3 1/2
Mar	124.9	124.0	4.5	4	128.4	128.1	5.3	4 3/4	128.4	128.4	5.1	4 3/4	123.6	122.1	4.3	4
Apr	121.6	121.8	3.6	3 3/4	124.6	123.5	4.7	4 3/4	125.1	124.3	4.5	4 3/4	120.3	120.6	3.3	3 1/2
May	123.5	123.8	4.6	4	125.6	125.2	4.3	4 1/2	129.3	128.9	7.1	4 1/2	121.0	121.2	3.6	3 3/4
Jun	123.0	122.3	3.8	3 3/4	126.2	124.8	4.3	4 1/4	126.4	125.3	4.2	4 1/4	121.3	120.9	3.8	3 1/2
Jul	124.0	122.8	3.8	3 3/4	126.9	125.5	4.1	4 1/4	127.3	125.8	4.0	4 1/4	122.5	121.5	3.6	3 1/2
Aug	122.8	123.5	3.9	3 3/4	125.0	126.8	4.7	4 1/2	125.5	126.8	4.8	4 1/4	121.4	121.8	3.5	3 1/2
Sep	122.7	123.4	3.9	3 3/4	125.6	127.0	4.6	4 3/4	126.1	127.3	4.6	4 1/2	121.0	121.9	3.6	3 1/2
Oct	122.9	124.0	3.9	3 3/4	127.2	128.2	4.9	4 3/4	127.5	128.3	4.6	4 1/2	120.9	122.2	3.4	3 1/4
Nov	124.0	123.7	3.3	3 3/4	128.5	128.4	5.0	5	128.7	128.3	4.6	4 3/4	121.8	121.7	2.7	3
Dec	127.0	125.0	4.5	3 3/4	130.8	129.5	6.0	5	131.2	130.0	5.7	5	125.5	122.9	3.9	2 3/4
1995 Jan	124.8	125.8	3.8	3 3/4	128.4	129.5	4.7	5 1/4	129.2	130.2	4.8	5 1/4	123.1	124.2	3.2	2 3/4
Feb	125.9	127.4	3.2	3 1/2	130.4	131.4	5.7	5	131.1	132.1	5.8	5	123.8	125.3	1.7	2 3/4
Mar	130.3	129.3	4.3	3 1/2	134.5	134.2	4.8	5 1/4	134.6	134.7	4.9	5 1/4	128.9	127.4	4.3	2 3/4
Apr	126.2	126.4	3.8	3 3/4	131.1	130.0	5.3	4 3/4	131.4	130.6	5.1	4 3/4	123.8	124.1	2.9	3
May	127.0	127.2	2.7	3 1/2	131.1	130.7	4.4	4 3/4	131.6	131.2	1.8	4 3/4	125.0	125.2	3.3	2 3/4
Jun	126.8	126.1	3.1	3 1/2	131.8	130.3	4.4	4 1/2	132.6	131.4	4.9	4 3/4	123.9	123.5	2.2	2 3/4
Jul P	127.9	126.5	3.0	3 1/4	132.7	131.2	4.5	4 1/2	133.1	131.6	4.6	4 3/4	125.0	124.0	2.1	2 1/2

Notes:

- 1 The seasonal adjustment factors currently used are based on data up to April 1991. These factors will be updated next month and will affect the seasonally adjusted index values in this table. The actual index values and the underlying growth rates will not be affected.
- 2 Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette*, October 1989; the 1985=100 series was discontinued after July 1989.
- 3 Figures on a 1988=100 basis were last published in *Employment Gazette*, September 1993.
- 4 The Index has been reclassified from SIC 1980 to SIC 1992, in common with other economic series in the national accounts. Figures on a SIC 1980 basis were last published in *Employment Gazette*, May 1995.
- 5 For enquiries, see telephone numbers on final pink page.
- * The underlying rate of change is provisional for the latest two months. For a note on the underlying rate of change see *Statistical Update*, *Employment Gazette*, pp 291, July 1995.

5.3 EARNINGS

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

GREAT BRITAIN SIC 1992	Agriculture and forestry (E&W)	Mining and quarries	Food products beverage and tobacco	Textiles	Clothing leather and footwear	Wood, wood products and other manu'ng n.e.c. (20,23,36,37)	Pulp, paper products printing and publishing (21,22)	Chemicals and chemical products (24)	Rubber and plastic products (25)	Other non-metallic mineral products (26)	Basic metals (27)	Fabric'd metal products (exc) machinery (28)	Machinery and equipment n.e.c. (29)
1990=100	(01,02)	(10-14)	(15,16)	(17)	(18,19)	(20,23,36,37)	(21,22)	(24)	(25)	(26)	(27)	(28)	(29)
1993) annual	117.7	126.1	125.0	123.2	117.7	114.5	118.9	121.2	122.6	115.3	115.6	119.2	122.7
1994) averages	121.5	136.2	130.6	128.7	123.6	120.0	123.6	125.6	128.4	120.6	123.7	127.4	128.2
1993 Jan	109.7	122.5	120.4	119.0	115.2	110.7	114.5	119.4	118.1	112.2	117.8	114.9	120.3
Feb	108.9	122.2	123.9	119.3	117.1	114.0	115.4	119.2	120.8	114.3	108.9	115.6	121.5
Mar	113.0	125.9	129.2	121.2	116.0	114.9	118.8	130.4	124.1	114.1	111.0	118.3	124.5
Apr	114.4	126.3	123.3	121.5	116.9	112.2	117.3	118.6	120.2	114.2	116.0	120.3	121.0
May	114.7	125.0	125.9	123.4	117.1	116.6	118.5	118.9	122.5	114.8	113.5	120.1	121.5
Jun	118.6	126.1	123.7	125.8	118.7	114.2	119.5	120.9	123.8	117.4	112.4	120.4	123.5
Jul	124.1	128.1	123.9	123.8	120.5	115.5	119.0	120.2	124.0	115.9	123.8	120.3	124.0
Aug	134.7	123.2	123.5	124.0	117.4	113.2	119.4	118.5	120.9	115.9	110.5	119.1	121.1
Sep	126.0	125.3	123.2	124.4	118.8	114.4	120.8	118.6	123.3	115.8	114.8	118.9	122.6
Oct	121.2	126.8	123.6	125.4	118.0	114.2	120.6	119.2	123.4	115.3	124.4	120.0	123.6
Nov	117.8	128.5	129.0	125.3	117.5	116.1	121.1	124.4	123.3	116.0	113.8	120.9	124.9
Dec	108.7	133.5	130.3	125.4	119.1	118.3	122.1	126.5	126.2	118.1	117.8	121.1	124.4
1994 Jan	112.6	131.5	126.0	124.8	119.6	114.9	120.2	123.2	124.4	116.9	122.4	121.4	125.2
Feb	112.5	129.4	126.2	125.4	122.9	120.4	119.9	124.1	125.0	118.4	114.8	125.3	126.7
Mar	121.6	132.2	137.4	129.0	125.4	118.9	124.5	134.4	129.4	120.2	118.9	126.5	130.3
Apr	117.1	132.9	127.8	127.1	123.8	116.6	120.8	123.1	126.4	120.6	126.8	124.0	127.7
May	119.4	189.4	129.6	127.8	123.1	121.1	123.4	130.2	121.2	119.4	126.9	128.3	128.3
Jun	121.3	131.1	129.3	130.7	123.5	118.4	125.0	126.4	128.9	122.5	118.2	128.3	127.1
Jul	127.7	133.2	129.9	130.9	121.8	119.5	122.9	123.8	129.8	123.1	138.7	127.3	127.9
Aug	134.9	126.9	130.1	128.1	122.3	120.2	123.3	122.0	126.6	119.5	120.5	126.3	126.3
Sep	130.6	129.4	129.1	128.2	123.3	119.5	125.2	123.7	128.6	120.0	121.2	129.0	127.8
Oct	124.7	129.6	129.7	130.2	124.9	119.7	124.8	123.7	129.3	120.4	133.1	130.3	129.0
Nov	119.4	131.1	135.7	130.3	124.7	123.9	125.9	126.7	130.7	121.3	122.6	131.1	130.3
Dec	115.9	137.5	136.5	132.2	128.0	127.1	127.1	133.6	131.6	123.6	128.1	132.4	131.2
1995 Jan	118.1	139.7	132.7	129.3	126.8	119.1	124.7	128.5	130.3	121.5	133.8	128.4	129.9
Feb	114.7	142.2	132.4	131.0	128.2	124.5	125.8	134.0	132.2	124.3	124.7	132.3	131.7
Mar	122.4	141.0	142.7	134.0	130.9	122.7	129.3	141.8	135.0	125.0	128.0	137.0	135.2
Apr	129.5	135.7	133.3	130.7	128.0	121.6	128.6	129.4	132.8	124.6	139.9	132.4	131.7
May	124.9	137.6	135.4	133.6	129.5	124.6	127.9	129.0	134.5	124.6	126.6	133.6	133.0
Jun	120.7	144.3	134.3	134.1	128.8	122.4	131.4	131.5	133.5	125.6	127.2	133.6	134.8
Jul P	131.7	134.5	135.8	133.3	127.7	123.6	128.7	129.2	135.1	124.8	144.8	133.4	135.9

Notes:
 1 Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette* in October 1989; the 1985=100 series was discontinued after July 1989.
 2 Figures on a 1988=100 basis were last published in *Employment Gazette* in September 1993.
 3 The index has been reclassified from SIC 1980 to SIC 1992, in common with other economic series in the national accounts. Figures on a SIC 1980 basis were last published in *Employment Gazette*, May 1995.
 4 Industrial groupings which have not changed are: Agriculture and forestry, Chemical and man-made fibres (now called Chemicals and chemical products), Mechanical engineering (Machinery and equipment nes), Electrical, electronic and instrument engineering (Electrical and optical equipment), Food, drink and tobacco (Food products, beverages and tobacco), Paper products, printing and publishing (Pulp, paper products, printing and publishing), Construction, Hotels and catering (Hotels and restaurants), Transport and communication (transport, storage and communication), Public administration, Education and health services (Education, health and social work).
 5 For enquiries, see telephone numbers on final pink page.

EARNINGS 5.3

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

Electrical and optical equipment	Transport equipment	Electricity, gas and water supply	Construction	Wholesale trade	Retail trade and repairs	Hotels and restaurants	Transport, storage and communication	Financial intermediation	Real estate renting and business activ-	Public administration services	Education health and social work	Other services	GREAT BRITAIN SIC 1992
(30-33)	(34,35)	(40,41)	(45)	(51)	(50,52)	(55)	(60-64)	(65-67)	(70-74)	(75)	(80-85)	(90-93)	1990=100
121.7	119.2	123.1	116.5	114.9	112.3	118.0	119.9	119.1	113.2	119.3	120.2	117.3	1993) Annual
127.2	126.4	127.1	120.0	119.1	115.9	119.9	124.3	128.1	115.8	123.5	122.9	122.5	1994) Averages
117.8	114.9	120.5	114.9	113.5	110.9	115.7	119.1	113.8	111.0	117.2	118.7	118.6	1993) Jan
119.1	117.3	121.1	114.6	114.3	110.4	117.4	116.7	113.8	111.2	118.4	118.5	118.1	Feb
122.7	120.4	121.9	119.0	117.4	113.8	117.7	118.7	127.6	116.6	117.8	118.7	118.7	Mar
120.1	117.7	122.9	116.5	115.9	111.6	116.8	117.5	117.5	114.6	117.6	118.5	118.5	Apr
123.4	118.4	121.7	115.9	113.3	111.2	118.1	119.2	118.3	112.7	119.5	119.3	118.1	May
122.2	120.7	121.5	119.0	112.8	113.8	118.1	120.6	116.5	111.2	120.1	119.7	114.3	Jun
122.8	122.1	125.2	116.5	119.6	113.2	117.3	120.9	118.5	112.8	119.5	122.3	114.4	Jul
120.9	118.8	122.7	115.2	113.6	111.3	117.2	118.2	116.5	112.3	120.3	124.4	114.1	Aug
120.5	118.6	122.5	114.9	111.5	112.3	119.6	118.7	117.3	110.8	119.5	121.8	114.9	Sept
122.5	119.9	124.1	115.3	113.4	111.8	116.4	119.3	117.5	112.6	120.2	120.2	115.8	Oct
123.7	120.5	127.3	117.3	115.2	111.6	116.8	122.1	124.0	113.7	121.1	120.4	119.5	Nov
124.1	121.2	125.2	118.8	117.8	115.5	124.4	127.2	123.1	118.5	120.4	119.9	123.9	Dec
124.2	121.6	124.4	116.9	115.4	115.1	116.1	123.5	123.5	113.9	120.6	120.1	121.5	1994) Jan
124.6	122.5	124.9	117.9	118.5	115.1	117.4	120.7	143.8	114.2	123.1	119.7	119.7	Feb
130.1	126.7	125.0	120.6	124.2	117.7	119.6	124.3	144.8	115.5	123.3	120.2	121.6	Mar
124.9	124.6	125.6	118.2	119.9	116.5	118.8	123.1	123.9	115.6	121.5	120.8	119.3	Apr
127.1	125.2	124.4	119.0	119.0	115.8	120.9	122.7	126.6	115.5	123.2	121.8	121.4	May
127.9	127.3	125.3	122.2	117.7	118.1	119.5	122.0	126.2	116.1	122.9	123.6	121.7	Jun
128.0	127.6	126.3	121.5	120.3	116.7	120.0	128.1	125.3	116.9	122.9	125.4	122.0	Jul
126.7	125.4	131.9	119.2	118.2	115.9	119.2	122.8	122.0	116.2	124.3	126.2	122.0	Aug
126.1	125.4	129.7	119.9	117.5	115.5	119.2	124.1	120.8	114.7	124.5	124.9	121.6	Sept
127.4	129.1	128.9	119.3	118.1	113.7	119.0	124.9	123.0	115.2	123.5	123.3	124.2	Oct
128.8	129.5	128.5	122.1	118.3	113.8	122.2	125.2	127.3	115.4	125.9	121.7	126.8	Nov
131.0	131.9	130.5	122.8	122.2	117.1	127.0	130.6	129.7	120.7	126.8	127.1	128.3	Dec
129.6	129.7	129.8	120.7	119.2	117.5	121.0	126.3	131.4	117.7	125.3	121.8	126.7	1995) Jan
133.6	131.8	130.1	120.8	121.8	115.6	123.5	124.5	137.3	118.0	126.9	121.9	125.3	Feb
135.7	136.7	130.6	123.7	129.3	121.2	119.7	129.5	163.4	120.4	127.5	121.5	126.0	Mar
131.3	135.4	132.6	122.0	123.7	116.6	123.7	127.8	129.9	119.6	124.3	123.3	126.0	Apr
133.3	131.8	132.1	122.9	122.0	118.2	122.8	126.2	129.9	119.0	124.7	122.9	155.4	May
132.4	133.3	133.3	126.4	124.3	119.3	119.9	126.3	130.3	118.5	125.5	124.1	123.2	Jun
133.5	133.7	138.4	125.3	123.8	118.3	121.6	130.7	131.0	118.1	125.7	125.8	127.1	Jul P

+ Excluding sea transport.
 # Excluding private domestic and personal services.

5.8 UNIT WAGE COSTS * All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Energy and water supply	Production industries	Construction	Whole economy		
SIC 1992 1990=100	Per cent change from a year earlier				Per cent change from a year earlier		
1981	71.8	8.1	76.9	65.7	61.1	54.4	9.5
1982	75.1	4.6	80.1	67.7	60.0	61.5	5.2
1983	76.0	1.2	76.3	67.1	61.1	63.6	3.5
1984	78.3	3.0	94.5	66.2	63.9	67.4	6.0
1985	82.3	5.1	80.9	72.5	67.3	71.0	5.3
1986	85.5	4.0	76.2	75.0	70.2	74.2	4.4
1987	87.5	2.3	84.9	79.4	71.7	77.7	4.8
1988	89.8	2.6	95.2	84.6	77.6	83.1	6.9
1989	93.7	4.4	96.2	93.7	90.7	91.0	9.6
1990	100.0	6.7	100.0	100.0	100.0	100.0	9.9
1991	105.7	5.7	111.3	101.3	107.7	107.4	7.4
1992	106.5	0.8	113.0	105.2	104.1	111.7	4.0
1993	106.3	-0.3	105.6	103.8	99.2	111.7	-0.2
1994	106.3	0	97.8	100.6	98.9	111.5	-0.2
1990 Q2	98.8	5.7	..	..	..	98.9	10.1
1990 Q3	100.9	6.6	..	..	..	101.5	10.2
1990 Q4	102.8	7.3	..	..	..	103.2	9.2
1991 Q1	104.2	6.8	..	..	..	104.9	8.8
1991 Q2	106.5	7.8	..	..	..	106.9	8.1
1991 Q3	106.0	5.1	..	..	..	108.4	6.8
1991 Q4	106.2	3.2	..	..	..	109.2	5.8
1992 Q1	108.0	3.7	..	..	..	111.1	5.8
1992 Q2	106.0	-5	..	..	..	112.2	5.0
1992 Q3	106.4	-4	..	..	..	111.6	3.0
1992 Q4	105.8	-3	..	..	..	111.7	2.3
1993 Q1	105.9	-1.9	..	..	..	111.7	0.6
1993 Q2	105.3	-0.6	..	..	..	111.7	-0.5
1993 Q3	106.7	1.3	..	..	..	111.5	-0.1
1993 Q4	107.1	1.2	..	..	..	112.0	0.2
1994 Q1	107.6	1.6	..	..	..	112.3	0.5
1994 Q2	105.2	-1.1	..	..	..	110.9	-0.7
1994 Q3	105.5	-1.1	..	..	..	111.0	-0.4
1994 Q4	106.9	-2	..	..	..	111.7	-0.2
1995 Q1	109.8	2.0	..	..	..	112.8	0.5
1995 Q2	108.3	3.0	..	..	..	..	..
1993 Jul	106.5	1.1	..	..	..	..	..
1993 Aug	107.3	-4	..	..	..	..	..
1993 Sep	106.4	-2	..	..	..	..	..
1993 Oct	108.4	2.2	..	..	..	..	..
1993 Nov	107.5	0.8	..	..	..	..	..
1993 Dec	105.5	0.6	..	..	..	..	..
1994 Jan	106.4	0.7	..	..	..	..	..
1994 Feb	106.5	2.3	..	..	..	..	..
1994 Mar	110.1	1.8	..	..	..	..	..
1994 Apr	104.9	0.8	..	..	..	..	..
1994 May	105.2	-4	..	..	..	..	..
1994 Jun	105.4	-1.5	..	..	..	..	..
1994 Jul	105.1	-1.3	..	..	..	..	..
1994 Aug	105.7	-1.5	..	..	..	..	..
1994 Sep	105.8	-6	..	..	..	..	..
1994 Oct	106.5	-1.8	..	..	..	..	..
1994 Nov	106.3	-1.1	..	..	..	..	..
1994 Dec	107.8	2.2	..	..	..	..	..
1995 Jan	108.6	2.1	..	..	..	..	..
1995 Feb	109.4	2.7	..	..	..	..	..
1995 Mar	111.5	1.3	..	..	..	..	..
1995 Apr	108.9	2.9	..	..	..	..	..
1995 May	108.6	3.2	..	..	..	..	..
1995 Jun	108.3	2.8	..	..	..	..	..
1995 Jul	109.5	4.1	..	..	..	..	..
Three months ending: 1993 Jul	106.1	-2	..	..	..	..	..
1993 Aug	106.9	-9	..	..	..	..	..
1993 Sep	106.7	-3	..	..	..	..	..
1993 Oct	107.4	-7	..	..	..	..	..
1993 Nov	107.4	1.1	..	..	..	..	..
1993 Dec	107.1	1.2	..	..	..	..	..
1994 Jan	106.4	0.7	..	..	..	..	..
1994 Feb	106.1	1.2	..	..	..	..	..
1994 Mar	107.6	1.6	..	..	..	..	..
1994 Apr	107.2	1.6	..	..	..	..	..
1994 May	106.7	1.0	..	..	..	..	..
1994 Jun	105.2	-1.1	..	..	..	..	..
1994 Jul	105.2	-8	..	..	..	..	..
1994 Aug	105.4	-1.4	..	..	..	..	..
1994 Sep	105.5	-1.1	..	..	..	..	..
1994 Oct	106.0	-1.3	..	..	..	..	..
1994 Nov	106.2	-1.2	..	..	..	..	..
1994 Dec	106.9	-2	..	..	..	..	..
1995 Jan	107.6	1.1	..	..	..	..	..
1995 Feb	108.6	2.3	..	..	..	..	..
1995 Mar	109.8	2.0	..	..	..	..	..
1995 Apr	109.6	2.3	..	..	..	..	..
1995 May	109.4	2.5	..	..	..	..	..
1995 Jun	108.3	3.0	..	..	..	..	..
1995 Jul	108.8	3.4	..	..	..	..	..

Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output. Wages and salaries per unit of output. The indices have been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, September 1993.

EARNINGS 5.9 Selected countries: wages per head: manufacturing (manual workers)

	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1986	71.8	88	84.4	78.3	87.0	84.6	54	82	77.8	84.6	94.0	74.8	72.3	89.0
1987	77.5	90	86.9	85.6	89.4	87.8	59	86	82.9	85.8	95.0	80.5	77.0	91.0
1988	84.1	91	90.2	91.2	92.2	91.9	70	90	87.9	89.8	95.0	85.7	83.1	94.0
1989	91.4	96	95.1	95.4	95.7	95.1	84	95	93.2	94.9	97.0	92.0	91.4	96.0
1990	100.0	100	100.0	100.0	100.0	100.0	100	100	100.0	100.0	100.0	100.0	100.0	100.0
1991	108.2	105	104.8	104.5	104.6	106.6	117	105	109.8	103.5	104.0	108.2	105.5	103.0
1992	115.3	110	108.4	107.9	108.7	114.2	133	110	115.7	104.6	108.0	116.5	110.3	106.0
1993	120.5	112	110.6	110.6	111.6	120.4	147	117	120.0	104.7	112.0	124.4	113.9	108.0
1994	126.2	115	112.4	113.2	114.0	123.9	166	..	124.0	106.8	114.0	130.0	118.6	111.0
Quarterly averages														
1993 Q2	119.2	112.0	110.5	110.5	110.8	121.2	144.0	114.0	119.8	108.0	112.0	123.4	114.1	108.0
1993 Q3	121.0	113.0	110.1	111.1	111.8	121.7	148.0	115.0	120.6	105.0	112.0	125.4	113.8	109.0
1993 Q4	122.2	115.0	110.8	112.1	112.5	122.0	155.0	117.0	121.0	105.1	113.0	126.9	115.1	110.0
1994 Q1	125.4	112.0	112.9	112.1	112.9	122.6	159.0	116.0	123.3	106.6	114.0	128.1	116.4	111.0
1994 Q2	124.5	115.0	112.4	114.5	113.6	123.1	162.0	117.0	123.9	109.7	114.0	129.4	118.7	111.0
1994 Q3	126.4	115.0	111.4	113.0	114.3	124.9	168.0	..	124.3	104.1	114.0	130.3	118.7	111.0
1994 Q4	128.7	117.0	113.0	113.3	115.0	124.9	174.0	..	124.6	108.3	114.0	131.8	120.5	112.0
1995 Q1	131.7	..	113.4	..	115.3	..	..	..	126.4	110.8	115.0	133.4	121.2	113.0
1995 Q2	130.3	..	..	..	..	..	..	..	126.7	..	115.0	..	..	114.0
Monthly														
1993 Apr	118.0	..	111.5	109.6	110.8	121.2	..	..	118.3	105.2	112.0	..	113.1	108.0
1993 May	120.0	..	109.8	110.5	..	..	..	..	118.3	105.6	112.0	..	114.7	108.0
1993 Jun	119.6	112.0	109.8	111.6	..	..	..	114.0	120.3	113.1	112.0	..	112.7	108.0
1993 Jul	120.5	..	109.8	113.2	111.8	121.7	..	..	120.5	102.1	112.0	..	115.1	108.0
1993 Aug	121.1	..	109.8	109.6	..	..	..	..	120.5	103.7	112.0	..	112.4	108.0
1993 Sep	121.4	113.0	110.7	110.8	..	..	..	115.0	120.8	105.7	112.0	..	113.6	109.0
1993 Oct	122.2	..	110.7	111.0	112.5	122.0	..	..	121.0	105.2	113.0	..	113.8	109.0
1993 Nov	122.3	..	110.6	111.0	..	..	..	..	121.0	106.4	113.0	..	113.8	110.0
1993 Dec	122.2	115.0	111.2	114.3	..	..	..	117.0	121.0	103.0	113.0	..	115.3	111.0
1994 Jan	123.7	..	112.1	112.1	112.9	122.6	..	..	123.0	106.3	114.0	..	115.7	110.0
1994 Feb	124.3	..	113.0	112.1	..	..	..	..	123.4	106.9	114.0	..	115.1	111.0
1994 Mar	128.1	112.0	113.5	112.9	..	..	..	116.0	123.6	107.2	114.0	..	116.2	111.0
1994 Apr	123.5	..	112.6	113.7	113.6	123.1	..	..	123.8	107.3	114.0	..	118.1	111.0
1994 May	125.2	..	112.1	114.5	..	..	..	..	123.8	106.8	114.0	..	119.7	111.0
1994 Jun	124.8	115.0	112.5	..	..	..	..	117.0	124.0	115.1	114.0	..	117.7	111.0
1994 Jul	125.5	..	111.8	..	114.3	124.9	..	..	124.2	98.6	114.0	..	120.1	111.0
1994 Aug	126.8	..	110.6	113.0	..	..	..	..	124.3	104.9	114.0	..	117.3	111.0
1994 Sep	127.0	115.0	111.8	..	..	..	..	..	124.3	108.9	114.0	..	118.7	112.0
1994 Oct	128.2	..	112.1	..	115.0	124.9	..	..	124.5	109.3	114.0	..	120.0	112.0
1994 Nov	128.4	..	113.0	113.3	..	..	..	..	124.6	109.8	114.0	..	119.9	112.0
1994 Dec	129.5	117.0	113.8	..	..	..	..	..	124.6	105.7	114.0	..	121.5	113.0
1995 Jan	129.5	..	113.5	..	115.3	..	..	..	126.4	111.0	114.0	..	121.1	113.0
1995 Feb	131.4	..	113.6	..	..	..	..	..	126.4	110.6	114.0	..	121.2	113.0
1995 Mar	134.2	..	113.2	..	..	..	..	..	126.5	110.9	115.0	..	121.4	113.0
1995 Apr	130.0													

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM		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
January 13, 1987 = 100									All		Seasonal + Non-seasonal + food		
Year	Weights								Index	Index			
1987	Weights	1,000	833	974	843	956	57	139	167	26	141	46	76
1988		1,000	837	975	840	958	54	141	163	25	138	50	78
1989		1,000	846	977	825	940	46	135	154	23	131	49	83
1990		1,000	842	976	815	925	—	132	158	24	134	47	77
1991		1,000	849	976	808	924	—	128	151	24	127	47	77
1992		1,000	848	978	828	936	—	127	152	22	130	47	80
1993		1,000	856	979	836	952	—	127	144	21	123	45	78
1994		1,000	858	980	842	956	—	127	142	20	122	45	76
1995		1,000	861	978	813	958	—	123	139	22	117	45	77
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
1992		138.5	140.5	139.1	134.3	136.4	—	115.5	144.3	114.7	130.6	147.9	148.1
1993		140.7	142.6	141.4	138.4	140.5	—	115.9	130.6	111.4	134.0	155.6	154.7
1994		144.1	146.5	144.8	141.6	143.8	—	115.5	131.9	117.7	134.3	162.1	158.5
1987	Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988	Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989	Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
1993	Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7	151.0
1993	Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7	156.0
1993	Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3	156.5
1993	Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9	156.9
1993	Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3	156.1
1993	Dec 14	141.9	144.3	142.8	139.7	141.8	—	117.6	129.4	109.7	133.0	158.8	155.6
1994	Jan 18	141.3	143.5	142.1	139.3	141.3	—	113.0	130.0	110.3	133.5	159.1	156.9
1994	Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5	157.3
1994	Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0	157.2
1994	Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8	157.6
1994	May 17	144.7	146.9	145.2	142.1	144.5	—	116.2	133.2	123.2	134.8	161.3	157.8
1994	Jun 14	144.7	147.0	145.3	142.1	144.4	—	115.9	133.1	122.6	134.8	161.7	158.5
1994	Jul 19	144.0	146.2	144.6	141.2	143.7	—	112.3	132.3	119.5	134.4	162.2	159.1
1994	Aug 16	144.7	147.0	145.3	142.0	144.4	—	114.4	132.7	120.8	134.7	162.8	159.3
1994	Sep 13	145.0	147.6	145.7	142.3	144.7	—	116.3	131.6	116.4	134.2	163.4	159.7
1994	Oct 18	145.2	147.8	145.9	142.1	144.5	—	116.1	131.4	117.3	133.8	164.2	159.8
1994	Nov 15	145.3	147.9	146.0	142.2	144.6	—	116.9	131.8	117.6	134.3	164.6	159.4
1994	Dec 13	146.0	148.5	146.6	142.9	145.3	—	117.4	132.7	122.0	134.5	165.1	158.9
1995	Jan 17	146.0	148.3	146.5	142.9	145.2	—	113.2	134.1	126.3	135.3	165.7	161.3
1995	Feb 14	146.9	149.2	147.3	143.7	146.0	—	114.8	135.0	128.5	135.9	166.4	162.4
1995	Mar 14	147.5	149.8	148.0	144.5	146.6	—	116.2	135.9	130.0	136.7	167.1	163.1
1995	Apr 11	149.0	151.5	149.4	145.0	147.7	—	116.5	135.8	130.3	136.4	167.8	163.2
1995	May 16	149.6	151.8	150.0	145.8	148.4	—	117.2	138.1	135.6	138.2	168.5	164.1
1995	Jun 13	149.8	152.2	150.4	145.8	148.5	—	116.9	137.0	125.2	139.0	168.8	164.8
1995	Jul 18	149.1	151.6	149.9	145.0	147.7	—	113.4	135.9	116.9	139.3	169.2	165.6
1995	Aug 15	149.9	152.1	150.3	145.9	148.6	—	114.9	138.7	132.2	139.6	169.8	165.6

+ For the February, March and April 1988 indices the weights used for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about the relative shares of household expenditure.
 ** The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

RETAIL PRICES 6.4

General index of retail prices

UNITED KINGDOM		Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel	Leisure goods	Leisure services	Weights											
January 13, 1987 = 100														Index										
Year	Weights													Index	Index	Index	Index	Index	Index	Index	Index	Index	Index	Index
1987	Weights	38	157	61	73	44	74	38	127	22	47	30	1987											
1988		36	160	55	74	41	72	37	132	23	50	29	1988											
1989		36	175	54	71	41	73	37	128	23	47	29	1989											
1990		34	185	50	71	40	69	39	131	21	48	30	1990											
1991		32	192	46	70	45	63	38	141	20	48	30	1991											
1992		36	172	47	77	48	59	40	143	20	47	32	1992											
1993		35	164	46	79	47	58	39	136	21	46	62	1993											
1994		35	158	45	76	47	58	37	142	20	48	71	1994											
1995		34	187	45	77	47	54	39	125	19	46	66	1995											
1987	Annual averages	100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987											
1988		103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988											
1989		106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989											
1990		113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	122.4	112.4	124.5	1990											
1991		129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991											
1992		144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992											
1993		156.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993											
1994		168.2	156.0	131.7	128.4	142.0	120.4	153.3	149.7	155.4	121.8	162.5	1994											
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	1987											
1988	Jan 12	101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988											
1989	Jan 17	105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989											
1990	Jan 16	108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990											
1991	Jan 15	118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991											
1992	Jan 14	137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992											
1993	Jan 12	150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6	1993											
1993	Aug 17	158.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2	1993											
1993	Sep 14	159.5	151.3	125.7	128.8	142.8	122.2	149.0	147.8	152.6	122.4	158.8	1993											
1993	Oct 19	159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9	1993											
1993	Nov 16	159.8	151.7	125.8	129.0	143.4	122.8	150.6	145.2	152.4	123.1	159.4	1993											
1993	Dec 14	163.0	151.9	125.6	129.7	142.9	122.5	149.9	146.7	152.3	123.1	159.6	1993											
1994	Jan 18	166.5	150.2	125.4	126.1	142.4	116.2	149.5	147.5	154.0	122.3	160.1	1994											
1994	Feb 15	167.1	150.4	124.9	127.1	142.8	119.3	152.9	148.4	154.3	122.6	160.3	1994											
1994	Mar 15	167.1	150.6	124.5	128.5	141.9	121.0	150.9	149.2	154.7	122.8	160.5	1994											
1994	Apr 19	167.7	156.2	134.3	128.0	142.2	121.3	151.5	149.8	154.7	122.6	161.8	1994											
1994	May 17	168.4	156.4	133.8	128.5	142.3	121.4	154.6	150.4	155.2	122.7	162.2	1994											
1994	Jun 14	168.5	156.6	133.7	128.5	142.4	121.1	154.4	150.4	155.8	122.4	162.5	1994											
1994	Jul 19	168.5	156.8	133.9	126.3	142.3	116.0	152.4	150.0	155.6	120.7	162.6	1994											
1994	Aug 16	168.5	157.0	134.2	128.3	142.3	118.6	155.1	150.7	156.2	120.9	162.8	1994											
1994	Sep 13	168.5</																						

6.8 RETAIL PRICES Selected countries

1985=100	European Comm (15)	European Comm (12)	United Kingdom	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy
Annual averages											
1987	..	106.9	107.7	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9
1988	..	110.7	113.0	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5
1989	..	116.3	121.8	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8
1990	..	122.9	133.3	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8
1991	..	129.1	141.1	114.6	124.1	110.7	266.0	145.0	120.2	121.3	140.0
1992	..	134.5	146.4	117.4	126.7	115.1	308.1	153.5	123.0	125.1	147.3
1993	..	139.1	148.7	120.6	128.3	119.9	352.6	160.6	125.6	126.9	153.8
1994	..	143.4	152.4	123.5	130.9	123.5	391.1	168.1	127.8	129.8	160.0
Monthly											
1994 Jun	..	143.5	153.0	123.4	131.1	123.6	393.7	167.4	127.8	..	159.7
Jul	..	143.5	152.2	124.2	130.8	123.7	387.3	168.0	127.8	..	160.1
Aug	..	143.9	153.0	124.4	131.3	123.8	388.5	169.3	127.8	130.5	160.4
Sep	..	144.3	153.3	124.2	131.4	123.9	401.1	169.7	128.1	..	160.9
Oct	..	144.6	153.5	123.9	131.7	124.0	406.0	170.0	128.5	..	161.7
Nov	..	144.8	153.6	123.9	132.0	124.2	407.3	170.3	128.5	130.7	162.4
Dec	..	145.2	154.3	124.0	132.0	124.4	411.9	171.1	128.3	..	162.8
1995 Jan	146.3	145.7	154.3	124.5	132.1	125.0	410.2	172.9	128.7	..	163.4
Feb	147.0	146.4	155.3	124.8	132.7	125.5	408.5	173.7	129.2	131.8	164.8
Mar	147.6	..	155.9	124.7	133.1	125.6	420.2	174.8	129.5	..	165.8
Apr	148.2	..	157.5	124.9	133.5	125.9	425.2	175.7	129.6	..	166.6
May	148.6	..	158.1	124.9	134.0	126.1	428.1	175.7	129.9	133.2	167.5
Jun	148.9P	..	158.4	125.0	133.8	126.6	431.9	176.0	129.9	..	168.3P
Jul	148.7P	..	157.6	125.7	133.2	126.5	421.8	176.0	129.6	..	168.4P
Increases on a year earlier											
Annual averages											Per cent
1987	..	3.3	4.2	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8
1988	..	3.6	4.9	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0
1989	..	5.1	7.8	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3
1990	..	5.7	9.4	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5
1991	..	5.0	5.9	3.2	2.4	3.5	19.5	6.0	3.2	3.1	6.2
1992	..	4.2	3.8	2.4	2.1	4.0	15.8	5.9	2.3	3.1	5.2
1993	..	3.4	1.6	2.7	1.3	4.2	14.4	4.6	2.1	1.4	4.4
1994	..	3.1	2.5	2.4	2.0	3.0	10.9	4.7	1.8	2.3	4.0
Monthly											
1994 Jun	..	3.2	2.6	2.8	2.1	3.0	10.9	4.7	1.8	..	3.8
Jul	..	3.1	2.4	2.7	2.0	2.9	11.2	4.7	1.7	..	3.8
Aug	..	3.1	2.4	2.4	2.2	3.0	11.1	4.8	1.7	2.5	3.8
Sep	..	3.0	2.2	2.5	2.0	3.0	11.9	4.5	1.6	..	3.9
Oct	..	3.0	2.4	2.1	2.0	2.8	11.1	4.3	1.7	..	3.8
Nov	..	3.0	2.6	2.0	2.1	2.7	10.6	4.3	1.6	2.4	3.9
Dec	..	3.1	2.9	1.9	2.3	2.7	10.8	4.3	1.6	..	4.0
1995 Jan	3.0	3.0	3.3	1.9	2.3	2.3	11.1	4.4	1.7	..	3.9
Feb	3.2	3.1	3.4	1.8	2.3	2.4	10.4	4.8	1.7	2.6	4.3
Mar	3.3	..	3.5	1.7	2.5	2.3	10.3	5.2	1.8	..	4.7
Apr	3.3	..	3.3	1.7	2.4	2.3	9.9	5.2	1.6	..	5.0
May	3.2	..	3.4	1.4	2.4	2.2	9.8	5.0	1.6	2.8	5.1
Jun	3.3P	..	3.5	1.3	2.1	2.4	9.7	5.1	1.6	..	5.4P
Jul	3.1P	..	3.5	1.2	1.8	2.3	8.9	4.7	1.5	..	5.2P

Source: Central Statistical Office/Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

RETAIL PRICES 6.8 Selected countries

1985=100	Luxembourg	Netherlands	Portugal	Austria	Finland	Sweden	Norway	Switzerland	United States	Japan	Canada
Annual averages											
1987	100.2	99.8	122.2	103.1	107.1	108.6	116.5	102.2	105.7	100.7	108.7
1988	101.7	100.7	133.9	105.1	112.6	114.9	124.3	104.2	110.0	101.4	113.1
1989	105.1	101.7	151.0	107.8	120.0	122.3	130.0	107.4	115.3	103.7	118.7
1990	109.0	104.3	170.9	111.3	127.3	135.1	135.4	113.2	121.5	106.9	124.4
1991	112.4	108.4	189.6	115.1	132.8	147.8	140.0	119.8	126.6	110.4	131.4
1992	115.9	111.7	206.7	119.7	136.7	151.1	143.3	124.6	130.5	112.3	133.4
1993	120.1	114.6	220.0	124.0	139.7	158.2	146.5	128.7	134.3	113.8	135.8
1994	122.7	117.8	231.5	127.7	141.2	161.6	148.6	129.8	137.8	114.6	136.1
Monthly											
1994 Jun	122.3	117.3	231.5	127.3	141.7	161.5	148.5	129.5	137.6	114.4	135.6
Jul	122.8	117.7	231.9	128.8	141.9	161.6	148.8	129.5	138.0	113.9	136.1
Aug	123.0	118.2	232.2	129.6	142.1	161.6	148.8	130.0	138.6	114.4	136.2
Sep	123.4	119.2	232.7	128.6	142.4	163.1	149.5	130.1	139.9	114.8	136.3
Oct	123.6	119.3	233.6	128.2	142.5	163.3	149.7	130.0	139.0	115.3	136.1
Nov	123.9	119.0	234.0	128.1	142.1	163.1	149.8	129.9	139.2	115.0	136.8
Dec	124.1	118.5	234.7	128.1	142.0	162.9	149.7	129.9	139.2	114.7	137.0
1995 Jan	124.5	118.8	237.5	129.1	141.9	163.5	150.5	130.8	139.8	114.7	137.6
Feb	124.7	119.4	239.2	129.7	142.4	164.1	151.0	132.0	140.3	114.2	138.2
Mar	124.8	120.0	240.4	130.1	142.4	164.8	151.9	132.0	140.8	114.1	138.5
Apr	124.8	120.2	241.3	130.2	142.5	165.9	152.0	132.2	141.3	114.6	138.9
May	125.0	120.0	241.1	130.2	142.6	166.1	152.2	132.0	141.5	114.9	139.2
Jun	125.1	119.8	240.4	130.7	143.1	165.9	152.6	132.2	141.8	114.8	139.2
Jul	125.2	119.8	240.4	131.6	143.0	166.7	152.5	132.1	141.8	113.9	139.5
Increases on a year earlier											
Annual averages											Per cent
1987	-0.1	-0.4	9.4	1.4	3.4	4.2	8.7	1.4	3.7	0.1	4.4
1988	1.5	9	9.6	1.9	5.1	5.8	6.7	2.0	4.1	7	4.0
1989	3.3	1.0	12.8	2.6	6.6	6.4	4.6	3.1	4.8	2.3	5.0
1990	3.7	2.6	13.2	3.2	6.1	10.5	4.2	5.4	5.4	3.1	4.8
1991	3.1	3.9	10.9	3.4	4.3	9.4	3.4	5.8	4.2	3.3	5.6
1992	3.1	3.0	9.0	4.0	2.9	2.2	2.4	4.0	3.1	1.7	1.5
1993	3.6	2.6	6.4	3.6	2.2	4.7	2.2	3.3	2.9	1.3	1.8
1994	2.2	2.8	5.2	3.0	1.1	2.1	1.4	9	2.6	7	2
Monthly											
1994 Jun	2.1	3.0	5.7	2.9	1.3	2.6	1.1	5	2.5	6	0
Jul	2.2	2.8	5.1	2.8	1.6	2.9	1.4	7	2.8	-2	2
Aug	2.0	2.6	4.8	3.2	1.9	2.7	1.6	5	2.9	0	2
Sep	2.2	2.7	4.7	3.1	1.9	2.7	1.7	7	3.0	2	2
Oct	2.1	2.8	4.6	2.9	1.8	2.5	1.7	5	2.6	8	-2
Nov	2.0	2.5	4.0	2.8	1.6	2.4	1.8	5	2.7	1.0	-1
Dec	2.0	2.6	4.0	2.6	1.6	2.6	1.9	4	2.7	7	2
1995 Jan	2.3	2.5	4.4	2.6	1.8	2.9	2.6	1.0	2.8	6	6
Feb	2.2	2.4	4.6	2.4	1.8	2.9	2.6	1.5	2.9	2	1.8
Mar	2.3	2.3	4.8	2.4	1.6	3.0	2.7	1.5	2.9	-4	2.2
Apr	2.2	2.3	4.6	2.6	1.5	3.3	2.7	1.7	3.1	-2	2.5
May	2.2	2.1	4.3	2.4	1.5	3.2	2.7	2.0	3.2	0	2.9
Jun	2.3	2.2	3.8	2.6	1.0	3.0	2.7	2.1	3.0	3	2.7
Jul	1.9	1.8	3.7	2.2	8	2.9	2.4	2.0	2.8	0	2.5

Source: Central Statistical Office/Eurostat

6.9 RETAIL PRICES

Selected countries: all items excluding housing costs

1990=100	European Comm (15)	European Comm (12)	United Kingdom	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy
Annual averages											
1993	113.4	113.6	116.1	108.2	104.5	111.0	158.4	117.4	107.5	107.9	116.7
1994	116.8	117.0	118.8	110.5	106.3	113.9	175.7	122.9	109.2	111.2	121.4
Monthly											
1994 June	116.8	117.1	119.2	110.5	106.4	114.1	176.8	122.4	109.2		121.2
July	116.8	117.0	118.5	111.2	106.2	114.1	174.0	122.8	109.2		121.5
Aug	117.1	117.3	119.1	111.4	106.7	114.2	174.5	123.8	109.2	111.8	121.7
Sep	117.4	117.6	119.4	111.2	106.8	114.2	180.2	124.0	109.5		122.1
Oct	117.6	117.8	119.2	110.9	107.0	114.2	182.4	124.3	109.8		122.7
Nov	117.7	117.9	119.3	110.9	107.2	114.3	182.9	124.5	109.8	111.9	123.2
Dec	118.0	118.2	119.9	110.9	107.2	114.5	185.0	125.1	109.7		123.7
1995 Jan	118.4P	118.7P	119.9	111.4	107.2	115.1	184.3P	126.4	110.0		124.0
Feb	119.0P	119.2P	120.6	111.7	107.8	115.4	183.5P	126.6	110.4	112.7	125.0
Mar	119.5P	119.8P	121.2	111.5	108.2	115.5	188.7P	127.3	110.7		125.8
Apr	119.9P	120.2P	121.6	111.7	108.6	115.8	191.1P	128.4	110.8		126.4P
May	120.3P	120.6P	122.3	111.7	108.8	116.0	192.6P	128.4	111.0	113.5	127.2P
June	120.5P	120.7P	122.3	111.8	108.6	116.4	194.5P	128.5	110.9		127.8P
July	..	..	121.6	112.4	..	116.3	..	..	..		..
Increases on a year earlier											
Annual averages											
1993	3.7	3.6	3.0	2.6	.8	3.6	14.5	4.6	2.2	2.0	Per cent
1994	3.0	3.0	2.3	2.2	1.7	2.6	10.9	4.7	1.6	2.9	4.4
1994	3.0	3.1	2.3	2.6	1.8	2.6	10.8	4.7	1.7		3.8
July	2.9	2.9	2.0	2.6	1.9	2.5	11.2	4.7	1.6		3.8
Aug	2.9	3.0	2.1	2.3	2.1	2.6	11.1	4.8	1.6	2.6	3.8
Sep	2.9	2.9	1.8	2.3	1.8	2.6	11.9	4.5	1.5		3.9
Oct	2.8	2.8	1.8	2.0	1.7	2.5	11.1	4.3	1.6		3.8
Nov	2.7	2.7	2.1	1.8	1.9	2.2	10.5	4.3	1.5	2.4	3.9
Dec	2.9	2.9	2.3	1.7	2.2	2.3	10.7	4.3	1.5		4.2
1995 Jan	2.8P	2.9P	2.6	1.8	2.1	1.9	11.1P	4.5	1.6		3.8
Feb	2.9P	2.9P	2.5	1.7	2.3	1.8	10.4P	4.5	1.8	2.6	4.4
Mar	3.0P	3.1P	2.8	1.6	2.6	1.8	10.3P	4.8	1.7		4.7
Apr	3.0P	3.1P	2.4	1.6	2.4	1.8	10.0P	5.2	1.6		5.0P
May	3.1P	3.2P	2.6	1.3	2.4	1.8	10.0P	5.0	1.6	2.4	5.2P
June	3.1P	3.1P	2.6	1.1	2.0	2.1	10.0P	5.0	1.6		5.4P
July	..	..	2.7	1.1	..	1.9	..	..	..		..

Source: Central Statistical Office/National Statistical Offices/OECD

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

RETAIL PRICES 6.9

Selected countries: all items excluding housing costs

1990=100	Luxembourg	Netherlands	Portugal	Austria	Finland	Sweden	Norway	United States	Japan	Canada
Annual averages										
1993	109.1	107.5	128.7	110.6	112.2	110.4	107.5	110.3	105.9	109.5
1994	111.2	109.8	135.9	113.4	113.9	113.0	109.1	112.9	106.3	109.6
Monthly										
1994 June	110.9	110.0	136.0	112.9	114.2	113.0	109.0	112.8	106.2	109.2
July	111.3	109.0	136.2	114.4	114.3	112.9	109.3	113.0	105.6	109.7
Aug	111.5	110.0	136.4	115.3	114.5	112.8	109.3	113.5	106.2	109.8
Sep	111.8	111.0	136.6	114.0	114.7	114.2	109.9	113.9	106.5	109.8
Oct	112.0	111.0	137.2	113.8	114.8	114.3	109.9	114.0	107.0	109.5
Nov	112.1	110.0	137.4	113.7	114.5	114.2	110.0	114.1	106.6	110.2
Dec	112.2	110.0	137.9	113.6	114.3	113.9	109.9	114.1	106.2	110.5
1995 Jan	112.5	110.0	139.5	114.1	114.3	113.8	110.6	114.5	106.2	111.0
Feb	112.7	111.0	140.4	114.7	114.7	114.5	111.0	114.8	105.7	111.6
Mar	112.8	112.0	141.1	115.0	114.8	115.1	111.7	115.2	105.6	111.9
Apr	112.7	112.0	141.6	115.0	114.9	115.8	111.7	115.7	106.0	112.5
May	112.9	112.0	141.5	115.0	114.9	116.0	111.9	115.9	106.3	112.7
June	113.0	111.0	141.2	115.5	115.2	115.8	112.2	116.1	106.2	112.7
July	113.1	110.0	..	..	..	..	..	..	..	..
Increases on a year earlier										
Annual averages										
1993	3.1	1.4	6.4	3.4	3.4	4.2	2.1	3.0	1.0	2.0
1994	1.9	2.1	5.2	2.6	1.5	2.4	1.4	2.4	.4	.2
1994	1.9	2.8	5.7	2.4	1.6	2.8	1.1	2.4	.3	-.1
July	1.9	1.9	5.1	2.5	2.0	3.0	1.5	2.7	-.6	.1
Aug	1.7	1.9	4.8	2.9	2.1	2.6	1.8	2.8	-.4	.2
Sep	2.0	2.8	4.7	2.6	1.9	2.6	1.8	2.8	-.1	.0
Oct	1.9	2.8	4.0	2.6	1.7	2.2	1.7	2.5	.5	-.3
Nov	1.7	1.9	4.0	2.5	1.6	2.3	1.9	2.4	.8	-.2
Dec	1.6	1.9	4.4	2.2	1.4	2.2	1.9	2.5	.4	.2
1995 Jan	1.9	1.9	4.5	2.1	1.6	2.6	2.9	2.7	.3	.7
Feb	1.9	1.8	4.5	1.9	1.5	2.6	2.8	2.8	-.2	2.4
Mar	2.0	1.8	4.8	1.9	1.4	2.6	2.8	2.8	-.8	2.6
Apr	1.9	1.8	4.6	2.0	1.2	2.7	2.7	3.0	-.7	3.0
May	1.8	1.8	4.3	1.9	1.2	2.7	2.8	3.1	-.4	3.6
June	1.9	.9	3.8	2.3	.9	2.5	3.0	2.9	.0	3.2
July	1.6	.9	..	..	..	..	..	..	..	..

Source: Central Statistical Office/National Statistical Offices/OECD

7.1 LABOUR FORCE SURVEY

Economic activity +, seasonally adjusted §§ XX

THOUSAND

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
ALL									
Spr 1979	22,600	1,769	-	-	24,369	1,466 X	25,836 X	15,310 X	41,146
Spr 1981	21,574	2,191	-	-	23,765	2,521 X	26,286 X	15,654 X	41,940
Spr 1983	20,446	2,292	366	-	23,103	2,891 X	25,994 X	16,399 X	42,394
Spr 1984	20,613	2,608	325	-	23,547	2,954 X	26,501 X	16,174 X	42,675
Spr 1985	20,772	2,704	325	-	23,547	3,132	26,678	15,997	42,675
Spr 1986	20,836	2,716	408	-	23,884	3,005	26,889	16,063	42,952
Spr 1987	20,879	2,986	410	-	24,275	3,004	26,966	16,180	43,146
Spr 1988	21,529	3,131	535	-	25,195	2,913	27,281	16,148	43,429
Spr 1989	22,157	3,414	493	-	26,064	2,409	27,604	15,998	43,600
Spr 1990	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,846
Spr 1991	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,903
Spr 1992	21,582	3,136	355	176	25,248	2,745	27,994	16,165	44,159
Sum 1992	21,470	3,145	353	175	25,143	2,790	27,933	16,243	44,176
Aut 1992	21,434	3,095	343	176	25,047	2,861	27,908	16,292	44,190
Win 1992/3	21,396	3,083	327	152	24,958	2,936	27,895	16,308	44,203
Spr 1993	21,375	3,098	332	145	24,949	2,910	27,859	16,358	44,217
Sum 1993	21,362	3,109	329	151	24,952	2,887	27,839	16,392	44,230
Aut 1993	21,394	3,150	323	140	25,008	2,855	27,863	16,383	44,246
Win 1993/4	21,436	3,191	325	135	25,087	2,759	27,846	16,416	44,262
Spr 1994	21,477	3,206	313	140	25,096	2,717	27,813	16,424	44,277
Sum 1994	21,554	3,219	297	138	25,199	2,679	27,877	16,406	44,293
Aut 1994	21,585	3,276	289	142	25,292	2,530	27,823	16,500	44,322
Win 1994/5	21,687	3,285	280	128	25,381	2,404	27,785	16,567	44,352
Spr 1995	21,746	3,264	262	133	25,406	2,432	27,838	16,543	44,381
Changes									
Win 94/5 - Spr 95	59	-21	-17	*	25	28	53	-24	29
Per cent	.3	-6	-6.1	*	.1	1.2	.2	-1.1	.7
MEN									
Spr 1979	13,381	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spr 1981	12,427	1,753	-	-	14,180	1,583 X	15,763 X	4,324 X	20,087
Spr 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spr 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spr 1985	11,634	2,036	262	-	13,933	1,862	15,658	4,831	20,489
Spr 1986	11,546	2,053	280	-	13,884	1,810	15,743	4,894	20,748
Spr 1987	11,451	2,241	326	-	14,019	1,737	15,756	5,130	20,886
Spr 1988	11,771	2,364	340	-	14,475	1,416	15,890	5,089	20,980
Spr 1989	11,908	2,613	314	-	14,835	1,164	15,999	5,066	21,065
Spr 1990	11,987	2,634	297	-	14,918	1,106	16,024	5,109	21,133
Spr 1991	11,695	2,519	251	-	14,465	1,450	15,915	5,254	21,168
Spr 1992	11,378	2,368	234	54	14,033	1,829	15,862	5,507	21,369
Sum 1992	11,303	2,366	230	54	13,953	1,859	15,812	5,570	21,382
Aut 1992	11,242	2,326	221	55	13,845	1,921	15,766	5,629	21,395
Win 1992/3	11,184	2,332	208	46	13,770	1,972	15,742	5,665	21,407
Spr 1993	11,170	2,314	218	41	13,743	1,949	15,691	5,729	21,420
Sum 1993	11,150	2,328	218	47	13,742	1,912	15,655	5,778	21,432
Aut 1993	11,172	2,355	215	42	13,785	1,884	15,669	5,779	21,448
Win 1993/4	11,195	2,384	220	37	13,836	1,819	15,655	5,809	21,464
Spr 1994	11,227	2,405	206	47	13,884	1,790	15,674	5,795	21,495
Sum 1994	11,253	2,423	193	49	13,917	1,783	15,700	5,808	21,499
Aut 1994	11,306	2,470	192	44	14,011	1,667	15,679	5,837	21,516
Win 1994/5	11,328	2,478	189	41	14,036	1,584	15,620	5,917	21,537
Spr 1995	11,400	2,471	171	40	14,082	1,574	15,656	5,902	21,559
Changes									
Win 94/5 - Spr 95	72	*	-18	*	46	-10	36	-15	21
Per cent	.6	*	-9.4	*	.3	-6	.2	-3	.7
WOMEN									
Spr 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spr 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spr 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spr 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spr 1985	9,138	667	146	-	9,951	1,146	11,146	11,166	22,186
Spr 1986	9,290	663	130	-	10,082	1,195	11,279	11,169	22,315
Spr 1987	9,428	744	177	-	10,349	1,197	11,525	11,119	22,398
Spr 1988	9,758	767	195	-	10,720	993	11,713	10,907	22,620
Spr 1989	10,249	801	179	-	11,229	846	12,075	10,605	22,680
Spr 1990	10,367	827	161	-	11,354	794	12,149	10,565	22,713
Spr 1991	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Spr 1992	10,204	768	121	122	11,215	916	12,131	10,659	22,790
Sum 1992	10,167	780	122	121	11,190	931	12,121	10,672	22,794
Aut 1992	10,191	769	121	121	11,203	939	12,142	10,653	22,795
Win 1992/3	10,213	752	118	105	11,188	965	12,153	10,643	22,796
Spr 1993	10,205	783	114	104	11,206	962	12,168	10,629	22,797
Sum 1993	10,212	781	111	104	11,209	975	12,184	10,614	22,798
Aut 1993	10,222	795	107	98	11,229	971	12,194	10,604	22,798
Win 1993/4	10,241	807	105	98	11,251	941	12,191	10,607	22,798
Spr 1994	10,250	801	108	93	11,251	928	12,179	10,619	22,798
Sum 1994	10,302	796	104	89	11,291	896	12,187	10,611	22,798
Aut 1994	10,280	806	97	98	11,281	863	12,144	10,663	22,806
Win 1994/5	10,359	807	91	88	11,344	820	12,164	10,650	22,814
Spr 1995	10,346	793	91	83	11,324	858	12,182	10,641	22,822
Changes									
Win 94/5 - Spr 95	-13	-14	*	*	-21	39	17	*	*
Per cent	-.1	-1.7	*	*	-.2	4.7	.1	*	*

* Less than 10,000 in cell; estimate not shown.
 + Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see 'The quarterly Labour Force Survey: a new dimension to labour market statistics', *Employment Gazette*, October 1992, pp 483-490.
 # People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.
 § Those on employment and training programmes have been classified as in employment since spring 1993. Some of those on government training and enterprise programmes may consider themselves to be employees or self-employed and so appear in other categories. Full information on those on government training and enterprise programmes is in table 8.1.
 X The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.
 ** Unpaid family workers have been classified as in employment since spring 1992.
 ++ Includes those who did not state whether they were employees or self-employed.
 §§ Revised March 1995.
 XX All estimates from spring 1992 onwards have been reweighted to take account of OPCS revised population estimates, following the 1991 Census of Population; reweighted estimates prior to 1992 are not currently available and hence there is a discontinuity between spring 1991 and spring 1992. A reweighted series back to 1984 will be published later this year. An indication of the effect of reweighting can be obtained by comparing the current table with that published in April, although it is likely that the reweighting exercise will affect data for earlier years less than that for 1992.

7.2 LABOUR FORCE SURVEY

Economic activity +, not seasonally adjusted §§

THOUSAND

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
ALL									
Spr 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spr 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X	41,940
Spr 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X	42,394
Spr 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spr 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194	42,675
Spr 1986	20,629	2,714	396	-	23,739	2,968	26,708	16,244	42,952
Spr 1987	20,706	2,727	396	-	23,828	2,968	26,797	16,347	43,146
Spr 1988	20,762	2,997	488	-	24,247	2,879	27,126	16,303	43,429
Spr 1989	21,422	3,143	520	-	25,085	2,461	27,546	16,138	43,600
Spr 1990	22,055	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spr 1991	22,254	3,472	448	-	26,175	1,869	28,044	15,802	43,846
Spr 1992	21,876	3,318	408	-	25,602	2,302	27,903	16,000	43,903
Spr 1992	21,520	3,147	364	176	25,206	2,684	27,890	16,269	44,159
Sum 1992	21,615	3,151	355	175	25,276	2,846	28,122	16,054	44,176
Aut 1992	21,480	3,124	350	176	25,114	2,847	27,962	16,229	44,190
Win 1992/3	21,259	3,058	331	152	24,799	2,967	27,767	16,437	44,203
Spr 1993	21,313	3,108	341	145	24,907	2,849	27,756	16,461	44,217
Sum 1993	21,507	3,115	312	151	25,085	2,942	28,027	16,203	44,230
Aut 1993	21,441	3,164	330	140	25,075	2,842	27,916	16,330	44,246
Win 1993/4	21,298	3,165	329	135	24,928	2,790	27,718	16,544	44,262
Spr 1994	21,415	3,216	322	140	25,093	2,656	27,750	16,528	44,277
Sum 1994	21,699	3,224	280	138	25,339	2,734	28,075	16,218	44,293
Aut 1994	21,632	3,289	296	142	25,359	2,517	27,876	16,446	44,322
Win 1994/5	21,550	3,259	283	128	25,221	2,435	27,656	16,695	44,352
Spr 1995	21,675	3,269	273	133	25,350	2,376	27,726	16,655	44,381
Changes									
Win 1994/5 - Spr 1995	125	10	-10	*	129	-59	70	-41	29
Per cent	.6	.3	-3.7	*	.5	-2.4	.3	-1.2	.7
MEN									
Spr 1979	13,302	1,442	-	-	14,743	763 X</			

7.3 LABOUR FORCE SURVEY

Economic activity* by age §

THOUSAND

GREAT BRITAIN	SEASONALLY ADJUSTED			NOT SEASONALLY ADJUSTED							
	All aged 16 and over			Age groups							
	All	Men	Women	All	16-17	16-19	20-24	25-34	35-49	50-64 (Men) 50-59 (Women)	65 & over (M) 60 & over (W)
In employment*											
Spr 1984	23,547	13,797	9,750	23,387	812	1,917	2,937	5,155	7,879	4,777	722
Spr 1985	23,884	13,933	9,951	23,739	843	1,976	3,075	5,280	8,053	4,684	621
Spr 1986	23,962	13,880	10,082	23,828	834	1,927	3,086	5,412	8,166	4,598	640
Spr 1987	24,368	14,019	10,349	24,247	837	1,985	3,186	5,224	8,262	4,545	644
Spr 1988	25,195	14,775	11,720	25,085	814	2,072	3,227	5,973	4,575	4,775	668
Spr 1989	26,064	14,835	11,229	25,962	886	2,081	3,350	6,311	8,785	4,669	765
Spr 1990	26,272	14,918	11,354	26,175	795	1,917	3,264	6,563	8,950	4,717	764
Spr 1991	25,692	14,465	11,227	25,601	716	1,707	3,022	6,537	8,958	4,617	761
Sum 1992	25,248	14,033	11,215	25,206	633	1,510	2,830	6,555	8,979	4,536	797
Sum 1993	25,143	13,953	11,190	25,276	649	1,554	2,869	6,574	8,971	4,517	790
Aut 1992	25,047	13,845	11,203	25,114	622	1,445	2,829	6,584	9,018	4,476	763
Win 1992/3	24,786	13,770	11,188	24,822	620	1,366	2,737	6,537	8,957	4,464	739
Spr 1993	24,949	13,743	11,265	24,907	538	1,303	2,714	6,842	9,014	4,478	755
Sum 1993	24,952	13,742	11,209	25,085	566	1,380	2,771	6,681	9,022	4,481	750
Aut 1993	25,008	13,785	11,223	25,075	579	1,339	2,709	6,709	9,055	4,510	754
Win 1993/4	25,087	13,836	11,251	24,928	577	1,308	2,630	6,678	9,051	4,509	751
Spr 1994	25,136	13,884	11,251	25,036	578	1,257	2,512	6,740	9,116	4,582	765
Sum 1994	25,208	13,917	11,291	25,341	574	1,374	2,657	6,801	9,118	4,641	756
Aut 1994	25,292	14,011	11,281	25,359	574	1,313	2,609	6,833	9,158	4,678	769
Win 1994/5	25,381	14,036	11,344	25,221	587	1,308	2,513	6,810	9,175	4,645	770
Spr 1995	25,406	14,082	11,324	25,350	570	1,293	2,512	6,831	9,247	4,694	773
ILO unemployed*											
Spr 1984	3,132	1,862	1,270	3,094	223	541	632	726	691	447	58
Spr 1985	3,005	1,810	1,195	2,968	214	484	592	730	702	411	49
Spr 1986	3,004	1,807	1,197	2,970	214	495	607	754	682	406	46
Spr 1987	2,913	1,773	1,176	2,879	201	434	523	782	640	437	42
Spr 1988	2,409	1,416	993	2,376	150	326	437	621	551	407	40
Spr 1989	2,010	1,164	846	1,978	107	239	352	530	455	349	52
Spr 1990	1,900	1,106	794	1,869	103	250	325	501	444	314	35
Spr 1991	2,334	1,450	884	2,302	129	298	439	620	553	352	40
Sum 1992	2,745	1,829	916	2,684	121	295	499	754	691	415	31
Sum 1993	2,790	1,859	931	2,846	196	417	529	763	679	413	28
Aut 1992	2,861	1,921	939	2,947	138	348	545	787	704	449	31
Win 1992/3	2,922	1,972	962	2,924	124	322	458	768	685	429	31
Spr 1993	2,910	1,949	962	2,849	110	307	534	775	725	475	33
Sum 1993	2,887	1,912	975	2,942	183	415	567	764	730	445	23
Aut 1993	2,855	1,884	971	2,842	145	365	524	768	723	460	30
Win 1993/4	2,759	1,819	928	2,790	121	301	484	774	722	482	27
Spr 1994	2,717	1,790	928	2,656	121	294	454	741	686	455	25
Sum 1994	2,679	1,783	896	2,734	178	396	517	714	660	423	24
Aut 1994	2,530	1,667	863	2,517	140	311	445	690	643	400	28
Win 1994/5	2,404	1,584	820	2,434	115	271	424	680	648	391	22
Spr 1995	2,432	1,574	858	2,376	121	272	413	667	630	377	17
Economically inactive											
Spr 1984	15,997	4,831	3,480	16,194	715	1,090	833	1,600	1,666	2,235	8,770
Spr 1985	16,063	4,894	3,501	16,244	660	1,018	841	1,560	1,636	2,260	8,930
Spr 1986	16,180	4,919	3,527	16,319	614	971	854	1,512	1,644	2,273	9,034
Spr 1987	16,148	5,130	3,619	16,303	625	931	832	1,510	1,666	2,241	9,122
Spr 1988	15,996	5,089	3,517	16,138	562	881	822	1,477	1,584	2,232	9,142
Spr 1989	15,671	5,066	3,487	15,800	440	717	425	1,570	1,614	2,176	9,076
Spr 1990	15,674	5,109	3,525	15,602	552	859	727	1,417	1,519	2,156	9,125
Spr 1991	15,878	5,254	3,600	16,000	524	854	798	1,470	1,557	2,165	9,156
Sum 1992	16,165	5,507	3,929	16,269	579	999	896	1,534	1,554	2,198	9,086
Sum 1993	16,243	5,570	4,033	16,259	474	915	787	1,545	1,611	2,221	9,100
Aut 1992	16,292	5,623	4,069	16,238	456	842	813	1,529	1,593	2,223	9,126
Win 1992/3	16,308	5,665	4,043	16,437	587	1,014	860	1,561	1,604	2,242	9,155
Spr 1993	16,358	5,729	4,029	16,621	632	1,059	865	1,527	1,650	2,256	9,180
Sum 1993	16,392	5,778	4,074	16,203	515	843	746	1,522	1,636	2,204	9,142
Aut 1993	16,383	5,779	4,074	16,330	538	847	812	1,503	1,638	2,288	9,142
Win 1993/4	16,416	5,809	4,060	16,440	539	800	800	1,534	1,639	2,305	9,149
Spr 1994	16,424	5,805	4,019	16,528	586	1,023	898	1,526	1,668	2,277	9,135
Sum 1994	16,406	5,795	4,011	16,218	499	811	752	1,505	1,725	2,280	9,146
Aut 1994	16,500	5,837	4,063	16,446	553	960	834	1,500	1,731	2,289	9,132
Win 1994/5	16,567	5,917	4,060	16,650	581	1,007	913	1,534	1,743	2,356	9,141
Spr 1995	16,543	5,902	4,041	16,655	609	1,025	887	1,528	1,723	2,346	9,145
Economic activity rate # per cent											
Spr 1984	62.5	76.4	49.7	62.1	59.1	69.3	81.1	78.6	83.7	70.0	8.2
Spr 1985	62.9	76.6	50.1	62.3	61.6	70.7	81.3	79.4	83.1	71.3	8.2
Spr 1986	62.5	75.6	50.4	62.1	63.2	71.4	81.2	79.9	84.2	68.8	7.1
Spr 1987	62.8	75.4	51.1	62.5	62.4	72.2	81.7	80.9	84.3	69.0	7.0
Spr 1988	63.3	75.7	51.8	63.0	65.5	73.1	81.7	85.2	85.0	71.2	7.2
Spr 1989	64.2	75.9	52.2	63.9	65.2	73.4	83.8	82.8	85.5	69.8	8.3
Spr 1990	64.3	75.8	52.5	64.0	65.9	71.6	83.2	81.9	86.1	70.0	8.1
Spr 1991	63.8	75.2	53.3	63.6	61.7	70.1	81.3	80.0	85.9	69.6	8.0
Sum 1992	63.4	74.2	53.2	63.2	56.6	64.4	78.8	82.6	86.2	69.3	8.3
Sum 1993	63.2	73.9	53.2	63.7	61.1	71.3	81.3	82.6	85.7	68.9	8.3
Aut 1992	63.2	73.7	53.2	63.7	61.1	71.3	81.3	82.6	85.7	68.9	8.3
Win 1992/3	63.1	73.5	53.3	62.8	54.5	62.5	79.2	82.5	85.8	68.8	7.7
Spr 1993	63.0	73.3	53.4	62.8	50.6	60.3	79.0	82.9	85.8	68.7	7.9
Sum 1993	62.9	73.0	53.4	63.4	59.3	60.3	81.7	83.0	85.6	68.1	7.9
Aut 1993	63.0	73.1	53.5	63.1	57.4	63.9	79.9	83.3	85.6	68.1	7.9
Win 1993/4	62.9	72.9	53.5	62.6	55.5	62.7	77.8	82.9	85.6	68.5	7.8
Spr 1994	62.9	73.0	53.4	62.7	53.3	60.6	77.3	83.1	85.5	68.9	8.0
Sum 1994	63.0	73.0	53.5	63.4	60.1	68.6	80.9	83.3	85.0	69.0	7.9
Aut 1994	62.8	72.9	53.2	62.9	56.4	62.8	78.6	83.4	85.0	68.9	8.0
Win 1994/5	62.6	72.5	53.3	62.7	54.7	61.1	76.3	83.0	84.9	68.1	8.0
Spr 1995	62.7	72.6	53.4	62.5	53.1	60.4	76.7	83.1	85.1	68.4	8.0
ILO unemployment rate # per cent											
Spr 1984	11.7	11.9	11.5	11.7	21.5	22.0	17.7	12.3	8.1	8.6	7.4
Spr 1985	11.7	11.5	10.7	11.1	20.3	19.7	16.2	12.2	8.0	8.1	6.8
Spr 1986	11.1	11.5	10.6	11.1	20.8	20.4	16.4	12.2	7.7	8.1	6.7
Spr 1987	10.7	11.0	10.2	10.6	19.4	17.9	14.1	11.9	7.6	8.8	6.2
Spr 1988	8.7										

7.5 LABOUR FORCE SURVEY Alternative measures of unemployment §

THOUSAND

GREAT BRITAIN	ILO unemployment measure				Claimant unemployment measure +				
	Seasonally adjusted				Not ILO unemployed				
	Claimants	Non claimants	Total	Difference	Total #	ILO unemployed	Economically inactive	In employment	Total
ALL									
Spr 1992	1,800	945	2,745	159	2,586	1,800	494	292	786
Sum 1992	1,827	964	2,790	128	2,662	1,827	571	265	836
Aut 1992	1,884	976	2,861	96	2,765	1,884	543	337	881
Win 1992/3	1,930	1,006	2,936	80	2,857	1,930	566	340	926
Spr 1993	1,911	999	2,910	76	2,834	1,911	570	352	923
Sum 1993	1,861	1,026	2,887	75	2,812	1,861	637	314	951
Aut 1993	1,820	1,034	2,855	105	2,750	1,820	586	343	929
Win 1993/4	1,751	1,009	2,759	91	2,669	1,751	586	332	918
Spr 1994	1,700	1,018	2,717	126	2,592	1,700	555	337	892
Sum 1994	1,656	1,022	2,679	154	2,525	1,656	549	320	869
Aut 1994	1,550	980	2,530	109	2,421	1,550	540	332	871
Win 1994/5	1,465	939	2,404	103	2,301	1,465	549	287	836
Spr 1995	1,445	988	2,432	190	2,242	1,445	496	301	797
Changes									
Win94-Spr95	-20	48	28	-59	-59	-20	-53	14	-39
Spr94-Spr95	-255	-30	-285	-350	-350	-255	-59	-37	-95
MEN									
Spr 1992	1,411	418	1,829	-151	1,980	1,411	352	217	569
Sum 1992	1,437	422	1,859	-181	2,040	1,437	405	198	603
Aut 1992	1,484	438	1,921	-200	2,121	1,484	379	259	637
Win 1992/3	1,511	461	1,972	-221	2,193	1,511	422	260	681
Spr 1993	1,483	465	1,949	-226	2,174	1,483	413	278	691
Sum 1993	1,444	468	1,912	-245	2,158	1,444	470	244	714
Aut 1993	1,405	479	1,884	-224	2,108	1,405	434	269	703
Win 1993/4	1,356	463	1,819	-231	2,050	1,356	433	260	693
Spr 1994	1,321	468	1,790	-198	1,987	1,321	393	272	666
Sum 1994	1,288	495	1,783	-145	1,928	1,288	387	253	640
Aut 1994	1,217	450	1,667	-180	1,848	1,217	373	257	630
Win 1994/5	1,137	448	1,584	-173	1,757	1,137	397	223	620
Spr 1995	1,131	444	1,574	-135	1,710	1,131	343	236	579
Changes									
Win94-Spr95	-	-	-10	-47	-47	-	-54	13	-41
Spr94-Spr95	-191	-25	-215	-278	-278	-191	-50	-36	-87
WOMEN									
Spr 1992	389	527	916	310	606	389	141	76	217
Sum 1992	390	542	931	309	622	390	165	67	233
Aut 1992	400	539	939	296	644	400	165	78	243
Win 1992/3	419	546	965	301	664	419	165	80	245
Spr 1993	428	533	962	302	659	428	157	74	231
Sum 1993	417	558	975	320	654	417	167	70	237
Aut 1993	416	555	971	329	642	416	152	74	226
Win 1993/4	395	546	941	321	619	395	153	72	225
Spr 1994	378	550	928	323	605	378	161	65	226
Sum 1994	368	528	896	289	597	368	162	67	229
Aut 1994	333	530	863	289	573	333	167	74	241
Win 1994/5	328	492	820	276	544	328	152	64	216
Spr 1995	314	544	858	326	532	314	153	65	218
Changes									
Win94-Spr95	-14	52	38	-12	-12	-14	-	-	-
Spr94-Spr95	-64	-	-70	-73	-73	-64	-	-	-

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

+ The figures are derived with reference to both the claimant count and the LFS results; the total is controlled to the actual claimant count. For a full description of the method, see the technical note to the article 'Measures of unemployment: the claimant count and the LFS compared' in the October 1993 issue of the *Employment Gazette*.

The claimant count figures shown are the averages of the published figures for the months of each LFS quarter.

§ See footnote XX on table 7.1.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES 8.1 Number of people participating in the programmes

THOUSAND

	Training For Work			Youth Training (including Youth Credits)		
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 Apr	133.5	15.6	149.0	240.5	34.1	274.6
May	131.0	15.2	146.2	238.1	33.0	271.2
Jun	128.6	14.5	143.1	237.2	33.9	271.1
Jul	122.6	13.9	136.6	245.6	33.9	279.5
Aug	119.0	13.7	132.7	246.5	33.5	280.0
Sep	119.3	13.9	133.1	244.5	33.5	278.1
Oct	130.2	14.0	144.2	255.0	33.7	288.7
Nov	133.7	14.1	147.8	257.7	33.7	291.4
Dec	134.4	14.1	148.5	259.0	33.1	292.1
1994 Jan	134.9	14.4	149.2	260.2	34.1	294.3
Feb	138.9	15.0	153.9	258.5	34.1	292.6
Mar	133.1	14.7	147.8	250.2	34.4	283.6
Apr	122.9	14.4	137.3	239.4	32.8	272.1
May	119.4	14.3	133.6	235.7	31.8	267.6
Jun	115.7	14.2	129.8	231.3	32.5	263.8
Jul	107.8	13.7	121.5	241.8	32.1	273.9
Aug	103.7	13.8	117.5	242.1	32.3	274.5
Sep	103.0	14.1	117.1	242.5	33.0	275.5
Oct	113.4	14.3	127.8	252.5	33.2	285.6
Nov	116.3	14.7	131.0	254.1	33.3	287.4
Dec	117.8	14.2	132.0	255.7	33.0	288.7
1995 Jan	115.7	14.4	130.1	252.4	34.0	286.4
Feb	117.4	14.6	131.9	250.5	34.3	284.7
Mar	103.7	14.4	118.1	239.7	33.6	273.3
Apr	85.4	13.6	99.0	232.7	32.6	265.4
May	81.9	13.3	95.2	230.9	31.7	262.7
Jun	79.6	12.9	92.6	229.4	30.5	259.9

Note: Latest figures for the Business Start-Up Scheme are available in the August 1995 issue of *Employment Gazette*.

* Because of the different ways in which the programmes are administered in England, Wales and Scotland, the Scotland figures, provided by the Scottish Office are shown separately. See *Employment Gazette*, pp 57-8, December 1993 for more detail.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES 8.2 Number of starts on the programmes

THOUSAND

	Training For Work			Youth Training (including Youth Credits)		
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 25/30 Apr	19.4	2.6	22.1	11.3	1.9	13.3
23/28 May	21.5	2.1	23.6	10.6	1.3	11.9
20 Jun/2	20.0	3.0	22.4	17.8	4.9	21.8
18/30 Jul	22.2	1.8	24.2	35.7	2.8	38.7
15/27 Aug	20.9	2.6	23.4	23.7	4.3	27.6
12 Sep/1	23.1	3.7	25.9	27.9	4.2	31.5
10/29 Oct	36.8	2.7	39.6	36.1	2.5	39.0
7/26 Nov	26.4	2.7	29.1	20.3	2.0	22.6
5/31 Dec	24.4	2.2	26.6	17.7	1.3	19.2
1994 2 Jan	12.1	n/a	14.1	11.4	n/a	13.1
31/28 Jan	30.8	2.7	33.6	16.0	3.4	19.2
27/25 Feb	28.4	3.2	29.5	14.7	2.6	17.1
27/31 Mar	23.7	3.1	24.6	13.1	2.8	15.3
24/29 Apr	20.0	2.6	22.6	14.0	1.9	15.9
22/27 May	20.7	2.5	23.2	11.3	1.5	12.7
19 Jun/1	20.2	3.0	22.6	15.4	4.4	18.9
17/29 Jul	21.7	1.9	23.7	38.4	2.3	41.1
14/26 Aug	19.8	2.8	22.4	26.1	4.3	29.9
11/30 Sep	21.4	3.8	24.4	29.8	4.4	33.5
9/28 Oct	35.1	2.8	38.0	36.8	3.0	40.1
6/25 Nov	25.6	2.9	28.4	20.6	2.5	23.3
4/30 Dec	24.6	2.0	26.9	19.3	1.8	21.3
1995 1 Jan	12.2	n/a	14.0	9.6	n/a	11.5
30/27 Jan	25.8	2.6	28.5	16.9	3.5	20.2
26/24 Feb	23.8	2.9	25.1	16.2	2.8	18.9
26/30 Mar	16.4	3.3	18.3	13.9	2.9	16.2
23/27 Apr	11.6	2.2	13.8	12.7	2.0	14.7
21/25 May	16.1	2.4	18.5	13.3	1.4	14.7
18/22 Jun	14.2	2.7	16.9	14.3	2.2	16.1

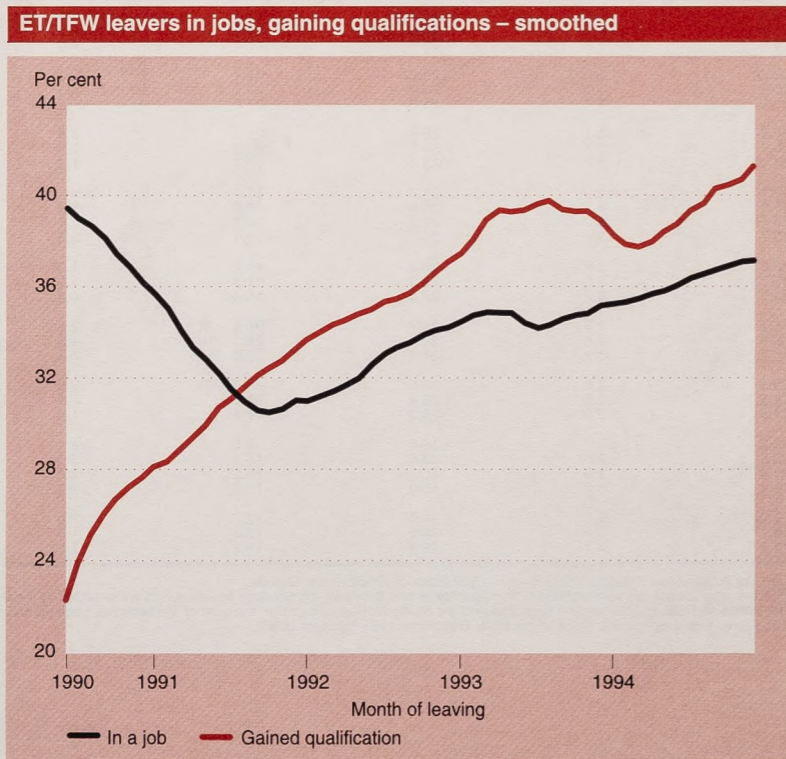
Note: Latest figures for the Business Start-Up Scheme are available in the August 1995 issue of *Employment Gazette*.

* Because of the different way in which the programmes are administered in England, Wales and Scotland, the Scotland figures, which are provided by the Scottish Office are shown separately. The first date shown is for England, Wales and GB, but the second date shown is for Scotland. Because of this, the sum of the separate England and Wales and Scotland figures will not necessarily equal the published GB figure. See *Employment Gazette*, pp 57-8, December 1993 for more detail.

8.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training##

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving TFW/ET##	In a Job*	In a positive outcome#	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
Oct 93-Sep 94	(Apr 93-Mar 94)	35	42	49	60	55	39
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	53	59	54	38
Mar	(Sep 92)	32	42	50	60	58	41
Apr	(Oct 92)	34	39	54	58	52	36
May	(Nov 92)	35	38	55	57	54	36
Jun	(Dec 92)	36	39	53	66	54	39
Jul	(Jan 93)	35	38	54	58	55	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Mar	(Sep 93)	35	45	48	56	56	37
Apr	(Oct 93)	36	42	52	55	50	35
May	(Nov 93)	36	39	57	55	56	37
Jun	(Dec 93)	40	44	48	62	51	34
Jul	(Jan 94)	36	41	50	49	49	30
Aug	(Feb 94)	37	41	49	56	51	34
Sep	(Mar 94)	36	42	48	64	59	43
Oct	(Apr 94)	37	42	47	64	56	41
Nov	(May 94)	37	42	48	63	57	41
Dec	(Jun 94)	36	43	48	66	62	47
1995 Jan	(Jul 94)	36	45	45	71	65	53
Feb	(Aug 94)	37	43	48	66	60	44
Mar	(Sep 94)	37	44	47	65	61	45
Apr	(Oct 94)	39	42	49	59	56	37
May	(Nov 94)	38	40	51	60	57	40
Jun	(Dec 94)	40	43	48	68	57	41
Current and previous year to date							
Oct 93-Jun 94	(Apr 93-Dec 93)	35	42	49	61	56	39
Oct 94-Jun 95	(Apr 94-Dec 94)	37	43	48	65	60	44

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, 'What are you mainly doing now?' was, 'unemployed'.
 ** Those who responded positively to the question, 'When you left the Training Programme, had you completed the training that was agreed between you and the organiser of your training?'.
 ## Training For Work (TFW) superseded Employment Training (ET) and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.



GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES 8.4 Destinations and qualifications of Youth Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job*	In a positive outcome#	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
Oct 93-Sep 94	(Apr 93-Mar 94)	53	69	25	44	64	49
1993 Jan	(Jul 92)	56	72	23	56	69	58
Feb	(Aug 92)	51	71	23	47	64	52
Mar	(Sep 92)	47	73	22	44	61	48
Apr	(Oct 92)	44	63	31	30	55	37
May	(Nov 92)	44	60	34	28	56	36
Jun	(Dec 92)	46	59	35	36	57	40
Jul	(Jan 93)	45	59	35	32	57	38
Aug	(Feb 93)	45	60	34	30	57	38
Sep	(Mar 93)	55	68	27	44	63	49
Oct	(Apr 93)	47	62	32	33	60	43
Nov	(May 93)	48	63	32	36	64	48
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Mar	(Sep 93)	50	75	19	48	64	49
Apr	(Oct 93)	53	69	26	37	58	39
May	(Nov 93)	52	65	29	34	60	39
Jun	(Dec 93)	51	63	32	42	62	44
Jul	(Jan 94)	51	63	30	36	60	41
Aug	(Feb 94)	53	66	28	36	59	41
Sep	(Mar 94)	59	72	23	45	66	50
Oct	(Apr 94)	55	67	27	35	62	43
Nov	(May 94)	53	66	29	36	63	44
Dec	(Jun 94)	63	74	21	58	73	61
1995 Jan	(Jul 94)	61	75	20	56	72	60
Feb	(Aug 94)	53	74	21	47	66	52
Mar	(Sep 94)	54	76	17	48	64	49
Apr	(Oct 94)	55	69	25	36	60	40
May	(Nov 94)	56	68	25	36	58	38
Jun	(Dec 94)	60	70	23	45	62	46
Current and previous year to date							
Oct 93-Jun 94	(Apr 93-Dec 93)	52	70	25	45	65	50
Oct 94-Jun 95	(Apr 94-Dec 94)	57	72	22	46	66	50

* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, 'What are you mainly doing now?' was, 'unemployed'.
 ** Those whose response to the question, 'Did you leave your last Training Programme before you were due to finish?' was, 'No'.



8.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training## leavers who completed** their agreed training

Month of survey*	Month of leaving TFW/ET##	Percentage of survey respondents who were:			Percentage of survey respondents who:	
		In a job ⁺	In a positive outcome [#]	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
ENGLAND and WALES						
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
Oct 93-Sep 94	(Apr 93-Mar 94)	38	46	46	61	54
1993						
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	50	58	51
Jul	(Jan 93)	38	41	51	60	53
Aug	(Feb 93)	39	43	49	60	54
Sep	(Mar 93)	37	41	51	64	58
Oct	(Apr 93)	36	43	48	60	51
Nov	(May 93)	39	46	46	57	49
Dec	(Jun 93)	35	45	47	66	57
1994						
Jan	(Jul 93)	36	47	44	67	58
Feb	(Aug 93)	39	46	46	62	54
Mar	(Sep 93)	39	49	45	63	53
Apr	(Oct 93)	40	45	48	54	51
May	(Nov 93)	42	45	51	62	56
Jun	(Dec 93)	43	46	46	53	47
Jul	(Jan 94)	43	48	44	53	48
Aug	(Feb 94)	42	46	45	55	49
Sep	(Mar 94)	39	45	46	64	57
Oct	(Apr 94)	39	45	46	60	54
Nov	(May 94)	39	45	46	60	54
Dec	(Jun 94)	37	45	46	66	60
1995						
Jan	(Jul 94)	37	47	43	69	64
Feb	(Aug 94)	40	46	45	63	57
Mar	(Sep 94)	39	46	45	65	59
Apr	(Oct 94)	43	46	45	58	51
May	(Nov 94)	42	44	48	59	54
Jun	(Dec 94)	44	46	46	59	52
Current and previous year to date						
Oct 93-Jun 94	(Apr 93-Dec 93)	38	46	46	62	54
Oct 94-Jun 95	(Apr 94-Dec 94)	40	46	45	63	57

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.
⁺ According to respondents' own classification.
[#] In a positive outcome = In a job, full-time education or other government training.
[§] Those whose response to the question, 'What are you mainly doing now?' was, 'unemployed'.
^{**} Those who responded positively to the question, 'When you left the Training Programme, had you completed the training that was agreed between you and the organiser of your training?'.
^{##} Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

8.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers who completed** their agreed training

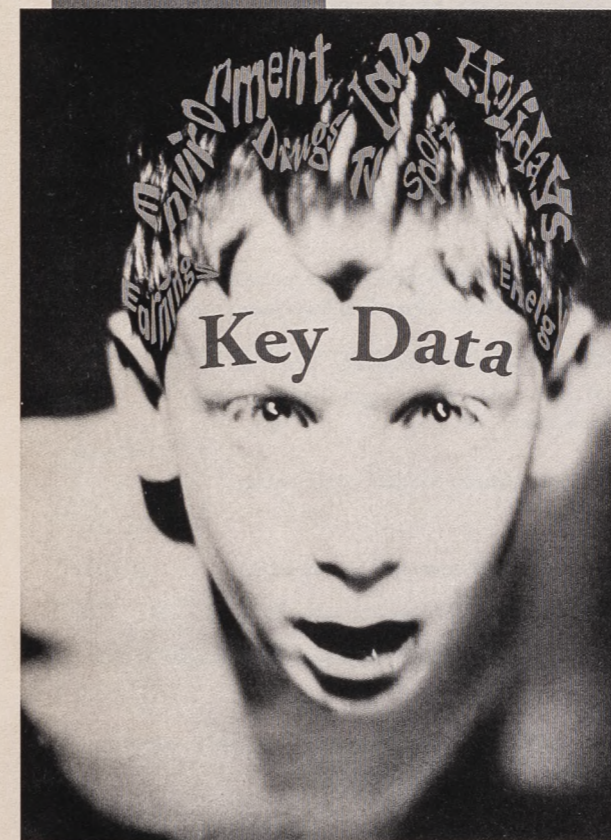
Month of survey*	Month of leaving YT	Percentage of survey respondents who were:			Percentage of survey respondents who:	
		In a job	In a positive outcome ⁺	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one [#]
ENGLAND and WALES						
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	88	10	73	66
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	75	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
Oct 93-Sep 94	(Apr 93-Mar 94)	67	78	18	76	71
1993						
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	56	69	26	67	63
Nov	(May 93)	61	71	26	74	69
Dec	(Jun 93)	71	79	17	80	76
1994						
Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	68	80	16	81	77
Mar	(Sep 93)	67	81	16	78	72
Apr	(Oct 93)	69	78	19	72	65
May	(Nov 93)	69	76	21	67	60
Jun	(Dec 93)	67	75	21	70	64
Jul	(Jan 94)	66	73	21	70	65
Aug	(Feb 94)	68	75	20	69	63
Sep	(Mar 94)	73	81	14	74	70
Oct	(Apr 94)	67	75	20	69	64
Nov	(May 94)	66	74	21	69	64
Dec	(Jun 94)	73	81	14	80	76
1995						
Jan	(Jul 94)	71	82	14	82	78
Feb	(Aug 94)	68	81	14	79	76
Mar	(Sep 94)	69	82	13	77	74
Apr	(Oct 94)	71	79	17	72	66
May	(Nov 94)	73	79	16	70	65
Jun	(Dec 94)	76	81	14	70	65
Current and previous year to date						
Oct 93-Jun 94	(Apr 93-Dec 93)	67	78	19	77	72
Oct 94-Jun 95	(Apr 94-Dec 94)	71	80	15	77	72

* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.
⁺ According to respondents' own classification.
[#] In a positive outcome = In a job, full-time education or other government training.
[§] Those whose response to the question, 'What are you mainly doing now?' was, 'unemployed'.
^{**} Those whose response to the question, 'Did you leave your last Training Programme before you were due to finish?' was, 'No'.



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GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Characteristics of Employment Training / Training for Work starts for England and Wales*

8.7
Per cent

	Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Apr94-Mar95	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94	Jan95-Mar95	Apr95-Jun95
GENDER											
Male	66	67	70	70	70	69	70	69	71	70	71
Female	34	33	30	30	30	31	30	31	29	30	29
AGE											
18-24	38	37	31	29	31	31	30	29	28	28	29
25-49	57	57	61	62	61	60	61	61	62	62	62
50-59	5	6	8	9	9	8	9	9	10	10	9
UNEMPLOYMENT DURATION BEFORE ENTRY											
0-5 months	30	25	14	17	15	17	16	16	17	18	15
6-12 months	43	41	43	39	41	41	42	39	38	39	42
13-23 months	12	17	22	20	23	21	20	21	20	18	19
24+ months	15	16	20	24	21	21	22	25	26	25	24
ETHNIC ORIGIN											
White	87	86	86	89	87	88	89	88	89	91	89
Black/African/Caribbean	5	5	5	4	5	4	4	4	4	3	5
Indian/Pakistani/Bangladeshi/Sri Lankan	4	4	5	4	5	4	4	4	4	4	4
Other	2	2	2	2	2	2	2	3	2	2	2
Not stated (inc. prefer not to say)	2	3	3	0	2	2	0	0	0	1	1
SPECIAL NEEDS GROUPS											
People with disabilities	10	10	11	14	12	12	12	14	15	16	15
Literacy/numeracy needs	12	9	8	6	7	7	6	7	7	6	7
English/Welsh/Gaelic for speakers of other languages	3	3	3	2	3	3	2	3	2	2	2

* Starts up to and including March 1993 were on Employment Training. Starts after that were on Training For Work, which superseded ET and Employment Action. Differences in the coverage of the programme and its eligibility rules account for much of the change since March 1993.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Characteristics of young people leaving Youth Training for England and Wales*

8.8
Per cent

	Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Apr94-Mar95	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94	Jan95-Mar95	Apr95-Jun95
GENDER											
Male	59	59	59	56	59	59	56	57	55	53	52
Female	41	41	41	44	41	41	44	43	45	47	48
ETHNIC ORIGIN											
White	92	91	91	92	91	92	92	93	92	92	92
Black/African/Caribbean	2	2	3	2	2	2	3	2	2	2	3
Indian/Pakistani/Bangladeshi/Sri Lankan	3	3	4	4	4	4	4	4	4	4	4
Other	1	1	1	1	1	1	1	1	1	1	1
Not stated (inc. prefer not to say)	3	3	2	1	2	2	1	0	1	0	0
People with disabilities	3	4	5	5	5	6	5	5	5	5	6

Note: From April 1995 onwards, the definition of YT leavers excludes those trainees who transferred between training providers as part of their planned stay on the programme. There is at present no YT starts database: characteristics information is only available for those leaving YT in a given month. A starts database is at present being developed, and the basis of this table will switch to starts during the coming year.

8.9 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and Qualifications of ET/TFW## leavers by their characteristics for England and Wales

Per cent

Month of leaving ET/TFW #		Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94
GENDER Male	In a job	26	31	32	31	32	34	34	34	37
	Completing	55	60	60	62	57	58	64	68	64
	Gaining qual	30	36	36	39	32	36	41	47	39
Female	In a job	40	42	41	40	44	41	42	42	45
	Completing	56	60	61	64	57	59	63	67	61
	Gaining qual	42	44	44	48	36	41	46	49	39
AGE 18-24	In a job	30	34	34	33	34	33	37	38	40
	Completing	47	52	52	54	49	48	56	60	54
	Gaining qual	31	36	35	38	29	32	38	43	35
25-49	In a job	32	35	35	34	35	37	37	37	40
	Completing	57	63	62	64	59	61	66	70	64
	Gaining qual	36	41	39	41	35	39	44	49	40
50+	In a job	31	36	35	34	40	36	35	35	35
	Completing	64	69	68	69	66	65	70	72	70
	Gaining qual	32	38	38	39	34	39	44	47	43
UNEMPLOYMENT DURATION BEFORE ENTRY < 6 months	In a job	47	50	51	50	47	54	52	51	57
	Completing	59	66	66	72	57	59	62	68	64
	Gaining qual	37	39	44	54	31	37	42	48	38
6-12 months	In a job	26	33	38	37	39	39	40	39	43
	Completing	51	58	61	65	56	58	64	67	62
	Gaining qual	32	41	41	46	33	38	44	48	41
13-23 months	In a job	19	23	28	29	29	31	31	32	33
	Completing	49	56	61	66	55	59	65	68	64
	Gaining qual	30	36	38	44	30	37	42	47	40
> 24 months	In a job	17	18	20	19	24	23	23	25	25
	Completing	56	56	60	64	55	58	64	66	62
	Gaining qual	34	36	36	41	30	34	40	43	37
ETHNIC ORIGIN White	In a job	32	36	36	35	36	37	37	38	40
	Completing	55	60	60	62	57	58	64	67	62
	Gaining qual	35	40	39	42	34	38	43	48	39
Afro Caribbean	In a job	19	23	25	25	29	23	26	25	31
	Completing	53	58	60	61	53	58	61	68	65
	Gaining qual	33	38	37	39	33	35	38	46	43
Asian	In a job	26	29	34	35	35	34	34	32	35
	Completing	59	63	64	67	63	60	66	69	67
	Gaining qual	26	30	34	38	32	32	37	41	34
Other	In a job	22	25	25	21	26	25	26	27	32
	Completing	58	60	64	68	62	66	67	69	66
	Gaining qual	32	35	37	37	28	38	35	42	35
Not stated (including prefer not to say)	In a job	25	27	28	28	33	25	30	29	43
	Completing	56	59	62	65	62	60	65	78	79
	Gaining qual	33	38	36	39	35	36	46	62	57
SPECIAL NEEDS GROUPS People with disabilities	In a job	24	26	28	27	32	30	30	31	36
	Completing	53	58	58	60	56	55	61	67	60
	Gaining qual	35	42	41	44	38	40	46	51	40
Lit/Num needs	In a job	20	20	20	19	21	19	20	21	21
	Completing	56	59	56	57	53	53	61	66	59
	Gaining qual	29	31	37	37	35	33	39	45	37
ESOL	In a job	21	21	26	24	31	23	25	25	25
	Completing	62	62	63	66	62	62	67	69	67
	Gaining qual	20	23	36	38	37	37	38	43	39

See footnote to Table 8.3

8.10 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and Qualifications of Youth Training leavers by their characteristics for England and Wales

Per cent

Month of leaving YT		Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94
GENDER Male	In a job	50	48	52	54	52	52	55	57	56
	Completing	46	45	48	54	41	40	46	54	40
	Gaining qual	50	49	56	65	41	45	50	55	42
Female	In a job	53	52	54	51	53	59	60	55	57
	Completing	40	40	42	45	34	41	46	46	38
	Gaining qual	51	48	54	63	39	45	53	50	40
ETHNIC ORIGIN White	In a job	52	51	55	55	54	57	59	57	58
	Completing	43	43	45	51	37	40	46	51	39
	Gaining qual	51	48	55	65	41	46	52	54	41
Afro Caribbean	In a job	23	24	25	19	33	34	43	31	36
	Completing	31	33	34	34	29	40	45	40	31
	Gaining qual	37	39	45	50	36	41	40	41	34
Asian	In a job	35	31	32	29	36	35	36	29	40
	Completing	41	39	38	40	36	39	40	40	39
	Gaining qual	48	42	48	55	37	37	44	40	36
Other	In a job	33	31	36	32	43	41	38	44	54
	Completing	32	35	38	41	35	41	33	44	44
	Gaining qual	42	36	49	58	40	30	37	42	45
Not stated (including prefer not to say)	In a job	55	51	54	52	55	47	51	68	59
	Completing	53	48	56	62	50	52	53	69	48
	Gaining qual	57	55	60	69	39	40	56	68	59
People with disabilities	In a job	32	36	39	39	39	39	42	38	46
	Completing	37	41	41	45	35	36	40	40	33
	Gaining qual	37	39	48	59	31	39	45	40	34

Note: This table contains revisions to the 'In a job' measure.

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A.1 OTHER FACTS AND FIGURES Jobseekers with disabilities: placement into employment and registrations

Placed into employment by jobcentre advisory service, 8 July 1995 - 4 August 1995 +
Registered as disabled on 17 April 1995 #

7,218
381,409

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

A.2 OTHER FACTS AND FIGURES Regional Selective Assistance: April - June 1995 *

	East	East Midlands	London	Mersey-side	North East	North West	South East	South West	West Midlands	Yorkshire and Humberside	England	Scotland	Wales	Great Britain
Number of Offers	4	5	7	13	62	50	7	17	43	21	229	36	25	290
Value of Offers (£,000)	180	212	983	2,152	8,538	1,483	271	2,174	12,762	1,988	30,743	8,105	2,896	41,744

Note: Enquiries should be directed to the Department of Trade and Industry, tel 0171-215 2597.
* Date of first payment.

A.3 OTHER FACTS AND FIGURES Regional Selective Assistance: Offers of £75,000 or more: Apr - Jun 1995 *

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1992 description
EAST				
R J Herbert Eng Ltd	Wisbech	90,000	A	Mfr oth agricultural & forestry mch
Total		90,000		
EAST MIDLANDS				
Cannon Eng & Associates	Mansfield	75,000	A	Mfr of tools
Total		75,000		
LONDON				
Airk Europe Ltd	Heathrow	75,000	A	Printing nes
Katsouris Fresh Foods Ltd	London	525,000	A	Mfr of condiments and seasonings
Maison Blanc Ltd	London	250,000	A	Mfr bread/fresh pastry goods/cakes
Total		850,000		
MERSEYSIDE				
Mcintyre & King Ltd	Liverpool	85,000	A	Retail sale via mail order house
Modular Interior Systems Ltd	Liverpool	75,000	A	Mfr of steam generators
Newforge Foods Ltd	Liverpool	600,000	B	Mfr of other food products nes
Petrolite Ltd	Liverpool	240,000	A	Mfr of other chemical products nes
Triplex Safety Glass Co. Ltd	Wigan & St Helens	850,000	B	Shaping & processing of flat glass
Total		1,850,000		
NORTH EAST				
Key Windows Ltd	Durham	90,000	A	Shaping & processing of flat glass
Bioprocessing Ltd	Newcastle Upon Tyne	400,000	A	Mfr of other organic basic chems
Merck Sharp & Dohme Ltd	Newcastle Upon Tyne	900,000	B	Mfr of medicaments & non-medicaments
Steinorth Tooling Ltd	Stockton-On-Tees	95,000	A	Mfr of tools
Brian Reed (Northern) Ltd	Sunderland	350,000	B	Printing nes
Dewhurst Ltd	Sunderland	850,000	B	Mfr of other outerwear
Faraday Circuits Ltd	Sunderland	75,000	A	Mfr of elec valves, tubes, others
Kefco Precision Engineers (Peterlee)	Sunderland	85,000	A	General mechanical engineering
Lg Electronics North Of England Ltd	Sunderland	4,000,000	A	Mfr televis'n, radio, video, assoc
Northern Counties Meat Group Ltd	Sunderland	100,000	A	Bacon & ham production
Vaux Group plc	Sunderland	275,000	B	Licensed clubs, pubs, bars
Total		7,220,000		
NORTH WEST				
Manchester Circuits Ltd	Bolton & Bury	80,000	A	Mfr of elec valves, tubes, others
Vernapac Ltd (Verna Group Ta)	Bolton & Bury	90,000	A	Mfr corrugated paper, sacks, boxes
Ringtail Eng Ltd	Liverpool	80,000	A	Mfr other fabricated metal prods
Ashville Exhausts Ltd	Wigan & St Helens	90,000	A	Mfr parts/access's for motor vehs
Tronic Gravure Ltd	Wigan & St Helens	85,000	A	Printing nes
Total		340,000		
SOUTH EAST				
Westgate Group Ltd	Folkestone	80,000	B	Mfr of sports goods
Viking Brewery Co	Thanet	90,000	A	Mfr of beer
Total		170,000		
SOUTH WEST				
Bairdwear (Bridgewater) Ltd	Barnstaple & Ilfracombe	150,000	A	Mfr of underwear
Selkirk Manufacturing Ltd	Barnstaple & Ilfracombe	325,000	B	Mfr non-domestic cool'g & vent'g
Topfoto Services Ltd	Bodmin & Liskeard	250,000	A	Photographic activities
Bhr Aerovox Ltd	Dorchester & Weymouth	270,000	A	Mfr of elec valves, tubes, others
The Wrigley Co. Ltd	Plymouth	220,000	A	Mfr confectionery
Redruth Brewery (1792) Ltd	Redruth & Camborne	700,000	A	Mfr of beer
Total		1,915,000		
WEST MIDLANDS				
Grayson Automotive Services Ltd	Birmingham	75,000	A	Mfr parts/access's for motor vehs
Weston Beamor Ltd	Birmingham	96,000	A	Mfr jewellery & related arts nes
Jaguar Cars Ltd	Coventry & Hinckley	9,400,000	B	Mfr of motor vehicles
Sandwich Factory Ltd	Coventry & Hinckley	200,000	A	Mfr of other food products nes
Albright & Wilson Ltd	Dudley & Sandwell	1,200,000	B	Mfr of other chemical products nes
Robinson Bros Ltd	Dudley & Sandwell	350,000	B	Mfr of other organic basic chems
Zeus Aluminium Products Ltd	Dudley & Sandwell	200,000	A	Aluminium production
Leipold	Telford & Bridgnorth	90,000	A	Mfr of elec valves, tubes, others
Albion Pressed Metal Ltd	Walsall	250,000	A	Forging/pressing metal, powder met
Simpson Strong Tie International Inc	Walsall	95,000	A	Forging/pressing metal, powder met
Total		11,956,000		

Regional Selective Assistance: Offers of £75,000 or more: Apr - Jun 1995 * A.3

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1992 description
YORKSHIRE AND HUMBERSIDE				
V M Fabrications	Barnsley	75,000	A	Mfr non-domestic cool'g & vent'g
Broomco (890) Ltd	Rotherham & Mexborough	75,000	A	Mfr of refractory ceramic products
Extec Screens & Crushers Ltd	Rotherham & Mexborough	400,000	A	Mfr mch mining/earth-movng/roadwks
Ksr Automotive Ltd	Scunthorpe	975,000	A	Mfr parts/access's for motor vehs
Simpla Plastics Ltd	Scunthorpe	90,000	A	Mfr of other rubber products
Total		1,615,000		
SCOTLAND				
Cubix Corporation Europe Ltd	Bathgate	700,000	A	Mfr computers & oth inf proc equip
Jabra Corporation	Bathgate	90,000	A	Mfr telegraph/telephone equip
Mmmums Products Ltd	Bathgate	95,000	A	Mfr of other food products nes
Method Electronics Inc (USA)	Dumbarton	440,000	A	Mfr of insulated wire & cable
Howgate Dairy Foods Ltd	Dundee	89,000	A	Mfr of milk products
Simclar International Ltd	Dunfermline	600,000	A	Mfr of insulated wire & cable
Atlantic Information Systems Ltd	Glasgow	80,000	A	Software consultancy & supply
Cerprobe Europe Ltd	Glasgow	95,000	A	Mfr instruments: measuring etc
Joseph Dunn Group Ltd	Glasgow	900,000	B	Prod mineral waters & soft drinks
Mcluckies Building & Timber Ltd	Glasgow	135,000	A	Mfr builders' carpentry & joinery
Patrol Jeanswear Ltd	Glasgow	120,000	A	Mfr of workwear
Premier Glass Packaging Ltd	Glasgow	600,000	A	Mfr of hollow glass
Tast Solutions Ltd	Glasgow	750,000	A	Mfr instruments: measuring etc
The Mentholatum Co. Ltd	Glasgow	700,000	A	Mfr of medicaments & non-medicaments
Chamos plc	Irvine	650,000	A	Mfr of knitted & crocheted hosiery
Ritchie Group plc	Kilmarnock	100,000	A	Mfr corrugated paper, sacks, boxes
Coors Ceramics Electronics Ltd	Kirkcaldy	263,000	A	Mfr of other ceramic products
Lanarkshire Welding Co Ltd	Lanarkshire	200,000	B	Oth first proc of iron & steel nes
Msi-Blantyre Ltd	Lanarkshire	500,000	A	Mfr elec motors/generators/transfm
Oakwood Foods Ltd	Lanarkshire	400,000	A	Mfr of other food products nes
Unicorn Graphics Ltd	Lanarkshire	125,000	A	Printing nes
Total		7,632,000		
WALES				
Cwmni Cig Arfon Cyfyngedig	Bangor & Caernarfon	190,000	A	Slaughtering, animal by-prod proc
International Safety Components Ltd	Bangor & Caernarfon	75,000	A	Forging/pressing metal, powder met
Lcr Filters Ltd	Blaenau Gwent Abergavenny	320,000	A	Mfr of elec valves, tubes, others
Northern Engraving Graphics Ltd	Blaenau Gwent Abergavenny	850,000	A	Printing nes
Renold Power Transmission Ltd	Cardiff	125,000	B	Mfr bearings/gears/driving elements
Champlain Protex Ltd	Lampeter & Aberaeron	350,000	A	Mfr of other food products nes
Dobson & Crowther Ltd	Wrexham	444,600	B	Mfr corrugated paper, sacks, boxes
Total		2,354,600		

* Date of first payment.
+ A = Employment created, B = Employment safeguarded.
Note: Enquiries regarding the published information should be addressed to:
English cases - Department of Trade and Industry, RD3, Bay 3.B.40, 1 Victoria Street, London SW1 (tel 0171 - 215 2597).
Scottish cases - Scottish Office Industry Department, IE/1A Branch 3, Room 313, Magnet House, Glasgow G2 7BT (0141 - 242 5678).
Welsh cases - Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 01222 825167).

STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Central Statistical Office enquiry telephone numbers is given below.

FOR STATISTICAL INFORMATION ON:

Earnings (Tables 5.1-5.9)

Average Earnings Index (monthly) 01928 792442

Basic wage rates and hours for manual workers with a collective agreement 0171 273 5571

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked 01928 794903/4

Unit wage costs, productivity, international comparisons of earnings and labour costs 0171 273 5535

Employment (Tables 1.1-1.5 and 1.9-1.13)

Census of Employment 01928 792690

Employment and hours 01928 792563

Workforce in employment 01928 792563

Labour disputes (Tables 4.1-4.2)

01928 792825

Labour Force Survey (Tables 7.1-7.5)

0171 273 5585

Qualifications

01142 593787

Redundancy statistics (Tables 2.32-2.36)

0171 273 5530

Retail Prices Index (Tables 6.1-6.8)

(Central Statistical Office)

Ansafone service 0171 217 4905

Enquiries 0171 217 4310

Skill needs surveys and

research into skill shortages 01142 594216

Small Firms (DTI)

01142 597538

Trade union membership

01928 792825

Trade unions (density only) 0171 273 4882

Training (Tables 8.1-8.6)

Enterprise programmes

'Training for work', 'Youth

Training' and 'Modern

Apprenticeships' 01142 594027

Workforce training 01142 593489

Travel-to-Work Areas (TTWAs),

composition and review of 0171 273 5530

Unemployment (Tables 2.1-2.20)

(claimant count) 0171 273 5532

Vacancies (Tables 3.1-3.3)

notified to Jobcentres 0171 273 5532

Youth Cohort Study

01142 594215

(Note: The table numbers quoted relate to tables on the preceding pages)

FOR ADVICE ON:

Research related to qualifications, skills and

training

01142 594027

Sources of labour market statistics

0171 273 5525

FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

Nomis (the Central Statistical Office's on-line labour market statistics database)

0191 374 2468/2490

Quantime Ltd (on-line and other access of Labour Force Survey data)

0171 625 7111

Skills and Enterprise Network

01142 594075

STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 9.30am.

The number to ring is **0336 416036**. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 0171 270 6363 if you have any problems.

RESEARCH PUBLICATIONS

The Department for Education and Employment carries out a considerable programme of research. The results of much of this research are published in the Research Series (RES), the Youth Cohort Series (YCS) and other research publications. Recent reports are listed below: four-page Research Briefs, providing summaries of each report, are also available.

RES 51: Local Development Partnerships and Investments in People

P FIELD, J MOORE AND P DICKINSON, THE RESEARCH PARTNERSHIP AND J ELGAR AND P GRAY, OXFORD RESEARCH LTD

The report was carried out on behalf of the former Employment Department by The Research Partnership and Oxford Research Ltd as part of the Department's response to the introduction of the Single Regeneration Budget. It analyses six case study examples of investments in people made through local partnerships involved in a wide range of economic development activities. A separate chapter on each highlights the diversity of the partnership arrangements, objectives and key features. Positive human resource outcomes ranged from business support and mainstream vocational training to the development of innovative links with local employers and more qualitative aspects of individual personal development. The report explores the contribution that each made to a local economic development. A concluding chapter draws out the wider policy implications of the findings, highlighting the key role of such human resource development initiatives.

RES 52: Comparison of Regulations on Part-time and Temporary Employment in Europe - A briefing paper

(ED) S MARULLO, INCOME DATA SERVICES

This report was prepared in the context of EU negotiations on a Directive covering non-standard employment contracts. It outlines the regulatory framework governing part-time and temporary work in the 15 member states of the European Union plus Norway as of June 1994. It also gives a snapshot of national labour markets and describes recent changes in policy and practice which aim to promote jobs, enhance working time flexibility and comply with European Court rulings on equality between full- and part-time staff.

RES 53: The Cost-Effectiveness of Open and Flexible Learning for TECs

D BEATON, ERNST AND YOUNG

In late 1994, Ernst and Young undertook case studies of three TECs which had significant experience of using open and flexible learning (OFL) modes of training provision. Their report identifies the cost of developing an OFL infrastructure, the 'hidden' costs to the TEC (eg. in staff time), and the cost-effectiveness of OFL when compared to other programmes of training. By showing the exact costs incurred by the three case study TECs, the research demonstrates that large savings in cost per client and cost per job outcome can be achieved through the use of OFL.

RES 54: Individual Commitment to Learning: Further findings from the Individuals' Survey

N TREMLETT, A PARK AND D DUNDON-SMITH, SOCIAL AND COMMUNITY PLANNING RESEARCH

This report describes the findings of secondary analysis work on the 'Individual Commitment to Learning: Individuals' Attitudes' survey, conducted in 1993, and previously published as RES 32, in July 1994. It examines selected topics from the survey in greater depth than was feasible in the original report. The topics are: 'advice, guidance and information', 'funding', 'client groups', 'urban and rural areas', 'basic skills' and 'public and private providers'. The impact of each of these on individuals' learning behaviour, motivation, attitudes and outcomes is explored.

YCS 31: Routes Beyond Compulsory Schooling; and YCS 32: Qualifications Between 16 and 18: a comparison of achievements of routes beyond compulsory schooling

JOAN PAYNE, POLICY STUDIES INSTITUTE

These two reports make use of the England and Wales Youth Cohort Study (YCS) to map out their progress and attainment of young people during their transition from school into the labour market. They record the recent increase in staying-on in full-time education at 16+, which affected all ability bands, and both vocational and academic courses. They document the widespread rise in achievement at 16+, which led to 80 per cent of young people reaching the equivalent of NVQ level 1, 56 per cent reaching level 2 and 30 per cent reaching level 3 by the time they were 18+, in 1993.

The reports cover: recent trends in post-16 routes; the type and duration of post-16 full-time education, and the profile of students in different institutions; the decline in work-based training and the increased importance of Youth Training (YT); sex differences in training, post-16 education and achievement; drop-out from full-time education and switching between routes; and the qualifications gained on different routes and in different institutions.

They find that - after adjusting for differences in intake - schools and further education/tertiary colleges produce similar levels of achievement. A comparison of full-time education and work-based routes shows that education produces higher levels of achievement for those in the top ability band, and those attempting only the lowest level of qualification; but otherwise for those in the middle and lower ability bands apprenticeships and YT compare favourably with full-time education at age 18 - even though the life of many training schemes runs beyond this.

RESEARCH PUBLICATIONS can be obtained FREE from: the Department for Education and Employment, Research Strategy Branch, room W441, Moorfoot, Sheffield S1 4PQ, tel 0114 2593932.