

## Employment Gazette

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Cover picture: Striking steel workers, Berlin.  
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## RECRUITMENT

## Graduates dial-a-job

WHAT CLAIMS to be the UK's first-ever 'dial-a-job' service for graduates has been launched by Strathclyde University.

Under the service, vacancies notified by national and local employers are logged on a database which can then be accessed by graduates using a touch-tone telephone.

The idea is based on a similar scheme in operation in San Francisco.

In its first month the new jobline has received more than 2,000 calls.

• For more information contact Keith Dugdale, Careers Office, University of Strathclyde, 26 Richmond Street, Glasgow G1 1XH, tel 041 552 4400, ext 3685.

## INDUSTRIAL RELATIONS

## UK strike rate down

THE NUMBER of days lost per 1,000 workers in the UK as a result of industrial action fell by 75 per cent over the five years from 1988-92 compared with the previous five-year period, new figures show.

• See the article 'International Comparisons of Industrial Disputes in 1992' on pages 545-551.

## Time for a change

MOST labour-management relationships fall somewhere between armed truce and open warfare and a new, non-adversarial industrial relationship is needed, claims an expert.

In an occasional paper published by the Advisory, Conciliation and Arbitration Service (ACAS), consultant Larry Adams says both sides of industry see a finite 'pie' to be divided so that what one party wins the other must lose.

Management and unions could secure better solutions to common problems if they were to adopt a constructive and forward-looking model of industrial relations based on their mutual interests, Adams claims.

• Time for a Change: Forging Labour-Management Partnerships, Occasional Paper no 52. Available free from ACAS offices or price £1 from ACAS Reader, PO Box 797, London SE8 4JX.

## EQUAL OPPORTUNITIES

## Opportunity 2000 doubles

MEMBERSHIP OF the Opportunity 2000 campaign to promote equality at work has doubled to 216 organisations in the past year and now represents 25 per cent of the UK workforce.

Overall, two-thirds of Opportunity 2000 members have now set numerical targets covering, for example, the number of women who go on training programmes and return from maternity leave.

But women's progress is frequently hampered by a "siege mentality" among male middle managers, says campaign chair Lady Howe.

• Copies of the *Opportunity 2000 Annual Report* are available from Opportunity 2000, BITC, 8 Stratton Street, London W1V 5FD, tel 071-629 1600, price £16.

## TECs agree equality framework

BRITAIN'S 82 TECs have agreed to develop a national framework for their equal opportunities activities with jobseekers and employers, following their first-ever conference on equality issues.

To be developed by the TEC National Council, the framework will serve as a benchmark to guide individual TECs and help promote a consistent approach across the country.

## Compensation limit abolished

THE £11,000 ceiling on compensation payments awarded by industrial tribunals to victims of sex discrimination has been abolished, ministers have announced.

Similar changes will also be made for victims of racial discrimination and, in Northern Ireland, religious discrimination.

The decision follows a ruling in August by the European Court of Justice (in the case of *Marshall v Southampton and South West Hampshire Health Authority*) that a compensation limit for breaches of sex discrimination legislation was incompatible with EC law. It also held that courts must have the power toward interest in such cases.

The European Court's decision has already been implemented in the UK by regulations under the European Communities Act 1972. However, amendments to the penalties for other forms of discrimination will take longer because they will require primary legislation.

## TECS

## TECs win bonuses

SOME 60 of the 75 TECs in England have been awarded bonuses totalling more than £26 million for their performance in 1992-93.

The bonuses were awarded by the Employment Department for performance against targets set for five areas of TEC activity: ethnic minorities; people with disabilities; 'special areas' such as inner cities; the Investors in People standard; and education.

Bonuses range from over £1 million for Devon and Cornwall TEC, LAWTEC and Thames Valley TEC, down to roughly £160,000 for Milton Keynes TEC.

## PENSIONS

## Early retirement now the norm

THE TERM 'normal pension age' is increasingly a misnomer, says a new report.

The number of people staying in active employment until the age of 60 or 65 is dropping.

Using analysis of 15 large occupational pension schemes which operate a normal pension age of either 60 or 65, the report reveals that:

- Over eight out of ten retired before the normal pension age redefined by their scheme rules.
- Overall, two-thirds of recently retiring members went before the age of 60.
- Late retirement is very much the exception, with under one per cent of scheme members retiring after the age of 65.

Early retirement programmes and employees' ill-health were cited as major factors for this trend.

• *IDS Pensions Bulletin*, November 1993. Available from Income Data Services, 193 St John Street, London EC1V 4LS, tel 071-250 3434.

## LEGISLATION

## Commencement Order

A SECOND Commencement Order for provisions of the Trade Union Reform and Employment Rights Act has been published. It brings certain provisions of the Act into force on or after particular dates.

• The Trade Union Reform and Employment Rights Act 1993 (Commencement No 2 and Transitional Provisions) Order 1993 (1993 No 2503 - c52) is available from HMSO.

## HEALTH AND SAFETY

## One in five join Safety Week

ONE IN five working people in the UK took part in action as part of last year's European Year of Health and Safety, according to a survey.

In all, nearly 40 per cent of UK workers received information on health and safety during the year and nearly 30 per cent saw an improvement in their health and safety protection at work.

The UK figure for active participation in the Year compares with a total of some one in 10 workers across the European Community as a whole.

• Copies of the HSE newsletter *European Year Review* are available free from HSE's Information Centre, Broad Lane, Sheffield SE 7HQ, tel 0742 892345.

## No change on radiation

REGULATIONS governing the protection of workers and the public from radiation risks arising from work activities do not need to be amended at present, says the Health and Safety Commission (HSC).

The decision follows a review of the evidence about current levels of exposure to ionising radiation in the light of recent international developments.

HSC says there have been considerable reductions in dose under the current Ionising Radiations Regulations 1985.

• Copies of the 'Policy Statement on Radiation in the UK' and of a report by HSC's Working Group on Ionising Radiations entitled 'A Review of radiation protection policy in the UK' are available free from the Health and Safety Executive, Room 216, Baynards House, 1 Chepstow Place, London W2 4TF, tel 071 243 6836.

## Restructuring plan gives TECs more power

FOUR GOVERNMENT departments including Employment are to combine their regional offices in England under plans to make government more accessible and responsive to local needs.

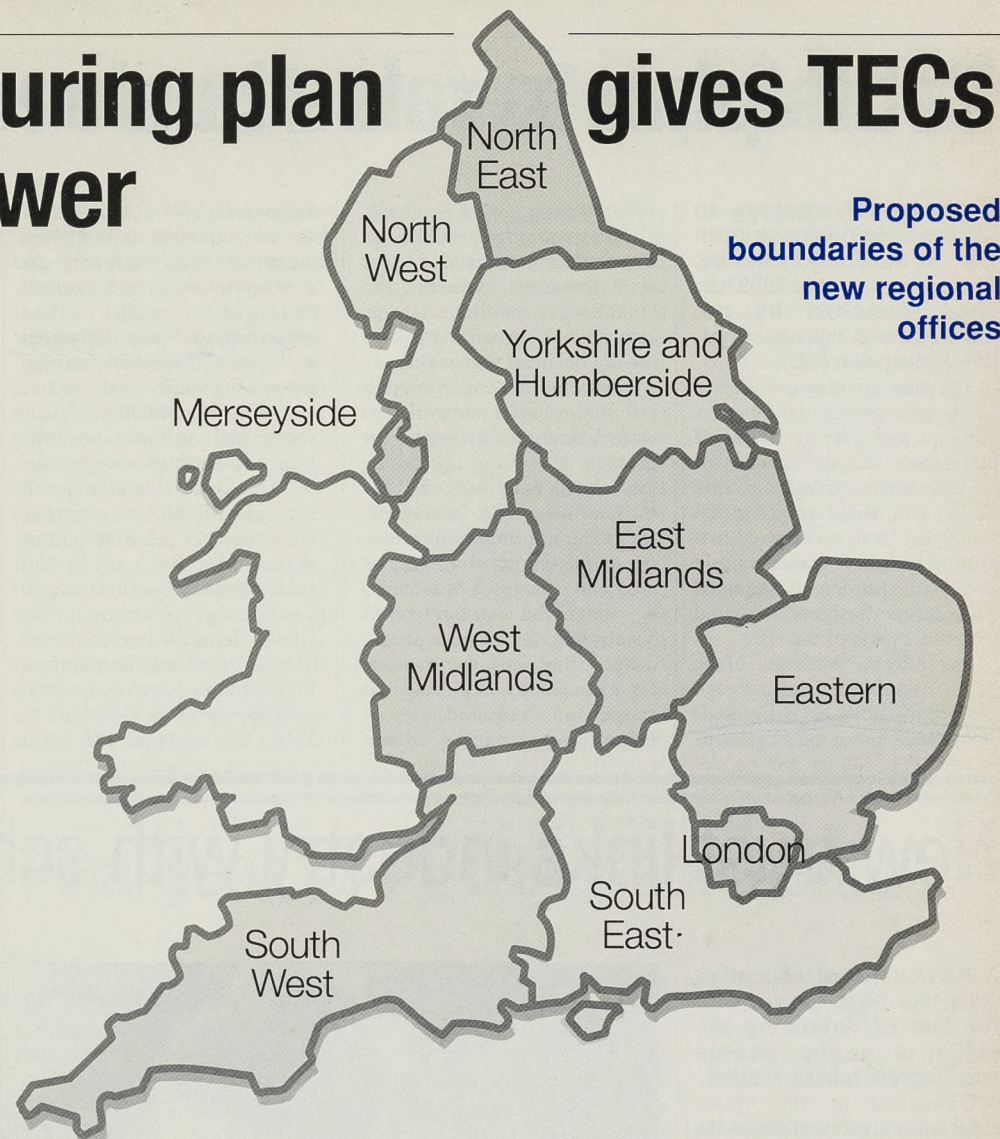
In a related move, England's 75 Training and Enterprise Councils will be allowed to bid alongside local authorities and others for funds from a single economic regeneration budget formed by amalgamating 20 existing government programmes.

With effect from April 1994 the Departments of Employment, Trade and Industry, Environment and Transport will amalgamate in ten regions (see map), each headed by a senior regional director.

The new offices will be responsible for existing regional office work on main programmes, such as housing, transport, training and investment in industry, but will ensure that closer links between them are established. They will also take responsibility at local level for the new regeneration budget. When the new offices are launched, some departments' existing offices may be co-located to improve effectiveness and produce savings.

Each office will prepare an annual Regeneration Statement, setting out key priorities for regeneration and economic development. Seven ED programmes—the Employment Service's Programme Development Fund; Education Business Partnerships; Teacher Placement Service; Compacts/Inner City Compacts; Business Start-Up Scheme; Local Initiative Fund; and TEC Challenge will now be funded from the new single budget worth some £1.4 billion in 1994-95.

The budget will also include Regional Enterprise Grants currently made through the DTI, some of the Grants for Education Support and Training made by the Department for Education, and funding through the



Proposed boundaries of the new regional offices

Department of the Environment for City Action Teams, Inner City Task Forces, the Urban Regeneration Agency, the Urban Development Corporations, City Challenge and the Urban Programme.

By bringing together 20 separate programmes, the new budget will aim to provide more flexible support for economic regeneration which takes into account all the elements involved.

From 1995-96 onwards the budget is likely to support bids submitted by local partnerships led by TECs, local authorities or other bodies. The Government will shortly be consulting local organisations about how the bidding operations should operate.

At national level, responsibility for the budget will lie with the Secretary of State for the Environment, guided by a

Ministerial Committee on Regeneration.

Commented Employment Secretary David Hunt: "Business leaders on TEC boards have been pressing us for some time to bring greater coordination to Government programmes at regional level. They have also emphasised the importance of planning training programmes within a wider framework of economic development."

"The experience TECs have acquired to date means that they are ideally placed to be strategic local partners for major regeneration plans, particularly in association with local authorities."

"I am looking to TECs to ensure that training, enterprise and investment in people play a central role in all local regeneration and development plans."

## NEW DATA ON TRAINING AND ENTERPRISE

• For the first time ever, *Employment Gazette* this month contains monthly statistics on Government training and enterprise programmes.

• The six new tables and two charts give data on the numbers of participants in, and entrants to, Training for Work/ Employment Training/ Employment Action, Youth Training and the Business Start Up Scheme, plus job and qualification outcomes for Employment Training and Youth Training. Extra tables will appear quarterly starting with the January issue.

• For an introductory note on the new tables see pages S7-8. The tables, numbered 9.1 to 9.6, appear on pages S69-72.



## Scots plan to raise business births

**A SIX-POINT strategy to raise the new business 'birth rate' in Scotland to the UK average by the year 2000 has been launched by the development agency Scottish Enterprise (SE).**

The plan will aim to achieve a 50 per cent increase in business start-ups each year by the end of the decade, and the creation of 25,000 extra firms in this timescale. Research for SE conducted last year showed that proportionately fewer people north of the Border are interested in going into business compared with other parts of the UK.

Matching the 'birth rate' of the South East of England between 1978 and 1990, it estimated, would have meant the creation of

195,000 extra jobs in Scotland.

The six priorities will be to:

- persuade more people to set up a business, including the launch of a public relations campaign supported by successful business personalities;
- encourage new starts through informal support networks as well as the formal networks, for example by setting up forums for Scottish entrepreneurs;
- improve access to finance, for example through improved use of existing schemes such as the Loan Guarantee Scheme;
- widen the entrepreneurial base by targeting women, people under 35 and non home-owners, for example by exploring the scope for extended use of franchising and other

techniques;

- Obtain more new starts in manufacturing, high-tech and business services, for example by increasing the number of 'spin-outs' from academic institutions;
- increase the number of high-growth start-ups in all sectors, including the promotion of 'team starts' and corporate venturing from well-established companies.

To act as catalysts for the strategy, SE will take forward three projects: a business forum modelled on the MIT (Massachusetts Institute of Technology) Forums in the United States; the establishment of LINC Scotland (the main body for promoting networking among entrepreneurs) as a part of the LINC UK network; and setting

up National Seed Capital Funds to make fairly small, early stage investments in new and growing companies.

To lead work on the new strategy, SE has set up a dedicated new business division. Raising the new business birth rate is also to become a key remit of SE alongside the existing functions of securing inward investment, company development, trade development and skills training. SE will work closely with Scotland's network of 22 local enterprise companies in taking the strategy forward.

● A document, *Improving the Business Birth Rate: a Strategy for Scotland*, is available free from Scottish Enterprise, 120 Bothwell Street, Glasgow G2 7JP, tel 041 248 2700.

## New trust links industry with schools

**A NEW national education trust has been set up with the aim of improving the skills of young people entering the labour market.**

Dismayed at the "poor academic and social abilities of a worrying number of students leaving education and looking for jobs", 29 chief executives or chairmen of blue-chip companies such as Midland Bank, Vauxhall, ADT and Guinness have launched 'Industry in Education' (IIE) in a bid to reverse this trend.

They are keen to ensure that students learn the necessary core life skills including communication, problem-solving, team working, self-discipline and self-motivation to make them employable and able to contribute to the UK economy.

Working as a non-political body with teachers, parents, employers and the Government, the IIE is seeking practical ways in which industry can assist educationalists to raise standards, initially within the primary and secondary sectors and later at all levels.

It has already started tackling the issue on a number of fronts. Talks have been initiated with all



**BUILDING LINKS: 'It is time that industry and education worked together,' says Industry in Education.**

Photo: Jacky Chapman

the teachers' unions to improve their understanding of industry's present and future requirements; a research study is examining the relevance of the National Curriculum to employment; and a central database has been set up to help match business people with governorships of local schools.

IIE also wants to encourage private sector investment in schools, and use industry's expertise to increase the effectiveness of the operational, financial and personnel management of schools.

Chairman of the trustees, and chief executive of ADT, Michael Ashcroft said Industry in

Education's main aim was to ensure that every school "can produce young people that employers want to employ and who can make worthwhile careers for themselves in adult life."

● For further information, contact Richard Painter, Industry in Education, 100 West Hill, London SW15 2UT, tel 081-875 9799.

### DIARY dates

#### **JOBS AND THE ENVIRONMENT**

11 January 1994, London  
Tel: 071-815 7798

#### **MANAGING CHANGE**

26-27 January, London  
Tel: 071-637 4383

#### **RESEARCHING THE LABOUR MARKET**

7-9 February, Bristol  
How to design research to meet specific labour market situations.  
Tel: 0272 466984

#### **INTRODUCTION TO HEALTH AND SAFETY AT WORK**

8 February, London  
Tel: 071-824 8257

#### **EMPLOYMENT LAW FOR EMPLOYERS**

15-17 February, Manchester  
Tel: 071-600 0202

#### **THE ROLE OF TECs IN LOCAL ECONOMIC DEVELOPMENT**

22 February, London  
Tel: 0532 832600

#### **KEY ISSUES IN THE CHANGING LABOUR MARKET**

4 March, Bristol  
Seminar to look at the need for a 'balanced workforce'.  
Tel: 0272 741117

#### **IDENTIFYING THE NEEDS OF SMEs**

22 March, London  
Tel: 0532 832600

#### **SPECIAL NEEDS: ACCESS TO NVQs and GNVQs**

22-23 March, London  
How TECs, training providers, and careers service can help people with special needs gain these qualifications.  
Tel: 0788 860540

#### **EFFECTIVE PERSONNEL POLICIES AND PROCEDURES**

23 March, London  
13 April, Manchester  
Tel: 071-824 8257

## New ESF blueprint published

**THE EMPLOYMENT Department has drawn up a revised plan for the use of European Social Fund resources to help the long-term unemployed and other groups in Great Britain.**

The plan, covering the period 1 January 1994 to December 31 1999, was submitted for approval last month to the European Commission. It relates to ESF provision which is available nationally under Objective 3 of the EC's Structural Funds. Objective 1 areas (Highlands and Islands and Merseyside) and Objective 2 and 5(b) areas (declining industrial and rural areas) will be covered by separate plans.

Identified as the key priorities for ESF support are people unemployed for six months or

more and jobless young people aged under 25. Further priorities will include disabled people; single parents; people with basic skills needs; inner city residents and people living on peripheral housing estates; people in isolated rural areas; those affected by large-scale redundancies; ex-offenders; and ex-armed forces personnel.

Under the plan, ESF funds would also be used to promote equal opportunities, in particular by helping women returners and by developing/encouraging opportunities in sectors or occupations where either men or women are traditionally under-represented.

A wide range of measures will now be supported under the ESF, including vocational training;

work experience; support for self-employment; and vocational guidance and counselling.

In 1993 ESF funding totalling some £600 million will have been provided, making a significant contribution to the total public-sector budget for training and vocational guidance in Great Britain.

Copies of the ED's plan will be sent to all parties with an interest in the ESF including TECs, LECs, local authorities, voluntary organisations and industrial training organisations which were consulted on the draft of the plan.

● Copies are available to other interested parties from ESF Unit, Level 1, 236 Grays Inn Road, London WC1X 8HL, tel 071 211 4741

## Final year for PETRA placements

**MORE THAN 2,200 training or work experience placements in other EC countries will be available to young people from the UK next year under the PETRA programme.**

PETRA (Partnerships in Education and Training) is one of a number of EC vocational training programmes which are due to end on 31 December 1994. Its main aim is to support and supplement member states' training policies through specific activities at Community level.

Placements are open to young people aged 16-27. For those in initial vocational training, placements last on average three weeks. Longer placements, averaging three months, are available for young people who have completed their initial vocational training and are: undergoing an advanced course of training, below degree level; in employment; or unemployed and available for work. Grants ranging from around £550 to £2,000, according to the length and location of the placement, are available to help with travel and subsistence costs.

Since 1992 over 3,000 young

people from the UK have taken part in placements under Action I of PETRA.

Any public, private or voluntary organisation may make an application on behalf of a group of young people, and proposals from businesses, TECs and LECs are particularly encouraged. There will be two deadlines for applications next year: 31 January and 30 June 1994.

PETRA also supports a network of training partnerships (Action II) and activities to develop a European dimension to

member states' vocational guidance systems (Action III). There will be no calls for project proposals under these strands of the programme in 1994.

● Application forms and further information on PETRA Action I are available from Jane Owen or Jim Lumb at the Central Bureau for Educational Visits and Exchanges on 071 486 5101.

● For general information on PETRA, contact David Oatley at the Employment Department on 071 273 5660.

Details of the outcome of the meeting of the EC Social Affairs Council held in November are included in the Parliamentary Questions section on page 561.

A summary of developments arising from the Belgian Presidency of the European Community which ends on 31 December 1993 will be included in next month's issue of *Employment Gazette*.



**BRADFORD & DISTRICT**

HUNDREDS OF low-skilled workers in the Bradford area could get help with their career prospects through a new training initiative.

Run jointly by Bradford & District TEC, the Adult Literacy Basic Skills Unit (ALBSU), and a number of local employers, the 'Skills Train' scheme targets key groups of employees who lack basic skills or whose skills need updating.

Local companies will receive help to identify those workers who could benefit from workplace training in subjects such as IT, basic communication skills, business English, telephone skills, customer care, and health and safety.

Selected workers at each firm will also be taught how to train their colleagues.

Initially, the Skills Train aims to help at least 450 workers.

● For further information contact John Scrimshaw, tel 0274 737000.

**SANDWELL**

A UNIQUE recruitment agency run by a team of disabled people has been set up to help disabled jobseekers in the Birmingham area.

Backed by Sandwell TEC, 'Sandwell Employability' aims to match disabled people looking for work with employment opportunities at local companies.

The agency is currently promoting disability awareness among local employers and compiling a database of companies which can offer on-the-job training. It also aims to provide guidance for disabled people who are considering starting up their own business.

Explained team leader Roy Short: "We are trying to encourage people with disabilities to become part of the open labour market as opposed to the sheltered labour market by, among other things, providing confidence and assertiveness training."

● For further information, contact Julia Bird on 021-525 4242.

**ESSEX**

GOING DUTCH has taken on a new meaning at Essex TEC with the launch of the first 'Dutch Desk' in the UK.

The new service, which is the



**HORSE POWER:** Spurred on by her success on a machine woodworking course, Melanie Godsland of Cheltenham (above) has been able to set up her own carpentry business. She was one of 160 unemployed people who have benefited from an innovative 'flexible funding' pilot scheme run by Gloucestershire TEC.

Under 'Training for Individuals', each person received a £1,000 grant and encouragement to find his or her own route to a job through courses which were not available through the usual training sources.

Just over half of the participants have since either found jobs or started up their own business.

result of the TEC's membership of the Nederland-British Chamber of Commerce, will make it easier for Essex businesses to trade with Holland.

It aims to help boost both export and import markets by offering local firms free or discounted services such as market research, exhibition support and direct mail preparation.

● For further information, contact Sue Rawlinson on 0206 866611.

**CEWTEC**

HELPING FIRMS to stay on the right side of new environmental laws is the aim of a new awareness drive being led by Chester, Ellesmere Port and Wirral TEC (CEWTEC).

In conjunction with local environmental specialists, the TEC is running a series of subsidised one-day seminars to explain how companies should address the environmental

aspects of their operations.

Aimed at all types of firm (not only those in high-risk sectors such as chemicals and food) the seminars aim to show that good environmental management can have clear business benefits such as lower fuel and waste disposal bills, reduced risk and liability, and enhanced public relations.

● For further information, contact Denise Johnstone on 051-630 2574.

**THAMES VALLEY**

A NEW approach to helping companies make the transition from 'owner-managed' to 'team-managed' is being pioneered by Thames Valley Enterprise.

Designed for smaller firms, the course offers an alternative to the traditional choice of either reading up the theory in textbooks (and then having to relate this to the real-life situation) or using a consultancy, which may prove too expensive.

The combined workshop and consultancy programme covers key issues such as management roles, leadership styles, team building and empowerment, succession planning, and effective communication techniques.

● For further information, contact Thames Valley Enterprise Know-How on freephone 0800 775566.

**ELTEC**

FOLLOWING THE success of its membership scheme which some 500 local employers have joined, East Lancashire TEC (ELTEC) has set up a similar benefits package for smaller firms.

Its new Associate Membership scheme aims to give small firms (with fewer than 50 employees) greater access to the type of business support which in turn will help them become more profitable and competitive.

For an annual fee of £50, members will be entitled to a varied package of help, business counselling, training, seminar discounts and free services.

Over 50 per cent of East Lancashire businesses employ fewer than 50 people.

● For further information, contact Mike Crossley on 0254 301333.

# Telework growth in doubt

**ONE IN 20 employers now employ teleworkers and one in ten employ some form of home-based worker, says a new report.**

However, the idea that teleworking is spreading steadily is open to doubt; rather, there is a shifting population of schemes which come and go in response to changing individual and corporate requirements, the researchers conclude. The report, produced for the Employment Department, was based on a telephone survey in May and June last year of some 1,000 organisations.

Key findings were that:

- Teleworking is found in all regions of Britain, with big concentrations in London and the South East. It is most common in organisations

with more than 1,000 staff and in the smallest firms.

- In addition to the 6 per cent employing teleworkers, a further 8.5 per cent of employers had actively considered doing so and a similar proportion thought it likely that teleworking would be introduced in the future.
- The sectors most likely to use teleworkers are: business and financial services; the media industries and the public sector.
- Teleworkers are found at all levels from managerial to clerical.
- Most common telework occupations are: data entry and typing; secretarial and administrative work; sales and marketing; computer programming and other IT

specialisms; management; training and education; writing and editing; and research.

The research also involved in-depth qualitative interviews with managers of telework schemes. From these it emerged that:

- While some schemes are part of the employer's long-term strategic plan, others are temporary solutions to unforeseen problems such as retaining the services of staff who cannot relocate or of a newly-disabled member of staff.
- Other reasons prompting managers to set up telework schemes include avoiding a move to larger premises; reducing office overheads; implementing an equal

opportunities policy; and attracting or retaining people with scarce skills.

- The main benefits identified by employers are flexibility, reduced costs, convenience and freedom from transport problems. Disadvantages include problems of management and social isolation.
- In general, teleworkers are regarded as more productive, more reliable and loyal than their on-site colleagues. They are also likely to produce better quality work, take less time off and stay longer with the organisation.

● A forthcoming *Employment Gazette* feature will report on the findings of this research in more depth.

## Managers main barrier to EI

**SENIOR AND middle managers are seen as bigger barriers to the successful operation of employee involvement (EI) schemes than employees or trade unions, according to a survey conducted by IRS.**

Of those employers questioned, 42 per cent felt that a lack of commitment from senior management within their organisation hindered the success of EI schemes, and about half (53 per cent) felt the same about middle managers. While only 7 per cent perceived supervisors to be a major hindrance to the success of schemes, almost half of employers saw them as a minor barrier.

All of the 62 respondents questioned in the survey said they currently operated at least one method of employee communication or consultation; most common were company newspapers, followed by health and safety committees.

Most felt that EI schemes had been good for the organisation, although a number expressed reservations as to its efficacy. The majority said that

EI was more prevalent in their organisation than a decade ago.

In all, just over a fifth intended to introduce more initiatives in the future, with fewer than one in 10 planning to discontinue one or more types of EI. However, more than half of those responding to a question on the subject thought that problems such as absenteeism, administration costs, industrial disputes and turnover had been 'largely unaffected' by EI.

The survey results broadly confirm the findings of recent research conducted for the Employment Department, including those in the report *New Developments in Employee Involvement*, ED Research Series paper 2, 1992.

The ED has commissioned the London Business School to review recent research on the contribution middle managers can make to EI. It will report in mid-1994.

● 'Employee involvement - the current state of play', *IRS Employment Trends* 545, October 1993.

## UK graduates in Europe

**LESS THAN 2 per cent of UK first degree and even fewer post degree graduates find work in continental Europe, says a study.**

In 1991 some 1,266 graduates went to work on the Continent compared with 966 in 1988. Half of the first degree holders were in teaching, while a higher proportion of post-graduates go to work in business. For first degree holders, France, Spain and Germany were the most popular destinations while

postgraduates preferred Germany, France and the Netherlands.

In the future, numbers going to the Continent are expected to increase steadily but not dramatically — a process helped by European education programmes such as ERASMUS and COMETT, the report predicts.

● *The Recruitment of UK Graduates to Work in Continental Europe*, IMS Report 248. Published by the Institute of Manpower Studies, University of Sussex, Falmer, Brighton BN1 9RF, tel 0273 686751, price £35.

**Employment Service Annual Report on Research**

The Employment Service's *Annual Report on research for 1993* is now available. The report accounts for ES research expenditure in 1992-93 and describes the programme for 1993-94 as it currently stands.

Copies are available free of charge from Suki Sahota, Research Management, Level 4, Employment Service, Rockingham House, 123 West Street, Sheffield S1 4ER. Tel: 0742-596278



The future of the SME

OF THE 13 million enterprises in Europe, 99 per cent are small and medium sized (SMEs) with up to 500 workers. In recent years SMEs are thought to have created 50 per cent of all new jobs in recent years, and everyone agrees they will feature large in job creation in the Europe of the future. But how should they be nurtured?

# Getting Europe back to work

Where will jobs come from in the future? And what hope is there for the EC's unemployed?

Go for Gazelles!

THERE ARE only three types of small firm in the world: failures, plodders and 'gazelles', according to Professor David Storey of the UK's Warwick Business School. Failures account for up to 40 per cent of the total; the plodders survive but will always remain small; but the gazelles are the few which are going to increase employment very substantially.

"This distinction is at the heart of small firms policy and if you haven't made it, your policy is not going to be effective," warned Professor Storey.

Existing small firms policies put too much emphasis on business start-ups and not enough on helping young but established businesses. Predicting which new business proposals would succeed was extremely difficult. Small firms may be a major source of job creation in developed countries, but it did not follow that more small firms meant more employment.

"It isn't the number of businesses that are started that's important: it's the number of gazelles you've got, and whether you allow them their full potential," the Professor said.

To succeed, therefore, a small firms policy should not try to raise the small firms birth rate but focus help on the few which want to grow and have shown the capacity to do so. Once the firms to be supported have been chosen, agencies should:

- find out what their problems and constraints are;
- see whether the state can help;
- ask them what they want, rather than giving them a menu;
- Implement an assistance policy focused on the particular needs of a particular company.

"Some of these lessons are being learnt in the UK by some TECs. Targeting isn't easy, but it's better than spreading the jam so thinly across the enterprise population that no one can end up tasting it," he argued.

There were, however, two very clear exceptions to this lack of emphasis on start-ups. One was new technology firms ("We don't have nearly enough of these in the UK.") and the other disadvantaged groups in the community.

Controversially, Professor Storey argued that prior training of new entrepreneurs made "no difference" to their future success or otherwise. "What matters is whether they've seen an accountant."

Don't say 'X' or 'Y', say hothouse

IN THE west of Ireland, picking winners or growing new firms is no longer the choice: there the focus is on a 'hothouse' culture.

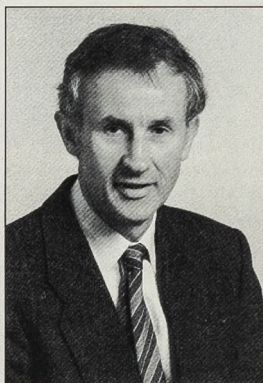
"In any development issue you can never say: 'We must do x or y; usually it's 'How can we do both? How do we combine a significant birth rate of potentially strong companies with a focus on winners as they grow older?'" argued Brian Callanan of Shannon Development.

In the ten years to the mid-1980s his agency more than doubled the number of small manufacturing firms in Shannon from 300 to 700, with a survival rate of 75 per cent. Unfortunately many stayed small, with only between 10 and 20 achieving a turnover of £1 million and breaking into export markets.

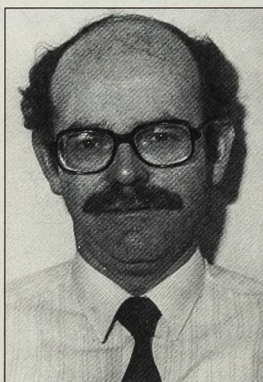
In the late 80s-early 90s the emphasis shifted to growing local and

Labour market experts from the four corners of the Community converged on Brussels last month to air these issues in the first-ever Employment in Europe conference.

Andrew Opie reports



Professor David Storey



Brian Callanan

regional 'clusters' of firms with strong growth prospects in sectors like aerospace (round Shannon airport) and port facilities on the coast. These were supplied with intensive support services in areas like technology, finance, research and transport.

"We moved away from from distinguishing between large and small firms and towards hothouse investment. For us this approach is a good resolution of the problem of whether we should be picking winners or growing new firms," argued Callanan.

On the question of 'menus', he agreed with Professor Storey: "Every organisation helping small firms falls into the trap of thinking of the customer in terms of its own procedures and regulations, not in terms of needs of customer."

Shannon's solution had been to open local offices staffed by local people who developed rapport with many of the small firms and got to know their requirements.

Unemployed entrepreneurs spell danger

SUPPORTING unemployed people in new business ventures can be fraught with danger, argued Paulo Barros Vale, president of Portugal's National Association of Young Entrepreneurs.

"A lot of member states support the setting up of businesses by unemployed people without checking the management and entrepreneurial skills needed for their development.

"Policies for the creation of new companies can have devastating consequences if they are not properly focused."

Thanks to a partnership between his association and the Government, 500 companies and 10,000 jobs were created in Portugal between 1988 and 1992 - with a mortality rate of only 6 per cent.

"Success comes from a very tight and selective way of choosing: 100 firms were selected out of 1,000 candidates," he said.

Meanwhile, Europe's entrepreneurs had to be law-breakers in the current framework of EC regulation.

"The legal environment for enterprises is so complicated that every entrepreneur breaks the law at least once a day," he said. "Transgressions have become more and more acceptable because it has become almost impossible to check up on business activities. Rigid bureaucracy and finance are the big problems facing SMEs."

Don't expect too much

THE COMMUNITY'S alleged lack of comprehensive SME policy was lambasted by Colin Lustenhouwer of the EC's Economic and Social Committee.

"What we have at the moment is a

pilot project here, seed capital there, but what we need is to integrate the needs of small business in all our actions, at any level."

And he added: "Don't expect too much from the small businessman. Job creation is relatively higher in a successful SME, but the entrepreneur isn't in the business of employing people but to make a profit. If he can do it with fewer people, he will.

"An overall business strategy and a favourable economic and social climate in competition policy, finance and international trade is what's needed."

Better late than never

"THE EC discovered SMEs late," admitted Rheinhard Schulte-Braucks, the EC's head of enterprise policy. But now seed-capital fund networks had been widely established, and 70 per cent of their clients were high-tech firms.

Access to funding was also improving with the spread of mutual guarantee funds, and a Mutual Guarantee Fund Society had recently been established in Britain. A European Investment Fund had also been set up at the Edinburgh Summit.

However, a one billion ECU fund for SMEs offering subsidised loans at 50 per cent below market rate had not yet been put into effect by the European Investment Bank.

Jobs and the environment

Green fees - green jobs

MANY NEW jobs can result from the 'greening' of industry, but only if governments get tough on environmental standards and introduce green taxes, argued Harald Rensvig, State Pollution Control Authority, Norway.

The environmental sector is growing at between 5 and 10 per cent a year and jobs will come from three sources. These are: 'end-of-pipe' additions to existing technologies aimed at cleaning up emissions or producing greener products; genuine new products and services such as waste management systems; and products and services where quality depends on a clean environment, such as salmon fishing.

The end-of-pipe solutions will produce new jobs in countries with a technological lead which allows them to export, but the numbers of jobs will be small. The same applies to environment-friendly products, which will replace existing ones. More significant will be labour-intensive activities, such as building waste water plants and other infrastructure.

But four factors would influence whether new jobs were created in any numbers:

- the macro-economic climate;
- how strongly the population thinks measures are needed;
- the extent to which the true environmental costs can be included in the price of products;
- Whether the authorities provide the right conditions, including tough environmental regulations, subsidies to public transport and spending on infrastructure.

The most important factor was that of 'green fees', but countries must act together on this, or industries would migrate to countries where taxes were lower and regulations more lax. Europe had to agree about regulations, standards and higher taxes on energy. "On a multinational level, 'green fees' will help governments move away from the old thinking that jobs can only be created by having more efficient machinery," Mr Rensvig argued.

Patterns of work

Share it out

THE WHOLE question of how work is distributed will be a key factor in the labour market of the future, argued Patricia Hewitt the UK's Institute for Public Policy Research.

"There is no shortage of work to be done. Much of our thinking about work should centre on its division between that which is paid and unpaid; between different communities and regions, between men and women, and across lifetimes," she argued.

"An issue we need to confront is that of gender segregation: at a time when traditionally male manufacturing employment is declining, segregation is now working against men as well - especially older and younger men."

Another issue was working time: so-called atypical work could mean low pay, insecurity, and dangerous working conditions, but also greater efficiency for the enterprise, greater choice and a better balance for individuals between their paid employment, education and training, and family responsibilities.

British Airways had taken the high road to flexibility by extending to full-time workers the right to reduce their working hours, stay in their jobs and retain their rates of pay and terms and conditions of employment, including pension rights for the over 50s. BA's personnel department had been stampeded by people wanting to trade more time for less money. "Those individuals benefited; the company benefited: they met their labour force reduction targets without redundancies, and achieved financial savings compared with what the costs of the redundancies would have been.

"Even in a deregulated labour market, we can see a good side as well as a bad side to labour market flexibility," said Ms Hewitt.

Studies had shown that countries with shorter average full-time hours and higher proportions of part-time workers could get more people employed for any given total demand for employment. But it was also true that those with shorter full-time hours were those with higher productivity.

Imaginative ways were needed in which to finance career breaks in part through the benefits system, partly by savings and partly from other household income, said Ms Hewitt.

"We need, as in Belgium, to spread the possibility of people who are full-time unemployed being enabled to take the part-time jobs that are being created and combine them with part-time unemployment as well. If we don't do that, we run the real risk of part-time work going to married women where the husband is also in employment."



Patricia Hewitt

"Don't expect too much from the small businessman. Job creation is relatively higher in a successful SME, but the entrepreneur isn't in the business of employing people but to make a profit. If he can do it with fewer people, he will."

- Colin Lustenhouwer



Disabled people's access to the labour market is the focus of three recent reports commissioned by the Employment Department.

## Focus on disabled people



### Employing disabled people: employers' views

Two thirds of firms with no disabled staff still associate particular problems with employing them, says a recent research report.

However, three in four employers with disabled staff encounter no problems and only half had needed to take special measures to accommodate them.

The study, by the Institute of Manpower Studies, included a postal survey covering both a random sample of all employers (1,855) and a sample who were known or believed to exhibit good practice in the recruitment/employment of people with disabilities (301). Responses were received from 1,123 employers (a response rate of 52 per cent). Twenty-one in-depth case studies were carried out subsequently.

The aim of the survey was to assess the extent to which employers are prepared to identify and meet the employment needs of disabled recruits and

employees. It examined what action employers who recruit and employ people with disabilities already undertake, and also surveyed employers who do not currently employ people with disabilities to establish the reasons for this.

### Main findings

- 57 per cent of employers in the survey employed disabled people (comprising 92 per cent of the good-practice sample and 49 per cent of the random sample). Larger organisations are much more likely than small ones to employ people with disabilities.
- While many employers perceived possible problems with regard to employing disabled people (eg. their ability to do the job in question and their level of productivity) three quarters of all those who currently employ people with disabilities stated that they have experienced no

problems or difficulties in doing so.

- Around half of these employers managed to employ disabled people without the need to undertake any specific accommodating actions.
- Responses suggest that employers were both able and willing to act when faced with a disabled employee. The extra costs employers said they would be willing to incur to employ a disabled person rise with the salary of the employee concerned, but not in proportion to the salary. Employers said they would be prepared to pay between 5 and 10 per cent of gross annual salary for a higher-paid employee and ten per cent for a lower-paid one.
- When asked if they would be prepared to spend more on an existing employee, 39 per cent of employers said that they would, 14 per cent

said they would not, and 48 per cent did not know.

- Less than a third of respondents (31 per cent) claimed to have sought external help, support or advice on the recruitment and employment of disabled people. The main Employment Department organisations accounted for most of the sources of assistance.
- Only 16 per cent of respondents said that they would find extra official help useful. Suggestions for further assistance ranged widely from more financial help to changes in the operation or emphasis of existing services.

*Employers' Attitudes Towards People with Disabilities*, IMS Report 245  
Available price £40 from BEBC  
Distribution, PO BOX 1496,  
Parkstone, Poole BH12 3YD,  
trefone 0800 262260.

### 15 countries' policies compared

LEGISLATIVE approaches towards promoting the employment of people with disabilities differ markedly between western Europe and elsewhere in the West, says research for the Employment Department.

There is, however, no clear evidence on the effectiveness of different measures and the lessons learnt in one country are not necessarily transferable to another, the research concludes.

The study, by researchers at York University, reviewed legislation, schemes and services in all other EC countries as well as the US, Canada and Australia.

### Key findings were that:

- EC countries (excluding Denmark) have a historical commitment to compulsory employment measures including quotas (target percentages of positions set aside for disabled people) and reserved employment (where whole occupations are set aside).
- Non-EC countries, by contrast, promote the obligation to employ disabled people through conditions such as contract compliance, and comparatively recently through anti-discrimination and equal opportunities legislation.
- Countries in both 'models' are moving away from the reimbursement of employers for taking on disabled staff, towards facilitating the right to work.
- Quota schemes in EC countries now reflect a move away from state compulsion towards employer obligation. Fines for non-compliance have been replaced in France and Germany by voluntary contributions to a special fund, with penalties as a last resort.
- Quota schemes tend to be administratively unwieldy, potentially discriminating against certain types or severity of disability, and

## Focus on disabled people

involve the need to define the population to be counted.

- Preferential access to employment and reserved employment have become less prominent, possibly because they have become associated with menial, low-status jobs.
- Most support measures for employers are financial and include payments for reduced productivity, rewards for taking on a disabled person and reimbursement of all or part of the costs of adapting the workplace or working environment. There is much less evidence of financial support payable to disabled workers.

*Employment Policies for Disabled People: A review of legislation in fifteen countries*, by Neil Lunt and Patricia Thornton, is published by the Employment Department as Research Series No 16.

### Supported Employment working well

'SUPPORTED employment' schemes which help disabled people to find and stay in open jobs are effective in achieving their objectives, concludes a new study.

Funded mainly by local government social services departments, some 80 supported employment agencies in Great Britain currently support some 1,600 clients in open employment. The package usually includes personal support from a 'job coach' and help and training at the workplace, based on an assessment of the individual's needs.

Supported Employment will be one of the new options available under Access to Work, the new, unified range of measures to be offered to disabled people by the Employment Service from April next year.

The research, by OUTSET Consultancy Services, included

ten case studies of different agencies and a literature review.

### Key findings:

- Agency clients are finding real jobs in regular work settings, with real wages. Job retention is excellent.
- Most agencies are working with people with learning disabilities. They are often working successfully with severely disabled people who have previously been labelled as unemployable.
- The Supported Employment model can also be used effectively within vocational training programmes. This approach enables individuals who would not otherwise be able to do so to sustain work experience placements.
- Early indications suggest that the Supported Employment model can also be used effectively for people with other disabilities, and a number of agencies are widening their client group.
- Many agencies reported few difficulties in finding suitable jobs for their clients, even in areas of very high unemployment. Clients are securing primarily entry-level posts in service industries. There is good evidence that employers are finding the Supported Employment package attractive.
- However, agency provision is still sporadic and a long way from meeting the need in the community. There is little long-term funding available to agencies.
- Agency costs range between £1,000 and £5,000 per client supported within open employment. The number of new clients supported per year ranges between four and eight per agency staff member. Costs incurred within the

first year of a client's employment may be significant but decrease sharply thereafter. Subsequent 'maintenance' costs are likely to be low for most clients.

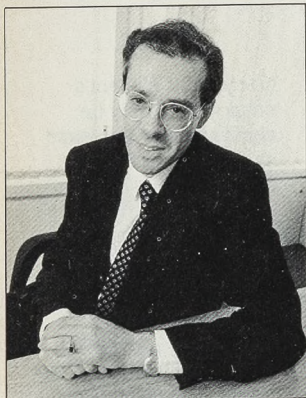
- The current benefits system means that many clients, who tend to be on low wages, are restricted to part-time work as they would otherwise lose out financially and prejudice their housing arrangements.

*An Evaluation Of Supported Employment Initiatives for Disabled People* (Employment Department Research Series No. 17)

Copies of both Research Papers are available from Room W441, Employment Department, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.



## APPOINTMENTS



## New ED adviser

DR JAMES Robertson has been appointed as chief economic adviser to the Employment Department in succession to Pamela Meadows.

Dr Robertson, 44, joins the ED from the Department of Trade and Industry where he was head of Industrial and Regional Economics and Statistics. He has also served at the Departments of Transport, Energy and Employment.

Ms Meadows has left ED to become director of the Policy Studies Institute.

A note to *Employment Gazette* readers from Peter Stibbard, director of statistics, Employment Department

## Social statistics: are there any gaps?

**A**S READERS may already be aware, the Government Statistical Service (GSS) is seeking to involve users more closely in determining priorities for data collection within the limited resources available.

Bill McLennan, the Director of the Central Statistical Office (CSO) and head of the GSS, wishes to establish where the gaps might be in the overall statistical picture for the UK, and earlier this year the Prime Minister gave his support to this review. As part of this process, the GSS Committee on Social Statistics (GSS(S)) has been asked to examine the requirements of Government and other users for social statistics.

The CSO has already written to more than 20 organisations, and has sent open letters for publication in the *Royal Statistical Society News* and the *Times Higher Education Supplement*.

The GSS is seeking views on the quality and range of social statistics it produces. The sort of broad issues on which readers' views would be welcomed include:

- (i) Which of the current GSS outputs on social statistics do you find most useful?
- (ii) What are the gaps you perceive in the current availability of social statistics? What are your priorities amongst these? Do you think the GSS is best placed to fill these, and if so why?
- (iii) Are there areas where data are available, but you experience problems in access,

timeliness, frequency or similar issues?

- (iv) What are your views on paying for government statistics, particularly if the GSS were to collect information not directly required by Government?
- (v) How do you see your demands for social statistics changing over the next 5-10 years? How do you see the GSS needing to change its outputs in response?
- (vi) How effective are the mechanisms which already exist for you to exchange information and views with the GSS? How might they be improved?

Readers should feel free to comment on any social statistics, whether or not they fall within the scope of statistics covered by *Employment Gazette*.

Please write to the following address:

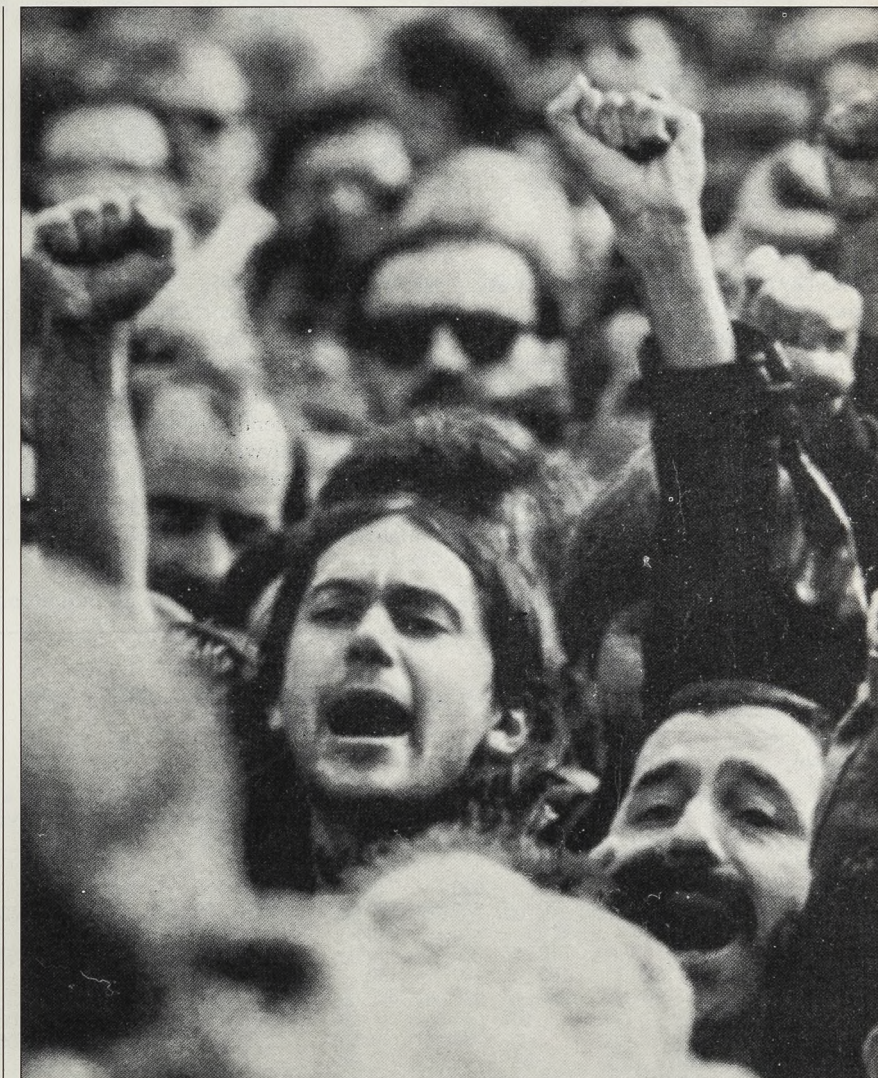
Peter Stibbard  
Director of Statistics  
Employment Department  
Room 620  
Caxton House  
Tothill Steet  
London SW1H 9NF

or fax to 071 273 5215  
preferably before the end of January 1994.

## International comparisons of labour disputes in 1992

## Key findings

- The UK's strike rate was the fifth lowest (defined as the number of working days lost per thousand employees from labour disputes) in a table of 18 OECD countries.<sup>1</sup>
- Most countries saw a general decline in their strike rate over the ten years 1983 to 1992.
- The UK strike rate for the five years 1988-92 was 75 per cent lower than in the previous five year period; a substantially better reduction than the OECD median of 32 per cent.<sup>2</sup> The UK's average strike rate placed it approximately middle of the OECD table.
- For most countries the number of working days lost in the most strike-prone industries (mining, manufacturing, construction and transport and communication) was at least one-and-a-half times as high as the level seen for the whole economy.
- The UK strike rate was higher in the service sector than in traditionally strike-prone industries, suggesting a possible behavioural change towards strike activity in the traditionally strike-prone sectors.
- The UK's strike rate has been below the EC average in each of the last ten years with the exception of 1984.
- Between 1983-92 the countries consistently showing by far the highest strike rate were Greece, Spain and Italy.
- Most countries had a very high incidence rate for one or two years because of individual but large-scale disputes.
- Countries consistently recording relatively few days lost per employee included Switzerland, Austria, Japan and the Netherlands.



Strikers in Italy protest against government budget cuts, October 1992.

Photo: Popperfoto/Reuter

In 1992 the United Kingdom saw its lowest level of strike activity for more than a century. But is this achievement specific to the the UK or part of a general improvement which is reflected in other countries' statistics?

This article compares working days lost in the UK with corresponding data for other OECD countries, and examines how national differences in the methods used for selecting and compiling data on labour disputes affects these comparisons.

By Derek Bird, Statistical Services Division, Employment Department.



## Introduction

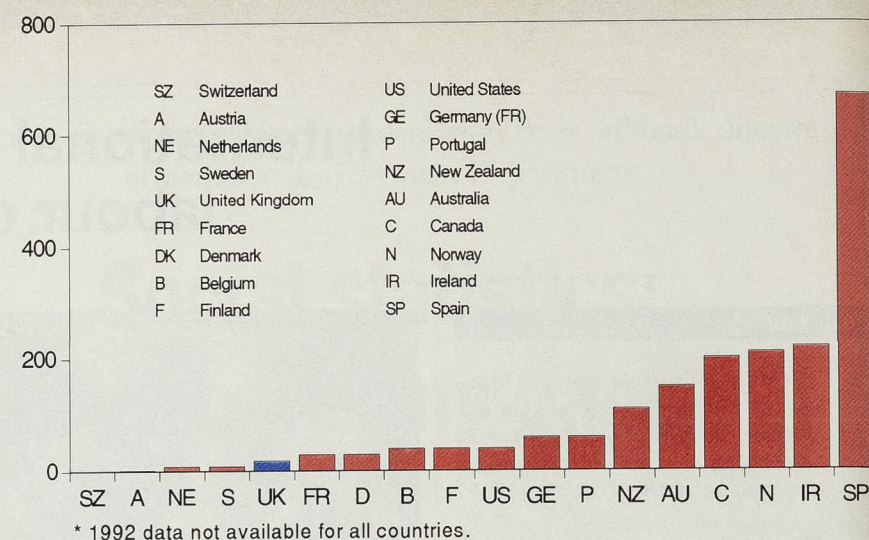
Care must be taken when making detailed international comparisons of labour disputes because of the different coverage of each country's statistics. The figures presented in this article should not be seen as providing a precise comparison between countries, but they are useful for showing relative levels of working days lost over time and comparative increases or decreases in them.

The differences in coverage, which may partly explain why a country appears to have a better – or worse – record than another country, vary greatly and are discussed in the second half of this article. More detailed information on labour disputes in the UK in 1992 is available in an article in the May 1993 edition of *Employment Gazette* (pp197-211).

## Summary

In 1992 the United Kingdom saw its lowest number of working days lost to labour disputes since records began in 1891. This 100-year low contributed to the UK improving its position in a 'league table' of 18 OECD countries ranked by working days lost per thousand employees – their 'strike rate'. In 1992 the UK had the fifth lowest strike rate – a significant improvement on the UK's position in

Figure 1 Working days lost per 1,000 employees (strike rate): 1992\*



previous years (1983-91). The international data also show a general downward trend in the strike rate in most of the 22 OECD countries during 1983-92.

Over the ten-year period 1983-92 the countries consistently showing by far the highest strike rate were Greece, Spain and Italy. Most countries had a very high incidence rate for one or two years because of individual, but large-scale, disputes.

Examples of these can be seen in the UK and the Federal Republic of Germany in 1984 (miners and engineering workers respectively) and Greece in 1987 and 1990 (general strikes). Countries consistently recording relatively few days lost per employee included Switzerland, Austria, Japan and the Netherlands.

Table 1 Labour disputes: working days lost per 1,000 employees<sup>a</sup> in all industries and services 1983-92

	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	Average <sup>b</sup>		
											1983-87	1988-92	1983-92
United Kingdom [UK ranking]	180 [10]	1,280 [20]	300 [16]	90 [8]	160 [13]	170 [13]	180 [16]	80 [11]	30 [9]	20 [5]	400 [15]	100 [12]	250 [14]
Belgium	..	..	40	..	..	70	40	30	20	40	(40)	40	(40)
Denmark	40	60	1060	40	60	40	20	40	30	30	250	30	140
France <sup>c</sup>	80	80	50	60	50	70	50	40	40	30	60	40	50
Germany (FR)	..	250	..	..	..	..	..	10	10	60	50	20	30
Greece	320	320	620	710	9,940	3,550	4,950	12,040	2,910	..	2,380	(5,860)	(3,930)
Ireland	380	470	520	380	320	180	60	270	100	220	420	160	290
Italy	980	610	270	390	320	230	300	340	200	..	510	(270)	(400)
Netherlands	30	10	20	10	10	..	..	40	20	10	10	10	10
Portugal	230	100	100	140	40	70	130	50	40	60	120	70	90
Spain	580	870	440	320	640	1,420	420	280	490	670	570	660	610
Turkey	..	..	30	..	..	270	420	480	540	..	(30)	(430)	(350)
Japan	10	10	10	10	10	..	..	..	..	..	10	(-)	(10)
United States <sup>c</sup>	190	90	70	120	40	40	150	50	40	40	100	70	80
Canada	460	400	310	680	360	440	330	450	230	200	440	330	390
Austria	..	..	10	..	..	..	..	..	20	..	..	10	..
Finland	360	750	80	1,350	60	90	100	450	230	40	520	180	350
Norway	..	60	40	570	10	50	10	80	..	210	140	70	100
Sweden	10	10	130	170	..	200	100	190	10	10	60	100	80
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..
Australia	310	240	230	240	220	270	180	210	250	150	250	210	230
New Zealand	340	380	660	1,060	290	320	170	280	90	110	550	190	370
OECD average	230	300	230	320	630	340	350	700	240	110	340	350	340

Sources: (for working days lost): International Labour Office (ILO) *Yearbook of Labour Statistics 1992* (Geneva 1993); (for employees in employment): *Labour Force Statistics 1993* OECD.

- a Employees in Employment; some figures have been estimated.  
b Annual averages for those years within each period for which data are available, weighted for employment.  
c Note the significant coverage differences referred to in the text.  
Break in series: see table 3 for details.  
() Brackets indicate averages based on incomplete data.  
.. Not available.  
- Nil or fewer than 5 days lost per thousand

## Significant strikes in 1992

In 1992 there were significant strikes in Germany<sup>3</sup>, Italy and Greece. The first took place in Germany in April, when 3 million public service workers joined by engineering workers went on strike over a pay rise. In September thousands of Greek public service, electricity and transport workers went on strike against plans to reform the state pension scheme. And in October, 6 million workers took part in a general strike in Italy in protest against proposed welfare cuts. (Table 1 shows that final data for 1992 for both Greece and Italy are not yet available).

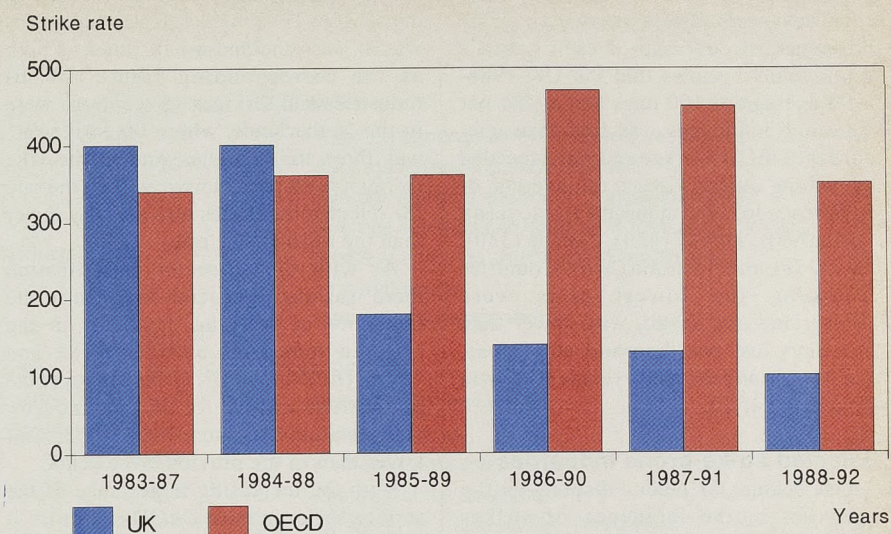
## Overall comparisons

Table 1 shows the strike rate from 1983 to 1992, recorded according to national definitions, for each of the 22 OECD countries for which data are available. Figure 1 shows the UK's relative position in 1992 against the 18 other countries for which data are available.

In most countries there was considerable variation between years in the incidence of working days lost, with some years influenced by a small number of large stoppages. To smooth the effect these can have, comparisons based on the average for a number of years are more useful than annual comparisons. Looking at the five-year averages for the UK over the period 1983 to 1992 we can see, in figure 2, the substantial improvements made in terms of reductions in the UK's strike rate.

Figure 3 shows the annual average<sup>4</sup> for the years 1983 to 1992 for each of the 22

Figure 2 Five year averages for strike rates in the UK and OECD



OECD countries, presented in rank order. We can see that Greece has an average more than seven times higher than the next country (Spain), with the UK approximately middle ranking.

Figure 4 shows the UK's relative position against the annual average strike rate for those EC countries for which data are available in the period 1983 to 1992, remembering that data are not available for Luxembourg<sup>5</sup>. We can see that the UK's strike rate is below the EC average for all years except 1984.

Table 1 also presents five-year averages for the periods 1983 to 1987 and 1988 to 1992. These show there was a general

decrease in the incidence of working days lost among most OECD countries; only Greece, Spain, Turkey, Austria and Sweden recorded a higher rate.

Over the five-year period 1988 to 1992 the UK lost an annual average of 100 days per thousand employees in employment as a result of strikes, equating to one-tenth of a working day a year per employee, or less than one working hour a year. This is 75 per cent lower than the estimate of 400 days per thousand employees in employment for the previous five-year period. This reduction is greater than for all the other OECD countries with the exception of Denmark (88 per cent).

Table 2 Labour disputes: working days lost per 1,000 employees<sup>a</sup> in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1983-92

	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	Average <sup>b</sup>		
											1983-87	1988-92	1983-92
United Kingdom	330	3,240	660	190	330	440	200	170	40	20	950	170	560
Belgium	..	..	..	..	..	70	90	80	50	70	..	70	(70)
Denmark	80	160	2,380	90	120	100	60	100	90	70	570	80	320
France <sup>c</sup>	160	160	90	70	70	130	100	50	60	50	110	80	100
Germany (FR)	..	500	..	..	..	..	10	10	60	100	20	60	..
Greece	..	..	..	..	5,560	4,110	2,450	9,330	2,460	..	(5,560)	(4,590)	(4,780)
Ireland	560	670	450	270	630	220	120	650	120	140	510	250	380
Italy	210	110	420	400	490	310	370	610	290	..	330	(390)	(360)
Netherlands	40	20	50	20	30	..	10	110	50	30	30	40	40
Portugal	450	190	200	240	70	90	190	90	70	80	230	100	170
Spain	530	870	290	480	870	1060	800	410	740	520	610	710	660
Japan	20	20	10	10	10	10	10	10	..	..	10	(10)	(10)
United States <sup>c</sup>	590	160	140	370	100	110	530	170	120	90	270	200	240
Canada	600	940	580	1190	750	1,140	470	1,160	330	470	810	710	760
Austria	..	..	..	..	..	..	..	..	..	..	..	(-)	(-)
Finland	390	720	160	2,310	130	200	140	100	350	100	750	180	460
Norway	10	60	100	940	..	..	10	120	..	190	220	70	140
Sweden	10	20	10	..	10	790	40	20	10	20	10	180	90
Switzerland	..	..	..	..	..	..	..	..	..	..	..	(-)	(-)
Australia	620	530	520	570	530	640	370	530	650	300	550	500	530
New Zealand	..	..	..	2,740	590	800	280	820	130	280	(1,660)	460	(810)

See footnotes to table 1



While comparisons must be made with care, particularly between individual countries (*table 4* gives more detail on the difference in coverage of each nation's data), *table 1* shows that the UK 1988-1992 average of 100 days lost a year per thousand employees was less than one-third the OECD average and was exceeded by, among others, Greece (an average of 5,860 days lost per thousand employees), Spain (660), Turkey (430), Canada (330), Italy (270), and Australia (210). Countries recording the lowest rates were Switzerland and Japan, with fewer than five days lost per thousand employees, and Austria and the Netherlands both with an average of 10.

#### Selected strike-prone industries

One feature of labour disputes is the variation in the incidence of strikes between industrial sectors, with some industries having consistently higher rates in those countries for which data are presented. This variation, together with the differing industrial structures of countries, may partly explain why a country has a relatively high, or low, ranking when compared with other countries.

To help illustrate this, a comparison of the four main sectors of industry which historically are especially prone to disputes – mining and quarrying, manufacturing, construction, and transport and communication – is shown in *table 2*. Countries where a large proportion of the workforce is employed in these industries are more likely to have a higher strike rate

than those where this is not the case.

Very broadly, the incidence of working days lost in 1992 in the selected industries was at least one-and-a-half times as high as the corresponding figure for all industries and services. Exceptions were in the Netherlands, where the strike rate was three times higher, and in the UK, Germany (FR) and Norway where the rate for selected industries was actually lower than the all-industry rate.

As with the all-sector classification there was also a general decrease in the incidence of working days lost in the selected industries between 1983 and 1992. The average UK strike rate over the period 1988 to 1992 for the four-industry classification was more than 80 per cent lower than in the previous five years.

With the increasing importance of the service sector in most OECD countries, it is also interesting to look at the strike trends for this sector. *Table 3* shows comparative strike rates for the five years 1988-92 in the services sector (defined as public administration, sanitary services, education, health and other services).

Countries showing a high strike rate in 1992, compared with the all-sector data, include the UK, Germany (FR) and Norway. This suggests that in 1992, for these three countries, there has been a shift away from strikes in the traditionally strike-prone industries to the services sector. Indeed, in the UK the strike rate in the services sector was more than double that in the traditionally strike-prone industries.

When viewed together, the data on the

services and other sectors suggest that there may have been some form of behavioural change with respect to strike activity in the traditionally strike-prone sectors (given that the estimates are adjusted for the relative levels of employment in each sector). *Figure 5* shows the levels of strike activity in these sectors over the last five years. It is important to note that some countries, including Greece, France and Portugal, exclude certain public sector strikes from their records, which partly explains some of the very low estimates in *table 3*.

#### Coverage and comparability

Because of differences in definitions and coverage, international comparisons of statistics on labour stoppages need to be made with care; in particular, small differences among the rates shown in *tables 1* and *2* may not be significant when such differences are taken into account. Most countries do not require employers to provide details of strikes but instead rely on voluntary notifications of disputes to a national or local government department, backed up by news media reports.

None of the 22 OECD countries mentioned in this article aims to record the full effects of stoppages of work. For example, most countries do not measure the secondary effects of a dispute – working time lost at establishments whose employees are not involved in a dispute, but are unable to work because of shortages of materials supplied by establishments which are on strike. This is partly because of reporting problems and partly because of the difficulty in deciding to what extent a particular firm's experiences are due to the effects of a strike elsewhere.

Similarly, other forms of industrial action such as go-slows, work-to-rules and overtime bans are not generally reported (although some countries attempt to record the extent of these types of action), nor are their effects quantifiable with any degree of certainty.

There are significant differences between countries in the criteria which exist to determine whether a particular stoppage will be entered in the official records. Most countries exclude small stoppages from the statistics, the threshold being defined in terms of the number of workers involved, the length of the dispute, the number of days lost, or a combination of all or some of these. These are summarised in *table 4*. The UK, for example, excludes disputes involving fewer than ten workers or lasting less than one day, unless the aggregate number of days lost exceeds 100. Germany (FR) adopts the same criteria but has other exclusions that make direct comparisons with the UK difficult. A number of other countries' thresholds are similar, but any

**Table 3 Labour disputes: working days lost per 1,000 employees<sup>a</sup> in the services sector**

	1988	1989	1990	1991	1992
United Kingdom	40	360	70	60	50
Belgium <sup>d</sup>	-	10	-	-	-
Denmark	10	-	20	10	10
France <sup>d</sup>	10	10	10	10	-
Germany (FR) <sup>d</sup>	-	-	30	-	80
Greece <sup>d</sup>	-	-	-	-	-
Ireland	-	-	-	-	-
Italy	150	220	70	100	-
Netherlands	-	-	-	-	10
Portugal <sup>d</sup>	-	-	-	-	-
Spain <sup>d</sup>	1220	100	170	220	460
Japan	-	10	-	-	-
United States <sup>b</sup>	20	-	10	10	10
Canada	150	420	150	360	170
Australia	-	-	-	-	-
Finland	20	-	-	-	10
Norway	130	20	100	-	370
Sweden	-	240	-	-	-
Switzerland	-	-	-	-	-
Australia	160	210	120	140	160
New Zealand	80	220	70	140	80

For footnotes except <sup>d</sup> see *table 1*

<sup>d</sup> note the significant coverage details in *table 4*



<b>COMMENTARY</b>	<b>S2</b>	<b>EARNINGS</b>	
0.1 Background economic indicators	S9	5.1 Average earnings index: industrial sectors	S47
<b>SPECIAL ANNOUNCEMENTS</b>		5.3 Average earnings index: industries	S48
Statistics on training and enterprise: an introductory note	S7	5.4 Average earnings and hours: manual employees	S50
<b>EMPLOYMENT</b>		5.5 Average earnings and hours: non-manual employees	S52
1.1 Workforce	S10	5.6 Average earnings and hours: all employees	S54
1.2 Employees in employment: industry time series	S11	5.8 Unit wage costs	S56
1.2 Employees in employment: industry time series	S11	5.9 International comparisons	S57
1.3 Employees in employment: production industries	S13	<b>RETAIL PRICES</b>	
1.8 Output, employment and productivity	S14	6.1 Recent index movements	S58
1.11 Overtime and short-time: manufacturing	S15	6.2 Detailed indices	S58
1.12 Hours of work: manufacturing	S16	6.3 Average for selected items	S59
1.13 Overtime and short-time regions	S16	6.4 General index: time series	S60
<b>UNEMPLOYMENT</b>		6.5 Changes on a year earlier: Time series	S61
2.1 UK summary	S18	6.8 International comparisons	S62
2.2 GB summary	S18	<b>LABOUR FORCE SURVEY</b>	
2.3 Regions	S20	7.1 Economic activity: seasonally adjusted	S64
2.4 Assisted and local areas	S23	7.2 Economic activity: not seasonally adjusted	S65
2.5 Detailed categories UK	S25	7.3 Economic activity by age: not seasonally adjusted	S66
2.6 Detailed categories GB/UK	S26	<b>TOURISM</b>	
2.7 Age	S28	8.1 Employment	S67
2.8 Duration	S28	8.2 Earnings and expenditure	S67
2.9 Counties and local authority areas	S29	8.3 Visits to UK	S68
2.10 Parliamentary constituencies	S32	8.4 Visits abroad	S68
2.15 Rates by age	S36	<b>TRAINING AND ENTERPRISE PROGRAMMES</b>	
2.18 International comparisons	S38	9.1 Number of people participating in the programmes	S69
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2.32 Redundancies in Great Britain	S42	9.4 Destinations and qualifications of YT leavers who completed their agreed training	S71
2.33 Redundancies by region	S42	9.5 Destinations and qualifications of YT leavers who completed their agreed training	S71
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2.35 Redundancies by industry	S42	<b>A1 OTHER FACTS AND FIGURES</b>	<b>S73</b>
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<b>VACANCIES</b>		<b>REGULARLY PUBLISHED STATISTICS</b>	<b>S75</b>
3.1 UK summary: seasonally adjusted: flows	S43	<b>STATISTICAL ENQUIRY POINTS</b>	<b>S76</b>
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### Publication dates of main economic indicators December - February 1994

Labour market statistics		Retail prices index	
Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.			
December .....	16	Thursday	December .....
January 1994 .....	12	Wednesday	January .....
			15
			Wednesday
			19
			Wednesday



# LABOUR MARKET commentary

## Summary

The workforce in employment in the United Kingdom was 24,934,000 on the seasonally adjusted basis in June 1993. This represents a rise of 42,000 in the second quarter of 1993, the first rise since June 1990, but a net fall of 523,000 over the year to June 1993.

The number of employees employed in manufacturing industry in Great Britain, at 4,185,000, is estimated to have risen by 9,000 in September 1993. Employment in manufacturing fell by 124,000 over the year to September 1993, compared with a fall of 229,000 in the previous twelve months.

Claimant unemployment in the UK (seasonally adjusted) fell by 49,000 between September 1993 and October 1993 to 2,855,100. Unemployment is

1,261,500 higher than in April 1990 when it reached its last trough. The claimant unemployment rate in October 1993 was 10.2 per cent of the workforce, down 0.1 per cent from September.

The underlying rate of increase in average earnings in Great Britain in the year to September was 3 per cent (provisional estimate),  $\frac{1}{4}$  percentage point below the revised August rate. In the three months to September 1993, manufacturing productivity increased by 4.9 per cent and manufacturing unit wage costs were down 0.6 per cent on a year earlier.

For the whole economy in the second quarter of 1993, productivity increased by 4.4 per cent and unit wage costs were 0.9 per cent lower than in the second quarter of 1992.

The rate of inflation, as

measured by the 12-month change in the Retail Prices Index, was 1.4 per cent in October, down from 1.8 per cent last month.

It is provisionally estimated that 0.6 million working days were lost through stoppages of work due to labour disputes in the 12 months to September 1993, compared with 0.5 million for the previous 12 months, and an annual average over the 10 year period to September 1992 of 5.4 million days.

## Economic background

The latest output based estimate for the United Kingdom economy shows that *Gross Domestic Product* (GDP) at constant 1990 factor cost in the third quarter of 1993 grew by 0.6 per cent from the previous quarter and by 2.0 per cent compared with a year ago.

*Output of the production industries* in the three months to September 1993 rose by 1.0 per cent compared with the previous three months, and was 2.8 per cent higher than the same period a year earlier.

*Manufacturing output* in the three months to September 1993 fell by 0.1 per cent compared with the previous three months, but was 1.6 per cent higher than the same period a year earlier.

In the three months to September 1993 the output of electricity, gas and water supply rose by 5.5 per cent, compared with the previous three months and was 5.5 per cent higher than the same period a year earlier.

Latest estimates suggest that in the third quarter of 1993 *consumers' expenditure* was £87.1 billion (at 1990 prices and seasonally adjusted), 0.9 per cent higher than the previous quarter and 2.4 per cent higher than the same period a year earlier.

The provisionally estimated October index of the seasonally adjusted volume of *retail sales* is 104.0 (1990=100). Over the period August to October 1993, the volume of sales was 0.9 per cent higher compared with the previous three months and 3.5 per cent higher than in the same period a year earlier.

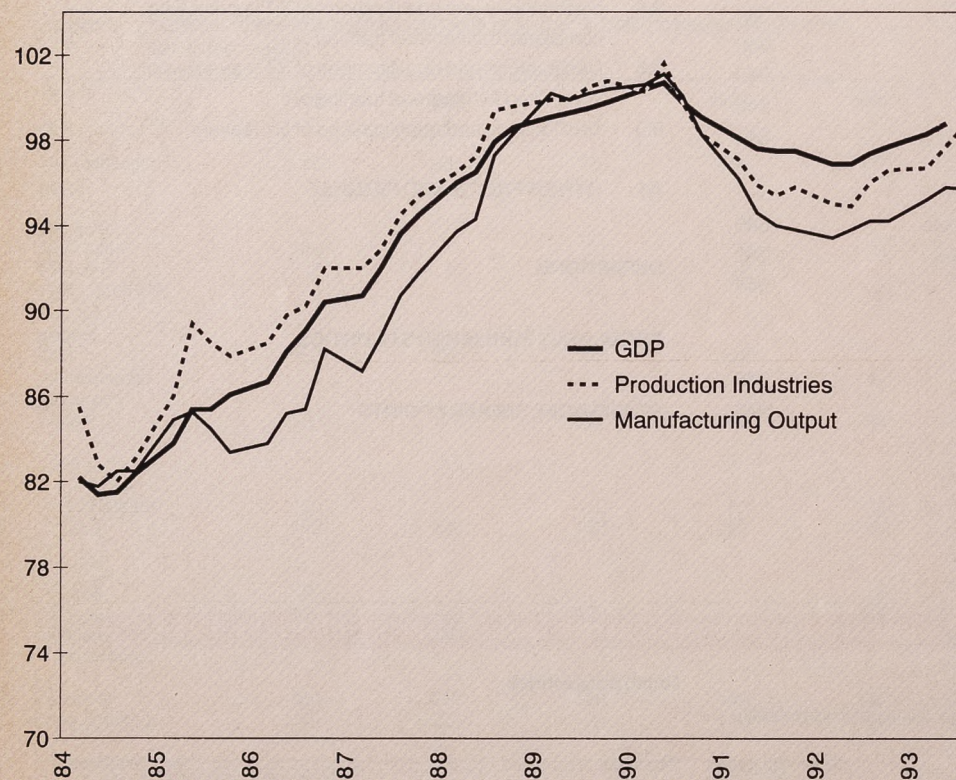
*New credit advanced to consumers* in September 1993 (excluding loans by banks on personal accounts, insurance companies and retailers) was £4.8 billion (seasonally adjusted), compared to £4.7 billion in August. *Total consumer credit* outstanding at the end of September 1993 is estimated to have been £30.8 billion (seasonally adjusted), 3.7 per cent higher than a year earlier.

*Fixed investment* (capital expenditure, see table 0.1 note 5 for definition) in the third quarter of 1993 at 1990 prices was estimated to have been 1.3 per cent higher than in the previous quarter and 1.0 per cent higher than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the second quarter of 1993 was estimated to be 3.5 per cent lower than in the previous quarter, and 2.2 per cent lower than a year ago.

The estimate of *stocks and works in progress* in the third quarter of 1993 (at 1990 prices

## OUTPUT INDEX: United Kingdom

Index 1990=100 (January)



and seasonally adjusted) indicates a fall of £49 million following an increase of £31 million in the previous quarter. Manufacturers decreased their stocks by £326 million following an increase of £506 million in the previous quarter. Wholesalers' stocks rose by £342 million in the third quarter following a fall of £160 million in the previous quarter. Retailers' stocks rose by £335 million following a fall of £194 million in the previous quarter.

The latest figures indicate that *visible trade* in August 1993 was in deficit by £0.4 billion, £0.6 billion less than for July 1993.

The *volume of exports*, excluding oil and erratic items in August 1993 was 5.7 per cent higher than in July 1993. *Import volume*, excluding oil and erratic items, in August 1993 was 3.1 per cent lower than in July 1993.

Sterling's effective *Exchange Rate Index* (ERI) for October 1993 was provisionally estimated to be 80.4 (1985=100), a fall of 0.5 per cent from September 1993.

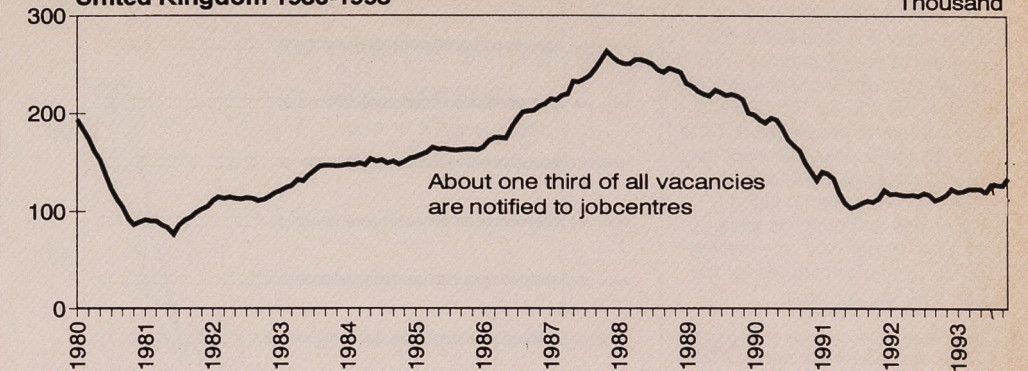
On 23 November 1993, the *base lending rate* reduced by 0.5 percentage point to 5.5 per cent, following the previous 1 percentage point reduction on 26 January.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in October 1993 is provisionally estimated to have been £2.7 billion. PSBR for the first seven months of 1993-4 was £26.9 billion, up from £20.0 billion in the same period last year.

## Employment

New figures are available this month for employees in the production industries in Great

JOBCENTRE VACANCIES  
United Kingdom 1980-1993  
Seasonally Adjusted  
Thousand



Britain in September 1993.

New figures estimate that the number of employees working in the manufacturing industry in Great Britain rose by 9,000 in September to 4,185,000. This follows falls of 11,000 in July and 24,000 in August. Over the year to September 1993, employment in manufacturing industries fell by 124,000 compared with a fall of 229,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain fell by 3,000 in September to 344,000. This follows falls of 2,000 in July and 4,000 in August.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.08 million hours per week in September 1993, a fall of 0.21 million hours per week since August.

Short-time working by operatives stood at 0.23 million hours per week in September 1993, a fall of 0.04 million hours per week since August.

## Unemployment and vacancies

The seasonally adjusted level of claimant unemployment in the United Kingdom fell by 49,000 between September and October 1993, a fall of 0.04 million hours per week since August.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short-time as well as normal basic hours) stood at 98.1 in September 1993 compared with 98.3 in August.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) rose in the second quarter of 1993 by 42,000 to stand at 24,934,000. The workforce in employment remains 2,003,000 below the June 1990 peak.

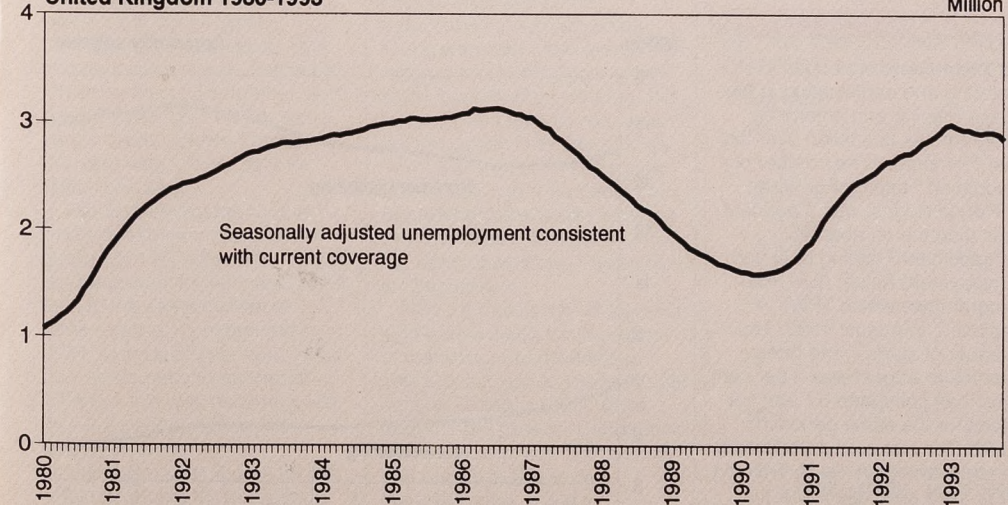
Between September and October there were falls in the level of seasonally adjusted unemployment in all regions and for both men and women. The largest percentage falls occurred in the West Midlands, East Midlands, North West and Wales. Every region also saw a fall in its unemployment rate, again for both men and women.

Compared with a year ago the United Kingdom unemployment rate remained at 10.2 per cent while the only regions to show a rise in their unemployment rates over the year were the North and the South East. The largest percentage falls in the level of unemployment occurred in the North West and Northern Ireland.

The UK unadjusted total of claimants fell by 118,534 between September and October to 2,793,596 or 9.9 per cent of the workforce, a fall of 0.5 percentage points on the rate for the previous month. Seasonal influences tend to decrease the unadjusted total between September and October by about 69,000.

The numbers of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted)

CLAIMANT UNEMPLOYMENT  
United Kingdom 1980-1993  
Seasonally Adjusted  
Million





increased by 7,100 between September and October to stand at 134,400.

However, between September and October, again on the seasonally adjusted basis, the number of new vacancies notified to Jobcentres decreased slightly, by 300, to 189,500 and the number of people placed into jobs by the Employment Service also decreased, by 4,900, to 138,700. However, notified vacancies and placings were up by 11 & 10 per cent respectively on the equivalent figures for the same period last year.

### Labour Force Survey

Among people aged 16 and over, 73.0 per cent of men and 53.1 per cent of women (seasonally adjusted - table 7.1) were economically active in spring 1993. Between 1984 and 1990, the number of economically active women increased more than the number of economically active men. Between spring 1990 and winter 1992/93, the number of economically active men and women fell, but the number of men fell by more. In the last quarter, between winter 1992/93 and spring 1993, the decreasing trend continued for men but, for women it was reversed.

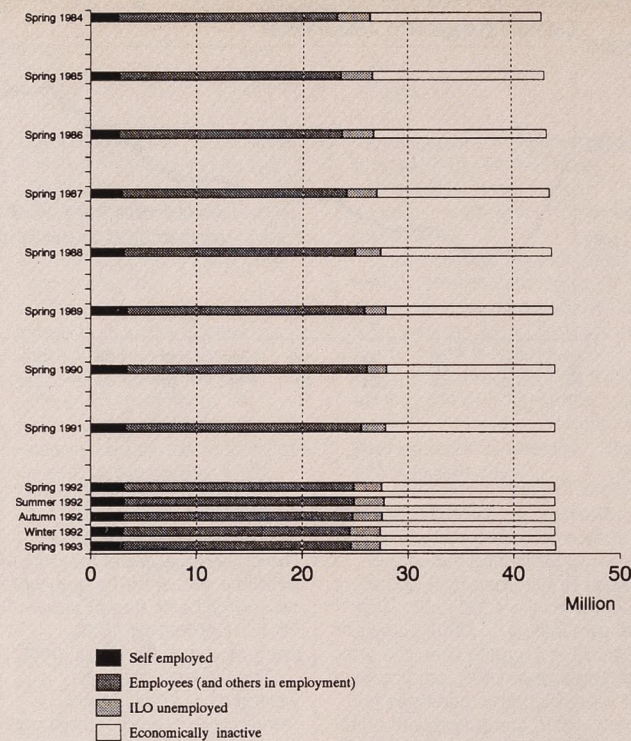
The estimates of people in employment (seasonally adjusted - table 7.1) have risen in the quarter to spring 1993, by 0.4 per cent for men and 0.9 per cent for women. There were 24.8 million people in employment (seasonally adjusted table 7.1) in spring 1993; 21.3 million were employees, 3.1 million were self-employed, 0.3 million were on employment and training programmes and 0.1 million were unpaid family workers.

Estimates of employment from the LFS differ from the estimates from surveys of employers published in the *Employment Gazette* because they are based on numbers of people rather than numbers of jobs, and the coverage of the two series is different. People with two or more jobs are counted only once in the LFS.

The spring 1993 estimate of unemployment on the ILO definition was 2.84 million (seasonally adjusted - table 7.1), a decrease of 0.09 million (3.2 per cent) since winter 1992/93. The ILO unemployment rate in spring 1993 was 10.3 per cent, down from 10.6 per cent in winter 1992/93.

The economic activity rate for all people aged 16 and over stood at 62.5 per cent in spring 1993, compared with 62.9 per cent in spring 1992 (not seasonally adjusted - table 7.3).

### ECONOMIC ACTIVITY: Great Britain, population aged 16 and over



Activity rates fell during the year for men but rose for women. The greatest changes were among the 16-19 and over 50 age groups where economic activity rates fell. Changes in economic activity in other age groups were very small.

Table 7.3 also shows age-specific ILO unemployment rates. Between spring 1992 and spring 1993, these rates rose for all age groups, although the spring quarter saw a reversal of the trend. The increases in the 16-19 and 20-24 age-groups were particularly marked and for the 20-24 age group, the rate in spring 1993 was 0.3 per cent lower than in winter 1992/93.

### Training

The number of people entering and participating in the major training and enterprise programmes has fallen over the last 12 months. The number of people on Training For Work (TFW) in August was 3 per cent less than the number on Employment Training (ET) and Employment Action (EA), the programmes which TFW replaced, in August 1992. The number of starts in the three months to August was 4 per cent less than combined ET and EA starts for the same period in 1992. The numbers participating in and starting on Youth Training (YT) have also fallen over the same period, by 1.5 per cent and

5 per cent respectively. The fall in YT starts between July and August is a seasonal fall, consistent with a similar fall at the same time last year. The number of people participating in the Business Start-Up Scheme has fallen more steeply, by around 17 per cent between August 1992 and August 1993.

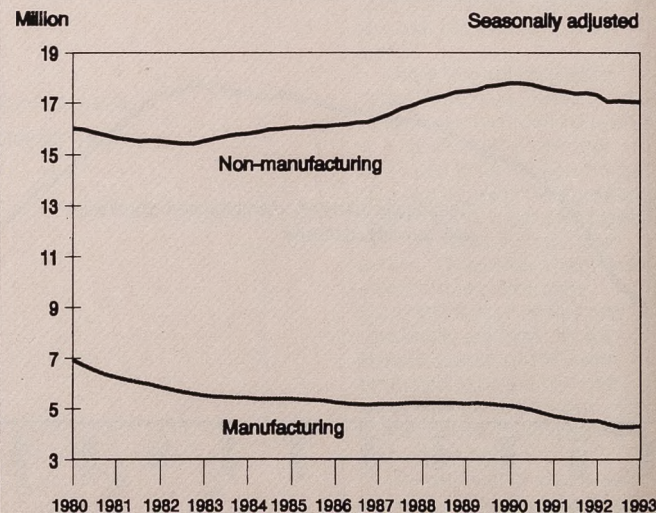
The proportions of ET leavers

getting a job or qualification have increased significantly - 35 per cent of leavers between April 1992 and February 1993 were in a job 6 months after leaving the programme, compared to 31 per cent for the same period in the previous year. Over the same periods, the proportion who gained a qualification while on the programme rose from 34 per cent to 39 per cent.

The proportions of YT leavers with a job or qualification have fallen slightly over the same period. The proportion in a job 6 months after leaving fell from 52 per cent of those who left between April 1991 and February 1992 to 50 per cent of April 1992 - February 1993 leavers. The proportion who gained a qualification fell from 51 per cent to 48 per cent. The latest monthly figures show this decline slowing down and possibly reversing. The proportions with jobs or qualifications for the latest available 3 months show slight increases over the same period 12 months ago.

Not all trainees complete their training, generally those who do have more success with jobs and qualifications. Looking only at those leavers who had completed their agreed course of training gives a very similar picture on trends, but higher success rates. For ET, those April 1992 - February 1993 leavers who completed their training had a job outcome rate which was 3 percentage points higher than that for all leavers - the proportion gaining a qualification was 14 percentage

### Manufacturing and non-manufacturing employees in employment: United Kingdom



points higher. For YT, the differences were much wider, some 17 percentage points for jobs and 24 percentage points for qualifications.

### Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to September 1993 was provisionally estimated to be 3 per cent, 1/4 percentage point below the revised August figure. The rate is 7 1/4 percentage points below the peak rate of 10 1/4 per cent in July 1990 and the lowest rate since 1967.

In the production industries the provisional underlying increase in average earnings in the year to September was 4 1/2 per cent. This is the same as the revised August figure. The final July figure has been revised down 1/4 percentage point to 4 3/4 per cent. The provisional underlying increase for manufacturing was also 4 1/2 per cent, which is the same as the revised August rate. The final July rate has also been revised down to 4 3/4 per cent.

The provisional estimate for the underlying increase in average earnings in service industries in the year to August was 2 1/2 per cent, 1/4 percentage point below the August rate. The rate has not been lower since the series began in January 1985.

The actual increase in earnings in the whole economy was 2.9 per cent (provisionally) in the year to September.

Productivity and unit wage costs

In the 3 months ending September 1993, manufacturing output was up 1.6 per cent on the same period a year earlier.

Manufacturing productivity in terms of output per head showed a rise of 4.9 per cent for the three months ending September 1993. Highest growth this year was 7.7 per cent in May.

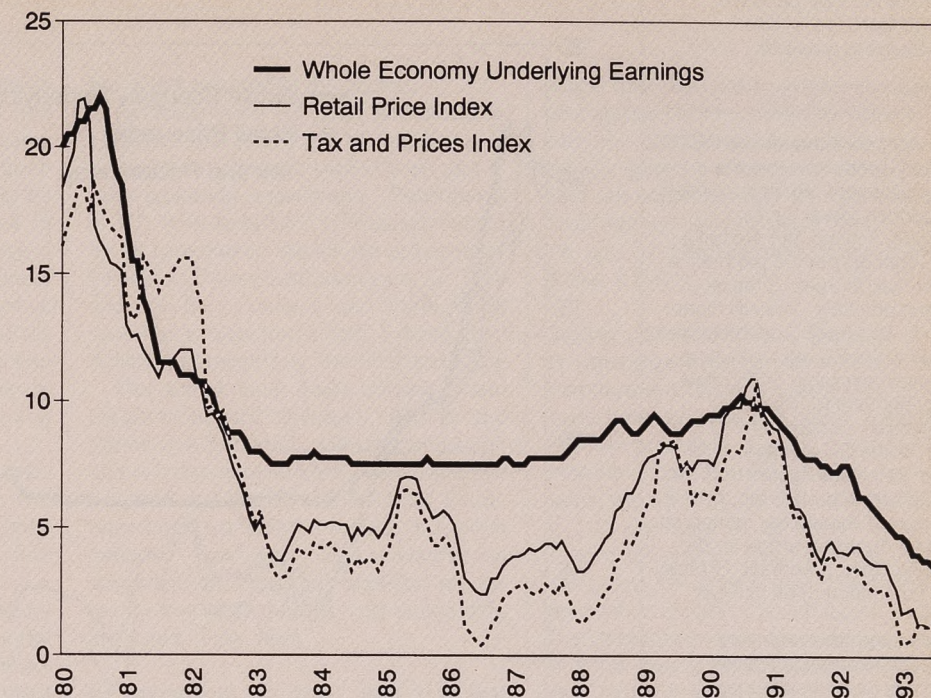
Wages and salaries per unit of output in manufacturing in the three months to September were down 0.6 per cent on the same period a year earlier. Largest fall this year was 2.7 per cent in March and May.

Productivity figures for the whole economy in the second quarter of 1993 show that output per head was 4.4 per cent higher than in the same quarter of 1992. Output, as measured by GDP, rose by 2.0 per cent in the year to the second quarter of 1993 but this was accompanied by a 2.3 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the second quarter of 1993 showed a fall of 0.9 per cent on the second quarter of 1992.

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

Per cent (January)



### Prices

The increase over the 12 months to October in the "all-items" RPI was 1.4 per cent, down from 1.8 per cent for the 12 months to September. Excluding mortgage interest payments, the latest 12-month rate of price increases fell to 2.8 per cent for October from 3.3 per cent, to equal the lowest 12-month rate on record for this series which began in 1975.

Between September and October the "all-items" index fell by 0.1 per cent, the first fall for an October since 1962. This compared with a rise of 0.4 per cent in October last year.

In October there were price cuts for food and some reductions in motoring costs. There were also reductions for a range of household goods and small increases for clothing and footwear at a time of year when prices usually rise markedly as new stocks arrive in the shops.

The Tax and Price Index for September showed an increase over the latest 12 months of 1.4 per cent, down from 1.8 per cent for September.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 4.0 per cent for October 1993, down from 4.2 per cent for September. The index of prices of materials and fuels purchased by manufacturing industry increased by 0.9 per cent over the year to October 1993,

compared with an increase of 3.8 per cent (revised) to September.

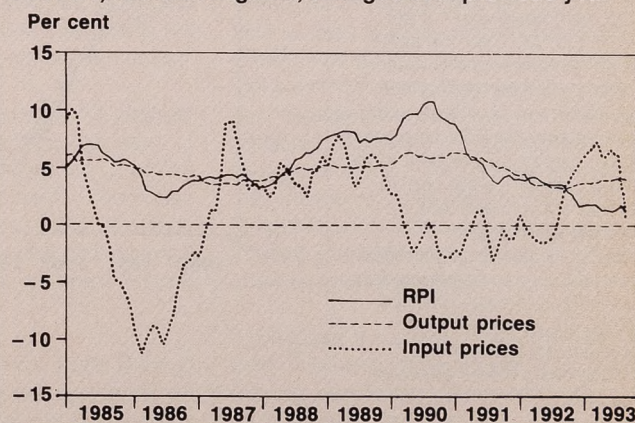
### Labour disputes

It is provisionally estimated that 8,000 working days were lost through stoppages of work due to labour disputes in September 1993. The estimate of 8,000 working days lost in September is less than half the revised August estimate of 18,000, and nearly nine times lower than the corresponding figure for September 1992 (70,000). It also compares with an average of 477,000 for September during the ten-year

period 1983 to 1992. Of the 8,000 days lost in September 1993, 5,000 were lost in the engineering industries group.

In the 12 months to September 1993 a provisional total of 0.6 million working days were lost, this is higher than the figure for the corresponding period a year ago (0.5 million). It compares with an annual average over the ten year period to September 1992 of 5.4 million days. In the 12 months to September 1993 a provisional total of 188 stoppages were recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure

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





compares with 273 stoppages in the 12 months to September 1992 and an annual average over the ten year period to September 1992 of 868 stoppages in progress.

#### International comparisons

The latest international OECD comparisons show that the unemployment rate in the United Kingdom is lower than in Canada, Finland and Australia, and amongst our EC partners is lower than in Spain, France, Ireland and Italy. It is still higher than in all other EC countries but is below the EC average using the latest available SOEC data (10.3 per cent for the UK in September compared to 10.6 per cent for the EC average). The most up-to-date figures from the OECD show the UK rate at 10.2 per cent in September compared with an August average for the EC (excluding Denmark, Greece and Luxembourg) of 10.7 per cent.

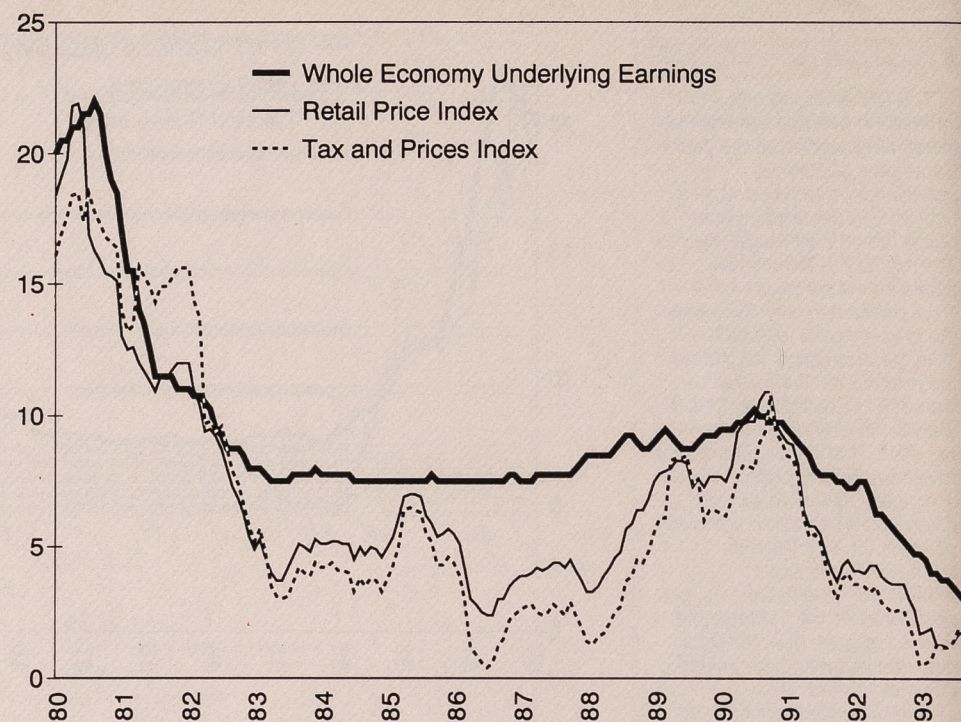
Although the underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to September at 4½ per cent, is at the lowest level since 1967, it still compares unfavourably with the latest figures for other OECD countries, which are shown in Table 5.9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 10 of the other 13 countries shown. The latest available OECD estimates of manufacturing productivity, however, show that of the 11 countries (excluding Belgium and Denmark for which figures are not available) only four had faster annual growth than Great Britain, which is 4.9 per cent in the year to three months ending September 1993.

In EC countries there was an average rise in consumer prices of 3.3 per cent (provisional) over the 12 months to September 1993, compared with 1.8 per cent in the UK. Over the same period consumer prices rose in France by 2.3 per cent and in West Germany by 4.0 per cent, while outside the EC, consumer prices rose by 2.7 per cent in the United States, 1.9 per cent in Canada and 1.5 per cent (provisional) 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.

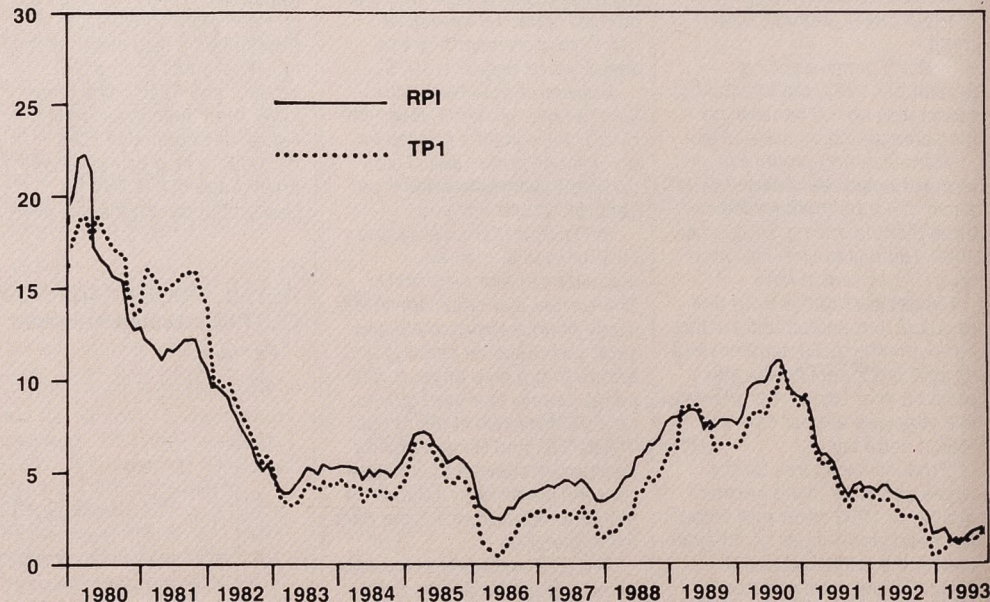
#### RPI AND TPI: United Kingdom, increases over previous year

Per cent (January)



#### CONSUMER PRICES INDICES: Increases over previous year

Per cent



## STATISTICS OF TRAINING AND ENTERPRISE PROGRAMMES - an introductory note

THE 'PINK Pages' of this issue contain a new series of tables on Training and Enterprise programmes. Previously, some information on this subject has been released on a regular basis, primarily by deposit in the libraries of the House of Commons and House of Lords, but also in the Employment Department's *Labour Market Quarterly Report* and the annual *Training Statistics* volume. Further details have frequently been provided in response to Parliamentary Questions (and hence placed in the public domain) but not on a regular basis.

The information is of three types: numbers of people helped by the programmes; the characteristics of those people; and their labour market and qualification outcomes.

**Tables 9.1 and 9.2** show the numbers of participants in and entrants to three major programmes: Training For Work (TFW - which superseded Employment Training (ET) and Employment Action in April 1993), Youth Training (YT) and the Business Start-Up Scheme (BSUS).

**Tables 9.3 and 9.4** show the outcomes from ET and YT respectively, e.g. in terms of jobs and qualifications gained.

**Charts on pages S70 and S71** show the proportions from the two programmes gaining jobs and qualifications, smoothed to eliminate seasonal effects (see below).

**Tables 9.5 and 9.6** show the equivalent figures for all those who completed their agreed training.

All these tables and charts will appear monthly. Further tables (9.6-9.10), to appear quarterly beginning in the January issue, will show breakdowns of participants in ET and YT by personal characteristics such as age and gender, and the outcomes of participants broken down by the same characteristics.

At the same time, the former table 9.2 has been discontinued, as the data which it contained are now given in more detail in the new table 9.1.

Further details of the sources of these data, and the methods of compilation, are given below.

#### Sources

**a) Management Information and Employment Service counts** The figures in tables 9.1-9.2 come from four sources. Participants in ET and Employment Action in Great Britain and starts on Employment Service count of people receiving allowances. Some people on ET had a contract of employment and were not paid by the Employment Service. An estimate of the number of these people

has been included in the figures.

Participants on YT, TFW and BSUS in England and starts on all schemes in England are provided by TECs as part of their operating agreement. Participants on YT, TFW and BSUS in Wales and starts on all schemes in Wales are provided by the Welsh Office. Participants on YT, TFW and BSUS in Scotland and starts on all schemes in Scotland except Employment Action are provided by The Scottish Office. The actual count dates differ between programmes and between England and Wales and Scotland. Where necessary, and to make comparisons easier, starts in England and Wales and in Great Britain have been estimated for exact four week periods. From April 1993 onwards, the starts figures shown for Scotland are for four or five week periods - separate dates are listed in the table.

#### b) Individual starters' and leavers' certificates

For every participant in YT, including Youth Credits, TECs supply a leaving certificate for statistical purposes. This records: basic demographic information about the individual, such as age, sex, ethnic origin; information generated at the initial assessment, such as expected duration of training, level of qualification aimed for; information recorded on leaving such as actual duration of training, qualifications achieved, and immediate destination on leaving (if known). For TFW, and previously for ET, TECs also supply a starters' certificate, which consists simply of those portions of the leavers' certificate which can be completed at the start of participation.

The data from these certificates are used to produce tables 9.7-9.8, and to give the breakdown by characteristics in tables 9.9-9.10.

Some of these tables will also be provided via the NOMIS online database, giving breakdowns to region and TEC level. The implementation date for this service is not yet fixed, and a further announcement will be made when it is.

It is intended to introduce a YT starters' certificate in 1994, enabling the basis of table 9.8 to be changed to analyse characteristics of YT entrants. There also exist BSUS starters' and leavers' certificates, but these have only recently been introduced and no analyses are yet published.

**c) Follow-up surveys** For YT and TFW, all leavers for whom a valid leavers' certificate are held are sent a postal questionnaire six months after leaving (at one time, it was three months after leaving). This covers

topics such as whether they completed their agreed course of training, reasons for leaving, qualifications gained, current activity, opinions of the programme. These data are combined with the demographic data from the leavers certificates, to allow the sort of detailed breakdown given in tables 9.9-9.10.

#### Quality considerations - general

**a) Management Information and Employment Service counts** Generally, these data are very complete. Individual training providers supply management information through TECs/LECs. For most dates, the coverage of the counts is close to 100 per cent of all these individual training providers. Even when the count falls below this (and it rarely falls below 80 per cent), a simple grossing factor is used. The Employment Service counts are related to actual payments of allowances, so are also very complete.

#### b) Starters' and leavers' certificates

Although these should be available for all participants, in the past coverage has been less than complete, either because a certificate was not completed originally or because it was rejected following a query which could not be resolved. At national and regional level, this will not create significant distortions. At TEC level, however, some figures may be less reliable.

For YT, a leavers' certificate will be submitted when a trainee leaves a training provider, even though they may be moving on to another YT training provider. Inasmuch as some groups of trainees may be more likely to change providers than others, this may slightly distort some of the distributions in tables 9.7-9.8. (It also has implications for the follow-up surveys).

#### c) Follow-up surveys

The response rate to the postal surveys is around 50 per cent. A number of regular and ad hoc face-to-face surveys of those who do not respond to the postal questionnaire have established that the results from those who do respond are representative of all leavers. The most persistent bias is that YT trainees are more likely to respond if they are female, and if they have prior qualifications. The effect of these biases on the outcomes of greatest interest (proportions in a job or gaining qualifications) is negligible.

Because the survey is sent to 100 per cent of leavers for whom we have a valid leaving certificate, there are very few problems with sampling error. However, at TEC level particularly, some percentages can be based on fairly small figures. As a



rule of thumb, percentages based on a denominator of less than 200 are suppressed as being potentially unreliable.

Because YT leavers' certificates are sent in for all those who change training providers, some trainees will be sent several questionnaires while they are still on the programme. This might be expected to cause the proportions reporting that they are in a job to be understated. Others may be sent more than one questionnaire after they have finally left the programme, which might be expected to lead to some jobs and qualifications being double-counted. The net effect is hard to determine: it depends on considerations such as whether different groups of trainees have differing propensities for changing training providers, and whether young people receiving more than one questionnaire are likely to respond to more than one of them.

**Particular points**

**Ethnic origin** is based on self-classification. Because the completion of the form is compulsory, participants are given the choice of ticking a box specifically marked 'prefer not to say'. These are combined in these tables with records for those who do not even tick this box.

**People with disabilities** are again self-classified. The question is, "Do you suffer from a long-term health problem or disability which limits the kind of work you can do?"

**Qualifications** The follow-up survey questionnaire asks whether respondents gained a qualification while on ET/YT/TFW. These may therefore include not only full vocational qualifications, but also relatively minor ones. The evidence of the YT follow-up survey shows that the proportion of qualifications gained which are equivalent to a National Vocational Qualification has risen substantially in recent years, as the programme has become more focused on NVQ attainment.

The figures in tables 9.3-9.6, 9.9-9.10 show the proportion who said they had gained either a full qualification or a credit towards one.

**Timing of survey** Both follow-up surveys were originally conducted three months after leaving, which has changed to six months. The reason for the change was to allow TECs to carry out their own surveys after three months, to collect the data which they need to support claims for Output Related Funding. For YT, the introduction of the six-month follow-up was delayed, resulting in surveys of October

and December 1990 leavers being conducted after eight and seven months respectively.

**Current activity** The proportion shown as 'in a job' is the sum of those who ticked any one of four current activities: full-time job with same employer as on training placement; full-time job with a different employer; part-time job; self-employed (including Enterprise Allowance Scheme/Business Start-Up Scheme).

The proportion shown as 'in a positive outcome' includes those in a job and those who gave their current activity as 'on another training scheme' or 'in full-time training'.

The proportion shown as 'unemployed' consists of those who gave their current activity as either 'unemployed - claiming benefit' or 'unemployed - not claiming benefit'.

The other options on the questionnaire for current activity are 'voluntary work' and 'doing something else'.

Because of the change in the timing of the questionnaire, there are breaks in the consistency of these data. For some time, data was collected not only on activity six months after leaving, but also - by recall - three months after leaving. These show that the proportion in a job six months after leaving was consistently 1-2 percentage points above the proportion in a job three months after leaving.

**Completion of agreed training** This is based on questionnaire responses to the question, "Did you complete the course of training agreed with the provider of your training?"

**Treatment of unanswered questions** In common with the practice for other sources of data (see for example the *technical note* on the Labour Force Survey, April 1992 *Employment Gazette*, pp 171-172), percentage distributions in the tables are based only on records where there is a valid answer to the question. The proportion of invalid answers is monitored separately as a check on quality, and is generally low.

The sole exception to this practice in these tables is for ethnic origin, where those not answering the question are combined with those who 'prefer not to say' and shown separately.

**Seasonality** Most of the figures are subject to a greater or lesser degree to seasonal influences. This is particularly so for YT, where both the pattern of entry and leaving, and proportions gaining qualifications are closely related to the academic year. However, seasonally

adjusted data have not been compiled because changes in the programmes, and variations in the seasonal influences, have made it impossible to determine the seasonal pattern with sufficient reliability.

To enable trends to be interpreted, the section on training and enterprise programmes in the Labour Market Commentary (see pp S3-4) focuses on comparison between the latest data and that for 12 months previously, and the charts on pages S70-71 show the data which has been smoothed by averaging over the latest 12 months, and hence eliminating most seasonal influences.

**Geographical coverage** The Employment Department is responsible for the running of these programmes in England only. However, similar programmes are run in Wales by the Welsh Office, and the Employment Department collects data on these programmes on their behalf. The tables and charts present data for England and Wales combined. Similar programmes are also run in Scotland, by the Scottish Office working through Scottish Enterprise and Highlands and Islands Enterprise. Data on these programmes are currently collected separately, and there are a number of problems of comparability and data availability which have yet to be overcome before combined data can be presented.

Regional breakdowns of any of these data will relate to TEED operating regions, which are defined as aggregates of TEC areas. These do not coincide exactly with the standard planning regions used for most of the Department's labour market statistics.

**Use of financial years** All of these programmes are delivered through the network of Training and Enterprise Councils (75 in England, 7 in Wales). The contract under which TECs operate is set for each financial year (April-March), and changes in the terms of conditions of the programmes are therefore usually introduced in April. For this reason, results are generally presented for leavers in a particular financial/operating year. The tables show results for all leavers in the latest available financial year, and also the equivalent period in the previous financial year (to enable comparisons to be made without being affected by seasonal factors).

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 SSDE4, Room N611  
 Moorfoot  
 SHEFFIELD S1 4PQ

Seasonally adjusted

	Output						Income								
	GDP		GDP 1990 prices		Index of output UK		Index of production OECD countries <sup>1</sup>		Real personal disposable income		Gross trading profits of companies <sup>4</sup>				
	1990=100		£ billion		1990=100		1985=100		1990=100		£ billion				
		%		%		%		%		%		%			
1987	92.7	443.8	4.6	93.7	4.0	89.6	4.7	104.9	3.6	88.1	3.4	52.2	14.7		
1988	97.3	465.7	4.9	98.2	4.8	95.9	7.0	110.6	5.4	93.4	6.0	62.2	19.1		
1989	99.4	476.2	2.3	100.3	2.1	100.2	4.5	113.9	2.9	98.0	4.9	67.1	7.9		
1990	100.0	478.9	0.6	100.0	-0.3	100.0	-0.2	115.6	1.5	100.0	2.0	67.3	0.3		
1991	97.7	467.7	-2.3	96.0	-4.0	94.7	-5.3	114.9	-0.6	99.5	-0.5	71.6	6.4		
1992	97.2	465.6	-0.5	95.6	-0.4	93.9	-0.8	114.3	-0.5	102.2	2.7	71.8	0.3		
1992 Q3	97.4	116.6	-0.1	96.0	0.6	94.2	0.2	114.3	-0.7	103.4	3.9	18.5	4.5		
Q4	97.7	116.9	0.2	96.6r	0.8	94.2	0.4	113.4	-1.3	102.2	3.1	19.1	0.6		
1993 Q1	98.2	117.5	1.3	96.7	1.8	95.2r	1.9	113.8	-1.0	102.5	1.4	19.8	19.4		
Q2	98.6	118.1	1.7	97.7	3.0	95.8	2.1	113.5	-0.9	100.8	-1.5	20.1	13.4		
Q3	99.2	118.8	1.9	98.7	2.8	95.7	1.6	...	...	...	...	...	...		
1993 Mar	...	...	...	96.5r	1.8	95.2	1.9	114.5	-1.0	...	...	...	...		
Apr	...	...	...	96.9	1.6	95.6r	1.7	113.4	-1.0	...	...	...	...		
May	...	...	...	98.5	2.4	96.9	2.5	113.6	-0.8	...	...	...	...		
Jun	...	...	...	97.7	3.0	94.9	2.1	113.6	-0.9	...	...	...	...		
Jul	...	...	...	98.7	3.7	96.0	2.2	114.2	-0.7	...	...	...	...		
Aug	...	...	...	98.6	3.0	95.4	1.3	...	...	...	...	...	...		
Sep	...	...	...	98.7	2.8	95.8	1.6	...	...	...	...	...	...		
Expenditure		Retail sales volumes <sup>1</sup>		Fixed investments <sup>5</sup>		General government consumption at 1990 prices		Stock changes 1990 prices <sup>7</sup>		Base lending rates <sup>8</sup>		Effective exchange rate <sup>9</sup>			
Consumer expenditure 1990 prices		1990=100		All industries 1990 prices <sup>6</sup>		Manufacturing industries 1990 prices <sup>3,6</sup>		1990 prices		1990 prices		1985=100			
	%		%		%		%		%		%		%		
1987	311.2	5.3	...	73.4	...	13.8	...	107.9	1.0	8.5	...	90.1	-1.5		
1988	334.6	7.5	97.3	...	82.0	11.7	15.0	8.2	0.27	13.0	...	95.5	6.0		
1989	345.4	3.2	99.3	2.1	81.8	-0.2	14.2	-5.1	1.32	15.0	...	92.6	-3.0		
1990	347.5	0.6	100.0	0.7	75.4	-7.8	12.8	-10.0	3.47	14.0	...	91.3	-1.4		
1991	340.0	-2.2	98.9	-1.1	74.3	-1.5	11.9	-7.0	0.95	10.5	...	91.7	0.4		
1992	339.6	-0.1	99.5	0.6	18.1	-2.5	3.0	-6.8	0.37	9.0	...	88.4	-3.6		
1992 Q3	85.1	0.4	99.7	...	18.7	-0.2	3.0	-2.2	0.18	7.0	...	90.9	0.2		
Q4	85.6	1.1	100.4	...	19.0	1.3	3.0r	3.6	-0.91	6.0	...	78.5	-13.4		
1993 Q1	85.9	2.0	102.0	3.4	18.4	-1.3	2.9	-2.9	-1.27	6.0	...	80.2	-13.1		
Q2	86.3	1.9	102.4	3.0	...	...	3.0	1.9	...	6.0	...	81.0P	-10.9		
Q3	87.1	2.4	103.5	3.8	...	...	...	...	...	6.0	...	...	...		
1993 Apr	...	...	102.1	3.2	...	...	...	...	...	6.0	...	80.5	-13.5		
May	...	...	101.8	3.0	...	...	...	...	...	6.0	...	80.4	-12.8		
Jun	...	...	103.3	3.0	...	...	...	...	...	6.0	...	79.6	-13.1		
Jul	...	...	103.1	3.5	...	...	...	...	...	6.0	...	81.3	-13.3		
Aug	...	...	103.4	4.0	...	...	...	...	...	6.0	...	81.0	-12.8		
Sep	...	...	103.8	3.8	...	...	...	...	...	6.0	...	80.8	-10.9		
Oct	...	...	104.0	3.4	...	...	...	...	...	6.0	...	80.4P	-7.2		
Visible trade		Import volume <sup>1</sup>		Balance of payments		Prices		Tax and price index <sup>1,10</sup>		Producer price index <sup>1,3,10</sup>		Materials and fuels		Home sales	
Export volume <sup>1</sup>		1990=100		Visible balance		Current balance		Jan 1987=100		1990=100		1990=100		1990=100	
	%		%	£ billion	£ billion				%		%		%		%
1987	...	...	...	-11.2	-4.3	100.4	2.6	...	...	...	...	...	...	...	...
1988	89.0	...	92.4	...	-21.5	-15.5	103.3	2.9	...	...	...	...	...	...	...
1989	94.2	5.8	99.9	8.1	-24.7	-20.4	110.6	7.1	...	...	...	...	...	...	...
1990	100.0	6.2	100.0	0.1	-18.8	-17.0	119.7	8.2	100.0	...	100.0	...	99.9	...	...
1991	101.2	1.2	94.7	-5.3	-10.3	-7.7	126.2	5.4	97.8	-2.2	97.8	-2.2	105.4	5.5	...
1992	103.4	2.2	100.9	6.5	-13.4	-8.6	129.8	2.8	97.4	-0.4	97.4	-0.4	108.7	3.1	...
1992 Q3	103.4	...	101.7	...	-3.2	-1.6	129.9	2.6	95.7	-1.9	95.7	-1.9	108.9	3.0	...
Q4	105.4	...	103.3	...	-4.3	-2.4	130.5	2.0	94.8	-2.7	94.8	-2.7	108.9	3.1	...
1993 Q1	106.9	5.4	103.7	6.4	-3.1	-2.6	129.5	0.6	94.7	-1.5	94.7	-1.5	108.9	2.8	...
Q2	105.8	2.2	101.9	0.8	-3.1	-2.4	131.6	1.2	95.7	-3.0	95.7	-3.0	109.0	2.3	...
Q3	...	...	...	...	...	...	132.1	1.7	100.1	-0.8	100.1	-0.8	109.3	0.2	...
1993 Apr	103.9	...	101.5	...	-1.2	...	131.3	0.9	103.3	6.8	103.3	6.8	112.9	3.8	...
May	104.9	...	100.7	...	-1.0	...	131.8	1.1	102.7	6.7	102.7	6.7	113.2	3.9	...
Jun	108.7	...	103.4	...	-0.9	...	131.7	1.2	102.1	6.4	102.1	6.4	113.3	4.0	...
Jul	105.4	...	102.7	...	-1.1	...	131.4	1.2	101.1	6.6	101.1	6.6	113.5	4.0	...
Aug	110.8	...	100.9	...	-0.4	...	132.1	1.5	100.3r	6.8	100.3r	6.8	113.5	4.1	...
Sep	...	...	...	...	...	...	132.7	1.7	98.8P	5.7	98.8P	5.7	113.5P	4.2	...
Oct	...	...	...	...	...	...	132.6	1.7	98.7P	3.8	98.7P	3.8	113.7P	4.2	...

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.



# 1.1 EMPLOYMENT Workforce\*

THOUSAND

	Employees in employment				Self-employed persons (with or without employees)**	HM Forces #	Work-related government training programme ++	Workforce in employment ##	Workforce* †
	Male		Female						
	All	Part-time +	All	Part-time +					
<b>UNITED KINGDOM</b>									
<b>Unadjusted for seasonal variation</b>									
1991 Jun	11,530		10,731		3,143	297	353	26,055	28,296 \$
Sep	11,447	1,015	10,664	4,738	3,104	297	338	25,851	28,302 \$
Dec R	11,345		10,693		3,066	295	355	25,753	28,305 \$
1992 Mar R	11,227		10,642		3,028	293	363	25,553	28,260 \$
Jun R	11,207		10,646		2,990	290	338	25,470	28,149 \$
Sep R	11,035	1,184	10,442	4,823	2,977	284	322	25,060	27,907 \$
Dec R	10,935		10,498		2,936	280	370	25,019	28,003 \$
1993 Mar R	10,850	1,155	10,425	4,782	2,914	275	357	24,820	27,817 \$
Jun R	10,861	1,177	10,507	4,845	2,989	271	321	24,949	27,814 \$
<b>UNITED KINGDOM</b>									
<b>Adjusted for seasonal variation</b>									
1991 Jun	11,535		10,715		3,143	297	353	26,044	28,338
Sep	11,409	1,049	10,696	4,803	3,104	297	338	25,845	28,296
Dec R	11,327		10,642		3,066	295	355	25,684	28,234
1992 Mar R	11,267		10,676		3,028	293	363	25,628	28,276
Jun R	11,212		10,628		2,990	290	338	25,457	28,180
Sep R	11,001	1,165	10,478	4,779	2,977	284	322	25,062	27,903
Dec R	10,916		10,449		2,936	280	370	24,952	27,924
1993 Mar R	10,889	1,148	10,457	4,793	2,914	275	357	24,892	27,833
Jun R	10,866	1,157	10,488	4,811	2,989	271	321	24,934	27,846
<b>GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1991 Jun	11,253	1,049	10,467	4,703	3,066	297	333	25,416	27,558 \$
Sep	11,170	981	10,399	4,632	3,028	297	318	25,212	27,559 \$
Dec	11,068 R	1,056	10,423	4,730	2,989	295	336	25,112 R	27,562 \$
1992 Mar R	10,982	1,054	10,374	4,696	2,916	293	345	24,916	27,519 \$
Jun R	10,932	1,098	10,378	4,722	2,914	290	320	24,834	27,408 \$
Sep R	10,780	1,071	10,174	4,598	2,901	284	303	24,422	27,159 \$
Dec R	10,661	1,148	10,228	4,710	2,861	280	353	24,382	27,260 \$
1993 Mar R	10,578	1,120	10,154	4,669	2,838	275	340	24,184	27,075 \$
Jun R	10,588	1,141	10,236	4,732	2,913	271	306	24,314	27,077 \$
<b>GREAT BRITAIN</b>									
<b>Adjusted for seasonal variation</b>									
1991 Jun	11,257	1,029	10,450	4,672	3,066	297	333	25,403	27,597
Sep	11,132	1,015	10,431	4,696	3,028	297	318	25,206	27,556
Dec R	11,051	1,037	10,374	4,685	2,989	295	336	25,045	27,492
1992 Mar R	10,992	1,048	10,408	4,708	2,914	293	345	24,989	27,532
Jun R	10,937	1,078	10,359	4,689	2,914	290	320	24,819	27,436
Sep R	10,726	1,106	10,210	4,664	2,901	284	303	24,424	27,158
Dec R	10,643	1,130	10,181	4,665	2,861	280	353	24,317	27,182
1993 Mar R	10,616	1,113	10,185	4,681	2,838	275	340	24,254	27,089
Jun R	10,592	1,121	10,216	4,698	2,913	271	306	24,298	27,106

Definitions of terms used will be found at the end of the section.  
 \* Workforce in employment plus claimant unemployed.  
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.  
 \*\* Estimates of the self-employed are based on the 1981 Census of Population and the results of the Labour Force Surveys. The estimates are not seasonally adjusted.  
 +++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.  
 ## Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of *Employment Gazette*, August 1988.  
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes to the unemployment statistics. The seasonal adjustment series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see table 2.1 and 2.2 and their footnotes.  
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

# EMPLOYMENT 1.2 Employees in employment in Great Britain\*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions of classes	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
	1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033	
1977 June	22,126	22,124	7,172	7,172	7,890	7,890	9,048	9,048	
1978 June	22,273	22,246	7,138	7,143	7,945	7,950	9,006	9,007	
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022	
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727	
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087	
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936	
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550	
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606	
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613	
1990 June	22,380	22,373	4,994	5,018	5,434	5,461	6,494	6,519	
1991 June	21,719	21,707	4,599	4,623	5,029	5,054	5,994	6,017	
1991 Nov			4,529	4,492	4,947	4,909			
Dec	21,491 R	21,425 R	4,512	4,485	4,926	4,899	5,860	5,834 R	
1992 Jan			4,447	4,455	4,859	4,866			
Feb			4,429	4,452	4,836	4,858			
Mar	21,326 R	21,399 R	4,417	4,444	4,824	4,851	5,727 R	5,760	
Apr			4,389	4,428	4,792	4,832			
May			4,380	4,418	4,779	4,817			
June	21,310 R	21,296 R	4,396	4,419	4,791	4,815	5,677 R	5,699 R	
July			4,376	4,374	4,771	4,789			
Aug			4,353	4,330	4,747	4,723			
Sep	20,934 R	20,936 R	4,342	4,309	4,735	4,701	5,605	5,567 R	
Oct			4,298	4,266	4,689	4,656			
Nov			4,262	4,225	4,648	4,610			
Dec	20,889 R	20,824 R	4,217	4,190	4,597	4,571	5,446 R	5,421	
1993 Jan			4,184	4,193	4,563	4,570			
Feb			4,173	4,197	4,548	4,571			
Mar	20,731 R	20,801 R	4,175	4,201	4,544	4,571	5,374 R	5,406 R	
Apr			4,163	4,202	4,526	4,566			
May			4,158	4,196	4,513	4,552			
June	20,824 R	20,808 R	4,190	4,212	4,540	4,564	5,347 R	5,369 R	
July			4,203	4,201	4,553	4,551			
Aug			4,200	4,177	4,548	4,523			
Sep			4,218	4,165	4,562	4,530			
<b>GREAT BRITAIN</b>									
SIC 1980 Divisions or classes	Service Industries (6-9)*		Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34,37)
	All employees	Seasonally adjusted							
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	357	357	684	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,468	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	786
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,220	302	203	297	365	320	737	740
1988 June	14,860	14,841	293	182	296	356	324	757	737
1989 June	15,261	15,242	280	167	290	372	329	763	733
1990 June	15,609	15,573	277	157	284	365	325	741	718
1991 June	15,457	15,417	268	150	280	337	307	756	684
1991 Nov					144	274	324	668	655
Dec	15,368 R	15,322 R	263	141	273	326	312	671	651
1992 Jan					139	274	320	659	640
Feb					137	271	319	657	636
Mar	15,343 R	15,373 R	256	135	272	321	307	652	632
Apr					131	271	317	652	630
May					131	267	312	651	633
June	15,374 R	15,333 R	259 R	131	264	319	305	649	627
July					130	265	315	648	621
Aug					130	264	314	644	618
Sep	15,053 R	15,112 R	276	130	262	310	302	638	618
Oct					128	263	305	632	606
Nov					124	261	303	626	604
Dec	15,199 R	15,153 R	244	122	258	300			



# 1.2 EMPLOYMENT

## Employees in employment in Great Britain

THOUSAND

Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber plastics etc	Paper products printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	506	713	800	581	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	485	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
1990 June	246	243	313	524	477	540	481	1,060	1,198
1991 June	222	220	282	528	414	483	461	965	1,131
1991 Nov	231	204	274	510	413	479	457	934	1,122
1991 Dec	226	206	274	504	414	470	457		
1992 Jan	231	197	272	496	407	458	457		
1992 Feb	228	201	270	490	411	456	450		
1992 Mar	227	203	266	489	411	459	450	904	1,112
1992 Apr	226	200	264	488	409	443	443		
1992 May	225	198	263	481	406	452	444	886 R	1,087
1992 June	222	193	268	489	407	456	453		
1992 July	225	190	267	492	394	453	456		
1992 Aug	224	188	262	492	393	451	455	870 R	1,056
1992 Sep	222	187	259	494	399	449	455		
1992 Oct	225	184	258	492	392	449	454		
1992 Nov	222	181	256	489	390	445	447	849 R	1,058
1992 Dec	217	179	253	480	389	436	445		
1993 Jan	212	179	251	475	387	443	443	830 R	1,054
1993 Feb	213	179	251	467	389	430	447		
1993 Mar	217	179	250	465	393	428	447		
1993 Apr	216	176	251	459	390	432	444		
1993 May	212	176	252	456	390	436	443		
1993 June	215	174	253	459	401	438	443	807 RP	1,062
1993 July	213	172	253	465	399	451	441		
1993 Aug	209	171	252	462	399	451	442		
1993 Sep	210	169	256	466	411	440	449		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance, business services and leasing	Public administration etc +	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(94,96-98)*
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,053	892	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,368	1,723
1989 June	2,234	1,198	902	438	2,594	1,970	1,721	1,418	1,890
1990 June	2,301	1,257	924	437	2,701	1,942	1,735	1,450	1,664
1991 June	2,294	1,232	899	429	2,633	1,960	1,710	1,491	1,677
1991 Nov	2,364	1,131	890 R	424 R	2,595	1,807	1,844 R	1,524	1,665
1991 Dec									
1992 Jan	2,303	1,125	899	415 R	2,579	1,816 R	1,872 R	1,537	1,686
1992 Feb									
1992 Mar									
1992 Apr	2,287	1,205	892 R	411 R	2,583	1,809 R	1,840 R	1,552	1,710
1992 May									
1992 June									
1992 July	2,232	1,183	884 R	383 R	2,553	1,806 R	1,733 R	1,549	1,673
1992 Aug									
1992 Sep									
1992 Oct	2,298	1,150	886 R	380 R	2,550	1,809 R	1,841 R	1,557	1,669
1992 Nov									
1992 Dec									
1993 Jan	2,219	1,126	881 R	378 R	2,566	1,803 R	1,847 R	1,565 R	1,674
1993 Feb									
1993 Mar									
1993 Apr	2,221	1,177	883	373 R	2,577	1,815 R	1,832 R	1,566 R	1,713
1993 May									
1993 June									
1993 July									
1993 Aug									
1993 Sep									

+ These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1.7.  
 \* A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures have been produced for September 1991; the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article on pages 117-126 of the April 1993 Employment Gazette for further details.  
 \*\* Excludes private domestic service.

# EMPLOYMENT 1.3

## Employees in employment: industry: production industries

THOUSAND

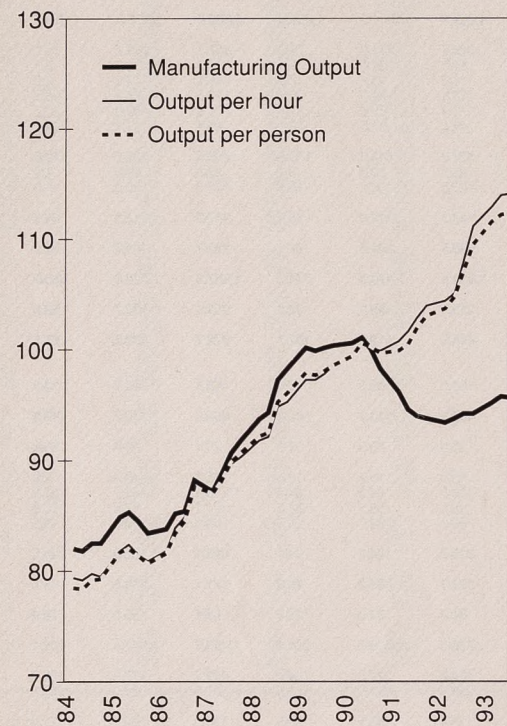
GREAT BRITAIN	Division, class or group or AH	Sep 1992 R	July 1993	Aug 1993	Sep 1993								
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,371.0	1,363.6	4,734.6	3,238.4	1,314.4	4,552.8	3,233.7	1,313.9	4,547.6	3,236.0	1,325.8	4,561.8
Manufacturing industries	2-4	3,058.0	1,284.3	4,342.3	2,964.7	1,238.2	4,202.9	2,961.9	1,238.0	4,200.0	2,966.9	1,250.7	4,217.7
Energy and water supply	1	313.0	79.3	392.3	273.7	76.2	349.9	271.8	75.9	347.7	269.1	75.1	344.2
Coal extraction and solid fuels	111	58.8	3.2	62.0	32.4	2.4	34.9	31.9	2.4	34.3	31.2	2.3	33.5
Mineral oil processing	14	13.8	3.3	17.1	13.3	3.0	16.3	13.2	2.9	16.1	13.2	2.9	16.1
Electricity	161	93.5	27.1	120.6	86.0	26.7	112.6	84.4	26.4	110.8	84.2	26.2	110.4
Gas	162	53.7	22.3	76.0	50.6	21.2	71.9	50.5	21.1	71.6	49.0	20.7	69.7
Water supply industry	17	38.2	12.2	50.4	37.1	11.9	49.0	37.5	12.1	49.6	37.3	12.0	49.3
Metal manufacturing and chemicals	2	457.9	153.6	611.5	441.6	146.0	587.6	442.0	146.6	588.6	435.5	149.6	585.2
Extraction of metal ores and minerals	21/23	22.2	3.6	25.9	20.2	3.1	23.3	20.3	3.1	23.4	19.8	2.9	22.7
Metal manufacture	22	109.6	15.8	125.4	108.1	15.4	123.5	108.2	15.5	123.7	108.0	16.0	124.0
Non-metallic mineral products	24	120.9	37.6	158.5	111.8	35.5	147.3	112.0	35.9	147.9	112.5	36.5	149.0
Chemical industry/man-made fibres	25/26	205.2	96.6	301.8	201.5	92.0	293.5	201.6	92.1	293.7	195.3	94.2	289.5
Metal goods, engineering and vehicles	3	1,532.5	401.6	1,934.1	1,473.3	386.3	1,859.6	1,470.6	387.0	1,857.6	1,483.6	383.0	1,866.6
Metal goods nes	31	202.9	55.7	258.5	199.6	53.2	252.8	199.2	52.8	252.0	203.7	52.0	255.8
Mechanical engineering	32	534.3	104.2	638.5	517.2	101.0	618.2	519.9	102.7	622.7	523.3	98.7	622.0
Office machinery and data processing equipment	33	47.1	19.6	66.7	45.5	17.5	63.0	45.3	17.0	62.3	48.7	18.0	66.7
Electrical and electronic engineering	34	320.7	145.2	465.8	314.1	141.8	455.9	313.2	142.1	455.3	318.2	140.9	459.1
Wires, cables, and basic electrical equipment	341/342	92.9	31.8	124.7	89.1	30.9	120.0	88.9	31.5	120.4	89.9	30.5	120.4
Electrical equip. for industrial use and batteries and accumulators	343	44.2	18.2	62.4	46.5	18.5	65.0	46.9	18.4	65.3	49.0	17.9	66.9
Telecommunications equipment	344	86.0	38.8	124.8	81.9	36.9	118.8	81.5	37.0	118.4	82.7	37.2	120.0
Other electronic equipment	345	57.4	35.3	92.8	57.2	34.9	92.0	56.5	34.6	91.1	57.7	35.9	93.6
Lighting/Appliances/Installation	346-348	40.1	21.0	61.1	39.5	20.6	60.1	39.5	20.5	60.0	38.9	19.3	58.2
Motor vehicles and parts	35	205.6	26.2	231.8	188.5	24.7	213.2	184.7	24.1	208.9	185.0	25.5	210.5
Other transport equipment	36	165.3	21.7	187.0	152.2	19.9	172.1	151.2	19.8	171.1	149.6	19.5	169.1
Instrument engineering	37	56.7	29.0	85.7	56.2	28.2	84.4	57.0	28.5	85.5	55.0	28.4	83.4
Other manufacturing industries	4	1,067.5	729.1	1,796.7	1,049.8	705.8	1,755.6	1,049.3	704.4	1,753.7	1,047.8	718.1	1,765.9
Food, drink and tobacco	41/42	292.4	201.6	494.0	278.6	186.3	464.8	277.8	184.4	462.2	275.6	189.9	465.5
Food	411-423	233.4	177.6	411.0	223.9	165.5	389.4	224.6	163.5	388.1	221.8	167.6	389.4
Alcoholic, soft drink and tobacco manufacture	424-429	59.0	23.9	83.0	54.6	20.8	75.4	53.1	20.9	74.0	53.8	22.3	76.1
Textiles	43	91.7	77.4	169.1	88.8	77.5	166.3	88.1	78.0	166.2	90.3	76.9	167.2
Leather and leather goods	44	8.9	6.5	15.5	9.2	6.0	15.2	8.8	5.6	14.4	9.4	6.5	15.9
Footwear and clothing	45												



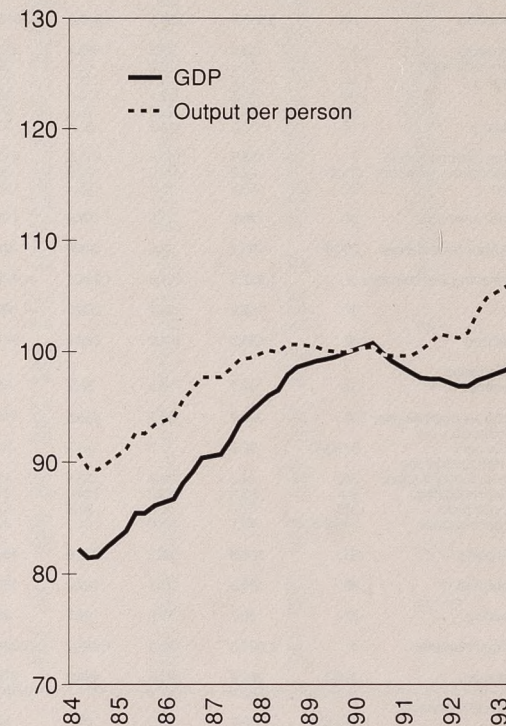
# 1.8 EMPLOYMENT

## Indices of output, employment and productivity

Index 1990=100



Index 1990=100



Seasonally adjusted (1990=100)

SIC 1992	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
1985	85.2	92.1	92.5	88.0	105.8	83.1	84.5	103.8	81.4
1986	88.6	92.3	96.0	90.1	103.0	87.5	85.6	101.6	84.3
1987	92.7	93.9	98.7	93.7	101.6	92.2	89.6	100.7	89.0
1988	97.3	96.9	100.3	98.2	102.4	95.9	95.9	102.0	94.0
1989	99.4	99.3	100.1	100.3	102.2	98.2	100.2	102.1	98.1
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.7	97.2	100.5	96.0	93.6	102.6	94.7	93.4	101.4
1992	97.2	94.6	102.8	95.6	88.4	108.3	93.9	88.4	106.3
1986 Q1	86.7	92.2	94.1	88.5	104.4	84.8	83.8	102.8	81.6
1986 Q2	88.1	92.1	95.6	89.8	103.5	86.8	85.2	102.1	83.4
1986 Q3	89.1	92.2	96.6	90.2	102.4	88.1	85.4	101.1	84.5
1986 Q4	90.4	92.5	97.7	92.0	101.8	90.3	88.2	100.6	87.6
1987 Q1	90.7	92.8	97.7	92.0	101.2	90.9	87.2	100.2	87.0
1987 Q2	92.0	93.5	98.4	92.9	101.5	91.6	88.8	100.6	88.2
1987 Q3	93.6	94.2	99.3	94.5	101.7	92.9	90.7	100.9	89.9
1987 Q4	94.5	95.1	99.4	95.4	101.9	93.6	91.8	101.2	90.7
1988 Q1	96.0	95.9	100.1	96.5	102.2	94.4	93.7	101.6	92.2
1988 Q2	96.5	96.6	99.9	97.2	102.4	94.9	94.3	102.0	92.5
1988 Q3	97.9	97.3	100.6	99.4	102.4	97.0	97.3	102.1	95.3
1988 Q4	98.6	98.0	100.6	99.6	102.5	97.2	98.3	102.2	96.1
1989 Q1	99.1	98.7	100.4	99.9	102.6	97.4	100.2	102.4	97.9
1989 Q2	99.3	99.2	100.1	99.9	102.3	97.6	99.9	102.3	97.7
1989 Q3	99.5	99.5	100.0	100.5	102.1	98.5	100.2	102.1	98.1
1989 Q4	99.8	99.9	99.9	100.8	101.7	99.1	100.4	101.8	98.6
1990 Q1	100.4	100.1	100.3	100.3	101.2	99.1	100.6	101.2	99.4
1990 Q2	100.7	100.3	100.4	101.5	100.5	101.1	101.1	100.4	100.6
1990 Q3	99.8	100.1	99.7	99.8	99.8	100.0	100.1	99.9	100.3
1990 Q4	99.1	99.5	99.6	98.3	98.5	99.8	98.3	98.5	99.7
1991 Q1	98.1	98.5	99.6	97.1	96.5	100.6	96.2	96.3	99.9
1991 Q2	97.6	97.5	100.1	95.9	94.4	101.6	94.6	94.2	100.5
1991 Q3	97.5	96.8	100.7	95.4	92.4	103.2	94.0	92.2	102.0
1991 Q4	97.5	96.1	101.5	95.8	91.2	105.0	93.8	91.0	103.1
1992 Q1	96.9	95.7	101.2	95.0	90.2	105.3	93.4	90.1	103.7
1992 Q2	96.9	95.3	101.7	94.9	89.5	106.1	93.8	89.5	104.8
1992 Q3	97.4	94.1	103.5	96.0	87.9	109.2	94.2	88.0	107.1
1992 Q4	97.7	93.3	104.8	96.6	85.9	112.5	94.2	86.0	109.5
1993 Q1	98.3	92.9	105.8	96.7	85.1	113.6	95.2	85.3	111.6
1993 Q2	98.8	93.1	106.2	97.7	84.9	115.0	95.8	85.4	112.2
1993 Q3	...	...	...	98.7	84.5	116.7	95.7	85.2	112.4

\* 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 56 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 (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 over-time			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	
1988	1,413	37.9	9.5	13.42	-	3	101	15	143	9.8	17	0.5	244	14.4	
1989	1,394	37.6	9.6	13.44	-	3	119	19	183	9.5	22	0.6	302	13.7	
1990	1,322	37.7	9.4	12.44	-	7	263	15	132	9.0	22	0.6	305	13.6	
1991	1,055	34.6	9.1	9.63	-	8	323	52	478	9.3	60	2.0	800	13.6	
1992	1,019	35.5	9.3	9.51	-	5	211	40	386	9.5	46	1.5	596	12.9	
week ended															
1991 Oct 11	1,108	37.3	9.4	10.46	9.43	3	113	44	368	8.4	47	1.6	480	10.2	
1991 Nov 15	1,110	37.4	9.2	10.25	9.30	5	193	41	396	8.6	46	1.6	589	12.8	
1991 Dec 13	1,074	36.4	9.5	10.22	9.41	7	275	34	346	10.3	41	1.4	621	15.2	
1992 Jan 10	967	32.9	8.9	8.55	9.63	14	553	47	423	9.0	61	2.1	977	16.0	
1992 Feb 14	1,065	36.7	8.9	9.51	9.86	2	70	60	583	9.9	62	2.1	664	10.7	
1992 Mar 13	998	34.5	9.1	9.12	9.65	7	275	59	541	9.2	66	2.3	816	12.4	
Apr 10	1,066	37.1	9.2	9.80	10.19	5	196	48	481	10.0	53	1.9	677	12.7	
1992 May 15	1,111	38.7	9.6	10.71	11.01	3	101	30	268	8.8	33	1.1	369	11.2	
1992 June 12	1,016	35.3	9.3	9.48	9.73	5	181	33	305	9.2	38	1.3	486	12.9	
July 10	1,053	36.7	9.5	10.01	9.97	2	78	24	250	10.6	26	0.9	328	12.8	
1992 Aug 14	973	34.1	9.3	9.09	9.36	3	123	27	265	10.0	30	1.0	388	13.1	
1992 Sep 11	977	34.3	9.7	9.46	9.09	5	194	34	294	8.8	39	1.4	487	12.6	
Oct 9	1,028	36.3	9.4	9.69	8.67	4	137	35	311	9.0	38	1.3	448	11.7	
1992 Nov 13	1,045	35.2	9.2	9.66	8.73	5	178	38	370	9.7	43	1.4	647	12.8	
1992 Dec 18	943	33.8	9.6	9.03	8.25	12	444	52	526	10.1	64	2.3	970	15.3	
1993 Jan 15	905	32.9	9.2	8.37	9.45	6	241	55	483	8.9	61	2.2	724	11.9	
1993 Feb 12	928	33.8	9.5	8.83	9.18	10	375	55	537	9.9	64	2.3	912	14.2	
1993 Mar 12	923	33.6	9.3	8.56	9.11	4	156	46	421	9.2	50	1.8	586	11.8	
Apr 16	878	32.0	9.0	7.94	8.32	3	105	26	198	7.7	28	1.0	303	10.6	
1993 May 14	1,002	36.7	9.4	9.47	9.79	3	115	23	160	7.0	25	1.0	276	10.6	
1993 Jun 11	955	34.7	9.3	8.89	9.13	3	133	26	284	11.0	29	1.1	417	14.2	
Jul 9	1,075	36.6	9.7	10.39	10.34	1	26	25	159	6.4	25	0.9	184	7.3	
1993 Aug 13	927	33.7	9.8	9.04	9.29	1	36	16	137	8.4	17	0.6	173	10.1	
1993 Sep 10	1,000	36.3	9.5	9.45	9.08	4	138	12	69	5.9	15	0.5	208	13.5	
SIC 1980															
Week ended 10 September 1993															
Extraction of metal ores & minerals (21/23)	8.6	57.0	12.2	0.11	-	-	-	-	-	-	-	-	-	-	
Metal Manufacturing (22)	34.5	39.6	9.9	0.34	-	-	-	-	1.3	3.4	2.6	1.3	1.6	3.4	
Non-metallic mineral products (24)	44.0	48.3	11.1	0.49	-	-	-	-	-	-	-	-	-	-	
Chemical industry	-	-	-	-	-	-	-	-	1.0	34.0	-	0.1	21.7	1.0	
/Man-made fibres (25/26)	46.0	27.6	9.3	0.43	-	-	-	-	-	-	-	-	-	-	
Metal goods nes (31)	78.8	42.7	9.2	0.72	-	-	-	-	0.9	34.8	0.5	3.7	8.1	1.4	
Mechanical engineering (32)	182.1	48.1	9.1	1.65	-	-	-	-	0.7	28.5	0.8	7.9	9.9	1.5	
Office machinery & data processing equipment (33)	7.1	26.1	9.2	0.65	-	-	-	-	-	-	-	-	-	-	
Electrical and electronic engineering (34)	87.6	32.9	9.9	0.87	-	-	-	-	-	1.1	4.1	3.6	1.1	0.1	
Wires, cables, batteries & other electrical equipment (341/342)	27.2	35.4	11.5	0.31	-	-	-	-	-	0.9	2.6	2.7	0.9	1.1	
Industrial electrical equipment (343)	14.1	38.0	10.8	0.15	-	-	-	-	-	-	-	-	-	-	
Telecommunication equipment (344)	14.5	26.6	8.5	0.12	-	-	-	-	-	0.2	1.5	8.5	0.2	0.3	
Other electronic equipment (345)	12.7	22.2	7.5	0.95	-	-	-	-	-	-	-	-	-	-	
Lighting/appliances /installation (346-348)	19.1	56.7	9.7	0.18	-	-	-	-	-	-	-	-	-	-	
Motor vehicles (35)	42.2	28.1	8.4	0.36	-	-	-	-	-	0.9	6.6	7.6	0.9	0.6	
Other transport equipment (36)	41.7	45.9	9.5	0.40	-	-	-	-	-	-	-	-	-	-	
Instrument engineering (37)	12.0	23.9	7.3	0.87	-	-	-	-	-	-	-	-	-	-	
Food, drink and tobacco (41/42)	128.0	35.7	9.6	1.23	-	-	-	-	0.1	4.3	0.9	6.8	8.0	1.0	
Food (411-423)	109.3	36.8	9.7	1.06	-	-	-	-	0.1	4.3	0.9	6.8	7.9	1.0	
Alcoholic, soft drink & tobacco manu. (424-429)	18.6	29.2	9.2	0.17	-	-	-	-	-	-	-	-	-	-	
Textile industry (43)	48.0	37.0	9.1	0.44	-	-	-	-	0.1	3.1	1.5	8.4	5.6	1.6	
Leather goods (44)	3.4	28.9	8.9	0.31	-	-	-	-	-	-	-	-	-	-	
Footwear & clothing (45)	33.7	18.1	7.0	0.24	-	-	-	-	0.4	16.5	3.5	14.0	4.0	1.9	
Footwear (451)	6.1	18.7	5.8	0.36	-	-	-	-	-	1.0	6.1	5.9	1.0	3.2	
Clothing, hats, gloves & fur goods (453/456)	20.4	15.4	6.2	0.13	-	-	-	-	0.4	16.5	2.4	7.2	3.0	2.6	
Household textiles (455)	7.3	34.8	10.5	0.76	-	-	-	-	-	-	0.6	13.9	-	0.3	
Timber and wooden furniture (46)	50.7	35.2	9.1	0.46	-	-	-	-	0.4	17.2	0.2	1.1	6.4	0.6	
Paper, printing and publishing (47)	87.4	36.7	10.4	0.91	-	-	-	-	-	1.0	13.1	13.2	1.0	0.2	
Paper and paper products (471/472)	34.7	43.1	11.7	0.41	-	-	-	-	-	-	0.5	12.2	-	0.1	
Printing and publishing (47															



# 1.12 EMPLOYMENT

## Hours of work-operatives in: manufacturing industries

Seasonally adjusted  
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1988	97.7	100.7	91.4	97.4	97.4	101.2	101.4	103.3	99.5	101.5
1989	97.1	98.8	90.9	90.2	95.0	101.0	100.6	104.2	98.7	101.3
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991	78.4	75.3	78.9	68.3	98.1	99.3	98.2	102.0	97.4	100.0
1992	73.3	70.6	70.5	65.3	82.4	99.5	98.5	99.9	98.3	101.3
<b>Weekended</b>										
1991 Sep 13	76.0	73.9	73.2	67.5	87.7	99.1	98.3	99.0	97.7	100.5
Oct 11	75.7					99.5				
Nov 15	75.3					99.3				
Dec 13	75.2	73.9	74.4	67.7	84.2	99.4	99.0	101.7	98.4	99.6
1992 Jan 10	74.6					99.5				
Feb 14	75.0					99.8				
Mar 13	74.7	71.7	73.2	67.4	83.6	99.5	98.6	100.4	98.4	100.3
Apr 10	74.8					100.0				
May 15	75.3					101.1				
Jun 12	74.3	71.7	72.8	66.9	83.1	99.6	98.6	100.6	98.6	101.5
Jul 10	73.8					100.0				
Aug 14	73.0					99.3				
Sep 11	72.4	70.3	71.4	64.6	82.6	99.1	98.3	100.1	98.2	102.1
Oct 9	71.3					98.8				
Nov 13	70.7					98.8				
Dec 18	69.5	68.5	64.6	62.4	80.4	98.2	98.6	98.7	98.0	101.5
1993 Jan 15	70.3					99.3				
Feb 12	70.2					99.2				
Mar 12	70.1R	67.5	66.5	63.9	79.7	98.5R	98.6	98.8	99.1	102.1
Apr 16	69.6R					97.8R				
May 14	70.3R					99.2R				
Jun 11	70.0R	68.0	65.7	64.8	78.4	98.2R	98.6	99.5	99.1	103.5
Jul 9	70.8R					99.5R				
Aug 13	69.9R					98.3R				
Sep 10	69.7	68.8	63.8	66.7	77.4	98.1	99.2	98.9	100.3	103.2

# 1.13 EMPLOYMENT

## Overtime and short-time Operatives in manufacturing industries in September 1993 : regions

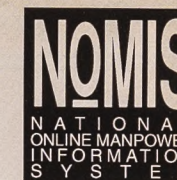
Weekended September 10 1993	Overtime				Short-time								
	Operatives (000s)	Percent age of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week or part of week		Stood off for whole week or part of week				
			Average per operative working overtime (000s)	Operatives (000s)	Hours lost (000s)	Operatives (000s)	Hours lost (000s)	Operatives (000s)	Percent- age of all operatives (000s)	Operatives (000s)	Percent- age of all operatives (000s)	Operatives (000s)	Average per operative on short time
<b>Analysis by region</b>													
South East	205.4	38.8	10.4	2,142.6	0.3	8.5	1.2	9.3	7.8	1.5	0.3	17.8	11.9
Greater London*	49.1	30.3	11.3	556.2	0.2	6.1	0.4	3.5	8.2	0.6	0.6	9.6	16.3
East Anglia	51.8	48.2	10.4	537.1	..	..	0.2	1.2	7.3	0.2	0.2	1.2	7.3
South West	72.9	36.3	9.3	677.9	..	1.9	0.9	5.9	6.4	1.0	0.7	7.7	8.0
West Midlands	137.3	34.0	9.1	1,250.5	1.4	48.1	2.8	15.2	5.5	4.2	0.7	63.3	15.2
East Midlands	113.1	37.4	8.8	989.8	0.1	2.9	2.7	14.0	5.1	2.8	0.9	16.9	6.0
Yorkshire and Humberside	109.1	35.4	9.3	1,018.9	..	..	1.6	8.5	5.4	1.6	0.5	8.5	5.4
North West	124.5	36.1	8.9	1,111.2	1.2	46.8	0.3	2.4	8.9	1.5	0.3	49.3	33.2
North	63.8	37.9	10.5	671.5	0.6	21.4	0.9	7.1	8.2	1.4	0.8	28.5	20.1
Wales	44.3	31.0	8.2	365.3	0.1	3.6	..	0.2	7.1	0.1	0.1	3.8	30.4
Scotland	77.4	31.1	8.9	688.2	0.1	5.2	1.1	5.5	5.0	1.2	0.4	10.7	8.7

\* Included in the South East



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## 2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1990	Annual averages	1,798.7	6.3	1,784.4	6.3					
1990		1,664.4	5.8	1,662.7	5.8					
1991		2,291.9	8.1	2,287.4	8.1					
1992		2,778.6	9.9	2,766.5	9.8					
1991	Oct 10	2,426.0	8.6	2,484.8	8.8	33.5	40.9	310	2,075	42
	Nov 14	2,471.8	8.7	2,526.3	8.9	41.5	36.5	303	2,126	43
	Dec 12	2,551.7	9.0	2,550.1	9.0	23.8	32.9	296	2,211	44
1992	Jan 9	2,673.9	9.5	2,611.3	9.3	61.2	42.2	297	2,330	47
	Feb 13	2,710.5	9.6	2,645.8	9.4	34.5	39.8	310	2,354	47
	Mar 12	2,707.5	9.6	2,647.9	9.4	2.1	32.6	282	2,379	47
	Apr 9	2,736.5	9.7	2,689.8	9.6	41.9	26.2	302	2,387	47
	May 14	2,707.9	9.6	2,712.0	9.7	22.2	22.1	254	2,407	48
	June 11	2,678.2	9.5	2,722.5	9.7	10.5	24.9	258	2,373	47
	July 9	2,774.0	9.9	2,758.3	9.8	35.8	22.8	369	2,359	46
	Aug 13	2,845.5	10.1	2,815.7	10.0	57.4	34.6	324	2,476	45
	Sept 10	2,847.4	10.1	2,841.0	10.1	25.3	39.5	315	2,488	45
	Oct 8	2,814.4	10.0	2,868.1	10.2	27.1	36.6	345	2,425	44
	Nov 12	2,864.1	10.2	2,912.8	10.4	44.7	32.4	331	2,488	45
	Dec 17	2,983.3	10.6	2,972.4	10.6	59.6	43.8	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,992.3	10.6	19.9	41.4	314	2,700	48
	Feb 11	3,042.6	10.8	2,966.8	10.6	-25.5	18.0	296	2,700	47
	Mar 11	2,996.7	10.7	2,941.0	10.5	-25.8	-10.5	269	2,681	46
	Apr 8	3,000.5	10.7	2,939.9	10.5	-1.1	-17.5	301	2,653	46
	May 13	2,916.6	10.4	2,916.8	10.4	-23.1	-16.7	257	2,613	46
	June 10	2,865.0	10.2	2,912.0	10.4	-4.8	-9.7	248	2,572	45
	July 8	2,929.3	10.4	2,916.3	10.4	4.3	-7.9	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.9	10.4	5.6	1.7	309	2,609	42
	Sept 9 R	2,912.1	10.4	2,904.1	10.3	-17.8	-2.6	290	2,581	41
	Oct 14 P	2,793.6	9.9	2,855.1	10.2	-49.0	-20.4	305	2,450	39

## 2.2 CLAIMANT UNEMPLOYMENT GB Summary

1990	Annual averages	1,567.3	5.6	1,565.5	5.6					
1991		2,191.5	8.0	2,187.0	7.9					
1992		2,672.4	9.8	2,660.4	9.7					
1991		Oct 10	2,324.5	8.4	2,382.4	8.6	32.9	40.4	301	1,983
	Nov 14	2,371.0	8.6	2,423.4	8.8	41.0	36.1	296	2,033	42
	Dec 12	2,450.5	8.9	2,447.1	8.9	23.7	32.5	290	2,117	43
1992	Jan 9	2,569.1	9.4	2,507.5	9.2	60.4	41.7	290	2,234	46
	Feb 13	2,606.6	9.5	2,541.8	9.3	34.3	39.5	303	2,258	46
	Mar 12	2,603.4	9.5	2,543.2	9.3	1.4	32.0	275	2,283	46
	Apr 9	2,632.1	9.6	2,585.3	9.5	42.1	25.9	295	2,291	46
	May 14	2,604.1	9.5	2,606.8	9.5	21.5	21.7	247	2,310	46
	June 11	2,573.9	9.4	2,616.5	9.6	9.7	24.4	250	2,278	46
	July 9	2,663.8	9.7	2,651.2	9.7	34.7	22.0	357	2,262	45
	Aug 13	2,734.1	10.0	2,707.3	9.9	56.1	33.5	316	2,374	44
	Sept 10	2,737.0	10.0	2,733.2	10.0	25.9	38.9	305	2,388	44
	Oct 8	2,708.0	9.9	2,760.6	10.1	27.4	36.5	337	2,328	43
	Nov 12	2,759.4	10.1	2,805.8	10.3	45.2	32.8	325	2,391	44
	Dec 17	2,877.9	10.5	2,865.3	10.5	59.5	44.0	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,885.1	10.5	19.8	41.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,859.4	10.5	-25.7	17.8	289	2,600	46
	Mar 11	2,890.7	10.6	2,834.5	10.4	-24.9	-10.3	263	2,583	45
	Apr 8	2,895.2	10.6	2,834.3	10.4	-0.2	-16.9	295	2,555	45
	May 13	2,813.7	10.3	2,812.3	10.3	-22.0	-15.7	251	2,517	45
	June 10	2,762.2	10.1	2,807.3	10.3	-5.0	-9.1	241	2,477	44
	July 8	2,821.1	10.3	2,811.2	10.3	3.9	-7.7	349	2,430	42
	Aug 12	2,850.6	10.4	2,815.9	10.3	4.7	1.2	302	2,508	41
	Sept 9 R	2,804.1	10.3	2,798.8	10.2	-17.1	-2.8	282	2,482	40
	Oct 14 P	2,690.8	9.8	2,751.1	10.1	-47.7	-20.0	297	2,356	38

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.  
 \* National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1992 for 1992 and 1993 figures and at the corresponding mid-year estimates for earlier years.  
 + Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

## CLAIMANT UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE		FEMALE					
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #	
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *
1990	Annual averages	1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2
1990		1,232.3	7.6	1,231.3	7.6	394.9	3.2	431.4	3.5
1991		1,737.1	10.7	1,734.6	10.8	554.9	4.6	552.8	4.6
1992		2,126.0	13.3	2,119.3	13.3	652.6	5.4	647.2	5.3
1991	Oct 10	1,839.7	11.4	1,889.7	11.7	586.2	4.8	595.1	4.9
	Nov 14	1,885.7	11.7	1,925.7	11.9	586.1	4.8	600.6	4.9
	Dec 12	1,957.4	12.1	1,946.6	12.1	594.3	4.9	603.5	5.0
1992	Jan 9	2,045.4	12.8	1,994.6	12.5	628.5	5.2	616.7	5.1
	Feb 13	2,074.5	13.0	2,022.0	12.6	636.0	5.2	623.8	5.1
	Mar 12	2,075.1	13.0	2,026.3	12.7	632.4	5.2	621.6	5.1
	Apr 9	2,100.1	13.1	2,061.1	12.9	636.5	5.3	628.7	5.2
	May 14	2,085.1	13.0	2,080.7	13.0	622.8	5.1	631.3	5.2
	June 11	2,061.2	12.9	2,088.3	13.1	617.0	5.1	634.2	5.2
	July 9	2,108.7	13.2	2,112.5	13.2	665.3	5.5	645.8	5.3
	Aug 13	2,149.4	13.4	2,151.2	13.5	696.1	5.7	664.5	5.5
	Sept 10	2,160.9	13.5	2,175.2	13.6	686.5	5.7	665.8	5.5
	Oct 8	2,151.9	13.5	2,199.6	13.8	662.5	5.5	668.5	5.5
	Nov 12	2,198.7	13.8	2,236.5	14.0	664.4	5.5	676.3	5.6
	Dec 17	2,299.7	14.4	2,283.0	14.3	683.7	5.6	689.4	5.7
1993	Jan 14	2,353.8	14.7	2,299.0	14.4	708.2	5.8	693.3	5.7
	Feb 11	2,335.9	14.6	2,277.0	14.2	706.7	5.8	689.8	5.7
	Mar 11	2,303.2	14.4	2,259.3	14.1	693.5	5.7	681.7	5.6
	Apr 8	2,304.2	14.4	2,256.1	14.1	696.3	5.7	683.8	5.6
	May 13	2,248.4	14.1	2,241.4	14.0	668.1	5.5	675.4	5.6
	June 10	2,209.2	13.8	2,238.0	14.0	655.8	5.4	674.0	5.6
	July 8	2,231.1	14.0	2,237.3	14.0	698.2	5.8	679.0	5.6
	Aug 12	2,234.4	14.0	2,234.9	14.0	725.6	6.0	687.0	5.7
	Sept 9 R	2,207.2	13.8	2,221.3	13.9	704.9	5.8	682.8	5.6
	Oct 14 P	2,135.5	13.4	2,189.6	13.7	658.1	5.4	665.5	5.5

## CLAIMANT UNEMPLOYMENT GB Summary 2.2

1990	Annual averages	1,159.1	7.3	1,158.1	7.3	408.2	3.4	407.4	3.4
1991		1,660.4	10.5	1,658.9	10.6	531.1	4.5	529.1	4.5
1992		2,044.6	13.2	2,037.9	13.1	627.8	5.3	622.5	5.3
1991		Oct 10	1,762.6	11.2	1,811.4	11.5	562.0	4.7	571.0
	Nov 14	1,808.2	11.5	1,846.7	11.8	562.8	4.7	576.7	4.9
	Dec 12	1,879.0	12.0	1,867.6	11.9	571.4	4.8	579.5	4.9
1992	Jan 9	1,964.6	12.6	1,915.2	12.3	604.4	5.1	592.3	5.0
	Feb 13	1,994.2	12.8	1,942.3	12.5	612.4	5.2	599.5	5.1
	Mar 12	1,994.4	12.8	1,946.0	12.5	609.0	5.2	597.2	5.1
	Apr 9	2,019.1	13.0	1,980.7	12.7	613.0	5.2	604.6	5.1
	May 14	2,004.5	12.9	1,999.8	12.9	599.6	5.1	607.0	5.1
	June 11	1,980.9	12.7	2,007.0	12.9	593.0	5.0	609.5	5.2
	July 9	2,026.1	13.0	2,030.7	13.1	637.7	5.4	620.5	5.3
	Aug 13	2,066.1	13.3	2,068.6	13.3	668.0	5.7	638.7	5.4
	Sept 10	2,077.6	13.4	2,092.5	13.5	659.4	5.6	640.7	5.4
	Oct 8	2,070.6	13.3	2,117.0	13.6	637.4	5.4	643.6	



# 2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Percent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
<b>SOUTHEAST</b>												
1989 } Annual	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990 } Annual	372.4	273.3	99.2	4.0	5.2	2.5	372.1	4.0			273.1	99.0
1991 } averages	638.8	477.9	160.9	6.9	9.2	4.1	637.8	7.0			477.4	160.4
1992 } averages	854.1	645.4	208.7	9.4	12.5	5.3	851.2	9.3			643.8	207.3
1992 Oct 8	885.9	667.2	218.7	9.7	12.9	5.5	899.2	9.9	14.0	17.3	690.0	219.2
Nov 12	903.4	682.6	220.8	9.9	13.2	5.6	918.0	10.1	18.8	15.5	694.5	223.5
Dec 17	943.3	715.3	228.0	10.3	13.9	5.8	940.5	10.3	22.5	18.4	711.8	228.7
1993 Jan 14	960.7	727.5	233.2	10.5	14.1	5.9	951.4	10.4	10.9	17.4	719.7	231.7
Feb 11	961.3	726.9	234.4	10.5	14.1	5.9	945.0	10.4	-6.4	9.0	713.8	231.2
Mar 11	952.0	719.9	232.1	10.4	14.0	5.9	939.6	10.3	-5.4	-0.3	710.3	229.3
Apr 8	957.0	722.5	234.5	10.5	14.0	5.9	938.1	10.3	-1.5	-4.4	708.1	230.0
May 13	934.4	707.2	227.2	10.3	13.7	5.7	931.5	10.2	-6.6	-4.5	703.4	228.1
June 10	919.4	695.7	223.7	10.1	13.5	5.7	928.6	10.2	-2.9	-3.7	700.4	228.2
July 8	930.7	698.7	232.0	10.2	13.5	5.9	929.9	10.2	1.3	-2.7	700.1	229.8
Aug 12	942.4	700.9	241.5	10.3	13.6	6.1	931.4	10.2	1.5	0.0	699.3	232.1
Sept 9 R	931.6	693.8	237.8	10.2	13.4	6.0	927.7	10.2	-2.7	0.0	697.3	231.4
Oct 14 P	897.6	673.0	224.6	9.8	13.0	5.7	913.4	10.0	-15.3	-5.5	688.2	225.2
<b>GREATER LONDON (included in South East)</b>												
1989 } Annual	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990 } Annual	211.8	154.7	57.1	5.0	6.4	3.2	211.6	5.0			154.7	57.0
1991 } averages	332.1	244.3	87.8	8.2	10.4	5.1	331.7	8.1			244.1	87.6
1992 } averages	430.3	320.1	110.2	10.6	13.6	6.5	429.2	10.6			319.6	109.6
1992 Oct 8	447.6	332.1	115.5	11.0	14.1	6.8	451.2	11.1	6.6	7.7	336.0	115.2
Nov 12	452.3	336.2	116.1	11.2	14.3	6.8	458.8	11.3	7.6	6.8	341.5	117.3
Dec 17	469.3	349.7	119.6	11.6	14.9	7.0	468.4	11.6	9.6	7.9	348.7	119.7
1993 Jan 14	471.0	350.8	120.1	11.6	14.9	7.0	471.6	11.6	3.2	6.8	350.9	120.7
Feb 11	473.5	352.5	121.0	11.7	15.0	7.1	471.6	11.6	0.0	4.3	350.8	120.8
Mar 11	473.4	352.6	120.7	11.7	15.0	7.1	470.8	11.6	-0.8	0.8	350.6	120.2
Apr 8	478.2	355.8	122.4	11.8	15.2	7.2	472.0	11.6	1.2	0.1	351.0	121.0
May 13	471.5	351.5	120.0	11.6	15.0	7.0	470.6	11.6	-1.4	-0.3	349.9	120.7
June 10	468.4	349.1	119.3	11.6	14.9	7.0	470.4	11.6	-0.2	-0.1	349.4	121.0
July 8	473.5	350.6	122.9	11.7	14.9	7.2	470.5	11.6	0.1	-0.5	349.1	121.4
Aug 12	479.6	352.4	127.3	11.8	15.0	7.5	471.5	11.6	1.0	0.3	349.3	122.2
Sept 9 R	476.2	350.3	125.8	11.7	14.9	7.4	470.8	11.6	-0.7	0.1	349.1	121.7
Oct 14 P	461.2	341.3	120.0	11.4	14.5	7.0	465.8	11.5	-5.0	-1.6	346.0	119.8
<b>EAST ANGLIA</b>												
1989 } Annual	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990 } Annual	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991 } averages	59.1	44.2	15.0	5.8	7.5	3.5	59.0	5.9			44.1	14.9
1992 } averages	77.7	58.3	19.4	7.8	10.1	4.6	77.3	7.8			58.1	19.2
1992 Oct 8	78.7	58.9	19.9	7.9	10.2	4.7	81.6	8.2	1.0	1.5	61.3	20.3
Nov 12	81.4	61.3	20.1	8.2	10.6	4.8	83.3	8.4	1.7	1.3	62.8	20.5
Dec 17	86.0	65.1	20.9	8.6	11.3	5.0	85.6	8.6	2.3	1.7	64.6	21.0
1993 Jan 14	90.0	67.9	22.1	9.0	11.8	5.3	86.9	8.7	1.3	1.8	65.6	21.3
Feb 11	90.0	67.8	22.2	9.0	11.8	5.3	85.7	8.6	-1.2	0.8	64.5	21.2
Mar 11	89.0	67.2	21.8	8.9	11.7	5.2	85.0	8.5	-0.7	-0.2	64.1	20.9
Apr 8	88.5	66.7	21.8	8.9	11.6	5.2	85.1	8.5	0.1	-0.6	64.1	21.0
May 13	85.1	64.2	20.9	8.5	11.1	5.0	83.9	8.4	-1.2	-0.6	63.3	20.6
June 10	82.4	62.3	20.0	8.3	10.8	4.8	84.2	8.5	0.3	-0.3	63.5	20.7
July 8	83.2	62.3	20.9	8.4	10.8	5.0	84.2	8.5	0.0	-0.3	63.4	20.8
Aug 12	83.4	61.8	21.6	8.4	10.7	5.1	84.1	8.4	-0.1	0.1	63.1	21.0
Sept 9 R	81.6	60.6	20.9	8.2	10.5	5.0	83.2	8.4	-0.9	-0.3	62.4	20.8
Oct 14 P	78.4	58.6	19.8	7.9	10.2	4.7	81.9	8.2	-1.3	-0.8	61.5	20.4
<b>SOUTHWEST</b>												
1989 } Annual	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990 } Annual	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1991 } averages	161.2	121.1	40.1	7.1	9.4	4.1	160.8	7.1			120.9	39.9
1992 } averages	208.9	158.7	50.2	9.4	12.7	5.2	207.9	9.4			158.1	49.7
1992 Oct 8	212.2	161.0	51.2	9.6	12.9	5.3	217.1	9.8	1.0	3.0	165.2	51.9
Nov 12	219.3	166.4	52.9	9.9	13.4	5.4	221.3	10.0	4.2	2.6	168.4	52.9
Dec 17	229.6	174.7	55.0	10.4	14.0	5.7	225.4	10.2	4.1	3.1	171.4	54.0
1993 Jan 14	236.6	179.5	57.1	10.7	14.4	5.9	227.0	10.2	1.6	3.3	172.7	54.3
Feb 11	234.1	177.0	57.1	10.6	14.2	5.9	223.9	10.1	-3.1	0.9	169.9	54.0
Mar 11	229.0	173.3	55.7	10.3	13.9	5.7	221.8	10.0	-2.1	-1.2	168.5	53.3
Apr 8	226.8	172.2	54.7	10.2	13.8	5.6	221.3	10.0	-0.5	-1.9	167.8	53.5
May 13	216.7	165.0	51.7	9.8	13.2	5.3	218.4	9.9	-2.9	-1.8	165.6	52.8
June 10	210.1	160.2	49.8	9.5	12.9	5.1	217.4	9.8	-1.0	-1.5	164.9	52.5
July 8	213.6	161.5	52.2	9.6	13.0	5.4	217.0	9.8	-0.4	-1.4	164.3	52.7
Aug 12	215.8	161.3	54.4	9.7	12.9	5.6	216.7	9.8	-0.3	-0.6	163.4	53.3
Sept 9 R	213.0	159.5	53.5	9.6	12.8	5.5	215.1	9.7	-1.6	-0.8	162.1	53.0
Oct 14 P	205.5	154.5	51.0	9.3	12.4	5.3	211.4	9.5	-3.7	-1.9	159.4	52.0

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Percent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1989 } Annual	168.5	118.8	49.7	6.7	8.1	4.7	167.9	6.6			118.3	49.6
1990 } Annual	152.7	111.7	41.1	6.0	7.6	3.9	152.7	5.8			111.6	41.0
1991 } averages	218.7	165.1	53.6	8.6	11.2	5.1	218.4	8.5			164.9	53.5
1992 } averages	270.5	206.3	64.1	10.6	13.8	6.0	269.7	10.6			205.9	63.8
1992 Oct 8	274.2	209.1	65.1	10.7	14.0	6.1	279.1	10.9	3.6	3.7	213.5	65.6
Nov 12	277.7	213.0	64.7	10.9	14.3	6.1	283.9	11.1	4.8	3.3	217.6	66.3
Dec 17	288.3	222.1	66.3	11.3	14.9	6.2	290.2	11.4	6.3	4.9	222.6	67.6
1993 Jan 14	295.5	227.1	68.4	11.6	15.2	6.4	291.8	11.4	1.6	4.2	224.1	67.7
Feb 11	294.2	225.7	68.5	11.5	15.1	6.4	289.2	11.3	-2.6	1.8	221.8	67.4
Mar 11	290.5	223.3	67.2	11.4	15.0	6.3	286.3	11.2	-2.9	-1.3	219.7	66.6
Apr 8	290.7	223.1	67.6	11.4	15.0	6.4	286.1	11.2	-0.2	-1.9	219.3	66.8
May 13	282.9	217.8	65.0	11.1	14.6	6.1	282.6	11.1	-3.5	-2.2	216.7	65.9
June 10	278.5	214.4	64.1	10.9	14.4	6.0	281.7	11.0	-0.9	-1.5	216.1	65.6
July 8	284.2	216.4	67.8	11.1	14.5	6.4	281.8	11.0	0.1	-1.4	215.9	65.9
Aug 12	287.3	216.9	70.3	11.3	14.6	6.6	282.4	11.1	0.6	-0.1	216.0	66.4
Sept 9 R	282.8	213.8	69.0	11.1	14.3	6.5	280.3	11.0	-2.1	-0.5	214.2	66.1
Oct 14 P	268.8	204.6	64.2	10.5	13.7	6.0	274.7	10.8	-5.6	-2.4	209.8	64.9
<b>EAST MIDLANDS</b>												
1989 } Annual	108.9	77.2	31.7	5.5								







## 2.4 CLAIMANT UNEMPLOYMENT

### Area statistics

Unemployment by travel-to-work areas\* as at October 14 1993

	Male		Female		All		Rate #			Male		Female		All		Rates #	
	Number	Rate	Number	Rate	Number	Rate	per cent employees and unemployed	per cent workforce		Number	Rate	Number	Rate	per cent employees and unemployed	per cent workforce		
Slough	11,047	8.2	3,660	7.2	14,707	8.2			Shotton, Flint and Rhyl	5,938	9.7	1,823	7.761	9.7	8.2		
South Molton	415	11.9	149	8.3	564	11.9			South Pembrokeshire	1,963	14.2	585	2,548	19.1	14.2		
South Tyneside	8,739	21.5	2,061	19.0	10,800	21.5			Swansea	9,171	11.5	2,170	11,341	11.5	9.9		
Southampton	15,408	10.6	4,115	9.4	19,523	10.6			Wrexham	4,087	7.5	1,304	5,391	10.8	9.2		
Southend	27,419	14.5	8,465	12.3	35,884	14.5											
Spalding and Holbeach	1,303	8.1	536	6.3	1,839	8.1											
St Austell	2,337	13.4	758	10.8	3,095	13.4											
Stafford	3,922	8.6	1,340	7.4	5,262	8.6											
Stamford	954	8.3	448	6.8	1,402	8.3											
Stockton-on-Tees	8,733	13.7	2,178	12.6	10,911	13.7											
									<b>Scotland</b>								
Stoke	14,082	9.7	4,158	8.6	18,240	9.7			Aberdeen	5,936	3.9	1,936	7,772	3.9	3.5		
Stroud	2,872	10.3	1,101	8.6	3,973	10.3			Alicia	1,879	14.9	571	2,450	14.9	13.0		
Sudbury	1,416	12.4	595	9.7	2,011	12.4			Annan	536	7.9	193	729	7.9	6.5		
Sunderland	19,146	14.9	4,625	13.4	23,771	14.9			Arbroath	924	13.0	312	1,236	13.0	10.7		
Swindon	6,524	7.8	2,204	7.0	8,728	7.8			Ayr	3,388	9.2	1,072	4,460	9.2	8.0		
Taunton	2,932	8.2	869	6.9	3,801	8.2			Badenoch	321	11.0	113	434	11.0	8.5		
Telford and Bridgnorth	5,889	9.8	1,902	8.7	7,791	9.8			Banff	427	6.4	182	609	6.4	4.9		
Thanet	6,072	19.7	1,605	16.1	7,677	19.7			Bathgate	4,396	10.6	1,124	5,520	10.6	9.7		
Theford	1,634	9.9	598	8.4	2,232	9.9			Berwickshire	346	8.4	125	471	8.4	6.2		
Thirsk	252	5.8	126	4.7	378	5.8			Blairgowrie and Pitlochry	646	7.9	236	882	7.9	6.1		
Tiverton	822	9.7	286	7.9	1,108	9.7			Brechin and Montrose	943	9.0	388	1,341	9.0	7.3		
Torbay	5,479	15.2	1,498	12.1	6,977	15.2			Buckie	324	10.9	109	433	10.9	8.8		
Torington	567	16.3	211	11.5	778	16.3			Campbelltown	378	13.3	100	478	13.3	9.5		
Totnes	741	12.4	257	9.4	998	12.4			Crieff	262	8.6	95	357	8.6	6.8		
Trowbridge and Frome	3,185	8.7	1,103	7.6	4,288	8.7			Cumnock and Sanquhar	2,229	22.0	558	2,787	22.0	18.1		
Truro	1,840	9.4	607	7.8	2,447	9.4			Dumbarton	3,060	12.6	958	4,018	12.6	11.3		
Tunbridge Wells	5,407	7.5	1,707	6.1	7,114	7.5			Dumfries	1,433	7.4	473	1,906	7.4	6.4		
Uttoxeter and Ashbourne	791	8.6	349	7.3	1,140	8.6			Dunfermline	7,717	10.5	2,448	10,165	10.5	10.5		
Wakefield and Dewsbury	10,034	11.6	2,750	10.3	12,784	11.6			Dunfermline	4,661	12.1	1,437	6,098	12.1	10.8		
Walsall	15,324	13.9	4,529	12.9	19,853	13.9			Dunoon and Bute	969	12.9	312	1,281	12.9	10.9		
Wareham and Swanage	858	10.7	295	8.8	1,153	10.7			Edinburgh	19,483	8.2	5,660	25,143	8.2	7.4		
Warminster	526	11.9	232	9.7	758	11.9			Elgin	949	8.4	472	1,421	8.4	7.3		
Warrington	4,868	7.5	1,503	6.9	6,371	7.5			Falkirk	5,521	11.4	1,537	7,058	11.4	10.3		
Warwick	4,513	7.4	1,572	6.4	6,085	7.4			Forfar	543	9.0	268	811	9.0	7.3		
Watford and Luton	25,024	10.1	7,951	8.8	32,975	10.1			Forres	470	22.1	176	646	22.1	17.3		
Wellingborough and Rushden	3,213	9.1	1,119	7.9	4,332	9.1			Fraserburgh	378	5.28	150	528	5.28	4.3		
Wells	1,852	10.5	734	8.6	2,586	10.5			Galashiels	586	8.6	221	807	8.6	6.1		
Weston-super-Mare	4,091	13.6	1,396	11.3	5,487	13.6			Girvan	425	15.6	147	572	15.6	12.1		
Whitby	815	14.8	254	10.7	1,069	14.8			Glasgow	55,751	12.0	15,278	71,029	12.0	10.8		
Whitchurch and Market Drayton	978	9.4	392	7.0	1,370	9.4			Greenock	3,968	12.6	916	4,884	12.6	11.2		
Whitehaven	3,011	12.1	839	10.8	3,850	12.1			Haddington	829	8.9	255	1,084	8.9	7.4		
Widnes and Runcorn	5,953	12.5	1,578	11.6	7,531	12.5			Hawick	439	5.55	138	577	5.55	4.6		
Wigan and St Helens	16,936	13.4	4,979	11.7	21,915	13.4			Huntly	177	7.6	83	260	7.6	5.7		
Winchester and Eastleigh	3,509	5.6	1,038	4.7	4,547	5.6			Invergordon and Dingwall	1,970	16.3	440	2,410	16.3	14.3		
Widmer	291	4.9	106	3.9	397	4.9			Inverness	3,365	10.4	928	4,293	10.4	9.0		
Wirral and Chester	20,837	13.3	5,851	11.8	26,688	13.3			Irvine	6,012	14.9	1,763	7,775	14.9	13.2		
Wisbech	1,682	13.2	526	10.4	2,208	13.2			Islay/Mid Argyll	305	9.7	129	434	9.7	7.8		
Wolverhampton	14,538	14.5	4,332	13.0	18,870	14.5			Keith	322	7.6	105	427	7.6	6.3		
Woodbridge and Leiston	1,331	7.2	458	6.0	1,789	7.2			Kelso and Jedburgh	209	5.4	91	300	5.4	4.4		
Worcester	4,098	8.6	1,322	7.5	5,420	8.6			Kilmarnock	3,294	13.7	1,056	4,350	13.7	12.0		
Workington	3,156	14.8	823	12.4	3,979	14.8			Kirkcaldy	6,127	13.7	1,854	7,981	13.7	12.1		
Worksop	2,323	12.2	595	11.1	2,918	12.2			Lanarkshire	16,594	14.5	3,935	20,529	14.5	12.7		
Worthing	5,975	10.0	1,613	8.4	7,588	10.0			Lochaber	682	11.6	264	946	11.6	9.6		
Yeovil	2,671	8.6	1,025	7.2	3,696	8.6			Lockerbie	217	9.2	115	332	9.2	6.7		
York	5,296	7.2	1,786	6.3	7,082	7.2			Newton Stewart	399	22.3	195	594	22.3	14.6		
									North East Fife	1,052	8.6	446	1,498	8.6	7.1		
									Oban	439	7.4	133	572	7.4	5.7		
									Orkney Islands	326	6.4	144	470	6.4	4.6		
									Peebles	345	9.5	92	437	9.5	7.8		
									Perth	1,591	6.7	532	2,123	6.7	5.9		
<b>Wales</b>									Peterhead	646	6.7	243	889	6.7	5.6		
Aberdare	2,530	19.4	579	16.3	3,109	19.4			Shetland Islands	293	3.7	108	401	3.7	3.1		
Aberystwyth	674	8.8	280	6.8	954	8.8			Skye and Wester Ross	553	11.5	228	781	11.5	8.9		
Bangor and Caernarfon	3,088	14.1	965	11.7	4,053	14.1			Stewartry	507	10.0	189	696	10.0	7.2		
Blaenau, Gwent and Abergavenny	3,579	13.5	813	11.3	4,392	13.5			Stirling	2,217	8.5	763	2,980	8.5	7.4		
Brecon	504	8.6	176	6.0	680	8.6			Stranraer	673	12.4	250	923	12.4	10.0		
Bridgend	5,185	12.3	1,459	10.6	6,644	12.3			Sutherland	489	15.9	168	657	15.9	12.0		
Cardiff	18,296	11.3	4,602	10.0	22,898	11.3			Thurso	467	9.5	157	624	9.5	7.9		
Cardigan	753	13.5	237	8.3	990	13.5			Western Isles	1,314	15.0	360	1,674	15.0	11.7		
Carmarthen	914	6.6	297	5.0	1,211	6.6			Wick	501	14.1	109	610	14.1	10.9		
Conwy and Colwyn	2,782	11.5	937	9.0	3,719	11.5											
Denbigh	697	10.2	257	6.9	954	10.2											
Dolgellau and Barmouth	427	12.3	140	9.0	567	12.3											
Fishguard	341	12.8	136	8.1	477	12.8											
Haverfordwest	2,127	14.8	563	11.6	2,690	14.8											
Holyhead	2,290	18.0	730	14.2	3,020	18.0			<b>Northern Ireland</b>								
Lampeter and Aberaeron	520	12.0	201	7.8	721	12.0			Ballymena	1,92							



# 2.6 UNEMPLOYMENT Age and duration: October 14 1993 Regions

Duration of unemployment in weeks	Male				Female				Male				Female			
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*
<b>SOUTH EAST</b>																
2 or less	10,551	19,340	5,241	35,443	6,244	7,790	1,555	15,824	3,600	5,976	1,508	11,220	1,763	1,827	351	4,063
Over 2	9,357	15,165	3,672	28,498	5,596	6,165	1,114	13,118	3,268	4,601	1,140	9,142	1,690	1,370	248	3,394
Over 4	15,678	26,536	6,742	49,404	9,594	11,300	2,228	23,553	5,275	7,251	1,892	14,610	2,911	2,457	492	6,023
8	15,542	27,951	7,151	51,068	8,940	11,091	2,301	22,715	4,788	7,475	1,844	14,252	2,184	2,402	538	5,236
13	28,450	56,036	16,017	100,980	14,973	20,817	4,989	41,194	9,088	13,461	3,798	26,535	4,208	4,373	900	9,700
Over 26	29,157	76,824	26,164	132,442	12,818	25,637	7,544	46,208	9,001	17,138	5,895	32,113	3,332	4,967	1,437	9,802
52	29,475	89,243	23,648	142,435	10,565	19,471	6,822	36,911	9,025	18,298	4,705	32,041	2,609	3,417	1,219	7,265
104	12,366	54,370	12,948	79,684	3,304	8,341	3,245	14,890	3,918	12,772	2,884	19,574	877	1,687	651	3,215
156	3,284	20,992	4,973	29,249	807	3,027	1,248	5,082	1,418	6,212	1,379	9,009	281	730	337	1,348
208	614	6,599	9,061	17,919	1,035	537	1,751	471	2,938	781	4,190	96	356	216	668	
Over 260	257	8,848	5,597	14,712	92	1,457	1,810	3,359	231	5,154	3,877	9,262	52	729	1,134	1,915
All	154,741	401,904	114,001	672,976	73,112	116,131	33,393	224,605	50,083	101,276	29,703	181,948	20,003	24,315	7,603	52,629
<b>GREATER LONDON (Included in South East)</b>																
2 or less	4,722	8,591	1,905	15,330	3,011	3,917	671	7,692	4,510	6,780	1,699	13,183	2,244	2,053	451	4,861
Over 2	4,358	7,299	1,430	13,198	2,818	3,230	512	6,658	4,239	5,566	1,209	11,998	2,021	1,743	305	4,216
Over 4	7,548	13,187	2,798	23,702	4,941	5,992	982	12,108	6,775	8,862	2,075	18,002	3,872	3,090	663	7,835
8	7,587	14,252	2,919	24,912	4,681	5,905	1,083	11,834	6,524	9,218	2,154	18,159	2,942	2,952	650	6,724
13	14,116	29,296	6,700	50,307	8,011	11,184	2,404	21,785	12,428	18,348	4,641	35,713	5,633	5,531	1,289	12,634
Over 26	14,591	39,662	11,098	65,472	6,903	13,261	3,571	23,838	12,562	23,563	6,857	43,121	4,454	6,227	1,773	12,533
52	10,456	47,663	10,832	73,599	6,078	11,401	3,432	20,944	12,489	25,628	5,744	43,890	3,659	4,682	1,593	9,956
104	6,619	29,762	6,326	42,707	2,000	5,164	1,714	8,878	5,313	16,895	3,264	25,472	1,251	2,055	721	4,027
156	1,860	11,718	2,580	16,158	533	1,874	653	3,060	1,990	7,977	1,507	11,474	376	973	366	1,715
208	391	4,175	1,118	5,684	117	673	303	1,093	714	3,805	490	5,359	139	437	258	834
Over 260	184	6,355	3,655	10,194	66	956	1,061	2,083	387	8,560	840	13,848	86	945	1,355	2,386
All	77,042	211,960	51,361	341,263	39,159	63,557	16,396	119,973	67,931	135,202	34,891	239,419	26,677	30,688	9,424	67,721
<b>EAST ANGLIA</b>																
2 or less	1,309	2,168	673	4,203	690	835	161	1,715	2,208	4,211	1,130	7,646	1,010	1,048	204	2,332
Over 2	1,044	1,615	467	3,172	602	634	129	1,391	2,091	3,737	859	6,771	942	851	143	1,995
Over 4	1,614	2,530	769	4,975	955	1,059	233	2,305	3,858	5,376	1,362	10,732	2,025	1,665	334	4,116
8	1,509	2,373	653	4,591	792	937	221	1,989	3,208	5,260	1,348	9,896	1,293	1,460	328	3,157
13	2,664	4,494	1,650	8,871	1,370	1,726	465	3,612	6,419	10,544	2,729	19,804	2,617	2,906	649	6,240
Over 26	2,700	6,031	2,636	11,390	1,227	2,134	647	4,038	6,619	13,116	3,853	23,632	2,131	3,212	807	6,176
52	2,600	6,426	2,213	11,240	825	1,416	595	2,844	6,456	13,480	3,147	23,090	1,698	2,186	736	4,624
104	998	3,686	1,067	5,751	253	562	110	1,070	2,593	9,037	1,762	13,392	535	1,074	408	2,017
156	284	1,660	463	2,407	47	254	110	421	365	4,440	390	6,336	167	490	221	878
208	65	525	171	761	14	142	340	1,995	677	3,012	51	220	51	220	146	417
Over 260	27	657	554	1,238	6	128	185	319	169	4,202	2,899	7,270	29	420	781	1,230
All	14,814	32,165	11,316	58,599	6,781	9,766	3,058	19,846	34,927	75,398	20,696	131,581	12,498	15,532	4,757	33,182
<b>WALES</b>																
2 or less	3,028	5,235	1,638	10,014	1,837	1,965	451	4,345	2,095	3,234	814	6,221	1,047	1,020	215	2,339
Over 2	2,510	3,881	1,063	7,555	1,513	1,470	340	3,399	1,850	2,525	488	4,930	874	702	125	1,747
Over 4	4,080	6,544	1,946	12,700	2,603	2,764	612	6,089	3,182	4,048	869	8,188	1,587	1,332	301	3,291
8	3,787	6,390	1,782	12,074	1,929	2,309	544	4,876	2,634	3,923	884	7,525	1,111	1,203	247	2,611
13	7,067	12,145	4,153	23,524	3,402	4,543	1,165	9,222	5,439	7,804	1,822	15,141	2,269	2,882	423	5,216
Over 26	6,563	15,726	6,479	28,839	2,673	5,493	1,661	9,880	5,141	9,555	2,740	17,479	1,596	2,648	768	5,036
52	6,584	17,909	5,836	30,347	2,057	3,869	1,566	7,507	2,389	11,002	2,389	18,375	1,243	1,783	601	3,634
104	2,712	11,106	1,628	16,828	622	1,630	769	3,021	1,944	7,320	1,383	10,647	403	857	347	1,607
156	825	4,749	1,266	6,840	163	669	327	1,159	684	3,523	652	4,859	98	355	154	607
208	184	1,489	509	2,182	26	238	149	419	179	1,375	344	1,898	27	153	78	258
Over 260	64	1,967	1,612	3,643	23	459	594	1,065	89	2,210	1,402	3,701	11	283	385	679
All	37,404	87,141	29,294	154,546	16,848	25,408	8,168	50,976	28,212	56,519	13,787	98,964	10,266	12,718	3,704	27,025
<b>SCOTLAND</b>																
2 or less	3,186	4,962	1,485	9,728	1,784	1,868	394	4,129	3,730	6,622	1,484	12,098	1,870	2,110	413	4,540
Over 2	2,906	3,826	962	7,770	1,691	1,353	315	3,429	2,869	4,786	977	8,853	1,410	1,556	292	3,396
Over 4	5,075	6,631	1,922	13,796	3,171	2,713	598	6,583	5,154	8,165	1,816	15,520	2,500	2,607	474	5,828
8	4,775	6,998	2,075	13,969	2,470	2,669	671	5,913	4,694	7,596	1,732	14,262	2,119	2,373	506	5,172
13	9,595	13,903	4,391	28,018	4,841	5,144	1,304	11,399	9,644	15,105	3,621	28,714	4,243	4,832	1,033	10,347
Over 26	10,034	20,083	7,932	38,133	4,089	6,649	1,991	12,779	8,896	17,787	5,081	31,943	3,201	5,183	1,440	9,958
52	10,968	24,263	6,951	42,193	3,586	4,976	1,915	10,486	7,840	18,701	4,421	30,993	2,186	3,398	1,264	6,876
104	5,243	17,137	4,181	26,561	1,345	2,422	1,005	4,772	3,050	11,269	2,426	16,745	712	1,615	649	2,974
156	1,644	7,528	1,696	10,868	372	1,041	465	1,878	1,209	5,007	742	222	644	308	1,174	
208	484	2,782	764	4,030	91	358	192	641	440	2,436	753	3,629	82	308	258	648
Over 260	245	5,309	4,015	9,569	83	812	1,251	2,146	251	5,985	4,663	10,899	54	721	1,220	1,995
All	54,155	113,422	36,364	204,635	23,523	30,005	10,101	64,155	47,777	103,449	28,183	181,081	18,599	25,347	7,857	52,910
<b>NORTHERN IRELAND</b>																
2 or less	2,342	4,053	1,199	7,690	1,318	1,332	308	3,022	1,138	1,340	253	2,735	686	608	97	1,395
Over 2	2,106	3,089	747	6,033	1,143	1,137	205	2,548	1,064	1,104	187	2,361	754	519	68	1,347
Over 4	3,548	5,107	1,424	10,214	2,199	2,024	395	4,723	2,053	1,920	397	4,379	1,432	1,024	175	2,643
8	3,217	5,135	1,428	9,909	1,654	1,941										



## 2.7 CLAIMANT UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
<b>MALE AND FEMALE</b>										
1992	Oct	2,800.1	229.7	590.0	481.6	605.7	452.0	390.7	50.5	2,814.4
1993	Jan	3,046.3	237.8	633.1	527.0	669.3	499.7	425.2	54.3	3,062.1
	Apr	2,983.0	221.8	602.7	512.8	662.4	496.9	433.0	53.4	3,000.5
	July	2,911.4	216.3	614.6	495.9	642.8	478.9	414.7	48.3	2,929.3
	Oct	2,776.7	210.3	565.2	472.6	616.8	461.5	406.0	44.2	2,793.6
<b>MALE</b>										
1992	Oct	2,144.0	146.1	431.6	376.3	494.6	346.8	298.6	50.0	2,151.9
1993	Jan	2,344.9	152.8	465.2	413.2	548.8	384.8	326.2	53.8	2,353.8
	Apr	2,294.3	143.4	443.6	401.8	541.2	380.8	330.7	52.9	2,304.2
	July	2,221.1	138.8	441.8	387.4	524.2	365.9	315.2	47.8	2,231.1
	Oct	2,125.8	133.5	410.3	369.8	505.2	354.3	308.9	43.8	2,135.5
<b>FEMALE</b>										
1992	Oct	656.2	83.5	158.4	105.2	111.1	105.2	92.2	0.5	662.5
1993	Jan	701.4	85.0	167.9	113.8	120.5	114.9	98.9	0.4	708.2
	Apr	688.7	78.5	159.1	111.0	121.2	116.1	102.3	0.5	696.3
	July	690.3	77.5	172.8	108.6	118.6	113.0	99.5	0.5	698.2
	Oct	650.8	76.7	155.0	102.9	111.6	107.1	97.1	0.4	658.1

\* Including some aged under 18.

## 2.8 CLAIMANT UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
<b>MALE AND FEMALE</b>									
1992	Oct	345.4	947.7	565.7	553.7	184.8	217.1	2,814.4	Thousand 955.6
1993	Jan	314.1	1,126.6	591.0	573.6	226.2	230.5	3,062.1	1,030.3
	Apr	301.3	993.6	630.5	569.3	260.3	245.4	3,000.5	1,075.1
	July	360.0	881.6	606.6	543.6	279.4	258.2	2,929.3	1,081.2
	Oct	305.0	895.1	522.5	513.8	279.6	277.6	2,793.6	1,071.0
<b>Proportion of number unemployed</b>									
1992	Oct	12.3	33.7	20.1	19.7	6.6	7.7	100.0	Percent 34.0
1993	Jan	10.3	36.8	19.3	18.7	7.4	7.5	100.0	33.6
	Apr	10.0	33.1	21.0	19.0	8.7	8.2	100.0	35.8
	July	12.3	30.1	20.7	18.6	9.5	8.8	100.0	36.9
	Oct	10.9	32.0	18.7	18.4	10.0	9.9	100.0	38.3
<b>MALE</b>									
1992	Oct	243.5	683.1	434.9	454.0	156.0	180.3	2,151.9	Thousand 790.4
1993	Jan	216.8	832.1	449.2	470.1	193.1	192.6	2,353.8	855.9
	Apr	212.5	725.8	473.3	464.2	222.8	205.8	2,304.2	892.7
	July	237.1	640.7	456.7	440.6	238.5	217.6	2,231.1	896.7
	Oct	216.5	637.2	394.4	414.0	237.8	235.6	2,135.5	887.4
<b>Proportion of number unemployed</b>									
1992	Oct	11.3	31.7	20.2	21.1	7.3	8.4	100.0	Percent 36.7
1993	Jan	9.2	35.3	19.1	20.0	8.2	8.2	100.0	36.4
	Apr	9.2	31.5	20.5	20.1	9.7	8.9	100.0	38.7
	July	10.6	28.7	20.5	19.7	10.7	9.8	100.0	40.2
	Oct	10.1	29.8	18.5	19.4	11.1	11.0	100.0	41.6
<b>FEMALE</b>									
1992	Oct	102.0	264.6	130.7	99.7	28.8	36.7	662.5	Thousand 165.2
1993	Jan	97.4	294.6	141.9	103.5	33.1	37.9	708.2	174.4
	Apr	88.9	267.8	157.2	108.1	37.5	39.7	696.3	182.3
	July	122.9	240.9	149.9	103.0	40.9	40.6	698.2	194.5
	Oct	88.5	257.8	128.1	99.9	41.8	42.0	658.1	183.7
<b>Proportion of number unemployed</b>									
1992	Oct	15.4	39.9	19.7	15.0	4.3	5.5	100.0	Percent 24.9
1993	Jan	13.7	41.6	20.0	14.6	4.7	5.3	100.0	24.6
	Apr	12.8	38.5	22.6	15.1	5.4	5.7	100.0	26.2
	July	17.6	34.5	21.5	14.8	5.9	5.8	100.0	26.4
	Oct	13.5	39.2	19.5	15.2	6.3	6.4	100.0	27.9

## CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts as at October 14 1993

	Male	Female	All	Rate +		Male	Female	All	Rate +	
				Percent employees and unemployed	Percent workforce				Percent employees and unemployed	Percent workforce
<b>SOUTHEAST</b>										
<b>Bedfordshire</b>	18,587	5,927	24,514	10.9	9.6	Three Rivers	2,021	627	2,648	
Luton	8,073	2,277	10,350			Watford	3,073	1,016	4,089	
Mid Bedfordshire	2,568	964	3,532			Welwyn Hatfield	2,595	868	3,463	
North Bedfordshire	4,660	1,553	6,213			<b>Isle of Wight</b>	5,245	1,652	6,897	14.8
South Bedfordshire	3,286	1,133	4,419			Medina	3,000	973	3,973	
						South Wight	2,245	679	2,924	
<b>Berkshire</b>	21,256	6,877	28,133	7.9	7.0	<b>Kent</b>	55,995	15,953	71,948	12.2
Bracknell	2,530	824	3,354			Ashford	2,824	684	3,508	
Newbury	3,045	1,088	4,133			Canterbury	4,245	1,158	5,403	
Reading	5,453	1,495	6,948			Dartford	2,724	853	3,577	
Slough	4,682	1,441	6,123			Dover	4,173	1,076	5,249	
Windsor and Maidenhead	2,984	1,091	4,075			Gillingham	3,792	1,210	5,002	
Wokingham	2,562	938	3,500			Gravesham	4,202	1,177	5,379	
						Maidstone	4,309	1,340	5,649	
<b>Buckinghamshire</b>	17,386	5,753	23,139	8.3	7.2	Rochester-upon-Medway	6,657	1,965	8,622	
Aylesbury Vale	3,729	1,372	5,101			Sevenoaks	2,816	900	3,716	
Chiltern	1,829	591	2,420			Shepway	3,990	938	4,928	
Milton Keynes	6,527	2,096	8,623			Swale	4,948	1,397	6,345	
South Buckinghamshire	1,330	484	1,814			Thanet	6,072	1,605	7,677	
Wycombe	3,971	1,210	5,181			Tonbridge and Malling	2,942	920	3,862	
						Tunbridge Wells	2,401	730	3,131	
<b>East Sussex</b>	28,210	8,848	37,058	14.4	11.8	<b>Oxfordshire</b>	13,275	4,635	17,910	7.2
Brighton	9,061	2,953	12,014			Cherwell	2,795	1,061	3,856	
Eastbourne	2,781	805	3,586			Oxford	3,865	1,271	5,136	
Hastings	4,635	1,205	5,840			South Oxfordshire	2,860	929	3,789	
Hove	4,079	1,466	5,545			Vale of White Horse	2,111	716	2,827	
Lewes	2,715	843	3,558			West Oxfordshire	1,644	658	2,302	
Rother	2,341	735	3,076							
Wealden	2,598	841	3,439			<b>Surrey</b>	22,248	7,541	29,789	
						Elmbridge	2,461	898	3,359	
<b>Essex</b>	53,167	17,348	70,515	12.8	10.7	Epsom and Ewell	1,398	461	1,859	
Basildon	6,519	2,044	8,563			Guildford	2,879	973	3,852	
Braintree	3,592	1,240	4,832			Mole Valley	1,585	536	2,121	
Brentwood	1,637	586	2,223			Reigate and Banstead	2,563	804	3,367	
Castle Point	3,127	984	4,111			Runnymede	1,617	576	2,193	
Chelmsford	4,070	1,540	5,610			Spelthorne	2,221	798	3,019	
Colchester	4,545	1,622	6,167			Surrey Heath	1,602	566	2,168	
Epping Forest	3,801	1,334	5,135			Tandridge	1,630	514	2,144	
Harlow	3,097	1,203	4,300			Waverley	2,293	845	3,138	
Harlow	1,656	536	2,192			Woking	1,979	580	2,559	
Rochford	2,186	751	2,937							
Southend-on-Sea	7,556	2,221	9,777			<b>West Sussex</b>	18,266	5,313	23,579	8.2
Tendring	4,736	1,263	5,999			Adur	1,800	496	2,296	
Thurrock	5,168	1,481	6,649			Arun	3,830	1,032	4,862	
Uttlesford	1,477	543	2,020			Chichester	2,494	695	3,189	
						Crawley	2,242	755	2,997	
<b>Greater London</b>	341,263	119,973	461,236	12.8	11.4	Horsham	2,342	783	3,125	
Barking and Dagenham	6,908	1,895	8,803			Mid Sussex	2,618	798	3,416	
Barnet	10,050	4,101	14,151			Worthing	2,940	754	3,694	
Bexley	7,549	2,512	10,061							
Brent	16,837	6,020	22,857			<b>EAST ANGLIA</b>				
Bromley	8,672	2,934	11,606			<b>Cambridgeshire</b>	18,438	6,296	24,734	8.7
Camden	10,704	4,577	15,281			Cambridge	2,893	995	3,888	
City of London	104	57	161			East Cambridgeshire	1,218	479	1,697	
City of Westminster	8,542	3,523	12,065			Fenland	2,528	904	3,432	
Croydon	13,011	4,253	17,264			Huntingdon	3,293	1,342	4,635	
Ealing	12,371	4,380	16,751			Peterborough	6,471	1,810	8,281	
Enfield	11,611	4,042	15,653			South Cambridgeshire	2,035	766	2,801	
Greenwich	11,860	3,982	15,842							
Hackney	15,697	5,219	20,916			<b>Norfolk</b>	23,215	7,678	30,893	10.4
Hammersmith and Fulham	9,245	3,616	12,861			Breckland	2,784	1,026	3,810	
Haringey	15,996	5,754	21,750			Broadland				



# 2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts as at October 14 1993

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Percent employees and unemployed	Percent workforce				Percent employees and unemployed	Percent workforce	
South Hams	2,010	764	2,774			North West Leicestershire	1,903	557	2,460		
Teignbridge	3,112	995	4,107			Oadby and Wigston	754	232	986		
Torbay	5,294	1,444	6,738			Rutland	487	192	679		
Torridge	2,001	658	2,659			<b>Lincolnshire</b>	<b>16,372</b>	<b>5,887</b>	<b>22,259</b>	<b>10.3</b>	<b>8.5</b>
West Devon	1,293	450	1,743			Boston	1,426	511	1,937		
<b>Dorset</b>	<b>21,480</b>	<b>6,505</b>	<b>27,985</b>	<b>11.4</b>	<b>9.6</b>	East Lindsey	3,593	1,312	4,905		
Bournemouth	7,785	2,254	10,039			Lincoln	3,955	1,141	5,096		
Christchurch	1,216	371	1,587			North Kesteven	1,701	689	2,390		
East Dorset	1,677	538	2,215			South Holland	1,354	553	1,907		
North Dorset	837	321	1,158			South Kesteven	2,346	877	3,223		
Poole	4,661	1,234	5,895			West Lindsey	1,997	804	2,801		
Purbeck	1,133	398	1,531			<b>Northamptonshire</b>	<b>16,645</b>	<b>5,856</b>	<b>22,501</b>	<b>9.0</b>	<b>7.9</b>
West Dorset	1,830	661	2,491			Corby	2,157	735	2,892		
Weymouth and Portland	2,321	728	3,049			Daventry	1,364	636	2,000		
<b>Gloucestershire</b>	<b>15,525</b>	<b>5,198</b>	<b>20,723</b>	<b>9.5</b>	<b>8.2</b>	East Northamptonshire	1,430	524	1,954		
Cheltenham	3,192	978	4,170			Kettering	1,994	661	2,655		
Cotswold	1,472	560	2,032			Northampton	6,384	2,112	8,496		
Forest of Dean	1,961	698	2,659			South Northamptonshire	1,324	517	1,841		
Gloucester	3,986	1,164	5,150			Wellingborough	1,992	671	2,663		
Stroud	2,901	1,098	3,999			<b>Nottinghamshire</b>	<b>42,019</b>	<b>11,702</b>	<b>53,721</b>	<b>12.4</b>	<b>11.0</b>
Tewkesbury	2,013	700	2,713			Ashfield	4,362	1,101	5,463		
<b>Somerset</b>	<b>13,136</b>	<b>4,560</b>	<b>17,696</b>	<b>10.1</b>	<b>8.3</b>	Bassetlaw	3,327	1,128	4,455		
Mendip	2,821	1,033	3,854			Broxtowe	3,143	1,081	4,224		
Sedgemoor	3,182	1,023	4,205			Gedling	3,198	1,054	4,252		
South Somerset	3,339	1,298	4,637			Mansfield	4,361	1,002	5,363		
Taunton Deane	2,786	817	3,603			Newark	3,596	993	4,589		
West Somerset	1,008	329	1,337			Nottingham	16,773	4,430	21,203		
<b>Wiltshire</b>	<b>14,370</b>	<b>5,249</b>	<b>19,619</b>	<b>8.0</b>	<b>7.1</b>	Rushcliffe	2,659	913	3,572		
Kenet	1,492	655	2,147			<b>YORKSHIRE AND HUMBERSIDE</b>					
North Wiltshire	2,698	1,114	3,812			<b>Humberside</b>	<b>34,323</b>	<b>9,800</b>	<b>44,123</b>	<b>12.0</b>	<b>10.5</b>
Salisbury	2,505	913	3,418			Beverley	2,351	907	3,258		
Thamesdown	5,037	1,622	6,659			Boothferry	1,981	580	2,561		
West Wiltshire	2,638	945	3,583			Cleethorpes	2,413	686	3,099		
<b>WEST MIDLANDS</b>						East Yorkshire	2,330	869	3,199		
<b>Hereford and Worcester</b>	<b>18,984</b>	<b>6,655</b>	<b>25,639</b>	<b>9.8</b>	<b>8.2</b>	Glanford	1,769	601	2,370		
Bromsgrove	2,553	929	3,482			Great Grimsby	4,451	1,035	5,486		
Hereford	1,645	640	2,285			Holderness	1,497	490	1,987		
Leominster	943	343	1,286			Kingston-upon-Hull	14,996	3,995	18,991		
Malvern Hills	2,070	704	2,774			Scunthorpe	2,535	637	3,172		
Redditch	2,569	888	3,457			<b>North Yorkshire</b>	<b>16,014</b>	<b>5,959</b>	<b>21,973</b>	<b>7.7</b>	<b>6.4</b>
South Herefordshire	1,142	462	1,604			Craven	921	354	1,275		
Worcester	2,857	832	3,689			Hambleton	1,435	627	2,062		
Wychavon	2,208	889	3,097			Harrogate	2,678	1,051	3,729		
Wyre Forest	2,997	968	3,965			Richmondshire	624	379	1,003		
<b>Shropshire</b>	<b>11,277</b>	<b>3,990</b>	<b>15,267</b>	<b>9.5</b>	<b>8.0</b>	Ryedale	1,380	569	1,949		
Bridgnorth	1,183	477	1,660			Scarborough	3,432	1,180	4,612		
North Shropshire	1,120	451	1,571			Selby	2,117	783	2,900		
Oswestry	954	416	1,370			York	3,427	1,016	4,443		
Shrewsbury and Atcham	2,350	873	3,223			<b>South Yorkshire</b>	<b>57,608</b>	<b>15,356</b>	<b>72,964</b>	<b>14.2</b>	<b>12.6</b>
South Shropshire	836	303	1,139			Barnsley	8,949	2,196	11,145		
The Wrekin	4,834	1,470	6,304			Doncaster	12,973	3,363	16,336		
<b>Staffordshire</b>	<b>31,653</b>	<b>10,251</b>	<b>41,904</b>	<b>10.5</b>	<b>9.2</b>	Rotherham	11,092	2,795	13,887		
Cannock Chase	3,160	1,079	4,239			Sheffield	24,594	7,002	31,596		
East Staffordshire	3,269	1,038	4,307			<b>West Yorkshire</b>	<b>74,003</b>	<b>21,514</b>	<b>95,517</b>	<b>10.5</b>	<b>9.3</b>
Lichfield	2,447	812	3,259			Bradford	18,453	4,928	23,381		
Newcastle-under-Lyme	3,352	1,046	4,398			Calderdale	6,112	1,930	8,042		
South Staffordshire	3,054	1,099	4,153			Kirklees	12,016	3,705	15,721		
Stafford	2,921	1,042	3,963			Leeds	26,021	7,838	33,859		
Staffordshire Moorlands	1,735	668	2,403			Wakefield	11,401	3,113	14,514		
Stoke-on-Trent	8,960	2,440	11,400			<b>NORTHWEST</b>					
Tamworth	2,755	1,027	3,782			<b>Cheshire</b>	<b>27,732</b>	<b>8,796</b>	<b>36,518</b>	<b>8.9</b>	<b>7.9</b>
<b>Warwickshire</b>	<b>13,892</b>	<b>5,073</b>	<b>18,965</b>	<b>9.4</b>	<b>8.1</b>	Chester	3,568	1,120	4,688		
North Warwickshire	1,769	694	2,463			Congleton	1,718	695	2,413		
Nuneaton and Bedworth	4,302	1,378	5,680			Crewe and Nantwich	3,199	1,132	4,331		
Rugby	2,383	1,054	3,437			Ellesmere Port and Neston	2,774	755	3,529		
Stratford-on-Avon	2,214	870	3,084			Halton	5,557	1,440	6,997		
Warwick	3,224	1,087	4,311			Macclesfield	2,922	1,071	3,993		
<b>West Midlands</b>	<b>128,829</b>	<b>38,186</b>	<b>167,015</b>	<b>13.6</b>	<b>12.3</b>	Vale Royal	3,126	1,070	4,196		
Birmingham	56,878	16,413	73,291			Warrington	4,868	1,503	6,371		
Coventry	14,794	4,427	19,221			<b>Greater Manchester</b>	<b>98,699</b>	<b>27,772</b>	<b>126,471</b>	<b>11.4</b>	<b>10.1</b>
Dudley	11,356	3,831	15,187			Bolton	9,254	2,286	11,540		
Sandwell	15,006	4,378	19,384			Bury	4,629	1,546	6,175		
Solihull	6,582	2,229	8,811			Manchester	27,262	7,397	34,659		
Walsall	11,633	3,279	14,912			Oldham	8,072	2,290	10,362		
Wolverhampton	12,580	3,629	16,209			Rochdale	7,759	2,229	9,988		
<b>EAST MIDLANDS</b>						Salford	9,888	2,438	12,326		
<b>Derbyshire</b>	<b>31,477</b>	<b>9,155</b>	<b>40,632</b>	<b>10.6</b>	<b>9.3</b>	Stockport	7,543	2,183	9,726		
Amber Valley	2,462	875	3,337			Tameside	7,455	2,202	9,657		
Bolsover	3,251	668	3,919			Trafford	6,667	2,172	8,839		
Chesterfield	4,386	1,153	5,539			Wigan	10,170	3,029	13,199		
Derby	9,216	2,561	11,777			<b>Lancashire</b>	<b>40,537</b>	<b>11,074</b>	<b>51,611</b>	<b>9.2</b>	<b>7.9</b>
Derbyshire Dales	1,534	610	2,144			Blackburn	5,263	1,173	6,436		
Erewash	3,476	1,073	4,549			Blackpool	5,171	1,281	6,452		
High Peak	2,104	723	2,827			Burnley	2,683	671	3,354		
North East Derbyshire	3,395	940	4,335			Chorley	2,536	852	3,388		
South Derbyshire	1,653	562	2,205			Fylde	1,079	335	1,414		
<b>Leicestershire</b>	<b>26,276</b>	<b>8,567</b>	<b>34,843</b>	<b>8.8</b>	<b>7.8</b>	Hyndburn	2,130	560	2,690		
Blaby	1,731	666	2,397			Lancaster	4,223	1,325	5,548		
Charnwood	3,039	1,153	4,192			Pandley	2,166	617	2,783		
Harborough	1,213	469	1,682			Preston	5,049	1,229	6,278		
Hinckley and Bosworth	2,137	867	3,004			Ribble Valley	664	214	878		
Leicester	14,116	4,116	18,232			Rossendale	1,408	381	1,789		
Melton	648	315	963			South Ribble	2,399	752	3,151		
						West Lancashire	3,613	1,133	4,746		

# CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts as at October 14 1993

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Percent employees and unemployed	Percent workforce				Percent employees and unemployed	Percent workforce	
Wyre	2,153	551	2,704			<b>Borders Region</b>	<b>1,903</b>	<b>667</b>	<b>2,570</b>	<b>6.4</b>	<b>5.3</b>
<b>Merseyside</b>	<b>72,451</b>	<b>20,089</b>	<b>92,540</b>	<b>16.4</b>	<b>14.7</b>	Berwick	346	125	471		
Knowsley	9,186	2,321	11,507			Ettrick and Lauderdale	586	221	807		
Liverpool	29,634	8,198	37,832			Foxburgh	626	229	855		
Selton	11,910	3,475	15,385			Tweeddale	345	92	437		
St Helens	7,151	2,086	9,237			<b>Central Region</b>	<b>9,317</b>	<b>2,761</b>	<b>12,078</b>	<b>11.1</b>	<b>9.8</b>
Wirral	14,570	4,019	18,589			Clackmannan	1,722	516	2,238		
<b>NORTH</b>						Falkirk	5,308	1,448	6,756		
<b>Cleveland</b>	<b>30,756</b>	<b>6,979</b>	<b>37,735</b>	<b>16.2</b>	<b>14.8</b>	Stirling	2,287	797	3,084		
Hartlepool	5,534	1,198	6,732			<b>Dumfries and Galloway Region</b>	<b>4,028</b>	<b>1,499</b>	<b>5,527</b>	<b>9.6</b>	<b>7.8</b>
Largborough	7,473	1,652	9,125			Annandale and Eskdale	753				



# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at October 14 1993

	Male	Female	All		Male	Female	All
<b>SOUTHEAST</b>				Kensington	3,734	1,822	5,556
<b>Bedfordshire</b>				Kingsdon-upon-Thames	2,244	781	3,025
Luton South	5,235	1,353	6,588	Lewisham East	4,031	1,289	5,320
Mid Bedfordshire	2,840	1,021	3,861	Lewisham West	5,005	1,716	6,721
North Bedfordshire	3,675	1,218	4,893	Lewisham Deptford	6,815	2,459	9,274
North Luton	3,684	1,210	4,894	Leyton	5,406	1,720	7,126
South West Bedfordshire	3,153	1,125	4,278	Mitcham and Morden	4,053	1,274	5,327
<b>Berkshire</b>				Newham North East	5,706	1,590	7,296
East Berkshire	3,076	1,031	4,107	Newham North West	4,760	1,542	6,302
Newbury	2,411	868	3,279	Newham South	4,969	1,323	6,292
Reading East	3,490	1,011	4,501	Norwood	6,434	2,254	8,688
Reading West	3,057	867	3,924	Old Bexley and Sidcup	1,687	614	2,301
Slough	4,682	1,441	6,123	Orpington	1,936	636	2,572
Windsor and Maidenhead	2,438	884	3,322	Peckham	6,598	2,128	8,726
Wokingham	2,102	775	2,877	Putney	3,167	1,270	4,437
<b>Buckinghamshire</b>				Ravensbourne	1,802	576	2,378
Aylesbury	2,589	960	3,549	Richmond-upon-Thames and Barnes	2,065	884	2,949
Beaconsfield	1,830	626	2,456	Romford	2,440	3,212	5,652
Buckingham	1,533	562	2,095	Ruislip-Northwood	1,604	605	2,209
Chesham and Amersham	1,810	597	2,407	Southwark and Bermondsey	5,902	1,891	7,793
Milton Keynes N.E. CC	2,800	939	3,739	Streatham	5,671	2,048	7,719
Milton Keynes S.W. BC	3,727	1,157	4,884	Surbiton	1,696	590	2,286
Wycombe	3,097	912	4,009	Sutton and Cheam	2,232	802	3,034
<b>East Sussex</b>				Tooting	4,988	1,903	6,891
Bexhill and Battle	2,084	648	2,732	Tottenham	9,425	3,037	12,462
Brighton Kempdown	4,557	1,337	5,894	Twickenham	2,234	865	3,099
Brighton Pavilion	4,504	1,616	6,120	Upminster	2,624	795	3,419
Eastbourne	2,992	873	3,865	Uxbridge	2,438	947	3,385
Hastings and Rye	5,128	1,364	6,492	Vauxhall	7,569	2,565	10,134
Hove	4,079	1,466	5,545	Walthamstow	4,129	1,336	5,465
Lewes	2,783	869	3,652	Wanstead and Woodford	2,210	892	3,102
Wealden	2,083	675	2,758	Westminster North	5,350	2,218	7,568
<b>Essex</b>				Wimbledon	2,534	980	3,514
Basildon	4,583	1,317	5,900	Woolwich	4,997	1,601	6,598
Billerica	3,057	1,082	4,139	<b>Hampshire</b>			
Braintree	3,100	1,088	4,188	Aldershot	3,147	1,150	4,297
Brentwood and Ongar	2,037	705	2,742	Basingstoke	3,024	1,059	4,083
Castle Point	3,127	984	4,111	East Hampshire	2,720	879	3,599
Chelmsford	3,092	1,163	4,255	Eastleigh	3,420	983	4,403
Epping Forest	2,918	1,048	3,966	Fareham	2,495	842	3,337
Harlow	3,580	1,370	4,950	Gosport	2,649	920	3,569
Hanwell	4,068	1,038	5,106	Havant	3,892	1,045	4,937
North Colchester	3,229	1,108	4,337	New Forest	2,146	661	2,807
Rochford	2,773	963	3,736	North West Hampshire	2,046	783	2,829
Saffron Walden	2,360	860	3,220	Portsouth North	3,751	1,004	4,755
South Colchester and Maldon	3,640	1,275	4,915	Portsouth South	5,507	1,590	7,097
Southend East	4,212	1,279	5,491	Romsey and Waterside	2,676	3,435	6,111
Southend West	3,344	942	4,286	Southampton Itchen	4,800	1,228	6,028
Thurrock	4,047	1,126	5,173	Southampton Test	4,644	1,177	5,821
<b>Greater London</b>				Winchester	2,268	707	2,975
Barking	3,500	950	4,450	<b>Hertfordshire</b>			
Battersea	5,103	1,913	7,016	Broxbourne	3,193	1,291	4,484
Beckenham	2,999	1,066	4,065	Hertford and Stortford	2,387	922	3,309
Bethnal Green and Stepney	6,338	1,676	8,014	Hertsme	2,681	907	3,588
Bexleyheath	2,246	740	2,986	North Hertfordshire	3,187	1,078	4,265
Bow and Poplar	6,536	1,852	8,388	South West Hertfordshire	2,424	813	3,237
Brent East	6,380	2,155	8,535	St Albans	2,331	771	3,102
Brent North	3,779	1,540	5,319	Stevenage	3,483	1,172	4,655
Brent South	6,678	2,325	9,003	Watford	3,601	1,217	4,818
Brentford and Isleworth	3,708	1,414	5,122	Welwyn Hatfield	2,632	870	3,502
Carshalton and Wallington	3,091	874	3,965	West Hertfordshire	2,974	957	3,931
Chelsea	2,594	1,299	3,893	<b>Isle of Wight</b>			
Chingford	2,650	959	3,609	Isle of Wight	5,245	1,652	6,897
Chipping Barnet	2,149	848	2,997	<b>Kent</b>			
Chislehurst	1,935	656	2,591	Ashford	2,824	684	3,508
City of London				Canterbury	3,095	869	3,964
and Westminster South	3,296	1,362	4,658	Dartford	3,247	1,024	4,271
Croydon Central	3,186	883	4,079	Dover	3,823	994	4,817
Croydon North East	3,817	1,303	5,120	Faversham	4,733	1,335	6,068
Croydon North West	3,948	1,328	5,276	Folkstone and Hythe	3,990	938	4,928
Croydon South	2,060	729	2,789	Gillingham	3,871	1,235	5,106
Dagenham	3,408	945	4,353	Gravesham	4,202	1,177	5,379
Dulwich	4,216	1,563	5,779	Maidstone	3,328	992	4,320
Ealing North	3,959	1,258	5,217	Medway	3,841	1,182	5,023
Ealing Acton	3,843	1,534	5,377	Mid Kent	3,797	1,131	4,928
Ealing Southall	4,569	1,588	6,157	North Thanet	4,351	1,139	5,490
Edmonton	4,526	1,549	6,075	Sevenoaks	2,293	729	3,022
Eltham	3,132	980	4,112	South Thanet	3,357	874	4,231
Enfield North	4,066	1,354	5,420	Tonbridge and Malling	2,842	920	3,762
Enfield Southgate	3,019	1,139	4,158	Tunbridge Wells	2,401	730	3,131
Erith and Crayford	3,616	1,158	4,774	<b>Oxfordshire</b>			
Feltham and Heston	4,463	1,548	6,011	Banbury	2,550	996	3,546
Finchley	2,515	1,161	3,676	Henley	1,634	553	2,187
Fulham	4,027	1,664	5,691	Oxford East	3,371	999	4,370
Greenwich	3,671	1,401	5,072	Oxford West and Abingdon	1,971	734	2,705
Hackney North and Stoke Newington	7,722	2,689	10,411	Wantage	1,860	630	2,490
Hackney South and Shoreditch	7,975	2,530	10,505	Winley	1,889	723	2,612
Hammersmith	5,218	1,952	7,170	<b>Surrey</b>			
Hampstead and Highgate	4,377	2,143	6,520	Chertsey and Walton	2,197	757	2,954
Harrow East	3,503	1,336	4,839	East Surrey	1,630	514	2,144
Harrow West	2,578	1,084	3,662	Epsom and Ewell	1,883	613	2,496
Hayes and Harlington	2,908	966	3,874	Esher	1,501	592	2,093
Hendon North	2,660	1,010	3,670	Guildford	2,394	806	3,200
Hendon South	2,726	1,082	3,808	Mole Valley	1,686	569	2,255
Holborn and St Pancras	6,327	2,434	8,761	North West Surrey	2,253	795	3,048
Homchurch	2,464	831	3,295	Reigate	6,571	2,078	8,649
Horsey and Wood Green	6,571	2,717	9,288	South West Surrey	1,917	711	2,628
Ilford North	2,552	949	3,501	Spelthorne	2,221	798	3,019
Ilford South	3,939	1,239	5,178	Woking	2,458	734	3,192
Islington North	6,800	2,596	9,396				
Islington South and Finsbury	5,405	2,066	7,471				

# CLAIMANT UNEMPLOYMENT

## Area statistics 2.10

Unemployment in Parliamentary constituencies as at October 14 1993

	Male	Female	All		Male	Female	All
<b>West Sussex</b>				Leominster	2,061	791	2,852
Arundel	3,268	876	4,144	Mid Worcestershire	3,454	1,232	4,686
Chichester	2,494	695	3,189	South Worcestershire	2,322	816	3,138
Crawley	2,707	908	3,615	Worcester	3,080	936	4,016
Horsham	2,342	783	3,125	Wyre Forest	2,997	968	3,965
Mid Sussex	2,153	645	2,798	<b>Shropshire</b>			
Shoreham	2,362	652	3,014	Ludlow	2,019	780	2,799
Worthing	2,940	754	3,694	North Shropshire	2,429	1,003	3,432
<b>EAST ANGLIA</b>				Shrewsbury and Atcham	2,350	673	3,023
<b>Cambridgeshire</b>				The Wrekin	4,479	1,334	5,813
Cambridge	2,644	903	3,547	<b>Staffordshire</b>			
Huntingdon	2,675	1,081	3,756	Burton	3,269	1,038	4,307
North East Cambridgeshire	3,151	1,127	4,278	Cannock and Burntwood	3,111	1,094	4,205
Peterborough	5,804	1,561	7,365	Mid Staffordshire	2,610	864	3,474
South East Cambridgeshire	1,764	711	2,475	Newcastle-under-Lyme	2,506	750	3,256
South West Cambridgeshire	2,400	913	3,313	South East Staffordshire	3,283	1,248	4,531
<b>Norfolk</b>				Staffordshire Moorlands	2,458	842	3,300
Great Yarmouth	4,174	1,306	5,480	Stafford	1,735	668	2,403
Mid Norfolk	2,225	829	3,054	Staffordshire Moorlands	3,497	944	4,441
North Norfolk	2,247	736	2,983	Stoke-on-Trent Central	3,277	895	4,172
North West Norfolk	2,790	928	3,718	Stoke-on-Trent South	2,853	809	3,662
Norwich North	2,826	828	3,654	<b>Warwickshire</b>			
Norwich South	4,045	1,174	5,219	North Warwickshire	3,026	1,097	4,123
South Norfolk	2,332	903	3,235	Nuneaton	3,227	1,068	4,295
South West Norfolk	2,576	974	3,550	Rugby and Kenilworth	2,600	1,036	3,636
<b>Suffolk</b>				Stratford-on-Avon	2,214	870	3,084
Bury St Edmunds	2,449	983	3,432	Warwick and Leamington	2,825	942	3,767
Central Suffolk	2,381	794	3,175	<b>West Midlands</b>			
Ipswich	3,118	857	3,975	Aldridge-Brownhills	2,517	929	3,446
South Suffolk	2,818	1,101	3,919	Birmingham Edgbaston	3,729	1,267	4,996
Suffolk Coastal	2,445	878	3,323	Birmingham Erdington	5,010	1,449	6,459
Waveney	3,735	1,259	4,994	Birmingham Hall Green	3,967	1,219	5,186
<b>SOUTH WEST</b>				Birmingham Hodge Hill	4,308	1,284	5,592
<b>Avon</b>				Birmingham Ladywood	6,491	1,817	8,308
Bath	3,452	1,258	4,710	Birmingham Northfield	5,311	1,459	6,770
Bristol East	4,265	1,251	5,516	Birmingham Perry Barr	5,281	1,498	6,779
Bristol North West	4,019	1,093	5,112	Birmingham Small Heath	6,667		



# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at October 14 1993

	Male	Female	All		Male	Female	All
<b>Nottinghamshire</b>				Littleborough and Saddleworth	2,227	777	3,004
Ashfield	3,801	961	4,762	Makerfield	2,714	898	3,612
Bassettlaw	3,438	934	4,374	Manchester Central	6,748	1,558	8,306
Broxtowe	2,583	883	3,466	Manchester Blackley	4,287	1,039	5,326
Gedling	2,681	905	3,586	Manchester Gorton	4,644	1,282	5,926
Mansfield	3,759	869	4,628	Manchester Withington	4,607	1,665	6,272
Newark	2,944	912	3,856	Manchester Wythenshawe	3,965	910	4,875
Nottingham East	6,869	1,948	8,817	Oldham Central and Royton	3,931	972	4,903
Nottingham North	5,145	1,170	6,315	Oldham West	2,700	789	3,489
Nottingham South	4,759	1,312	6,071	Rochdale	3,765	1,004	4,769
Rushcliffe	2,659	913	3,572	Salford East	4,522	1,015	5,537
Sherwood	3,383	891	4,274	Stalybridge and Hyde	3,281	955	4,236
				Stockport	2,334	684	3,018
<b>YORKSHIRE AND HUMBERSIDE</b>				Stretford	5,175	1,581	6,756
<b>Humberside</b>				Wigan	3,652	1,081	4,733
Beverley	2,146	810	2,956	Worsley	3,147	897	4,044
Booth Ferry	2,605	874	3,479				
Bridlington	3,408	1,162	4,570	<b>Lancashire</b>			
Brigg and Cleethorpes	3,478	1,039	4,517	Blackburn	4,287	854	5,141
Glanford and Scunthorpe	3,239	825	4,064	Blackpool North	2,688	659	3,347
Great Grimsby	4,451	1,035	5,486	Blackpool South	2,483	622	3,105
Kingston-upon-Hull East	4,621	1,191	5,812	Burnley	2,683	671	3,354
Kingston-upon-Hull North	5,517	1,435	6,952	Chorley	2,657	907	3,564
Kingston-upon-Hull West	4,858	1,369	6,227	Fylde	1,326	397	1,723
				Hynburn	2,130	560	2,690
<b>North Yorkshire</b>				Lancaster	2,014	647	2,661
Harrogate	1,967	718	2,685	Morecambe and Lunesdale	2,404	755	3,159
Richmond	1,872	904	2,776	Pendle	2,166	617	2,783
Rysdale	1,737	762	2,499	Preston	4,304	980	5,284
Scarborough	3,180	1,062	4,242	Ribble Valley	1,162	401	1,563
Selby	2,219	810	3,029	Rossendale and Darwen	2,384	700	3,084
Skipton and Ripon	1,632	687	2,319	South Ribble	2,399	752	3,151
York	3,427	1,016	4,443	West Lancashire	3,492	1,078	4,570
				Wyre	1,958	474	2,432
<b>South Yorkshire</b>							
Barnsley Central	3,210	726	3,936	<b>Merseyside</b>			
Barnsley East	2,962	676	3,638	Birkenhead	5,574	1,313	6,887
Barnsley West and Penistone	2,777	734	3,511	Boole	5,966	1,426	7,392
Don Valley	3,870	1,024	4,894	Crosby	3,076	1,109	4,185
Doncaster Central	4,454	1,182	5,636	Knowsley North	4,372	1,075	5,447
Doncaster North	4,649	1,157	5,806	Knowsley South	4,814	1,246	6,060
Rother Valley	3,470	975	4,445	Liverpool Broadgreen	4,990	1,382	6,372
Rotherham	3,918	930	4,848	Liverpool Garston	3,924	1,104	5,028
Sheffield Central	6,046	1,561	7,607	Liverpool Mossley Hill	4,159	1,415	5,574
Sheffield Attercliffe	3,499	925	4,424	Liverpool Riverside	5,677	1,595	7,272
Sheffield Brightside	4,888	1,084	5,972	Liverpool Walton	6,028	1,477	7,505
Sheffield Hallam	2,584	1,119	3,703	Liverpool West Derby	4,866	1,215	6,071
Sheffield Heeley	4,234	1,244	5,478	Southport	2,868	940	3,808
Sheffield Hillsborough	3,283	1,069	4,352	St Helens North	3,339	1,034	4,373
Wentworth	3,704	890	4,594	St Helens South	3,812	1,052	4,864
				Wallasey	4,390	1,240	5,630
<b>West Yorkshire</b>				Wirral South	2,180	705	2,885
Batley and Spen	3,047	859	3,906	Wirral West	2,426	761	3,187
Bradford North	4,786	1,161	5,947				
Bradford South	3,631	898	4,529	<b>NORTH</b>			
Bradford West	5,491	1,378	6,869	<b>Cleveland</b>			
Calder Valley	2,482	877	3,359	Hartlepool	5,534	1,198	6,732
Colne Valley	2,421	902	3,323	Langbaugh	4,747	1,100	5,847
Dewsbury	3,074	873	3,947	Middlesbrough	5,929	1,288	7,217
Elmet	2,113	636	2,749	Redcar	4,890	1,012	5,902
Halifax	3,630	1,053	4,683	Stockton North	5,108	1,200	6,308
Hemsworth	3,095	710	3,805	Stockton South	4,548	1,181	5,729
Huddersfield	3,474	1,071	4,545				
Keighley	2,417	834	3,251	<b>Cumbria</b>			
Leeds Central	5,156	1,412	6,568	Barrow and Furness	3,542	958	4,500
Leeds East	4,631	1,130	5,761	Carlisle	2,094	588	2,682
Leeds North East	2,887	905	3,792	Copeland	3,160	872	4,032
Leeds North West	2,448	887	3,335	Pennine and the Border	1,616	454	2,070
Leeds West	3,577	1,062	4,639	Westmorland	1,319	454	1,773
Morley and Leeds South	2,774	888	3,662	Workington	2,888	755	3,643
Normanton	2,459	826	3,285				
Pontefract and Castleford	3,240	791	4,031	<b>Durham</b>			
Pudsey	1,886	675	2,561	Bishop Auckland	3,294	751	4,045
Shipley	2,128	657	2,785	City of Durham	2,560	818	3,378
Wakefield	3,146	939	4,085	Darlington	3,595	910	4,505
				Easington	3,162	695	3,857
<b>NORTH WEST</b>				North Durham	3,372	836	4,208
<b>Cheshire</b>				North West Durham	2,974	750	3,724
City of Chester	2,940	853	3,793	Sedgefield	2,398	614	3,012
Congleton	1,820	750	2,570				
Crewe and Nantwich	3,097	1,077	4,174	<b>Northumberland</b>			
Eddisbury	2,505	897	3,402	Barwick-upon-Tweed	1,934	667	2,601
Ellesmere Port and Neston	3,050	867	3,917	Blyth Valley	3,190	870	4,060
Halton	4,406	1,167	5,573	Hexham	1,318	566	1,884
Macclesfield	1,768	682	2,450	Wansbeck	3,175	887	4,062
Tatton	2,127	737	2,864				
Warrington North	3,104	905	4,009	<b>Tyne and Wear</b>			
Warrington South	2,915	871	3,786	Blaydon	3,061	743	3,804
				Gateshead East	3,788	937	4,725
<b>Greater Manchester</b>				Houghton and Washington	4,253	1,081	5,334
Altrincham and Sale	1,940	734	2,674	Jarrow	4,132	952	5,084
Ashton-under-Lyne	2,734	779	3,513	Newcastle upon Tyne Central	3,565	1,033	4,598
Bolton North East	2,995	700	3,695	Newcastle upon Tyne East	4,530	1,170	5,700
Bolton South East	3,650	844	4,494	Newcastle upon Tyne North	3,547	885	4,432
Bolton West	2,609	742	3,351	South Shields	4,607	1,109	5,716
Bury North	2,258	704	2,962	Sunderland North	5,332	1,148	6,480
Bury South	2,371	842	3,213	Sunderland South	4,514	1,168	5,682
Cheadle	1,529	544	2,073	Tyne Bridge	5,579	1,211	6,790
Davyhulme	2,563	800	3,363	Tynemouth	3,707	954	4,661
Denton and Reddish	3,229	873	4,102	Wallsend	4,619	1,150	5,769
Eccles	3,018	758	3,776				
Hazel Grove	1,891	550	2,441	<b>WALES</b>			
Heywood and Middleton	3,238	977	4,215	<b>Clwyd</b>			
Leigh	3,005	818	3,823	Alyn and Deeside	2,285	760	3,045

# CLAIMANT UNEMPLOYMENT 2.10

## Area statistics

Unemployment in Parliamentary constituencies as at October 14 1993

	Male	Female	All		Male	Female	All
Clwyd North West	2,926	846	3,772	<b>Highlands Region</b>			
Clwyd South West	2,005	664	2,669	Caitness and Sutherland	1,457	434	1,891
Delyn	2,229	689	2,918	Inverness, Nairn and Lochaber	3,772	1,131	4,903
Wrexham	2,540	853	3,393	Ross, Cromarty and Skye	3,119	842	3,961
<b>Dyfed</b>				<b>Lothian Region</b>			
Cardigan	2,166	704	2,870	East Lothian	2,539	697	3,236
Ceredigion and Pembroke North	1,974	746	2,720	Edinburgh Central	2,889	1,029	3,918
Llanelli	2,489	602	3,091	Edinburgh East	2,453	599	3,052
Pembroke	4,136	1,164	5,300	Edinburgh Leith	3,687	982	4,669
				Edinburgh Pentlands	2,037	594	2,631
<b>Gwent</b>				Edinburgh South	2,415	770	3,185
Blaenau Gwent	2,725	538	3,263	Edinburgh West	1,598	423	2,021
Islwyn	1,783	453	2,236	Llanelwedd	2,510	611	3,121
Monmouth	1,941	714	2,655	Livingston	2,482	730	3,212
Newport East	2,861	862	3,723	Mid Lothian	2,311	683	3,004
Newport West	3,537	1,001	4,538				
Torfaen	3,083	817	3,900	<b>Strathclyde Region</b>			
				Argyll and Bute	1,961	669	2,630
<b>Gwynedd</b>				Ayr	2,614	863	3,477
Caernarfon	2,214	712	2,926	Carrick Curnock and Doon Valley	3,165	830	3,995
Conwy	2,427	750	3,177	Clydebank and Milingavie	2,727	700	3,427
Meirionnydd Nant Conwy	1,258	426	1,684	Clydesdale	2,725	698	3,423
Ynys Mon	2,791	903	3,694	Cumbernauld and Kilsyth	2,017	679	2,696
				Cunninghame North	2,887	865	3,752
<b>Mid Glamorgan</b>				Cunninghame South	3,144	916	4,060
Bridgend	2,455	672	3,127	Dumarton	3,060	958	4,018
Caerphilly	3,412	753	4,165	East Kilbride	2,440	843	3,283
Cynon Valley	2,865	661	3,526	Eastwood	1,889	643	2,532
Merthyr Tydfil and Rhymney	3,143	657	3,800	Glasgow Cathcart	2,018	567	2,585
Ogmore	2,522	627	3,149	Glasgow Central	3,864	1,020	4,884
Pontypridd	2,731	747	3,478	Glasgow Garscadden	3,123	709	3,832
Rhondda	2,987	577	3,564	Glasgow Govan	2,985	761	3,746
				Glasgow Hillhead	3,188	1,254	4,442
<b>Powys</b>				Glasgow Maryhill	4,145	1,166	5,311
Brecon and Radnor	1,567	536	2,103	Glasgow Pollock	3,515	828	4,343
Montgomery	991	374	1,365	Glasgow Provan	3,802	824	4,626
				Glasgow Rutherglen	3,151	772	3,923
<b>South Glamorgan</b>				Glasgow Shettleston	3,611	783	4,394
Cardiff Central	3,928	1,149	5,077	Glasgow Springburn			



## 2.15 CLAIMANT UNEMPLOYMENT Rates by age

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
<b>MALE AND FEMALE</b>									
1990	Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.0	5.9
1991	Jan	13.6	11.6	8.6	6.1	4.7	7.0	2.4	6.9
	Apr	15.1	13.1	9.7	7.0	5.3	7.5	2.8	7.8
	July	16.3	14.8	10.4	7.4	5.6	7.7	3.1	8.4
	Oct	17.0	14.5	10.7	7.7	5.8	8.0	3.3	8.6
1992	Jan	19.7	16.2	11.9	8.5	6.5	8.6	3.7	9.5
	Apr	19.6	16.2	12.1	8.9	6.7	8.9	3.8	9.7
	July	19.9	17.1	12.1	8.9	6.7	8.8	3.6	9.9
	Oct	20.6	16.7	12.3	9.1	6.9	9.1	3.5	10.0
1993	Jan	21.3	18.0	13.4	10.1	7.6	9.9	3.8	10.9
	Apr	19.9	17.1	13.1	10.0	7.6	10.1	3.7	10.7
	July	19.4	17.4	12.7	9.7	7.3	9.7	3.4	10.4
	Oct	18.9	16.0	12.1	9.3	7.1	9.5	3.1	9.9
<b>MALE</b>									
1990	Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991	Jan	16.5	15.0	11.2	8.6	6.5	9.2	3.6	9.2
	Apr	18.7	17.0	12.7	9.7	7.3	9.9	4.2	10.3
	July	20.0	18.8	13.5	10.4	7.8	10.1	4.6	11.1
	Oct	20.6	18.7	14.0	10.8	8.1	10.5	5.0	11.4
1992	Jan	23.6	21.3	15.7	12.0	9.1	11.6	5.6	12.8
	Apr	23.7	21.5	16.1	12.4	9.4	12.0	5.7	13.1
	July	23.8	22.1	16.0	12.5	9.4	11.9	5.4	13.2
	Oct	24.4	22.0	16.3	12.8	9.8	12.4	5.3	13.5
1993	Jan	25.5	23.7	17.9	14.2	10.8	13.5	5.7	14.7
	Apr	24.0	22.6	17.4	14.0	10.7	13.7	5.6	14.4
	July	23.2	22.5	16.8	13.5	10.3	13.0	5.1	14.0
	Oct	22.3	20.9	16.0	13.1	10.0	12.8	4.6	13.4
<b>FEMALE</b>									
1990	Oct	8.9	6.1	4.3	2.4	2.2	3.8	0.1	3.5
1991	Jan	10.3	7.3	4.9	2.8	2.5	4.1	0.1	3.9
	Apr	11.2	8.1	5.5	3.1	2.8	4.3	0.1	4.4
	July	12.3	9.7	5.9	3.4	3.0	4.4	0.1	4.8
	Oct	13.1	9.1	6.0	3.5	3.1	4.5	0.1	4.8
1992	Jan	15.2	9.8	6.4	3.8	3.3	4.7	0.1	5.2
	Apr	14.8	9.6	6.4	3.9	3.5	4.8	0.1	5.3
	July	15.3	10.8	6.5	4.0	3.5	4.8	0.1	5.5
	Oct	16.2	10.2	6.5	4.0	3.5	4.9	0.1	5.5
1993	Jan	16.5	10.8	7.1	4.4	3.9	5.3	0.1	5.8
	Apr	15.2	10.2	6.9	4.4	3.9	5.5	0.1	5.7
	July	15.0	11.1	6.7	4.3	3.8	5.3	0.1	5.8
	Oct	14.9	9.9	6.4	4.0	3.6	5.2	0.1	5.4

\* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18-year olds introduced in September 1988. See also note + to tables 2.1 and 2.2.  
 Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1991 for 1991 and at the corresponding mid-year for earlier years. These rates are consistent with the unadjusted rates in table 2.1.  
 2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

# TIME RATES OF WAGES AND HOURS OF WORK

**E**SSENTIAL INFORMATION on basic rates of pay, hours and holiday entitlement contained in around 160 national collective agreements and statutory wages orders affecting manual employees. (For more details ring 071-273 5571).

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## 2.18 UNEMPLOYMENT Selected countries

											THOUSAND
											Germany # (FR)
	EC average	Major 7	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	
<b>OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)</b>											
1989	9.0	5.7	7.2	6.1	..	8.0	7.5	..	3.4	9.4	5.6
1990	8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.9
1991	8.7	6.3	8.7	9.5	..	7.1	10.2	..	7.5	9.4	4.4
1992	9.5	6.9	9.9	10.7	..	7.8	11.2	..	13.0	10.2	4.8
1992 Sep	9.5	6.9	10.1	10.7	..	8.0	11.3	..	13.3	10.5	4.9
1992 Oct	9.6	6.8	10.2	11.2	..	8.1	11.3	..	14.3	10.6	5.0
1992 Nov	9.7	6.9	10.4	11.2	..	8.1	11.7	..	15.1	10.7	5.1
1992 Dec	9.9	6.9	10.6	11.2	..	8.3	11.4	..	15.1	10.9	5.2
1993 Jan	10.0	6.8	10.7	10.8	..	8.4	11.0	..	15.7	10.9	5.4
1993 Feb	10.2	6.8	10.6	10.9	..	8.6	10.8	..	17.0	11.0	5.3
1993 Mar	10.4	6.9	10.4	10.7	..	8.7	11.0	..	16.9	11.2	5.5
1993 Apr	10.5	7.0	10.3	10.7	..	8.9	11.3	..	17.1	11.4	5.6
1993 May	10.6	7.0	10.3	10.7	..	9.0	11.3	..	17.0	11.5	5.8
1993 June	10.7	7.0	10.2	11.0	..	9.1	11.3	..	18.7	11.6	5.7
1993 July	10.7	7.0	10.3	10.7	..	9.2	11.5	..	18.3	11.7	5.8
1993 Aug	10.7	7.0	10.3	11.1	..	9.4	11.3	..	17.9	11.7	5.9
1993 Sep	..	..	10.2	10.7	..	9.5	11.1	..	..	..	..
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
1989	1,784	509	149	419	1,018	265	104	2,532	2,029		
1990	1,663	590	166	403	1,109	269	106	2,505	1,876		
1991	2,287	823	185	429	1,417	294	234	2,709	1,687		
1992	2,767	935	193	472	1,556	315	376	2,911	1,822		
1992 Oct	2,868	973	203	486	1,561	316	416	2,942	1,919		
1992 Nov	2,913	971	202	491	1,645	321	421	2,971	1,956		
1992 Dec	2,972	974	210	497	1,593	326	426	2,989	1,989		
1993 Jan	2,953	954	208	508	1,528	334	432	2,993	2,066		
1993 Feb	2,967	956	213	519	1,500	336	445	3,024	2,113		
1993 Mar	2,941	941	217	526	1,537	336	458	3,066	2,171		
1993 Apr	2,940	914	225	532	1,581	344	462	3,112	2,205		
1993 May	2,917	925	225	539	1,588	341	478	3,141	2,232		
1993 June	2,912	966	235	546	1,589	346	493	3,186	2,266		
1993 July	2,916	924	228	554	1,596	..	503	3,212	2,312		
1993 Aug	2,922	964	236	564	1,606	..	509	3,216	2,339		
1993 Sep	2,904	947	..	571	1,572	..	512	..	2,381		
1993 Oct	2,855	982	..	578	..	..	..	..	..		
% rate:latest month	10.2	11.2	7.2	13.7	11.4	12.3	20.6	11.7	8.6		
latest 3 months:change on previous 3 months	-0.1	+0.2	+0.3	+0.6	+0.2	+0.3	+1.2	+0.3	+0.4		
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
1992 Oct	2,814	903	189	501	1,433	312	396	3,009	1,830		
1992 Nov	2,864	895	213	501	1,591	317	412	3,028	1,895		
1992 Dec	2,983	989	251	515	1,540	326	446	3,076	2,026		
1993 Jan	3,062	1,018	274	521	1,618	369	452	3,113	2,258		
1993 Feb	3,043	1,053	268	520	1,591	361	458	3,098	2,288		
1993 Mar	2,997	989	239	512	1,696	359	455	3,078	2,223		
1993 Apr	3,001	931	223	509	1,552	357	457	3,037	2,197		
1993 May	2,917	933	201	505	1,548	334	461	2,994	2,148		
1993 June	2,865	923	185	511	1,553	329	465	3,003	2,166		
1993 July	2,929	901	185	570	1,615	..	504	3,109	2,326		
1993 Aug	2,960	924	186	582	1,590	..	491	3,200	2,315		
1993 Sep	2,912	940	191	594	1,434	..	490	..	2,288		
1993 Oct	2,794	911	..	586	..	..	..	..	..		
% rate:latest month	9.9	10.4	5.8	13.9	10.4	11.7	19.8	11.6	8.2		
latest month:change on a year ago	-0.1	-0.1	+0.8	+2.0	N/C	+1.2	+4.4	+1.3	+1.7		

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.  
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.  
3 The following symbols apply only to the figures on national definitions.  
\*The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).  
+Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

# LFS Help-Line



Prepared by  
the Government  
Statistical Service

## CONTENTS FOR DECEMBER 1993

- Employment of people with nursing qualifications by region
- Second jobs by occupation
- Occupation of people in employment, by age
- Sickness absence by region
- Ethnic origin of employees in large and small work-places

The Employment Department's Labour Force Survey (LFS) covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the Department by the Social Survey Division of the Office of Population Censuses and Surveys. This monthly feature describes

some of the requests for LFS data which are dealt with each month by the Employment Department's Statistical Services Division. Brief details are given of the information requested, the types of organisations requesting the data and the way they are used. Most of the requests have been

received via the LFS Help-Line, which gives advice on sources of labour force information and provides some LFS data to the general public. Other requests have been received by Quantime Ltd which provides LFS data on a bureau basis. This feature draws on results from the spring (March to May 1993) LFS.

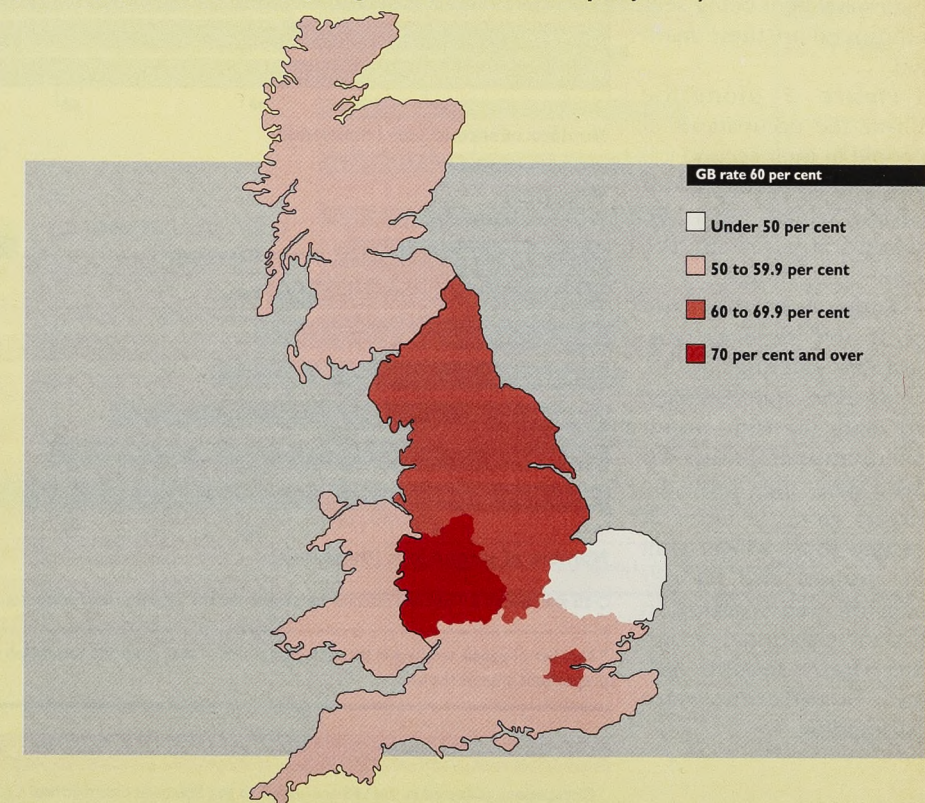
Key results from the Survey were released in the LFS Quarterly Bulletin on 16 September 1993 and are summarised in Tables 7.1, 7.2 and 7.3 of the "Labour Market Data" pages of this month's Employment Gazette.

## Employment of people with nursing qualifications by region

Some Help-line callers seek information about the economic activity of people with particular qualifications. For example, in spring 1993, there were 679,000 people of working age (51,000 men and 627,000 women) in Great Britain with their highest qualification in nursing. Some 84 per cent of these people were in employment although only 60 per cent worked in the medical & other health services (SIC 95) industry.

The pattern shown in Figure 1 is of interest in relation to the regional demand for qualified nurses in the health services sector. The figure illustrates the percentage of qualified nurses resident in each region who are employed in medical & other health services industry.

Figure 1 Percentage of people of working age\* with a nursing qualification who were in employment in the medical & other health services industry (SIC 95) (Great Britain, spring 1993, not seasonally adjusted)



a Men aged 16-64 and Women aged 16-59



## Second jobs by occupation

Often asked for on the LFS Help-line is information about the different occupations of people who have two jobs. Of particular interest is what people are doing in their second job and whether this is the same as their main job.

In spring 1993, the LFS showed that 1.03 million people (0.46 million men and 0.57 million women) had two or more jobs. A table shown in the October 1993 LFS Help-line showed the employment status of these people with more than one job. Of the 1.03 million people with a second job 335,000 were self-employed in their second job (almost one third). This compares with only 13 per cent of all people in employment being self-employed in their main job.

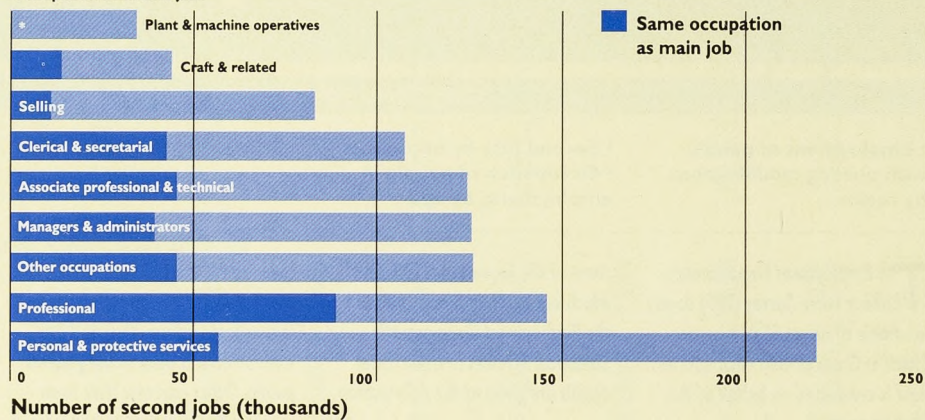
Figure 2 alongside shows the occupations of people in their second job and the proportions of people whose main and second job are in the same occupation.

While personal and protective services (e.g. security, catering, health, hairdressing occupations) are only the fifth largest occupational group for main jobs, they form the largest group in terms of second jobs. 68 per cent of women and 84 per cent of men working in this occupational group for their second job have a different main occupation.

**Figure 2 Occupations of people in their second job by occupation in main job (Great Britain, spring 1993, not seasonally adjusted)**

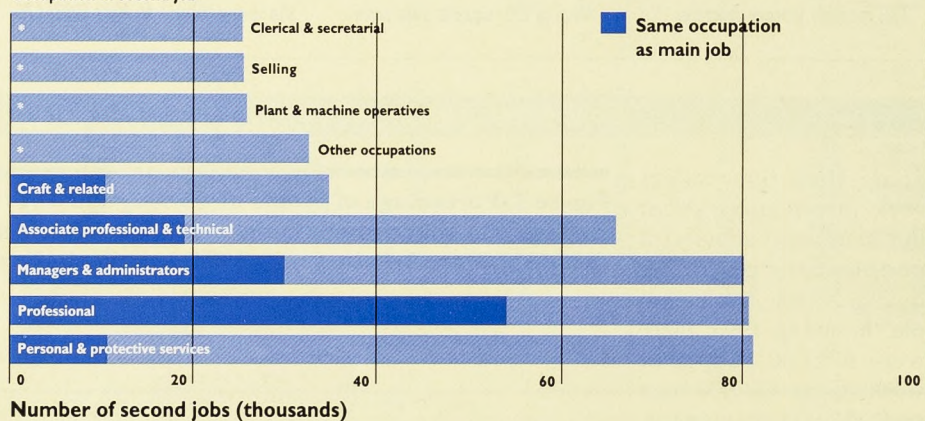
### All people

Occupation in second job



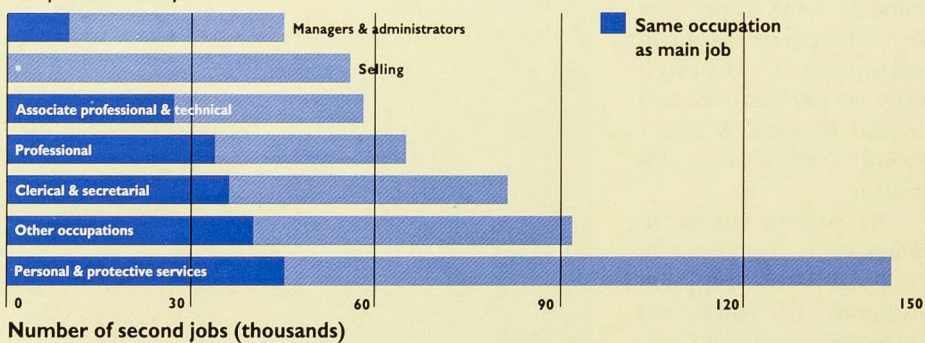
### Men

Occupation in second job



### Women

Occupation in second job



Craft and related & Plant and machine operatives are not shown as the estimate is less than 10,000

\* Number of people working in the same occupation in their main and second job was less than 10,000 so the proportions are not shown

### OCCUPATIONS IN THE LFS

Occupations collected in the LFS are coded to the Standard Occupational Classification (SOC). Although individual occupations are grouped together for many analyses, in fact, the LFS can provide (sample size permitting) information for each of 374 different occupations identified in the SOC.

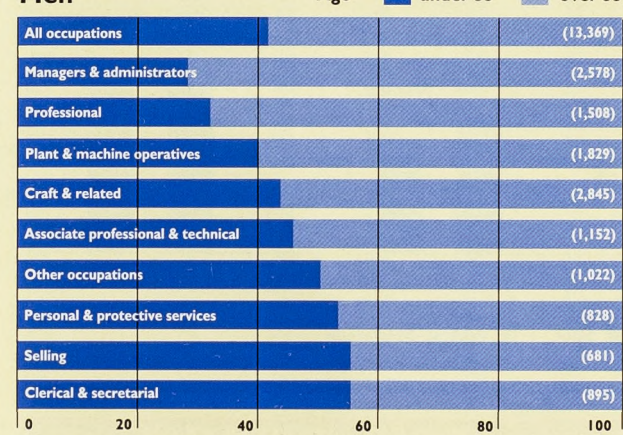
## Occupation of people in employment, by age

The age structure of particular occupations is a topic of some interest to a number of users of the LFS. Figure 3 shows the proportions of men and women aged under and over 35 in different occupational groups.

Managers/administrators and professionals

**Figure 3 Occupation of people in employment<sup>a</sup> by age (Great Britain, spring 1993, not seasonally adjusted)**

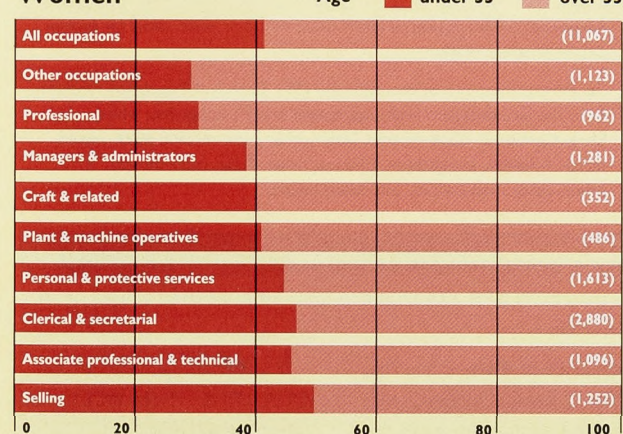
### Men



### Percentage

( ) Numbers in employment<sup>a</sup> in occupation (000s)

### Women



### Percentage

( ) Numbers in employment<sup>a</sup> in occupation (000s)

<sup>a</sup> Does not include people on Government schemes

## Sickness absence by region

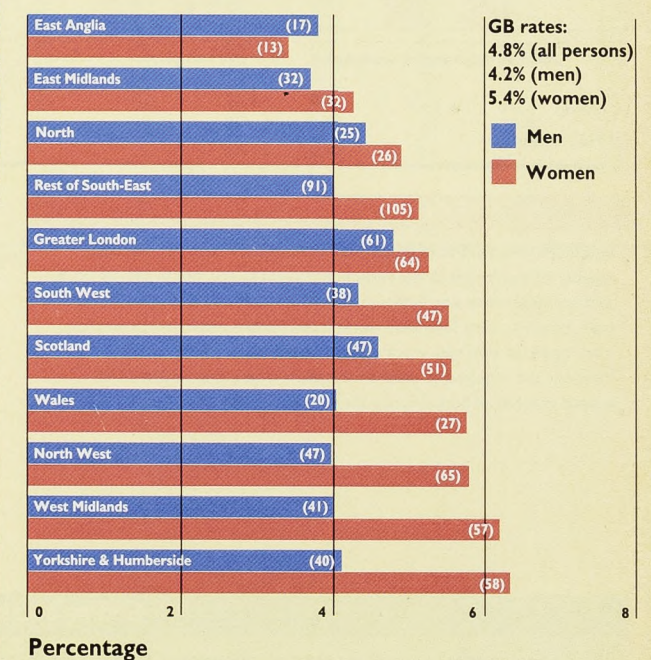
Enquirers calling the LFS Help-line often ask for information from the LFS about the numbers of employees having days off sick or injured in the reference week in each region. Figure 4 shows the percentage of employees who answered 'yes' to this question, by region.

In spring 1993 1.01 million employees (460,000 men and 547,000 women) were absent from work for at least one day in the reference week due to

sickness or injury. In most regions, a higher proportion of women took days off sick than men, especially in the West Midlands, Yorkshire and Humberside, North West and Wales.

Further information about sickness absence can be found in the October 1993 LFS Help-line. This also used spring 1993 data and included charts on sickness absence by industry and occupation.

**Figure 4 Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by region (Great Britain, spring 1993, not seasonally adjusted)**



( ) Numbers of employees who were sick or injured in the reference week (000s)



## Ethnic origin of employees in large and small workplaces

Of interest to a number of employers are the data from the LFS comparing the mix of employees of different ethnic minority groups in large and small workplaces. Every quarter all employees interviewed in the LFS are asked about the number of employees at their place of work.

Figure 5 shows the number of employees from different minority ethnic origins working in workplaces with under 50 employees and those with more than 50 employees. White people account for 96 per cent of all employees and are shown separately in figure 5(a). An expansion of the non-

white elements in figure 5(a) is shown in 5(b).

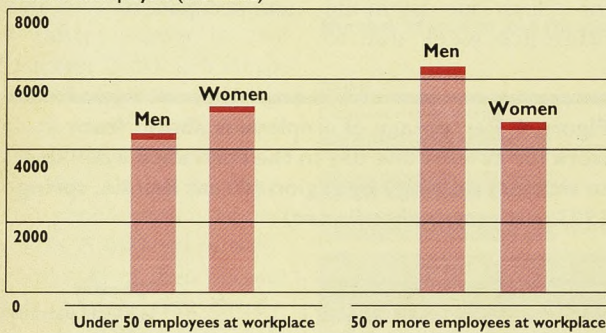
Some 59 per cent of men (both white and non-white) worked in a workplace with 50 or more employees. This compares with 47 per cent of white women and 60 per cent of non-white women. Almost a third of Pakistani/Bangladeshi employees

worked in workplaces with 10 or fewer employees, probably reflecting the high level of self-employment in this ethnic group. This compares with only 12 per cent of black employees and 19 per cent of white employees.

Figure 5 Ethnic origin in large and small workplaces (Great Britain, spring 1993, not seasonally adjusted)

## (a) White and non-white employees

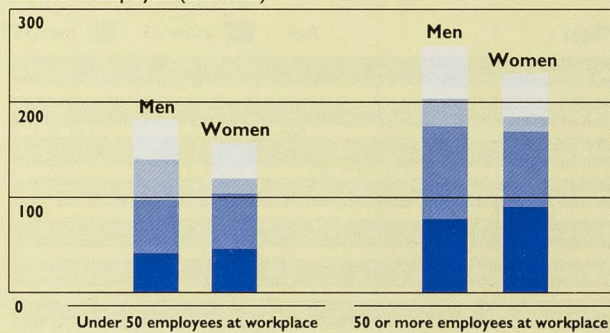
Number of employees (thousands)



White  
Non-white

## (b) Non-white employees by ethnic group

Number of employees (thousands)



Black Pakistani-Bangladeshi  
Indian Mixed-Other origins

## SIZE OF WORKPLACE IN THE LFS

In the LFS, the number of employees at workplace refers to the total number of employees at the respondent's workplace, not in the particular section/department nor in the company or enterprise as a whole which may comprise many individual workplaces. People employed by employment agencies who may work during the course of a week at a number of locations are required to refer to the place where they worked the longest number of hours during the reference week.

## ETHNIC ORIGIN CLASSIFICATION

People interviewed in the Labour Force Survey were asked to classify their own ethnic origin by means of the question: "To which of these groups do you ... belong?" The ethnic groups were: white, black-Caribbean, black-African, black-other, Indian, Pakistani, Bangladeshi, Chinese and other.

Respondents who answered black-other or other were asked for further details of ethnic origin.

To allow comparison of data with the 1991 Census of Population responses to the two questions were aggregated into 12 categories: white, black-Caribbean, black-African, black-other (non-mixed), black-mixed, Indian, Pakistani, Bangladeshi, Chinese, other-Asian (non-mixed), other-other (non-mixed) and other-mixed.

## Getting access to the LFS

There are several ways for users to get access to data from the quarterly LFS either in the form of published tables or in the form of anonymised individual data records for their own analysis.

## Labour Force Survey Quarterly Bulletin

Key results from the quarterly LFS are first published in the LFS Quarterly Bulletin (LFSQB) which is issued on a subscription basis, by the Employment Department in September, December, March and June. In addition, the

LFSQB provides detailed technical notes about the concepts, definitions and methodology used in the LFS.

The advertisement elsewhere in this issue describes the Bulletin and provides a subscription form.

## Quantime Bureau Service

The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, 7 days a week, or you can get the results for analysis yourself using the Quantime database interrogation package with a standard personal computer.

For further details about the QUANTIME LFS SERVICE, telephone 071-625 7111.

## LFS Help-Line

For further information about the LFS, telephone the LFS HELP-LINE on 071-273 5585.

UNEMPLOYMENT  
Selected countries 2.18

THOUSAND

	Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1989	..	14.7	..	2.3	..	8.3	4.9	5.0	16.9	1.4	..	5.2
1990	..	13.4	..	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991	..	14.9	..	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992	..	16.1	..	2.2	..	6.8	5.9	4.1	18.1	4.8	..	7.3
1992 Sep	..	16.6	..	2.2	..	6.7	..	..	..	4.9	..	7.4
Oct	..	16.5	9.3	2.3	..	7.2	..	..	..	5.1	..	7.3
Nov	..	16.7	..	2.3	..	7.2	6.0	4.2	19.5	5.3	..	7.2
Dec	..	16.7	..	2.4	..	7.4	..	..	..	5.5	..	7.2
1993 Jan	..	16.8	9.1	2.3	..	7.8	..	..	..	7.5	..	7.0
Feb	..	16.8	..	2.3	..	8.2	5.9	4.8	21.1	7.3	..	6.9
Mar	..	16.8	..	2.3	..	8.2	..	..	..	7.1	..	6.9
Apr	..	16.8	10.6	2.3	..	8.0	..	..	..	7.7	..	6.9
May	..	16.9	..	2.5	..	8.0	6.1	5.7	22.1	7.5	..	6.8
June	..	16.8	..	2.5	..	7.9	..	..	..	9.0	..	6.9
July	..	16.8	..	2.5	..	8.3	..	..	..	9.6	..	6.8
Aug	..	16.7	..	2.5	..	8.5	..	..	..	9.4	..	6.7
Sep	..	16.7	..	..	..	..	..	..	..	8.7	..	6.6
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1989	118	232	2,865	1,420	2.3	390	83	312	2,550	..	15.1	6,520
1990	140	225	2,751	1,340	2.1	346	93	307	2,349	..	16.0	6,874
1991	173	254	2,653	1,360	2.3	319	101	283	2,289	..	35.1	8,426
1992	185	283	2,799	1,420	2.7	303	114	317	2,260	..	82.4	9,384
1992 Oct	195	290	3,201	1,460	2.9	316	115	331	2,266	..	105.9	9,379
Nov	178	292	..	1,530	2.9	313	113	335	2,289	..	108.0	9,301
Dec	178	292	..	1,580	2.9	306	119	339	2,309	..	108.6	9,280
1993 Jan	174	295	2,073	1,500	2.9	327	115	343	2,356	..	110.5	9,013
Feb	179	294	..	1,540	3.0	347	114	348	2,393	..	116.7	8,876
Mar	176	294	..	1,530	3.3	350	117	352	2,465	..	124.7	8,864
Apr	174	295	2,444	1,490	3.2	363	123	350	2,480	..	133.3	8,925
May	170	296	..	1,660	3.2	372	119	345	2,518	..	143.0	8,858
June	171	294	..	1,650	3.4	375	122	344	2,588	..	152.3	8,908
July	176	295	2,360	1,670	3.5	389	130	346	2,606	..	158.1	8,769
Aug	177	293	..	1,680	3.5	390	117	348	2,572	..	165.6	8,661
Sep	174	293	..	1,690	3.9	..	..	349	2,587	..	..	8,517
Oct	..	294	..	..	..	..	..	..	..	..	..	8,786
% rate: latest month	N/A	N/A	10.4	2.6	N/A	5.4	5.5	N/A	16.9	N/A	4.9	6.8
latest 3 months: change	N/A	N/A	-0.3	+0.1	N/A	+0.3	+0.1	N/A	+0.4	N/A	+0.5	-0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1992 Oct	183	282	3,194	1,450	2.9	324	103	325	2,272	247	96.9	8,600
Nov	183	286	..	1,460	3.0	323	105	334	2,323	256	107.1	8,848
Dec	202	294	..	1,440	3.1	332	117	339	2,360	262	115.8	8,829
1993 Jan	208	302	2,139	1,520	3.2	353	129	351	2,423	322	126.4	9,911
Feb	213	300	..	1,570	3.1	358	124	359	2,471	315	131.6	9,770
Mar	201	297	..	1,680	3.3	371	119	360	2,530	302	134.6	9,276
Apr	180	295	2,389	1,570	3.1	359	120	353	2,510	329	138.2	8,635
May	150	290	..	1,690	3.0	359	108	339	2,486	322	139.9	8,606
June	153	293	..	1,590	3.2	357	124	333	2,521	402	142.4	9,252
July	157	298	2,344	1,590	3.4	374	135	333	2,497	435	146.5	9,002
Aug	154	297	..	1,670	3.4	381	128	335	2,472	411	149.9	8,470
Sep	147	290	..	1,720	3.9	..	..	335	2,532	376	..	8,128
Oct	..	286	..	..	..	..	..	..	..	..	..	8,101
% rate: latest month	N/A	N/A	10.3	2.6	N/A	5.3	6.0	N/A	16.6	8.7	4.7	6.3
latest month: change	N/A	N/A	-0.7	+0.4	N/A	+1.3	+0.4	N/A	+2.2	+3.0	+2.1	-0.5

# Numbers registered at employment offices. Rates are calculated as percentages of total employees.  
 ++ Insured unemployed. Rates are calculated as percentages of total insured labour force.  
 \*\* Labour force sample survey. Rates are calculated as percentages of total labour force.  
 ## Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.  
 N/C No Change  
 N/A Not Available



# 2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted \*

THOUSAND

UNITED KINGDOM		INFLOW +						
Month Ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1992	Oct 8	431.5	+44.3	301.3	+30.6	130.2	+13.7	41.3
	Nov 12	408.9	+34.1	291.0	+24.7	118.0	+9.4	41.2
	Dec 17	365.4	+12.0	266.3	+7.9	99.1	+4.1	34.7
1993	Jan 14	390.7	+28.5	267.5	+18.0	123.2	+10.5	44.4
	Feb 11	370.1	-19.5	258.3	-16.3	111.9	-3.1	38.9
	Mar 11	338.0	-14.3	239.0	-10.3	99.0	-4.0	36.0
	Apr 8	364.8	-1.6	256.8	-4.8	108.0	+3.2	41.6
	May 13	313.1	-9.7	222.7	-6.2	90.4	-3.5	32.2
	June 10	313.0	-9.4	221.5	-5.3	91.4	-4.2	31.4
	July 8	438.0	-10.0	289.2	-7.1	148.8	-3.0	39.3
	Aug 12	395.6	-12.5	261.9	-13.4	133.7	+0.9	40.6
	Sept 9	361.4	-26.6	244.4	-20.2	117.0	-6.4	34.6
	Oct 14	384.8	-46.8	268.9	-32.4	115.9	-14.3	33.4
UNITED KINGDOM		OUTFLOW +						
Month Ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1992	Oct 8	467.2	+53.3	311.1	+36.3	156.2	+16.9	44.9
	Nov 12	365.9	+30.8	249.6	+23.2	116.3	+7.5	40.0
	Dec 17	262.0	-4.8	179.6	-1.2	82.4	-3.6	27.9
1993	Jan 14	305.4	+75.6	208.8	+54.6	96.6	+21.0	35.8
	Feb 11	391.2	+33.3	277.7	+28.3	113.6	+5.1	40.9
	Mar 11	387.8	+32.1	274.5	+25.8	113.3	+6.3	40.5
	Apr 8	360.7	+25.7	255.7	+21.1	105.1	+4.6	36.9
	May 13	385.8	+38.2	271.0	+29.1	114.8	+9.0	42.3
	June 10	368.8	+14.2	264.1	+11.4	104.7	-2.8	37.5
	July 8	368.3	+24.1	265.4	+20.6	103.0	+3.4	34.2
	Aug 12	369.1	+23.0	259.1	+19.1	110.0	+3.9	34.5
	Sept 9	413.2	+27.2	273.8	+21.7	139.4	+5.6	46.8
	Oct 14	487.5	+20.3	331.1	+20.0	156.4	+0.3	44.3

\* 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		Age group									
Month Ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE	1993 May 13	3.4	18.7	44.1	36.6	27.2	38.6	31.9	11.6	5.5	217.7
	June 10	3.3	19.2	45.7	36.6	26.9	37.2	30.2	11.4	5.0	215.4
	July 8	3.5	28.7	82.8	44.5	30.6	41.0	32.9	12.3	5.4	281.7
	Aug 12	3.8	26.6	67.1	42.0	29.3	39.5	31.4	11.6	5.0	256.2
	Sept 9	3.3	27.9	55.8	38.7	27.7	37.8	31.0	11.1	4.8	238.1
	Oct 14	3.5	28.4	60.4	43.5	30.9	42.5	35.0	12.6	5.4	262.1
FEMALE	1993 May 13	2.6	11.6	21.1	14.5	8.9	13.4	12.4	3.6	0.0	88.0
	June 10	2.5	11.9	22.0	14.3	8.5	13.2	12.3	3.4	0.0	88.0
	July 8	2.7	21.0	52.0	19.7	11.2	17.4	14.6	4.1	0.0	142.7
	Aug 12	2.9	18.8	40.7	18.8	11.0	17.8	15.9	4.2	0.0	130.0
	Sept 9	2.6	21.0	30.5	16.7	9.9	15.1	13.3	3.7	0.0	112.8
	Oct 14	2.5	20.8	30.2	17.0	9.8	14.4	13.3	3.8	0.0	111.9
Changes on a year earlier											
MALE	1993 May 13	1.0	-1.6	-2.4	-1.9	-0.5	-0.9	1.4	0.0	-0.6	-5.5
	June 10	0.8	-2.2	-2.4	-0.8	-0.2	-0.9	-0.9	0.2	-0.8	-5.4
	July 8	0.7	-2.9	-1.1	-1.8	-0.9	-1.6	1.1	0.3	-0.6	-7.0
	Aug 12	0.8	-1.7	-1.2	-2.9	-1.3	-2.7	-2.7	-1.1	-0.5	-13.3
	Sept 9	0.5	-3.6	-4.8	-3.4	-2.0	-3.6	-1.0	-0.7	-0.8	-19.5
	Oct 14	0.5	-5.7	-7.6	-5.7	-3.5	-5.4	-1.8	-1.2	-1.7	-32.1
FEMALE	1993 May 13	0.8	-0.7	-0.7	-1.0	-0.3	-1.4	0.0	-0.2	-0.2	-3.1
	June 10	0.4	-1.7	-0.7	-0.7	-0.3	-1.1	0.4	-0.1	0.0	-4.2
	July 8	0.4	-2.3	-0.2	-0.8	-0.3	-0.6	0.7	0.4	0.0	-2.7
	Aug 12	0.5	0.7	1.1	-0.7	-0.2	-0.8	1.2	0.2	0.0	0.6
	Sept 9	0.4	-2.4	-1.4	-1.4	-0.5	-1.2	0.3	0.0	0.0	-6.1
	Oct 14	0.2	-4.3	-3.3	-2.5	-1.4	-2.3	-0.6	0.0	0.0	-14.2
OUTFLOW		Age group									
Month Ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE	1993 May 13	2.3	16.8	52.6	41.4	30.6	43.1	34.5	15.6	8.7	245.6
	June 10	2.2	16.8	52.0	41.2	30.2	42.5	33.5	13.6	8.1	240.0
	July 8	2.2	16.9	54.3	41.9	30.9	42.6	32.8	12.9	7.9	242.3
	Aug 12	2.3	16.6	55.6	40.3	29.6	40.5	31.4	12.2	7.5	236.0
	Sept 9	2.6	19.1	61.9	43.1	31.1	41.7	32.3	12.0	7.0	250.8
	Oct 14	2.9	30.9	80.5	50.7	35.7	47.7	34.8	13.0	7.4	303.6
FEMALE	1993 May 13	1.9	12.3	26.8	17.4	10.4	16.2	14.6	4.9	0.1	104.7
	June 10	1.8	11.5	25.1	16.0	9.8	14.3	13.0	4.1	0.2	95.8
	July 8	1.8	11.4	26.1	15.8	9.5	13.6	11.7	3.6	0.2	93.6
	Aug 12	1.9	12.4	30.9	16.0	9.6	13.5	11.8	3.7	0.2	99.9
	Sept 9	2.3	14.1	38.4	19.7	11.9	19.6	16.3	4.7	0.2	127.0
	Oct 14	2.4	23.9	44.7	21.2	12.5	18.6	15.6	4.5	0.2	143.6
Changes on a year earlier											
MALE	1993 May 13	1.0	0.0	3.0	3.3	3.6	5.1	5.9	3.5	0.9	26.3
	June 10	0.7	-1.0	-1.7	-0.5	1.0	2.0	3.4	1.8	0.0	8.1
	July 8	0.6	-0.3	2.1	2.3	3.0	4.2	3.8	2.1	0.0	17.7
	Aug 12	0.7	-0.2	1.9	2.9	3.1	4.2	3.9	1.7	0.0	18.2
	Sept 9	0.7	0.2	3.3	3.4	3.4	3.4	4.0	1.4	0.0	19.9
	Oct 14	0.7	-2.0	2.7	3.5	3.2	4.4	3.8	1.7	-0.3	17.6
FEMALE	1993 May 13	0.6	0.8	0.2	1.0	0.9	1.2	2.2	1.0	0.0	8.0
	June 10	0.5	-0.4	-0.3	-0.1	0.4	-0.2	1.0	0.6	0.0	1.5
	July 8	0.5	-0.6	0.3	0.3	0.3	0.5	1.1	0.5	0.0	2.8
	Aug 12	0.5	-0.3	0.6	0.2	0.5	0.2	1.0	0.5	0.0	3.2
	Sept 9	0.6	-0.5	0.3	0.4	0.5	1.0	1.7	0.7	0.0	4.7
	Oct 14	0.5	-2.4	-0.7	-0.1	0.1	0.2	1.5	0.6	0.0	-0.3

\* 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.



## 2.32 REDUNDANCIES IN GREAT BRITAIN

		THOUSANDS								
		1989	1990	1991	1992	1992	1992	1992	1993	
		Spring	Spring	Spring	Spring	Summer	Autumn	Winter	Spring	
Now in employment (found new job since redundancy)	All	48	63	98	79	66	87	62	58	
Not in employment	All	94	117	290	243	212	223	283	204	
All people	All	142	181	388	322	278	310	344	262	
	Men	94	118	268	217	185	207	238	169	
	Women	48	64	121	105	92	103	106	93	

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

## 2.33 REDUNDANCIES BY REGION

		Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (Thousands)														
All														
Spring 1992		322	19	31	32	15	101	64	37	25	32	32	17	19
Summer 1992		278	13	25	15	12	96	58	38	18	25	35	12	27
Autumn 1992		310	20	27	19	12	99	63	36	24	30	30	15	34
Winter 1992		344	20	27	27	10	107	64	43	29	34	45	19	25
Spring 1993		262	18	25	23	..	77	48	29	22	27	28	11	22
Redundancy rates (Redundancies per 1,000 employees)														
All														
Spring 1992		15.1	16.6	16.2	19.9	17.8	14.8	14.8	14.7	14.3	16.1	13.6	16.6	9.7
Summer 1992		13.0	11.5	13.1	9.4	15.0	14.0	13.3	15.3	10.1	12.4	14.9	12.1	13.7
Autumn 1992		14.4	17.9	14.2	11.9	14.8	14.5	14.6	14.3	13.4	15.2	12.1	15.2	17.0
Winter 1992		16.1	18.1	14.2	16.6	12.1	15.7	14.9	17.0	16.5	17.4	18.9	19.7	13.0
Spring 1993		12.4	16.5	13.0	13.9	..	11.3	11.2	11.4	12.5	13.9	12.3	11.4	11.5

## 2.34 REDUNDANCIES BY AGE

		16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (Thousands)							
Spring 1992			72		80	65	45
Summer 1992			69		65	52	41
Autumn 1992			71		81	55	43
Winter 1992			78		87	69	43
Spring 1993			61		64	51	39
Redundancy rates (Redundancies per 1,000 employees)							
Spring 1992			18.6		14.2	12.8	14.3
Summer 1992			17.9		11.5	10.3	11.8
Autumn 1992			17.8		14.3	10.9	14.1
Winter 1992			27.6		15.3	13.6	17.8
Spring 1993			16.6		11.4	10.1	16.5

## 2.35 REDUNDANCIES BY INDUSTRY

SIC	Agriculture	Energy and water supply	Mineral extraction	Metal goods etc	Other manufacturing	Construction	Hotels, distribution	Transport, communication	Financial services	Other services
Redundancies (Thousands)										
Spring 1992 All	..	16	15	46	45	41	75	21	34	26
Summer 1992 All	..	..	14	43	40	33	62	15	29	31
Autumn 1992 All	..	10	12	54	39	38	65	19	39	32
Winter 1992 All	..	10	15	64	48	42	70	20	41	29
Spring 1993 All	..	..	..	45	40	24	62	22	19	31
Redundancy rates (Redundancies per 1,000 employees)										
Spring 1992 All	..	32.3	21.9	19.6	24.2	39.9	17.7	15.4	14.6	3.9
Summer 1992 All	..	..	19.4	18.5	21.4	32.0	14.5	11.1	12.3	4.6
Autumn 1992 All	..	20.0	16.9	23.0	21.1	37.5	15.4	13.7	16.1	4.6
Winter 1992 All	..	20.7	21.4	27.8	26.1	42.5	16.6	14.6	17.0	4.2
Spring 1993 All	..	..	..	19.8	22.1	25.3	15.1	16.1	7.8	4.6

## 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 1992	36	13	20	53	69	16	27	48	33
Summer 1992	35	14	19	43	55	19	23	40	29
Autumn 1992	38	15	19	48	60	17	25	51	35
Winter 1992	38	16	18	53	74	19	28	60	36
Spring 1993	26	13	17	36	49	15	28	49	28
Redundancy rates (Redundancies per 1,000 employees)									
Spring 1992	12.4	6.2	10.9	14.5	27.7	6.9	14.9	22.6	16.8
Summer 1992	11.8	6.4	10.0	11.6	21.9	8.2	12.5	18.5	14.8
Autumn 1992	12.9	6.9	9.9	13.1	24.0	7.2	14.1	23.8	17.1
Winter 1992	12.9	7.4	9.5	14.7	30.7	8.0	15.6	27.8	18.3
Spring 1993	8.6	6.1	9.0	10.1	20.7	6.6	15.3	23.2	14.8

Note: Tables 2.35 and 2.36 assume that people do not change industry or occupation when starting employment after having been made redundant.

## VACANCIES 3.1

UK vacancies at jobcentres \*: seasonally adjusted THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES (R)			INFLOW (R)		OUTFLOW (R)		of which PLACINGS (R)	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1988 ) Annual	249.6			231.2		232.8		159.0	
1989 ) averages	219.5			226.1		229.2		158.3	
1990 )	173.6			201.2		207.4		146.8	
1991 )	117.9			171.3		172.5		126.6	
1992 )	117.1			169.0		168.8		124.2	
1991 Oct	109.8	-1.1	1.4	168.0	0.6	167.9	1.3	122.4	-0.3
Nov	113.2	3.4	1.6	166.6	-0.7	160.1	-1.7	116.8	-1.8
Dec	122.2	9.0	3.8	170.0	0.2	162.6	-1.4	118.1	-1.4
1992 Jan	117.9	-4.3	2.7	166.7	-0.4	171.5	1.2	126.3	1.3
Feb	118.4	0.5	1.7	167.1	0.2	166.1	2.0	120.0	1.1
Mar	117.6	-0.8	-1.5	170.8	0.3	170.4	2.6	122.9	1.6
Apr	116.6	-1.0	-0.4	163.0	-1.2	168.0	-1.2	117.5	-2.9
May	117.1	0.5	-0.4	162.1	-1.7	168.4	0.8	117.7	-0.8
June	116.1	-1.0	-0.5	176.1	1.8	176.2	1.9	129.0	2.0
July	119.0	2.9	0.8	172.7	3.2	170.3	0.8	125.6	2.7
Aug	117.1	-1.9	0.0	165.2	1.0	165.0	-1.1	121.6	1.3
Sept	111.5	-5.6	-1.5	166.0	-3.4	168.3	-2.6	125.8	-1.1
Oct	113.5	2.0	-1.8	171.1	-0.5	165.9	-1.5	126.6	0.3
Nov	117.3	3.8	0.1	168.3	1.0	161.5	-1.2	123.6	0.7
Dec	123.4	6.1	4.0	178.5	4.2	173.9	1.9	133.5	2.6
1993 Jan	120.3	-3.1	2.3	178.8	2.6	180.9	5.0	135.9	3.1
Feb	120.5	0.2	1.1	176.6	2.8	174.6	4.4	132.5	3.0
Mar	123.2	2.7	-0.1	180.5	0.7	176.1	0.7	130.5	-1.0
Apr	123.5	0.3	1.1	174.3	-1.5	179.1	-0.6	127.8	-2.7
May	123.6	0.1	1.0	173.7	-1.0	180.0	1.8	128.5	-1.3
June	119.7	-3.9	-1.2	183.9	1.1	187.1	3.7	140.2	3.2
July	127.6	7.9	1.4	189.5	5.1	181.9	0.9	137.2	3.1
Aug	128.0	0.4	1.5	186.0	4.1	183.6	1.2	138.6	3.4
Sept	127.3	-0.7	2.5	189.8	2.0	186.7	-0.1	143.6	1.1
Oct	134.4	7.1	2.3	189.5	—	180.6	-0.4	138.7	0.5

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 1/3 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*, October 1985, page 143.  
(R) Vacancy figures for United Kingdom, Great Britain and all regions were revised in May 1993. A software fault affected unadjusted unfilled vacancies, inflows and outflows between May 1992 and March 1993, with consequent amendments back to January 1989 in the seasonally adjusted series.

## VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres \*: seasonally adjusted (R) 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
1991 Oct	27.7	6.9	3.1	9.5	6.9	7.0	7.2	13.8	6.3	7.3	17.2	106.0	3.8	109.8
Nov	28.7	7.3	3.3	9.7	6.8	7.0	7.4	14.4	6.8	8.0	17.4	109.4	3.8	113.2
Dec	32.1	8.4	3.7	10.1	8.1	7.4	8.0	15.6	6.7	8.7	17.6	118.0	4.2	122.2
1992 Jan	31.4	8.8	3.6	9.5	7.5	7.0	7.7	14.8	6.4	8.1	18.0	113.9	4.0	117.9
Feb	31.5	8.5	3.7	9.4	7.7	7.2	7.9	14.4	6.2	8.2	18.2	114.4	4.0	118.4
Mar	30.9	8.1	3.5	9.1	7.9	7.7	7.7	14.3	5.9	8.4	18.0	113.3	4.3	117.6
Apr	29.8	8.0	3.4	8.5	7.9	7.4	7.6	14.3	5.6	8.7	19.3	112.5	4.1	116.6
May	28.4	8.0	3.6	8.7	7.8	7.4	7.7	14.7	6.0	8.9	19.8	113.0	4.1	117.1
June	28.2	8.0	3.3	8.4	7.8	7.7	7.8	14.8	6.0	8.6	19.5	112.1	4.0	116.1
July	29.7	8.4	3.6	9.0	7.7	7.8	8.2	15.4	6.2	8.7	18.8	114.9	4.1	119.0
Aug	28.7	8.4	3.6	9.1	7.7	7.5	7.7	15.1	6.1	8.6	18.7	112.8	4.3	117.1
Sept	26.9	7.9	3.5	8.8	7.0	6.8	7.6	14.4	5.7	8.3	18.3	107.2	4.3	111.5
Oct	27.1	8.3	3.3	8.8	6.8	6.9	8.1	15.1	5.8	8.2	18.7	108.7	4.8	113.5
Nov	27.9	8.5												



# 3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices (R)

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
<b>Vacancies at Jobcentres: total</b>														
1988 } Annual	35.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989 } Annual	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990 } averages	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991 } Annual	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	116.9
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
1992 Oct	33.1	10.4	4.0	9.4	9.0	8.5	10.0	18.3	6.3	8.9	21.0	128.6	3.7	132.3
Nov	29.4	9.3	3.5	8.0	8.3	7.7	8.8	16.3	5.6	8.2	20.7	116.4	3.6	120.0
Dec	25.1	8.2	3.0	6.5	6.9	6.7	7.3	14.0	4.8	7.4	18.0	99.6	3.3	102.9
1993 Jan	23.3	7.8	2.8	5.9	6.4	6.2	7.1	12.5	4.8	7.2	15.9	92.1	3.3	95.4
Feb	24.6	8.0	3.0	6.7	6.6	6.9	7.6	13.0	4.8	7.6	17.2	98.0	3.3	101.3
Mar	27.4	9.0	3.7	8.2	7.7	7.6	8.6	14.1	5.3	8.6	18.5	109.6	3.3	112.9
Apr	31.0	9.9	4.1	9.9	8.2	8.6	9.4	15.3	5.9	9.5	18.9	120.7	3.4	124.1
May	32.8	10.0	4.3	10.8	8.9	8.8	10.3	16.0	6.3	10.3	19.0	127.6	3.8	131.5
June	33.4	10.2	4.6	11.2	9.4	9.2	10.9	16.0	6.5	10.6	19.0	130.9	4.2	135.0
July	32.4	9.9	4.5	10.4	9.3	9.2	10.3	15.4	6.4	10.3	18.2	126.4	4.2	130.6
Aug	30.9	9.6	4.4	10.3	8.9	8.7	10.2	15.3	6.1	10.1	18.4	123.3	4.0	127.3
Sept	34.4	10.9	4.9	11.4	10.1	9.6	11.1	17.4	6.9	10.8	19.9	136.5	4.3	140.8
Oct	38.4	12.5	5.4	11.7	11.0	10.8	12.3	19.2	7.5	11.3	20.1	147.7	4.9	152.6
<b>Vacancies at careers offices</b>														
1988 } Annual	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989 } Annual	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990 } averages	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.5
1991 } Annual	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
1992 Oct	2.2	1.3	0.2	0.4	0.7	0.4	0.4	0.5	0.3	0.1	0.6	5.8	0.4	6.2
Nov	2.1	1.3	0.2	0.3	0.5	0.2	0.3	0.4	0.2	0.0	0.5	4.8	0.4	5.2
Dec	1.8	1.2	0.1	0.3	0.5	0.2	0.3	0.3	0.2	0.0	0.4	4.1	0.4	4.5
1993 Jan	2.1	1.4	0.1	0.6	0.5	0.1	0.3	0.3	0.2	0.0	0.3	4.6	0.4	5.0
Feb	2.2	1.4	0.1	0.7	0.6	0.2	0.3	0.2	0.1	0.3	4.9	0.4	5.4	
Mar	2.5	1.6	0.2	0.7	0.7	0.2	0.3	0.4	0.3	0.1	0.5	5.8	0.5	6.3
Apr	2.5	1.5	0.2	0.5	0.7	0.3	0.4	0.4	0.3	0.1	0.5	5.8	0.5	6.4
May	2.4	1.4	0.3	0.5	0.9	0.4	0.4	0.6	0.3	0.1	0.5	6.4	0.6	7.0
June	3.7	2.2	0.4	0.5	0.9	0.5	0.6	0.6	0.4	0.1	0.6	8.3	0.7	8.9
July	5.1	3.6	0.4	0.6	0.9	0.5	0.5	0.6	0.3	0.1	0.6	9.7	0.7	10.4
Aug	3.1	1.6	0.3	0.5	0.9	0.4	0.5	0.6	0.3	0.1	0.6	7.3	0.6	7.9
Sept	2.8	1.5	0.3	0.5	0.9	0.5	0.6	0.6	0.3	0.1	0.6	7.3	0.7	8.0
Oct	2.9	1.6	0.3	0.5	1.2	0.4	0.5	0.5	0.3	0.1	0.5	7.2	0.7	7.9

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.  
(R) See footnote to table 3.1.

# INDUSTRIAL DISPUTES 4.1

Stoppages of work

## Stoppages in progress: industry

United Kingdom	12 months to September 1992			12 months to September 1993		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	-	-	-	1	100	#
Coal extraction	16	4,200	11,000	4	13,500	26,000
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	3	900	5,000	3	5,400	21,000
Metal processing and manufacture	4	500	8,000	3	200	#
Mineral processing and manufacture	3	300	1,000	2	300	#
Chemicals and man-made fibres	1	100	#	-	-	-
Metal goods nes	10	1,600	7,000	3	400	2,000
Engineering	32	13,300	62,000	12	5,000	37,000
Motor vehicles	14	7,400	8,000	10	12,200	13,000
Other transport equipment	9	9,700	15,000	5	3,400	34,000
Food, drink and tobacco	5	10,100	10,000	2	300	#
Textiles	2	200	#	2	100	#
Footwear and clothing	1	500	1,000	1	100	#
Timber and wooden furniture	-	-	-	2	200	3,000
Paper, printing and publishing	9	1,400	6,000	6	500	4,000
Other manufacturing industries	5	600	7,000	2	300	8,000
Construction	11	2,900	9,000	4	1,800	2,000
Distribution, hotels and catering, repairs and maintenance	-	-	-	2	200	#
Transport services and communication	15	5,500	9,000	32	71,800	161,000
Supporting and misc. transport services	1	400	1,000	1	100	#
Banking, finance, insurance, business services and leasing	2	1,700	2,000	1	6,500	7,000
Public administration and sanitary services	74	52,600	215,000	70	82,500	253,000
Education, research and development	31	27,800	84,000	16	35,900	40,000
Health services	7	1,700	1,000	4	500	3,000
Other services	19	10,300	62,000	2	200	7,000
<b>All industries and services</b>	<b>273*</b>	<b>153,700</b>	<b>526,000</b>	<b>188*</b>	<b>241,300</b>	<b>622,000</b>

\* 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: September 1993

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	16	3,200	8,000
of which, stoppages:			
Beginning in month	12	2,800*	6,000
Continuing from earlier months	4	400**	2,000

\* ALL directly involved  
\*\* includes 100 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 1993 are provisional.

## Stoppages in progress: cause

United Kingdom	12 months to September 1993		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	60	41,500	182,000
extra-wage and fringe benefits	9	2,700	4,000
Duration and pattern of hours worked	11	14,700	34,000
Redundancy questions	47	165,700	262,000
Trade union matters	7	1,200	3,000
Working conditions and supervision	14	6,700	21,000
Manning and work allocation	21	5,900	91,000
Dismissal and other disciplinary measures	19	2,900	5,000
<b>All causes</b>	<b>188</b>	<b>241,300</b>	<b>622,000</b>

## Prominent stoppages in quarter ending September 30 1993

Industry and location	Date when stoppage		Number of workers involved +		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Engineering						
Tayside	29.01.93	30.07.93	30	-	700	Over duration or pattern of hours (Total days lost 17,000)
Transport services and communication						
Various areas S. East	04.02.93	01.07.93	800	-	400	Over pay increases arising out of changes in job content (Total days lost 34,000)
Engineering						
Lothian	01.07.93	22.07.93	2,000	-	8,000	Over straight pay increase
Public admin and sanitary services						
Various areas in UK	04.05.93	02.08.93	37,400	-	37,000	Market testing, privatisation, cuts in service (Total days lost 38,000)
Transport services and communication						
South Glamorgan	02.08.93	16.08.93	1,000	-	11,000	Over workloads and their determination or revision

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



# 4.2 INDUSTRIAL DISPUTES \* Stoppages of work: summary

United Kingdom	Number of stoppages		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 involvement in period	All industries and services	All manufacturing industries
1986	1,053	1,074	538	720	1,920	1,069
1987	1,004	1,016	884	867	3,546	596
1988	770	781	759	730	3,702	1,639
1989	683	701	727	727	4,128	751
1990	620	630	285	298	1,903	1,072
1991	357	369	175	176	761	222
1992	240	253	142	148	528	93
1991	Sep	29	40	11	13	78
	Oct	27	42	17	21	84
	Nov	18	38	12	15	46
	Dec	15	29	15	17	34
1992	Jan	22	36	17	22	56
	Feb	23	37	5	7	24
	Mar	29	40	11	12	35
	Apr	21	35	7	9	24
	May	13	24	10	11	28
	Jun	41	41	11	13	33
	Jul	22	39	12	15	37
	Aug	20	29	17	19	54
	Sep	15	26	14	27	7
	Oct	14	20	10	11	6
	Nov	17	24	25	28	4
	Dec	11	22	2	4	53
1993	Jan	14	21	9	11	46
	Feb	19	26	20	22	71
	Mar	25	34	26	23	73
	Apr	20	26	86	79	153
	May	14	23	16	22	26
	Jun	15	25	4	8	10
	Jul	10	18	42	43	50
	Aug	11	17	2	3	18
	Sep	12	16	3	3	8

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

United Kingdom	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods n.e.s.	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43,45)	(23-26,41, 42,44,46-49)	(50)	(71-79)	(01-03,15-17, 61-67,81-85, 91-99 and 00)
1986	143	152	225	108	411	38	136	33	190	486
1987	217	36	197	158	67	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1990	94	31	92	490	340	24	95	14	177	545
1991	29	21	111	4	44	1	40	14	60	436
1992	8	13	47	8	8	1	16	10	13	404
1991	Sep	1	2	27	-	-	6	4	-	39
	Oct	4	1	17	-	6	1	-	-	54
	Nov	-	-	2	-	-	2	-	1	40
	Dec	-	1	2	-	-	10	-	-	21
1992	Jan	1	1	10	-	2	1	-	1	40
	Feb	1	-	6	1	3	-	-	-	12
	Mar	2	-	2	1	-	-	4	-	24
	Apr	4	-	7	1	-	1	-	1	11
	May	-	-	1	2	1	1	7	-	12
	Jun	-	7	4	1	1	1	3	-	18
	Jul	-	4	3	3	-	1	-	1	25
	Aug	-	-	4	-	-	-	1	1	48
	Sep	-	-	3	-	1	3	-	-	64
	Oct	-	-	3	-	-	3	1	-	40
	Nov	-	-	3	-	-	1	-	1	61
	Dec	-	-	1	-	-	1	2	-	49
1993	Jan	-	2	-	-	-	1	-	-	43
	Feb	1	-	6	1	23	1	-	-	38
	Mar	-	-	5	7	10	1	1	16	33
	Apr	24	-	3	4	-	2	-	115	6
	May	-	-	1	-	-	2	-	8	15
	Jun	-	-	1	1	1	-	-	5	1
	Jul	-	-	9	-	-	-	-	1	39
	Aug	-	-	-	-	-	3	-	12	3
	Sep	-	-	5	-	-	-	1	1	2

\* See Definitions page at the end of Labour Market Data section for notes of coverage. The figures for 1993 are provisional.

# Average earnings index: all employees: main industrial sectors 5.1

GREAT BRITAIN SIC=1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)				
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted			
	Percent change over previous 12 months		Percent change over previous 12 months		Percent change over previous 12 months		Percent change over previous 12 months				
1990=100			Underlying*		Underlying*		Underlying*				
1988	83.5			84.1		83.8					
1989	91.1			91.4		91.4					
1990	100.0			100.0		100.0		100.0			
1991	108.0			108.2		108.6		107.7			
1992	114.6			115.4		115.8		114.1			
1988	Jan	79.7	80.3	9%	80.6	8%	80.2	8%	9%	9%	9%
	Feb	79.8	80.8	9%	80.4	9%	79.8	80.4	9%	9%	9%
	Mar	82.1	81.4	9%	82.4	9%	81.9	81.9	9%	9%	9%
	Apr	81.7	81.8	9%	83.1	9%	82.8	82.2	9%	9%	9%
	May	82.2	82.3	9%	83.5	9%	83.3	83.1	9%	9%	9%
	June	83.4	82.9	10%	84.6	9%	84.1	83.3	9%	10%	10%
	July	84.6	83.7	10%	85.0	9%	84.8	83.8	10%	10%	10%
	Aug	83.8	84.3	10%	83.7	9%	83.7	84.5	9%	10%	10%
	Sept	84.3	84.8	10%	84.3	9%	84.2	85.0	9%	10%	10%
	Oct	85.0	85.7	9%	85.6	9%	85.3	86.0	9%	9%	9%
	Nov	86.6	86.4	9%	87.1	9%	86.9	86.6	9%	9%	9%
	Dec	89.3	87.9	9%	88.7	9%	88.2	87.3	9%	9%	9%
1989	Jan	87.1	87.7	9%	87.6	9%	87.3	87.9	8%	9%	9%
	Feb	87.4	88.4	9%	88.3	8%	87.9	88.6	10%	9%	9%
	Mar	89.6	88.9	8%	88.9	7%	88.8	88.8	8%	8%	8%
	Apr	89.6	89.7	8%	90.7	9%	89.8	89.8	9%	8%	8%
	May	89.8	89.7	8%	90.8	8%	90.5	90.3	8%	8%	8%
	June	91.1	90.5	7%	92.0	7%	91.8	90.9	9%	7%	7%
	July	92.1	91.1	7%	92.8	7%	92.8	91.7	9%	7%	7%
	Aug	91.1	91.5	8%	91.1	8%	91.5	92.4	9%	7%	7%
	Sept	92.5	93.0	7%	92.1	7%	92.0	92.9	9%	7%	7%
	Oct	93.3	94.0	7%	93.0	8%	93.0	93.6	8%	7%	7%
	Nov	94.6	94.3	7%	94.4	7%	94.4	94.2	8%	7%	7%
	Dec	95.8	94.3	6%	95.7	7%	95.7	94.9	8%	8%	8%
1990	Jan	95.0	95.8	9%	94.7	9%	95.1	94.8	9%	9%	9%
	Feb	95.2	96.4	9%	95.8	9%	96.4	96.3	8%	9%	9%
	Mar	98.0	97.3	9%	98.2	9%	98.2	97.8	7%	9%	9%
	Apr	98.0	98.1	9%	98.5	9%	98.3	98.4	8%	9%	9%
	May	99.0	99.2	9%	99.1	9%	99.1	99.3	8%	9%	9%
	June	100.7	100.1	10%	101.0	9%	101.1	99.9	7%	10%	10%
	July	101.3	100.2	10%	101.6	10%	101.5	100.4	8%	10%	10%
	Aug	101.0	100.6	10%	99.9	10%	100.2	100.9	8%	10%	10%
	Sept	101.3	101.9	10%	101.1	10%	101.3	102.2	7%	10%	10%
	Oct	101.7	102.5	9%	101.6	9%	101.8	102.5	8%	9%	9%
	Nov	103.4	103.1	8%	103.4	8%	102.9	103.0	8%	9%	9%
	Dec	105.5	103.8	10%	105.1	10%	104.0	104.9	9%	9%	9%
1991	Jan	103.8	104.6	9%	103.7	10%	104.6	104.9	9%	9%	9%
	Feb	104.1	105.4	9%	104.5	10%	105.2	105.6	9%	9%	9%
	Mar	106.5	105.7	8%	106.1	10%	105.8	106.2	8%	9%	9%
	Apr	106.4	106.5	8%	107.6	10%	106.7	107.0	9%	9%	9%
	May	107.0	107.2	8%	107.4	10%	107.0	108.2	9%	9%	9%
	June	107.9	107.3	7%	109.0	10%	107.8	107.9	7%	9%	9%
	July	109.0	107.8	7%	109.3	10%	108.1	109.5	7%	9%	9%
	Aug	109.2	109.8	8%	108.2	10%	109.8	110.0	8%	9%	9%
	Sept	109.3	110.0	7%	108.6	10%	109.8	110.6	8%	9%	9%
	Oct	109.3	110.2	7%	110.0	10%	110.8	111.0	8%	9%	9%
	Nov	111.4	111.0	7%	111.5	10%	111.3	111.7	8%	9%	9%
	Dec	112.3	110.5	6%	112.7	10%	111.6	112.9	7%	9%	9%
1992	Jan	111.1	111.9	7%	111.6	10%	112.5	113.0	7%	9%	9%
	Feb	111.9	113.3	7%	112.6	10%	113.4	113.9	7%	9%	9%
	Mar	115.8	114.9	8%	117.0	10%	116.7	117.2	10%	9%	9%
	Apr	113.0	113.1	6%	113.0	10%	112.1	113.1	5%	7%	7%
	May	113.9	114.1	6%	114.8	10%	114.4	115.0	6%	6%	6%
	June	114.5	113.8	6%	115.4	10%	114.2	114.8	6%	6%	6%
	July	115.1	113.9	5%	116.1	10%	114.8	116.6	6%	6%	6%
	Aug	114.6	115.3	5%	115.3	10%	116.9	116.7	6%	6%	6%
	Sept	114.7	115.4	4%	114.9	10%	116.1	116.4	5%	6%	6%
	Oct	116.0	117.0	6%	116.9	10%	117.8	118.1	6%	5%	5%
	Nov	116.4	116.1	4%	117.7	10%	117.6	117.9	5%	5%	5%
	Dec	117.9	116.0	5%	118.8	10%	117.5	118.2	5%	5%	5%
1993	Jan	116.1	117.0	4%	117.1	10%	118.1	118.6	5%	5%	5%
	Feb	116.7	118.2	4%	118.3	10%	119.2	119.6	5%	5%	5%
	Mar	119.6	118.7	3%	121.9	10%	121.6	122.2	4%	5%	5%
	Apr	117.5	117.6	4%	119.0	10%	118.0	119.9	5%	5%	5%
	May	118.0	118.3	3%	120.3	10%	119.9	120.4	4%	5%	5%
	June	118.5	117.8	3%	121.0	10%	119.6	120.2	4%	5%	5%
	July	119.5	118.3	3%	121.9	10%	120.5	122.4	5%	4%	4%
	Aug	118.2	118.9	3%	119.5	10%	121.1	119.9	4%	4%	4%
	Sep	118.0	118.7	2%	120.1	10%	121.4	120.5	4%	4%	4%

\* For a note on the underlying rate of change see Statistical Update, Employment Gazette, September 1993, page 404.

Notes:

- The seasonal adjustment factors currently used are based on data up to April 1991.
- 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.
- The Index has been rebased from 1988=100 to 1990=100, in common with other economic series in the national accounts. Figures on a 1988=100 basis were last published in Employment Gazette, September 1993.



# 5.3 EARNINGS

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

GREAT BRITAIN SIC 1980	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41,42)
1990=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988 } Annual	83.4	80.0	79.0	82.2	86.6	84.0	81.6	83.8	83.8	83.7	79.6	85.1	82.2
1989 } averages	90.0	90.6	87.0	90.3	92.8	91.9	88.9	92.0	91.7	92.0	89.7	91.8	89.8
1990 } Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991 } averages	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	110.6
1992 } Annual	113.8	123.8	116.1	117.5	112.0	110.8	116.2	116.9	115.9	117.2	114.0	114.0	118.7
1988 Jan	75.1	75.4	76.8	78.4	84.2	80.3	77.1	80.3	80.9	78.3	78.5	81.9	79.2
1988 Feb	74.3	68.8	75.1	77.9	78.9	81.3	78.1	81.6	81.4	70.0	78.7	82.4	78.1
1988 Mar	76.5	77.7	75.8	78.0	79.3	82.2	77.7	82.4	83.4	85.1	79.9	82.5	78.6
1988 Apr	79.6	83.5	76.6	80.9	92.7	82.5	80.1	82.7	82.4	82.5	78.7	83.9	81.6
1988 May	79.3	78.8	79.3	83.2	81.2	83.8	80.5	83.2	83.0	84.0	78.8	84.9	82.6
1988 June	81.6	78.2	75.9	82.5	84.6	84.5	82.3	83.2	84.0	88.0	75.6	85.3	83.2
1988 July	84.0	82.7	79.8	84.5	96.3	84.4	80.3	84.6	84.0	87.0	77.2	86.6	82.3
1988 Aug	91.2	81.4	78.9	85.3	87.7	83.1	80.9	83.2	83.4	84.3	76.0	84.5	81.2
1988 Sep	95.2	83.0	78.1	83.6	83.5	84.8	80.8	83.7	84.2	83.8	80.1	85.8	82.3
1988 Oct	96.9	83.8	80.0	84.2	96.5	85.1	81.4	85.3	85.2	84.1	81.2	86.3	83.5
1988 Nov	82.2	83.6	86.1	84.5	84.0	86.1	88.3	87.2	86.0	88.3	82.7	89.9	85.9
1988 Dec	84.4	83.0	84.9	83.6	90.5	89.5	91.3	88.5	88.1	88.9	88.2	87.3	87.8
1989 Jan	80.3	85.4	84.1	82.8	93.4	88.0	83.6	87.9	88.0	88.0	86.1	89.0	85.6
1989 Feb	79.3	85.8	82.1	83.7	86.4	89.5	85.5	89.5	88.4	89.6	86.1	90.1	84.4
1989 Mar	82.1	88.8	82.1	87.7	86.2	88.6	84.6	89.8	89.9	91.5	89.3	88.4	86.2
1989 Apr	85.1	89.8	83.6	86.7	100.7	90.1	87.3	90.9	90.8	89.4	88.9	90.6	91.7
1989 May	86.3	87.5	87.1	88.2	88.8	92.9	88.2	91.3	90.4	91.5	88.8	91.4	90.1
1989 June	86.0	88.5	84.7	90.3	88.5	93.4	88.7	92.7	92.0	92.7	92.4	91.7	89.3
1989 July	90.0	90.0	90.5	94.3	105.4	92.3	87.5	92.7	92.6	93.6	91.1	93.7	90.9
1989 Aug	99.6	92.5	87.6	97.3	87.6	91.3	89.4	91.5	91.9	90.2	88.6	91.5	89.5
1989 Sep	105.3	92.1	86.8	91.2	89.2	93.3	88.5	92.4	92.8	91.0	89.9	92.9	90.6
1989 Oct	100.3	93.8	86.9	92.9	102.7	93.0	89.4	93.5	93.9	92.1	91.0	93.2	91.1
1989 Nov	93.0	97.8	95.1	94.5	90.2	94.5	95.8	94.9	95.1	93.9	92.0	94.7	93.2
1989 Dec	90.3	95.7	93.8	94.1	94.9	95.9	98.5	96.9	95.2	99.9	92.1	94.3	95.2
1990 Jan	86.9	99.8	97.2	92.6	96.5	94.5	94.4	95.9	95.2	91.5	91.8	95.9	92.6
1990 Feb	86.5	99.6	93.3	93.2	90.8	96.1	95.6	97.4	96.8	91.6	94.1	96.4	93.8
1990 Mar	90.1	99.6	95.0	94.5	93.4	97.2	96.0	99.6	99.3	102.7	98.6	98.3	94.8
1990 Apr	92.3	99.3	96.0	95.7	104.9	99.0	98.1	98.0	97.4	102.0	96.9	98.8	99.0
1990 May	92.2	97.4	97.3	97.7	94.7	100.2	98.6	99.2	98.9	99.0	99.8	99.6	100.5
1990 June	102.2	98.5	98.9	104.1	103.7	101.9	100.6	100.5	100.0	102.3	101.7	101.1	101.8
1990 July	104.1	98.0	103.2	102.3	114.0	102.3	99.5	101.8	100.5	101.5	101.4	101.2	102.2
1990 Aug	111.1	100.7	102.0	104.6	97.4	99.3	100.1	99.1	99.8	99.9	101.4	100.4	100.4
1990 Sep	116.0	100.7	103.2	103.5	99.2	100.5	99.5	100.5	101.7	99.6	101.4	101.2	101.7
1990 Oct	113.3	102.6	102.9	104.4	105.6	101.2	99.8	101.1	102.4	101.6	101.9	101.2	101.0
1990 Nov	105.4	104.8	103.7	104.3	97.8	102.9	106.2	102.5	103.5	103.7	105.2	103.3	104.6
1990 Dec	100.0	98.9	107.2	103.2	101.9	104.8	111.7	104.5	104.6	104.6	105.8	102.6	107.6
1991 Jan	96.9	110.2	110.2	103.4	106.6	102.8	103.0	104.1	103.6	104.2	107.5	102.0	104.4
1991 Feb	101.7	112.8	103.8	105.1	99.4	102.4	105.8	106.1	105.1	104.4	105.5	103.6	105.5
1991 Mar	100.7	114.2	107.4	104.0	101.2	102.6	110.4	107.1	106.7	104.5	108.1	103.8	107.9
1991 Apr	108.2	111.5	110.5	105.1	110.1	103.9	105.9	108.1	106.6	116.0	110.9	104.3	111.4
1991 May	105.3	112.5	111.2	115.9	103.4	105.7	106.6	108.3	108.5	106.0	106.1	105.5	111.7
1991 June	105.9	113.8	111.8	106.1	103.7	107.5	107.4	110.2	110.8	109.7	107.9	105.9	111.4
1991 July	112.0	111.8	114.5	109.8	111.3	107.1	108.0	109.8	109.8	109.8	108.3	108.4	110.6
1991 Aug	133.6	113.2	111.1	115.8	108.9	106.2	109.8	109.3	108.4	104.5	108.5	105.8	110.4
1991 Sep	123.0	112.5	110.8	120.2	104.6	106.8	110.5	109.4	108.7	106.2	107.7	107.8	110.7
1991 Oct	114.7	113.4	111.4	112.1	112.6	106.9	111.5	111.1	110.5	108.0	111.4	107.1	111.0
1991 Nov	108.7	122.2	111.3	114.4	105.4	108.0	114.7	112.7	111.5	110.0	110.7	108.9	116.1
1991 Dec	108.1	114.2	115.7	113.2	108.4	109.3	117.8	113.2	112.9	112.3	109.6	110.1	116.3
1992 Jan	105.5	125.0	112.2	112.3	112.6	107.5	113.1	112.8	112.9	111.9	111.0	109.9	113.3
1992 Feb	101.2	124.5	113.2	112.8	107.5	113.3	113.0	114.0	113.1	115.2	111.7	111.1	114.7
1992 Mar	106.7	127.1	123.0	113.3	109.2	109.5	122.6	117.8	117.5	118.4	114.7	114.4	123.0
1992 Apr	114.2	129.0	112.7	117.2	116.4	109.1	113.3	113.8	113.9	115.1	111.8	112.6	115.6
1992 May	116.3	122.7	113.8	118.8	109.3	110.6	113.7	114.3	115.9	127.2	111.9	113.4	117.8
1992 June	115.2	119.6	116.6	118.1	109.8	112.2	114.8	116.3	116.6	120.5	113.2	114.8	118.1
1992 July	117.2	124.3	116.5	118.2	120.9	111.5	115.3	118.0	116.6	119.5	112.7	115.7	117.4
1992 Aug	124.0	121.2	115.6	116.7	108.0	112.1	115.5	116.6	115.1	115.6	116.8	114.8	117.5
1992 Sep	126.3	121.3	114.9	117.5	108.5	111.4	114.2	116.2	115.3	114.1	113.9	115.1	118.1
1992 Oct	119.1	117.5	115.5	123.5	121.4	111.7	115.3	122.7	116.0	114.6	116.8	114.3	118.8
1992 Nov	113.3	126.3	117.5	120.9	108.5	112.4	120.0	119.4	117.8	115.8	117.0	115.9	126.1
1992 Dec	107.0	127.2	121.6	120.4	111.9	113.0	123.1	120.5	119.6	117.9	116.5	115.6	124.5
1993 Jan	109.7	127.6	116.6	119.5	121.9	112.4	119.4	120.3	117.8	115.1	114.6	113.9	120.4
1993 Feb	108.9	127.2	116.1	120.1	110.0	114.4	119.2	121.5	119.1	117.7	116.6	114.5	123.9
1993 Mar	113.0	127.6	125.3	121.0	111.6	114.6	130.4	124.5	122.7	119.3	121.4	117.3	129.2
1993 Apr	114.4	132.0	119.3	121.8	118.7	114.6	118.6	121.0	120.1	116.8	118.5	118.8	123.3
1993 May	114.7	130.4	117.8	122.9	113.9	115.3	118.9	121.5	123.4	119.2	117.3	119.4	125.9
1993 June	118.6	132.2	118.3	120.5	113.2	117.5	120.9	123.5	122.2	119.3	118.4	119.3	123.7
1993 July	124.1	132.7	122.4	124.1	130.5	116.6	120.2	124.0	122.8	122.2	121.9	120.3	123.9
1993 Aug	134.7	126.8	118.9	121.9	110.1	116.1	118.5	121.1	120.9	119.0	118.5	118.5	123.5
1993 Sep	123.6	130.9	118.4	121.6	114.0	115.9	118.4	122.6	120.5	118.7	119.2	119.5	123.2

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

# EARNINGS 5.3

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

Textiles (43)	Leather, footwear and clothing (44,45)	Paper products printing and publishing (47)	Rubber, plastics, timber and other manufacturing (46,48,49)	Construction (50)	Distribution and repairs (61,62,64,65,67)
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# 5.4 EARNINGS AND HOURS

Average earnings and hours of full-time manual employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1986	131.4	213.2	191.5	182.6	176.5	182.7	184.3	216.4	180.3	167.2	146.8	126.0
1987	135.1	228.4	205.3	191.6	188.7	194.4	194.8	231.9	193.1	180.5	156.7	128.8
1988	154.2	252.8	221.3	211.8	201.2	212.2	209.2	247.9	208.0	195.8	169.0	142.4
1989	162.0	270.7	242.7	222.1	214.2	232.3	223.2	263.7	214.2	184.9	154.3	128.8
1990	179.5	298.7	262.0	252.7	239.4	252.0	247.7	276.8	241.2	245.7	200.0	165.7
1991	178.1	302.8	262.4	254.8	243.1	254.0	248.5	280.5	242.2	249.4	204.4	165.0
1992	192.5	334.1	273.1	261.4	250.7	263.2	269.2	294.1	254.2	257.1	217.0	174.4
1993	203.1	360.0	292.7	273.3	270.2	282.2	280.7	311.2	270.2	274.7	227.3	184.4
1993	211.7	369.0	302.9	289.4	276.9	289.6	289.6	319.9	276.9	274.3	235.0	186.6
<b>Hours worked</b>												
1986	45.2	42.0	44.9	45.0	44.1	44.3	45.9	43.3	44.7	44.4	43.7	42.8
1987	44.6	42.5	45.2	44.8	44.4	44.4	45.8	43.6	44.8	44.6	43.7	42.8
1988	46.8	42.8	45.2	46.1	44.5	45.2	46.1	44.2	45.3	45.4	43.9	42.9
1989	46.7	43.3	45.4	46.6	45.7	46.0	46.2	43.9	45.2	44.0	42.4	42.4
1990	47.5	43.5	45.0	46.2	45.0	45.4	46.6	43.6	45.0	44.0	42.6	42.6
1991	46.3	43.5	45.0	46.3	44.9	45.5	46.5	43.7	45.1	46.0	42.5	42.5
1992	47.8	43.8	44.0	44.0	43.3	43.3	46.2	42.7	44.1	45.4	43.8	41.9
1993	47.0	43.6	44.1	44.9	43.1	43.7	46.0	42.6	44.3	45.1	43.6	41.8
1993	46.8	43.0	44.2	44.3	43.0	43.3	45.4	42.9	44.2	44.7	43.8	41.9
<b>Hourly earnings</b>												
1986	2.89	5.02	4.27	4.05	4.01	4.12	4.03	4.97	4.03	3.75	3.36	2.94
1987	3.00	5.34	4.54	4.28	4.27	4.38	4.26	5.24	4.28	4.04	3.56	3.03
1988	3.27	5.88	4.89	4.60	4.52	4.70	4.51	5.54	4.56	4.30	3.85	3.29
1989	3.45	6.17	5.34	4.96	4.90	5.08	4.96	5.97	4.90	4.64	4.20	3.64
1990	3.77	6.77	5.80	5.46	5.32	5.53	5.31	6.32	5.34	5.22	3.86	3.56
1991	3.73	6.83	5.81	5.50	5.41	5.58	5.33	6.41	5.36	5.31	4.62	3.83
1992	4.02	7.50	6.19	5.95	5.80	6.08	5.84	6.82	5.74	5.63	4.97	4.13
1993	4.36	8.22	6.61	6.24	6.27	6.45	6.09	7.28	6.08	6.05	5.24	4.37
1993	4.54	8.54	6.81	6.53	6.40	6.68	6.41	7.40	6.29	6.12	5.39	4.44
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1986	103.1	..	117.4	116.7	113.7	117.1	118.0	130.0	107.5	..	100.0	90.3
1987	111.8	..	124.2	127.5	124.3	127.6	136.2	144.4	114.4	..	106.3	96.2
1988	109.0	..	133.3	131.6	132.6	136.0	134.2	148.5	122.8	..	113.1	105.0
1989	118.7	..	147.3	143.6	146.1	146.1	161.8	175.0	132.7	..	119.8	115.4
1990	134.3	..	164.9	159.9	155.2	159.0	164.6	175.7	147.4	..	132.7	126.2
1991	132.2	..	165.6	158.8	154.2	158.3	162.9	182.9	147.7	..	135.0	124.5
1992	142.1	..	176.3	166.8	162.4	167.2	176.8	185.1	157.2	..	148.8	135.0
1993	152.6	..	190.1	180.0	175.4	181.2	193.8	184.4	153.1	..	153.1	137.7
1993	157.6	..	198.0	185.5	180.5	187.4	201.8	210.7	177.3	..	164.3	139.3
<b>Hours worked</b>												
1986	41.3	..	39.9	41.0	40.0	40.4	40.5	40.0	39.8	..	39.4	38.2
1987	41.7	..	40.0	41.1	40.6	40.8	41.0	39.6	40.0	..	39.4	38.9
1988	40.8	..	40.3	41.4	40.9	41.1	41.1	39.9	40.2	..	39.5	38.7
1989	40.9	..	40.3	41.1	40.9	41.0	41.5	40.2	39.5	..	39.2	38.2
1990	41.1	..	40.7	41.5	40.7	40.9	41.6	40.3	39.5	..	39.5	39.0
1991	41.2	..	40.9	41.6	40.8	41.0	41.6	40.2	39.3	..	39.6	39.0
1992	42.3	..	40.3	39.8	40.0	39.9	41.5	39.8	40.0	..	40.0	39.1
1993	40.9	..	40.3	40.7	40.3	40.3	41.7	39.7	40.2	..	39.6	39.1
1993	42.2	..	40.4	40.3	40.4	40.4	41.6	40.5	40.3	..	40.1	38.7
<b>Hourly earnings</b>												
1986	2.50	..	2.94	2.87	2.85	2.90	2.92	3.23	2.70	..	2.55	2.39
1987	2.69	..	3.11	3.10	3.06	3.12	3.12	3.44	2.87	..	2.70	2.55
1988	2.69	..	3.31	3.18	3.24	3.30	3.26	3.72	3.05	..	2.88	2.75
1989	2.94	..	3.65	3.45	3.51	3.57	3.53	4.02	3.30	..	3.14	2.97
1990	3.33	..	4.06	3.85	3.81	3.89	3.96	4.36	3.66	..	3.37	3.26
1991	3.29	..	4.06	3.82	3.78	3.86	3.91	4.55	3.67	..	3.32	3.20
1992	3.39	..	4.38	4.19	4.06	4.18	4.27	4.65	3.93	..	3.60	3.50
1993	3.77	..	4.71	4.44	4.36	4.50	4.59	4.88	4.19	..	3.87	3.59
1993	3.75	..	4.90	4.60	4.48	4.64	4.84	5.20	4.40	..	4.08	3.67
<b>ALL</b>												
<b>Weekly earnings</b>												
1986	129.4	211.5	182.0	178.5	157.5	173.9	169.2	201.6	159.3	166.7	140.9	108.9
1987	133.4	227.1	195.4	187.5	169.9	185.4	179.1	215.1	170.3	180.2	150.3	113.1
1988	149.7	251.5	210.1	207.3	180.9	201.8	190.8	231.3	182.9	195.2	162.2	124.9
1989	158.0	263.9	231.8	227.1	196.8	220.2	206.1	246.4	195.4	213.7	177.9	135.0
1990	175.6	296.6	250.4	247.0	213.8	239.2	227.0	288.7	214.2	244.9	192.4	145.7
1991	174.4	300.6	250.3	248.8	216.3	240.7	226.8	261.9	214.2	245.2	195.4	144.2
1992	187.6	331.5	260.9	255.4	224.5	250.3	244.2	272.6	225.0	256.6	207.8	155.5
1993	198.7	357.6	280.1	273.6	242.4	268.3	258.1	289.4	240.4	277.4	218.1	162.3
1993	207.0	366.7	289.7	283.4	250.0	276.1	267.3	301.3	250.0	273.7	226.5	164.5
<b>Hours worked</b>												
1986	44.9	42.0	44.2	44.7	42.8	43.8	44.6	42.7	43.3	44.4	43.2	40.6
1987	44.3	42.4	44.5	44.6	43.2	43.9	44.6	42.9	43.4	44.6	43.4	41.4
1988	46.2	42.7	44.5	45.8	43.4	44.6	44.9	43.4	43.8	45.3	43.4	40.9
1989	46.2	43.2	44.8	46.3	43.8	45.1	45.1	43.2	43.0	43.5	40.8	40.8
1990	46.9	43.4	44.5	45.9	43.7	44.8	45.3	43.0	43.7	45.9	43.5	40.7
1991	47.0	43.4	44.5	46.0	43.7	44.9	45.2	43.0	43.6	46.0	43.7	40.7
1992	47.3	43.7	43.6	43.7	42.3	42.8	44.9	42.1	42.9	45.3	43.3	40.5
1993	46.5	43.5	43.7	44.6	42.2	43.3	44.8	42.1	43.0	45.0	43.1	40.5
1993	46.4	42.9	43.7	44.1	42.3	42.9	44.4	42.4	43.1	44.7	43.4	40.3
<b>Hourly earnings</b>												
1986	2.86	4.98	4.11	3.99	3.68	3.97	3.79	4.69	3.67	3.75	3.27	2.69
1987	2.98	5.31	4.38	4.21	3.93	4.22	4.01	4.93	3.90	4.04	3.46	2.81
1988	3.22	5.85	4.70	4.53	4.16	4.52	4.22	5.26	4.15	4.30	3.74	3.04
1989	3.41	6.14	5.16	4.91	4.50	4.89	4.56	5.66	4.45	4.64	4.08	3.31
1990	3.73	6.73	5.61	5.37	4.89	5.33	4.99	5.99	4.88	5.29	4.43	3.56
1991	3.70	6.79	5.61	5.41	4.95	5.36	4.99	6.07	4.89	5.30	4.48	3.51
1992	3.97	7.46	5.97	5.85	5.31	5.84	5.43	6.41	5.22	5.63	4.81	3.83
1993	4.32	8.18	6.39	6.14	5.73	6.20	5.72	6.84	5.56	6.04	5.09	4.01
1993	4.47	8.51	6.58	6.42	5.88	6.43	6.02	7.02	5.77	6.11	5.24	4.09

Note: Results for each year up to and including 1989 together with the first row of figures for 1990 are based on the Key list of Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See "Technical Note" on page 610 of the November 1991 issue of Employment Gazette.

.. denotes information not available.

# 5.4 EARNINGS AND HOURS

Average earnings and hours of full-time manual employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
<b>MEN</b>												
<b>Weekly earnings</b>												
1986	143.8	190.1	192.4	190.9	230.5	163.9	169.6	148.3	144.9	148.2	183.4	162.9
1987	152.4	202.0	206.9	203.6	233.2	167.4	175.3	156.8	153.2	154.8	195.9	172.0
1988	164.5	215.2	212.5	214.3	260.6	176.6	188.4	174.0	163.8	168.2	212.3	184.0
1989	180.4	229.1	233.3	230.7	278.0	207.8	208.2	182.8	177.3	181.5	230.6	200.5
1990	194.4	247.1	248.6	247.7	312.4	233.5	234.8	200.9	189.6	197.4	250.0	216.8
1991	197.6	249.9	248.1	249.2	312.0	231.7	235					



# 5.5 EARNINGS AND HOURS

Average earnings and hours of full-time non-manual employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1986	195.2	288.2	266.7	246.5	245.0	251.4	260.0	275.5	257.2	229.8	204.3	189.2
1987	214.8	314.8	289.5	256.9	261.6	269.5	287.7	272.1	243.9	277.0	232.2	200.9
1988	243.7	338.7	312.2	292.3	282.2	296.6	300.4	328.6	300.9	274.0	247.7	223.9
1989	250.8	370.4	338.6	321.1	315.4	331.0	333.8	350.6	328.4	312.6	273.7	246.8
1990	290.8	410.8	364.8	351.8	343.2	361.6	371.0	394.7	368.2	346.8	300.2	272.2
1991	273.6	404.3	353.5	340.5	336.4	350.9	352.2	379.4	349.9	343.8	284.2	256.1
1992	302.9	451.4	387.6	365.5	368.4	379.4	380.9	404.2	374.5	368.2	302.7	274.6
1993	308.7	481.1	416.6	387.9	392.7	400.0	417.7	433.0	401.5	390.0	319.4	300.2
1993	314.0	499.9	440.9	405.2	412.2	420.0	459.5	453.8	427.5	401.0	390.2	307.2
<b>Hours worked</b>												
1986	42.6	38.9	38.5	40.0	40.0	39.9	38.6	37.9	38.7	39.8	39.9	41.6
1987	38.5	38.5	38.6	39.9	39.9	39.9	38.7	37.9	38.7	39.8	40.0	42.4
1988	41.5	38.5	38.8	39.9	40.0	40.0	38.5	38.0	38.7	39.8	40.1	42.2
1989	38.8	38.7	38.7	40.2	39.9	40.2	38.5	38.1	38.8	40.3	40.1	43.0
1990	39.2	39.2	38.8	40.2	39.7	40.2	38.6	38.0	38.8	40.2	40.0	42.3
1991	41.7	39.3	39.5	40.6	40.0	40.5	40.0	39.6	39.5	40.3	40.4	42.6
1992	39.1	39.1	39.0	39.8	39.6	39.7	38.2	38.2	39.3	40.0	40.5	42.4
1993	42.5	39.1	38.9	40.0	39.6	39.7	39.6	38.6	39.5	40.3	40.2	43.0
1993	41.1	38.7	39.0	40.0	39.5	39.6	39.6	38.2	39.4	40.0	40.5	42.3
<b>Hourly earnings</b>												
1986	4.27	7.36	6.86	6.08	6.07	6.23	6.74	7.07	6.50	5.59	5.00	4.61
1987	5.40	8.13	7.38	6.35	6.49	6.68	7.09	7.30	6.83	6.07	5.41	4.74
1988	5.16	8.70	7.86	7.15	6.97	7.31	7.68	8.19	7.49	6.83	5.98	5.13
1989	5.50	8.66	7.76	7.74	8.08	8.52	8.88	9.28	8.38	7.73	6.63	5.82
1990	6.16	10.32	9.35	8.54	8.54	8.88	9.41	9.86	9.14	8.27	7.20	6.58
1991	6.16	10.16	8.87	8.17	8.27	8.54	9.33	8.44	8.46	6.72	5.98	5.98
1992	6.77	12.36	10.64	9.46	9.72	9.92	10.52	10.48	9.76	9.61	7.69	6.91
1993	7.57	12.78	11.03	9.90	10.28	10.46	11.32	11.22	10.45	9.92	7.91	7.25
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1986	161.6	139.9	126.0	134.5	134.5	138.5	153.2	137.6	122.3	112.8	117.8	113.3
1987	171.3	154.4	132.9	145.1	144.9	151.7	169.0	151.2	129.9	127.8	173.4	152.8
1988	151.7	187.7	170.0	162.3	159.6	170.6	185.2	164.2	152.4	136.6	148.3	137.6
1989	205.9	190.6	164.9	172.7	181.5	176.7	203.2	180.8	150.7	156.7	204.5	181.5
1990	176.4	228.7	210.2	178.9	192.7	197.9	230.3	204.3	180.4	163.9	232.0	234.5
1991	173.3	228.6	209.4	179.0	191.8	197.6	227.2	201.4	163.5	174.2	232.0	234.1
1992	195.7	258.7	231.4	197.7	216.2	219.3	247.6	220.2	196.2	182.2	245.8	252.9
1993	220.8	278.2	251.3	211.9	226.6	233.5	232.0	263.9	206.9	193.7	261.2	270.4
1993	211.8	293.4	269.8	223.4	235.5	243.5	258.5	284.5	255.4	216.8	204.4	215.2
<b>Hours worked</b>												
1986	37.7	37.2	37.5	37.9	37.8	37.8	37.1	36.5	36.9	37.5	38.2	39.3
1987	37.6	37.6	37.8	38.3	38.0	37.0	37.0	36.5	37.0	37.2	38.2	39.3
1988	37.4	37.6	37.5	37.9	38.3	38.1	37.3	36.6	37.2	37.3	38.3	39.2
1989	37.6	37.4	38.2	37.2	38.2	37.4	37.4	36.6	37.2	38.4	38.3	39.9
1990	37.8	37.5	37.7	38.2	38.0	37.3	36.5	37.2	37.3	38.3	39.6	39.6
1991	37.9	37.4	37.8	38.2	38.1	37.7	36.6	37.4	37.3	38.3	39.5	39.6
1992	38.7	37.8	37.5	37.6	38.2	38.0	37.6	36.6	37.4	37.5	38.5	39.1
1993	38.4	37.7	37.5	37.8	38.0	37.7	36.7	37.4	37.5	38.0	38.3	39.6
1993	38.4	37.7	37.5	37.8	38.2	38.0	37.4	36.8	37.4	37.4	38.4	39.7
<b>Hourly earnings</b>												
1986	4.30	3.73	3.32	3.53	3.54	3.73	4.16	3.69	3.18	2.93	3.03	2.94
1987	4.56	4.11	3.47	3.78	3.79	4.05	4.49	3.96	3.46	3.19	3.17	3.19
1988	3.97	4.99	4.52	3.74	4.21	4.16	4.52	4.97	4.35	3.97	3.54	3.60
1989	5.47	5.11	4.26	4.53	4.71	4.72	5.45	4.79	4.45	3.90	3.84	3.91
1990	6.04	5.50	4.66	4.95	5.14	5.28	6.15	5.40	4.78	4.24	4.35	4.25
1991	6.03	5.48	4.66	4.92	5.13	5.23	6.06	5.29	4.78	4.23	4.28	4.28
1992	5.09	6.86	6.19	5.22	5.59	5.75	6.59	5.83	5.20	4.88	4.88	4.88
1993	5.38	7.76	7.15	5.76	6.17	6.39	7.68	6.74	5.80	5.30	5.30	5.31
<b>ALL</b>												
<b>Weekly earnings</b>												
1986	175.6	251.5	230.1	219.6	217.0	223.3	219.1	228.7	214.1	208.0	160.8	160.0
1987	195.7	272.2	250.3	227.5	223.5	239.6	235.8	243.2	227.4	175.1	188.9	188.9
1988	218.0	293.1	270.1	255.4	252.9	263.3	258.5	272.8	250.8	246.7	195.6	191.2
1989	229.2	321.1	292.7	284.6	279.4	284.9	275.4	290.5	271.6	278.3	215.4	203.8
1990	261.4	356.7	314.9	312.9	305.5	321.6	307.6	326.0	309.1	235.6	226.1	226.1
1991	249.5	352.5	310.1	306.1	299.4	314.6	298.8	307.2	231.1	216.4	216.4	216.4
1992	277.8	392.0	340.8	329.0	328.3	341.5	324.6	341.4	318.7	329.6	249.9	229.3
1993	287.9	420.3	369.0	347.9	350.3	363.2	353.2	342.1	350.7	264.1	250.6	250.6
1993	290.0	431.3	390.2	363.8	368.6	379.5	390.5	385.6	363.6	276.0	260.2	260.2
<b>Hours worked</b>												
1986	40.8	38.6	38.1	39.4	39.5	39.4	38.1	37.3	38.0	39.3	39.0	40.5
1987	38.2	38.2	38.3	39.4	39.5	39.4	38.1	37.3	38.1	39.3	39.1	40.9
1988	40.1	38.2	38.4	39.4	39.6	39.5	38.1	37.4	38.2	39.2	40.6	40.6
1989	38.7	38.4	38.3	38.7	39.5	39.7	38.1	37.5	38.1	39.6	39.2	41.4
1990	39.8	38.8	38.3	39.6	39.3	39.6	38.1	37.3	38.1	39.5	39.1	40.8
1991	40.8	38.9	38.8	39.9	39.5	39.9	39.1	37.7	38.8	39.5	39.4	40.9
1992	41.0	38.6	38.5	39.3	39.2	39.3	38.9	37.5	38.6	39.4	39.6	40.5
1993	41.5	38.7	38.5	39.4	39.1	39.3	38.9	37.8	38.7	39.6	39.3	41.0
1993	40.3	38.3	38.5	39.5	39.1	39.2	38.8	37.7	38.6	39.4	39.5	40.8
<b>Hourly earnings</b>												
1986	3.90	6.45	5.94	5.47	5.44	5.60	5.68	5.93	5.44	5.09	3.98	3.87
1987	7.05	8.13	7.42	6.66	6.82	7.39	6.01	6.22	5.74	5.56	4.31	4.00
1988	4.77	7.56	6.86	6.30	6.30	6.55	6.61	6.87	6.28	6.17	4.79	4.34
1989	5.31	8.28	7.54	6.93	6.94	7.28	7.03	7.42	6.86	6.96	5.28	4.82
1990	6.11	9.04	8.09	7.67	7.64	7.99	7.79	8.24	7.62	7.68	5.73	5.35
1991	5.74	8.95	7.86	7.43	7.43	7.75	7.35	8.00	7.26	7.63	5.59	5.09
1992	6.44	10.00	8.74	8.22	8.20	8.59	8.10	8.64	7.91	8.22	6.02	5.70
1993	6.43	10.77	9.48	8.58	8.75	9.02	8.91	9.13	8.44	8.69	6.48	5.96
1993	6.99	11.12	9.88	8.98	9.27	9.53	9.75	10.05	8.99	8.99	6.76	6.27

Note: Results for each year up to and including 1989 together with the first row of figures for 1990 are based on the Key list of Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See 'Technical Note' on page 610 of the November 1991 issue of Employment Gazette.

... denotes information not available.

# EARNINGS AND HOURS 5.5

Average earnings and hours of full-time non-manual employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
<b>MEN</b>												
<b>Weekly earnings</b>												
1986	204.0	252.5	261.4	256.3	289.2	270.2	271.2	228.2	241.9	234.5	255.7	239.5
1987	222.6	273.7	281.9	277.0	316.9	305.3	302.0	244.2	260.9	251.8	273.7	261.9
1988	246.6	295.6	309.5	301.1	364.6	344.0	340.8	265.9	291.1	276.9	300.5	291.0
1989	272.9	334.1	331.2	332.9	388.6	380.3	374.8	287.5	315.8	299.8	331.5	319.3
1990	298.8	359.6	345.8	353.9	439.3	422.9	415.2	315.0	340.1	326.5	364.1	349.9
1991	282.7	342.7	344.6	343.4	439.5	428.6	417.7	313.2	338.4	323.2	351.0	342.6
1992	300.5	373.5	381.6									



# 5.6 EARNINGS AND HOURS

Average earnings and hours of full-time employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1986	138.8	240.3	216.8	203.5	209.6	207.5	206.6	240.3	203.3	183.8	176.6	£
1987	145.1	261.5	233.6	213.2	223.4	222.0	219.9	254.2	216.5	198.6	191.9	153.3
1988	167.0	286.0	251.6	238.1	240.3	243.1	237.7	279.8	236.3	218.1	210.6	189.9
1989	174.5	312.1	273.5	262.3	265.8	268.3	256.7	299.0	254.4	242.9	232.3	184.9
1990	195.7	345.8	295.4	287.0	289.2	292.9	284.0	324.5	259.8	277.3	253.6	200.2
1991	214.2	385.4	316.3	302.1	311.5	311.6	308.2	344.2	298.7	294.9	271.7	212.5
1992	225.0	416.6	340.1	320.7	332.0	331.2	327.6	367.6	318.3	315.6	285.7	227.1
1993	233.2	430.7	357.6	335.0	345.4	344.2	347.9	381.6	333.5	320.5	295.7	229.1
<b>Hours worked</b>												
1986	45.0	40.9	42.8	43.4	42.2	42.8	43.9	41.3	43.0	43.3	41.8	42.5
1987	44.3	41.0	43.0	43.3	42.2	42.8	43.8	41.4	43.2	43.4	42.0	43.3
1988	46.3	41.2	43.2	44.2	42.4	43.3	43.9	41.9	43.4	44.0	42.0	42.7
1989	46.2	41.4	43.3	44.6	42.7	43.8	44.2	41.7	43.4	44.5	42.6	42.6
1990	46.7	41.7	43.1	44.2	42.5	43.6	44.5	41.5	43.3	44.4	42.0	42.5
1991	47.0	41.8	42.2	42.4	41.4	41.8	44.1	40.8	42.5	43.7	41.8	42.1
1992	46.3	41.6	42.2	43.1	41.3	42.1	44.0	40.9	42.7	43.5	41.5	42.1
1993	45.9	40.9	42.1	42.7	41.3	41.8	43.5	40.8	42.5	43.1	41.7	42.0
<b>Hourly earnings</b>												
1986	2.98	5.80	5.02	4.63	4.94	4.81	4.67	5.72	4.64	4.16	4.14	3.40
1987	3.14	6.33	5.37	4.88	5.25	5.14	4.95	5.95	4.91	4.52	4.45	3.50
1988	3.45	6.88	5.75	5.31	5.61	5.55	5.33	6.42	4.89	4.86	4.86	3.74
1989	3.63	7.46	6.26	5.77	6.14	6.06	5.70	6.97	5.73	5.38	5.37	4.24
1990	4.04	8.17	6.79	6.37	6.73	6.65	6.24	7.52	6.12	5.82	5.82	4.53
1991	4.40	9.09	7.43	7.02	7.42	7.38	6.88	8.11	6.82	6.60	6.25	4.91
1992	4.73	9.97	7.98	7.30	7.90	7.76	7.34	8.57	7.22	7.09	6.70	5.12
1993	4.97	10.44	8.34	7.71	8.25	8.14	7.84	8.98	7.61	7.29	6.90	5.23
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1986	106.7	158.5	130.4	123.0	122.5	126.5	126.6	145.5	118.8	121.7	111.2	98.4
1987	122.3	169.6	142.3	131.3	133.1	137.0	137.2	157.6	128.3	134.8	120.9	105.7
1988	124.9	186.2	155.0	139.2	145.0	148.8	148.8	173.3	138.4	151.0	133.7	118.2
1989	135.5	203.5	174.2	157.7	155.2	164.9	159.3	190.7	151.5	166.7	147.8	128.4
1990	150.5	226.0	193.3	173.2	170.7	178.4	173.2	213.5	170.5	186.5	160.5	142.4
1991	164.3	255.4	211.7	189.3	188.0	197.8	193.4	228.5	184.6	195.5	178.7	155.0
1992	184.1	275.3	229.5	203.9	198.8	211.6	209.6	242.8	198.3	205.7	189.8	163.9
1993	182.5	291.1	245.2	214.2	206.0	220.2	227.1	265.2	213.4	215.9	200.7	169.0
<b>Hours worked</b>												
1986	39.9	37.8	38.4	38.7	39.1	39.0	39.1	37.6	38.7	37.7	38.3	38.5
1987	40.1	37.6	38.6	38.8	39.6	39.3	39.4	37.6	38.9	37.6	38.3	39.0
1988	39.6	37.7	38.6	38.9	39.8	39.5	39.6	37.7	39.1	37.4	38.5	38.8
1989	39.8	37.7	38.5	39.1	39.8	39.5	39.8	37.8	39.1	37.6	38.5	39.4
1990	40.0	37.9	38.7	38.9	39.7	39.3	39.9	37.8	39.1	37.6	38.4	39.2
1991	40.9	37.8	38.5	38.9	39.1	38.8	39.9	37.6	38.9	37.6	38.6	39.3
1992	39.9	37.8	38.5	38.5	39.2	39.0	40.0	37.6	39.0	37.7	38.4	39.3
1993	40.6	37.7	38.5	38.4	39.4	39.0	39.8	37.8	39.0	37.5	38.6	39.0
<b>Hourly earnings</b>												
1986	2.67	4.20	3.38	3.16	3.12	3.23	3.23	3.83	3.05	3.16	2.88	2.57
1987	3.05	4.51	3.68	3.35	3.35	3.47	3.47	4.09	3.25	3.46	3.13	2.73
1988	3.13	4.93	4.00	3.57	3.63	3.75	3.72	4.53	3.51	3.93	3.45	3.00
1989	3.40	5.40	4.52	4.00	3.90	4.15	4.00	4.97	3.84	4.41	3.81	3.22
1990	3.75	5.96	4.92	4.39	4.25	4.54	4.46	5.54	4.30	4.70	4.14	3.56
1991	4.03	6.76	5.50	4.92	4.76	5.07	4.84	5.99	4.71	5.16	4.58	4.02
1992	4.43	7.26	5.92	5.27	5.06	5.41	5.22	6.32	5.41	4.90	4.21	3.74
1993	4.40	7.70	6.33	5.45	5.23	5.62	5.64	6.95	5.41	5.75	5.18	4.32
<b>ALL</b>												
<b>Weekly earnings</b>												
1986	135.7	229.1	200.4	193.6	185.3	193.3	185.6	214.5	177.0	179.5	153.7	125.5
1987	142.7	248.1	216.6	202.6	198.9	207.0	197.7	228.2	188.7	194.1	166.5	130.9
1988	161.6	271.1	233.1	225.4	213.6	226.2	213.6	250.8	205.2	212.6	183.9	146.3
1989	169.7	295.0	254.8	248.8	234.2	249.7	229.0	269.0	220.8	236.3	202.5	157.2
1990	190.5	326.8	275.2	272.8	256.1	272.6	253.6	291.6	245.1	265.5	220.9	171.2
1991	207.9	363.2	295.3	287.3	276.9	291.7	274.1	308.9	261.6	285.7	238.5	184.4
1992	220.0	391.4	318.6	305.5	295.4	309.5	293.6	331.5	280.1	305.5	251.7	196.4
1993	226.9	403.3	334.8	318.9	308.7	322.4	313.2	347.1	295.1	310.2	262.7	200.1
<b>Hours worked</b>												
1986	44.5	40.5	42.0	42.9	41.3	42.1	42.6	40.2	41.7	42.9	40.6	40.6
1987	43.9	40.5	42.2	42.7	41.5	42.2	42.6	40.4	41.8	43.0	40.6	41.2
1988	45.4	40.8	42.3	43.5	41.7	42.6	42.7	40.7	42.0	43.4	40.7	40.8
1989	45.4	40.8	42.4	43.9	41.9	43.0	42.9	40.5	41.9	43.9	40.8	40.9
1990	46.0	41.1	42.2	43.6	41.7	42.8	43.1	40.4	41.9	43.8	40.7	40.7
1991	46.2	41.1	41.4	41.9	40.7	41.3	42.8	39.8	41.3	43.2	40.6	40.5
1992	45.5	40.9	41.5	42.5	40.7	41.5	42.7	39.9	41.5	43.0	40.3	40.7
1993	45.2	40.3	41.4	42.1	40.8	41.3	42.4	39.9	41.4	42.6	40.6	40.5
<b>Hourly earnings</b>												
1986	2.96	5.59	4.73	4.47	4.45	4.55	4.32	5.22	4.16	4.10	3.70	3.02
1987	3.13	6.08	5.08	4.70	4.76	4.87	4.57	5.47	4.41	4.46	3.99	3.15
1988	3.41	6.61	5.43	5.11	5.09	5.25	4.90	5.92	4.75	4.82	4.38	3.39
1989	3.61	7.15	5.96	5.57	5.52	5.74	5.24	6.43	5.14	5.31	4.82	3.74
1990	4.01	7.84	6.45	6.15	6.05	6.29	5.74	6.96	5.66	6.02	5.24	4.03
1991	4.35	8.72	7.06	6.77	6.70	6.98	6.29	7.48	6.49	6.56	5.66	4.46
1992	4.69	9.51	7.60	7.06	7.12	7.35	6.74	7.94	6.54	6.96	6.07	4.67
1993	4.91	9.93	7.95	7.44	7.47	7.72	7.22	8.39	6.93	7.16	6.31	4.79

# EARNINGS AND HOURS 5.6

Average earnings and hours of full-time employees by industry  
Employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
<b>Weekly earnings</b>												
1986	174.0	207.6	217.3	211.2	285.2	258.3	214.3	219.2	210.1	207.8	209.5	£
1987	188.1	222.9	234.1	226.9	311.9	288.8	284.5	226.5	224.1	222.3	227.6	224.0
1988	206.1	238.5	246.9	241.4	358.3	324.4	320.1	252.3	247.0	242.3	250.6	245.8
1989	227.8	259.8	265.6	262.0	400.2	382.6	358.1	274.0	284.8	264.6	275.2	269.5
1990	247.8	281.1	281.3	281.2	433.0	397.2	390.5	299.8	293.4	289.2	300.9	295.6
1991	264.3	302.6	303.0	302.7	454.5	418.5	412.8	328.3	344.3	308.1	325.7	318.9
1992	278.5	320.0	335.0	325.4	489.9	437.8	436.4	381.0	347.6	328.3	346.6	340.1
1993	287.1	337.9	344.4	340.2	509.7	451.8	449.9	347.7				



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

UNITED KINGDOM SIC 1992 1990=100	Manufacturing		Energy and water supply	Production industries	Construction	Whole economy	
		Percent change from a year earlier					Percent change from a year earlier
1980	64.9	22.3	72.4	62.7	54.4	53.7	21.8
1981	71.1	9.6	79.4	66.3	62.2	58.8	9.5
1982	74.3	4.5	83.6	68.4	60.9	61.8	5.1
1983	75.0	0.9	80.8	67.9	61.8	63.9	3.4
1984	77.4	3.2	100.4	67.1	64.5	67.7	5.9
1985	81.8	5.7	87.0	73.5	67.8	71.3	5.3
1986	85.1	4.0	77.0	74.1	70.6	74.5	4.5
1987	87.1	2.4	76.6	77.5	72.0	77.8	4.4
1988	89.4	2.6	86.6	81.2	77.8	83.1	6.8
1989	93.2	4.3	97.6	93.8	90.6	91.0	9.5
1990	100.0	7.3	100.0	100.0	100.0	100.0	9.9
1991	106.9	6.9	102.5	100.9	107.0	107.0	7.0
1992	108.6	1.6	105.7	102.9	107.9	111.5	4.2
1987 Q2	86.8	1.8	..	..	..	77.3	3.9
1987 Q3	86.9	2.0	..	..	..	78.2	4.5
1987 Q4	88.2	4.6	..	..	..	79.9	6.3
1988 Q1	88.3	2.2	..	..	..	80.8	6.3
1988 Q2	90.2	3.9	..	..	..	82.3	6.5
1988 Q3	88.7	2.0	..	..	..	83.5	6.8
1988 Q4	90.3	2.4	..	..	..	85.7	7.3
1989 Q1	90.6	2.6	..	..	..	87.7	8.5
1989 Q2	93.0	3.1	..	..	..	89.9	9.3
1989 Q3	94.0	2.9	..	..	..	92.1	10.2
1989 Q4	95.4	5.6	..	..	..	94.5	10.2
1990 Q1	97.2	7.3	..	..	..	96.6	10.2
1990 Q2	98.6	6.0	..	..	..	98.8	9.8
1990 Q3	100.9	7.4	..	..	..	101.6	10.4
1990 Q4	103.3	8.3	..	..	..	103.0	9.1
1991 Q1	105.3	8.4	..	..	..	105.3	9.0
1991 Q2	107.4	8.9	..	..	..	106.6	7.9
1991 Q3	106.9	5.9	..	..	..	107.7	6.0
1991 Q4	107.9	4.4	..	..	..	108.4	5.3
1992 Q1	110.2	4.6	..	..	..	112.0	6.4
1992 Q2	108.4	1.0	..	..	..	112.0	5.1
1992 Q3	108.3	1.3	..	..	..	110.9	2.9
1992 Q4	107.4	-0.5	..	..	..	111.2	2.5
1993 Q1	107.2	-2.7	..	..	..	111.1	-0.9
1993 Q2	106.3	-1.9	..	..	..	111.0	-0.9
1993 Q3	107.7	-0.6	..	..	..	..	..
1991 Sep	107.3	5.5	..	..	..	..	..
1991 Oct	108.2	5.9	..	..	..	..	..
1991 Nov	107.2	3.4	..	..	..	..	..
1991 Dec	108.4	4.1	..	..	..	..	..
1992 Jan	109.6	6.0	..	..	..	..	..
1992 Feb	109.0	2.4	..	..	..	..	..
1992 Mar	111.9	5.6	..	..	..	..	..
1992 Apr	106.8	-1.2	..	..	..	..	..
1992 May	110.1	2.2	..	..	..	..	..
1992 Jun	108.3	2.0	..	..	..	..	..
1992 Jul	108.3	2.4	..	..	..	..	..
1992 Aug	108.9	1.2	..	..	..	..	..
1992 Sep	107.7	0.4	..	..	..	..	..
1992 Oct	107.7	-0.4	..	..	..	..	..
1992 Nov	107.4	0.1	..	..	..	..	..
1992 Dec	107.2	-1.1	..	..	..	..	..
1993 Jan	106.4	-3.0	..	..	..	..	..
1993 Feb	106.3	-2.5	..	..	..	..	..
1993 Mar	109.0	2.6	..	..	..	..	..
1993 Apr	105.4	-1.3	..	..	..	..	..
1993 May	105.6	-4.1	..	..	..	..	..
1993 Jun	107.9	-0.4	..	..	..	..	..
1993 Jul	107.2	-1.0	..	..	..	..	..
1993 Aug	107.9	-0.9	..	..	..	..	..
1993 Sep	108.0	0.2	..	..	..	..	..
Three months ending: 1991 Sep	106.9	5.9	..	..	..	..	..
1991 Oct	107.7	6.0	..	..	..	..	..
1991 Nov	107.6	4.9	..	..	..	..	..
1991 Dec	107.9	4.4	..	..	..	..	..
1992 Jan	108.4	4.5	..	..	..	..	..
1992 Feb	109.0	4.1	..	..	..	..	..
1992 Mar	110.2	4.6	..	..	..	..	..
1992 Apr	109.2	2.2	..	..	..	..	..
1992 May	109.6	2.2	..	..	..	..	..
1992 Jun	108.4	1.0	..	..	..	..	..
1992 Jul	108.9	2.2	..	..	..	..	..
1992 Aug	108.5	1.8	..	..	..	..	..
1992 Sep	108.3	1.3	..	..	..	..	..
1992 Oct	108.1	0.4	..	..	..	..	..
1992 Nov	107.6	0.0	..	..	..	..	..
1992 Dec	107.4	-0.5	..	..	..	..	..
1993 Jan	107.0	-1.3	..	..	..	..	..
1993 Feb	106.6	-2.2	..	..	..	..	..
1993 Mar	107.2	-2.7	..	..	..	..	..
1993 Apr	106.9	-2.1	..	..	..	..	..
1993 May	106.7	-2.7	..	..	..	..	..
1993 Jun	106.3	-1.9	..	..	..	..	..
1993 Jul	106.9	-1.8	..	..	..	..	..
1993 Aug	107.7	-0.8	..	..	..	..	..
1993 Sep	107.7	-0.6	..	..	..	..	..

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.  
Source: Central Statistical Office.

# 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														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.3	113	160.3	155.4	117
1992	173.1	128	133	144.4	129.6	138	..	..	155.9	125.6	118	172.6	162.6	120
Quarterly averages														
1991 Q2	160.9	120	128	140.9	124.4	132	241	135	146.7	125.9	113	158.7	155.1	117
1991 Q3	163.9	121	128	140.7	125.8	133	251	136	150.3	123.0	114	161.2	155.8	118
1991 Q4	167.0	127	130	141.6	126.7	134	261	138	152.5	124.6	114	165.6	158.2	119
1992 Q1	171.4	124	132	141.1	127.6	135	271	139	155.0	124.4	116	167.3	158.3	119
1992 Q2	170.5	128	133	145.3	129.1	136	275	142	155.5	128.2	118	171.4	163.5	120
1992 Q3	174.0	127	132	145.2	130.2	141	..	142	156.0	123.6	119	173.7	163.6	120
1992 Q4	176.6	131	134	146.1	131.2	141	..	144	156.9	125.2	119	177.5	164.9	121
1993 Q1	179.6	128	136	145.1	131.9	..	..	145	159.3	123.8	120	179.4	165.6	122
1993 Q2	178.9	130	136	147.9	132.5	..	..	146	160.3	129.7	122	..	168.1	123
1993 Q3	181.6	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly														
1991 Sep	164.8	121	129	139.8	..	..	..	136	150.6	122.6	114	..	156.5	118
1991 Oct	166.3	..	129	140.7	126.7	134	..	..	150.6	123.3	114	..	156.3	118
1991 Nov	167.1	..	130	140.8	..	..	..	..	153.5	124.8	114	..	157.3	119
1991 Dec	167.5	127	131	143.4	..	..	..	138	153.5	128.4	114	..	160.9	119
1992 Jan	168.9	..	131	140.7	127.6	135	..	..	155.0	126.7	115	..	158.7	118
1992 Feb	170.2	..	132	140.5	..	..	..	..	155.0	123.9	116	..	158.1	119
1992 Mar	175.2	124	133	142.1	..	..	..	139	155.1	123.9	116	..	158.1	119
1992 Apr	168.2	..	133	144.7	129.1	136	..	..	155.3	123.7	118	..	162.2	120
1992 May	171.8	..	133	144.8	..	..	..	..	155.4	123.9	118	..	164.4	120
1992 Jun	171.4	128	132	146.4	..	..	..	142	155.7	123.1	118	..	164.4	120
1992 Jul	172.4	..	131	148.0	130.2	141	..	..	155.9	123.9	119	..	165.6	120
1992 Aug	175.5	..	132	143.4	..	..	..	..	155.9	121.8	119	..	162.0	120
1992 Sep	174.3	127	133	144.3	..	..	..	142	156.2	125.0	119	..	163.2	121
1992 Oct	176.8	..	134	145.2	131.2	141	..	..	156.8	125.4	119	..	163.8	121
1992 Nov	176.4	..	134	144.8	..	..	..	..	156.8	125.7	119	..	164.4	121
1992 Dec	176.4	131	136	148.4	..	..	..	144	157.2	124.4	119	..	166.6	122
1993 Jan	177.3	..	136	145.2	131.9	..	..	..	159.3	120.7	120	..	166.6	122
1993 Feb	178.8	..	137	145.2	..	..	..	..	159.3	125.6	120	..	165.2	122
1993 Mar	182.5	128	136	145.0	..	..	..	145	159.3	125.2	120	..	165.2	122
1993 Apr	177.2	..	136	146.6	132.5	..	..	..	159.3	126.3	122	..	168.0	123
1993 May	180.0	..	135	147.9	..	..	..	..	159.4	126.8	122	..	169.4	123
1993 Jun	179.5	130	135	149.3	..	..	..	146	162.3	135.8	122	..	167.0	123
1993 Jul	180.8	..	13											



## 6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

		All items			All items except seasonal foods		
		Index Jan 13 1987=100	Percentage change over		Index Jan 13 1987=100	Percentage change over	
			1 month	6 months		1 month	6 months
1992	Oct	139.9	0.4	0.8	140.7	0.3	1.1
	Nov	139.7	-0.1	0.3	140.5	-0.1	0.6
	Dec	139.2	-0.4	-0.1	139.9	-0.4	0.0
1993	Jan	137.9	-0.9	-0.6	138.6	-0.9	-0.7
	Feb	138.8	0.7	-0.1	139.4	0.6	-0.2
	Mar	139.3	0.4	-0.1	139.8	0.3	-0.4
	Apr	140.6	-0.1	0.5	141.3	1.1	0.4
	May	141.1	0.4	1.0	141.6	0.2	0.8
	Jun	141.0	-0.1	1.3	141.7	0.1	1.3
	Jul	140.7	-0.2	2.0	141.5	-0.1	2.1
	Aug	141.3	0.4	1.8	142.1	0.4	1.9
	Sep	141.9	0.4	1.9	142.8	0.5	2.1
	Oct	141.8	-0.1	0.9	142.7	-0.1	1.0

**Food:** Among seasonal foods there were reductions for fresh fruit, potatoes and home-killed lamb between September and October. Amongst non-seasonal foods, beef was cheaper and there were offers on poultry, shop-bought milk and processed vegetables.

**Catering:** The monthly rise of 0.4 per cent for this index was mainly the result of higher prices for restaurant meals.

**Alcoholic drink:** The increase in October was caused by higher beer prices in pubs although there were some special reductions for off-sales.

**Household goods:** The monthly fall in the index for this group was the largest for an October since records began in 1956. There were continuing offers and sales particularly for furniture and furnishings, while prices for electrical goods changed little at a time when there are usually increases.

**Clothing and footwear:** The monthly rise in this index was the smallest increase for an October since 1984. Retailers appear to have held back on some price increases which, at this time of year, are usually associated with the introduction of the new season's fashions.

**Motoring expenditure:** Between September and October there were reductions in the prices of petrol and cars but some increases in motor insurance premiums.

## 6.2 RETAIL PRICES

### Detailed figures for various groups, sub-groups and sections for October 19

(Source: Central Statistical Office)

	Index Jan 1987=100	Percentage change over		Index Jan 1987=100	Percentage change over	
		1 month	12 months		1 month	12 months
		<b>ALL ITEMS</b>	141.8		-0.1	1.4
<b>Food and catering</b>	136.1	-0.4	2.8	136.1	-0.4	2.8
Alcohol and tobacco	157.7	0.2	5.7	157.7	0.2	5.7
Housing and household expenditure	141.6	0.1	-2.9	141.6	0.1	-2.9
Personal expenditure	131.9	0.3	2.0	131.9	0.3	2.0
Travel and leisure	143.6	-0.2	3.8	143.6	-0.2	3.8
<b>All items excluding seasonal food</b>	142.7	-0.1	1.4	142.7	-0.1	1.4
All items excluding food	144.1	0.0	1.3	144.1	0.0	1.3
Seasonal food	106.2	-1.9	-0.3	106.2	-1.9	-0.3
Food excluding seasonal	134.3	-0.5	2.4	134.3	-0.5	2.4
<b>All items excluding housing</b>	139.6	-0.1	3.0	139.6	-0.1	3.0
All items exc mortgage interest	141.7	-0.1	2.8	141.7	-0.1	2.8
<b>Consumer durables</b>	116.9	-0.1	0.1	116.9	-0.1	0.1
<b>Food</b>	130.0	-0.7	2.0	130.0	-0.7	2.0
Bread	138.9	3	4	138.9	3	4
Cereals	140.5	4	3	140.5	4	3
Biscuits and cakes	142.4	4	4	142.4	4	4
Beef	133.9	7	7	133.9	7	7
Lamb	117.4	9	9	117.4	9	9
of which, home-killed lamb	114.0	9	9	114.0	9	9
Pork	120.0	-1	-1	120.0	-1	-1
Bacon	138.7	2	2	138.7	2	2
Poultry	110.3	-2	-2	110.3	-2	-2
Other meat	124.4	1	1	124.4	1	1
Fish	125.3	-3	-3	125.3	-3	-3
of which, fresh fish	132.7	-6	-6	132.7	-6	-6
Butter	137.0	9	9	137.0	9	9
Oil and fats	125.8	0	0	125.8	0	0
Cheese	144.5	7	7	144.5	7	7
Eggs	130.6	12	12	130.6	12	12
Milk fresh	140.5	0	0	140.5	0	0
Milk products	144.3	4	4	144.3	4	4
Tea	148.8	-1	-1	148.8	-1	-1
Coffee and other hot drinks	91.4	0	0	91.4	0	0
Soft drinks	157.8	3	3	157.8	3	3
Sugar and preserves	145.4	7	7	145.4	7	7
Sweets and chocolates	129.3	6	6	129.3	6	6
Potatoes	123.5	2	2	123.5	2	2
of which, unprocessed potatoes	111.7	11	11	111.7	11	11
Vegetables	101.5	-5	-5	101.5	-5	-5
of which, other fresh vegetables	88.8	-10	-10	88.8	-10	-10
Fruit	112.9	0	0	112.9	0	0
of which, fresh fruit	110.2	1	1	110.2	1	1
Other foods	137.0	1	1	137.0	1	1
<b>Catering</b>	157.9	0.4	5.1	157.9	0.4	5.1
Restaurant meals	156.8	5	5	156.8	5	5
Canteen meals	163.8	6	6	163.8	6	6
Take-aways and snacks	157.0	5	5	157.0	5	5
<b>Alcoholic drink</b>	156.9	0.3	4.0	156.9	0.3	4.0
Beer	162.7	5	5	162.7	5	5
on sales	165.4	5	5	165.4	5	5
off sales	143.7	3	3	143.7	3	3
Wines and spirits	148.8	3	3	148.8	3	3
on sales	157.4	4	4	157.4	4	4
off sales	142.9	2	2	142.9	2	2
<b>Tobacco</b>	159.7	0.1	9.5	159.7	0.1	9.5
Cigarettes	160.7	10	10	160.7	10	10
Tobacco	152.4	9	9	152.4	9	9
<b>Housing</b>	151.5	0.1	-6.7	151.5	0.1	-6.7
Rent	183.2	7	7	183.2	7	7
Mortgage interest payments	144.6	-21	-21	144.6	-21	-21
Rates, community charge and council tax	124.5	-9	-9	124.5	-9	-9
Water and other payments	207.7	8	8	207.7	8	8
Repairs and maintenance charges	148.0	2	2	148.0	2	2
Do-it-yourself materials	142.7	1	1	142.7	1	1
Dwelling insurance & ground rent	198.9	0	0	198.9	0	0
<b>Fuel and Light</b>	125.9	0.2	-1.4	125.9	0.2	-1.4
Coal and solid fuels	119.2	1	1	119.2	1	1
Electricity	140.2	-2	-2	140.2	-2	-2
Gas	113.3	2	2	113.3	2	2
Oil and other fuels	112.5	-2	-2	112.5	-2	-2
<b>Household goods</b>	128.4	-0.3	0.9	128.4	-0.3	0.9
Furniture	127.7	0	0	127.7	0	0
Furnishings	122.4	-1	-1	122.4	-1	-1
Electrical appliances	111.3	-2	-2	111.3	-2	-2
Other household equipment	133.3	2	2	133.3	2	2
Household consumables	148.7	2	2	148.7	2	2
Pet care	126.7	6	6	126.7	6	6
<b>Household services</b>	143.0	0.1	3.6	143.0	0.1	3.6
Postage	139.7	1	1	139.7	1	1
Telephones, telemessages, etc	121.2	0	0	121.2	0	0
Domestic services	158.9	4	4	158.9	4	4
Fees and subscriptions	156.0	6	6	156.0	6	6
<b>Clothing and footwear</b>	122.6	0.3	0.8	122.6	0.3	0.8
Men's outerwear	122.6	0	0	122.6	0	0
Women's outerwear	112.0	-1	-1	112.0	-1	-1
Children's outerwear	120.0	0	0	120.0	0	0
Other clothing	140.2	2	2	140.2	2	2
Footwear	127.0	2	2	127.0	2	2
<b>Personal goods and services</b>	149.2	0.1	3.5	149.2	0.1	3.5
Personal articles	116.6	2	2	116.6	2	2
Chemists goods	154.1	3	3	154.1	3	3
Personal services	181.5	5	5	181.5	5	5
<b>Motoring expenditure</b>	147.2	-0.4	4.9	147.2	-0.4	4.9
Purchase of motor vehicles	131.4	2	2	131.4	2	2
Maintenance of motor vehicles	163.9	5	5	163.9	5	5
Petrol and oil	142.8	6	6	142.8	6	6
Vehicles tax and insurance	194.7	11	11	194.7	11	11
<b>Fares and other travel costs</b>	152.5	-0.1	4.7	152.5	-0.1	4.7
Rail fares	162.2	7	7	162.2	7	7
Bus and coach fares	162.1	4	4	162.1	4	4
Other travel costs	139.4	4	4	139.4	4	4
<b>Leisure goods</b>	122.7	0.2	1.2	122.7	0.2	1.2
Audio-visual equipment	81.2	-1	-1	81.2	-1	-1
Tapes and discs	114.2	2	2	114.2	2	2
Toys, photographic and sport goods	121.8	1	1	121.8	1	1
Books and newspapers	159.6	3	3	159.6	3	3
Gardening products	139.2	1	1	139.2	1	1
<b>Leisure services</b>	158.9	0.1	3.6	158.9	0.1	3.6
Television licences and rentals	119.5	1	1	119.5	1	1
Entertainment and other recreation	186.2	7	7	186.2	7	7
Foreign Holidays (Jan 1993 = 100)*	101.6			101.6		

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number.

\* Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993.

## RETAIL PRICES 6.3

### Average retail prices of selected items

Average retail prices on October 19 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets. The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

#### Average prices on October 19 1993

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>				<b>Margarine</b>			
<b>Beef: home-killed, per lb</b>				Soft 500g tub	330	45	34-85
Best beef mince	681	165	108-219	Lowfat spread, 250g	315	47	41-49
Topside	635	288	249-339	<b>Cheese</b>			
Brisket (with bone)	519	210	168-244	Cheddar type, per lb	319	190	169-239
Rump steak	676	361	299-440	<b>Eggs</b>			
Stewing steak	675	204	149-294	Size 2 (65-70g), per dozen	304	141	105-156
<b>Lamb: home-killed, per lb</b>				Size 4 (55-60g), per dozen	278	117	89-138
Loin (with bone)	669	268	209-318	<b>Milk</b>			
Shoulder (with bone)	658	130	108-159	Pasteurised, per pint	346	34	25-31
Leg (with bone)	625	211	158-250	Skimmed, per pint	339	34	25-31
<b>Lamb: imported (frozen), per lb</b>				<b>Tea</b>			
Loin (with bone)	234	216	168-294	Loose, per 125g	332	64	46-80
Leg (with bone)	274	185	172-209	Tea bags, per 250g	322	122	89-157
<b>Pork: home-killed, per lb</b>				<b>Coffee</b>			
Leg (foot off)	560	139	99-189	Pure, instant, per 100g	658	124	67-149
Loin (with bone)	659	170	139-199	Ground (filter fine), per 8oz	327	143	89-209
Shoulder (with bone)	562	145	124-179	<b>Sugar</b>			
<b>Bacon, per lb</b>				Granulated, per kg	328	68	65-72
Streaky *	507	147	126-185	<b>Fresh vegetables</b>			
Gammon *	512	238	176-288	Potatoes, old loose, per lb	529	14	10-19
Back, Danish	443	237	159-299	Potatoes, new loose, per lb	532	18	12-25
Back, home produced	409	221	179-288	Tomatoes, per lb	723	49	44-69
<b>Ham</b>				Cabbage, greens, per lb	679	36	25-49
Ham (not shoulder), per							



# 6.4 RETAIL PRICES

## General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	National- ised industries**	Consumer durables	Food	Catering	Alcoholic drink
									All	Seasonal +	Non- seasonal + food
1987	Weights	1,000	833	974	843	956	57	139	167	26	141
1988		1,000	837	975	840	958	54	141	163	25	138
1989		1,000	846	977	825	940	46	135	154	23	131
1990		1,000	842	976	815	925	—	132	158	24	134
1991		1,000	849	976	808	924	—	128	151	24	127
1992		1,000	848	978	828	936	—	127	152	22	130
1993		1,000	856	979	836	952	—	127	144	21	123
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3
1992		138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6
1987	Jan 13	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	103.7
1989	Jan 17	111.0	111.2	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.0	121.2
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1
1991	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4
1991	Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	126.8	121.3	127.8
1991	Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0
1992	Feb 11	136.3	137.8	136.6	132.3	133.8	—	114.4	129.1	129.7	144.8
1992	Mar 10	136.7	138.2	137.0	133.0	134.5	—	115.7	129.4	124.8	145.3
1992	Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1
1992	May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0
1992	Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0
1992	Jul 14	138.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9
1992	Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107.0	131.1
1992	Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1
1992	Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1
1992	Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9
1992	Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5
1993	Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7
1993	Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9
1993	Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9
1993	Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0
1993	May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6
1993	Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7
1993	Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3
1993	Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2
1993	Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0
1993	Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3

+ 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

(Source: Central Statistical Office)

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
38	157	61	73	44	74	38	127	22	47	30
36	160	55	74	41	72	37	132	23	50	29
36	175	54	71	41	73	37	128	23	47	29
34	185	50	71	40	69	39	131	21	48	30
32	192	46	70	45	63	38	141	20	48	30
36	172	47	77	48	59	40	143	20	47	32
35	164	46	79	47	58	39	136	21	46	32
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
106.4	135.3	107.8	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8
144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6
105.6	124.6	104.2	113.1	110.3	105.9	110.4	110.6	112.9	105.1	112.1
108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7
133.3	154.8	128.0	124.8	132.6	121.5	137.0	134.5	137.8	119.1	144.6
135.6	155.0	128.3	125.4	133.3	121.8	137.1	134.7	138.3	119.5	144.5
137.0	155.5	128.0	126.1	133.0	121.9	136.9	134.3	138.1	119.8	144.6
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5
137.5	156.5	127.8	125.0	135.3	117.2	139.2	135.0	141.4	119.9	145.6
137.5	155.1	127.6	126.3	135.5	118.9	139.9	136.4	141.8	120.4	145.8
145.7	161.1	127.8	126.4	136.6	120.0	141.3	139.1	142.6	120.8	149.6
146.1	161.4	128.2	126.9	136.6	120.0	141.8	140.0	142.9	121.1	150.0
146.1	161.1	128.3	126.8	136.6	120.3	142.0	140.3	145.0	120.9	150.2
146.0	161.5	128.4	125.1	138.1	115.5	143.1	140.3	144.9	120.7	150.2
145.9	161.8	127.8	126.0	137.9	115.4	143.2	140.0	145.0	120.9	150.4
145.9	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4
147.1	160.4	127.8	127.9	138.5	121.1	144.6	140.3	146.1	121.6	153.0
149.5	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1
150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6
150.0	152.0	127.1	126.7	140.5	117.0	145.5	139.2	149.2	122.4	153.9
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2
155.7	150.0	127.0	124.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7
158.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2
159.5	151.3	125.7	128.8	142.8	112.2	149.0	147.8	152.6	122.4	158.8
159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.3).

# RETAIL PRICES 6.5

## General index of retail prices: percentage changes on a year earlier

(Source: Central Statistical Office)

	All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1990 Jan 16	7.7	8.0	7.2	5											



# 6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
<b>Annual averages</b>											
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.5	115.9
<b>Monthly</b>											
1992 Sep	147.4	135.5	117.9	127.3	115.7	317.7	155.6	123.3	..	148.4	116.4
Oct	147.9	136.0	118.1	127.2	116.1	325.4	155.7	123.7	..	148.1	117.0
Nov	147.7	136.3	118.5	127.5	116.7	328.0	155.9	123.8	125.8	150.1	117.4
Dec	147.2	136.3	118.5	127.2	116.8	331.7	156.3	123.8	..	150.4	117.4
1993 Jan	145.8	136.8	119.3	127.0	118.1	332.5	157.7	124.3	..	150.9	118.5
Feb	146.7	137.4	119.6	127.3	118.6	335.5	157.8	124.7	126.4	151.4	118.9
Mar	147.3	138.0	119.8	127.6	119.0	345.9	158.4	125.3	..	151.8	119.2
Apr	148.6	138.5	119.9	127.7	119.4	350.4	159.0	125.4	..	152.5	119.5
May	149.2	139.0	120.1	128.5	119.8	351.2	159.5	125.7	126.1	153.2	119.7
Jun	149.1	139.2	120.1	128.4	120.0	355.1	159.9	125.5	..	153.9	119.8
Jul	148.8	139.3	120.9	128.2	120.2	348.3	160.5	125.7	..	154.3	120.2
Aug	149.4	139.6P	121.4	128.4	120.2	349.8	161.5	125.7	127.3	154.5P	120.6
Sep	149.4	140.0P	121.2	128.8	120.3	358.5	162.4	126.1	..	154.6P	120.7
Oct	149.9	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>											<b>Percent</b>
<b>Annual averages</b>											
1986	3.4	3.5	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	3.1
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.2	3.1
<b>Monthly</b>											
1992 Sep	3.6	4.0	2.3	2.0	3.6	15.3	5.8	2.1	..	4.8	3.0
Oct	3.6	3.9	2.2	1.6	3.7	15.9	5.2	1.9	..	4.7	3.2
Nov	3.0	3.7	2.2	1.4	3.7	15.0	5.1	1.6	2.4	4.8	2.9
Dec	2.6	3.6	2.4	1.5	3.7	14.3	5.3	1.9	..	4.7	2.9
1993 Jan	1.7	3.6	2.8	1.5	4.4	14.5	4.7	2.1	..	4.4	3.5
Feb	1.8	3.5	2.8	1.3	4.2	14.5	4.1	2.1	1.9	4.5	3.8
Mar	1.9	3.5	2.9	1.1	4.2	16.4	4.1	2.2	4.5	3.7	..
Apr	1.3	3.4	2.9	1.1	4.3	16.2	4.5	2.1	..	4.6	3.8
May	1.3	3.4	2.7	1.0	4.2	16.4	4.6	2.0	1.0	4.6	3.5
Jun	1.2	3.4	2.4	.9	4.2	15.8	4.9	1.9	..	4.8	3.3
Jul	1.4	3.5P	2.6	1.2	4.3	15.7	4.9	2.1	..	4.6P	3.5
Aug	1.7	3.4P	3.2	1.2	4.2	14.6	4.6	2.2	.9	4.5P	3.7
Sep	1.8	3.3P	2.8	1.2	4.0	12.8	4.3	2.3	..	4.4P	3.7
Oct	1.4	..	2.7	..	3.9P	12.3	..	2.2P	..	4.3P	..

Source: Eurostat

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

# RETAIL PRICES Selected countries 6.8

(Source: Central Statistical Office)

1985=100	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Annual averages</b>										
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
<b>Monthly</b>										
1992 Sep	113.9	209.9	131.4	112.8	125.0	120.6	144.0	152.6	137.4	133.6
Oct	114.1	210.5	131.9	112.9	125.2	120.4	144.3	152.9	137.8	133.8
Nov	114.2	211.3	132.0	112.7	126.4	120.5	144.3	152.2	137.9	134.4
Dec	113.8	212.1	132.0	112.7	126.3	120.6	144.3	152.8	137.5	134.4
1993 Jan	113.2	214.0	132.6	112.6	126.9	122.0	144.7	156.7	138.9	135.0
Feb	113.6	215.7	133.1	112.7	127.9	122.8	145.1	157.1	139.4	135.4
Mar	114.1	216.4	133.5	113.0	128.4	123.3	146.4	157.9	139.5	135.3
Apr	114.6	217.5	133.9	113.8	128.8	123.3	146.8	158.5	140.1	135.3
May	114.5	218.6	134.1	113.9	128.9	123.5	146.8	158.1	140.2	135.5
Jun	114.2	219.1	134.3	113.8	128.9	123.8	146.9	157.6	140.0	136.6
Jul	115.0	220.6	134.3	114.1	128.7	125.2	146.8	157.3	139.7	135.9
Aug	115.5	221.5	134.6	114.4	129.3	125.6	146.4	158.2	139.4	136.0
Sep	116.0	222.2	134.9	114.5P	129.2	124.7	147.1	159.0	139.7	136.1
Oct	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.1
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
<b>Monthly</b>										
1992 Sep	3.5	9.3	3.0	2.0	3.5	3.9	2.0	2.4	2.6	1.3
Oct	3.3	8.9	3.2	1.1	3.5	4.0	2.2	2.2	2.7	1.6
Nov	3.2	8.7	3.0	.7	3.3	3.9	2.2	1.2	2.8	1.7
Dec	2.9	8.5	2.9	1.2	3.4	4.2	2.2	1.8	2.1	2.1
1993 Jan	2.6	8.5	3.3	1.2	3.5	4.1	2.5	4.7	2.8	2.0
Feb	2.6	8.0	3.2	1.4	3.4	3.7	2.6	4.9	2.9	2.3
Mar	2.4	7.3	3.1	1.2	3.7	3.9	2.5	4.9	2.7	1.9
Apr	2.4	6.2	3.2	.9	3.8	3.9	2.6	5.1	2.6	1.8
May	2.2	5.7	3.2	.9	3.6	3.7	2.5	4.7	2.6	1.8
Jun	2.1	5.5	3.0	.9	3.2	3.6	2.3	4.7	2.0	1.6
Jul	2.3	5.7	2.8	1.9	3.4	3.5	2.2	4.6	2.1	1.6
Aug	1.9	5.6	2.8	1.9	3.6	3.4	2.2	5.2	2.1	1.7
Sep	1.8	5.9	2.7	1.5P	3.4	3.4	2.2	4.2	1.7	1.9
Oct	1.9	..	2.8	..	..	..	..	..	..	..



# 7.1 LABOUR FORCE SURVEY Economic activity +, 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 **				
<b>ALL</b>								
Spring 1979	22,576	1,788	-	-	24,364	1,440 X	25,804 X	15,346 X
Spring 1981	21,550	2,211	-	-	23,760	2,494 X	26,255 X	15,690 X
Spring 1983	20,420	2,310	368	-	23,098	2,965 X	25,963 X	16,435 X
Spring 1984	20,587	2,627	328	-	23,542	2,928 X	26,470 X	16,210 X
Spring 1985	20,587	2,627	328	-	23,542	3,105	26,647	16,033
Spring 1986	20,758	2,723	408	-	23,889	2,980	26,869	16,085
Spring 1987	20,827	2,739	410	-	23,976	2,981	26,957	16,191
Spring 1988	20,878	3,009	502	-	24,389	2,890	27,279	16,151
Spring 1989	21,535	3,154	534	-	25,222	2,385	27,607	15,993
Spring 1990	22,171	3,433	495	-	26,099	1,983	28,082	15,663
Spring 1991	22,379	3,477	462	-	26,318	1,871	28,189	15,658
Spring 1992	22,008	3,323	420	-	25,751	2,301	28,051	15,854
Spring 1993	21,524	3,138	369	179	25,209	2,649	27,858	16,199
Summer 1992	21,387	3,136	348	176	25,048	2,758	27,806	16,263
Autumn 1992	21,262	3,078	331	179	24,850	2,837	27,687	16,408
Winter 1992	21,183	3,046	312	154	24,694	2,931	27,625	16,461
Spring 1993	21,266	3,091	339	148	24,845	2,839	27,684	16,449
<b>Estimated changes</b>								
Winter 1992 - Spring 93	83	45	28	*	151	-92	59	-12
Percent	0.4	1.5	9.0	*	0.6	-3.2	0.2	-0.1
<b>MALE</b>								
Spring 1979	13,380	1,444	-	-	14,824	774 X	15,598 X	4,087 X
Spring 1981	12,426	1,748	-	-	14,174	1,570 X	15,744 X	4,344 X
Spring 1983	11,671	1,753	221	-	13,645	1,825 X	15,470 X	4,862 X
Spring 1984	11,607	1,980	203	-	13,790	1,788 X	15,578 X	4,912 X
Spring 1985	11,607	1,980	203	-	13,790	1,848	15,639	4,851
Spring 1986	11,639	2,032	260	-	13,931	1,798	15,730	4,908
Spring 1987	11,554	2,055	278	-	13,886	1,796	15,682	4,908
Spring 1988	11,462	2,246	324	-	14,032	1,724	15,756	5,130
Spring 1989	11,783	2,372	338	-	14,492	1,401	15,893	5,087
Spring 1990	11,924	2,620	314	-	14,858	1,146	16,004	5,061
Spring 1991	12,006	2,641	300	-	14,946	1,085	16,031	5,103
Spring 1992	11,716	2,527	257	-	14,500	1,424	15,924	5,247
Spring 1993	11,318	2,368	245	53	13,963	1,775	15,758	5,499
Summer 1992	11,260	2,351	230	53	13,894	1,850	15,743	5,522
Autumn 1992	11,152	2,300	216	55	13,722	1,915	15,637	5,539
Winter 1992	11,055	2,294	199	46	13,594	1,982	15,575	5,705
Spring 1993	11,074	2,305	224	41	13,644	1,921	15,564	5,747
<b>Estimated changes</b>								
Winter 1992 - Spring 93	18	12	25	*	50	-61	-11	42
Percent	0.2	0.5	12.7	*	0.4	-3.1	-0.1	0.7
<b>FEMALE</b>								
Spring 1979	9,197	344	-	-	9,541	666 X	10,207 X	11,259 X
Spring 1981	8,123	463	-	-	8,586	924 X	10,510 X	11,346 X
Spring 1983	8,749	557	147	-	9,453	1,040 X	10,493 X	11,573 X
Spring 1984	8,980	647	125	-	9,751	1,140 X	10,891 X	11,298 X
Spring 1985	8,980	647	125	-	9,751	1,257	11,181	11,181
Spring 1986	9,119	691	148	-	9,958	1,181	11,139	11,177
Spring 1987	9,273	684	132	-	10,090	1,186	11,125	11,125
Spring 1988	9,416	763	178	-	10,357	1,166	11,523	11,523
Spring 1989	9,752	792	196	-	10,730	984	11,714	10,906
Spring 1990	10,247	813	181	-	11,241	836	12,077	10,802
Spring 1991	10,373	836	163	-	11,372	785	12,158	10,556
Spring 1992	10,291	797	163	-	11,251	877	12,128	10,607
Spring 1993	10,206	770	124	126	11,226	874	12,100	10,701
Summer 1992	10,127	785	124	124	11,154	909	12,063	10,741
Autumn 1992	10,111	778	115	124	11,128	922	12,050	10,769
Winter 1992	10,128	752	113	108	11,101	949	12,050	10,755
Spring 1993	10,193	786	115	108	11,201	918	12,119	10,702
<b>Estimated changes</b>								
Winter 1992 - Spring 93	65	34	*	*	101	-31	69	-53
Percent	0.6	4.5	*	*	0.9	-3.3	0.6	-0.5

\* Fewer 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 1983.

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.

§§ The seasonally adjusted estimates may be subject to revision as more quarterly data becomes available.

# LABOUR FORCE SURVEY Economic activity +, not seasonally adjusted 7.2

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 **				
<b>ALL</b>								
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X
Spring 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X
Spring 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X
Spring 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194
Spring 1986	20,629	2,714	396	-	23,739	2,968	26,708	16,244
Spring 1987	20,762	2,727	396	-	23,829	2,969	26,798	16,347
Spring 1988	21,422	3,143	458	-	24,247	2,879	27,126	16,303
Spring 1989	22,055	3,426	481	-	25,985	2,376	27,461	16,138
Spring 1990	22,254	3,472	448	-	26,175	1,978	27,941	15,804
Spring 1991	21,876	3,318	408	-	25,601	2,302	27,903	16,000
Spring 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342
Summer 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156
Autumn 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331
Winter 1992	21,129	3,046	326	154	24,655	2,920	27,575	16,515
Spring 1993	21,185	3,103	337	148	24,773	2,804	27,577	16,588
<b>Estimated changes</b>								
Winter 1992 - Spring 1993	55	57	11	*	118	-116	*	53
Percent	0.3	1.9	3.3	*	0.5	-4.0	*	0.3
<b>MALE</b>								
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X
Spring 1981	12,348	1,745	-	-	14,093	1,580 X	15,653 X	4,434 X
Spring 1983	11,801	1,751	212	-	13,565	1,815 X	15,379 X	4,952 X
Spring 1984	11,537	1,978	195	-	13,710	1,777 X	15,487 X	5,002 X
Spring 1985	11,537	1,978	195	-	13,710	1,838	15,548	4,942
Spring 1986	11,572	2,029	252	-	13,853	1,788	15,642	4,996
Spring 1987	11,491	2,047	268	-	13,806	1,786	15,592	5,155
Spring 1988	11,403	2,235	313	-	13,951	1,717	15,669	5,217
Spring 1989	11,728	2,358	327	-	14,413	1,398	15,811	5,168
Spring 1990	11,866	2,608	303	-	14,777	1,148	15,924	5,141
Spring 1991	11,943	2,628	289	-	14,860	1,091	15,950	5,183
Spring 1992	11,647	2,512	248	-	14,407	1,434	15,841	5,327
Summer 1992	11,248	2,353	236	53	13,890	1,785	15,676	5,579
Autumn 1992	11,341	2,352	221	53	13,966	1,867	15,833	5,435
Winter 1992	11,182	2,321	222	55	13,779	1,873	15,652	5,630
Spring 1993	11,012	2,295	207	46	13,560	1,981	15,541	5,741
Spring 1993	11,026	2,302	222	41	13,591	1,904	15,495	5,824
<b>Estimated changes</b>								
Winter 1992 - Spring 1993	14	*	15	*	31	-77	-45	83
Percent	0.1	*	7.2	*	0.2	-3.9	-0.3	1.4
<b>FEMALE</b>								
Spring 1979	9,130	337	-	-	9,467	665 X	10,132 X	11,330 X
Spring 1981	9,057	455	-	-	9,512	923 X	10,435 X	11,417 X
Spring 1983	8,687	550	143	-	9,379	1,039 X	10,418 X	11,644 X
Spring 1984	8,918	639	120	-	9,678	1,139 X	10,816 X	11,369 X
Spring 1985	9,057	695	120	-	9,872	1,256	11,253	11,253
Spring 1986	9,215	680	144	-	9,886	1,180	11,066	11,249
Spring 1987	9,358	762	175	-	10,296	1,161	11,205	11,192
Spring 1988	9,694	785	193	-	10,672	1,148	11,457	11,086
Spring 1989	10,189	819	178	-	11,186	831	12,016	10,664
Spring 1990	10,311	845	159	-	11,315	779	12,094	10,620
Spring 1991	10,229	806	160	-	11,194	868	12,062	10,673
Spring 1992	1							



# 7.3 LABOUR FORCE SURVEY

## Economic activity\* by age, not seasonally adjusted

THOUSAND

GREAT BRITAIN	All aged 16 and over			Age groups					
	All	Male	Female	16-19	20-24	25-34	35-49	50-64 (Male) 50-59 (Female)	65 and over (Male) 60 and over (Female)
<b>In employment*</b>									
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722
Spring 1985	23,739	13,883	9,886	1,976	3,075	5,280	8,053	4,684	672
Spring 1986	23,826	13,826	10,023	1,927	3,086	5,412	8,166	4,598	640
Spring 1987	24,247	13,951	10,296	1,985	3,186	5,624	8,262	4,545	644
Spring 1988	25,085	14,413	10,672	2,072	3,227	5,973	8,570	4,575	668
Spring 1989	25,962	14,777	11,186	2,081	3,350	6,311	8,785	4,669	765
Spring 1990	26,175	14,860	11,315	2,117	3,264	6,563	8,950	4,717	764
Spring 1991	26,601	14,407	11,194	1,707	3,022	6,537	8,958	4,617	761
Spring 1992	25,064	13,890	11,174	1,505	2,826	6,471	8,932	4,535	794
Summer 1992	25,127	13,966	11,160	1,548	2,858	6,489	8,927	4,518	788
Autumn 1992	24,967	13,779	11,188	1,441	2,812	6,501	8,975	4,477	760
Winter 1992	24,655	13,560	11,095	1,370	2,720	6,454	8,909	4,464	737
Spring 1993	24,773	13,591	11,182	1,307	2,702	6,557	8,983	4,468	757
<b>ILO unemployed*</b>									
Spring 1984	3,094	1,838	1,256	541	632	726	691	447	58
Spring 1985	2,968	1,788	1,180	484	592	730	702	411	49
Spring 1986	2,990	1,800	1,190	495	607	754	692	406	46
Spring 1987	2,879	1,717	1,161	434	523	762	690	437	42
Spring 1988	2,376	1,398	978	326	437	621	551	401	40
Spring 1989	1,978	1,148	831	239	352	530	455	349	52
Spring 1990	1,869	1,091	779	250	325	501	444	314	35
Spring 1991	2,302	1,434	868	620	439	620	553	352	40
Spring 1992	2,649	1,785	863	296	494	729	684	414	31
Summer 1992	2,797	1,867	930	420	537	733	668	411	28
Autumn 1992	2,801	1,873	928	351	523	758	692	447	31
Winter 1992	2,920	1,981	939	322	541	793	752	484	28
Spring 1993	2,804	1,904	900	310	528	754	709	471	33
<b>Economically inactive</b>									
Spring 1984	16,194	4,942	11,253	1,090	833	1,600	1,666	2,235	8,770
Spring 1985	16,244	4,996	11,249	1,018	841	1,560	1,636	2,260	8,930
Spring 1986	16,347	5,155	11,192	971	854	1,562	1,664	2,273	9,034
Spring 1987	16,303	5,217	11,086	931	832	1,510	1,666	2,241	9,122
Spring 1988	16,138	5,168	10,970	881	822	1,477	1,584	2,232	9,142
Spring 1989	15,804	5,141	10,664	840	717	1,425	1,570	2,176	9,076
Spring 1990	15,822	5,183	10,620	859	727	1,417	1,519	2,156	9,125
Spring 1991	16,000	5,327	10,673	854	798	1,470	1,557	2,165	9,156
Spring 1992	16,342	5,579	10,762	1,011	899	1,534	1,555	2,194	9,148
Summer 1992	16,156	5,435	10,721	809	804	1,545	1,610	2,218	9,170
Autumn 1992	16,331	5,630	10,701	954	827	1,524	1,564	2,245	9,217
Winter 1992	16,515	5,741	10,774	1,021	872	1,553	1,592	2,239	9,236
Spring 1993	16,568	5,824	10,744	1,073	872	1,520	1,606	2,251	9,246
<b>Economic activity rate +</b>	<b>percent</b>								
Spring 1984	62.1	75.9	49.3	69.3	81.1	78.6	83.7	70.0	8.2
Spring 1985	62.2	75.8	49.6	70.7	81.3	79.4	84.3	69.3	7.5
Spring 1986	62.1	75.2	50.0	71.4	81.2	79.9	84.2	68.8	7.1
Spring 1987	62.5	75.0	50.8	72.2	81.7	80.9	84.3	69.0	7.0
Spring 1988	63.0	75.4	51.5	73.1	81.7	81.7	85.2	69.0	7.2
Spring 1989	63.9	75.6	53.0	73.4	83.8	82.8	85.5	69.8	8.3
Spring 1990	64.0	75.5	53.2	71.6	83.2	83.3	86.1	70.0	8.1
Spring 1991	63.6	74.8	53.1	70.1	81.3	83.0	85.9	69.6	8.0
Spring 1992	62.9	73.8	52.8	64.0	78.7	82.4	85.1	69.3	8.3
Summer 1992	63.3	74.4	53.0	70.9	80.9	82.4	85.6	69.0	8.2
Autumn 1992	63.0	73.5	53.1	65.2	80.1	82.6	86.1	68.7	7.9
Winter 1992	62.5	73.0	52.8	62.3	78.9	82.4	85.8	68.8	7.7
Spring 1993	62.5	72.7	52.9	60.1	78.7	82.8	85.8	68.7	7.9
<b>ILO unemployment rate #</b>	<b>percent</b>								
Spring 1984	11.7	11.8	11.5	22.0	17.7	12.3	8.1	8.6	7.4
Spring 1985	11.1	11.4	10.7	19.7	16.2	12.2	8.0	8.1	6.8
Spring 1986	11.1	11.5	10.6	20.4	16.4	12.2	7.7	8.1	6.7
Spring 1987	10.6	11.0	10.1	17.9	14.1	11.9	7.6	8.8	6.2
Spring 1988	8.7	8.8	8.4	13.6	11.9	9.4	6.0	8.1	5.6
Spring 1989	7.1	7.2	6.9	10.3	9.5	7.8	4.9	7.0	6.3
Spring 1990	6.7	6.8	6.4	11.5	9.1	7.1	4.7	6.2	4.3
Spring 1991	8.3	9.1	7.2	14.9	12.7	8.7	5.8	7.1	5.0
Spring 1992	9.6	11.4	7.2	16.4	14.9	10.1	7.1	8.4	3.8
Summer 1992	10.0	11.8	7.7	21.3	15.8	10.1	7.0	8.3	3.5
Autumn 1992	10.1	12.0	7.7	19.6	15.7	10.4	7.2	9.1	3.9
Winter 1992	10.6	12.7	7.8	19.0	16.6	10.9	7.8	9.8	3.7
Spring 1993	10.2	12.3	7.4	19.2	16.3	10.3	7.3	9.5	4.1

\* See corresponding notes to table 7.1

+ The economic activity rate is the percentage of people aged 16 and over who are economically active.

# The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

# TOURISM 8.1

## Employment in tourism-related industries in Great Britain

THOUSAND

		Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All
		661	662	663	665, 667	977, 979	
Self-employed*	1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment							
1988	Mar	245.3	274.3	139.3	240.9	352.7	1252.4
	June	265.1	289.3	140.5	281.2	373.5	1349.7
	Sept	265.9	304.5	139.5	287.3	374.3	1371.6
	Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989	Mar	268.4	316.4	139.9	259.1	343.2	1327.0
	June	290.1	326.2	140.4	301.0	373.3	1431.0
	Sept	295.3	329.1	143.3	310.6	378.0	1456.4
	Dec	297.0	338.2	143.9	280.4	342.6	1402.2
1990	Mar	295.7	329.4	139.8	278.2	345.5	1388.7
	June	308.5	343.0	140.8	318.1	383.1	1503.6
	Sept	313.5	343.7	142.9	322.4	390.7	1513.2
	Dec	306.3	338.4	147.7	293.8	363.4	1449.6
1991	Mar	291.2	322.6	142.7	286.0	358.9	1401.3
	June	300.8	331.0	141.8	313.8	398.4	1485.8
	Sept	287.7	338.6	141.0	313.1	402.4	1482.8
	Dec	287.9	320.9	140.4	271.2	380.6	1401.0
1992	Mar	283.4	315.3	138.7	270.9	382.5	1390.6
	June	305.7	334.6	139.4	309.8	407.8	1497.3
	Sept	298.1	329.1	137.9	304.9	399.8	1469.8
	Dec	294.8	329.1	137.3	271.3	379.8	1412.2
1993	Mar	296.3	315.1	137.2	266.4	380.0	1394.9
	June	298.4	322.8	136.8	306.0	407.3	1471.3
CHANGES:							
Jun 1993-1992	no.(thousands)	-7.3	-11.8	-2.6	-3.8	-5	-26.0
	Percentage	-2.4	-3.5	-1.9	-1.2	-1.1	-1.7

\* Based on Census of Population.

In addition the Labour Force Survey showed the following estimates (thousands) of self-employed in all tourism industries: (1982 not available).

1981	163	1986	211	1990	190
1983	159	1987	200	1991	183
1984	187	1988	204		
1985	190	1989	191		

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

# TOURISM 8.2

## Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK		UK residents abroad		Balance		
	(a)	(b)	(a)	(b)	(a) less (b)	(b) less (a)	
1984	4,614	4,663	4,663	4,663	-49		
1985	5,442	4,871	4,871	4,871	571		
1986	5,553	6,083	6,083	6,083	-530		
1987	6,260	7,280	7,280	7,280	-1,020		
1988	6,184	8,216	8,216	8,216	-2,032		
1989	6,945	9,357	9,357	9,357	-2,412		
1990	7,748	9,886	9,886	9,886	-2,138		
1991	7,386	9,951	9,951	9,951	-2,565		
1992	7,891	11,243	11,243	11,243	-3,352		
	Overseas visitors to the UK		UK residents abroad		Balance		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	
1991	Q1	1,147	1,687	1,599	2,276	-452	-589.00
	Q2	1,742	1,822	2,412	2,496	-670	-674.07
	Q3	2,690	1,843	3,859	2,507	-1,169	-664.04
	Q4	1,80					



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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,957		2,843	8,355	2,699
1987	15,566		3,994	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,013		3,685	10,748	3,580
1991	17,125		2,867	11,128	3,131
1992	18,535		3,377	11,745	3,413
1991 Q1	2,837	3,890	402	1,892	542
1991 Q2	4,298	4,240	769	2,820	708
1991 Q3	6,012	4,357	1,024	3,814	1,174
1991 Q4	3,978	4,638	672	2,601	706
1992 Q1	3,345	4,662	633	2,062	650
1992 Q2	4,897	4,697	903	3,229	766
1992 Q3	6,189	4,425	1,158	3,767	1,264
1992 Q4	4,104	4,751	683	2,688	733
1993 Q1 (e)	3,580	5,119	580	2,310	690
1993 Q2 (e)	4,870	4,655	890	3,180	800
1992 Jan	1,200	1,543	229	715	256
1992 Feb	966	1,568	164	621	181
1992 Mar	1,179	1,550	240	726	213
1992 Apr	1,648	1,569	213	721	214
1992 May	1,594	1,553	235	1,004	255
1992 Jun	1,655	1,574	355	1,004	296
1992 Jul	2,038	1,394	403	1,252	382
1992 Aug	2,430	1,538	403	1,560	467
1992 Sep	1,721	1,493	352	955	414
1992 Oct	1,483	1,464	321	869	293
1992 Nov	1,235	1,502	176	839	220
1992 Dec	1,385	1,785	186	979	220
1993 Jan (e)	1,160	1,482	220	670	270
1993 Feb (e)	1,140	1,928	150	790	200
1993 Mar (e)	1,280	1,709	210	850	220
1993 Apr (e)	1,640	1,570	230	1,190	230
1993 May (e)	1,680	1,623	320	1,080	280
1993 June (e)	1,550	1,462	350	910	290
1993 July (e)	2,170	1,548	430	1,320	420
1993 August (e)	2,440	1,575	370	1,610	460

Notes: See table 8.2.

## 8.4 TOURISM Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990	31,150		2,325	25,850	2,975
1991	30,808		2,370	25,550	2,888
1992	33,836		2,813	27,675	3,347
1991 Q1	5,150	7,400	374	4,100	676
1991 Q2	7,915	7,550	604	6,640	671
1991 Q3	11,358	7,712	797	9,708	853
1991 Q4	6,386	8,148	595	5,102	689
1992 Q1	6,070	8,667	492	4,740	839
1992 Q2	9,004	8,454	681	7,526	796
1992 Q3	12,062	8,159	899	10,211	953
1992 Q4	6,699	8,555	741	5,198	760
1993 Q1 (e)	6,540	9,469	480	5,170	890
1993 Q2 (e)	8,440	8,125	650	7,070	720
1992 Jan	1,879	2,789	186	1,388	305
1992 Feb	1,801	2,884	131	1,408	261
1992 Mar	2,391	2,895	175	1,944	272
1992 Apr	2,912	2,985	162	2,427	323
1992 May	2,933	2,968	227	2,535	231
1992 Jun	3,099	2,501	292	2,564	242
1992 Jul	3,646	2,781	217	3,180	248
1992 Aug	4,479	2,646	316	3,790	373
1992 Sep	3,937	2,733	366	3,240	331
1992 Oct	3,146	2,696	406	2,452	298
1992 Nov	2,076	2,866	155	1,667	253
1992 Dec	1,477	3,002	179	1,079	219
1993 Jan (e)	2,010	2,874	180	1,450	380
1993 Feb (e)	1,980	3,309	140	1,620	220
1993 Mar (e)	2,550	3,296	160	2,100	290
1993 Apr (e)	2,730	2,773	230	2,400	300
1993 May (e)	2,920	2,938	150	2,560	210
1993 June (e)	2,790	2,444	270	2,310	210
1993 July (e)	3,810	2,888	310	3,150	350
1993 August (e)	4,720	2,873	340	4,030	350

Notes: See table 8.2.

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

9.1  
Thousands

	Employment Action	Employment Training	Youth Training (including credits)	Business Start-Up Scheme		
	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain
1992 Apr	17.6	139.8		280.3		40.8
1992 May	19.8	130.3		276.1		40.7
1992 Jun	21.4	127.2		276.9		42.5
1992 Jul	23.3	120.0		279.1		42.7
1992 Aug	24.6	113.4		277.9		42.0
1992 Sep	25.8	112.6		276.1		41.8
1992 Oct	28.1	122.2		285.0		41.2
1992 Nov	29.7	129.1		288.6		40.3
1992 Dec	30.6	129.4		291.3		39.3
1993 Jan	31.5	128.5		293.7		38.3
1993 Feb	33.2	134.1		289.9		38.2
1993 Mar	33.4	134.7		282.1		37.3

	Training For Work			Youth Training (including credits)			Business Start-Up Scheme		
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 Apr	132.8	15.6	148.4	237.8	34.0	271.9	31.4	4.3	35.7
1993 May	131.5	15.2	146.7	234.4	32.9	267.3	30.4	4.3	34.7
1993 Jun	128.5	14.5	143.0	233.6	33.7	267.3	31.0	4.2	35.2
1993 Jul	123.0	13.9	136.9	241.4	32.7	274.1	30.9	4.2	35.1
1993 Aug	120.3	13.1	133.4	242.5	31.2	273.7	31.1	3.8	34.9

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 pp S7-8 for more detail.

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

9.2  
Thousands

Period ending+	Employment Action	Employment Training	Youth Training (including credits)	Business Start-Up Scheme		
	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain
1992 26 Apr	4.3	18.2		11.9		4.0
1992 24 May	4.7	21.4		12.0		3.7
1992 21 Jun	4.4	18.6		26.7		3.3
1992 19 Jul	4.6	20.8		37.0		3.3
1992 16 Aug	4.5	19.2		27.2		3.1
1992 13 Sep	4.6	21.6		33.6		2.8
1992 11 Oct	5.6	33.3		37.4		3.0
1992 8 Nov	6.1	26.5		22.0		3.1
1992 6 Dec	6.0	24.4		19.3		3.1
1993 3 Jan	2.9	11.7		9.4		2.2
1993 31 Jan	5.9	28.7		20.9		2.8
1993 28 Feb	6.5	26.7		15.8		2.9
1993 28 Mar	5.2	22.8		13.7		3.3

	Training For Work			Youth Training (including credits)			Business Start-Up Scheme		
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 25/30 Apr	19.2	2.6	21.8	11.3	1.9	13.2	3.0	0.5	3.4
1993 23/28 May	21.3	2.1	23.4	10.7	1.3	12.0	2.9	0.4	3.3
1993 20 Jun/2 Jul	19.8	3.0	22.1	17.4	4.8	21.3	2.8	0.4	3.1
1993 18/30 Jul	21.8	1.8	23.8	35.5	2.6	38.4	2.7	0.3	3.0
1993 15/27 Aug	21.2	2.3	23.4	23.2	3.6	26.6	2.5	0.3	2.8

\* 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 pp S7-8 for more detail.



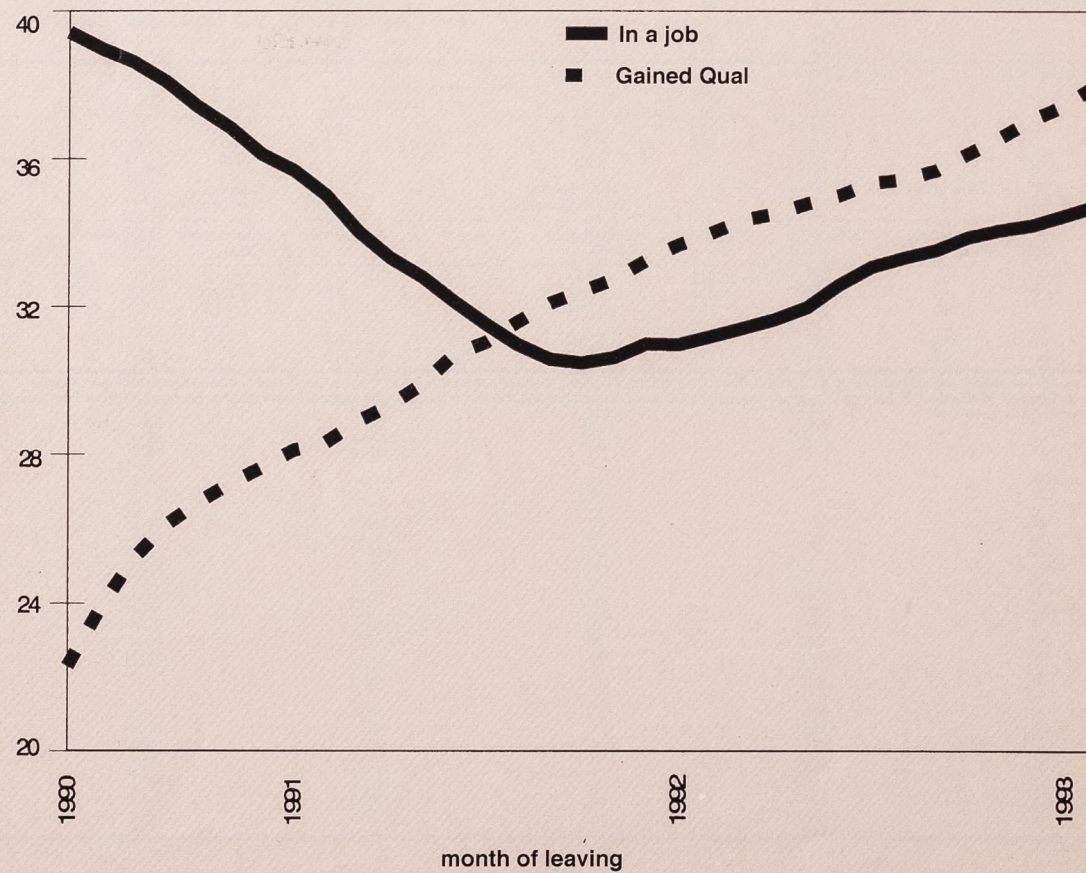
## 9.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Employment Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving ET	In a Job <sup>+</sup>	In a positive outcome <sup>#</sup>	Unemployed <sup>§</sup>	Completed their agreed course of training <sup>**</sup>	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
1991 Oct	(Apr 91)	32	36	57	48	49	31
Nov	(May 91)	32	36	57	52	51	34
Dec	(Jun 91)	31	37	56	56	53	39
1992 Jan	(Jul 91)	29	37	55	58	53	38
Feb	(Aug 91)	30	37	54	59	51	37
Mar	(Sep 91)	29	39	53	58	54	38
Apr	(Oct 91)	30	34	58	53	47	31
May	(Nov 91)	32	36	57	53	49	31
Jun	(Dec 91)	34	37	55	60	49	33
Jul	(Jan 92)	32	35	57	55	51	34
Aug	(Feb 92)	33	37	56	54	48	32
Sep	(Mar 92)	33	38	54	56	50	34
Oct	(Apr 92)	36	41	52	58	49	33
Nov	(May 92)	36	42	51	57	53	37
Dec	(Jun 92)	38	46	47	61	57	42
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	54	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
Current and previous year to date							
Oct 91-Aug 92	(Apr 91-Feb 92)	31	36	56	55	51	34
Oct 92-Aug 93	(Apr 92-Feb 93)	35	41	52	60	54	39

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.  
 + According to respondent's 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?"

### ET leavers in jobs, gaining qualifications – smoothed

per cent of all leavers



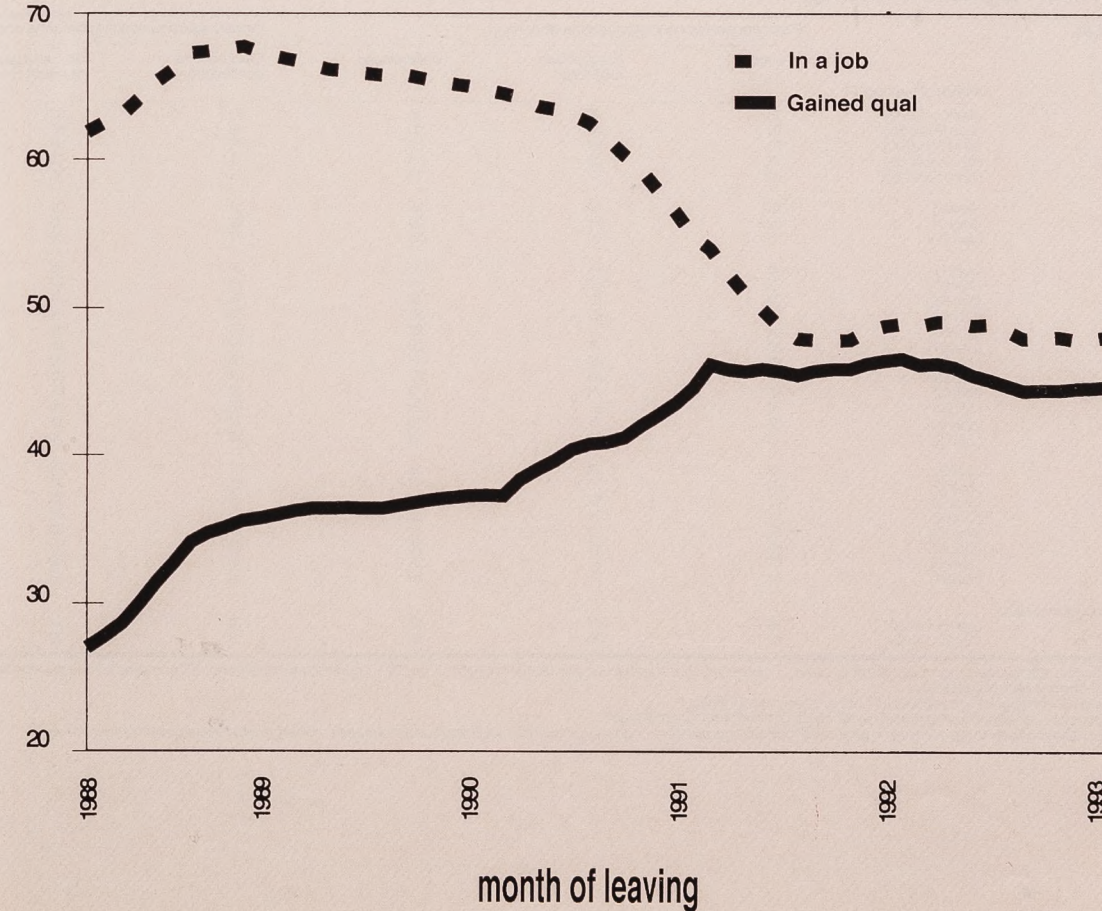
## 9.4 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job <sup>+</sup>	In a positive outcome <sup>#</sup>	Unemployed <sup>§</sup>	Completed their agreed course of training <sup>**</sup>	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	28	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	52	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	58	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	54	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	70	59	51
1991 Oct	(Apr 91)	42	59	33	23	48	40
Nov	(May 91)	48	63	29	34	54	49
Dec	(Jun 91)	62	74	20	63	68	68
1992 Jan	(Jul 91)	55	71	22	54	64	62
Feb	(Aug 91)	55	73	19	50	65	56
Mar	(Sep 91)	54	75	18	50	61	53
Apr	(Oct 91)	44	61	30	26	52	36
May	(Nov 91)	44	60	32	23	50	35
Jun	(Dec 91)	47	61	31	29	54	38
Jul	(Jan 92)	44	57	36	22	54	37
Aug	(Feb 92)	41	56	37	21	55	37
Sep	(Mar 92)	49	64	30	36	57	41
Oct	(Apr 92)	45	59	34	32	57	41
Nov	(May 92)	48	62	33	38	62	47
Dec	(Jun 92)	59	71	24	61	70	61
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	56	36
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
Current and previous year to date							
Oct 91-Aug 92	(Apr 91-Feb 92)	52	68	25	43	59	51
Oct 92-Aug 93	(Apr 92-Feb 93)	50	67	28	43	62	48

\* 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 respondent's 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?"

### YT leavers in jobs, gaining qualifications – smoothed

per cent of all leavers





## 9.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

### Destinations and qualifications of Employment Training leavers who completed their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving ET	In a job	In a positive outcome*	Unemployed	Studied for a qualification	Gained a qualification or credit towards one#
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
1991 Oct	(Apr 91)	36	41	52	54	45
Nov	(May 91)	36	40	53	56	47
Dec	(Jun 91)	34	42	50	59	52
1992 Jan	(Jul 91)	33	42	50	58	51
Feb	(Aug 91)	34	42	50	57	52
Mar	(Sep 91)	32	42	50	61	49
Apr	(Oct 91)	35	38	53	63	45
May	(Nov 91)	38	41	52	54	46
Jun	(Dec 91)	38	41	51	53	45
Jul	(Jan 92)	35	38	54	57	48
Aug	(Feb 92)	38	42	51	54	47
Sep	(Mar 92)	37	43	50	55	48
Oct	(Apr 92)	39	45	47	52	45
Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	52
Mar	(Sep 92)	36	46	46	64	57
Apr	(Oct 92)	39	44	49	57	51
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
<b>Current and previous year to date</b>						
Oct 91-Aug 92	(Apr 91-Feb 92)	35	41	52	56	48
Oct 92-Aug 93	(Apr 92-Feb 93)	38	44	48	60	53

\* 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?".

## 9.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

### Destinations and qualifications of Youth Training leavers who completed their agreed training

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	Studied for a qualification	Gained a qualification or credit towards one #
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	63
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
1991 Oct	(Apr 91)	55	66	28	54	54
Nov	(May 91)	62	71	23	63	66
Dec	(Jun 91)	73	80	15	77	80
1992 Jan	(Jul 91)	70	78	16	76	78
Feb	(Aug 91)	72	80	14	79	77
Mar	(Sep 91)	72	83	12	75	74
Apr	(Oct 91)	62	69	24	69	64
May	(Nov 91)	64	72	22	68	64
Jun	(Dec 91)	67	74	20	71	65
Jul	(Jan 92)	63	69	26	68	62
Aug	(Feb 92)	69	68	27	69	65
Sep	(Mar 92)	66	75	19	66	61
Oct	(Apr 92)	58	67	27	65	59
Nov	(May 92)	64	71	25	72	66
Dec	(Jun 92)	70	77	19	80	76
1993 Jan	(Jul 92)	69	79	18	81	76
Feb	(Aug 92)	69	79	17	81	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	66
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
<b>Current and previous year to date</b>						
Oct 91-Aug 92	(Apr 91-Feb 92)	69	77	17	74	74
Oct 92-Aug 93	(Apr 92-Feb 93)	67	76	20	76	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 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?".

## OTHER FACTS AND FIGURES A.1

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

Placed into employment by jobcentre advisory service, 4 September 1993 - 8 October 1993 +  
 Registered as disabled on 19 April 1993 #

5,846  
 371,734

+ 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.



## DEFINITIONS

### CLAIMANT UNEMPLOYED

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

### EARNINGS

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

### ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

### ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

### INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting

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

less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included. There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

## CONVENTIONS

*The following standard symbols are used:*

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

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX

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

### TEMPORARILY STOPPED

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the claimant unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

## REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
<b>Background economic indicators</b>	M	Dec 93	0.1	Wages and salaries per unit of output			
<b>Employment and workforce</b>				Manufacturing index, time series	M	Dec 93	5.8
Workforce: UK and GB				Quarterly and annual indices	M	Dec 93	5.8
Quarterly series	M(Q)	Dec 93	1.1	<b>Labour costs</b>			
Labour force estimates, projections		Apr 93	139	Survey results 1988	Quadrennial	Dec 90	431
Employees in employment industry: GB				Per unit of output	Q	Sep 93	5.7
All industries: by division, class or group	Q	Nov 93	1.4	<b>Retail prices</b>			
: time series, by order group	M	Dec 93	1.2	General index (RPI)			
Manufacturing: by division, class or group	M	Dec 93	1.3	Latest figures: detailed indices	M	Dec 93	6.2
Administrative, technical and clerical in manufacturing	A	Dec 92	1.10	: percentage changes	M	Dec 93	6.2
Local authorities manpower	Q	Oct 93	1.7	Recent movements and the index excluding seasonal foods	M	Dec 93	6.1
Region: GB				Main components: time series and weights	M	Dec 93	6.4
Sector: number and indices	Q	Nov 93	1.5	Changes on a year earlier: time series	M	Dec 93	6.5
Census of Employment				Pensioner household indices			
UK and regions by industry (Sept 1989)		Apr 93	117	All items excluding housing	D	Sep 93	6.6
GB and regions by industry (Sept 1989)		Apr 93	117	Group indices: annual averages	D	Sep 93	6.7
International comparisons	Q	Nov 93	1.9	Food prices	M	Dec 93	6.3
Employment measures	D	Nov 93	9.2	International comparisons	M	Dec 93	6.8
Registered disabled in the public sector	A	Feb 93	61	<b>Labour Force Survey</b>			
Trade union membership	A	May 93	189	Economic activity: seasonally adjusted	M	Dec 93	7.1
<b>Claimant unemployment and vacancies</b>				Economic activity: not seasonally adjusted	M	Dec 93	7.2
Claimant unemployment				Economic activity by age: not seasonally adjusted	M	Dec 93	7.3
Summary: UK	M	Dec 93	2.1	<b>Industrial disputes: stoppages of work</b>			
: GB	M	Dec 93	2.2	Summary: latest figures	M	Dec 93	4.1
Age and duration: UK	M(Q)	Dec 93	2.5	: time series	M	Dec 93	4.2
Broad category: UK	M	Dec 93	2.1	Latest year and annual series	A	May 93	197
Detailed category: UK and GB	Q	Dec 93	2.2	Industry			
Region: summary	Q	Dec 93	2.6	Monthly: broad sector time series	M	Dec 93	4.1
Age: time series UK	M(Q)	Dec 93	2.7	Annual: detailed	A	May 93	197
: estimated rates	M(Q)	Dec 93	2.15	: prominent stoppages	A	May 93	197
Duration: time series UK	M(Q)	Dec 93	2.8	Main causes of stoppage			
Region and area				Cumulative	M	Dec 93	4.1
Time series summary: by region	M	Dec 93	2.3	Latest year for main industries	A	May 93	197
: assisted areas, travel-to work areas	M	Dec 93	2.4	Size of stoppages	A	May 93	197
: counties, local areas	M	Dec 93	2.9	Days lost per 1,000 employees in recent years by industry	A	May 93	197
: parliamentary constituencies	M	Dec 93	2.10	International comparisons	A	Dec 93	545
Age and duration: summary	Q	Dec 93	2.6	<b>Tourism</b>			
Flows				Employment in tourism: by industry			
UK, time series	M	Dec 93	2.19	Time series GB	M	Dec 93	8.1
Age time series	M	Dec 93	2.20	Overseas travel: earnings and expenditure	M	Dec 93	8.2
Students: by region	Q	Nov 93	2.13	Overseas travel: visits to the UK by overseas residents	M	Dec 93	8.3
Disabled jobseekers: GB	M	Dec 93	A1	Visits abroad by UK residents	M	Dec 93	8.4
International comparisons	M	Dec 93	2.18	Overseas travel and tourism			
Ethnic origin		Feb 93	25	Visits to the UK by country of residence	Q	Oct 93	8.5
Temporarily stopped				Visits abroad by country visited	Q	Oct 93	8.6
Latest figures: by UK region	Q	Nov 93	2.14	Visits to the UK by mode of travel and purpose of visit	Q	Oct 93	8.7
Vacancies				Visits abroad by mode of travel and purpose of visit	Q	Oct 93	8.8
Unfilled, inflow, outflow and placings seasonally adjusted	M	Dec 93	3.1	Visitor nights	Q	Oct 93	8.9
Unfilled seasonally adjusted by region	M	Dec 93	3.2	<b>Training and enterprise programmes</b>			
Unfilled unadjusted by region	M	Dec 93	3.3	Participants in the programmes	M	Dec 93	9.1
<b>Redundancies</b>				New starts on the programmes	M	Dec 93	9.2
In Great Britain	M	Dec 93	2.32	Destinations and qualifications			
by region	M	Dec 93	2.33	ET leavers	M	Dec 93	9.3
by age	M	Dec 93	2.34	YT leavers	M	Dec 93	9.4
by industry	M	Dec 93	2.35	ET leavers completing agreed training	M	Dec 93	9.5
by occupation	M	Dec 93	2.36	YT leavers completing agreed training	M	Dec 93	9.6
<b>Earnings and hours</b>				<b>Regional aid</b>			
Average earnings				Selective Assistance by region	Q	Oct 93	A2
Whole economy (New series) index	M	Dec 93	5.1	Selective Assistance by region and company	Q	Oct 93	A3
Main industrial sectors	M	Dec 93	5.3	Development Grants by region	Q	Nov 93	A4
Industries	M	Dec 93	5.3	Development Grants by region and company	Q	Nov 93	A5
Time series	M(A)	Dec 93	5.6	<b>Output per head</b>			
Average weekly and hourly earnings and hours worked [Manual workers]				Output per head: quarterly and annual indices	M(Q)	Dec 93	1.8
Manufacturing and certain other industries							
Summary (Oct)	B(A)	Dec 93	5.4				
Detailed results	A	Feb 93	23				
Average earnings: non-manual employees	M	Dec 93	5.5				
Manufacturing							
International comparisons	M	Dec 93	5.9				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Dec 93	1.11				
Regions: summary	Q	Dec 92	1.13				
Hours of work: manufacturing	M	Dec 93	1.12				

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



## STATISTICAL ENQUIRY *points*

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

### GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the Public Enquiry Office **071-273 6969**

Press Enquiries **071-273 4961**

### FOR STATISTICAL INFORMATION ON:

Employment **0928 792563**

Employment census **0928 792690**

Employment Training and Youth Training **0742 594027**

Industrial disputes **0928 792825**

Labour Force Survey; labour force projections **071-273 5585**

Monthly Average Earnings Index **0928 794847**

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 **0928 794903/4**

Redundancies **071-273 5530**

Retail Prices Index (Central Statistical Office)  
Ansafo service **0923 800511**  
Enquiries **0923 800002**

Skills surveys and research into skills shortages **0742 594216**

Small firms; self employment **0742 597538**

Tourism:  
overseas and domestic, including day visits; tourism income and expenditure; tourism employment;  
International Passenger Survey **071-273 5507**

Trade union membership **0928 792825**

Travel-to-Work Areas (TTWAs), composition and review of **071-273 5530**

Unemployment (claimant count) **071-273 5532**

Unit wage costs, productivity, international comparisons of earnings and labour costs **071-273 5535**  
vacancies notified to Jobcentres **071-273 5532**

Vocational qualifications **0742 594216**

Wage rates, basic hours **071-273 5571**

Workforce training **0742 593489**

Youth Cohort Study **0742 594215**

Sources of labour market statistics **071-273 5532**

### FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training **0742 594027**

### FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System) **091-374 2468/2490**

Quantime Ltd (on-line and other access to Labour Force Survey data) **071-625 7111**

Skills and Enterprise Network **0742 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 11.30am.

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 071-270 6363 if you have any problems.

differences in thresholds affect the number of working days lost recorded.

There are two countries which are exceptions to the generalisation about reporting thresholds: the United States and Denmark. In 1981 the United States revised its coverage of industrial stoppages statistics to include only those disputes involving more than 1,000 workers, whereas previously the threshold had been six workers. It is estimated that this change reduced the recorded number of working days lost by between 30 and 40 per cent.

Similarly, but not with such a marked effect on the level of working days lost, Danish statistics do not record disputes in which fewer than 100 working days are lost. The strike rates for the United States and Denmark are clearly not directly comparable with those for the UK, Germany(FR) and other countries with similar thresholds.

Interestingly on this point, in 1987 Canada revised the criteria for inclusion of a labour dispute in its published statistics, to a threshold of 500 working days lost. This was a response to unfavourable comparisons being made between the labour disputes records of the United States and Canada. However, Canada has again started to publish data on the same definition used prior to 1987 (10 working days lost) and this threshold has been used in this article.

There are a number of other important differences which may be significant when making international comparisons. Some countries exclude the effects of disputes in certain industrial sectors. For example, France and Portugal omit public sector strikes, France additionally excludes disputes by agricultural workers, and Japan excludes working days lost in unofficial disputes. The omission of such strikes may markedly reduce the number of officially recorded working days lost in some years.

Political stoppages are not included in the figures for the UK, Turkey and the United States; in the UK this is, in most years, insignificant with the last identified political strike in the UK being in 1986, when the total number of working days lost amounted to fewer than 1,000.

The inclusion or omission of those workers indirectly involved in a stoppage (those who are unable to work because others at their workplace are on strike) varies between countries. Half of the countries listed in *table 4* – including the UK, Belgium, the Netherlands, New Zealand and the USA – attempt to include them. Among the countries which exclude them are Germany(FR) and Japan. This leads these last two countries to record a lower number of working days lost than countries which include indirectly affected workers in their statistics. This would be most noticeable where the actions of a

Figure 3 Strike rate: annual average 1983-92



Figure 4 UK and EC average strike rates 1983-92

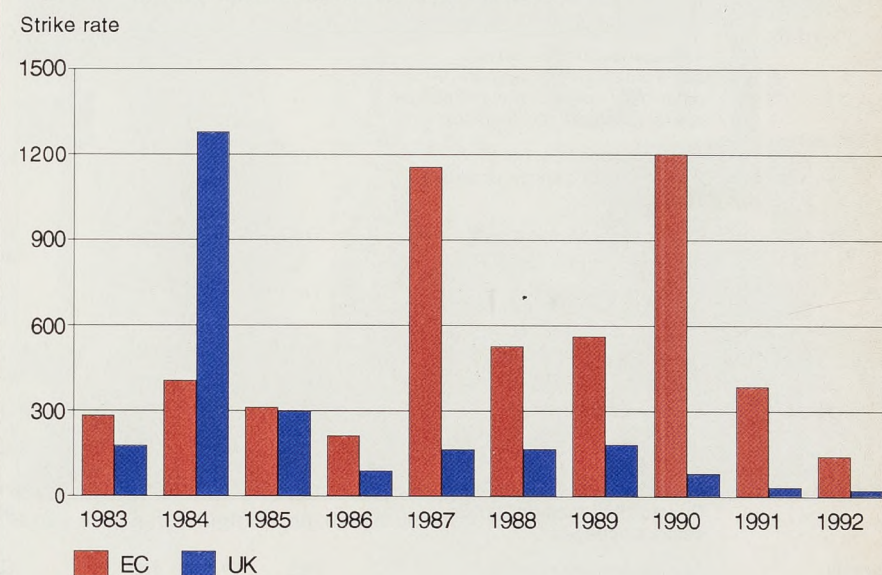
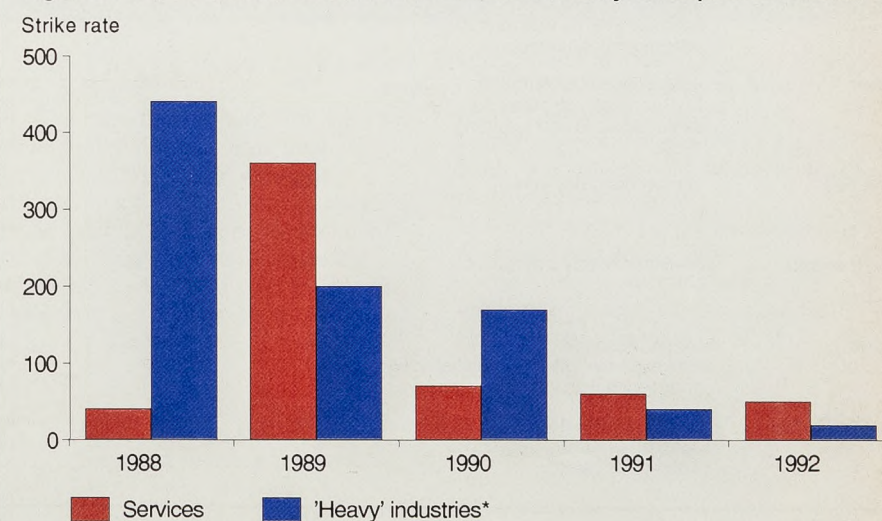


Figure 5 Strike rates in service sector and traditionally strike prone industries



\*Mining, manufacturing, construction, and transport and communication



Table 4 Labour disputes: comparisons of coverage and methodology

	Minimum criteria for inclusion in statistics	Are political stoppages included?	Are indirectly affected workers included?	Sources and notes
United Kingdom	Ten workers involved and of one day's duration unless 100 or more working days lost.	No	Yes	Local unemployment benefit offices make reports to Department of Employment HQ, which also checks press reports, unions and large employers.
Australia	Ten or more days lost.	Yes	Yes	Information gathered from arbitrators, employers and unions.
Austria	No restrictions on size.	Yes	No	Trade unions provide information.
Belgium	No restrictions on size. Excludes public sector stoppages.	Yes	Yes	Police reports. Questionnaires to employers following a strike.
Canada	At least half a day plus at least 10 working days lost.	Yes	No	Reports from Canada Manpower Centres, also press, Provincial Labour Departments and conciliation services.
Denmark	100 or more days lost.	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office.
Finland	More than one hour duration.	Yes	Yes	Returns from employers (approx 90 per cent), employees and press.
France	One work day. However, civil service and agricultural employees are excluded from the statistics.	Yes	Yes	Labour inspectors' reports.
Germany(FR)	More than ten workers involved and more than one day's duration or more than 100 days lost. However, the civil service is excluded from the statistics.	Yes	No	Compulsory notification by employers to local employment offices.
Greece	More than one hour duration. Excludes public administration stoppages.	Yes	No	Labour inspectors' reports.
Ireland	Ten or more days lost or of at least one day's duration.	Yes	Yes	Reports from local employment offices and press.
Italy	No restrictions on size.	Yes	No	Local police reports sent to Central Institute of Statistics.
Japan	None. However, unofficial disputes are excluded.	Yes	No	Legal requirement to report to Labour Relations Commission.
Netherlands	No restrictions on size.	Yes	Yes	Questionnaires to employers following a strike. National Dutch Press Bureau collects relevant news items on a contractual basis for CBS.
New Zealand	Ten or more working day lost. Prior to 1988 excluded public sector stoppages.	Yes	Yes	Information gathered from voluntary returns, press and employers.
Norway	At least one day's duration.	Yes	No	Questions to employees' and employers' organisations.
Portugal	Up to 1985: no restriction on size. 1986 and after: statistics exclude general strikes at the national level as well as public administration stoppages.	Yes	No	Statistics are collected by the Ministry of Labour and Social Security. From 1986 the figures exclude the Azores and Madeira.
Spain	At least one hour duration. Civil servants' disputes are excluded up to and including 1988.	Yes	No	Legal obligation on party instigating strike to notify competent labour authority. Up to 1985 the figures exclude Catalonia. From 1986 to 1989 the figures exclude the Basque country.
Sweden	One working day lost.	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office.
Switzerland	At least one day's duration.	Yes	Yes	Federal Office for Industry, Crafts, Occupations and Employment collects press reports and checks with trade unions and employers.
Turkey	No restriction on size. However, excludes energy services and most public services.	No	Yes	Legal obligation on the part of trade unions to report details to Regional Directorates of Labour.
United States	More than one day or one shift duration and more than 1,000 workers involved.	No	Yes	Reports from press, employers, unions and agencies.

Source: ILO Document MESS/D.2 Geneva, 1990

minority have a large impact on the rest of the workforce, and least where there was a general withdrawal of labour.

Consequently, even though Germany(FR), for example, has a similar threshold for inclusion of disputes as that used in the UK, comparisons between the two countries' records should be made with care. ■

#### Footnotes

- 1 There are 24 countries in the Organisation for Economic Cooperation and Development (OECD). This annual article looks at data on industrial disputes in 22 of them - Luxembourg and Iceland are excluded because data are not available. Countries included in the analyses are ranked according to the number of working days lost per employee, with the country experiencing the lowest incidence rate given the rank of 1. Statistics for 1992 are available for 18 of the 22 OECD countries covered in this article.
- 2 The OECD median has been calculated in preference to an average since it eliminates the distorting effect of unusually large figures. The average of the changes for all OECD countries would be plus 43 per cent, which is unduly influenced by the very large relative increase in Turkey's data. See the technical note at the end of this article for an explanation of the difference between a median and an average.
- 3 All statistics for Germany in this article relate to the area of the former Federal Republic (west Germany) only.
- 4 Where complete data are missing the averages are based on data for the available years.
- 5 In 1992 the EC average is based on data for nine countries since data are not available for Greece and Italy. Similarly, in 1983, 1984, 1986 and 1987 the EC average is based on data for ten countries, data not being available for Belgium.



Strike action hits flights from Frankfurt airport, May 1992.

Photo: Popperfoto

#### Technical note

There are three measures commonly used to describe the central tendency of statistics: the **mean, median and mode**.

The **mean** is perhaps the most frequently used and most commonly understood. This expresses the central tendency of a set of data by reference to the average of all the observations that make up the set,

which is why the mean is also called the 'average'.

The **median** however, identifies the mid-point of a set of data such that there are the same number of observations both greater and smaller than the median. The result of this is that extreme observations, called outliers, do not have such a distorting effect on the median as they do when

calculating the mean.

The final measure is the **mode**, which simply identifies the most commonly occurring value in a set of data. An example of how each would be calculated follows.

Suppose we observe the strike rates for seven countries (Table A):

We could intuitively say that the strike rate generally lies around 30. However, the mean is 70 which is higher than we would expect. This is because of the influence of the observation for country 'g'. The median is 30, which is a more reasonable measure given all of the observations.

In this example the mode is also 30.

Table A Strike rates for seven countries

Country	a	b	c	d	e	f	g
Strike rate	10	20	30	30	30	50	320



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## One hundred years of labour market indicators



'Lady' bus conductor, 1916

*How accurately can changes in the labour market over the past century be monitored?*

*In Employment Gazette's centenary year, this article looks at how certain key indicators have evolved.*

*By Paul Allin, Statistical Services Division, Employment Department.*



## INTRODUCTION

Several articles in *Employment Gazette* in this centenary year have drawn attention to the range of labour market statistics that have been published by the Employment Department over the last 100 years. Using these data, rich and detailed analyses of the labour market from late-Victorian times onwards can be prepared. This note has more modest aims: to show a small selection of the labour market indicators which are available, to draw attention to sources, and to stimulate others to prepare and report more substantive analyses of the evolving labour market. I am grateful to colleagues for their help with this note, including those who provided the charts.

## ECONOMIC ACTIVITY

Defining labour market indicators which are consistent over 100 years is far from easy. The nature of the labour market has changed and there have been many developments of the sources, definitions and methodology of labour market data. To show overall how the size and composition of the labour market has changed, *table 1* gives the numbers of 'occupied' people in 1891 and of 'economically active'



long run of decennial census data and, arguably, has superseded the census for national economic activity data). The 1991 figures are taken from an article in the April 1993 issue of *Employment Gazette* giving a long run of economic activity rates, including projections to the year 2006. The figures for 1891 and 1991 exclude armed forces personnel.

Caveats about interpreting differences in data over a span of 100 years apply even more strongly when we look at groups within the labour force. The data for women's labour force participation are particularly dependent on the definitions used. Unpaid family workers tend not to be counted among the occupied or the economically active, so any shift from this work into paid employment may appear in official statistics as an increase in economic activity.

Nevertheless, we can still see some broad pictures in *table 1*. For example, women now account for a considerably larger proportion of the economically active labour force (43 per cent) than they were of the occupied labour force in 1891 (31 per cent). Also, young people (that is, anyone aged under 20) accounted for less than 8 per cent of all people economically active in 1991 compared with nearly a quarter of the occupied labour force in 1891.

We cannot easily estimate the overall rate of activity within the population until we reach the data for the early 1920s. This is because some children, including some aged under 10, were identified as 'occupied' in the early censuses of population and counted in rather broad age bands in the published tables. It is therefore difficult to produce population figures on a basis comparable to the economic activity figures, to span only the age ranges from which the economically active would normally have been drawn.

*Table 2* is restricted to people aged 20 and over, so that an overall economic activity rate can be calculated for 1891. This table again shows differences between women's and men's labour force participation. It also reflects the emergence of a sizeable, retired population, with markedly increased numbers in the population aged 65 and over. So, among men aged 20 and over, less than 7 per cent of the population in 1891 were not occupied with work.

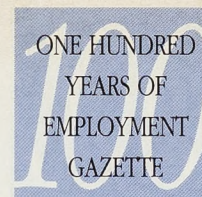
However, in 1991 over a quarter of men aged 20 and over were not economically active, many of whom were permanently retired from the labour force. (Other reasons

for changes in the proportion who are not economically active will be an increased take up of further education and early retirement, including on health grounds).

Another interesting aspect of *table 2* is that taking the adult (aged 20 and over) population as a whole, the overall economic activity rate has been stable (albeit differently defined). The proportion who were economically active (that is, in work or seeking work) in 1991, just over 62 per cent, has hardly changed from the figure for the proportion of the 1891 population who were normally occupied for pay or profit, nearly 61 per cent.

## UNEMPLOYMENT RATES 1881-1992

The unemployment figures for 1881 to 1992 are grouped as follows due to the changes in the definition of unemployment that occurred within this time period. Further details of changes in definition and methods of compilation can be found in *BRITISH LABOUR STATISTICS Historical Abstract 1886 - 1968* and *Employment Gazette*, as well as on *NOMIS*, ED's database system.



### A. 1881 to 1912, 1919

- UK figures.
- the unemployment rate is expressed as the percentage unemployed at the end of each month among the members of certain trade unions which paid unemployment benefit.

### B. 1913 to 1947, excluding 1919

- UK figures.
- the unemployment rate is expressed as the insured unemployed as a percentage of all insured persons. The first limited scheme of unemployment insurance came into being in 1911. When an insured worker became unemployed he collected his unemployment book from his employer and "lodged" it at an employment exchange for the duration of his unemployment. As well as being registered as seeking employment, the majority were entitled to benefits.
- excludes 1919 as the Out-of-Work Donation Scheme was then in force.

### C. 1948 to 1968

- UK figures.
- the unemployment rate is expressed as the number registering as unemployed at employment exchanges and associated offices as a percentage of the total of these unemployed plus the number of employees in employment.

### D. 1969 to 1971

- GB figures.
- the unemployment rate is expressed as the number of registered unemployed as a percentage of the total of employees and the unemployed.

### E. 1972 to 1982

- GB figures.
- the unemployment rate is expressed as the number of registered unemployed aged 18 and over as a percentage of the workforce\*.
- between 1972 and 1978 the figures refer to the June figure for each year.

### F. 1983 to 1992

- GB figures.
- the unemployment rate is expressed as the number of persons aged 18 and over claiming unemployment-related benefits as a percentage of the workforce\*.

\* The workforce consists of employees in employment, the self-employed, the unemployed (as measured in the relevant year), HM Forces and people on work-related government training programmes. See *Employment Gazette* for further details.

All rates are annual averages of monthly data, except for the period 1972 to 1978 when the rate for June is used.

Table 1 The numbers of economically active people

Age	Millions					
	1891			1991		
	Men	Women	All	Men	Women	All
Under 20	2.1	1.5	3.6	1.1	1.0	2.1
20-24	1.4	0.9	2.3	1.9	1.6	3.5
25-44	4.1	1.3	5.4	7.8	6.0	13.8
45-64	2.1	0.6	2.7	4.8	3.5	8.3
65+	0.5	0.1	0.6	0.3	0.2	0.5
All ages	10.1	4.6	14.7	15.9	12.2	28.1

Sources: 1891 - occupied persons, data from *British Labour Statistics, Historical Abstract 1886-1968*; 1991 - economically active, data from *Employment Gazette*, April 1993. (See bibliography)

Table 2 Economic activity - people aged 20 and over

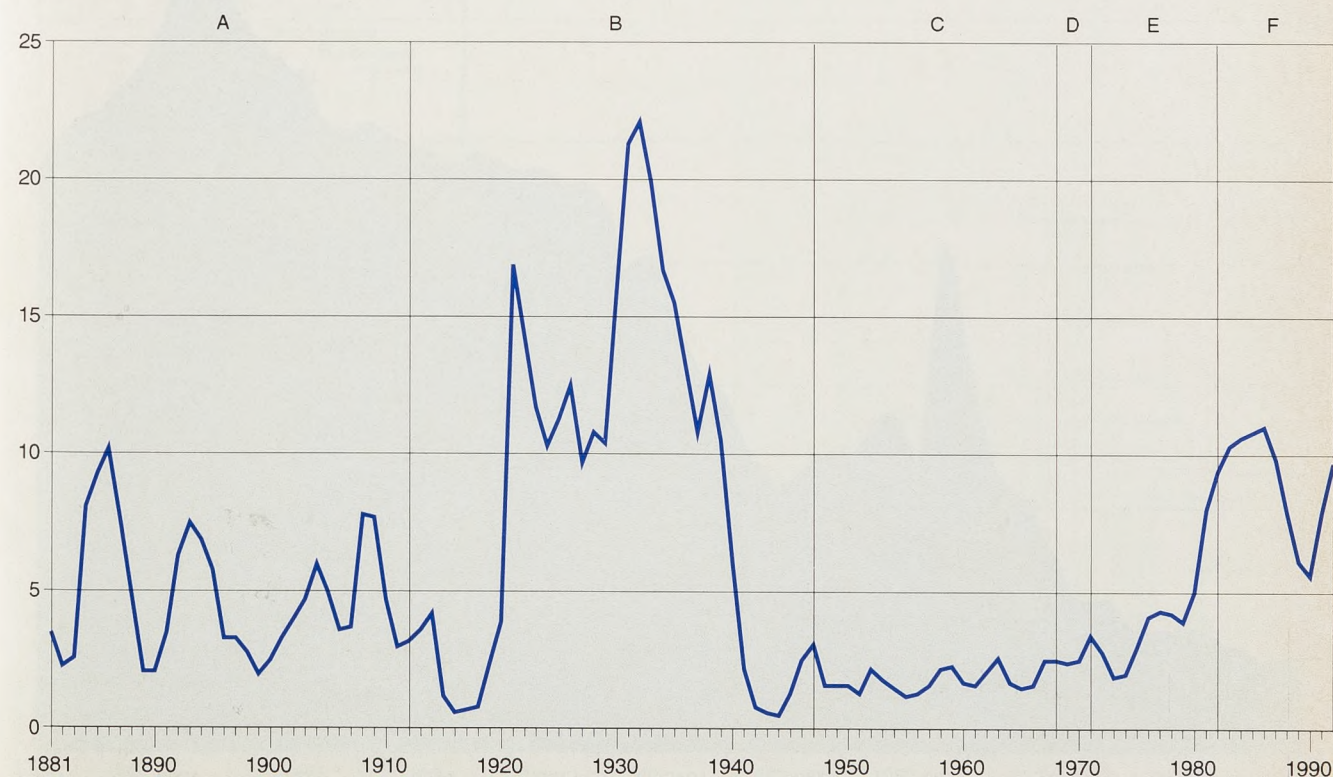
	Millions					
	Men		Women		All	
	1891	1991	1891	1991	1891	1991
Economically active	7.9	14.8	3.0	11.2	10.9	26.0
Population	8.5	20.0	9.5	21.8	18.0	41.8
Economic activity rate	93.1%	73.8%	31.8%	51.4%	60.7%	62.1%

Sources: as table 1

people in 1991. It shows there were almost twice as many economically active people in 1991 as there were occupied people in 1891.

*Table 1* does not, however, strictly compare like with like. The earlier figures are of people normally occupied for pay or profit, while the later definition of economic activity covers everyone either in paid employment or seeking work. One of the main differences is that the later figures will include a larger number of unemployed people, especially new entrants to the labour market. Also, the 1891 data were taken from the census of population and the 1991 data were derived from the department's Labour Force Survey (which complements the

Figure 1 Unemployment rates 1881-1992





## UNEMPLOYMENT

People who are made unemployed are generally included in the data as economically active. The published data on unemployment have been produced from several different sources over the last 100 years, as the systems for paying benefit have evolved from those based on payments by trade unions up to 1912. These differences will also feed through to the calculation of unemployment rates, but a continuous indicator can nevertheless be shown for unemployment rates, as in *figure 1*.

Andrew Britton, director of the National Institute for Economic and Social Research, commented on a similar series of data in the *NIESR Economic Review* earlier this year (see bibliography). He pointed out that prior to the First World War unemployment was highly cyclical, with an average rate around 4 per cent and no clear trend. Between the wars unemployment was very much higher, with a peak rate in 1932 (22.1 per cent on the basis used in this section of *figure 1*, the percentage of insured workers who were unemployed). After World War Two the unemployment rate was mainly around 1 to 3 per cent and, according to Britton, "Full employment was maintained continuously until about 1970".

The unemployment rate did not rise above 4 per cent again (on the bases used in *figure 1*) until the mid-1970s, and it is only during the last 20 years that the trend has been rising. Data published since *figure 1* was produced suggest that the most recent peak is slightly lower than the peak in 1986 and that the upward trend in the rate of unemployment appears to have been halted.



## TRADE UNION MEMBERSHIP

Although the labour force has roughly doubled in size over the last 100 years, trade union membership is some six times what it was in 1892. *Figure 2* shows the growth in membership to a peak of 13.3 million at the end of 1979 from fewer than 1.6 million at the end of 1892. There had also been a peak in 1920 of over 8 million, before the troubled times of the 1920s.

The number of trade unions has decreased markedly as the mainly small craft unions have merged or closed. There were between 1,200 and 1,400 registered trade unions from 1892 to the early 1920s, just over 1,000 at the end of 1940 and 275 at the end of 1991. In 1892 the average membership was 1,280 per union; in 1991 the average was nearly 35,000. (Data taken from the *Historical Abstract* and from the May 1993 *Employment Gazette*: see bibliography).

*Figure 3* shows the number of working days lost in industrial disputes by year since 1893. The main disputes are noted on the chart, including the General Strike of 1926, when 146 million days were lost in the coal industry and some 15 million days elsewhere. The number of working days lost in 1992 was the lowest recorded in the history of the series.

### BRITISH LABOUR STATISTICS HISTORICAL ABSTRACT AND OTHER SOURCES

We end with a brief look at sources of historical data. A good source book for many analyses, and used heavily in this note, is *British*

*Labour Statistics: Historical Abstract 1886-1968*, published by HMSO for the Employment Department in 1971. In over 200 tables, the book covers in some depth: wage rates and normal hours of work; earnings and hours actually worked; retail price statistics and indices (for which the Department had responsibility until 1989); employment; unemployment; vacancies and placings; trade union membership; industrial disputes; and industrial accidents. There are also some tables giving the more limited data available on shift working, labour costs, output measures and on the size of manufacturing units. There are supporting notes on sources and methods, which should help with extending the statistical series when using data published subsequently in *Employment Gazette* and the Department's other statistical publications and databases.

Tables of labour force indicators are also included in B R Mitchell's 1975 book, *European Historical Statistics 1750-1970*. The indicators covered are: economically active population by major industrial group; unemployment (numbers and percentages); industrial disputes; money wages in industry; money wages in agriculture. Over the years there have also been articles in the journal of the Royal Statistical Society analyzing aspects of the labour market and presenting series of data for example on wages.



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Martin Whitfield: 'Employment Gazette - a century of record', *Employment Gazette*, May 1993, pp 177-184.

'Labour Force Projections: 1993-2006', *Employment Gazette*, April 1993, pp 139-147.

Figure 2 Trade union membership 1892-1991

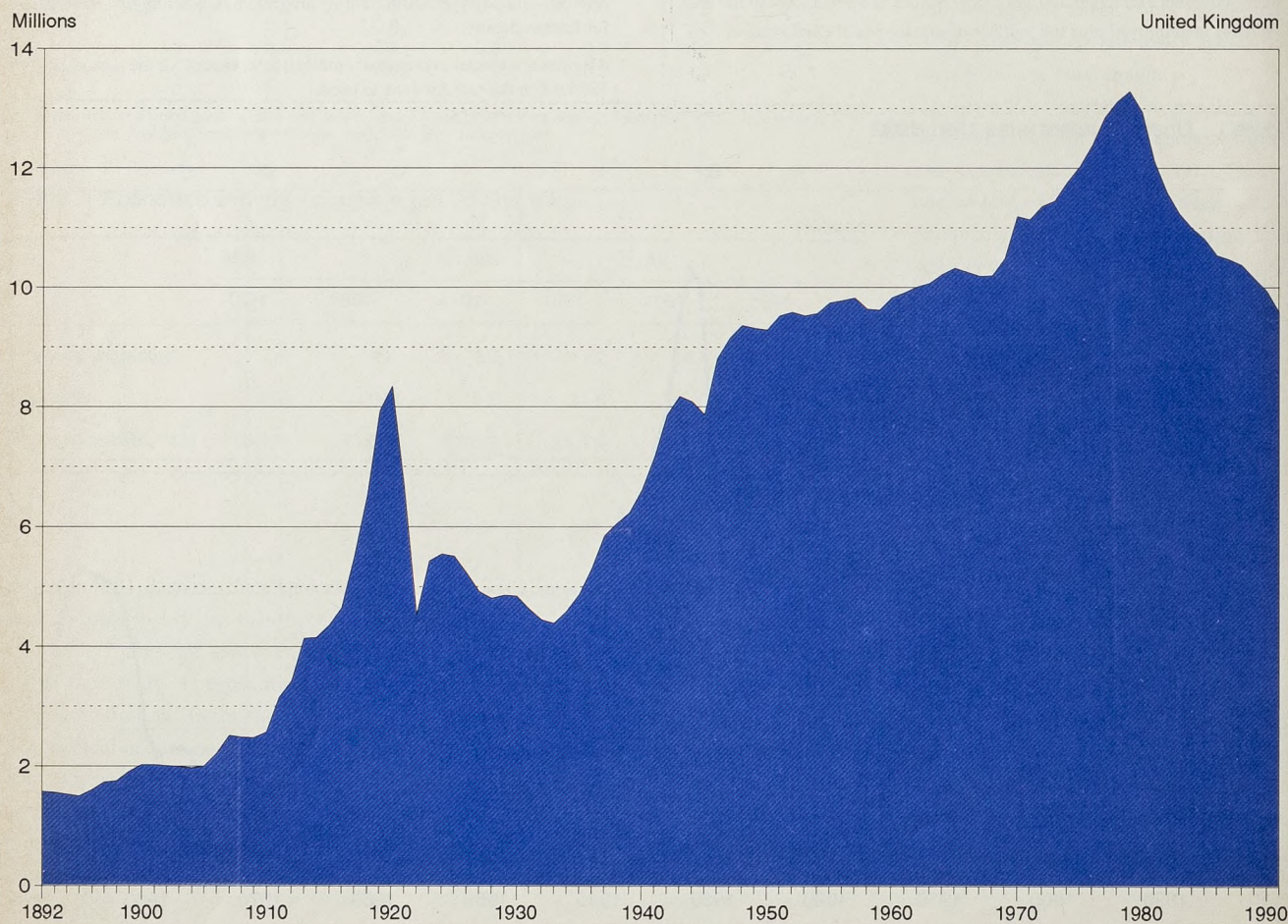
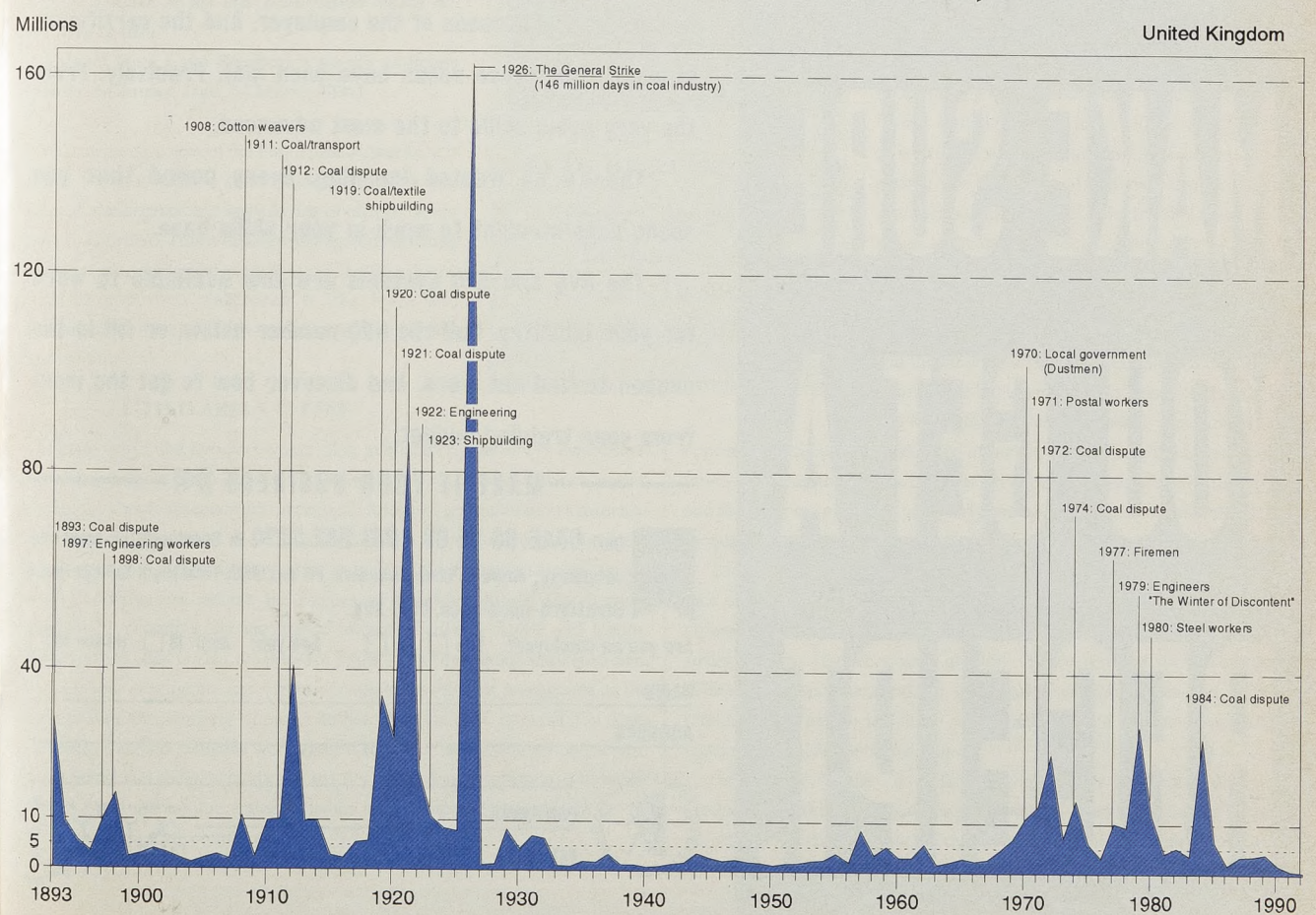


Figure 3 Working days lost in industrial disputes 1893-1992





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ONE HUNDRED  
YEARS OF  
EMPLOYMENT  
GAZETTE

## The genesis of British labour statistics

This article, based on a talk to the Royal Statistical Society, charts the early development of labour statistics in the United Kingdom.\*

*'Went to Polytechnic... thence to Board of Trade Labour Bureau and saw new number of Labour Gazette and an excellent number it is.'*

[Extract from Diary of John Burns, Liberal MP and member of TUC Parliamentary Committee, 31 May 1893]

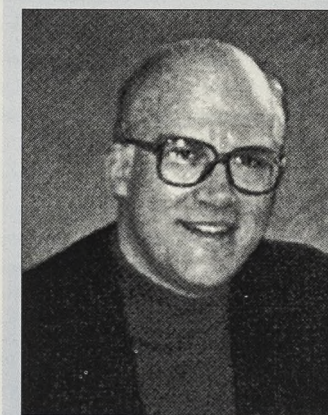
*'That Labour Gazette ... is the most perfect compendium of all the facts that will interest labour that has ever been drawn up. If this Government had existed only for the purpose of producing the Labour Gazette, venture to say this Government would not have lived in vain.'*

[Extract from Lord Rosebery's speech as Prime Minister, St James' Hall, 22 March 1894]

In the centenary year of the Employment Gazette, it is perhaps fitting to explore some of the main forces that shaped the emergence and early format of official labour statistics in Britain. This is especially so, given the strong commitment to historical continuity in British official statistics and their deference to the fears and preoccupations, and to the investigative agenda, of past administrators.

### UTILITARIAN BELIEF

In many ways, the *Labour Gazette*, first published by the newly-established Labour Department of the Board of Trade in May 1893, carried on the utilitarian belief of the classical economists in rational, informed government as a means of ensuring social harmony. To Charles Bradlaugh, one of the most prominent advocates of government labour statistics, their primary function was to sustain British individualism against the bogeys of Russian nihilism and German socialism by revealing the identity of interests between capital and labour. Similarly, Sir Robert Giffen, the Board of Trade's chief economist and statistician, viewed labour intelligence as a means of countering socialist propaganda on the conditions of the working classes. Rather than the raw material for State intervention, labour statistics were viewed by many late-Victorian politicians, civil servants and social scientists as the first condition of self-help: a basis for voluntary and associative action whether it be industrial conciliation or the regulation of working conditions.



by Dr Roger Davidson

Senior Lecturer in  
Economic and  
Social History  
University of Edinburgh

### COLLECTIVE PRESSURES

Yet, as in other countries, demand for labour statistics also stemmed from a range of collectivist pressures. Central to the ideas of Fabianism and the National Efficiency Movement was the belief in a government of experts guided by comprehensive information on the economy and labour force. Indeed, the Webbs played an active role in the establishment of the Labour Department, and before her liaison with Sydney Webb, Beatrice Potter cultivated a 'working partnership' with Hubert Llewellyn Smith, subsequently the first head of the Labour Department and editor of the *Labour Gazette*. (It is interesting to speculate how different Government labour statistics might have looked had Sydney not arrived on the scene!) Meanwhile, both Social Darwinism and the New Liberalism of the Edwardian period assumed a proactive, inquisitorial role for the State in labour issues as the basis for social engineering and reform.

### CRISIS PERCEPTIONS

Defining the information collected by government, and the labour statistical series with which we are now familiar, were the crisis perceptions of the late-Victorian and Edwardian governing classes. Four major areas of

concern prevailed: the breakdown of industrial relations, the apparent crisis of inner-city areas, the decline in competitive performance of the British economy, and the on-going problems of poverty and unemployment occasioned by income inequalities and the business cycle.

The emergence of more aggressive management strategies after 1880 in the face of declining world prices, combined with the rise of a more militant unionism, threatened to produce major industrial confrontation at the expense of social stability and economic growth. There resulted in Westminster and Whitehall a rising demand for information on wage rates and methods of remuneration, on the incidence of unionisation and industrial unrest, and on methods of collective bargaining.

Meanwhile, anxiety over the alleged process of 'urban degeneration' produced a spate of investigations and statistical series by the Labour Department on unemployment, under-employment, and sweated labour. Concern over

\* The paper represents Dr Davidson's views, not necessarily those of the Employment Department



Britain's commercial performance and the heated debate over tariff reform underpinned other enquiries into comparative labour costs, unemployment and productivity, while the 'poverty debate', fuelled by the findings of Booth and Rowntree, lent urgency to the first major governmental inquiries into working-class expenditure and costs of living: enquiries that were to provide the template for subsequent standard of living investigations and cost of living indices undertaken by the Ministry of Labour.



### EARLY CONSTRAINTS

British labour statistics have not only inherited an agenda born out of the social politics and panics of an earlier age. Evidence would suggest that many of the constraints operating on the statistical work of the Labour Department, and reflected in the *Labour Gazette*, have also survived well into the second half of the twentieth century. An enduring obstacle was Treasury control. The Treasury view, first articulated in the 1880s, was that labour statistics had to be carefully controlled in view of their 'dangerous tendency to magnify work and extend functions beyond the limits required at once by economy and expediency'.

Such fears were reinforced by the radical connections of many investigators attached to the Labour Department, which the Treasury viewed as 'a permanent conspiracy to extravagance'. As a result, many of the statistical series produced by the Department were unduly restricted – not least the indices relating to working-class earnings, consumption patterns and costs of living.

Industrial resistance to the provision of labour force and labour market information was an additional constraint. In part, this merely reflected the predictable resistance of busy industrialists and trade union leaders to time-consuming, bureaucratic questionnaires. In part, however, it reflected fairly deep-rooted ideological distrust of official labour statistics. Many union leaders objected to the disclosure of information on membership, financial resources and unemployment for fear that it would enable 'employers to know when to put the screw on'. They were also concerned that data on working-class expenditure patterns would provide an excuse for middle-class moralising and a diversion from the real problems of low-income destitution. In contrast, many businessmen feared that workforce data would be used by Whitehall to interfere with private enterprise and fuel left-wing proposals for a range of costly welfare measures. The vitriolic response of one industrialist in 1912 to a request for data is illustrative:

'This is an utterly futile return .... Some idiot is hard up for employment and has hit upon this brilliant idea to give overpaid and underworked officials a chance of wearing out Government pens and filling Government foolscap with rubbish. Your department is the last refuge of the decrepit trade union official or the out-at-elbows socialist orator.'

One has to remember that many of the leading labour investigators and statisticians within the Labour Department before 1914 had formerly been labour activists and trade union leaders. For example, John Burnett, chief labour correspondent of the Labour Department, had been a former general secretary of the Amalgamated Society of Engineers and one of the fiercest activists in the North East in the 1870s, while Llewellyn Smith had been closely involved in the Matchgirl Strike of 1888 and the Dock Strike of 1889.

### LIMITED SCOPE

The scope of early British labour statistics was also limited by the lack of co-ordination within the Government's statistical services, despite the efforts of the Board of Trade, backed by the Royal Statistical Society, to press for a Central Statistical Office. As a result, a great deal of information relating to the labour market and to destitution was scattered within a range of departments such as the Local Government Board and Home Office and could not readily be cross-tabulated with the data collected by the Labour Department. Then, as now, it was often only the private investigative enterprise of social scientists (such as Charles Booth and Seebohm Rowntree) that could provide an overview of social problems.

Government data also lagged behind much private investigation in statistical technique, despite the fact that the Labour department regularly employed statistical consultants such as Arthur Bowley and Udny Yule who were closely

associated with the rise of sociometrics and the use of sampling theory. In consequence, although publications such as the *Labour Gazette* were innovative in the construction and presentation of time series on issues such as unemployment and wage earnings, correlation and regression techniques were conspicuously absent, as was the employment of random sampling.

Several explanations might be advanced for this relative lack of technical sophistication. Then, as now, senior officials were more concerned with the utility of data for policy briefings and public education than with its statistical refinement. Another factor was the enduring resentment of career civil servants, including statisticians within the traditional establishment, at the intrusion of new expertise. The lack of a professional consensus in support of the mathematical theory of statistics also helped to preserve labour statistics as a legitimate sphere for conventional investigation.

### THE NEED FOR STABILITY

However, it is arguable that the most powerful influence on the scope of early British labour statistics was the need of the State for social and economic stability. There was, of course, no conscious conspiracy to deploy labour intelligence as a system of social control within market capitalism. As we have seen, the industrial elite could at times be actively resistant to the inquisitorial role of the State in the labour market. Conversely, on many occasions, socialist and trade union campaigners readily deployed data from the *Labour Gazette* in promoting particular causes. Yet, at the end of the day, politicians and civil servants produced labour statistics primarily as a means of securing 'rational' policies that did not question the fundamental structure of industry and society.

The institution of a separate Labour Department with its own journal *dia* recognise the interests of the workforce in the machinery of government, but if one examines the categories of official labour statistics as they defined working-class experience, they treated labour not as a class but as a source of value and a factor of production.

### MARKET ORIENTATION

The relationships explored in the *Labour Gazette* were market rather than welfare-orientated. Typically, the focus was on the horizontal rather than vertical distribution of income and consumption, and on the cost and efficiency of labour rather than the quality of life of the workforce.

Information on industrial unrest was collated and analysed so as to provide a database for conciliation and arbitration and to underline the essential 'irrationality' of demands that ignored the dictates of the market.

Meanwhile, although official unemployment statistics were widely used by social radicals in their campaign for public works, their presentation within the *Labour Gazette* lacked any critique of economic orthodoxies. Similarly, in identifying low-income destitution as an anomaly of a few parasitic trades rather than as a general feature of the unskilled and secondary labour market, Government statistics successfully confined the concept of minimum wages before the First World War to a few, isolated trade boards, and resisted pressure to define a subsistence wage that might have formed the basis of more systemic intervention by the State in the process of wage determination.

There are those who would argue that this role of 'information brokerage' by the State in the field of labour statistics has continued to shape industrial politics in Britain during the twentieth century. However tenable such a view may or may not be, the high expectations held of labour statistics within the machinery of British government a century ago by Lord Rosebery and John Burns have certainly not been disappointed.

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## PARLIAMENTARY questions

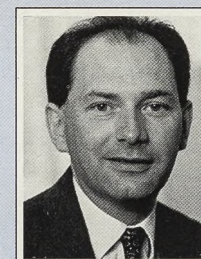


### A selection of Parliamentary Questions put to Employment Department Ministers.

They are arranged by subject matter. The date on which they were answered is given at the end of each PQ.



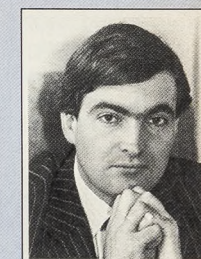
David Hunt  
Secretary of State



Michael Forsyth  
Minister of State



Ann Widdecombe  
Parliamentary Under Secretary of State



Lord Henley  
Parliamentary Under Secretary of State

### Employment Department Ministers

### PART-TIME WORKERS

David Hanson (Delyn) asked the Secretary of State for Employment how many part-time workers were in employment in (a) June 1993 and (b) June 1992.

Ann Widdecombe: The available information is as follows:

#### PART-TIME WORKFORCE IN EMPLOYMENT IN GREAT BRITAIN: Seasonally adjusted (thousands)

June 1992	6,683
June 1993	6,769

(November 25)

### EC SOCIAL AFFAIRS COUNCIL

Iain Duncan-Smith (Chingford) asked the Secretary of State if he will make a statement on the outcome of the EC Social Affairs Council held on 23 November.

David Hunt: I and the Minister of State for Employment attended the meeting of the Labour and Social Affairs Council held on 23 November.

Final agreement was reached on the draft Directive on Working Time. The agreement retains all the key changes which the United Kingdom had secured in the earlier common position. In particular:

- \* the right for individual workers to work more than 48 hours a week if they wish;
- \* that Sunday working should remain a matter for national law; and
- \* provision to allow company and plant agreements to derogate from the main provisions of the Directive.

In the Government's view however, the Directive represents a misuse of the Health and Safety provisions of the Single European Act and accordingly the Government will be challenging the legal base of the Directive in the European Court of Justice.

Final agreement was also reached on the draft Directive on the Protection of Workers

on Board Fishing Vessels, following consideration of the European Parliament's comments.

The Council also reached a common position on the draft Directive on the Protection of Young Workers on which a political agreement to meet our concerns had been reached at the last Council. The Common Position confirms the United Kingdom's renewable option not to implement the key parts of Articles 8 and 9 of the draft Directive dealing with daily and weekly hours of work and restrictions on night work for 16 and 17 year-olds and ensures that young people below school leaving age can continue, as now, to undertake light work such as newspaper deliveries from the age of 13 on the same basis as at present.

The Council also discussed the draft Directives on Parental Leave and on the Burden of Proof in the Area of Equal Pay and Equal Treatment for Women and Men. On neither was an agreement reached. A number of member states, including the UK, continue to have difficulties with the proposals.

The Council also heard presentations from the Social Affairs Commissioner on his Green Paper on European Social Policy and on progress with the Commission's draft White Paper on Growth, Competitiveness and Employment. He also reported that, on the draft Directive on European Works Councils, the Commission had initiated the process of consultation under the Agreement of the Eleven set out in the Protocol to the Maastricht Treaty. The Council were also given brief progress reports on the draft Directives on Non-Standard Employment and the Posting of Workers.

There was also a discussion on a proposed Community Programme on Social Exclusion, to follow the current Poverty 3 Programme. Opinions were divided on the timing of any new programme and the size of its budget.

Finally, a declaration was agreed to mark the end of the European Year of Older People and Solidarity between Generations.

(November 24)

### UNEMPLOYED PEOPLE

David Nicholson (Taunton) asked the Secretary of State what proportion of those receiving unemployment benefits have no educational qualifications; and what was the cost to the Exchequer of this group in the latest available year.

Ann Widdecombe: Information on qualifications of unemployed people is not available from the claimant count. Results from the Spring 1993 Labour Force Survey (not seasonally adjusted) show that 34 per cent of people claiming unemployment-related benefits have no qualifications.

It is not possible to calculate the exact cost to the Exchequer of the group who are unemployed with no qualifications, given that it is not possible to distinguish exactly what benefits the group receive. However, using the estimated total expenditure on benefits to the unemployed in the 1992/93 financial year, it can be calculated that the cost of the unemployed to the Exchequer is £3,300 per person per year.

(November 2)

Alex Carlyle (Montgomery) asked the Secretary of State how many people have been unemployed for over a year in the United Kingdom; and if he will make a statement.

Ann Widdecombe: In July 1993, the latest available date, the unadjusted number of people who have been claimant unemployed for over one year stood at 1,081,165 compared to 1,356,521 in April 1986.

(November 4)

### AGE DISCRIMINATION

Alex Carlyle (Montgomery) asked the Secretary of State what plans he has to introduce specific legislation to end age discrimination in employment recruitment; and if he will make a statement.

Ann Widdecombe: We are well aware that some employers discriminate on age grounds. This is wasteful and shortsighted.



However, legislation does not offer a satisfactory solution. If this country is to prosper employers must, as far as possible, be free to manage their own affairs. Legislation to regulate their behaviour can only be appropriate, therefore, if: a) it would solve a problem, and b) it is the only solution. Experience from abroad confirms that legislation against age discrimination meets neither of these criteria.

The right approach is to persuade employers of the benefits of treating people on merit, regardless of age. Through the work of our Advisory Group on Older Workers this is just what we are doing. The recent launch of 'Getting On' offering employers a five-point plan to avoid ageism, demonstrates our commitment to promoting the interests of older people at work.

(November 4)

## DISABLED PEOPLE

**Bridget Prentice** (Lewisham East) asked the Secretary of State what plans the Government has to improve the employment prospects of disabled people.

**Michael Forsyth:** The Government will continue to seek improved employment prospects for disabled people through a programme of educating and persuading employers as well as by providing wide-ranging and effective practical help.

Specific plans include the introduction of Access to Work on 1 April 1994, which will provide more flexible employment help for a greater range of disabled people, for example communication support for deaf people, and support workers for people with severe physical disabilities, mental illness or learning disabilities.

We have also published a consultation document with proposals for improving the way in which the Sheltered Employment programme can help severely disabled people.

(November 24)

**Martin Redmond** (Don Valley) asked the Secretary of State if he will list for each of the last 10 years, the number of public sector employers who have been prosecuted for not employing the required percentage of disabled employees; what was the fine imposed; and what is the current percentage of disabled employees employed in the public sector.

**Martin Redmond** (Don Valley) asked the Secretary of State if he will list for each of the last 10 years, the number of private sector employers who have been prosecuted for not employing the required percentage of disabled employees; what was the imposed; and what is the current percentage of disabled employees employed in the private sector.

(Answered in a letter from Mike Fogden, chief executive of the Employment Service - extract only given):

It may be helpful if I briefly explain employers' duties and obligations under the provisions of the Disabled Persons (Employment) Act 1944.

The Act placed a duty on employers who have twenty or more workers to employ a Quota of registered disabled people. The standard Quota is currently set at 3 per cent of the employer's total workforce. It is not an offence to be below Quota. However, when in this situation, an employer has a further duty under the Act to engage suitable registered disabled people if any are available when vacancies arise. A below-Quota employer must not engage anyone other than a registered disabled person without first obtaining a permit to do so, and must not discharge a registered disabled person without reasonable cause. Failure to comply with either of these latter two obligations is a criminal offence. Employers in scope of the provisions of the Quota Scheme must keep records to show that they are complying with the requirements.

No employer has been prosecuted for infringing the provisions of the Quota Scheme in the last ten years.

You also asked about the percentages of disabled employees employed in the public and private sectors. I regret that information is not collected in this precise form. However, I can provide approximate figures related to registered disabled employees. Each year tables showing the number and percentage of registered disabled people employed by a wide range of public sector employers are published, with their agreement, in the *Employment Gazette*. The latest figures, relating to 1 June 1992, were in the April 1993 issue of the *Gazette*. The average percentage of registered disabled people employed by the public sector employers whose individual figures were published in the *Gazette* was 0.8 per cent.

Deduction of the data for this range of public sector employers from national data in respect of all employers who are in scope of the Quota provisions produces an approximate figure of 0.7 per cent for employers in the private sector.

(October 22)

## SAFETY IN SMALL FIRMS

**Frank Dobson** (Holborn and St Pancras) asked the Secretary of State if he will publish a list of all research commissioned or carried out by his Department or the Health and Safety Commission into the operation of health and safety legislation in small firms; what figures were obtained as to the number and rate of fatal and/or serious accidents in small firms compared with larger firms; what

subsequent action has been taken by his Department and/or the Health and Safety Commission to improve health and safety in small firms; and if he will make a statement.

**Michael Forsyth:** The Health and Safety Commission (HSC) has not commissioned or carried out external research into the operation of health and safety in small firms.

The Health and Safety Executive (HSE) has carried out two separate analyses of the relative accident records of small and large firms.

A report on the first, based on accidents notified under the Reporting of Injuries, Diseases and Dangerous Occurrences (RIDDOR) Regulations 1985, was published in the January 1991 issue of *Employment Gazette*, pp 20-24 (available in the Library). The study suggested that rates of reported major injuries and of fatalities were higher in small firms (defined as those with 100 employees or fewer). However, the number of fatalities was sufficiently small for the difference in rate to be accounted for by the fact that small firms tend to operate in more hazardous industries.

The second analysis, based on information from the 1990 Labour Force Survey (LFS) indicated that, comparing firms with fewer than 25 employees and those with more, injury rates per 100,000 employees are higher among larger firms. These results were published in the *Employment Gazette* for December 1992 (pp 621-638).

Research carried out by the Employment Department is listed in the *Annual Report on Research*. The 1993 Report will be published on 25 October and a copy will be placed in the Library.

The HSC is currently considering ways in which the effectiveness of its approach to regulation of health and safety for small firms and self-employed people might be improved.

(October 22)

## PATERNITY LEAVE

**David Hinchliffe** (Wakefield) asked the Secretary of State what action he will take to encourage employers to provide paternity leave.

**Ann Widdecombe:** Matters such as this are best dealt with by agreement between the parties concerned, taking account of their particular circumstances.

(October 22)

## WAGES COUNCILS

**David Hinchliffe** (Wakefield) asked the Secretary of State how many workers were covered by wages councils in 1992; and if he will make a statement on the results of wages council checks.

**Michael Forsyth:**

It is estimated that the number of workers covered by wages councils in 1992 was 2,561,000. The checks made by the Wages Inspectorate show that most employers covered by wages councils were paying wages council rates.

(October 22)

## UNDERPAYMENT OF WAGES

**David Hinchliffe** (Wakefield) asked the State how many underpayments of wages were detected in each year since 1979.

**Michael Forsyth:** The information requested is provided in the following table:

YEAR	NUMBER OF UNDERPAYMENTS OF WAGES DETECTED
1979	23,223
1980	29,314
1981	25,482
1982	20,406
1983	20,832
1984	18,043
1985	16,948
1986	15,533
1987	9,129
1988	10,860
1989	11,066
1990	11,129
1991	12,812
1992	14,779

(October 22)

**David Hinchliffe** (Wakefield) asked the Secretary of State how many prosecutions for underpayment of wages were made in each year since 1979; and what number of employees were involved.

**Michael Forsyth:** The information requested is provided in the following table.

The policy of the Wages Inspectorate under all Governments has been to seek compliance with Wages Council Orders by advice and persuasion. Prosecution is usually considered only where an offence is deliberate or repeated and the evidence is considered sufficient.

YEAR	NUMBER OF PROSECUTIONS FOR UNDER-PAYMENT	NUMBER OF WORKERS INVOLVED
1979	9	26
1980	8	43
1981	8	40
1982	4	4
1983	2	8
1984	2	5
1985	2	2
1986	2	6
1987	4	10
1988	10	23
1989	9	21
1990	7	15
1991	15	31
1992	12	41

(October 22)

## RATES OF PAY

**David Shaw** (Dover) asked the Secretary of State what was the average (a) public sector and (b) private sector weekly wage for each year since 1979.

**Ann Widdecombe:** Over this period there have been changes in the composition of the public and private sectors due to privatisations and the contracting out of some jobs. The information available from the New Earnings Survey given in the following table is for the sectors as constituted in April of each year.

### Average gross weekly earnings of full-time employees on adult rates pay unaffected by absence: at April.

	PUBLIC SECTOR	PRIVATE SECTOR
	£	£
1979	90.9	87.9
1980	114.2	106.8
1981	131.7	118.7
1982	142.6	131.5
1983	154.3	143.1
1984	163.2	157.0
1985	172.1	170.3
1986	186.1	183.9
1987	197.3	199.7
1988	216.0	219.5
1989	235.6	241.4
1990	256.4	265.8
1991	283.0	285.4
1992	307.8	303.3
1993	321.0	315.3

Source: New Earnings Survey

(October 25)

**John Prescott** (Kingston upon Hull East) asked the Secretary of State how many adult (a) male and (b) female part-time workers there were in Great Britain in April; and what is the proportion of those workers

whose earnings, excluding overtime, fell below (i) £5.75 per hour, (ii) £5.42 per hour and (iii) £4.05 per hour.

**Ann Widdecombe:** In March 1993 there were 1,113,000 male part-time and 4,680,000 female part-time employees in employment in Great Britain.

The information requested showing estimates of the distribution of earnings of those employees at April is as follows:

### Part-time employees on adult rates - pay unaffected by absence: proportion with gross hourly earnings excluding overtime below the following amounts: at April 1993

(Per cent) £4.05 £5.42 £5.75

Great Britain

Men ..... 31.0 ... 44.6 .... 46.4

Women ..... 39.4 ... 61.3 .... 64.6

Source: New Earnings Survey and Short Term Employment Statistics

(November 2)

## SMOKING ISSUES

**Elizabeth Peacock** (Batley and Spen) asked the Secretary of State if he will publish the independent legal advice that his Department has received on which he based his statement that section 2 of the Health and Safety at Work etc Act 1974 provides legal protection for employees at risk from passive smoking; and if he will make a statement.

**Michael Forsyth:** The Department is advised on matters relating to health and safety at work by the Health and Safety Executive (HSE). HSE's advice on the application of health and safety law to passive smoking in the workplace is set out in its guidance booklet, *Passive Smoking at Work*, a copy of which has been placed in the Library.

(October 25)

**Elizabeth Peacock** (Batley and Spen) asked the Secretary of State if he will publish the results of the recent surveys which indicate progress towards realising the aim of having the large majority of employees covered by a no-smoking policy by 1995; and if he will make a statement

**Michael Forsyth:** Summaries of surveys carried out in 1992 for the Health Education Authority (HEA) and for the Health and Safety Executive have already been published. Further analysis of data from the HEA survey indicated that 52 per cent of employees worked for organisations which took some action on smoking, and that 49 per cent of the workforce are in workplaces with a formal written smoking policy.

(October 25)



## Law in action

NEW EDITIONS of two standard reference books on industrial relations are now available from Butterworths.

The three principal areas of industrial safety law, employment law and the law relating to industrial relations are each covered in depth in the fifth edition of *Industrial Law*.

The authors have revised significant parts of the book to take account of recent developments in legislation covering areas such as maternity rights, redundancy and trade unions.

The sixth edition of the *Employment Law Handbook* incorporates changes arising from recent EC initiatives in social legislation. It also describes all the amendments made in the TURER Act 1993, and includes all the most important statutes, codes of practice and EC legislation affecting individual employment rights and obligations, and industrial relations.

- *Industrial Law*, 5th edition, by IT Smith and JC Wood. Price £26.95 pbk. ISBN 0406 011524 Butterworths
  - *Employment Law Handbook*, 6th edition, ed Peter Wallington. Price £29.95 pbk. ISBN 0406 022348
- Both published by Butterworth Law Publishers Ltd, 88 Kingsway, London WC2B 6AB.

## Appraisals that work

WITH PERFORMANCE-RELATED pay playing a growing role in employees' salary levels, the need for good performance appraisal technique is becoming increasingly important.

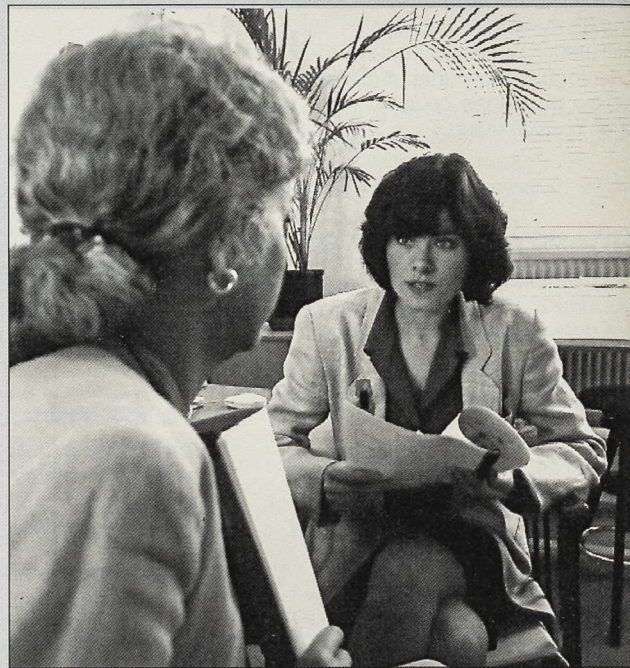
Well-managed appraisal interviews enable managers to assess their team's performance, set realistic targets, remedy any areas which need improvement, and focus the team on the year ahead.

The 'appraisee' also needs to be clear about the purpose of the appraisal and how they should participate in the process.

A new BBC video package, *The Empowering Appraisal*, provides guidance on how to make appraisal interviews a productive, two-way process.

It shows how managers and staff can use the appraisal to identify and tackle problem areas, and agree on performance targets to measure both the quantity and quality of future performance.

The package contains material based on research findings from various organisations including



**JOINT INPUT:** Appraisals should encourage staff to feel ownership of their work.

Barclays Bank, Sainsbury's and GEC Marconi.

It includes a 28-minute drama video and training notes, plus another video and booklet specifically for the appraisee.

- *The Empowering Appraisal* is available from BBC Training Videos, Woodlands, 80 Wood Lane, London W12 OTT, price £395. plus VAT.

## Dual Careers

HOW ARE most UK companies helping their employees deal with the demands of family life and career?

The answer is that, generally speaking, they are not.

So claim the authors of *The Workplace Revolution*. They argue that the changing roles of men and women at work and in the home have not been

satisfactorily tackled by Government or business. As a consequence, more and more couples are bearing the brunt of juggling work and domestic responsibilities.

Using evidence from over 400 dual-career couples, the book discusses key issues such as work overload; stress and coping at work; child and eldercare responsibilities; the work ethic; and the development of equal opportunities.

While the book does not offer any easy solutions, it does suggest ways in which organisations can adapt their working arrangements both to help their employees and boost business performance.

- *The Workplace Revolution* by C Cooper and S Lewis. Published by Kogan Page, 120 Pentonville Road, London N1, tel 071-278 0433. Price £9.99 pbk. ISBN 0 7494 1211 9.

## Facts and figures

THE MAIN labour statistics for some 180 countries, areas or territories are summarised in the latest *International Yearbook of Labour Statistics*, produced by the International Labour Office.

Wherever possible, the information covers the last ten years (1983-1992).

Specific areas covered include employment, unemployment, hours of work, wages, consumer prices, occupational injuries and labour costs.

The book is accompanied by volume 7 in the *Sources and Methods* series, which covers strikes and lockouts.

- *Year Book of Labour Statistics 1993*, 52nd ed. Available from International Labour Office, Vincent House, Vincent Square, London SW1P 2NB, tel 071-828 6401. Price £85.80 plus p&p. ISBN 92 2 0089742

## HR explained

AVOIDING A prescriptive approach, this book identifies a number of underlying assumptions and principles associated with developments in human resource management.

It provides user-friendly analyses of key areas of HR policy, covering issues such as HR planning, performance management, assessment, training and development, employee involvement, welfare and equal opportunities.

The book concludes with a

discussion of the prospects for a European human resource management strategy.

Managers or personnel professionals looking for a thorough introduction to the field of human resource management should find this book useful.

- *Principles of Human Resource Management* by David Goss. Published by Routledge, 11 New Fetter Lane, London EC4P 4EE. Price £11.99 pbk. ISBN 0 415 09188 8.







