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Employment Gazette

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Photo: Joanne O'Brien

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IMPORTANT NOTICE

Employment Gazette

With effect from the November 1992 issue, the publishing, advertising and subscription functions of *Employment Gazette* will be managed by Harrington Kilbride plc, The Publishing House, Highbury Station Road, London N1 1SE.

The Employment Department will continue to be responsible for the editorial content and design of the *Gazette*.

- For subscription and back issue enquiries up to and including the October 1992 issue of the *Gazette* please contact HMSO 071-873 8499.
- For subscription enquiries for the November 1992 issue onwards, please contact **Employment Gazette subscriptions 0908 371981.**
- For advertising enquiries please contact **Julian Purser, Harrington Kilbride plc, 071-226 2222.**

NEWS brief

SKILLS FOR EUROPE 1993 AND BEYOND



Boosting skills for Europe

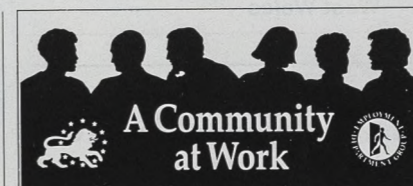
THE EUROPEAN Community should focus its role in training on practical steps to boost individual opportunity and help member states learn from each other. It should not, however, try to impose standardised systems or practices but rather acknowledge the different approaches to vocational training, developed from different cultural and economic backgrounds.

This was the main theme of Employment Secretary Gillian Shephard's opening address at the 'Skills for Europe - 1993 and Beyond' conference in London.

"The future prosperity of our Community," she said, "depends on our competitiveness in an increasingly tough world marketplace. And that competitiveness turns not only on the removal of trade and tariff barriers but increasingly on the education, training, competence and capacities of individual men and women in each and every member state of the Community."

To help create a world class workforce, Mrs Shephard proposed a four-point programme of practical steps to boost vocational training.

The EC, she said, had a major role to play in enabling its citizens to receive full credit



for their qualifications: "If free movement of people to take up work in other member states is to become a reality, it does mean that qualifications worked for and achieved in one member state should be easily and quickly recognised and accepted by others." Jobseekers, she suggested, should have a simple document - a 'European record of achievement' - setting out their qualifications and experience, which would be recognised in any EC country.

The other three planks of the programme for Community support for member states' training policies were:

- encouraging, developing and promoting exchanges of knowledge, experience and understanding about training;
- targeting the £2.5 billion European Social Fund on helping the long-term unemployed, young people with few or no qualifications, disabled people, women

- moving into new occupations;
- a new Community 'seal of approval' for companies which demonstrate their commitment to world class standards of training to meet their business needs, and the training needs of their employees by learning and applying the best lessons from elsewhere in Europe.

The conference was the first of five major conferences being held this autumn under the title 'A Community at Work' to highlight key issues in social affairs during the UK Presidency of the European Council.

Other speakers included Sir Michael Angus, president of the CBI, Sir Bryan Nicholson, chairman of NCVQ, and Sir Leon Brittan, vice president of the Commission of the European Communities, who discussed elements of the UK's skills revolution such as Training and Enterprise Councils, the National Education and Training Targets and Investors in People.

Accompanying the conference was a 'hands-on' flexible training exhibition showing how companies such as Marks and Spencer, Siemens Nixdorf, National Westminster Bank and Deutsche Bundespost Telekom have used flexible training methods to meet business needs.

21 more Compacts go live

FOLLOWING THE success of the inner city Compacts in helping prepare young people for the world of work, a further 21 Compacts have just gone live in England and Wales.

Compacts - which bring schools and industry together to offer training and jobs for school leavers who meet agreed goals - have been running in inner city areas since April 1989.

Backed by Government funding of £21 million over the next three years, the new Compacts will help to:

- increase attainment in compulsory education;
- increase post-16 participation in further education and training;
- involve employers more in schools.

Employment Minister Patrick McLoughlin welcomed the extension of the scheme: "The setting of student goals - for example, in attendance, punctuality and completion of course work - linked to support activities with local employers has a significant impact on students' achievements at school and their readiness for the world of work.

"Schools, colleges and employers across the country can adapt this approach to meet the needs of local employers and young people alike." The new Compacts will be run by the following Training and Enterprise Councils:

WHERE THE COMPACTS ARE

CAMBSTEC
Central England
County Durham
Cumbria
Dorset
Gloucestershire
Greater Peterborough
Gwent
Hampshire
Heart of England (Oxfordshire)
North West Wales
North Yorkshire
SOLOTEC (Bexley)
South and East Cheshire
Stockport and High Peak
Suffolk
Sussex
Thames Valley
Wakefield
West London (Hillingdon)
West Wales

MCI workshops take to the road

A SERIES of 60 workshops is being run by the Management Charter Initiative throughout the UK in October and November with the aim of helping organisations get the best from their managers.

The one-day workshops are designed for personnel managers and HRD specialists within organisations as well as external consultants and training providers. To ensure maximum effectiveness each workshop will be limited to no more than 20 participants.

They will be held in London, Birmingham, Bristol, Manchester, York, Glasgow and Belfast and will cover a variety of applications of the Management Standards, including:

- performance appraisal;
- job profiles;
- recruitment and selection;
- ensuring quality;
- process of change;
- and competence audits.



The programme has been put together in response to requests MCI has received from both members and non-members for practical guidance on how to make the Management Standards work in practice.

The fee for each workshop is £249 (£199 for MCI members). A brochure outlining all the available course and location can be obtained from Richard John, MCI, on 071-872 9000.

The Management Charter Initiative is the UK body which sets performance standards for managers. It is sponsored by private and public sector employers, the CBI and the Employment Department.

Careers Service Annual Report

THE CAREERS Service carried out more than 1 million careers guidance interviews in 1991 and helped over 179,000 young people find jobs or YT places.

These and other facts about the careers service are presented in the latest *Careers Service Annual Report*.

It highlights some of the major achievements of the Careers Service over the past year, including:

- the setting up of a new centralised information point for career opportunities within the European Community;
- the work of the Careers Service with Training and Enterprise Councils on the further development of pilot training credit schemes;
- the Service's cooperation in the development of a number of new initiatives promoting equal opportunities including new approaches aimed specifically at young homeless people in London; and
- the Service's participation in the promotion of all-age careers guidance and active involvement in a number of schemes offering guidance to adults.

• Copies of the *Careers Service Annual Report 1991* are available free of charge from Paul Andrews, Room W313, Moorfoot, Sheffield S1 4PQ, tel 0742 594634.

Open learning for unemployed

TECs, LECs and other interested parties are being asked for their views on how open learning can be made more accessible to unemployed people.

The Employment Department has published a consultation document to discuss ways in which the Government's proposed open learning credit scheme for unemployed people should operate.

Open learning enables people to use training workbooks, audio tapes, videos and computer-based training at a time and place which suits them individually.

Plans to make credits available to unemployed people to purchase open learning materials and support were first announced earlier this year in the White Paper, *People, Jobs and Opportunity*.

Thirteen pilot schemes are planned, to be run by TECs and LECs. They will test out how open learning credits or vouchers might be used as a way of extending the training options available to unemployed people.

The results of the consultation document will be published later this autumn.

Shephard visits Russia

'It is vital that our Russian partners are given the support they need to transform their economy.'

STRENGTHENING LINKS between the Employment Department and its counterparts in Eastern Europe was the aim of recent visits by Employment Secretary Gillian Shephard and Minister of State Michael Forsyth to Russia, Bulgaria and Poland.

Mrs Shephard was visiting Russia for the first time. She met a number of senior Russian Ministers and officials, and reviewed the progress being made in Know How Fund projects set up with the help of the Employment Department and DTI.

In Moscow she visited the site of the Russian Government's Anti-Monopoly Committee Small Business Advice Centre, and discussed employment service development and training with the head of the Russian Federal Employment Service, which is twinned with the Employment Service in Scotland.

Travelling to St Petersburg, she visited the Nevskii Employment Centre and met Russian staff being trained by advisers from the UK

Employment Department in these countries. Over the past two years the ED has been providing expert advice and setting up model projects to help the Poles and Bulgarians tackle problems in their changing labour markets.

To date, the package of assistance has included sending ED officials to work as resident advisers to the Polish and Bulgarian Ministers of Labour, setting up model local employment offices, and offering guidance on setting training and health and safety standards. Future plans include developing a training programme for employees of the Bulgarian Employment Service, developing a pilot retraining scheme for redundant steelworkers in Poland, and helping to establish a temporary work scheme in Bulgaria.

By providing this practical assistance, the long-term aim, said Mr Forsyth, was to "help the new democracies to equip themselves to become our future partners in the economic community."

Employment Service.

Summing up her visit, Mrs Shephard said, "It is vital that our Russian partners are given the support they need to transform their economy."

Employment Minister Michael Forsyth has agreed to provide Poland and Bulgaria with further technical assistance through the Government's Know How Fund.

Mr Forsyth signed joint statements of cooperation with the Bulgarian and Polish employment ministers during a recent visit to review the work already being done by the



Making dough

BREAKFAST passengers on the Brussels-Paris Intercity train might be surprised to learn that the tasty croissants they are tucking into are baked not in Lille or Lyons but in Leeds.

Selling croissants to the French is just one aspect of Country Style Foods' fast-rising business. Set up by David Wood (left) in 1987 when he was 18, this mass production bakery has benefited from an ambitious consultancy and training programme part-funded by Leeds TEC. Luckily, cake lovers don't have to travel abroad to enjoy David's doughnuts and danish pastries; they are also available in this country.

Action safety directives!

BRITAIN HAS confirmed its intention to implement several new European health and safety directives by the end of the year.

These new directives will include protection for workers using VDUs, the manual handling of loads, the use of personal work protection equipment, and prohibitions affecting the use of asbestos.

Announcing this action at the recent European Symposium on Workplace Health and Safety in Paris, Employment Secretary Gillian Shephard urged the other European Community member states to take the same action: "These directives have not been set with only the short term in mind, but negotiated with an eye to the next century. Therefore, implementation of these directives by the end of this year represents an important task for governments and employers."

In a well-received speech, Mrs Shephard emphasised the UK's commitment to raising health and safety standards throughout Europe.

The way to do this, she said, was through the effective implementation and enforcement of existing directives throughout the Community. In her role as President of the Council she wanted to put this key issue at the top of everyone's agenda.

"The challenge now," she concluded, "is for all member states to support and maintain the Community's achievements and to acknowledge the importance of a balanced and sensible approach to health and safety in the future."



Choice plaice

DEPUTY chairman David Sainsbury and fish assistant Clifford Troke show this impressive fish counter to Employment Secretary Gillian Shephard during her visit to Sainsbury's supermarket at Streatham Common, south London. Clifford is taking part in the new 'Choices' careers vouchers scheme at the store, and is hoping to improve his maths and English.

Choices provides adults, many of whom are in low skill jobs, or single parents returning to work, with vouchers to buy professional careers and training advice to help them develop their personal skills and achieve their full career potential.

This autumn Sainsbury's will be offering the vouchers to some 2,000 staff in 10 of its stores.

Photo: COI

Slimline tribunals will speed appeals

STREAMLINED PROCEDURES designed to speed up proceedings in certain types of case heard by industrial and employment appeal tribunals are to be introduced in a new Employment Bill.

The measures, due to become law by autumn next year, will allow tribunal chairs to sit alone in certain cases. These will include cases concerning rights on employers' insolvency; Wages Act claims; breach of employment contract claims; any case where parties agree in writing to the chair sitting alone; and uncontested cases.

Employment appeal tribunal judges will also be able to sit alone on any appeal from an industrial tribunal where the chair sat alone.

EMPLOYMENT BILL

Employment Minister Patrick McLoughlin commented: "These are sensible measures which will enable the industrial and employment appeal tribunals to deal with cases as speedily and efficiently as possible, keeping delays to a minimum."

● **WOMEN AND** people from ethnic minorities have increased their representation on industrial tribunals following recent appointments.

Of the 692 appointments of lay members made this year, 255 (37 per cent) went to

women and 39 (almost 6 per cent) to people from ethnic minorities. Added to existing membership, the new appointments raise the proportion of women from 24 to more than 27 per cent of total membership and ethnic minorities from about three to more than four per cent.

Employment Minister Patrick McLoughlin said the increases followed efforts by the Employment Department to urge employer and employee bodies to encourage more applications from these groups. But he added: "These figures are still too low, and the Government will continue to encourage more women and people from ethnic minorities to come forward and apply for public appointments."

Talking Tough on Training

For beleaguered small businesses fighting the recession, blunt-speaking Yorkshireman David Hall has a good-news message: introduce training matched to business needs, and you, too, could come out Winning. His new six-part TV series showing how to do it is has just started on BBC1. Report by Allan Carruthers. Pictures by Julian Anderson.

APPRENTICE CRICKETER with Yorkshire; plumber; building-site manager; management consultant; successful business owner: just some of the credentials which make David Hall uniquely qualified to talk to small firms in the kind of language they understand and respect. And it's this down-to-earth, sleeves-rolled-up approach which should make his series stand out from all the other 'how to do it' packages already on the market.

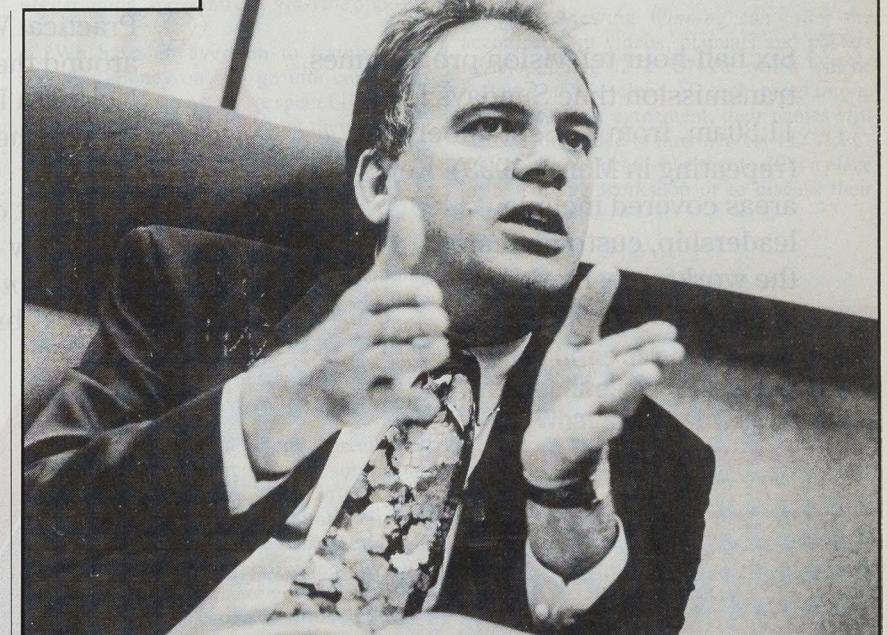
'Management's one of the few professions that you're promoted into because you're good at something else.'

Winning, a series of six half-hour programmes, has the backing of the Employment Department, DTI, TECs, LECs and the Northern Ireland Training and Employment Agency. The programmes are supported by two videos and a manual, and most TECs and LECs will be running workshops or some other service in support of the series.

The format used for *Winning* came about partly from research by David and the Durham University Business School (of which he is a Fellow), into marketing and small firms. "We found 30 small businesses who had marketed successfully over a long period and asked them how they did it. Surprise, surprise, they didn't use the classic marketing techniques," explains David.

"Small businesses owners - and I once had my house on the line like the rest of them - don't like to learn from consultants or go to business schools. They want to learn from their peers, from people who've done it. The series came up with a formula that kept to this principle. We looked for businesses that had done it in recession."

Winning looks at six key areas: leadership; marketing; customers; employees; quality; and Europe. Throughout the series, it is the business owners themselves who tell their stories, giving the programmes a real-life



David Hall's management consultancy has expanded to nine offices throughout the north of England, employing 72 people and with an annual turnover of over £4 million.

edge. One such is Deborah Wooldridge of engineering firm Haldo. When Deborah is brought in to head up the firm as the last surviving family member, Haldo is facing bankruptcy. We learn that her first decision is to go on a training course at Manchester Business School. Later, Haldo is turned round into a multi-million pound success. "The message is, 'Here's a lady who had no accountancy skills or training, and if she can do it, why can't you?'" says Hall.

For each subject, *Winning* uses a learning plan developed by Hall and known as the Three 'As' - Awareness, Assessment and Action. "Awareness is: 'I understand. I see it because someone else has done it, not because an academic tells me.' Show them people doing it and then let them pick out bits

themselves and add it to their own recipe. You don't have to tell people about the marketing mix or product life cycles; it just gets in the way," says David. "Stage two is Assessment: You're aware what a marketing plan looks like, but how good are you at it? Stage three is Action: What are you going to do to make your business better?"

"My three-step model isn't unique, but it does work. It gets people doing something that will improve their business. Too many training programmes cloud the issue because they give small businesses lots of jargon and theory and managers start thinking: 'My

WINNING

HOW TO BECOME A SUCCESSFUL SMALL BUSINESS

A major nationwide initiative from BBC Education in association with the Employment Department, and the Department of Trade and Industry.

Six half-hour television programmes, transmission time Sundays BBC, 11.30am, from 27 September 1992 (repeating in March 1993). Key areas covered include: leadership, customer care, the workforce, marketing, quality and Europe.

A linked videopack (90 minutes) with 18 case-studies, an accessible, action-based manual and 6 wallcharts.

Practical Winning workshops set up around the UK by TECs, LECs and the Northern Ireland Training and Employment Agency.

Don't delay, order your videopack now - at the special price of £15.00 (inc VAT, p&p). Make your business a WINNING business!

ORDER FORM

Please send me _____ copy/copies of the *Winning* videopack @ £15.00 (inc of VAT, p&p)

Name (printed) _____

Signature _____

Company/Business _____

Address _____

Post Code _____ Tel. No _____

Cheques with order please.

I enclose a cheque for £ _____, made payable to BBC Educational Developments

Return to: BBC Educational Developments, PO Box 50, Wetherby, West Yorkshire, LS23 7EZ.

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Please debit my Access Visa Account

Card No. _____

Expiry Date _____

Address for credit card invoice if different from above _____

BBC EDUCATION

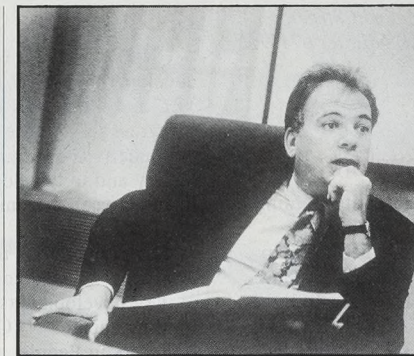
SPECIAL report

Goodness, have I got a problem!

"I have a stock question about training, which is: 'What does this business need to do to survive?' Answer: 'Get more customers.' Therefore, 'What training can I give my people and myself to enable us to do that?'"

Programme One begins with leadership, or in management-speak, strategy. "I deliberately didn't use the word strategy because it puts small businesses off. They don't really know what it means - not because they're stupid, but because they haven't been trained in it.

"When firms in trouble call me in and ask me to help them restructure, the first question I ask is: 'How will that help the business? What's your strategy?' Leadership's about



knowing what to do other than firefight. In Britain the more senior you are, the less you need training, apparently. It's just the opposite in Japan.

'In Britain the more senior you are, the less you need training - in Japan it's just the opposite.'

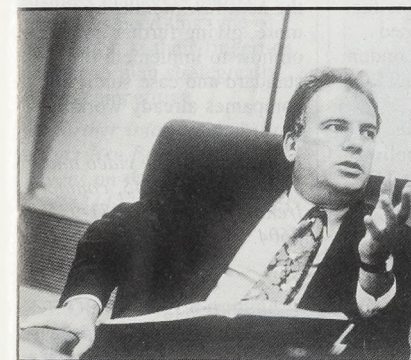
"We have an aversion to training and spending money on it. I go into companies and they tell me that they've spent £10 million on new equipment. I ask about their training plans: 'Oh, we'll need to get a grant from the TEC because it'll cost us £500!' they say. The real issue is that we need effective managers, and to get them, we need to train them."

The most recent *NatWest Quarterly Survey of Small Business* contained some stinging criticisms of BS5750, the British Standard designed to raise the quality of business processes and systems. Some small firms described it as "bureaucratic nonsense". As a businessman himself, what does David Hall feel?

"BS5750 can initially look bureaucratic and I don't think that we can solve that. We've just been through it in my own consultancy and it was a nightmare. It took two years and cost three times what we thought it would. But it *does* improve the business, and small businesses have got to see that.

"Mini-Gears, one of the firms shown in *Winning*, wouldn't be in business if they hadn't introduced BS5750. Blue chip companies are demanding it and if we're serious about being competitive in Europe, where they're into that sort of thing, we've got to stop bleating and get on with it."

And what's the verdict on Investors in People, the new national standard recognising effective employer investment in the workforce? "There are two weaknesses in



setting a focus and direction for the business: 'What are we good at? What can we lever into opportunities?' Because people aren't taught to think strategically, they just respond to what comes across their desk - their next problem.

"Winners, by contrast, talk about the future: 'In three years' time we'll be a world leader or operating in Europe.' Losers talk about how it used to be when their dad ran the business or how five years ago things in this country used to be great."

Another British disease, David argues, is that firms don't take management seriously as a profession. "Imagine you're lying on the operating table about to have your tonsils out. A guy walks up and you ask if he's an expert. 'No, this is my first time; I was in maintenance last week, but I was pretty good and they thought of a bit of career development; you're my first.' You wouldn't allow it to happen, but we do all the time in business and management," he says, the frustration barely concealed.

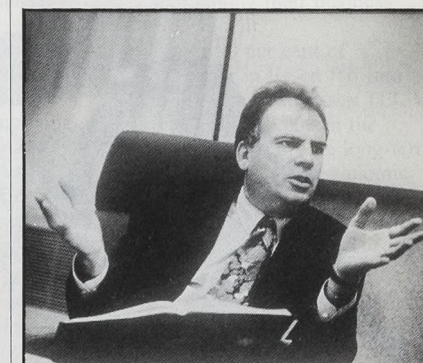
"Management's one of the few professions that you are promoted into because you're good at something else. So we have organisations being run by rank amateurs, not

training in most businesses, says David. "One is linking it to the business, and Investors tries to do that. The second is that most training is done in blind faith, with no evaluation. IIP encourages people to evaluate the cost benefit and other benefits to the business. If it can achieve those two things, it's worthwhile; but if it's just more bureaucracy, then it'll be a waste of time."

Summing up the impact he hopes his series will make, David says: "When I came back from holiday this summer, I read the papers and I couldn't find any good news. One of the things about *Winning* is that it is good news. Many small businesses feel mired in interest rates and competitors, sink into mediocrity and can't find a way out. But there *are* ways out, and that's really the message of *Winning*."

People viewing *Winning* can order the accompanying videos, manuals and posters by telephoning 0272 767626, which will be featured at the close of each programme. Subject to their agreement, their names will also be forwarded to their nearest TEC/LEC, which will contact them either to offer a place on a *Winning* workshop or to discuss their training needs.

'When firms ask me to help them restructure, my first question is: What's your strategy?'



Watch to Win

The *Winning* programmes are being broadcast on BBC1 on the following Sundays at 11.30am:

Winning with Leadership	September 27
Winning with the Customer	October 4
Winning with the Workforce	October 11
Winning in the Market	October 18
Winning with Quality	October 25
Winning with Europe	November 1

LETEC

DISABLED GRADUATES' chances in the job market are being boosted thanks to the 'Graduate Support Programme' set up in East London.

Over the summer a number of graduates with disabilities took part in work placements provided by a cross section of local employers such as National Westminster Bank, Tate and Lyle, Newham Women's Training and Education Centre and the Rollerball centre.

This pilot project was funded jointly by London East TEC and the London Docklands Development Corporation and managed by Workable, a consortium of voluntary organisations promoting new employment opportunities for people with disabilities.

While able-bodied students can usually gain work experience as a matter of course, many disabled students often find it much more difficult to get a placement, and so enter the job market with less confidence in their skills.

For more information contact Heather Murison, Director, Workable, Rm CO5, Victoria

House, 98 Victoria Street, London SW1E 5JL, tel 071-915 0054.

East Lancashire

FREE, HIGH quality training is now available for East Lancashire managers to help them prepare for the Single European Market. East Lancashire TEC (ELTEC) has arranged an *Access to Europe* programme of varied training topics, including language skills, for local companies employing under 500 people.

Leading training providers have been recruited to run 3-hour sessions, Monday to Friday, from September through to December. Delegates will be able to choose from a range of options, covering:

maximising European opportunities, understanding the implications of the Single Market, making money out of opportunities in Europe, and preparing for Europe. Places are limited to four per company.

More details are available from Sharon Wilder Aspin at ELTEC on 0254 261471.

South Thames

A UNIQUE project is being developed by South Thames TEC and the Trades Union Congress to increase trade union activity in training locally and to develop closer links between the unions and the TEC.

The project aims to increase awareness of, and commitment to, key developments in training such as NVQs, Investors in People, and the National Education and Training Targets among local trade union officials. Special attention will be paid to developing strategies to increase the opportunities open to women and people from ethnic minorities.

Over the next six months the project aims to double the amount of vocational training negotiated by trade unions for their members in unionised workplaces in the four London boroughs covered by the TEC.

Carol Sherriff, a TUC official responsible for its education and training policy, has been seconded to the TEC to run the scheme. She will be offering practical support to the local unions, for example holding briefings about the

latest training developments, assisting unions and employers, put training agreements into practice, and helping unions whose employers are seeking the IIP standard.

For further information or copies of the TEC's *Working in Partnership for quality training at work leaflet*, contact Carol Sherriff at South Thames TEC, tel 071-403 1990 ext 253.

Central London

A NEW explanatory video and booklet on the quality standard BS5750 is now available from Central London TEC (CENTEC).

The 25-minute video aims to raise awareness of the requirements and benefits of BS5750. It will be followed in the next few months by two more, giving further guidance on how to implement the standard and case studies of companies already working towards it.

For a copy of the video and booklet, price £145, contact Irene Anderson on 071-935 0604.

North Nottinghamshire

TRAINING PROVIDERS, companies and individuals can now have access to over 400 information databases worldwide through a 'HelpNet' system available from North Nottinghamshire TEC.

The databases provide up-to-date and accurate information on a wide range of subjects relevant to managers in companies, both large and small. The subjects covered include finance, patents, marketing, European Community law, defence, chemistry and medicine.

HelpNet, says the TEC, can provide information on 17 million patents worldwide, up-to-date EC law and directives issued on subjects such as the environment, plus a vast wealth of marketing intelligence. Business managers and key employees need this type of information at their fingertips in order to plan strategically and be competitive.

For further information, contact Bev Prest/Wendy Jeavons on the TEC Line on 0623 824420.

Birmingham

ONE OF the largest training programmes aimed at people returning to work, especially women, has been launched by Birmingham TEC.

Over 2,000 places are available on the 'Return to Work' initiative, which is open to anyone who is keen to get back into employment after a long absence.

The courses are being run by colleges and training providers throughout the city, and cover a wide range of occupations and skills including secretarial, business administration, childcare and community care, catering, retail and construction work. They are designed to update skills, teach new ones, improve interview techniques and provide qualifications so that the returners can re-enter the job market.

All the courses are free and many offer flexible and shorter hours to fit in with family commitments.

For more information, contact Libby Wilden/Jane Harris, on 021-622 4419.

**Days of wine and rosé**

CONNOISSEURS OF fine wines in the Inverness area will now be able to quaff a range of wines previously unavailable in this country, thanks to a new business set up with help from the local enterprise company.

Seeing a gap at the top end of the market, Paul Dilks (pictured left, with his fiancée Isabelle) has invested £25,000 in his 'Paul-Henri Vins de Qualite' wine importing business. Paul, who describes wine as his passion, spent two years in France learning about the wine industry and then approached Inverness and Nairn Enterprise for help in establishing a business. Now, with their Pre-Start Business Course under his belt plus a weekly Enterprise Allowance Scheme grant, he is raring to go.

Paul aims to import 200 cases a month of specialist wines not normally sold in Britain, and eventually take on five staff. Worth cracking open a few bottles to celebrate!

**Ready, teddy, blow!**

SMALL FIRMS Minister Baroness Denton meets Philomena Grainger, whose company Fantazia Decorations makes balloon displays for special events. Philomena, who set up her business in 1991, was one of the first to benefit from the 'stepladder' of services for new companies run by AZTEC (Kingston, Merton and Wandsworth). The TEC offers over a dozen business support services and this year aims to support 5,300 established firms and help a further 350 new businesses get started.

Shropshire

A NEW loan scheme specially designed to help smaller companies train existing employees - and boost job creation - is now on offer through Shropshire TEC.

Firms with fewer than 50 employees who are prepared to invest in their future by offering them new training opportunities are being invited to apply for interest-free training loans up to a maximum of £2,000.

They are repayable after a year, but if the training programme results in new jobs being created, then firms may not be asked to repay the full amount.

Says TEC training manager Steve Beck, "Training can be a very cost-effective alternative to the problems so often associated with recruitment. By giving existing employees the chance to learn new skills, firms can often promote from within. This creates new job opportunities lower down the

skills ladder, which unemployed people can be trained to fill."

Shropshire TEC sees the scheme as helping to foster training to NVQ standards, although other training courses may qualify for the loan depending on the nature of the training programme being proposed and further discussion with the TEC training specialists.

For further information, contact Gill Hickman at Shropshire TEC on 0952 291471.

Essex

TWO HUNDRED owner-managers of Essex businesses have been invited to take part in a new programme developed by Essex TEC to help them strengthen their companies.

Eight different 'Business Strategies Projects' are starting during September and October. These are designed to assist small firms - typically with a

turnover of between £0.5m-£3m - in planning their business development.

Over 90 per cent of businesses in Essex fall into this category and Essex TEC is investing £250,000 in the programme, with the long-term aim of stimulating economic growth in the county.

Through expert counselling and consultancy, each Business Strategy Project focuses on helping the owner-manager develop a workable business plan and their own knowledge, attitudes and business competencies.

Different projects have been developed for particular industry sectors, and participants will have the chance to improve their understanding of and management skills in areas such as marketing, finance, resources and quality.

For more information, telephone Information Services at Essex TEC on 0245 450123.

Training Statistics 1992

THE NEW edition of *Training Statistics* is now available.

This is the third in a series of annual reference volumes and brings together a wide range of training data up to 1991. It is divided into five sections: training activity; the financing of training; the outcome of training activity; international comparisons of training activity; and sources of training statistics.

• *Training Statistics 1992*, price £11.25, is on sale from HMSO and HMSO agents.

Willkommen, bienvenue

THE EMPLOYMENT Department is working with the Department of National Heritage and the British Tourist Authority to encourage tourism organisations to enhance the service they offer non-English speaking visitors to Britain.

The research findings and examples of best practice will be announced at a conference to be held at The Waldorf Hotel in London on 27 October.

• For further information on the research and the conference, contact Andy McLellan, Department of National Heritage, tel 071-273 4770.

Student choice

OVER 14,000 young people called two free ED sponsored helplines at the end of August to call in for advice on their post A Level education and training options.

The *Student Choice* helpline offered information on course vacancies, student grants, jobs and training. It was supported by live phone-ins and information slots on BBC Radio 5 and articles in *The Independent* newspaper.

Secondly, the *Which Way 18+* TV programme - an annual joint venture by the ED and Granada Television - was broadcast across the whole ITV network and featured a panel of experts offering advice on job hunting, finding a place in higher education, what skills employers want, and training and employment opportunities in Europe. It was followed up by a day-long confidential helpline.

Advice on diabetes

A NEW booklet produced by the British Diabetic Association (BDA) advises employers on the employment of people with diabetes.

The *Diabetes Employment Handbook* explains what the condition is and gives guidance on employing diabetics in different occupations.

• The *Diabetes Employment Handbook*, price £5.00, is available from the British Diabetic Association, 10 Queen Anne Street, London, W1M 0BD, tel 071-323 1531.



DOUBLE FIRST: Caroline Gledhill demonstrating the electronic device which won her top prize in the Young Engineer for Britain 1992 competition run by The Engineering Council. Not only was 18 year old Caroline the first female overall winner in the ten-year history of this prestigious award but she also won this year's WISE (Women into

Science and Engineering) prize. Her invention, the Phase Equalisation Analyser (or PEA for short) is a low-cost, high quality measuring device for all high speed tape recorders used in industry. She designed it while working at Rascal Recorders in Southampton as part of the Year in Industry work experience scheme.

Labour Force Survey

JUST PUBLISHED: The first issue of the *Labour Force Survey Quarterly Bulletin* which covers the first results, for March to May 1992, of the new quarterly Labour Force Survey for Great Britain. Hitherto the LFS has been published annually.

This full colour publication presents charts, tables and commentary on a wide range of topics including the numbers of people who were

economically active, self-employed, receiving job-related training, or unemployed according to ILO definitions. This issue also includes an analysis of regional employment and ILO unemployment.

To take out an annual subscription for the LFSQB contact Chris Randall, Employment Department, tel 071-273 6110.

Instant access on disk

SPEEDIER ACCESS to a wide range of information and legislation on occupational health and safety matters is now possible, thanks to a new CD-ROM disk launched by HSE.

The disk, called 'OSH-UK' (Occupational Safety and Health-UK), can be used via the CD-ROM drive on an IBM compatible personal computer. It provides instant access to the full text of over 400 pieces of UK health and safety legislation, over 1,300 HSE and HSC reports, guidance and advisory documents and 1,000 abstracts of safety-related British Standard specifications.

It will give managers, safety practitioners, unions, local authorities and others comprehensive and up-to-date information from an instant, authoritative and validated source.

• To obtain a brochure describing OSH-UK, its hardware requirements and details of a number of places around the country where the system can be demonstrated contact the HSE Information Centre, tel 0742 892346.

• OSH-UK is available on annual subscription, price £695, from HMSO on 0603 695498 or SilverPlatter Information Ltd on 081-995 8242.

Legionnaires' Disease

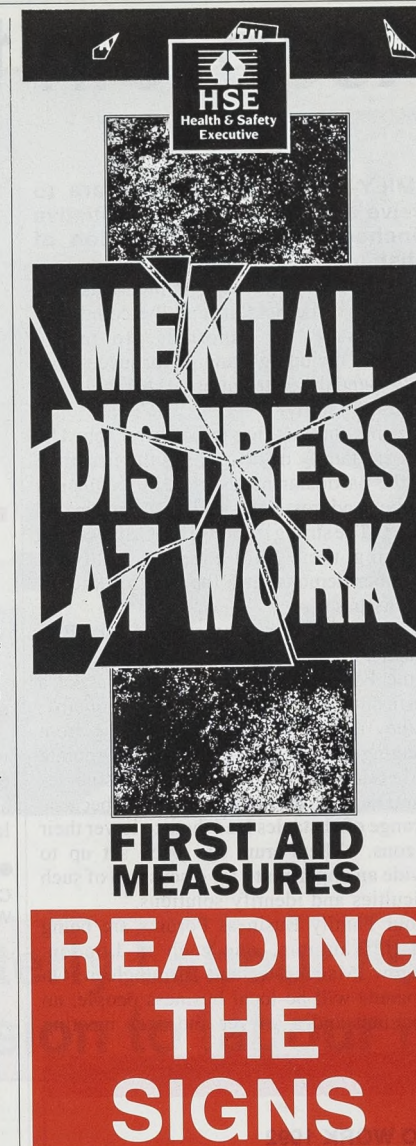
NEW REGULATIONS come into force on 2 November as part of HSE's continuing effort to ensure improved control and prevention of Legionnaires' Disease.

Under the regulations, all premises containing a cooling tower or evaporative condenser - components of many air-conditioning systems in large buildings and industrial cooling systems - will have to be notified to the local authority. This information will help in the investigation of outbreaks of the disease.

Forms will be available from Environmental Health Departments of local authorities, and there will be a transitional period of six months in which to pass on the information to the local authorities.

• Copies of *The Notification of Cooling Towers and Evaporative Condensers Regulations 1992* are available, price £1.05, from HMSO or booksellers.

• A revised version of the free HSE leaflet, currently titled *Legionnaires' Disease*, will be available shortly. HSC's Approved Code of Practice, *The Prevention or Control of Legionellosis (including Legionnaires' Disease)*, price £2.25, and the HSE's guidance booklet, *The Control of Legionellosis including Legionnaires' Disease*, price £2.75, are also available from HMSO or booksellers.



A NEW leaflet giving advice to employers, supervisors and managers on what immediate supportive steps to take to help employees who show signs of severe acute mental distress at work has been published by the Health and Safety Executive.

It points out that, although it is not very common, some people may show signs of severe mental distress at work. It describes these signs and the sort of measures which can be taken on the spot in emergencies. It also includes names and addresses of support organisations, which can offer more guidance.

• Copies of *Mental Distress at Work: First Aid Measures* are available free from HSE Freeleaflet Line, tel 0742 892346. It complements an existing HSE booklet, *Mental Health at Work*, which is available free from HMSO.

Workplace Health and Safety Week update

OVER 50,000 companies and organisations throughout the country have sent in for HSE's *Workplace Action Information Pack*. This offers suggestions on how firms can participate in Workplace Health and Safety Week, which will run from 23 to 27 November and is part of HSE's activities for the European Year of Safety, Hygiene and Health.

As well as ideas and suggestions for action companies can take to raise awareness of health and safety issues, the pack includes a questionnaire which will record each firm's new health and safety scheme or initiative set up during the week. Questionnaires returned to HSE will be put into a draw and regional winners will be invited to a prize presentation hosted by Sir Jimmy Savile in the spring.

Examples of health and safety projects set up by UK firms in support of the Year include:

- a health and safety roadshow bus touring Scotland;
- a three-day event on health and safety awareness run by the London Borough of Camden; and
- an exchange visit between representatives of employers and workers in Birmingham and Berlin to identify issues affecting the well being of people at work.

• There is still time to get your company involved in the Week. To obtain a copy of the Pack, contact the HSE Press Office at Bootle, tel 051-951 3208.

Five steps to good management

A NEW leaflet from the Health and Safety Executive provides directors and managers with a handy reminder on how to set up a basic framework for health and safety in the workplace.

Five steps to successful health and safety management is a condensed version of the guidance contained in the HSE publication *Successful health and safety management*, published last year.

The leaflet outlines five steps which can be adopted by any size organisation namely: set your policy; organise your staff; plan and set standards; measure your performance; learn from experience: audit and review. It also includes a checklist of 25 key questions designed to help managers test the strengths and weaknesses of their current safety management systems.

• *Five steps to successful health and safety management* is available free from the HSE Information Centre, Broad Lane, Sheffield, tel 0742 892346. *Successful health and safety management*, price £10, is available from HMSO.

Getting lone parents back to work

A NEW free four-monthly bulletin, *Aspire*, has been launched by The National Council for One Parent Families to act as an information service for personnel practitioners and trainers on the employment of lone parents.

Aspire also aims to publicise examples of good practice by employers in their employment of lone parents, and provide a forum for the exchange of views and information. The first bulletin reports on Childcare Vouchers, Family Credit, NCOFP's return to work courses for lone parents and its rights courses for professionals working with lone parents.

Coming as a result of a two-year ED-funded development project, the newsletter represents one aspect of NCOFP's ongoing work with employers aimed at removing barriers to work for lone parents.

The Council takes the view that lone parents are an under-utilised asset within the British economy. It points to a recent Department of Social Security survey which revealed that 95 per cent of the 1.1 million lone parents in the UK (800,000 of whom are on state benefits) would like to enter employment.

Employers/HR practitioners wishing to obtain a free copy of *Aspire* or to find out more about NCOFP's services to employers should contact *Aspire* editor, Nick Thorn, at the National Council for One Parent Families, 255 Kentish Town Road, London NW5 2LX, tel 071-267 1361.

DIARY dates

THE MAJOR HAZARDS OF LAND USE PLANNING

October 26-29, Macclesfield
International conference on land use planning in the vicinity of major hazard sites.
Tel: 051-951 3248

TACTICS AND TRENDS IN LEARNING TECHNOLOGIES

November 11-12, Glasgow
UK national conference to examine trends in the use of learning technologies in education and training.
Tel: 041-334 9314

LAW FOR WORK

17-19 November 1992, London
23-25 February 1993, Leeds
A 3-day intensive and practical review of all employment law for personnel professionals and operational managers.
Tel: 071-490 1713

Keep it in the family

FAMILY-OWNED businesses are to receive a boost from a new initiative launched by the Confederation of British Industry.

A series of informal 'Family Business Forums' will be held around the country to discuss issues of importance to family businesses including planning for succession, taxation and the distribution of shareholdings within the family.

Despite the fact that three out of four UK firms are family owned, this is the first time that the particular needs of such companies have been addressed on such a scale in this country. The strong response the CBI received following their pilot meeting held last December demonstrates the level of interest in the issues.

Richard Brucciani, chairman of the CBI's Smaller Firms Council, explains the reasons for the Forum, "Family businesses make a significant contribution to the UK economy, but they face special problems arising from managing both a company and a corporate family relationship. Many family businesses are smaller than they need to be, often because the range of obstacles lead them to lower their horizons. The Forum has been set up to provide an opportunity for discussion of such difficulties and identify solutions."

Four Family Business Forums are being held this autumn, one each in London, Glasgow, Manchester and Birmingham. On the panels will be local business people, an accountant and a lawyer and each meeting

CBI

'Family businesses make a significant contribution to the UK economy'

will include an open debate. In order to encourage as many owner-managers to attend as possible, the Forums are being held in the late afternoon.

For further information, contact Jennifer Miller, CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU, tel 071-379 7400.

Competitive training for non-profit sector

Cooperatives and other non-profit making organisations now have the chance to develop more strategic skills necessary for trade on the European scale, thanks to a new management training package.

Called *Strategic Management in the Social Economy*, the pack shows cooperatives and community-run businesses how to take advantage of competitive opportunities and still maintain collective control, by developing clear priorities for their business, taking decisions confidently, training their workforce, marketing their business properly, being open to change, and placing emphasis on human resource and team-working.

The pack has been produced by the Industrial Common Ownership Movement (ICOM), with backing from the European Commission.

Strategic Management in the Social Economy is available, price £39.95, from ICOM, 20 Central Road, Leeds, LS1 6DE, tel 0532 461738.

special FEATURE



Photo: Whitbread Inns

The Quarterly Labour Force Survey - a new dimension to labour market statistics

This article describes how the present Quarterly Labour Force Survey (LFS) differs from the former annual survey and details how the definitions used in the LFS differ from those used for existing ED statistical series.

Elaine Chamberlain and Elizabeth Purdie
Statistical Services Division, Employment Department

On 9 March 1990 Michael Howard, the then Secretary of State for Employment, announced the development of the Labour Force Survey (LFS) in Great Britain to deliver results on a quarterly rather than annual basis. Key analyses from the first of these quarterly surveys, carried out in March, April and May of this year, appeared in the *Labour Force Survey Quarterly Bulletin - Spring 1992* published on 17 September 1992. Summary data are included for the first time in tables 7.1 and 7.2 and in a chart Economic activity: Great Britain: population aged 16 and over, in the Commentary section of the Labour Market Data section of this issue of *Employment Gazette*.

The Quarterly Labour Force Survey

The survey design and fieldwork for the Labour Force Survey are carried out in Great Britain for the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS). The Department of Economic Development in Northern Ireland carries out the survey in Northern Ireland, and the results are collated in order to provide estimates for the United Kingdom.

The first UK survey was carried out in 1973, following the UK's accession to the European Community, under the terms of an EC Regulation. The Statistical Office of the European

Communities (Eurostat) coordinates information from all the Labour Force Surveys carried out by member states in order to assist the EC in such matters as the allocation of the Social Fund.

From 1973 to 1983 the LFS was carried out biennially in the UK. Following a change in the requirements of the EC Regulation, from 1984 until 1991 it was an annual survey. Over this time, the survey collected information often not available from other sources or only available in Census of Population years which has led to data from the survey being used increasingly by government departments in forming social and economic policy. A variety of other users such as academics and commercial researchers have also extensively utilised LFS data.

From 1984 to 1991 the results of the survey were published annually and referred to the spring months of each year. However, the survey actually consisted of two elements:

- (i) a quarterly survey of approximately 15,000 private households in Great Britain, conducted throughout the year;
- (ii) a 'boost' survey carried out in the March to May spring quarter of over 44,000 private households in Great Britain and 4,000 households in Northern Ireland.

Thus, the spring quarter's survey was based on over 60,000 households making it one of the largest sample surveys in the UK.

It should be emphasised that from 1992 quarterly data from the LFS will cover Great Britain. Data for the United Kingdom will only be available for the spring quarter, March to May, of each year, since, at present, the LFS is conducted in Northern Ireland in that quarter only, in accordance with the EC Regulation.

Methodology

The design of the new quarterly Labour Force Survey allows good estimates of level for each quarter to be produced as well as changes over consecutive quarters.

This is achieved by using an unclustered sample with an element of overlap between quarters. Each quarter's sample is made up of five 'waves', each consisting of about 12,000 households. Every sampled address in a wave is interviewed in five successive quarters, such that in any one quarter one wave will be receiving their first interview, one wave their second and so on, with one wave receiving their fifth and final interview. Thus, there is an 80 per cent sample overlap between quarters.

The sample of private households is taken from the 'small users' sub-file of the Post Office's Postcode Address File which essentially identifies delivery points that receive less than 25 items of mail a day. This way non-private households and businesses are largely excluded. There are three other elements to the survey's sample, not identified in this way, namely:

- (i) residents in NHS and Hospital Trust accommodation;
- (ii) students living in halls of residence or boarding schools; and
- (iii) the northern Scotland sample.

The first two groups are included in the LFS for the first time and greatly improve the survey's coverage of young people. A sample of residents of NHS and Hospital Trust accommodation will be approached by interviewers, at their accommodation, in the normal manner. Information about the second group, students, will be obtained by interviewing their parents as proxy respondents, and they will be considered as part of their parents' household for the purposes of the survey.

The third group, the northern Scotland sample, consists of people living in an area that is approximately defined to be that lying to the north of the Caledonian canal. This area is very sparsely populated and the cost of face-to-face interviewing

there would be disproportionately high because of the long distances interviewers would have to travel. Therefore, a random sample of respondents is chosen from the telephone directory and interviews by telephone only take place in this area. It is possible that a bias is being introduced by excluding those households either without telephones or whose telephone numbers are unlisted. However, with a sample size of only about 300 households, such a bias is likely to be small when considering results for Scotland or Great Britain.

In previous surveys interviewing has taken place either on a face-to-face basis or via the telephone. With the exception of the sample in northern Scotland mentioned previously, all first wave interviews in the new survey are carried out face-to-face. This is because better response rates are obtained by means of such personal contact. With the agreement of the respondents, follow-up interviews take place via the telephone, which is more cost effective.

The most innovative feature in the development of the new quarterly Labour Force Survey is the use of Computer Assisted Interviewing (CAI). In previous surveys interviewers recorded answers on a paper questionnaire, which were subsequently manually input into a computer some time after the interview had taken place. In the new survey, the face-to-face interviewers input responses directly into a lap-top computer; and the telephone interviewers use a desk-top computer. There are three main advantages of using CAI: better quality of data, faster speed of results and lower survey cost.

The *improvement in quality* is obtained essentially from data checking taking place where it is most likely to be successful - in the interview. More specifically, automatic routing through the questionnaire ensures that missing responses only occur when respondents are unable or unwilling to answer a question and not from interviewers' mistakes; and range and consistency errors can be detected at a point where they can be checked with respondents as opposed to the earlier reliance of clerical or automatic imputation after the interview. The omission of the time-consuming keying in and clerical editing stages is the principal reason for *improved speed* - the annual surveys were not published until some 9-10 months after the end of the survey period; the LFS will be published just over 3 months after the end of survey period.

Cost effectiveness is improved primarily because of the omission of the labour intensive keying and editing processes.

Questionnaire content

All the topics from previous annual Labour Force Surveys have been retained: employment; self-employment; hours of work; unemployment; redundancies and education and training. A full list of topics covered by the quarterly LFS, in its first year, are given in *annex 1*. Some new areas are covered by the new survey, in particular unpaid family workers and homeworkers are now identified. An analysis of unpaid family workers appears later in this article. Topics covered for the first time also include: place of work and mode of transport to work; action to obtain work abroad; holiday entitlement. Within the limits of the sample size analyses from the LFS are available for standard regions of Great Britain, and as the survey covers such a wide range of topics, many cross-analyses are available.

The introduction of the quarterly LFS has allowed the structure of the questionnaire to be redesigned. The questionnaire is now made up of two parts - the 'core' and the 'non-core'. Each quarter the same set of core questions are asked, covering all the major topics in the survey and comprising at least 90 per cent of the total interview. For the spring and autumn quarters only in 1992 an additional non-core supplement set of questions are asked, covering topics for which annual data only are sufficient. Many of the non-core questions in the spring survey are included for Eurostat purposes. In theory, this system allows the number of questions asked over the year to be increased without

increasing the time of interview, which, on average, is currently around 30 minutes per household. There are approximately 280 questions in total in the spring 1992 survey, but each respondent only answers a subset of possible questions, dependant on their characteristics and situation.

Data sets

It is hoped that more detailed data sets, not available from previous annual Labour Force Surveys, will be produced in the future. This will be possible because during each year, 96,000 independent households will be interviewed. The data from all such households could be compiled to provide more reliable estimates which would relate to the relatively long time period of a year, rather than the standard three months.

The linking of an individual's data records over two (or more) consecutive quarters could be used for estimating quarterly change. Such data sets would be useful when considering topics such as the routes women follow when returning to the labour market and the effectiveness of job search. Construction of such linked data sets is also needed to provide the most accurate estimates of the levels of error attached to the estimates of quarterly change obtained from the regular quarterly series.

Publication and dissemination

As mentioned before, analyses of Great Britain Labour Force Survey data will appear in the *LFS Quarterly Bulletin*. All the major series such as employees, self-employed, participants in Government employment and training programmes (see below for clarification of this series), ILO unemployed and economically inactive will be included, together with a summary at regional level. Each issue of the Bulletin will include a section on a topic of particular interest (see the advertisement for the *LFS Quarterly Bulletin* on page 00).

Tables 7.1 and 7.2 of the Labour Market Data section show the major components of the Labour Force as measured by the LFS. These tables will be updated every quarter as will the chart showing the population aged 16 plus by economic activity in the

commentary section. This article goes on to explain the differences between the series shown in *table 1.1* and in *tables 7.1* and *7.2*. Key results are published on a regular basis by ED but specific analyses are available from the commercial computer bureau service 'Quantime'. The ESRC Data Archive at Essex University provides access to the LFS database for academic users for research purposes. Details of the different means of access to LFS data are given in *annex 2*. Occasional articles appearing in *Employment Gazette* throughout the year will focus on LFS data for special groups, such as women in work.

As the LFS is a *sample survey* the figures derived from the results are *estimates* prone to sampling error. To reflect this, ED apply the rule that estimates quoted should always be rounded to the nearest thousand, and *any* estimates under 10,000 should not be used as they are subject to relatively high sampling error, and could therefore be misleading.

Definitions used in the LFS and existing labour market series

Unlike any other source of ED labour market statistics, the LFS is able to give an articulated picture of the whole population sampled. It makes use of internationally agreed concepts and definitions. The following sections describe in detail how existing series differ from the LFS data.

Employment

The LFS gives a measure of the average number of people in employment over a given three-month period, separately identifying those who say they are participating in Government employment and training programmes, those who are employees, those who work as self-employed and those who do unpaid family work. This is a somewhat different definition than has been used for the workforce in employment series - a compilation of employment statistics from various sources providing more of a count of jobs rather than persons in those jobs. *Table 1* summarises the differences between the two series and further details are given below for specific groups.

Table 1 Definitions used for employment in the workforce and LFS series

	Workforce in employment	LFS in employment
Employees in Employment	Count of civilian jobs of employees paid by employers who run PAYE scheme <ul style="list-style-type: none"> ● people with more than one job are counted twice; ● homeworkers, private domestic servants and HM Forces are excluded; ● includes some government programmes 	Respondents who did paid work as an employee in their main job in the week prior to interview <ul style="list-style-type: none"> ● people with more than one job are only counted once; ● covers all employees living in private households* ● excludes all government programmes*
Self-employed	Estimate based on 1981 Census of Population updated annually using the LFS estimates of self-employment and information from the Census of Agriculture.	Respondents who, in their main job in the week prior to interview had done paid work on their own account, whether or not they have any employees.
Government Programmes	Work-related government training programmes — derived from administrative sources <ul style="list-style-type: none"> ● participants holding contracts of employment are excluded (counted as employees) ● programmes containing no element of work experience are excluded 	Government Employment and Training Programmes — Respondents who said they were participants on Youth Training, Employment Training, Employment Action or Community Industry or a programme organised by a TEC (or lec in Scotland)**
HM Forces	All UK service personnel of HM Regular Forces, wherever serving, including those on release leave.	Not separately identified (those living in private households are likely to be included as employees).
Unpaid family workers	Excluded	Respondents doing no paid work in the reference week but doing unpaid work for a business they own or that a relative owns.

* Private households, students living in halls of residences or boarding schools and persons living in NHS and Hospital Trust accommodation.

** Excludes all Government Employment and Training Programmes identified by the LFS. Enterprise Allowance Scheme is not identified in the LFS and participants are likely to be included as self employed.

** These are the programmes as at Spring 1992. The list may differ over time with the advent of new programmes and the discontinuation of existing programmes.

Employees

The most fundamental difference between the two measures of employees is that the workforce measure of employees in employment is a measure of jobs rather than people. Employers give a count of the number of employees on their payroll. Thus a person who has a job with more than one employer would be counted by each employer. The LFS measure of employees is a count of persons - only those whose main job is as an employee would be counted. The LFS can identify persons with more than one job and has details of second jobs. These data can be used for reconciliation purposes. For people with two jobs *table 2* shows the employment status for each of those jobs as estimated by the LFS at spring 1992. The workforce measure also includes, as employees, some Government programme participants who have a contract of employment (assumed to be 33 per cent of YT and all Community Industry) who would be classified as on a Government employment and training programme under LFS definitions.

Table 2 Employment status of persons with two jobs

Employment status in main activity	Employment status in second job		
	Employee	Self-employed	All with second job
Employee	592	210	803
Self-employed	69	77	146
On government employment and training programmes	11	-	12
Total	673	289	961

* Figures may not appear to add due to rounding.

Source: Spring 1992 LFS estimates due to rounding. (Great Britain)

Self-employed

The basic concept behind the two measures of self-employment is the same - both provide a measure of the number of persons who do work on their own account, with or without employees.

Table 3 Treatment of Government programmes in workforce and LFS series

Programme	WORKFORCE	LFS
	Work-related Government training programmes	Government employment and training programmes
Community Industry	Excluded (counted as employees)	Included
Employment Action	Included	Included
Youth Training		Included
● employed status	Excluded (counted as employees)	
● trainee		
- with work experience	Included	
- with no work experience	Excluded (from jobs total)	
Employment training		Included
● with work experience	Included	
● with no work experience	Excluded (from jobs total)	
Enterprise Allowance Scheme	Excluded (counted as self-employed)	Not separately identified - Self-employed

However, the workforce measure is currently based on the 1981 Census of Population, updated each year using the LFS measure of self-employment, except for those who work in the Agricultural Industry where Census of Agriculture figures are used.

Government programmes

There are a number of different estimates published for the number of participants on Government sponsored programmes. These arise from two basic sources; the administrative systems recording such numbers and the Labour Force Survey. Where the administrative records are concerned there are a number of different sources which are amalgamated to produce the estimates. The Labour Force Survey asks respondents directly if they were participating in certain programmes.

The figures for work-related Government training programmes presented in *table 1.1* of the Labour Market Data section are derived from administrative sources. However, those participants who hold a contract of employment are included in the 'Employees in employment' estimates in the same table. Thus, the administrative figures have been adjusted to take this into account. Also taken into account are the small number of YT and ET programmes that contain no element of work experience and are hence excluded from the figures.

The LFS asks respondents if they were participating in YT, ET, Community Industry, Employment Action or "any other kind of scheme". For those answering the "any other" category, they are then asked if the scheme is run by a Training and Enterprise Council (TEC) or a local enterprise company (LEC) in Scotland. This is due to the fact that, although most YT and ET schemes are run by TECs/LECs, the participants may not know the scheme under that title. Therefore, the LFS cannot separately identify the total numbers in any one scheme, but can only present estimates for the total numbers participating in Government employment and training programmes.

Table 3 shows the different treatment of programmes within each of the two series. The two series will also differ because proxy respondents to the LFS might not know the precise circumstances of those for whom they are supplying the information.

Unpaid family workers

Unpaid family workers are not included in the workforce in employment measure.

As from spring 1992, the LFS has been separately identifying 'unpaid family workers'. These are defined to be persons who in the reference week, neither had a paid job nor were participating in a Government employment and training programme, but who did some unpaid work for a business they own or that a relative owns.

Prior to this, some unpaid family workers would have been included as 'in employment' as either employees or as self-employed, but some would have been excluded. This was dependent on whether the respondents queried what was meant when asked if they had done any *paid work*, when interviewers would have referred to the following guideline:

"The unpaid 'family worker' (for example, a wife doing her husband's accounts or helping with the family farm or business) is included as working if the work contributes directly to a business, farm, or professional practice **owned or operated by a related member of the same household**. (Although the individual concerned may receive no pay or profit, his or her contribution to the business profit counts as 'paid' work at this question)."

Eurostat, in particular, have for some time asked the Employment Department to separately identify unpaid family workers but it was always argued that the tax laws in this country had people to be paid at least the tax allowance and therefore there would be few unpaid family workers.

Estimates from spring 1992, however, suggest that there are around 200,000 unpaid family workers in Great Britain. It is impossible to say how many of these would have previously been included as in employment. In order to investigate this, two additional questions will be asked in the September-November 1992 survey. The first will establish whether the relative for whom someone works lives in the same household. The second is an interviewer check to record whether the respondent queried what was required at the 'paid' work question(s). Results will be available next March.

From *table 4* it can be seen that the majority of unpaid family workers work in areas where family workers would be expected. The few that do not work in these areas may possibly turn out on further investigation to be employees or self-employed. However, the figures are not large, accounting for only about 15 per cent of unpaid family workers, and further information will be provided by the September-November 1992 survey.

It should be noted that unpaid family workers have said that they have no paid job but have specifically said that they do unpaid work. It is only possible to go on what people say, and it is, of course, possible that whilst they do not receive cash in hand, they are in tax terms being paid as an allowance is being made for them in for example, the accounts of their spouse's business.

Unemployment

The measure of unemployment produced by the quarterly LFS (and previously by the annual LFS) follows the definition

adopted by the 14th International Conference of Labour Statisticians promulgated by the International Labour Office in 1987. It differs from the monthly measure of unemployment published by ED which is based on the number of people claiming unemployment-related benefits at Employment Service local offices. To maintain a distinction between the two measures they are respectively referred to as *ILO unemployment* and *Claimant unemployment*.

The precise definitions of the two measures are as follows:

ILO unemployed

The survey measure of unemployment according to the ILO definition, comprises people who were:

- without a paid job in the reference week; and
- available to start work in the next fortnight; and
- had either looked for work sometime in the last four weeks or were waiting to start a job already obtained.

Unemployment rates on the ILO definition are expressed as a percentage of the corresponding estimate of economically active people (the sum of those in employment and the ILO unemployed).

Claimant unemployment

The monthly claimant unemployment measure relates to claimants of benefits at Employment Service local offices (formerly Unemployment Benefit Offices) on the day of the count, normally the second Thursday of each month; it is derived almost wholly from the computerised administrative records.

Claimants consist of those people who claim Unemployment Benefit, Income Support or National Insurance credits. The rules for claiming these benefits vary slightly, depending upon the benefit being claimed, but broadly, the claimant unemployed measure consists of people who have declared for each day they are claiming that they were:

- unemployed; and
- capable of work; and
- available for work; and
- had been 'actively seeking employment' in the week in which the day falls.

Figure 1 shows that, at spring 1992, about two-thirds of people in the claimant count were also classified as ILO unemployed. Similarly about a third of all ILO unemployed persons were not claiming. This shows quantitatively how the two measures differ. Some claimants are *not* unemployed according to the ILO definition and some non-claimants are ILO unemployed.

Further discussion of unemployment measures can be found in two recent articles published in *Employment Gazette*: 'Measures of unemployment: the claimant count and the Labour Force Survey' (July 1992) and 'How unemployment is measured in different countries' (September 1992).

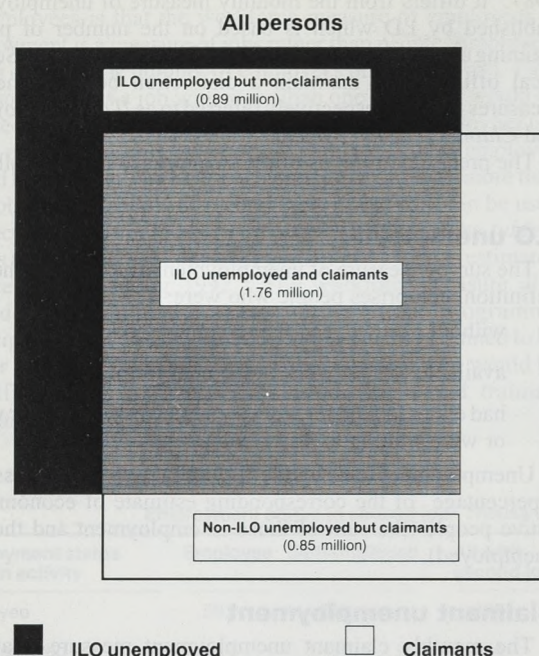
Table 4 Unpaid family workers

	Thousands				
	All industries	Agriculture	Construction Industry	Retail, Hotels and Catering	Other Industries
All unpaid family workers	179	30	24	63	62
Males	53	-	-	19	21
Females	126	22	20	44	40

* Figures may not appear to add due to rounding.

Source: Spring 1992 LFS estimates (Great Britain)

Figure 1 ILO measure of unemployment compared with the monthly claimant count. Great Britain, spring 1992



Redundancies

The Labour Force Survey identifies all people who have been made redundant in the three months prior to interview from a job in which they were working as an employee. Some of these people will have found another job since being made redundant.

The ED series of *Confirmed redundancies*, based on administrative returns, which was formerly published regularly in *Employment Gazette* has now been discontinued and replaced by the quarterly LFS figures. For further details readers are referred to the article 'Redundancies in Great Britain: results from the 1991 Labour Force Survey' (August 1992). ■

Footnote

1 The original version of this article in *Employment Gazette* contained a few typographical errors. Free correct reprints can be obtained from Kevin Branquinha, SSD B1, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, tel: 071 273 5532.

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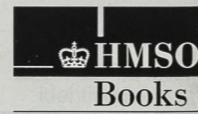
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Annex 1

Topics included in the LFS (Spring 1992 — Winter 1992-93)

Topics to be included every quarter unless specifically stated otherwise.

EMPLOYMENT

PAID WORK whether doing paid work in the reference week or temporarily absent from a paid job.

EMPLOYMENT STATUS whether employees, self-employed, on a Government employment and training programme, or unpaid family worker.

INDUSTRY AND OCCUPATION

HOURS OF WORK whether respondents regard their job as full or part-time, details of the hours they work including details of paid and unpaid overtime.

REASONS FOR WORKING PART-TIME

REASONS FOR WORKING SHORTER HOURS THAN USUAL IN THE REFERENCE WEEK

DATE STARTED CURRENT JOB

PATTERNS OF WORK whether doing shiftwork, weekend working (Spring only).

SIZE OF WORKPLACE (number of employees).

PLACE OF WORK/HOMEWORKING (Spring and Autumn only).

WHETHER JOB IS PERMANENT OR TEMPORARY reasons for doing so.

SECOND JOBS details of second jobs, e.g. industry, occupation, full-time/part-time, hours etc.

SICKNESS ABSENCE

WHETHER SEEKING NEW OR ADDITIONAL WORK reasons for doing so.

TRADE UNION MEMBERSHIP (Autumn only).

WHETHER EMPLOYER RUNS PAYE SCHEME (Autumn only).

HOLIDAY ENTITLEMENT FOR EMPLOYEES (Autumn only).

TIME TAKEN AND MODE OF TRANSPORT FOR JOURNEY TO WORK (Autumn only).

ACTION TO OBTAIN WORK ABROAD

UNEMPLOYMENT

INTERNATIONAL DEFINITIONS whether respondents are unemployed under ILO or Eurostat definitions ie. whether actively seeking work and availability to start work.

DURATION OF JOB SEARCH

DATE LEFT LAST JOB

METHOD OF JOBSEARCH eg. Jobcentres, newspapers.

CLAIMANT STATUS

REDUNDANCY

ECONOMIC INACTIVITY

WHETHER WOULD LIKE WORK IF NOT ACTIVELY SEEKING IT

REASONS FOR NOT SEEKING WORK

MORE DETAILED REASONS WHY PEOPLE ARE LOOKING AFTER THE FAMILY/HOME (Autumn only).

EDUCATION AND TRAINING

QUALIFICATIONS ATTAINED

CURRENT EDUCATION STATUS (school or college).

APPRENTICESHIPS

JOB-RELATED TRAINING in the last four weeks whether training on or off the job, place of training, who paid fees, reason for training, whether training leads to qualifications (and, if so, which), amount of time spent on training in the reference week.

LEISURE CLASSES

LABOUR MOBILITY

- based on retrospective questioning about situation one year previous (Spring only).

WHETHER MOVED HOUSE

WHETHER CHANGED OCCUPATION AND/OR FIRM

DETAILS OF FORMER OCCUPATION AND/OR FIRM

HEALTH AND DISABILITIES

WHETHER RESPONDENTS LIMITED IN THE KIND OF WORK THEY CAN DO if so, type of health problem/disability.

GENERAL AND DEMOGRAPHIC INFORMATION

AGE/DATE OF BIRTH

SEX

MARITAL STATUS

ETHNICITY AND NATIONALITY

HOUSEHOLD AND FAMILY COMPOSITION

TENURE

REGION OF RESIDENCE

Note: Most of these topics will be included in the LFS on a permanent basis, but some others may be subject to replacement by new topics of current interest.

Annex 2

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.

LFS QUARTERLY BULLETIN

Results of the LFS are first released each quarter in the LFS Quarterly Bulletin, available on subscription from the Employment Department. To take out an annual subscription, please fill in and return the form in the advertisement on page 500 in this issue of Employment Gazette.

EMPLOYMENT GAZETTE

More detailed results from the LFS are available from articles in Employment Gazette. For a list of previous LFS-related Gazette articles, please contact the LFS user help-line (see below). For Employment Gazette subscription enquiries, see page 470.

LABOUR MARKET QUARTERLY REPORT

Summary features, based on LFS data, are regularly published in the Labour Market Quarterly Report circulated via the ED's Skills and Enterprise Network. For LMQR enquiries telephone 0742 594075.

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 Quanvert data base interrogation package with a standard personal computer. For further details about the Quantime LFS service telephone 071-625 7111.

ESRC DATA ARCHIVE

LFS data are made available for approved research purposes by the Economic and Social Research Council (ESRC) Data Archive, based at the University of Essex. For further details of LFS data from the ESRC Data Archive, telephone 0206 872570.

Annex 3

The following articles published in *Employment Gazette* during 1991 and 1992 contain data from the LFS:

'Ethnic origins and the labour market',	February 1991
'The 1980s - a decade of growth in enterprise: self-employment data from the Labour Force Survey',	March 1991
'1990 Labour Force Survey preliminary results',	April 1991
'Revised employment estimates for September 1987 to September 1990',	April 1991
'Labour Force Trends: the next decade',	May 1991
'Characteristics of the unemployed',	May 1991
'Membership of trade unions in 1989',	June 1991
'Labour mobility: evidence from the Labour Force Survey',	August 1991
'Redundancies in Great Britain',	August 1991
'Training statistics 1991',	October 1991
'Measures of unemployment: the claimant count and the Labour Force Survey',	November 1991
'Education and labour market status of young people',	December 1991
'Economic activity and qualifications',	March 1992
'Results of the 1991 Labour Force Survey',	April 1992
'Labour Force projections to 2001 (Great Britain)',	April 1992
'Membership of trade unions in 1990',	April 1992
'Self-employment: into the 1990s',	June 1992
'Projected trends in the regional labour force 1992 - 2001',	June 1992
'The National Education and Training Targets - methods for monitoring the targets',	July 1992
'Measures of unemployment: the claimant count and the Labour Force Survey',	July 1992
'Training - a key to the future',	August 1992
'Redundancies in Great Britain: results from the 1991 Labour Force Survey',	August 1991
'How unemployment is measured in different countries',	September 1992
'Women and the labour market: results from the 1991 Labour Force Survey',	September 1992

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special FEATURE



Evidence suggests that men are increasingly accepting women in the labour market, and that stereotyping of occupations is lessening.
Photo: Jenny Matthews/FORMAT

The roles of men and women in tomorrow's Europe

Kathleen Kiernan

Research Director, Family Policy Studies Centre

This article looks at the economic and domestic roles of men and women in today's Europe and considers how they may change in the future.

This article sets out to address two central questions:

- **Are the relations between men and women in today's Europe substantially different from, and more egalitarian than, those of previous decades and generations in such areas as employment, the caring of dependents, the division of household tasks and the management and control of resources?**
- **As we move towards and into the 21st Century are there signs that the near future will be any different from today?**

In order to deal with these issues we examine recent employment patterns, changing attitudes of men and women, the domestic division of labour and how men and women combine work and family life. From this examination we attempt to evaluate and infer what the implications of these trends may be for demographic behaviour and the future lives of men and women.

Employment trends, patterns and issues

The key and long-term trend which is having a fundamental effect on the roles of men and women is the marked increase in the level of women's participation in the labour market.

Throughout the 1980s, women's share of total employment rose in all the European Community states. Female activity rates in the E10 nations stood at 36 per cent in 1981 and 43 per cent in 1989 compared with 56 per cent and 68 per cent for men in the same years. (The E12 values in 1989 were 42 per cent for women and 68 per cent for men). The rise in female activity rates was linked to the growth in part-time jobs in the service sector¹.

Levels of female participation in the labour market in the EC are still well below those observed in Eastern Europe and the United States of America. Women constitute an under-utilised resource in an era when the working age population is shrinking as a consequence of persistent declines in fertility, the 'birth dearth', later entry into the labour market by young people arising from longer periods of time spent being educated and at the other end earlier exits from the labour market with reduction in retirement ages.

Educational change

With the rise in proportions of women acquiring higher education (third level) women may also represent an under-utilised quality resource. Across the Community equality between the sexes in secondary level education had been achieved by the end of the 1970s. Sex differences at the tertiary level still persist but the differences are shrinking. In 1986/87, 46 per cent of third level students in the EC were female compared with 40 per cent in 1976/1977².

Table 1 shows that there are still some cross-national differences: women account for 50 per cent or more of university and higher education students in countries such as Denmark, France, Spain and Portugal, whilst West Germany, the Netherlands (at 41 per cent) and the United Kingdom (at 44 per cent) still have some way to go to attain equality between the sexes. However, such comparisons may need to be treated with caution because of differences between countries' education systems.

Table 1 Percentage of women in third level education in 1986-87

	Per cent
Europe 12	46
Portugal	52
France	51
Denmark	50
Spain	50
Greece	49
Belgium	48
Italy	47
Ireland	46
United Kingdom	44
Netherlands	41
Germany	41
Luxembourg	..

Source: Table 3.7, *A Social Portrait of Europe*, Eurostat, 1991

Patterns of employment

Figure 1 shows that there are marked differences between the age patterns of employment of men and women; primarily arising from the advent of motherhood and its repercussions. These cross-sectional data do not provide us with direct information on the employment profiles of men and women as they move through life, for that we would need longitudinal information, but they provide insights into differences between the sexes and countries. The data come from the 1989 round of Labour Force Surveys³.

The typical profile for men could be described as arch-shaped or as an inverted U-shape. Employment rates rise as young men complete their education and enter the labour force. Having entered, the majority of men remain in the labour force more or less continuously until they retire in their late 50s and early 60s.

Differences in patterns of male employment across countries are small. Those that exist are largely confined to the two ends of the age spectrum, arising from variation in educational participation at the younger end and patterns of retirement at the other.

In contrast, the employment profiles of women are much more varied. At one extreme is Denmark where the age pattern of employment is very similar to men's but at a slightly lower level. In France, the United Kingdom and to a lesser extent West Germany the curves for women are broadly similar to those observed for men but the rate of participation is lower, and lower than that seen amongst women in Denmark. The remainder of the countries exhibit somewhat similar profiles, in which participation tends to be high at young ages and then drops from the twenties onwards. The steepness of the decline and level of participation varies with particularly sharp declines to be seen in Belgium, Ireland, Luxembourg and Spain. These patterns are based on cross-sectional data. It is possible that as the more recent generations of young women age, they may not leave the labour market to the same extent as earlier-born generations of women.

Part-time versus full-time work

Having entered the labour market two major features distinguish men's and women's employment trajectories: women are much less likely to have continuous occupational careers and they are more likely to work part-time - differences which are primarily a direct consequence of motherhood. The extent of part-time working is negligible amongst men and a significant, albeit minority, practice amongst women. For example, data from 1989 Labour Force Surveys shows that overall in the E12 Community countries only 4 per cent of employed men were working part-time compared with 28 per cent of women⁴. The extent of part-time working varies across countries as can be seen in table 2.

In order to reduce the variability across countries and between the sexes that arises from the inclusion of family workers and the employer/self-employed category we have focused in on the employee category. Across most Community countries the proportion of male employees working part-time was less than 5 per cent, the exceptions being Denmark and the Netherlands. There is more cross-national variation in the proportions of women working part-time: the highest proportion is to be seen for the Netherlands where 6 out of 10 of female employees work part-time and the lowest proportions, around 1 out of 10 or less, are to be found in the Southern European countries of Spain, Italy, Portugal and Greece.

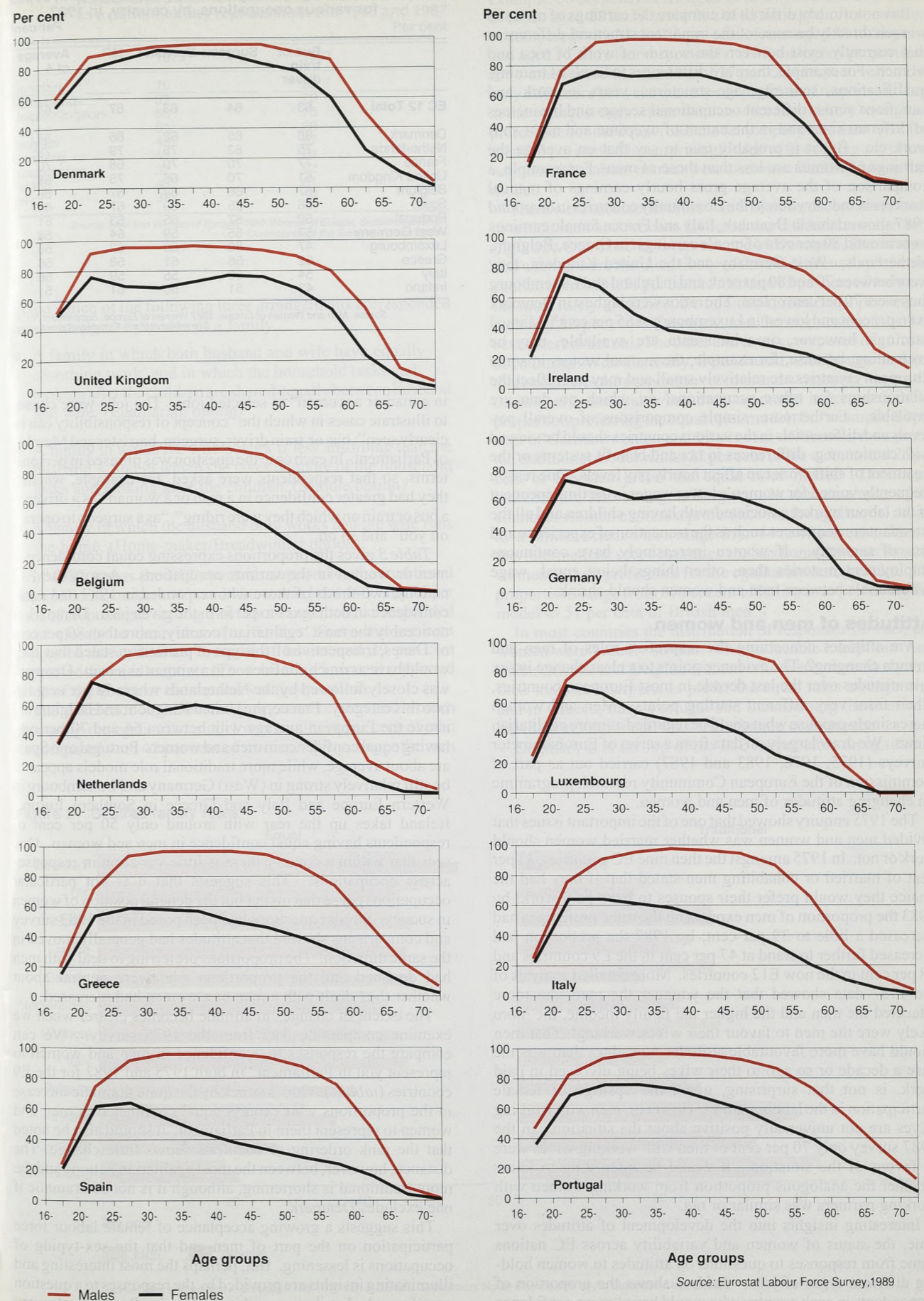
Table 2 Male and female activity rates; percentages of male and female employees who work part-time and full-time

	1989 Labour Force Surveys					
	Activity rate (per cent)		Per cent of employees		Full-time	
	M	F	M	F	M	F
Europe 12	68	42	3	29	97	71
Belgium	61	36	2	28	98	72
Denmark	74	60	10	41	90	59
Germany	70	42	2	30	98	70
Greece	66	35	2	7	98	93
Spain	64	31	1	11	99	89
France	65	46	3	24	97	76
Ireland	69	34	3	15	97	85
Italy	65	35	3	10	98	90
Luxembourg	68	34	2	16	98	84
Netherlands	69	42	15	58	85	42
Portugal	71	47	1	8	99	92
United Kingdom	73	51	5	44	95	57

M = Male
F = Female

Source: Tables 3 and 34, Eurostat: *Labour Force Survey, Results 1989*

Figure 1 Activity rates by age groups, 1989



Source: Eurostat Labour Force Survey, 1989

Earnings

It is notoriously difficult to compare the earnings of men and women directly because of the important structural differences that currently exist between the worlds of work of men and women. For example, there are differences in levels of training, qualifications, seniority, age-structures, years in work and variations across different occupational sectors and businesses of different sizes and in the extent of overtime and night shift work etc. But it is probably true to say that on average the earnings of women are less than those of men. For example, a comparison of the average gross hourly earnings of manual workers in industry across the Community countries in or around 1987 showed that in Denmark, Italy and France female earnings were around 80 per cent of men's earnings; in Greece, Belgium, Netherlands, West Germany and the United Kingdom, they were between 70 and 80 per cent; and in Ireland and Luxembourg they were 70 per cent or less. The ratios were highest in Denmark at 86 per cent and lowest in Luxembourg at 65 per cent⁵. Manual earnings, however, on which data are available, may be misleading, because, for example, the manual sectors in some European countries are relatively small and may not reflect the relationships for other occupations, on which no data are available. Furthermore, simple comparisons of overall pay levels and differentials in the various countries should be viewed with caution, e.g. differences in tax and benefit systems or the treatment of shift work can affect hourly pay levels. One reason frequently voiced for women's lower wages is the time spent out of the labour market associated with having children and all the attendant consequences such as the truncation of experience and loss of seniority. If women increasingly have continuous employment histories then, other things being equal, wage differentials between men and women should shrink.

Attitudes of men and women

Are attitudes concerning the respective roles of men and women changing? The evidence points to a clear change in sex role attitudes over the last decade in most European countries, albeit from very different starting points. Men and women increasingly espouse what could be regarded as more egalitarian views. We draw largely on data from a series of Eurobarometer Surveys (1975, 1978, 1983 and 1987) carried out as part of Commission of the European Community research programme on changing attitudes of men and women.

The 1975 enquiry showed that one of the important issues that divided men and women was whether married women should work or not. In 1975 amongst the then nine EC countries, 33 per cent of married or cohabiting men stated that if they had the choice they would prefer their spouses to have paid work; by 1983 the proportion of men expressing the same preference had increased a little to 39 per cent; by 1987 the proportion had increased further to stand at 47 per cent in the E9 countries and 48 per cent in the now E12 countries. More detailed analysis of the 1987 data showed that the younger the men, the more educated the men and the higher the family income, the more likely were the men to favour their wives working⁶. That men should have more favourable attitudes nowadays than was the case a decade or so ago to their wives being involved in paid work, is not that surprising, given the upsurge of female participation in the labour market. However, men with working wives are not universally positive about the situation. In the 1987 survey only 70 per cent of men with working wives were in favour of the situation. It would be interesting to know whether the analogous proportion from working women with working partners was similar or not.

Interesting insights into the development of attitudes over time, the status of women and variability across EC nations come from responses to questions on attitudes to women holding different types of jobs. Table 3 shows the proportion of respondents in each country who would have "more confidence

Table 3 Percentage having equal confidence in both sexes for various occupations, by country, in 1987
Per cent

	Bus or train driver	Surgeon	Barrister	MP	Average of 4
EC 12 Total	63	64	63	67	64
Denmark	86	85	82	86	84
Netherlands	75	83	75	79	78
France	77	70	70	68	70
United Kingdom	61	70	66	75	68
Belgium	67	66	64	67	66
Spain	56	65	69	67	64
Portugal	52	67	65	63	61
West Germany	57	55	59	64	58
Luxembourg	47	58	60	62	56
Greece	52	56	61	58	56
Italy	54	56	55	59	56
Ireland	43	51	50	61	51

Source: Men and Women of Europe, 1987 Women of Europe, Supplement No 26, Commission of the European Communities.

in a man or a woman" in selected jobs. The jobs were chosen to illustrate cases in which the "concept of responsibility can be clearly seen": bus or train driver, surgeon, barrister and Member of Parliament. In each case the question was phrased in personal terms, so that respondents were asked, for example, whether they had greater confidence in a man or a woman "as a driver of a bus or train on which they were riding", "as a surgeon to operate on you" and so on.

Table 3 gives the proportions expressing equal confidence in men or women in the various occupations. Across the E12 nations, two-thirds of those who responded in 1987 had equal confidence in both sexes to perform the given jobs. Denmark is noticeably the most 'egalitarian' country: more than 80 per cent of Danes, irrespective of the type of profession stated that they would have as much confidence in a woman as a man. Denmark was closely followed by the Netherlands where 78 per cent fell into this category. France, the United Kingdom and Belgium are above the European average with between 66 and 70 per cent having equal confidence in men and women. Portugal and Spain are about average, while more traditional role models appear to be still relatively strong in (West) Germany and Luxembourg in Western Europe and Italy and Greece in Southern Europe. Ireland takes up the rear with around only 50 per cent of respondents having equal confidence in men and women. One sees that within a country there is little variation in responses across occupations. This suggests that it is not particular occupations per se that matter but the general position of women in society. Similar questions had been posed in the 1983 survey and comparisons showed that attitudes had generally moved in the same direction. The proportions preferring to deal with men had declined and the proportions who were neutral about whether they dealt with a man or a woman had increased.

The extent of changes in attitude becomes clearer when we examine comparable data from the 1975 survey. We can compare the responses to "confidence in men and women to represent you in Parliament" in both 1975 and 1987 for the E9 countries (table 4). One is struck by the quite dramatic increase in the proportions who express equal confidence in men and women to represent them in Parliament. It should also be noted that the rank ordering of countries shows little change. The distance, however, between the most egalitarian nations and the more traditional is shortening, although it is not so dramatic if one excludes Denmark.

This suggests a growing acceptance of female labour force participation on the part of men and that the sex-typing of occupations is lessening. But, perhaps the most interesting and illuminating insights are provided by the responses to a question posed on role distribution within the family. Respondents were

Table 4 Percentage of men and women reporting that they would have equal confidence in a man or a woman as a parliamentary representative in 1975 and 1987
Per cent

	1975	1987
Denmark	70	86
Netherlands	57	79
United Kingdom	53	75
France	51	68
Belgium	46	67
Germany	41	64
Luxembourg	32	62
Ireland	45	61
Italy	38	59

Source: Men and Women of Europe, 1987 Women of Europe, Supplement No 26, Commission of the European Communities.

asked which of the following three arrangements corresponded most closely to their idea of a family.

- A family in which both husband and wife have equally absorbing work, and in which the household tasks and looking after the children are shared equally between husband and wife. (Egalitarian option)
- A family in which the wife's work is less absorbing than the husband's, and in which she takes on more of the household tasks and looking after the children. (Middle option)
- A family in which the husband only works and the wife runs the home. (Home-maker/Breadwinner option)

In 1987 across the E12 countries support for the traditional roles of home-maker and breadwinner was least with only 25 per cent of respondents stating that this arrangement corresponded most closely to their idea of a family. Forty-one per cent supported an egalitarian division of labour and 29 per cent supported the middle option. (The remaining 5 per cent supported none of the above or did not answer the question).

The difference in the overall proportion of men and women favouring the egalitarian model was small: 39 per cent of men as compared with 42 per cent of women. The younger the men

or women the more likely were they to prefer this model. For example, 53 per cent of men aged 15 to 24 years and 47 per cent of those aged 25 to 39 years favoured the equal roles situation as compared with 34 and 26 per cent of men aged 40 to 54 years and aged 55 and older respectively. The analogous proportions for women were 61, 49, 37 and 27 per cent respectively. The only difference between the sexes in the level of response is seen at the youngest ages where women were more likely to express preference for the equal roles model (61 per cent) than were the men (53 per cent). Not surprisingly men with working wives and women in the labour market were also more likely to favour this model.

There were substantial cross-national differences in the extent to which men and women favoured the different arrangement (figure 2). One extreme is represented by Denmark. Danish men and women were the most likely of the EC citizens to prefer the egalitarian model (51 per cent of men and 55 per cent of women), the most likely to eschew the traditional model (12 per cent of men and 13 per cent of women) and the responses of the two sexes were in accord. The other extreme is composed of a cluster of countries: West Germany, Ireland and Luxembourg. In these three countries the proportions of men and women preferring the traditional home-maker/breadwinner model is greater than the proportion preferring the equal roles model. For example, 34 per cent of German women and 29 per cent of German men prefer the traditional model whilst 27 per cent of the women and 25 per cent of the men prefer the equal roles model. Traditional attitudes are also strong in Belgium. In the remainder of the countries women express a preference for the egalitarian model to a similar extent with a range from 44 to 48 per cent. Men in this intermediate set of countries are less homogeneous than the women in their preference for the egalitarian arrangement. The proportions range from 36 per cent of Italian men preferring this model to 51 per cent of British men.

In most countries the distribution of responses for men and women were broadly similar. The noticeable exceptions were Italian, Greek and Belgian women who were more likely than their male counterparts to prefer the equal roles arrangement, and in Greece, Italy, Portugal and Luxembourg the men were much more traditional than their female counterparts.

Denmark is at the top of the E12 league table on egalitarian

Figure 2 Desired family roles



Source: Men and women in Europe in 1987, Women in Europe, Supplement No 26 Commission of the European Communities

attitudes and is also the EC country with the highest female labour participation rate. Let us take a closer look at some Danish data on changing attitudes to preferred family situations amongst mothers with small children. The Eurobarometer data related to couples regardless of life-cycle stage but families with young children are likely to experience more acute tensions between work and family life than childless couples or couples with older children.

Table 5 shows that there have been quite dramatic changes in responses between 1970 and 1985. In 1970, 1 in 2 of the mothers preferred the home-maker/breadwinner model of the father working full-time and the mother being a full-time housewife while in 1985 only 1 in 6 expressed a preference for this option. The most popular preference in 1985 was for a situation where both parents worked part-time whilst their children were small (presumably sharing economic and family responsibilities).

Table 5 Attitudes to preferred family type among Danish mothers with small children in 1970, 1975 and 1985
Per cent

	1970	1975	1985
Father works full-time Mother housewife	53	32	17
Both work part-time whilst children are young	15	27	46
Father works full-time Mother works part-time	31	38	33
Both work full-time	1	2	3
Father stays at home Mother works	0	1	0
Total	100	100	100
Number in sample	1,759	1,840	1,034

Source: Christoffersen et al 1987. See footnote 8.



If both parties in a household work full-time, one might expect the share of domestic labour to be equitable. But the reality is only 1 in 5 of such households share the duties.

Photo: Judy Harrison/FORMAT

The next most popular option was for the father to work full-time and the mother part-time, with around one-third of the women expressing a preference for this situation, a proportion that had remained steady over the period from 1970 to 1985. Both parents working full-time is a surprisingly unpopular option (3 per cent preferred this option) and preference for reversing the conventional roles is negligible. If both parents want to be involved in the world of work and the rearing of their small children then both parents working part-time may represent the ideal solution (still to be attained) and one parent working full-time and the other part-time a pragmatic solution.

The domestic domain

Esposured attitudes and preferences are seemingly becoming more equitable, but is behaviour in the domestic domain becoming more equal? To what extent do men and women share domestic responsibilities?

Questions posed in the 1990 Eurobarometer Survey 34 provide us with some insights⁷. Respondents in the E12 countries were asked "who usually took care of the following tasks during your first child's pre-school years, you or your partner?" Across all countries amongst men living with a woman in a couple the only task that men were more likely to take responsibility for was shopping (61 per cent), washing-up was the next most popular activity (41 per cent), taking children to and from nursery school or child-minder (31 per cent) and the least popular activities were dressing children (26 per cent), cooking (25 per cent) and cleaning (25 per cent). But the picture is bleaker than it appears. These quantities refer to men who actually did at least one of these activities, but only 40 per cent of men seemingly took care of any one of these tasks. Dutch and Danish men were most likely to be involved (1 in 2) and Spanish men the least likely (1 in 5).

Denmark once again was among the leading countries in terms of male participation in the domestic domain. Data from a Danish Institute of Social Research Survey⁸ allow us to take a closer look at the situation there. The Danish researchers an-

Table 6 Responsibility for domestic duties according to employment status

Who is responsible for general domestic duties?	Respondents living in households where			
	Man works and woman works full-time	Man works and woman works part-time	Man works and woman does not work	Neither work
Mainly woman	72	88	91	76
Shared equally	22	7	5	15

Source: Witherspoon, British Social Attitudes Survey, SCPR, 1988

icipated that fathers might be taking an equal proportion of the housework and were perhaps adopting a 'new responsibility' for family life. However, they found rather 'conservative' sex roles in families with dependent children. Men were mostly responsible for traditional tasks such as indoor repair jobs. Women in about half of the families were solely responsible for cooking and cleaning of the house, and only in a third of the families did husbands and wives share these tasks. Yet this is a society where the great majority of women are economically active.

If wives are not employed or work part-time it would seem logical in terms of maximising household efficiency that the wife should specialise more in domestic tasks. It also seems logical that full-time housewives should perform more tasks than those women who work part-time. However, in households where both partners work full-time, one might expect the division of labour in the household to be more equitable, unless one partner works much longer hours than the other. Some data from Great Britain shown in table 6 allow one to examine how the division of labour within the household varies according to employment status of the wife.

In 1987 respondents to the British Social Attitudes Survey who were living with a partner were asked which one was "mainly responsible for general domestic duties" in the household. The great majority, 82 per cent, stated that the woman was responsible and 12 per cent said the duties were shared equally between them. Men were more likely to say that duties were shared equally, 16 per cent, compared with 9 per cent of women. The responses according to employment status are shown below.

Households where both partners work full-time are relatively more likely to share responsibility for domestic tasks, but the situation could hardly be construed as egalitarian, when only 1 in 5 of such households share such duties. Women who work part-time are probably the most disadvantaged. For them, domestic duties are similar to those of women who are not employed: they seemingly have to combine the major share of household duties with paid work. Partnerships where neither works, many of whom are retired couples, hold an intermediate position in the extent of sharing in the domestic sphere.

The limited data and growing literature⁹ on the division of labour in the home measured according to type and number of tasks or time budgets suggests that husbands of wives who work outside the home do not share equally in child-care and housework tasks. Wives' employment as yet would seem to have a modest effect on the household division of labour. Wives typically have responsibility for the daily organisation of the household, for household work, and do most of the routine tasks such as meals, cleaning and laundry. Wives who work outside the home, particularly those who work full-time, tend to receive more help from husbands than do wives who are not employed outside the home. Looking after children appears to be a more popular activity amongst fathers than the more routine housekeeping tasks. More men, on average, may be taking a more active role

in the domestic arena than was the case in the past, but this is typically likely to be a *helping* role, few as yet are *sharing* domestic tasks and responsibilities. The pressure may be on for men to take their fair share of caring and domestic tasks but the pace of change to date can at best be described as leisurely.

Combining work and family life

Most European men and women spend a large part of their daily lives at work, at home or moving between the two. Whether the worlds of work and the family are complementary or conflicting is likely to have major consequences for the quality of their lives. Employment is the main source of economic support for families, while the family produces and socialises the next generation. Both domains are often major sources of social and psychic satisfactions for family members. Work can constrain family life by limiting the amount of time available for family tasks, activities and interaction between family members. Similarly the family with its attendant obligations and responsibilities may act as a constraint on labour force participation or work performance¹⁰.

Historically, concern about the interface between work and family life has tended to focus more on the negative consequences for families of the separation of work and home, entailing the father being absent for a substantial part of the day and more recently the mother as well. The implicit assumption has been, and still prevails in many countries, that if some adaptation was required the onus was on the family to adjust to the demands of the workplace. Furthermore, as long as one parent, invariably the mother, was prepared to remain at home to fulfil family or household tasks and responsibilities the tensions between work and family life were to some extent suppressed.

In recent years the growth in the labour force participation of married women with children, and increasingly young children (a trend that is, other things being equal, unlikely to go into reverse) has reduced the extent to which mothers are available to organise, participate and support the domestic domain and maintain family members who are in paid work. As a consequence, the tension between family and work may have become more severe, more visible and more prevalent, than hitherto¹¹. The psychic costs of combining work and caring for young children may lie behind some illuminating findings from the 1990 Eurobarometer Survey. Results from this survey suggest that if men and women in the Community at large were given a completely free choice, about 8 out of 10 women and 4 out of 10 men would prefer not to work full-time when their children were under school age.

In recent times the world of work and family have generally been regarded as being at best two very separate spheres or at worst in conflict. An important issue to be addressed is to what extent can tensions be eased and how can this be achieved. The panaceas and policies most frequently proffered include: paid maternity leave and parental leave, shorter working days for parents, family leave to care for sick children, provision of nursery schools and after school care, and tax concessions and child allowances.

These provisions are usually combined with assurances that there should be no loss of job or seniority. As far as I know Finland is the first country to introduce (in 1991) a 'home wage' for parents who stay at home to care for their own children.

Many European countries are taking steps to introduce some if not all of these measures, some under the rubric of women's issues, others as a work/family issue. However, policies and commitments are highly variable. At one extreme is Sweden which has been one of the first countries to define the family/social policy debate in terms of the work and family relationship rather than as a sex role issue. At the other extreme are countries like West Germany and the UK where there is some ambivalence about the increased participation of mothers in the labour market.

While such behaviour does not necessarily attract the degree of disapproval it did in the recent past, it is still regarded as less than ideal by many, and there is disagreement on the extent to which there should be government intervention to ease the burden of working mothers.

Demographic considerations

The roles of men and women and the relations between the sexes are changing. There is variability across nations in the extent to which such changes have taken hold, a certain amount of mismatch between trends in the public and domestic spheres of life and between attitudes and practice, but it is clear that the position of women in society has inexorably altered in recent decades. Dramatic demographic changes have also occurred in recent times. Men and women are cohabiting more, marrying later, becoming parents at older ages and having fewer children, as well as terminating their marriages more frequently than was common in the recent past. The axiomatic nature of marriage and parenthood has been increasingly questioned; they are no longer inevitabilities but considered choices.

Fertility

A later start to marriage and particularly motherhood gives women the increased opportunity to obtain educational qualifications, occupational training and job experience. Women had more difficulty in investing heavily in 'human capital' when they had children early. Increases in human capital may imbalance the power of women within the family, and extended experiences as workers may give them more self-assurance and greater resources to express and negotiate their needs. Spending longer as a couple prior to becoming parents is likely to enhance the wife's ability to provide income and to improve the couple's well-being in terms of housing, consumer goods and leisure activities. The couple may develop life patterns predicated on two incomes and may, more explicitly than they did in the past, equate a child with a foregone income. In Europe women may be having children later and fewer of them because they have more choices in their lives combined with effective means of controlling their fertility. These choices may reduce their reproductive contribution but expand their overall contribution to society.

Discouraging women from continuing in the labour market is unlikely to increase fertility. The conclusion of a recent authoritative study on the relationship between female activity and fertility commissioned by Eurostat and the Commission's DG 5 was that there is "no identifiable stable link between labour force participation and fertility outcomes. However, there is a process of joint determination, affected by macroeconomic situations and the cultural and social fabric"¹². The report also concludes that policy should be neutral with respect to fertility, and deal with market failure in the labour market and in the provision of child care so that men and women can combine employment and reproduction as they choose. Similarly, the jury has still to be deemed to be out on whether the recent rise in fertility in Sweden is due to the policies that make it easier for parents to combine work with raising a family or due to the catching up by couples who have delayed having their children or a combination of the two. Fertility rates are rising in other countries with less favourable policies or no state policies to facilitate working and parenthood, for example, the United States of America.

Cohabitation, marriage and divorce

Marriage is probably no longer the pre-eminent romantic dream of young girls. The golden age of marriage which predominated during the 1960s and the early part of the 1970s is over. The youthful marriage patterns and near universality of marriage of this era are unlikely to return in the foreseeable future. With the rise of cohabitation (more pronounced in some

countries than others), later marriage and increased divorce, conjugal links have become more varied and fragile in recent decades. Such trends may plateau but are unlikely to exhibit dramatic reversals.

Our knowledge and understanding of the genesis and development of cohabitation is scant. Undoubtedly there are many factors to take into account in explaining the rise of cohabitation, but it may symbolise the avoidance of the notion of dependency that is implicit in the marriage contract. For example, women may be anxious that the legal contract may alter the balance of power in their partnership arrangements and make the relationship less equitable. Currently most cohabiting unions are preludes to first marriage or post-marital arrangements. If the prevalence and duration of cohabiting unions continue to increase and children are increasingly born within such de facto unions then the rights and responsibilities of parents and children within such unions are likely to have to be codified. In Sweden, for example, married and cohabiting unions are virtually indistinguishable in law and other policy arenas and the Netherlands is developing a body of laws relating to cohabitation.

As divorce becomes more common, marriage seemingly becomes a more perilous enterprise. The rise of female employment and the changing roles of women are often cited as the major explanation for the rise in divorce¹³. Nowadays, women can better afford to leave unhappy marriages; notwithstanding that they are much more likely than their husbands to suffer deprivation post-divorce, and that divorce is a major contributor to the growth in the 'feminisation of poverty'. Women may also be less likely to give up paid work because marriages are less durable; paid work could be viewed as an insurance policy against marital breakdown.

Relations between older men and women

The focus thus far has been on the roles of men and women at the earlier stages of the life-cycle. More and more men and women are surviving to advanced ages. The expectation of life across the E12 countries in 1989 was 73 years for men and 79 years for women compared with 67 and 73 years respectively in 1960¹⁴.

A major concern is the costs to the state of the so-called 'greying' of the population. In the future the level of dependency on welfare payments of the elderly can be reduced by increasing the prospects for job continuity and pension cover amongst the current adult population. This is even more important in the case of women, since they will constitute a high proportion of the future elderly. Women continuing to work across their life course and/or being compensated for the periods spent in caring for children should lessen the pension burden.

Another issue associated with the ageing population is whether women will continue to provide care for elderly relatives as they have in the past. If women are increasingly deemed to be workers first and parents second, have a more continuous attachment to the labour force, and make extensive use of childcare facilities, are they going to want or be able to care for elderly relatives? The generations of women who called for improved child-care facilities may well be calling for elderly-care provision and assistance in combining the roles of worker and carer (for both men and women).

Conclusion

The debate of the 1970s centred around the changing role of women in society, that of the 1980s on the changing roles of men and women. As we move towards the next millennium there is a growing awareness that the fundamental issue is not changes in the respective roles of men and women but the nature of the relationship between work and family life.

Paid work will continue to play a central role in the lives of both men and women. However, if societies are to continue they will require children, and they need them to be well cared for and

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Publication dates of main economic indicators October — December 1992

● LABOUR MARKET STATISTICS

Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.

October 15 Thursday
November 12 Thursday
December 17 Thursday

● RETAIL PRICES INDEX

October 9 Friday
November 13 Friday
December 11 Friday

LABOUR MARKET commentary

SUMMARY

The workforce in employment in the United Kingdom was 25,363,000 in June 1992. A fall of 182,000 in the second quarter of 1992 and a fall of 651,000 over the year to June 1992.

The number of employees employed in manufacturing industry in Great Britain, at 4,469,000, is estimated to have fallen by 47,000 in July 1992. Employment in manufacturing fell by 208,000 over the year to July 1992, compared with a fall of 378,000 in the previous twelve months.

Claimant unemployment in the UK (seasonally adjusted) rose by 47,400 between July and August 1992 to 2,807,500. The level is now 1,211,500 higher than in April 1990 when the current upward trend began. The unemployment rate in August 1992 was 9.9 per cent of the workforce, an increase of 0.1 percentage point on the previous month.

The underlying rate of increase in average earnings in Great Britain in the year to July

1992 was 6 per cent (provisional estimate), down 1/4 per cent on the rate for June, which has been revised up from 6 per cent.

Seasonally adjusted output per head for the manufacturing sector in the three months to July 1992 was 0.8 per cent higher than the three months to April, and 3.8 per cent higher than the three months to July 1991. Seasonally adjusted unit wage costs in manufacturing in the three months to July 1992 were 0.4 per cent lower than the previous three months, but 2.5 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 3.6 per cent in August 1992, down from 3.7 per cent in July.

It is provisionally estimated that 0.5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to July 1992.

Overseas residents made an estimated 1,550,000 visits to the United Kingdom in June 1992, while United Kingdom residents

made about 3,090,000 visits abroad.

ECONOMIC BACKGROUND

The latest output based estimate for the United Kingdom economy shows that *Gross Domestic Product* (GDP) in the second quarter of 1992 was 0.1 per cent lower than in the previous quarter and 0.7 per cent lower than a year earlier.

Output of the production industries in the three months to June 1992 decreased by 0.6 per cent compared with the previous three months, and was 1.1 per cent lower than the same period a year earlier.

Manufacturing output in the three months to July 1992 was unchanged compared to the previous three months, but was 0.9 per cent lower than in the same period a year earlier.

In the three months to July 1992 the output of oil and natural gas, and other energy and water supply both fell by 2.2 and 1.9 per cent respectively, compared

with the previous three months. Compared with a year earlier, the output of oil and natural gas rose by 0.9 per cent, but other energy and water supply fell by 3.8 per cent.

Latest estimates suggest that in the first quarter of 1992 *consumers' expenditure* was £66.3 billion (at 1985 prices and seasonally adjusted), 0.7 per cent lower than the fourth quarter of 1991 and 1.8 per cent lower than the same period a year earlier.

The provisionally estimated August 1992 index of the volume of *retail sales* is 120.6 (1985=100). This is above the July figure, but little changed from the June level. Over the period June to August 1992, the volume of sales was 0.5 per cent higher compared with the previous three months (after seasonal adjustment) and 0.3 per cent higher than in the same period a year earlier.

New credit advanced to consumers in July 1992 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £4.25 billion (seasonally adjusted), compared to £4.16 billion in June 1992. *Total consumer credit* outstanding at the end of July 1992 is estimated to have been £30.0 billion (seasonally adjusted), 2.5 per cent lower than a year earlier.

Fixed investment (capital expenditure, see Table 0.1 note 8 for definition) in the first quarter of 1992 at constant prices was estimated to have been 2.9 per cent higher than in the previous quarter but 1.7 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the first quarter of 1992 was estimated to be 5.7 per cent lower than in the previous quarter, and 12.5 per cent lower than a year ago.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* in the second quarter of 1992 (at 1985 prices and seasonally adjusted) indicates a fall of £1093 million following a fall of £385 million in the previous quarter. *Manufacturers* reduced their stocks by £186 million following a fall of £696 million in the previous quarter. *Wholesalers'* stocks fell by £492 million in the second quarter following a fall of £105 million in the previous quarter. The level of *wholesalers' stocks* has now

fallen for nine successive quarters. *Retailers' stocks* fell by £415 million following an increase of £416 million in the previous quarter.

The latest figures indicate that *visible trade* in the three months to August 1992 was in deficit by £3.3 billion, £0.1 billion more than the previous three months. In August the surplus on trade in oil was £0.2 billion, compared to being almost in balance in July. The deficit in non-oil trade in August was £1.4 billion, £0.2 billion higher than in July.

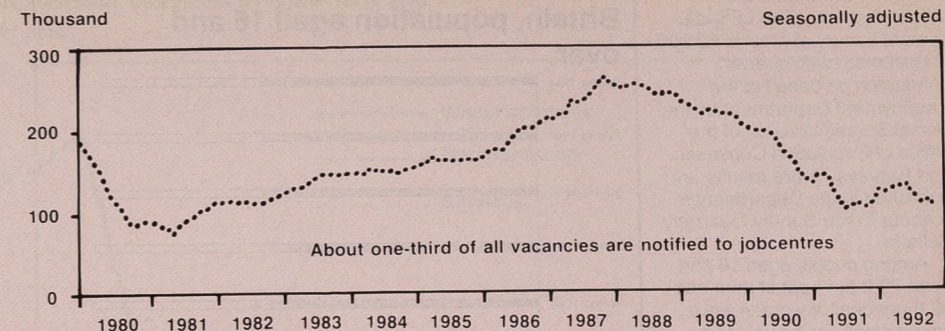
The *volume of exports*, excluding oil and erratic items, in the three months to August 1992 was 1.5 per cent lower than the previous three months and 0.5 per cent higher than a year earlier. *Import volume*, excluding oil and erratic items, in the three months to August 1992 was 1 per cent higher than in the previous three months and 7.5 per cent higher than a year earlier.

The *current account of the balance of payments* in the latest three months was estimated to have been in deficit by £2.9 billion, £0.1 billion larger than in the previous three months. *Sterling's effective Exchange Rate Index* (ERI) for August 1992 was provisionally estimated to be 92.0 (1985=100), a fall of 0.5 per cent from July 1992.

On 17 September 1992, the UK *base lending rate* returned to 10.0 per cent after the pound was suspended from the ERM, having risen to 12.0 per cent on 16 September.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in August 1992 is provisionally estimated to have been £2.9 billion. *Privatisation proceeds* were close to zero in August. The PSBR excluding privatisation proceeds was £17.8 billion in the first five months of 1992-93, compared with £11.6 billion in the same period last year.

JOBCENTRE VACANCIES: United Kingdom



EMPLOYMENT

It is estimated that the number of employees employed in manufacturing industry in Great Britain fell by 47,000 in July to 4,469,000. This follows a rise of 1,000 in June, and falls of 9,000 in May and 10,000 in April. Over the year to June 1992, employment in manufacturing industries fell by 208,000 compared with a fall of 378,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed, members of HM Forces and participants in work-related government training programmes) was 25,363,000 in June 1992. This represents a fall of 651,000 over the year and a fall of 182,000 in the second quarter of 1992. It is now 1,556,000 below the June 1990 peak.

The number of employees in the energy and water supply industries in Great Britain rose by 1,000 in July 1992 to 399,000. This follows falls of 4,000 in June and 5,000 in May.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 10.42 million hours per week in July 1992, a rise of 0.47 million hours per week since June.

Short-time working by operatives stood at 0.39 million hours per week in July 1992, a fall of 0.26 million hours per week since June.

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 100.2 in July 1992 compared with 99.6 in June.

UNEMPLOYMENT AND VACANCIES

The seasonally adjusted level of claimant unemployment in the United Kingdom increased by 47,400 between July and August 1992 to 2,807,500. This was the twenty-eighth consecutive month that unemployment has risen, with unemployment 1,211,500 (76 per cent) higher than in April 1990 when unemployment stopped falling and the current upward trend began. The unemployment rate in August 1992 was 9.9 per cent of the workforce, an increase of 0.1 percentage points on the previous month.

The August 1992 rise in seasonally adjusted unemployment compares with rises of 35,800 in July and 8,600 in June. Over the three months

to August unemployment has increased by an average of 30,600 per month. This compares with an average monthly rise of 27,100 over the latest six months.

Between July and August there were increases in seasonally adjusted unemployment in all regions of the UK. The largest percentage rises occurred in East Anglia, the South East including Greater London and in the South West region.

There has been an increase in the United Kingdom unemployment rate of 1.3 percentage points in the 12 months to August 1992. The unemployment rate is higher than a year ago in all regions of the UK.

The UK unadjusted total of unemployed claimants rose by 71,541 between July and August 1992 to 2,845,508 or 10.1 per cent of the workforce, an increase of 0.3 percentage points from the rate for July. The rise in the unadjusted total is much larger than the rise in the seasonally adjusted total because seasonal influences tend to increase the unadjusted total between July and August by over 20,000.

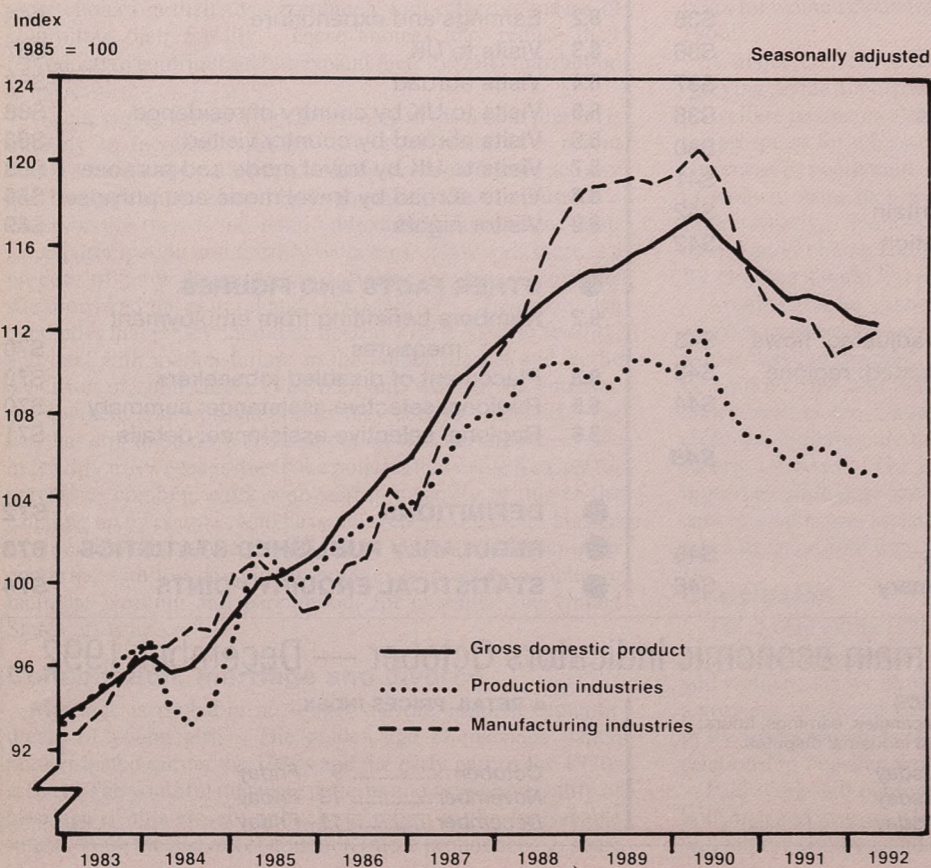
The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 3,900 between July and August 1992, to 106,900. This follows a rise of 1,300 in July and a fall of 5,100 in June.

Seasonally adjusted, the number of new vacancies notified to Jobcentres and the number of people placed into jobs by the Employment Service both fell in August. Both figures were lower than their monthly averages for the year up to July.

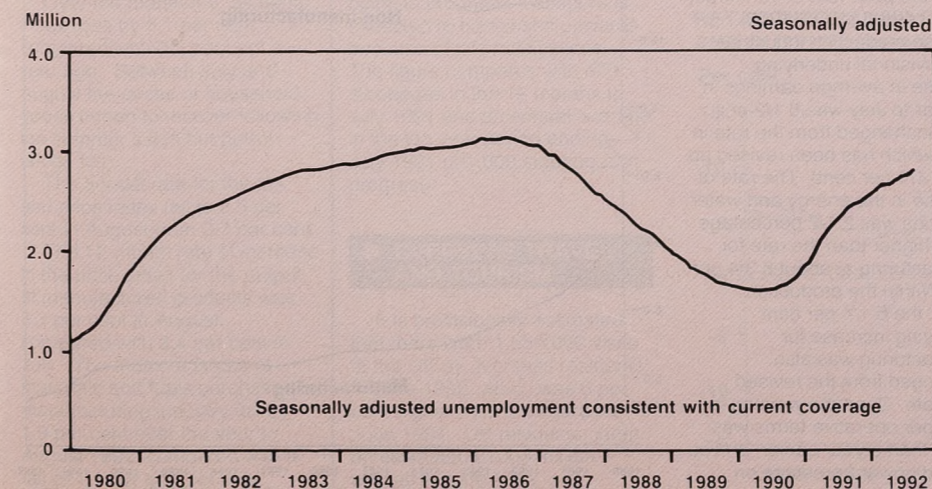
LABOUR FORCE SURVEY

The Labour Force Survey (LFS) for Great Britain is now quarterly and the results are available earlier than from the previous annual LFS. A selection of the first results from the quarterly survey for spring

OUTPUT INDICES: United Kingdom



UNEMPLOYMENT: United Kingdom



1992 are included here: see tables 7.1 & 7.2 (and the adjacent chart). The LFS is a sample survey of around 60,000 households each quarter, conducted on behalf of the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys. More results are published in the Department's "Labour Force Survey Quarterly Bulletin".

Among people aged 16 and over, 73.8 per cent of men and 52.8 per cent of women were economically active in spring 1992. Over recent years, economic activity rates for women have been increasing, while those for men have shown little change. Since spring 1990, however, activity rates have been decreasing; there have been falls since spring 1991 of 1.1 percentage points in the male economic activity rate and 0.3 percentage points for women.

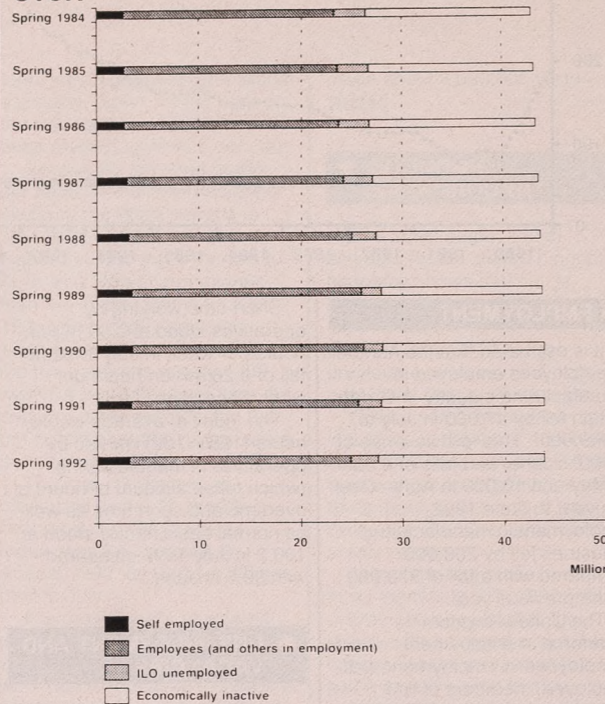
Of the 25.1 million people in employment in spring 1992, 3.1 million were self-employed, 0.4 million were on employment and training programmes and 0.2 million were unpaid family workers. The remaining 21.4 million were employees.

Estimates of employment from the LFS differ from those derived from surveys of employers partly because they are based on numbers of people rather than numbers of jobs. People with two or more jobs are counted only once in the LFS.

Since 1979, numbers of self-employed people increased at a faster rate than numbers of employees until spring 1990 (table 7.1). More recently, both have fallen. Since spring 1991 the numbers of employees and self-employed have fallen by 2.2 per cent and 5.6 per cent respectively. The numbers on government employment and training programmes fell by 12.3 per cent over this period, due in part to the declining population of young people.

The LFS provides estimates of unemployment according to the guidelines set out by the International Labour Organisation (ILO). This is different from the other measure of unemployment produced by the Employment Department: the monthly claimant count, of people claiming unemployment-related benefits at Employment Service Local Offices. The spring 1992 estimate of unemployment on the ILO definition (table 7.1) is 2.65 million, a rise of 0.35 million (15.0 per cent) since spring 1991. The spring 1992 ILO unemployment rate (see table 7.2) was 9.6 per cent of the labour force, compared with 8.3 per cent in spring 1991. The

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



rate of male ILO unemployment increased from 9.1 per cent in spring 1991 to 11.4 per cent in spring 1992, while the rate of female ILO unemployment remained almost unchanged at 7.2 per cent.

AVERAGE EARNINGS

The underlying rate of increase in average earnings for the whole economy in the year to July 1992 was provisionally estimated to be 6 per cent, 1/4 percentage point down on the rate for June (which has been revised up by 1/4 percentage point). Thus the rate has fallen by 1 1/2 percentage points in 4 months, and stood 4 1/4 points below the peak rate of 10 1/4 per cent recorded in July 1990.

In the production industries the provisional underlying increase in average earnings in the year to July was 6 1/2 per cent, unchanged from the rate in June (which has been revised up from 6 1/4 per cent). The rate of increase in the energy and water industries was 2 1/2 percentage points higher than the rate for manufacturing at about 8 3/4 per cent. Within the production sector, the 6 1/4 per cent underlying increase for manufacturing was also unchanged from the revised June rate. Overtime working in hours per operative terms was higher than a year earlier, and so exerted upward pressure on

earnings, but this was matched by downward pressure from lower settlements and bonus payments.

The provisional estimate for the underlying increase in average earnings in service

industries in the year to July is 6 1/4 per cent, which is unchanged from the rate for June, despite some high bonus payments in the Transport and Communications sector.

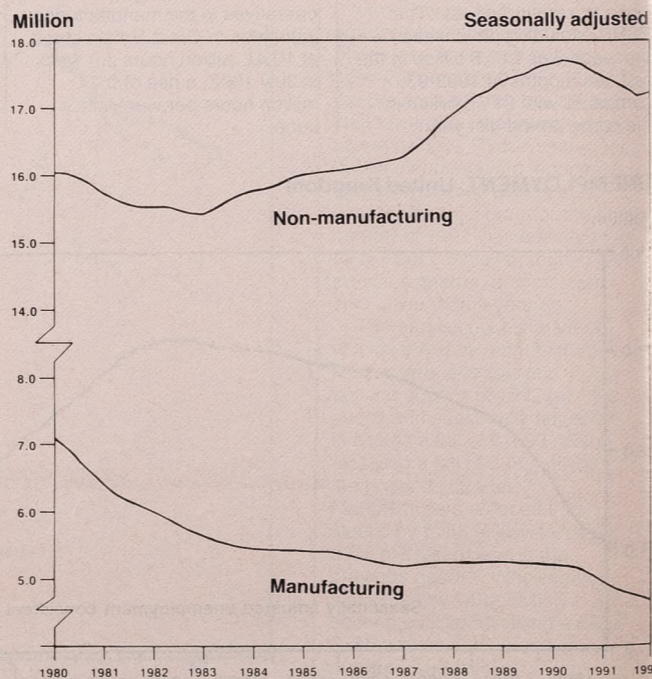
The actual increase in earnings in the whole economy was 5.4 per cent in the year to July (5.5 per cent seasonally adjusted) which is the lowest rate of increase since July 1984 (during the coal industry dispute). High levels of arrears of pay in July 1991 and low levels in July 1992 are the main reason for this actual rate being above the underlying rate of increase. The whole economy underlying rate of growth is lower than the rates in either the production sector or the services sector because earnings in construction and agriculture are only about 3 per cent higher than a year ago.

PRODUCTIVITY AND UNIT WAGE COSTS

For the three months ending July 1992, manufacturing output was about 1 per cent below the level of a year earlier. With employment levels falling by about 4 1/2 per cent over the last year, productivity in output per head terms showed a rise of around 3 3/4 per cent, which is below the recent peak of 5 per cent in the year to the 3 months ending April 1992.

Wages and salaries per unit

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



of output in manufacturing in the three months to July were 2 1/2 per cent higher than in the same period a year earlier. This is higher than the corresponding rate for the 3 months to June (1 1/2 per cent) which was erratically low because of the influence of very high productivity growth and low earnings growth recorded in April.

Productivity figures for the whole economy in the second quarter of 1992 (which are now available one month earlier than previously) show that output per head was just over 2 per cent higher than in the same quarter of 1990. Output, as measured by GDP, fell by about 1/2 per cent in the year to the second quarter of 1992 but this was accompanied by a 2 1/2 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the second quarter of 1992 showed an increase of 4 1/4 per cent on the second quarter of 1991. This was 1 3/4 percentage points lower than the rate in the previous quarter, and 6 1/2 percentage points below the 10 3/4 per cent peak rate of the third quarter of 1990.

PRICES

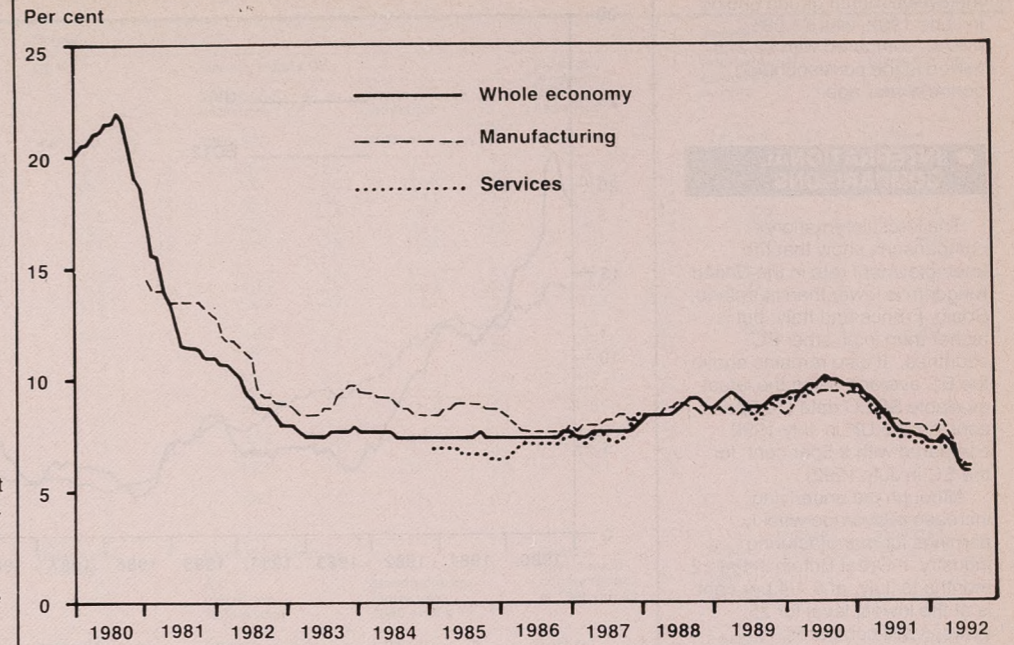
The annual rate of increase in the "all-items" retail prices index for August was 3.6 per cent, down slightly from 3.7 per cent in July and the lowest annual rate since March 1988. While the annual rate was affected by the reduction in mortgage interest rates in August last year falling out of the 12-month comparison, many price increases last August were not repeated to the same extent this year, especially for food, motoring expenditure, gas and various household goods. Excluding mortgage interest payments, the annual rate of price increases fell to 4.2 per cent in August from 4.4 per cent.

Over the month the "all-items" index rose by 0.1 per cent, compared with 0.2 per cent a year ago. Between July and August the prices of household goods began to recover following the summer sales but petrol prices fell.

The annual rate for the tax and price index fell to 2.5 per cent in August from 2.7 per cent.

The 12-month rate of increase in the price index for the output of manufactured products was 3.3 per cent in August, compared with 3.4 per cent in July. The index of prices of materials and fuels purchased by manufacturing industry fell by 1.9 per cent over the year to August 1992, compared with a fall of 1.1 per cent for July.

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



INDUSTRIAL DISPUTES

It is provisionally estimated that 33,000 working days were lost through stoppages of work due to industrial disputes in July 1992. Of this provisional total 20,000 working days were lost in public administration and education. The estimate of 33,000 working days lost this July compares with 29,000 in June 1992, 57,000 in July 1991 and an average of 644,000 for July during the ten-year period 1982 to 1991. In the 12 months to July 1992 a provisional total of 0.5 million working days were lost compared with a figure of 0.7 million days in the previous 12 months and an annual average over the ten year period ending June 1991 of 6.0 million days.

During the 12 months to July 1992 a provisional total of 282 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 479 stoppages in the 12 months to July 1991 and an annual average in the ten year period ending July 1991 of 1,009 stoppages in progress.

OVERSEAS TRAVEL AND TOURISM

It is provisionally estimated that there were 1,550,000 visits to the UK by overseas residents in June 1992, which was 6 per cent higher than the figure for June 1991. UK residents spent an estimated £1,000 million abroad in June 1992, an

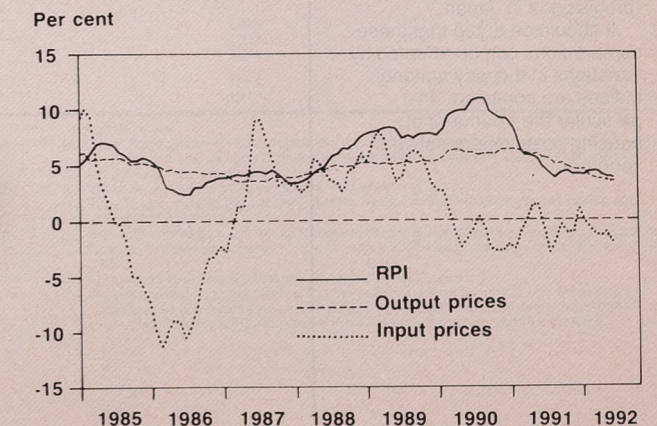
increase of 6 per cent compared to June 1991, while overseas residents spent an estimated £630 million in the UK, virtually unchanged from June 1991. This resulted in a balance of payments' deficit of £370 million on the travel account for June 1992, compared with £312 million in June 1991.

During the first six months of 1992 the number of visits to the UK by overseas residents increased by 12 per cent compared with the same period of 1991, to 7,790,000. The number of visits by UK residents going abroad during the first six months of 1992, at 15,000,000, was 16 per cent higher than the same period a year earlier. Overseas residents' expenditure in the UK increased by 12 per cent in the first six months of 1992, compared with the same

period in 1991, to £3,755 million. UK resident's expenditure abroad during the first six months of 1992 rose by 19 per cent compared with the previous year, to £4,715 million.

In the twelve months ending June 1992, the number of visits to the UK by overseas residents increased by 2 per cent compared with the previous twelve months, to 17,490,000. The number of visits abroad by UK residents rose by 7 per cent compared with the previous twelve months to 32,590,000. Expenditure by overseas residents in the twelve months to June 1992 increased by 2 per cent compared with the previous twelve months to £7,510 million. Over the same period, expenditure by UK residents going abroad rose by 10 per cent to £10,595 million. As a result,

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



the deficit on the travel account of the balance of payments, for the twelve month period ending in June 1992, was £3,085 million, compared with £2,278 million in the corresponding period a year ago.

INTERNATIONAL COMPARISONS

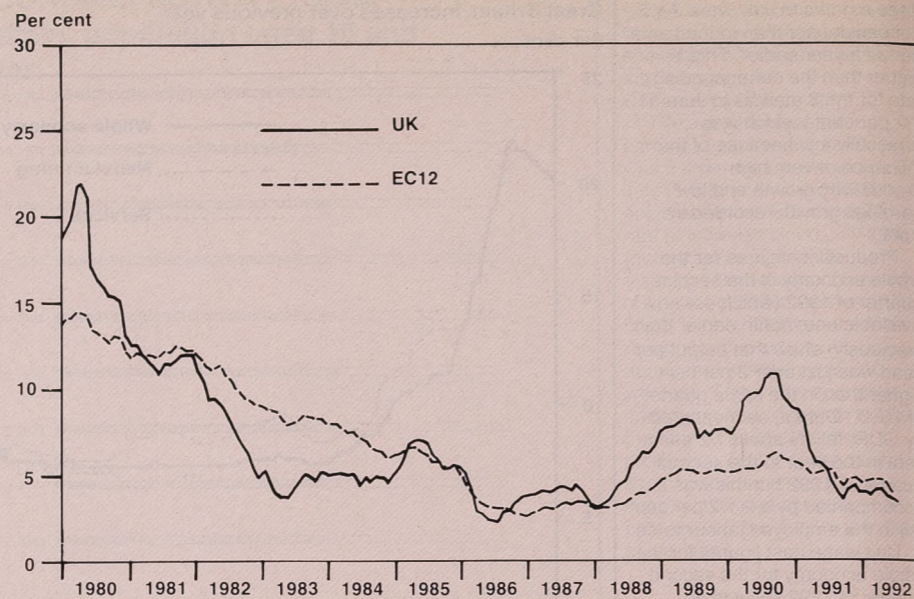
The latest international comparisons show that the unemployment rate in the United Kingdom is lower than in Ireland, Spain, France and Italy, but is higher than in all other EC countries. It also remains above the EC average using the latest available SOEC data (10.8 per cent for the UK in July 1992 compared with 9.5 per cent for the EC in July 1992).

Although the underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to July, at 6 1/4 per cent, is at the lowest level for 25 years, 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 13 countries shown. The latest available OECD estimates of manufacturing productivity, however, show that only 4 of the 11 countries (excluding Belgium and Denmark for which figures are not available) had faster annual growth than Great Britain, which grew by 4.4 per cent in the year to quarter 2 of 1992.

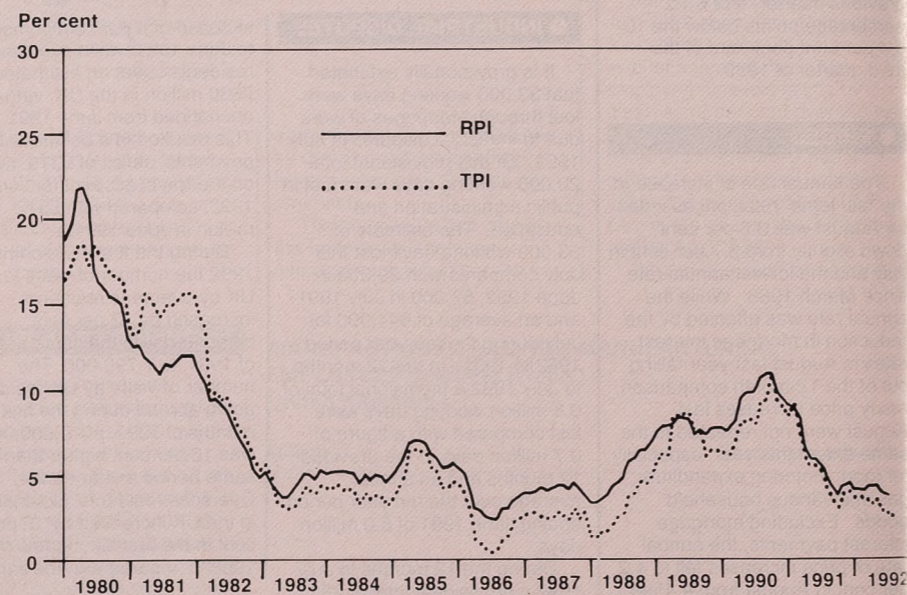
In EC countries there was an average rise in consumer prices of 4.1 per cent (provisional) over the 12 months to July 1992, compared with 3.7 per cent in the UK. Over the same period consumer prices rose in France by 2.9 per cent and in West Germany by 3.3 per cent, while outside the EC, consumer prices rose by 3.2 per cent in the United States, 1.3 per cent in Canada and 1.7 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



CONSUMER PRICES INDICES: Increases over previous year



BACKGROUND ECONOMIC INDICATORS*

0.1
UNITED KINGDOM

Seasonally adjusted

	GDP average measure ^{2,15}		Output				Index of output UK		Index of production OECD countries ¹		Real personal disposable income		Gross trading profits of companies ⁷		
	1985=100 %		1985=100 %		1985=100 %		1985=100 %		1985=100 %		£ billion %				
		%		%		%		%		%		%		%	
1986	103.8r	3.8	103.3	3.3	102.4	2.4	101.3	1.3	101.2r	1.2	104.6	4.6	45.3	16.9	
1987	108.6	4.6	108.1	4.6	105.7	3.2	106.6	5.2	104.2	3.7	108.3	3.5	53.0	16.9	
1988	113.5	4.5	112.7	4.3	109.5	3.6	114.1	7.0	110.7	5.5	114.5	5.7	62.9	18.6	
1989	115.8	2.0	115.3	2.3	109.9	0.4	119.0	4.3	114.6	3.5	120.5	5.2	66.2	5.3	
1990	116.6	0.7	116.6	1.1	109.3	-0.5	118.4	-0.5	116.7	1.9	124.0r	2.9	67.7r	2.3	
1991	113.8	-2.4	113.7	-2.5	106.1r	-2.9	112.2	-5.2	116.1	-0.5	123.7	-0.2	68.0	0.4	
1991 Q2	113.3	-3.5	113.5r	-3.5	105.2r	-5.8	112.3r	-6.7	115.8r	-0.7	124.6	0.9	17.2r	-2.1	
1991 Q3	113.5	-2.2	113.6	-2.3	106.3	-2.1	112.3	-5.5	116.6	-1.0	123.6	-0.5	17.1	0.9	
1991 Q4	113.1	-1.8	113.2	-1.9	106.2	-0.7	110.8	-3.8	116.2	-0.5	123.0	-1.6	17.9	10.5	
1992 Q1	112.6	-1.5	112.7	-1.5	105.3	-1.3	111.1	-2.0	115.8	-0.1	124.2	0.4	16.7	5.4	
1992 Q2	112.5P	-0.7	112.7	-1.5	105.1	-0.1	111.6	-0.6	115.3	-0.4					
1992 Jan					104.7r	-0.5	110.1r	-3.4	115.7r	-0.5					
1992 Feb					106.0	-0.8	111.5	-2.8	116.2	-0.5					
1992 Mar					105.1	-1.3	111.6	-2.0	115.5	-0.1					
1992 Apr					105.8	-0.5	111.8	-1.0	115.3	0.3					
1992 May					104.7	0.1	111.4	-0.8	115.4	0.2					
1992 Jun					104.7	-0.1	111.7	-0.6	115.3	-0.4					
1992 July					105.7	-1.1	111.7	-0.9							
Expenditure													Base lending rates¹¹	Effective exchange rate¹²	
Consumer expenditure 1985 prices		Retail sales volumes¹		Fixed investments⁸		General government consumption at 1985 prices		Stock changes 1985 prices¹⁰							
£ billion %		1985=100 %		£ billion %		£ billion %		£ billion %		£ billion %		1985=100 %			
1986	231.2	6.2	105.3	5.3	45.8	0.7	9.4	-6.9	75.1	1.8	0.74	11	91.5	-8.5	
1987	243.3	5.2	110.7	5.1	51.0	11.2	10.0	6.6	76.0	1.2	1.16	11	90.1	-1.5	
1988	261.3	7.4	117.7	6.3	57.9	13.6	11.2	11.4	76.5	0.6	4.03	10.25-10.5	95.5	6.0	
1989	270.6	3.5	119.9	1.9	64.7	11.7	12.4	10.6	77.2	0.9	2.67	13.75-14	92.6	-3.0	
1990	272.8r	0.8	120.4	0.4	65.0	0.4	12.2	-1.9	79.6r	3.1	-0.40	14.8	91.3	-1.4	
1991	268.0	-1.8	119.5	-0.7	58.1	-10.5	10.2	-15.8	81.8	2.8	-3.16r	13-10.5	91.7	0.4	
1991 Q2	66.9r	-2.7	118.7	-1.9	14.6	-11.5	2.6	-17.8	20.1r	1.4	-0.83r	13-12	91.4	3.2	
1991 Q3	66.8	-2.1	119.7	-0.5	14.5	-9.4	2.5	-12.5	20.5	2.5	-0.88	12-11.5	90.7	-3.7	
1991 Q4	66.8	-1.4	119.6	0.3	14.2	-10.4	2.5	-14.8	20.7	3.6	-0.71	11-10.5	90.9	-3.4	
1992 Q1	66.3	-1.8	119.5	-0.5	14.6	-1.7	2.3	-12.5	20.5	0.6	-0.02P	10.5	90.6	-3.4	
1992 Q2			120.0R	1.1								10.5	92.3	1.0	
1992 Feb			120.1	0.6								10.5	90.8	-3.2	
1992 Mar			118.9	-0.3								10.5	90.1	-3.4	
1992 Apr			119.7R	-0.3								10.5	91.3	-2.7	
1992 May			120.0	-0.2								10.0	92.8	-1.0	
1992 Jun			120.2R	1.2								10.0	92.8	1.0	
1992 Jul			119.6	0.5								10.0	92.5	2.1	
1992 Aug			120.6	0.3								10.0	92.0P	2.2	
Visible trade													Balance of payments	Competitiveness	Prices
Export volume¹		Import volume¹		Visible balance	Current balance	Normal unit labour costs¹³		Tax and price index¹⁴		Producer price index^{15,14}					
1985=100 %		1985=100 %		£ billion	£ billion	1985=100 %		Jan 1987=100 %		Materials and fuels		Home sales			
										1985=100 %		1985=100 %			
1986	104.2	4.2	107.4	7.4	-9.5	0.0	94.2	-5.8	97.9	1.9	92.4	-7.6	104.3	4.3	
1987	109.7	5.3	115.3	7.4	-11.2	-4.3	93.8	-0.4	100.4	2.6	95.3	3.1	103.3	-1.0	
1988	111.8	1.9	131.0	13.6	-21.6	-15.5	99.6	6.2	103.3	2.9	98.4	3.2	113.2	9.6	
1989	116.9	4.6	140.6	7.3	-24.6	-20.4	110.6	-1.4	110.6	7.1	104.0	5.7	119.0	5.1	
1990	124.2r	6.2	142.1r	1.1	-18.8r	-17.0r	99.4	1.2	119.7	8.2	103.8	-0.2	126.0	5.9	
1991	126.3	1.7	138.1	-2.8	-10.3	-6.3			126.2	5.4	102.6	-1.2	133.1	5.6	
1991 Q2	126.0r	-0.8	137.6r	-5.4	-2.2	-0.5r			125.9	5.6	103.4	-0.1	133.1	5.9	
1991 Q3	127.8	3.8	139.8	-1.0	-2.4r	-1.3			126.6	4.3	101.5	-0.9	133.9	5.6	
1991 Q4	128.8	3.0	139.2	1.0	-2.6	-1.7			127.9	3.6	102.5	-1.2	134.6	4.9	
1992 Q1	127.2	3.0	143.1	5.1	-3.1	-2.9			128.7	3.5	102.9	-0.1	136.5	4.5	
1992 Q2	129.5	2.8	147.9	7.5	-3.2	-2.9			130.0	3.3	102.2	-1.2	137.9	3.6	
1992 Feb	130.3r	4.3	147.3r	5.2	-1.0	-1.0r			128.8	3.8	103.2	-0.5	136.3	4.5	
1992 Mar	130.0	2.7	145.1	4.8	-0.9	-0.8			129.3	3.5	102.2	-0.1	137.3	4.5	
1992 Apr	128.1	3.1	150.7	8.5	-1.4	-1.3			129.6	3.4	102.7	-0.1	137.8	4.2	
1992 May	133.3	4.3	146.9	6.8	-0.9r	-0.7			130.2	3.4	102.2	-0.8	137.9	3.9	
1992 Jun	127.1	2.0	146.0	7.0	-0.9	-0.8			130.2	3.3	101.6R	-1.2	138.0	3.6	
1992 July	129.4	1.6	149.2	6.5	-1.1	-1.0			129.6	3.0	101.4P	-1.4	138.2P	3.4	
1992 Aug	132.1	-0.8	150.6	5.6	-1.2	-1.1			129.7	2.7	99.2P	-1.6	138.3P	3.4	

P = Provisional
R = Revised

r = Series revised from indicated entry onwards.

Data values from which percentage changes are calculated may have been rounded.

* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

+ Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) For description of this measure see *Economic Trends*, October 1988, p 79.

(3) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.

(4) GDP at factor cost.

(5) Production industries: SIC divisions 1 to 4.

(6) Manufacturing industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.

(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.

(9) Including leased assets.

(10) Value of physical increase in stocks and work in progress.

(11) Base lending rate of the London clearing banks on the last Friday of the period shown.

(12) Average of daily rates.

(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.

(14) Annual and quarterly figures are average of monthly indices.

(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions of oil extraction, starting with loss of production from Piper Alpha.

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								
UNITED KINGDOM												
Unadjusted for seasonal variation												
1990	Jun R	12 069		10 830			22 899	3 298	303	423	26 923	28 479 §
	Sep R	12 075		10 775			22 851	3 259	303	413	26 825	28 499 §
	Dec R	11 925		10 820			22 746	3 220	300	418	26 683	28 534 §
1991	Mar R	11 692		10 645			22 338	3 180	298	406	26 223	28 365 §
	Jun R	11 592		10 637			22 229	3 143	297	353	26 023	28 264 §
	Sep R	11 515		10 567			22 082	3 105	297	338	25 822	28 273 §
	Dec R	11 390		10 553			21 943	3 067	295	359	25 664	28 215 §
1992	Mar R	11 259		10 495			21 754	3 029	293	370	25 446	28 153 §
	Jun	11 253		10 504			21 758	2 990	290	334	25 372	28 050 §
UNITED KINGDOM												
Adjusted for seasonal variation												
1990	Jun R	12 075		10 820			22 895	3 298	303	423	26 919	28 531
	Sep R	12 033		10 799			22 832	3 259	303	413	26 806	28 490
	Dec R	11 899 R		10 756 R			22 656	3 220	300	418	26 594	28 450
1991	Mar R	11 746		10 697			22 444	3 180	298	406	26 329	28 421
	Jun R	11 596		10 624			22 221	3 143	297	353	26 014	28 311
	Sep R	11 476		10 594			22 070	3 105	297	338	25 810	28 273
	Dec R	11 372		10 489			21 861	3 067	295	359	25 581	28 139
1992	Mar R	11 306		10 547			21 853	3 029	293	370	25 545	28 207
	Jun	11 259		10 490			21 749	2 990	290	334	25 363	28 098
GREAT BRITAIN												
Unadjusted for seasonal variation												
1990	Jun R	11 795	1 034	10 574	4 663		22 370	3 222	303	410	26 306	27 766 §
	Sep R	11 800	999	10 519	4 580		22 319	3 183	303	397	26 202	27 778 §
	Dec R	11 650	1 067	10 560	4 694		22 210	3 144	300	402	26 056	27 811 §
1991	Mar R	11 421	1 081	10 388	4 620		21 809	3 105	298	390	25 602	27 646 §
	Jun R	11 323	1 091	10 381	4 649		21 704	3 066	297	333	25 400	27 543 §
	Sep R	11 246	1 027	10 312	4 572		21 558	3 028	297	318	25 202	27 548 §
	Dec R	11 123	1 099	10 296	4 642		21 419	2 989	295	341	25 044	27 494 §
1992	Mar R	10 995	1 094	10 240	4 616		21 235	2 951	293	352	24 831	27 435 §
	Jun	10 990	1 160	10 250	4 653		21 240	2 913	290	316	24 759	27 333 §
GREAT BRITAIN												
Adjusted for seasonal variation												
1990	Jun R	11 800	1 019	10 564	4 643		22 364	3 222	303	410	26 300	27 816
	Sep R	11 758	1 025	10 541	4 633		22 300	3 183	303	397	26 183	27 770
	Dec R	11 625	1 042	10 498	4 645		22 123	3 144	300	402	25 970	27 728
1991	Mar R	11 474	1 086	10 439	4 638		21 914	3 105	298	390	25 707	27 700
	Jun R	11 327	1 076	10 368	4 626		21 895	3 066	297	333	25 391	27 588
	Sep R	11 208	1 055	10 338	4 628		21 546	3 028	297	318	25 189	27 550
	Dec R	11 105	1 081	10 234	4 592		21 340	2 989	295	341	24 964	27 420
1992	Mar R	11 041	1 091	10 292	4 635		21 333	2 951	293	352	24 929	27 487
	Jun	10 995	1 146	10 235	4 629		21 230	2 913	290	316	24 749	27 377

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 up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Survey carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of the *Employment Gazette*.

++ 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.

1.2 EMPLOYMENT Employees in employment in Great Britain

THOUSAND

Great Britain SIC 1980 Divisions or classes	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber plastics etc (46,48-49)	Paper products printing and publishing (47)	Construction (50)	Wholesale distribution and repairs (61-63,67)
	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63,67)
1974 June	498	401	500	789	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	485	1,038	1,115
1983 June	296	318	344	598	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	963	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	243 R	247	320	524 R	487	546	486	1,044	1,235
Sep	247 R	245	322	538 R	481 R	542	491	1,036	1,236
Oct	246 R	244	323	542 R	480 R	538	490		
Nov	241 R	244	323	544 R	478	536	490		
Dec	237 R	244	318	538 R	470	525	489	1,011	1,234
1991 Jan	233 R	242	315	532 R	461 R	517	486		
Feb	229 R	240	310	529 R	459	512	484		
Mar	225 R	238	306	526 R	450 R	504	480	968	1,227
Apr	223 R	236	303	528 R	446	504	477		
May	219 R	232	299	530 R	441 R	500	474		
June	216 R	230	298	527 R	438 R	497	474	939	1,217
July	219 R	226	297	526 R	441 R	498	472		
Aug	220 R	224	296	525 R	442	501	472		
Sep	218 R	225	297	523 R	440	498	473	910	1,221
Oct R	222	217	294	520	437	499	469		
Nov R	224	214	292	516	432	496	472		
Dec	219 R	214 R	293	511	433 R	486	471	872	1,213 R
1992 Jan	220 R	207 R	290	503	431 R	474	471		
Feb R	218	210	288	497	436	472	464		
Mar R	216	211	283	496	434	473	465	840	1,198
Apr	215 R	209	282	496	435 R	470 R	457		
May	215 R	207	281	496	432	468 R	458		
June	219 R	202	285	496	429	473	468	817 P	1,187
July P	220	200	285	499	413	471	470		
GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc +	Education	Medical and other health services, veterinary services (95)	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94,96-98)
1974 June	2 051	804	1 035	435	1 472	1 861	1 464	1 032	1 056
1975 June	2 050	824	1 041	439	1 468	1 937	1 534	1 112	1 108
1976 June	2 025	849	1 015	422	1 472	1 935	1 581	1 141	1 161
1977 June	2 052	862	1 020	411	1 495	1 934	1 562	1 150	1 169
1978 June	2 063	882	1 038	407	1 546	1 943	1 568	1 172	1 206
1979 June	2 135	931	1 044	414	1 622	1 947	1 605	1 190	1 262
1980 June	2 135	959	1 036	428	1 669	1 925	1 586	1 214	1 286
1981 June	2 051	930	975	429	1 712	1 844	1 559	1 247	1 282
1982 June	1 984	959	932	428	1 771	1 825	1 541	1 258	1 305
1983 June	1 964	949	902	424	1 848	1 861	1 535	1 247	1 315
1984 June	1 964	949	897	424	1 941	1 879	1 544	1 252	1 403
1985 June	2 012	965	889	419	2 039	1 862	1 557	1 301	1 489
1986 June	2 038	1 027	889	412	2 136	1 868	1 592	1 312	1 553
1987 June	2 054	1 026	867	413	2 250	1 910	1 641	1 337	1 620
1988 June	2 057	1 028	852	413	2 250	1 910	1 641	1 337	1 620
1989 June	2 132	1 105	870	430	2 428	1 924	1 691	1 388	

EMPLOYMENT 1.2

Employees in employment in Great Britain *

THOUSAND

GREAT BRITAIN		All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)								
SIC 1980 Divisions of classes	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted								
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652								
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276								
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033								
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048								
1978 June	22,273	22,246	7,143	7,143	7,845	7,850	9,006	9,007								
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022								
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727								
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907								
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470								
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087								
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936								
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848								
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639								
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550								
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606								
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613								
1990 June R	22,370	22,364	5,033	5,056	5,474	5,499	6,518	6,541								
Sep R	22,319	22,300	5,055	5,021	5,496	5,462	6,531	6,494								
Oct R			5,031	5,002	5,472	5,442	6,511	6,474								
Nov R			5,003	4,970	5,444	5,410	6,483	6,446								
Dec R	22,210	22,123	4,953	4,922	5,392	5,359	6,403	6,370								
1991 Jan R			4,889	4,899	5,328	5,335	6,461	6,474								
Feb R			4,841	4,863	5,279	5,299	6,418	6,441								
Mar R	21,809	21,914	4,785	4,818	5,220	5,254	6,188	6,227								
Apr R			4,756	4,791	5,188	5,224	6,141	6,184								
May R			4,717	4,752	5,150	5,185	6,104	6,147								
June R	21,704	21,695	4,691	4,715	5,122	5,147	6,061	6,085								
July R			4,679	4,677	5,111	5,111	6,051	6,051								
Aug R			4,682	4,657	5,112	5,087	6,052	6,027								
Sep R	21,558	21,546	4,678	4,645	5,105	5,073	6,015	5,979								
Oct R			4,646	4,616	5,071	5,041	6,001	5,971								
Nov R			4,630	4,597	5,050	5,016	5,985	5,951								
Dec R	21,419	21,340	4,607	4,584	5,022	4,997	5,895	5,870								
1992 Jan R			4,546	4,556	4,962	4,969	5,848	5,855								
Feb R			4,530	4,553	4,941	4,961	5,819	5,839								
Mar R	21,235	21,333	4,509	4,534	4,917	4,943	5,757	5,788								
Apr R			4,489	4,524	4,895	4,931	5,718	5,754								
May R			4,480	4,515	4,882	4,917	5,689	5,724								
June R	21,240	21,230	4,492	4,516	4,887	4,914	5,705	5,730								
July P			4,470	4,469	4,868	4,868	5,686	5,686								
GREAT BRITAIN	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)	
SIC 1980 Divisions of classes	All employees	Seasonally adjusted														
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043							
1975 June	12,545	12,545	388	356	361	753	432	1,050	972							
1976 June	12,624	12,624	361	350	361	716	424	1,020	925							
1977 June	12,698	12,698	378	352	356	729	431	1,019	939							
1978 June	12,895	12,859	373	357	349	707	434	1,032	941							
1979 June	13,260	13,222	359	354	357	694	436	1,033	954							
1980 June	13,384	13,345	352	355	361	642	420	1,005	938							
1981 June	13,142	13,102	343	344	356	644	383	901	862							
1982 June	13,117	13,078	338	328	343	607	367	844	815							
1983 June	13,169	13,130	330	311	328	622	345	788	788							
1984 June	13,503	13,465	321	289	319	645	343	750	786							
1985 June	13,769	13,731	320	273	309	630	339	756	780							
1986 June	13,954	13,918	310	234	302	622	328	741	755							
1987 June	14,247	14,220	302	203	297	665	320	737	740							
1988 June	14,860	14,841	293	182	296	656	324	757	737							
1989 June	15,261	15,242	280	167	290	637	329	763	733							
1990 June	15,574 R	15,539 R	278	156	285	638	324	740	728 R							
Sep	15,491 R	15,528 R	297	154	286	635 R	325	743	734 R							
Oct				155	286	631 R	322	737	728 R							
Nov				154	287	630 R	318	730	724 R							
Dec	15,539 R	15,482 R	268	152	287	631 R	317	724	720 R							
1991 Jan				153	286	630 R	311	718	714 R							
Feb				152	286	630 R	308	706	709 R							
Mar	15,357 R	15,412 R	264	149	286	632 R	306	698	700 R							
Apr				150	282	634 R	303	686	685 R							
May				149	284	633 R	302	684	682 R							
June	15,371 R	15,333 R	272	148	283	633 R	303	678	686 R							
July				149	283	632 R	299	676	682 R							
Aug				149	282	633 R	309	673	683 R							
Sep	15,249 R	15,293 R	294	145	282	634 R	306	674	682 R							
Oct R				145	280	634	306	667	679							
Nov R				142	278	631	307	667	679							
Dec R	15,258	15,199	267	139	277	632	307	669	672							
1992 Jan R				138	278	635	304	657	663							
Feb R				135	275	635	306	655	659							
Mar R	15,218	15,275	260	132	276	636	303	650	652							
Apr				130	275	633	300	650 R	652 R							
May				130	271	631	299	649 R	655 R							
June	15,272	15,231	264	128	267	635	300	647	648							
July P				129	269	633	300	647	643							

EMPLOYMENT 1.3

Employees in employment: industry: production industries

THOUSAND

GREAT BRITAIN	SIC 1980 Divisions of classes	Division, class or group or AH	July 1991 R			May 1992			June 1992			July 1992 P		
			Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4		3,631.2	1,479.7	5,110.9	3,461.2R	1,420.4R	4,881.5R	3,475.1R	1,412.3R	4,887.4R	3,462.1	1,405.6	4,867.7
Manufacturing industries	2-4		3,278.7	1,399.9	4,678.6	3,138.2R	1,341.8R	4,479.9R	3,157.3R	1,334.4R	4,491.8R	3,143.2	1,327.1	4,470.3
Energy and water supply	1		352.5	79.8	432.3	323.0	78.6	401.6	317.8	77.9	395.7	318.9	78.5	397.4
Coal extraction and solid fuels	111		77.4	4.0	81.4	59.6	3.1	62.7	59.6	3.6	63.1	59.4	3.1	62.5
Mineral oil processing	14		15.1	3.3	18.4	14.8	3.1	17.8	14.1	3.0	17.0	13.6	3.0	16.6
Electricity	161		107.0	27.2	134.2	95.4	27.3	122.7	95.1	27.3	122.3	94.6	27.2	121.7
Gas	162		54.9	22.6	77.5	53.8	22.3	76.1	52.6R	22.0	74.6R	53.6	22.6	76.2
Water supply industry	17		42.8	12.9	55.7	43.9	12.8	56.6	42.0	12.4	54.4	42.1	12.6	54.6
Metal manufacturing and chemicals	2		492.1	148.2	640.3	464.3	152.6	617.0	472.8	152.4	625.2	470.1	153.0	623.1
Extraction of metal ores and minerals	21/23		28.7	4.3	33.1	25.9	4.0	29.9	26.0	4.3	30.3	25.8	4.2	30.0
Metal manufacture	22		113.3	15.2	128.5	105.8	14.9	120.7	108.5	14.9	123.4	107.7	14.9	122.7
Non-metallic mineral products	24		139.7	40.2	180.0	129.5	38.1	167.7	133.4	38.0	171.4	132.6	38.1	170.7
Chemical industry/man-made fibres	25/26		210.3	88.4	298.7	203.1	95.6	298.7	204.9	95.2	300.0	203.9	95.8	299.7
Metal goods, engineering and vehicles	3		1,650.4	450.6	2,101.0	1,581.7R	426.0R	2,007.7R	1,580.1R	420.9R	2,001.0R	1,576.0	418.9	1,994.9
Metal goods nes	31		232.9	64.3	297.2	220.0	61.2	281.2	224.5	60.4	284.9	225.5	59.8	285.3
Mechanical engineering	32		564.5	111.5	676.0	544.6R	104.3R	648.9R	541.6	105.5	647.1	540.5	106.1	646.6
Office machinery and data processing equipment	33		51.6	23.4	75.0	48.1	21.2	69.4	47.1	21.2	68.3	47.8	21.0	68.8
Electrical and electronic engineering	34		353.4	165.4	518.8	337.9R	161.2R	499.1R	334.7	156.3	491.0	329.8	154.9	484.7
Wires, cables, and basic electrical equipment	341/342		92.2	30.7	122.9	91.2	32.8	124.0	92.1	29.6	121.7	90.5	29.7	120.2
Electrical equip. for industrial use and batteries and accumulators	343		41.3	19.3	60.6	42.6R	21.4R	64.0R	41.5	20.0	61.5	40.5	19.8	60.3
Telecommunications equipment	344		106.8	46.4	153.2	96.8	43.7	140.5	95.5	44.1	139.6	94.3	44.1	138.5
Other electronic equipment	345		65.5	45.0	110.5	60.3	40.5	100.8	59.7	39.9	99.6	59.4	39.3	98.7
Lighting/Appliances/Installation	346-348		47.6	24.0	71.5	47.1								

1.4 EMPLOYMENT

Employees in employment: June 1992

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1991 R					Mar 1992			June 1992				
		Male		Female		All	Male	Female	All	Male		Female		All
		All	Part-time	All	Part-time					All	Part-time	All	Part-time	
All industries and services #	09	11,323.2	1,091.3	10,381.2	4,649.1	21,704.3	10,994.9R	10,240.3R	21,235.2R	10,990.1	1,159.8	10,250.2	4,652.9	21,240.3
Agriculture, forestry and fishing	0	195.8	28.3	75.8	27.7	271.6	195.1R	64.7R	259.8R	190.0	27.2	73.5	27.2	263.5
Production and construction industries	1-5	4,440.0	81.8	1,621.3	367.9	6,061.3	4,194.7R	1,562.2R	5,756.9R	4,153.0	83.1	1,551.9	356.9	5,704.9
Production industries	1-4	3,640.4	68.8	1,481.8	311.8	5,122.1	3,493.9R	1,422.7R	4,916.6R	3,475.1	70.1	1,412.3	300.9	4,887.4
of which, manufacturing industries	2-4	3,290.2	67.6	1,400.9	295.6	4,691.0	3,165.8R	1,342.8R	4,508.5R	3,157.3	68.9	1,334.4	285.3	4,491.8
Service industries #	6-9	6,687.4	981.2	8,684.1	4,253.5	15,371.5	6,605.1R	8,613.4R	15,218.5R	6,647.0	1,049.4	8,624.8	4,268.8	15,271.9
Agriculture and horticulture	01	180.8	27.9	72.7	26.6	253.5	180.1R	61.6R	241.7R	175.0	26.8	70.5	26.1	245.4
Energy and water supply	1	350.2	1.2	80.9	16.3	431.1	328.2	79.9	408.0	317.8	1.2	77.9	15.5	395.7
Coal extraction and solid fuels	111	77.6	0.1	4.5	1.6	82.2	62.8	3.7	66.5	59.6	0.1	3.6	1.1	63.1
Mineral oil processing	14	14.7	0.0	2.9	0.2	17.6	14.6	3.1	17.6	14.1	0.0	3.0	0.3	17.0
Electricity	161	106.9	0.3	28.9	6.3	135.8	99.0	28.4	127.3	95.1	0.3	27.3	6.0	122.3
Gas	162	54.6	0.1	22.5	5.3	77.1	53.0	22.2	75.2	52.6	0.2	22.0	5.4	74.6
Water supply industry	17	42.4	0.4	12.6	2.2	55.0	44.5	12.9	57.4	42.0	0.4	12.4	2.0	54.4
Other mineral and ore extraction, etc	2	492.3	4.1	154.2	23.7	646.4	475.8	153.1	628.8	472.8	4.1	152.4	24.2	625.2
Extraction of metal ores and minerals	21/23	28.0	0.2	4.0	1.0	32.0	26.2	4.1	30.3	26.0	0.2	4.3	1.4	30.3
Metal manufacture	22	114.9	0.6	16.1	2.1	131.0	109.8	15.1	124.8	108.5	0.5	14.9	1.8	123.4
Non-metallic mineral products	24	140.7	1.8	39.6	7.0	180.3	133.1	38.1	171.2	133.4	1.7	38.0	7.3	171.4
Chemical industry/man-made fibres	25/26	208.7	1.5	94.5	13.6	303.1	206.6	95.9	302.5	204.9	1.7	95.2	13.7	300.0
Metal goods, engineering, vehicles	3	1,659.5	28.4	448.8	76.5	2,108.3	1,585.4R	427.0R	2,012.4R	1,580.1	25.3	420.9	74.2	2,001.0
Metal goods nes	31	234.9	3.7	63.5	14.0	298.4	222.4	61.0	283.4	224.5	3.7	60.4	12.7	284.9
Mechanical engineering	32	567.4	7.4	110.4	25.5	677.8	544.7R	105.5R	650.1R	541.6	7.5	105.5	25.0	647.1
Office machinery and data processing equipment	33	52.6	0.8	23.8	2.1	76.4	48.6	21.3	69.9	47.1	0.3	21.2	1.8	68.3
Electrical and electronic engineering	34	351.3	3.9	168.4	23.9	519.7	333.9R	161.1R	495.0R	334.7	6.4	156.3	23.7	491.0
Wires, cables, batteries and other electrical equipment	341/342	91.4	0.9	31.8	4.8	123.2	88.6	33.1	121.7	92.1	3.7	29.6	4.6	121.7
Industrial electrical equipment	343	41.5	0.7	19.9	3.5	61.3	39.9R	20.3R	41.5	0.8	20.0	4.2	61.5	
Telecommunications equipment	344	106.6	1.1	48.7	4.7	155.2	97.2	43.6	140.8	95.5	0.6	44.1	4.4	139.8
Other electronic equipment	345	64.9	0.9	44.9	6.8	109.8	61.0	41.3	102.2	59.7	0.9	39.9	6.6	99.6
Lighting/Appliances/Installation	346-348	46.9	0.3	23.2	4.0	70.1	47.2	22.9	70.1	46.0	0.3	22.6	3.8	68.6
Motor vehicles and parts	35	187.9	2.1	28.2	3.1	216.1	189.9	26.1	216.1	193.7	2.5	25.8	2.7	219.5
Other transport equipment	36	203.4	7.1	26.2	2.6	229.6	186.6	24.0	210.6	178.3	2.3	23.2	2.3	201.5
Instrument engineering	37	62.0	3.3	28.2	5.3	90.2	59.3	27.9	87.2	60.3	2.6	28.4	6.1	88.7
Other manufacturing industries	4	1,138.4	35.1	798.0	195.3	1,936.3	1,104.5R	762.7R	1,867.3R	1,104.5	39.5	761.1	186.9	1,865.6
Food, drink and tobacco	41/42	304.0	11.7	223.5	78.7	527.5	291.0	204.6	495.6	292.9	11.3	202.8	73.5	495.7
Food	411-423	249.4	11.3	201.0	75.6	450.4	238.9	185.4	424.3	240.4	10.8	183.4	70.7	423.8
Alcoholic, soft drink and tobacco manufacture	424-429	54.5	0.5	22.5	3.1	77.0	52.1	19.1	71.3	52.6	0.5	19.4	2.8	71.9
Textiles	43	97.4	1.8	78.9	14.6	176.3	93.9R	78.9R	172.9R	95.5	2.3	79.0	13.9	174.4
Leather and leather goods	44	10.2	0.3	7.7	1.9	17.9	9.9	7.5	17.4	10.0	0.3	7.7	1.6	17.7
Footwear and clothing	45	70.0	3.0	173.6	29.5	243.6	75.0	168.5	243.5	73.3	4.3	163.6	23.6	236.9
Footwear	451	16.0	0.2	17.6	1.8	33.6	17.3	18.5	35.8	15.0	0.2	16.0	1.5	31.0
Clothing, hats, gloves and fur goods	453/456	37.8	2.1	132.2	23.2	170.0	40.6	125.7	166.4	41.3	3.5	123.3	16.9	164.6
Household textiles	455	16.2	0.7	23.8	4.4	40.0	17.0	24.3	41.3	17.0	0.6	24.3	5.2	41.3
Timber and wooden furniture	46	173.6	3.8	47.6	12.8	221.2	161.0	45.4	206.4	157.4	2.9	44.5	12.1	201.9
Paper, printing and publishing	47	300.7	8.8	173.3	35.7	474.0	295.6	169.2	464.8	295.5	10.9	172.4	38.5	467.9
Pulp, paper, board and derived products	471-472	93.2	0.9	40.5	6.6	133.7	89.6	39.4	128.9	88.5	1.2	39.4	6.9	127.9
Printing and publishing	475	207.5	7.9	132.7	29.1	340.3	206.1	129.8	335.8	207.1	9.7	133.0	31.6	340.0
Rubber and plastics	48	145.3	3.7	61.5	14.7	206.8	141.7R	57.3R	199.0R	143.0	4.8	59.0	14.2	202.0
Other manufacturing industries	49	37.2	1.9	31.9	7.4	69.0	36.4	31.4	67.8	36.9	2.7	32.3	9.5	69.2
Construction	5	799.6	13.0	139.5	56.0	939.1	700.8R	139.5	840.3R	677.9P	13.0P	139.5P	56.0P	817.5P
Distribution, hotels, catering, repairs	6	2,071.2	386.9	2,519.3	1,518.9	4,590.5R	2,027.0R	2,424.8R	4,451.8R	2,055.9	415.7	2,451.1	1,498.4	4,507.0
Wholesale distribution	61	609.9	25.6	299.2	90.5	909.0	606.2R	290.5R	896.7R	605.8	39.6	283.9	84.3	889.7
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	85.2	3.0	32.5	9.2	117.8	86.4	32.5	118.9	82.4	2.2	30.7	8.4	113.1
Timber and building materials	613	94.8	3.3	27.6	8.2	122.4	94.2	25.4	119.6	96.1	4.7	25.0	8.0	121.1
Machinery, industrial equipment, vehicles and parts	614	132.4	4.3	58.2	14.6	190.6	135.5R	54.4R	190.0R	143.5	17.2	53.1	12.1	196.6
Household goods/clothing	615/616	59.3	2.0	41.7	11.2	101.0	56.3	40.1	96.3	54.8	1.9	40.3	10.9	95.1
Food, drink and tobacco	617	153.9	7.4	78.5	28.8	232.4	154.6	79.3	233.9	152.5	8.5	77.0	26.9	229.5
Pharmaceutical and other goods	618/619	84.3	5.6	60.6	18.5	145.0	79.2	58.8	138.0	76.3	5.2	57.9	17.9	134.3

EMPLOYMENT 1.4

Employees in employment: June 1992

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1991 R					Mar 1992			June 1992				
		Male		Female		All	Male	Female	All	Male		Female		All
		All	Part-time	All	Part-time					All	Part-time	All	Part-time	
Dealing in scrap and waste materials	62	19.2	1.8	4.3	1.6	23.5	18.4	4.2	22.5	18.5	2.6	4.2	1.5	22.7
Commission agents	63	20.7	2.2	13.3	2.9	33.9	20.4	15.2	35.6	19.9	1.8	15.9	5.3	35.9
Retail distribution	64-65	799.9	171.1	1,343.6	831.3	2,143.5	791.4	1,327.7	2,119.0	795.8	178.1	1,309.1	822.2	2,104.9
Food	641	213.2	68.0	419.3	301.6	632.5	206.6	414.1	620.7	204.4	69.8	407.9	300.8	612.3
Confectionery, tobacco, etc	642	29.5	14.5	88.1	67.4	117.7	28.7	84.4	113.0	33.5	19.0	85.3	64.7	118.7
Dispensing and other chemists	643	19.5	5.9	104.8	63.7	124.3	19.6	101.2	120.9	19.8	7.3	102.8	63.3	122.6
Clothing, footwear and leather goods	645/646	43.7	11.1	180.4	112.6	224.1	48.1	178.0	226.1	49.7	11.8	174.2	114.0	223.9
Retail household textiles/goods	647/648	125.1	18.6	114.9	64.1	240.0	125.1	119.0	244.1	123.1	18.0	119.1	65.6	242.2
Motor vehicles and parts, filling stations	651/652	186.2	19.4	78.7	31.1	264.9	180.2	77.5	257.8	182.8	17.6	78.2	30.4	260.9
Other retail distribution	653-656	182.7	33.5	357.3	191.0	540.0	183.2	353.4	536.6	182.6	34.7	341.7	183.4	524.3
Hotels and catering	66	421.7	175.0	808.5	570.7	1,230.1	397.8	736.8	1,134.6	428.5	184.1	786.9	559.5	1,215.4
Restaurants, snack bars, cafes, etc	661	112.6	42.3	183.5	130.5	296.0	106.3	170.3	276.6	110.8	42.0	185.7	132.7	296.5
Public houses and bars	662	92.1	56.8	225.2	192.2	317.3	89.7	210.1	299.8	99.6	62.4	219.0	184.7	318.6
Night clubs and licensed clubs	663	54.2	34.7	91.5	78.9	145.7	52.1	89.7	141.9	53.0	33.3	88.8	75.5	14

1.5 EMPLOYMENT

Employees in employment by region*

Standard region	Male		Female		Total	Index Sept 1989 =100	Production and construction industries 1-5	Index Sept 1989 =100	Production industries 1-4	Index Sept 1989 =100	Manufacturing industries 2-4	Index Sept 1989 =100	Service industries 6-9R
	All	Part-time	All	Part-time									
	R		R	R									
South East													
1991 Mar	3,824		3,532	1,446	7,356	96.8	1,575 R	91.1	1,283 R	91.1	1,184 R	90.5	5,729
1991 Jun	3,771		3,508	1,449	7,279	95.8	1,540 R	89.1	1,257 R	89.2	1,158 R	88.5	5,681
1991 Sept	3,720	357	3,463	1,408	7,183	94.5	1,523 R	88.1	1,248 R	88.6	1,150 R	87.9	5,598
1991 Dec	3,700	390	3,469	1,447	7,168	94.3	1,505 R	87.0	1,241 R	88.1	1,143 R	87.4	5,609
1992 Mar	3,656	381	3,446	1,436	7,102	93.5	1,466 R	84.8	1,211 R	86.0	1,114 R	85.2	5,584
1992 Jun	3,640	396	3,446	1,440	7,086	93.3	1,459 R	84.4	1,211 R	85.9	1,115 R	85.2	5,571
Greater London (Included in South East)													
1991 Mar	1,756		1,551	506	3,306	95.0	548 R	88.6	428 R	88.0	386 R	87.1	2,757
1991 Jun	1,729	151	1,530	508	3,259	93.5	539 R	87.2	423 R	86.8	381 R	85.9	2,719
1991 Sept	1,717	145	1,512	486	3,229	92.7	534 R	86.2	420 R	86.4	379 R	85.4	2,694
1991 Dec	1,705	157	1,498	487	3,203	92.0	527 R	85.1	418 R	85.9	375 R	84.6	2,675
1992 Mar	1,689	149	1,484	490	3,173	91.2	519 R	83.9	414 R	85.0	371 R	83.7	2,653
1992 Jun	1,688	161	1,474	486	3,162	90.8	514 R	83.0	411 R	84.5	369 R	83.3	2,647
East Anglia													
1991 Mar	425		372	177	798	99.6	220	94.5	186	95.2	175	94.9	548
1991 Jun	427	48	377	181	803	100.3	215	92.3	182	93.1	171	92.7	561
1991 Sept	425	44	373	175	798	99.7	212	91.2	181	92.3	169	91.9	556
1991 Dec	419	50	374	180	793	99.1	204 R	87.8	174 R	88.9	163	88.4	561
1992 Mar	412	45	368	179	790	97.5	200 R	86.1	171 R	87.6	160 R	87.0	553
1992 Jun	415	50	361	175	776	96.9	205 R	88.0	177 R	90.2	165 R	89.8	543
South West													
1991 Mar	906		844	408	1,750	99.8	454	94.6	385	95.3	356	94.8	1,257
1991 Jun	902	99	850	415	1,751	99.9	445	92.6	377	93.4	349	92.9	1,267
1991 Sept	899	96 R	845	407	1,744	99.4	443	92.2	377	93.4	349	92.9	1,259
1991 Dec	880	97	838	412	1,719	98.0	434	90.4	371	91.9	344	91.5	1,245
1992 Mar	866	99 R	823	404	1,689	96.3	417	86.8	356	88.3	330	87.7	1,234
1992 Jun	869	108	839	419	1,708	97.4	408	85.0	349	86.5	323	85.8	1,262
West Midlands													
1991 Mar	1,089		932	401	2,021	96.2	749	91.3	663	91.4	628	90.9	1,249
1991 Jun	1,079	104 R	930	405	2,009	95.6	731	89.1	647	89.2	613	88.7	1,253
1991 Sept	1,061	87	922	400	1,983	94.4	715	87.1	634	87.4	600	86.9	1,241
1991 Dec	1,056	108	909	399	1,965	93.5	693	84.5	615	84.8	585	84.6	1,249
1992 Mar	1,049	112 R	897	394	1,946	92.6	673	82.0	598	82.4	568	82.2	1,251
1992 Jun	1,053	116	894	400	1,947	92.7	671	81.8	598	82.4	569	82.2	1,252
East Midlands													
1991 Mar	819		743	352	1,561	99.2	570 R	92.9	508	93.2	462 R	93.5	966
1991 Jun	816	72	741	352	1,557	99.0	569 R	91.1	498 R	91.4	453 R	91.7	973
1991 Sept	820	71 R	735	347	1,556	98.9	566 R	90.7	497 R	91.3	453 R	91.7	971
1991 Dec	805	72	738	354	1,543	98.1	549 R	89.5	493 R	90.4	450 R	91.0	968
1992 Mar	802	76	736	351	1,538	97.8	540 R	88.0	493 R	89.1	445 R	90.0	973
1992 Jun	798	75	737	355	1,535	97.5	537	87.5	484	88.8	445	90.1	973
Yorkshire and Humberside													
1991 Mar	981		893	442	1,874	98.4	621	94.1	530	94.8	477	94.8	1,230
1991 Jun	978	83	895	445	1,873	98.4	613	92.9	525	93.8	472	93.8	1,237
1991 Sept	976	81	896	437	1,862	97.8	612	92.7	526	94.1	475	94.3	1,225
1991 Dec	959	81	890	447	1,848	97.1	600	90.8	518	92.5	468	92.9	1,227
1992 Mar	948	78	888	446	1,836	96.4	587 R	89.0	509	90.9	459	91.2	1,228
1992 Jun	949	83	893	451	1,842	96.8	581	88.0	505	90.2	460	91.3	1,239
North West													
1991 Mar	1,280		1,151	522	2,410	99.1	766 R	93.4	661 R	93.8	618 R	93.5	1,630
1991 Jun	1,248	107	1,150	528	2,398	98.6	749 R	91.3	648 R	91.9	605 R	91.6	1,634
1991 Sept	1,241	105	1,150	526	2,391	98.3	745 R	90.8	646 R	91.7	604 R	91.4	1,630
1991 Dec	1,216	108	1,145	526	2,360	97.1	727 R	88.7	633 R	89.8	592 R	89.6	1,618
1992 Mar	1,195	103	1,146	528	2,341	96.3	712 R	86.8	622 R	88.2	582 R	88.0	1,614
1992 Jun	1,199	116	1,143	529	2,342	96.3	696	85.1	610	86.5	572	86.5	1,630
North													
1991 Mar	577		515	245	1,093	97.9	366	94.1	302	94.9	265	94.7	715
1991 Jun	566	41 R	514	241	1,080	96.8	359	92.3	297	93.4	261	93.2	710
1991 Sept	570	42	515	242	1,085	97.3	360	92.5	300	94.3	264	94.3	713
1991 Dec	569	47	517	245	1,086	97.4	357 R	91.8	300	94.3	266 R	94.9	718
1992 Mar	557	47 R	520	247	1,077	96.5	348	89.4	293	92.0	260	92.6	718
1992 Jun	553	50	515	246	1,068	95.7	340	87.5	287	90.1	254	90.7	717
Wales													
1991 Mar	505		463	214	968	98.1	295 R	93.1	252 R	93.5	228 R	94.3	653
1991 Jun	505	41	464	215	969	98.2	288 R	91.0	247 R	91.6	222 R	92.2	661
1991 Sept	508	40	467	215	975	98.9	292 R	92.0	251 R	93.2	228 R	94.0	662
1991 Dec	493	41	465	218	958	97.1	281 R	88.7	243 R	90.0	220 R	90.8	657
1992 Mar	480	41	460	214	950	96.3	278	87.8	241	89.4	218	90.1	652
1992 Jun	480	43	464	216	953	96.6	278	87.8	242	89.9	220	91.0	655
Scotland													
1991 Mar	1,035		943	414	1,978	100.6	571	96.2	450	97.9	391	97.1	1,379
1991 Jun	1,031	106	953	417	1,984	100.8	561	94.6	444	96.6	385	95.7	1,394
1991 Sept	1,026	103 R	954	414	1,980	100.6	557 R	93.9	444 R	95.5	385 R	95.7	1,394
1991 Dec	1,026	105 R	952	416	1,978	100.5	543 R	91.5	434 R	94.5	376 R	93.5	1,406
1992 Mar	1,019	112 R	955	418	1,974	100.3	535	90.1	430	93.6	373	92.6	1,411
1992 Jun	1,024	122	958	421	1,983	100.8	527	88.8	425	92.5	368	91.5	1,428
Great Britain													
1991 Mar	11,421		10,388	4,620	21,809	98.1	6,188 R	93.0	5,220 R	93.4	4,785 R	93.0	15,357
1991 Jun	11,323	1,091 R	10,381	4,649	21,704	97.6	6,061 R	91.0	5,122 R	91.6	4,691 R	91.2	15,371
1991 Sept	11,246	1,027 R	10,312	4,572	21,558	97.0	6,015 R	90.4	5,105 R	91.3	4,678 R	91.0	15,249
1991 Dec	11,123	1,099 R	10,296	4,642	21,419	96.3	5,895 R	88.5	5,022 R	89.8	4,607 R	89.6	15,258
1992 Mar	10,995	1,094 R	10,240	4,616	21,235	95.5	5,757 R	86.5	4,917 R	87.9	4,509 R	87.7	15,218
1992 Jun	10,990	1,160	10,250	4,653	21,240	95.5	5,705 R	85.7	4,887 R	87.4	4,492 R	87.3	15,272
Northern Ireland													
1991 Mar	271		257	136	528	100.0	136	96.8	111	98.0	104	98.1	373
1991 Jun	269		256	133	525	99.4	133	95.3	110	96.8	102	96.9	373
1991 Sept	268		255	132	524	99.1	132	94.6	109	96.4	102	96.4	372</

1.7 EMPLOYMENT Manpower in the local authorities

EMPLOYMENT 1.7 Manpower in the local authorities

	Dec 14 1990 P			Mar 15 1991 PR			June 14 1991 P		
	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*
TABLE A England*									
Education									
-Lecturers and teachers	434,556	184,392	476,060	435,465	185,753	478,222	434,621	175,919	476,203
-Others	156,737	473,006	365,396	157,346	471,502	365,535	156,121	468,657	363,374
Construction	90,745	732	91,095	87,511	836	87,904	85,248	894	85,677
Transport	1,908	60	1,935	2,029	89	2,072	1,902	82	1,940
Social services	156,647	187,433	237,655	157,394	184,874	237,407	155,852	184,247	235,667
Public libraries and museums	23,298	19,404	33,135	23,402	19,301	33,206	23,305	19,622	33,260
Recreation, parks and baths	60,384	30,738	74,064	59,131	31,087	72,932	61,418	32,293	75,724
Environmental health	17,967	1,622	18,723	17,835	1,680	18,612	17,991	1,684	18,786
Refuse collection and disposal	27,474	401	27,651	26,785	487	26,998	26,853	524	27,082
Housing	58,871	14,091	65,335	58,617	13,775	64,954	59,174	13,787	65,536
Town and country planning	22,311	1,511	23,102	22,370	1,558	23,186	22,275	1,582	23,105
Fire service									
-Regular	34,638	13	34,645	34,585		34,585	34,528		34,528
-Others #	4,579	1,896	5,425	4,830	2,044	5,740	4,800	1,990	5,690
Miscellaneous services	224,732	47,642	246,487	223,019	46,711	244,411	222,649	46,973	244,220
All above	1,314,847	962,941	1,700,708	1,310,319	959,677	1,695,764	1,306,737	948,254	1,690,792
Police service									
-Police (all ranks)	120,593		120,593	120,713		120,713	120,895		120,895
-Others §	45,713	6,232	48,403	46,738	6,098	48,770	46,380	6,135	49,028
Probation, magistrates' courts and agency staff	21,520	7,448	25,218	21,424	7,493	25,150	21,251	8,099	25,226
All (excluding special employment and training measures)	1,502,673	976,621	1,894,922	1,498,594	973,268	1,890,397	1,495,263	962,488	1,885,941
TABLE B Wales*									
Education									
-Lecturers and teachers	30,285	8,687	32,048	30,473	8,848	32,344	30,480	8,216	32,281
-Others	10,659	29,997	23,470	10,531	30,299	23,461	10,583	29,886	23,333
Construction	7,254	26	7,266	7,187	36	7,187	7,026	29	7,039
Transport	41	18	51	35	44	46	3	46	46
Social services	9,352	13,819	15,166	9,567	13,686	15,337	9,577	13,561	15,292
Public libraries and museums	1,164	917	1,614	1,229	880	1,660	1,238	889	1,674
Recreation, parks and baths	4,261	2,662	5,406	4,131	2,641	5,268	4,646	2,977	5,924
Environmental health	1,251	232	1,349	1,262	220	1,355	1,302	207	1,389
Refuse collection and disposal	1,619	11	1,624	1,651	18	1,659	1,642	24	1,652
Housing	2,621	665	2,927	2,595	647	2,893	2,596	635	2,889
Town and country planning	1,562	66	1,596	1,567	63	1,599	1,579	70	1,615
Fire service									
-Regular	1,796		1,796	1,779		1,779	1,821		1,821
-Others #	286	170	358	285	180	361	295	180	371
Miscellaneous services	17,378	3,409	18,853	17,394	3,355	18,846	17,371	3,441	18,863
All above	89,529	60,679	113,524	89,670	60,894	113,795	90,200	60,118	114,189
Police service									
-Police (all ranks)	6,519		6,519	6,536		6,536	6,556		6,556
-Others §	2,039	401	2,212	2,053	406	2,228	2,613	544	2,850
Probation, magistrates' courts and agency staff	1,225	331	1,380	1,244	327	1,398	1,244	362	1,388
All (excluding special employment and training measures)	99,312	61,411	123,635	99,503	61,627	123,957	100,051	60,850	124,369
TABLE C Scotland**++									
Education									
-Lecturers and teachers ##	56,805	8,213	60,090	56,625	8,649	60,084	56,028	8,407	59,391
-Others*	18,117	21,131	28,733	19,760	27,850	19,760	17,857	19,573	27,682
Construction	13,486	71	13,519	13,259	89	13,302	13,421	92	13,465
Transport	709	47	734	719	47	743	743	45	764
Social services	22,732	27,703	35,906	23,055	27,803	36,283	22,985	27,832	36,239
Public libraries and museums	3,528	1,653	4,429	3,507	1,664	4,414	3,508	1,724	4,447
Recreation, parks and baths	11,069	3,057	12,545	10,829	3,016	12,271	11,947	3,427	13,588
Environmental health	2,186	493	2,419	2,188	495	2,423	2,209	539	2,463
Refuse collection and disposal	7,860	199	7,954	7,744	202	7,838	7,544	199	7,833
Housing	6,928	538	7,209	6,987	557	7,279	6,977	572	7,278
Town and country planning	1,942	107	2,003	1,966	101	2,023	1,972	118	2,039
Fire service									
-Regular	4,636	6	4,639	4,643	9	4,648	4,656	11	4,662
-Others #	459	150	530	469	144	537	454	157	528
Miscellaneous services	44,529	23,091	55,280	45,310	24,397	56,696	45,401	24,424	56,806
All above	194,986	86,459	235,990	195,241	86,933	236,391	196,251	87,115	237,539
Police service									
-Police (all ranks)	13,790	10	13,796	13,880	11	13,886	13,899	11	13,905
-Others §	3,449	2,580	4,649	3,441	2,530	4,619	3,455	2,557	4,647
Probation, magistrates' courts and agency staff	141	20	152	140	22	151	140	20	151
All (excluding special employment and training measures)	212,366	89,069	254,587	212,702	89,496	255,047	213,745	89,703	256,242

	Sep 13 1991 P			Dec 13 1991 PR			Mar 13 1992 P		
	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*
TABLE A England* (continued)									
Education									
-Lecturers and teachers	428,777	120,156	463,670	430,529	177,608	471,832	431,775	180,781	474,914
-Others	155,873	455,187	357,139	156,822	469,170	364,743	156,337	473,058	366,339
Construction	82,999	768	83,363	81,411	918	81,849	79,781	845	80,187
Transport	1,308	54	1,332	1,451	84	1,492	1,400	69	1,433
Social services	155,267	183,544	234,852	154,713	183,213	234,247	154,198	182,230	233,437
Public libraries and museums	22,873	19,485	32,775	22,618	19,345	32,464	22,378	19,634	32,380
Recreation, parks and baths	61,320	33,236	76,070	57,429	32,188	71,717	55,867	30,860	69,608
Environmental health	18,209	1,729	19,023	18,292	1,936	19,200	18,404	1,973	19,328
Refuse collection and disposal	25,037	465	25,243	24,431	407	24,613	23,717	423	23,907
Housing	58,957	13,764	65,329	58,853	13,821	65,258	58,531	13,885	64,977
Town and country planning	22,318	1,650	23,183	22,317	1,676	23,196	22,322	1,730	23,229
Fire service									
-Regular	34,495		34,495	34,418		34,418	34,411		34,411
-Others #	4,878	1,840	5,707	4,892	1,883	5,739	4,899	1,914	5,761
Miscellaneous services	222,895	48,246	245,037	220,400	48,020	242,445	217,335	48,358	239,536
All above	1,295,206	880,124	1,667,218	1,288,576	950,269	1,673,213	1,281,355	955,760	1,669,447
Police service									
-Police (all ranks)	120,794		120,794	120,551		120,551	120,892		120,892
-Others §	46,599	6,147	49,252	46,990	6,146	49,643	47,173	6,217	49,856
Probation, magistrates' courts and agency staff	21,447	7,219	25,045	21,587	7,508	25,322	21,670	7,730	25,504
All (excluding special employment and training measures)	1,484,046	893,490	1,862,309	1,477,704	963,923	1,868,729	1,471,090	969,707	1,865,699
TABLE B Wales* (continued)									
Education									
-Lecturers and teachers	30,357	6,261	31,921	30,227	9,225	32,117	30,277	9,658	32,297
-Others	10,565	29,239	23,023	10,702	30,031	23,504	10,758	30,416	23,774
Construction	6,929	32	6,944	6,796	32	6,811	6,712	24	6,723
Transport	36	13	43	28	39	28	18	38	38
Social services	9,860	13,748	15,671	9,788	14,063	15,728	9,931	14,226	15,953
Public libraries and museums	1,176	963	1,666	1,207	985	1,692	1,210	1,013	1,710
Recreation, parks and baths	4,667	2,960	5,940	4,159	2,891	5,402	4,036	2,875	5,273
Environmental health	1,356	201	1,442	1,353	210	1,443	1,372	206	1,460
Refuse collection and disposal	1,583	13	1,589	1,559	13	1,565	1,626	13	1,632
Housing	2,629	670	2,938	2,647	685	2,964	2,637	690	2,956
Town and country planning	1,637	71	1,674	1,649	61	1,680	1,648	64	1,681
Fire service									
-Regular	1,824		1,824	1,832		1,832	1,822		1,822
-Others #	255	210	364	291	207	378	291	191	373
Miscellaneous services	17,387	3,456	18,885	17,335	3,408	18,814	17,315	3,420	18,802
All above	90,301	57,867	113,944	89,573	61,831	113,969			

1.8 EMPLOYMENT Indices of output, employment and productivity

Seasonally adjusted (1985=100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1-4			Manufacturing industries Divisions 2-4		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.9	100.1	103.7	102.4	97.3	105.3	101.3	103.5	
1987	108.6	101.9	106.6	105.7	96.1	110.1	97.0	109.8	
1988	113.5	105.2	107.9	109.5	96.7	113.2	114.1	116.2	
1989	115.9	107.8	107.5	109.9	96.6	113.7	119.0	120.8	
1990	116.6	108.5	107.5	109.3	95.2	114.8	118.4	121.9	
1991	113.8	105.4	108.0	106.1	90.1	117.8	112.2	122.5	
1984 Q1	96.5	98.3	98.2	97.2	101.1	96.2	97.1	100.6	
Q2	95.6	98.7	96.9	94.1	100.9	93.3	97.0	96.5	
Q3	95.7	99.0	96.7	93.3	100.6	92.6	97.9	97.6	
Q4	96.8	99.5	97.3	94.4	100.5	93.9	100.4	97.3	
1985 Q1	98.5	99.8	98.7	97.8	100.4	97.4	100.4	100.2	
Q2	100.3	100.0	100.3	101.7	100.2	101.5	101.1	101.0	
Q3	100.2	100.1	100.3	100.6	99.9	100.7	99.9	99.9	
Q4	100.9	100.1	100.8	99.9	99.4	100.5	98.6	99.0	
1986 Q1	101.7	100.0	101.7	101.1	98.7	102.5	98.8	99.1	
Q2	103.3	100.0	103.3	102.2	97.6	104.7	100.8	102.6	
Q3	104.8	100.1	104.7	102.0	96.8	106.4	101.3	104.1	
Q4	105.6	100.4	105.2	103.5	96.2	107.5	104.4	107.7	
1987 Q1	106.2	100.7	105.5	103.7	95.8	108.3	103.0	106.7	
Q2	107.9	101.5	106.3	104.8	95.9	109.2	105.6	109.1	
Q3	109.8	102.3	107.4	106.7	96.2	111.0	108.1	111.2	
Q4	110.6	103.2	107.2	107.8	96.4	111.9	109.6	112.4	
1988 Q1	112.2	104.1	107.8	107.9	96.6	111.8	111.0	113.4	
Q2	113.0	104.8	107.9	109.4	96.7	113.2	112.3	114.5	
Q3	113.9	105.7	107.8	110.3	96.7	114.0	115.4	117.4	
Q4	114.8	106.3	108.0	110.5	96.9	114.0	117.5	119.4	
1989 Q1	115.4	107.1	107.8	109.7	96.9	113.2	118.9	120.6	
Q2	115.5	107.6	107.4	109.0	96.7	112.7	118.8	120.7	
Q3	116.1	108.0	107.5	110.3	96.6	114.3	119.1	121.0	
Q4	116.5	108.4	107.5	110.5	96.3	114.7	119.0	121.0	
1990 Q1	117.2	108.6	107.9	109.8	96.1	114.3	119.5	121.9	
Q2	117.6	108.8	108.1	111.7	95.7	116.7	120.3	123.4	
Q3	116.2	108.6	107.0	108.6	95.2	114.1	118.8	122.2	
Q4	115.3	107.8	107.0	107.0	94.0	113.9	115.2	120.0	
1991 Q1	114.5	106.9	107.1	106.7	92.4	115.5	113.4	120.4	
Q2	113.5	105.8	107.3	105.2	90.7	116.0	112.3	121.7	
Q3	113.7	104.9	108.4	106.3	89.3	119.0	112.3	123.9	
Q4	113.4	104.0	109.1	106.2	88.0	120.6	110.8	123.8	
1992 Q1	113.0	103.5	109.2	105.3	86.9	121.1	111.1	125.5	
Q2	112.8	103.0	109.5	105.1	86.3	121.8	111.6	127.0	

* Gross domestic product for whole economy.
+ The employed labour force comprises employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.

EMPLOYMENT 1.11 Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348	14.6
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244	14.4
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	302	13.7
1990	1,322	37.7	9.4	12.43		7	263	15	133	9.0	22	0.6	396	19.5
1991	1,075	34.5	9.1	9.82		8	327	53	486	9.3	61	1.9	813	13.6
week ended														
1990 Aug 17 R	1,257	36.8	9.5	12.01	12.48	9	338	5	47	9.0	14	0.4	385	28.1
Sept 14 R	1,331	39.1	9.6	12.87	12.59	15	602	4	32	8.4	20	0.6	634	32.5
Oct 12 R	1,364	40.1	9.5	13.02	11.92	8	315	9	84	9.5	17	0.5	399	24.2
Nov 9 R	1,355	40.1	9.2	12.51	11.49	7	285	18	161	8.9	25	0.8	446	17.3
Dec 14 R	1,296	38.9	9.5	12.34	11.25	7	261	20	173	8.9	27	0.9	435	16.3
1991 Jan 11 R	1,096	33.6	9.0	9.80	10.80	11	432	28	290	10.1	39	1.3	722	18.5
Feb 8 R	1,061	32.9	8.7	9.22	9.57	10	383	55	523	9.5	65	2.0	917	14.0
Mar 15 R	1,060	33.3	9.0	9.49	10.00	11	420	94	836	9.1	104	3.2	1,255	12.0
Apr 12 R	1,052	33.4	8.8	9.21	9.70	10	385	88	842	9.7	98	3.0	1,226	12.6
May 17 R	1,052	33.8	9.0	9.36	9.65	11	431	61	545	9.1	72	2.3	976	13.6
June 14 R	1,041	33.6	9.2	9.57	9.63	7	278	48	452	9.4	55	1.8	730	13.2
July 12 R	1,104	35.7	9.3	10.32	10.50	6	212	48	422	8.7	53	1.7	634	11.8
Aug 16 R	1,020	33.0	9.3	9.54	9.94	12	451	43	386	9.0	54	1.8	837	15.3
Sep 13 R	1,047	34.1	9.3	9.69	9.41	8	325	47	411	8.7	55	1.8	736	13.3
Oct 11 R	1,134	37.2	9.4	10.70	9.58	3	115	44	373	8.4	47	1.5	488	10.3
Nov 15 R	1,133	37.2	9.2	10.46	9.45	5	200	42	405	9.7	47	1.5	605	12.9
Dec 13 R	1,098	36.3	9.5	10.44	9.34	7	283	34	352	10.3	41	1.4	634	15.3
1992 Jan 10 R	977	32.8	8.9	8.73	9.73	15	563	48	437	9.1	62	2.1	999	16.0
Feb 14 R	1,086	36.6	8.9	9.70	10.06	2	71	61	606	9.9	63	2.1	677	10.7
Mar 13 R	1,019	34.5	9.1	9.31	9.85	7	286	60	554	9.2	68	2.3	840	12.4
Apr 10 R	1,088	37.0	9.2	10.00	10.51	5	200	50	500	10.0	55	1.9	700	12.7
May 15 R	1,134	38.6	9.6	10.92	11.24	3	103	31	276	8.8	34	1.2	379	11.2
June 12 R	1,037	35.2	9.3	9.67	9.95	5	185	34	314	9.2	39	1.3	499	12.9
July 10 P	1,078	36.7	9.5	10.25	10.42	2	80	24	256	10.6	25	0.9	336	12.8

EMPLOYMENT 1.12 Hours of work-operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing 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 43-45	Food, drink, tobacco 41, 42
1987	96.2	97.3	92.8	98.8	97.6	100.6	100.7	101.4	100.3	99.9
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	100.6	100.6	104.2	98.7	101.3
1990	90.9	89.7	91.0	81.2	95.3	100.4	100.4	105.5	98.1	100.4
1991	79.4	76.6	77.9	71.8	88.1	98.7	98.1	103.1	96.9	99.3
Week ended										
1990 July 13 R	90.8					100.5				
Aug 17 R	90.2					100.5				
Sept 14 R	89.2	89.1	92.3	80.2	89.8	100.5	100.4	105.9	98.3	100.0
Oct 12 R	88.2					100.2				
Nov 9 R	87.0					99.8				
Dec 14 R	86.0	86.0	89.7	77.1	91.0	99.8	100.2	106.6	97.6	100.3
1991 Jan 11 R	84.7					99.3				
Feb 8 R	82.9					98.2				
Mar 15 R	81.8	79.6	83.2	73.1	91.2	98.3	97.4	104.6	95.8	100.3
Apr 12 R	81.0					98.1				
May 17 R	80.1					98.4				
June 14 R	79.5	76.8	79.6	71.7	90.0	98.6	97.8	104.6	96.7	99.9
July 12 R	78.9					99.4				
Aug 16 R	78.1					98.9				
Sep 13 R	77.2	75.7	74.7	71.6	87.1	98.5	98.1	100.4	97.1	99.3
Oct 11 R	76.8					99.1				
Nov 15 R	76.1					99.0				
Dec 13 R	75.6	74.3	74.2	70.7	84.2	99.1	99.1	102.7	98.1	97.7
1992 Jan 10 R	74.7					99.1				
Feb 14 R	75.0					99.5				
Mar 13 R	74.2	70.9	71.7	70.9	84.0	99.3	98.9	101.5	97.7	98.2
Apr 10 R	74.3					100.1				
May 15 R	74.5					101.0				
Jun 12 R	73.1	69.8	70.6	70.8	83.3	99.6	99.0	102.1	98.3	98.6
Jul 10 P	72.4					100.2				

2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

	MALE AND FEMALE									
	UNEMPLOYED		SEASONALLY ADJUSTED #				UNEMPLOYED BY DURATION			
	Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1988+) 1989) Annual 1990) averages 1991)	2,370.4 1,798.7 1,664.4 2,291.9	8.4 6.3 5.8 8.1	2,274.8 1,784.4 1,662.7 2,287.4	8.1 6.3 5.8 8.1						
1990 Aug 9 Sept 13	1,657.8 1,673.9	5.8 5.9	1,651.8 1,681.7	5.8 5.9	27.9 29.9	17.1 23.6	236 247	1,398 1,403	23 24	
Oct 11 Nov 8 Dec 13	1,670.6 1,728.1 1,850.4	5.9 6.1 6.5	1,723.6 1,777.2 1,853.1	6.1 6.2 6.5	41.9 53.6 75.9	33.2 41.8 57.1	257 268 273	1,390 1,435 1,550	24 25 27	
1991 Jan 10 Feb 7 Mar 14	1,959.7 2,045.4 2,142.1	6.9 7.2 7.6	1,893.6 1,985.7 2,089.2	6.7 7.0 7.4	40.5 92.1 103.5	56.7 69.5 78.7	267 313 300	1,664 1,703 1,810	29 30 32	
Apr 11 May 9 June 13	2,198.5 2,213.8 2,241.0	7.8 7.8 7.9	2,166.6 2,232.2 2,292.9	7.7 7.9 8.1	77.4 65.6 60.7	91.0 82.2 67.9	292 270 262	1,873 1,908 1,942	34 35 37	
July 11 Aug 8 Sept 12	2,367.5 2,435.1 2,450.7	8.4 8.6 8.7	2,362.5 2,422.5 2,458.1	8.4 8.6 8.7	69.6 60.0 35.6	65.3 63.4 55.1	363 310 303	1,967 2,086 2,106	38 40 41	
Oct 10 Nov 14 Dec 12	2,426.0 2,471.8 2,551.7	8.6 8.7 9.0	2,477.1 2,517.7 2,551.2	8.8 8.9 9.0	19.0 40.6 33.5	38.2 31.7 31.0	310 303 296	2,075 2,126 2,211	42 43 44	
1992 Jan 9 Feb 13 Mar 12	2,673.9 2,710.5 2,707.5	9.5 9.6 9.6	2,607.1 2,644.9 2,652.7	9.2 9.4 9.4	55.9 37.8 7.8	43.3 42.4 33.8	297 310 282	2,330 2,354 2,379	47 47 47	
Apr 9 May 14 June 11	2,736.5 2,707.9 2,678.2	9.7 9.6 9.5	2,695.3 2,715.7 2,724.3	9.5 9.6 9.6	42.6 20.4 8.6	29.4 23.6 23.9	302 254 258	2,387 2,407 2,373	47 48 47	
July 9 R Aug 13 P	2,774.0 2,845.5	9.8 10.1	2,760.1 2,807.5	9.8 9.9	35.3 47.4	21.4 30.4	369 324	2,359 2,476	46 45	

2.2 CLAIMANT UNEMPLOYMENT GB Summary

1988+) 1989) Annual 1990) averages 1991)	2,254.7 1,693.0 1,567.3 2,191.5	8.2 6.1 5.6 8.0	2,161.7 1,678.8 1,565.5 2,187.0	7.9 6.1 5.6 7.9						
1990 Aug 9 Sept 13	1,559.6 1,575.5	5.6 5.7	1,556.1 1,585.9	5.6 5.7	28.9 29.8	17.8 23.9	229 237	1,308 1,316	22 22	
Oct 11 Nov 8 Dec 13	1,575.9 1,633.8 1,754.8	5.7 5.9 6.3	1,627.9 1,680.7 1,755.9	5.9 6.1 6.3	42.0 52.8 75.2	33.6 41.5 56.7	248 260 266	1,305 1,350 1,463	23 24 26	
1991 Jan 10 Feb 7 Mar 14	1,861.5 1,947.6 2,043.9	6.8 7.1 7.4	1,796.2 1,888.0 1,990.5	6.5 6.9 7.2	40.3 91.8 102.5	56.1 69.1 78.2	259 306 293	1,574 1,612 1,720	28 29 31	
Apr 11 May 9 June 13	2,099.4 2,115.8 2,142.8	7.6 7.7 7.8	2,067.4 2,132.8 2,192.9	7.5 7.7 8.0	76.9 65.4 60.1	90.4 81.6 67.5	285 264 255	1,782 1,818 1,852	33 34 36	
July 11 Aug 8 Sept 12	2,263.9 2,330.7 2,346.3	8.2 8.5 8.5	2,261.7 2,320.7 2,356.1	8.2 8.4 8.6	68.8 59.0 35.4	64.8 62.6 54.4	351 302 294	1,876 1,990 2,013	37 39 40	
Oct 10 Nov 14 Dec 12	2,324.5 2,371.0 2,450.5	8.4 8.6 8.9	2,374.6 2,414.8 2,448.2	8.6 8.8 8.9	18.5 40.2 33.4	37.6 31.4 30.7	301 296 290	1,983 2,033 2,117	41 42 43	
1992 Jan 9 Feb 13 Mar 12	2,569.1 2,606.6 2,603.4	9.3 9.5 9.5	2,503.3 2,541.0 2,548.2	9.1 9.2 9.3	55.1 37.7 7.2	42.9 42.1 33.3	290 303 275	2,234 2,258 2,283	46 46 46	
Apr 9 May 14 June 11	2,632.1 2,604.1 2,573.9	9.6 9.5 9.3	2,590.8 2,610.5 2,618.1	9.4 9.5 9.5	42.6 19.7 7.6	29.2 23.2 23.3	295 247 250	2,291 2,310 2,278	46 46 46	
July 9 R Aug 13 P	2,663.8 2,734.1	9.7 9.9	2,652.8 2,698.9	9.6 9.8	34.7 46.1	20.7 29.5	357 316	2,262 2,374	45 44	

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-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.
 + Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

CLAIMANT UNEMPLOYMENT UK Summary 2.1

THOUSAND

	MALE					FEMALE					
	UNEMPLOYED		SEASONALLY ADJUSTED #			UNEMPLOYED		SEASONALLY ADJUSTED #			MARRIED
	Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Number	Per cent workforce *	Number	Per cent workforce *	Number	
1988+) 1989) Annual 1990) averages 1991)	1,650.5 1,290.8 1,232.3 1,737.1	10.1 7.9 7.6 10.7	1,588.1 1,277.4 1,231.3 1,734.6	9.7 7.8 7.6 10.7		719.9 507.9 394.9 554.9	6.1 4.2 3.2 4.6	686.8 507.0 431.4 552.8	5.8 4.2 3.5 4.6		1988+) 1989) Annual 1990) averages 1991)
1990 Aug 9 Sept 13	1,211.8 1,234.2	7.4 7.6	1,228.4 1,255.1	7.5 7.7		446.0 439.7	3.7 3.6	423.4 426.6	3.5 3.5	150.5 145.0	1990 Aug 9 Sept 13
Oct 11 Nov 8 Dec 13	1,244.4 1,236.8 1,400.6	7.6 8.0 8.6	1,288.8 1,331.2 1,393.0	7.9 8.2 8.6		426.2 432.3 449.8	3.5 3.5 3.7	434.8 446.0 460.1	3.6 3.7 3.8	143.1 144.6 151.7	Oct 11 Nov 8 Dec 13
1991 Jan 10 Feb 7 Mar 14	1,480.8 1,547.8 1,623.8	9.1 9.6 10.0	1,425.6 1,499.5 1,579.3	8.8 9.3 9.7		479.0 497.6 518.2	4.0 4.1 4.3	468.0 486.2 509.9	3.9 4.0 4.2	160.7 165.4 172.6	1991 Jan 10 Feb 7 Mar 14
Apr 11 May 9 June 13	1,668.2 1,684.7 1,707.7	10.3 10.4 10.5	1,639.3 1,690.6 1,739.0	10.1 10.4 10.7		530.2 529.0 533.4	4.4 4.4 4.4	527.3 541.6 553.9	4.4 4.5 4.6	178.2 178.3 179.9	Apr 11 May 9 June 13
July 11 Aug 8 Sept 12	1,782.4 1,823.0 1,843.4	11.0 11.3 11.4	1,791.1 1,835.5 1,864.5	11.1 11.3 11.5		585.2 612.2 607.2	4.8 5.1 5.0	571.4 587.0 593.6	4.7 4.9 4.9	189.8 199.5 194.9	July 11 Aug 8 Sept 12
Oct 10 Nov 14 Dec 12	1,839.7 1,885.7 1,957.4	11.4 11.6 12.1	1,883.4 1,919.6 1,948.0	11.6 11.9 12.0		586.2 586.1 594.3	4.9 4.9 4.9	593.7 598.1 603.2	4.9 5.0 5.0	192.4 192.6 197.1	Oct 10 Nov 14 Dec 12
1992 Jan 9 Feb 13 Mar 12	2,045.4 2,074.5 2,075.1	12.6 12.8 12.8	1,990.2 2,022.4 2,030.3	12.3 12.5 12.5		628.5 636.0 632.4	5.2 5.3 5.2	616.9 622.5 622.4	5.1 5.2 5.2	208.9 210.5 210.5	1992 Jan 9 Feb 13 Mar 12
Apr 9 May 14 June 11	2,100.1 2,085.1 2,061.2	13.0 12.9 12.7	2,065.9 2,084.2 2,089.7	12.8 12.9 12.9		636.5 622.8 617.0	5.3 5.2 5.1	629.4 631.5 634.6	5.2 5.2 5.3	214.2 210.4 207.7	Apr 9 May 14 June 11
July 9 R Aug 13 P	2,108.7 2,149.4	13.0 13.3	2,112.9 2,146.3	13.0 13.2		665.3 696.1	5.5 5.8	647.2 661.2	5.4 5.5	215.0 224.9	July 9 R Aug 13 P

CLAIMANT UNEMPLOYMENT GB Summary 2.2

1988+) 1989) Annual 1990) averages 1991)	1,566.1 1,213.1 1,159.1 1,660.4	9.8 7.6 7.3 10.5	1,505.4 1,199.8 1,158.1 1,657.9	9.4 7.5 7.3 10.5		688.6 479.9 408.2 531.1	5.7 4.1 3.4 4.5	656.3 479.1 407.4 529.1	5.7 4.1 3.4 4.5		1988+) 1989) Annual 1990) averages 1991)
1990 Aug 9 Sept 13	1,139.1 1,161.0	7.2 7.3	1,156.1 1,182.6	7.3 7.5		420.5 414.5	3.5 3.5	400.0 403.3	3.4 3.4	140.5 135.8	1990 Aug 9 Sept 13
Oct 11 Nov 8 Dec 13	1,173.0 1,224.2 1,327.4	7.4 7.7 8.4	1,216.2 1,258.1 1,319.3	7.7 7.9 8.3		402.9 409.6 427.4	3.4 3.4 3.6	411.7 422.6 436.6	3.5 3.6 3.7	134.4 136.2 143.3	Oct 11 Nov 8 Dec 13
1991 Jan 10 Feb 7 Mar 14	1,405.5 1,472.6 1,548.3	8.9 9.3 9.8	1,351.6 1,425.2 1,504.2	8.6 9.0 9.5		456.0 475.0 495.6	3.9 4.0 4.2	444.6 462.8 486.3	3.8 3.9 4.1	152.3 157.1 164.3	1991 Jan 10 Feb 7 Mar 14
Apr 11 May 9 June 13	1,592.1 1,609.3 1,632.3	10.1 10.2 10.4	1,563.7 1,614.7 1,662.7	9.9 10.2 10.5		507.3 506.6 510.4	4.3 4.3 4.3	503.7 518.1 530.2	4.3 4.4 4.5	169.6 169.8 171.4	Apr 11 May 9 June 13
July 11 Aug 8 Sept 12	1,704.8 1,744.9 1,764.9	10.8 11.1 11.2	1,714.3 1,757.8 1,786.5	10.9 11.1 11.3		559.2 585.8 581.3	4.8 5.0 4.9	547.4 562.9 569.6	4.7 4.8 4.8	180.3 189.9 186.0	July 11 Aug 8 Sept 12
Oct 10 Nov 14 Dec 12	1,762.6 1,808.2 1,879.0	11.2 11.5 11.9	1,805.0 1,840.6 1,869.0	11.4 11.7 11.9		562.0 562.8 571.4	4.8 4.8 4.9	569.6 574.2 579.2	4.8 4.9 4.9	183.8 184.3 188.8	Oct 10 Nov 14 Dec 12
1992 Jan 9 Feb 13 Mar 12	1,964.6 1,994.2 1,994.4	12.5 12.6 12.6	1,910.8 1,942.8 1,950.1	12.1 12.3 12.4		604.4 612.4 609.0	5.1 5.2 5.2	592.5 590.2 598.1	5.0 5.1 5.1	200.3 202.2 202.1	1992 Jan 9 Feb 13 Mar 12
Apr 9 May 14 June 11	2,019.1 2,004.5 1,980.9	12.8 12.7 12.6	1,985.5 2,003.3 2,008.3	12.6 12.7 12.7		613.0 599.6 593.0	5.2 5.1 5.0	605.3 607.2 609.8	5.1 5.2 5.2	205.6 201.9 199.1	Apr 9 May 14 June 11
July 9 R Aug 13 P	2,026.1 2,066.1	12.8 13.1	2,031.0 2,063.6	12.9 13.1		637.7 668.0	5.4 5.7	621.8 635.3	5.3 5.4	205.3 215.0	July 9 R Aug 13 P

The seasonally adjusted series takes account of past discontinuities to be consistent with the current coverage of the count (see *Employment Gazette*, December 1990, page 608 for the list of discontinuities taken into account). To maintain a consistent assessment, the seasonally adjusted series relates only to claimants aged 18 and over.
 § The unadjusted unemployment figure between September 1989 and March 1990 is affected by the change in the conditions of the Redundant Mineworkers Payment Scheme. An estimated 15,500 men left the count as a result of this change.

2.3 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
SOUTH EAST												
1988+)	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989) Annual	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990) averages	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			273.1	99.0
1991)	638.8	477.9	160.9	6.9	9.2	4.1	637.8	7.0			477.4	160.4
1991 Aug8	694.2	514.2	180.1	7.6	9.9	4.6	688.7	7.6	25.3	26.0	514.7	174.0
Sept12	705.7	523.4	182.4	7.8	10.1	4.6	706.4	7.8	17.7	23.4	527.7	178.7
Oct10	705.8	526.6	179.2	7.8	10.2	4.6	717.6	7.9	11.2	18.1	537.6	180.0
Nov14	723.3	543.3	180.0	7.9	10.5	4.6	736.3	8.1	18.7	15.9	553.5	182.8
Dec12	753.5	569.4	184.1	8.3	11.0	4.7	752.6	8.3	16.3	15.4	567.2	185.4
1992 Jan9	784.2	592.3	191.9	8.6	11.4	4.9	776.2	8.5	23.6	19.5	584.7	191.5
Feb13	808.2	611.1	197.1	8.9	11.8	5.0	796.0	8.7	19.8	19.9	600.9	195.1
Mar12	814.9	617.1	197.8	9.0	11.9	5.0	803.4	8.8	7.4	16.9	607.8	195.6
Apr9	832.1	631.0	201.1	9.1	12.2	5.1	820.0	9.0	16.6	14.6	621.7	198.3
May14	830.4	631.7	198.7	9.1	12.2	5.1	829.7	9.1	11.2	11.2	630.0	199.7
June11	826.1	628.9	197.2	9.1	12.1	5.0	833.7	9.2	4.0	10.1	632.9	200.8
July 9 R	850.9	642.4	208.6	9.3	12.4	5.3	848.1	9.3	14.4	9.4	642.2	205.9
Aug13P	881.9	660.3	221.6	9.7	12.7	5.6	868.6	9.5	20.5	13.0	656.2	212.4
GREATER LONDON (included in South East)												
1988+)	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989) Annual	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990) averages	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.1			154.5	57.0
1991)	332.1	244.3	87.8	8.2	10.4	5.1	331.7	8.2			244.1	87.6
1991 Aug8	361.4	263.5	97.8	8.9	11.3	5.7	355.8	8.8	12.1	12.4	261.5	94.3
Sept12	367.6	268.6	99.0	9.1	11.5	5.8	364.2	9.0	8.4	10.8	267.8	96.4
Oct10	366.9	269.4	97.6	9.1	11.6	5.7	370.3	9.2	6.1	8.9	272.8	97.5
Nov14	372.7	275.2	97.5	9.2	11.8	5.7	378.5	9.4	8.2	7.6	279.7	98.8
Dec12	385.3	286.0	99.4	9.5	12.3	5.8	385.8	9.5	7.3	7.2	285.9	99.9
1992 Jan9	394.0	292.7	101.4	9.7	12.5	5.9	395.5	9.8	9.7	8.4	293.2	102.3
Feb13	404.3	300.9	103.4	10.0	12.9	6.0	403.3	10.0	7.8	8.3	299.7	103.6
Mar12	408.9	304.9	104.1	10.1	13.1	6.1	407.1	10.1	3.8	7.1	303.3	103.8
Apr9	418.1	312.1	106.0	10.3	13.4	6.2	414.3	10.2	7.2	6.3	309.1	105.2
May14	419.8	314.3	105.5	10.4	13.5	6.2	419.8	10.4	5.5	5.5	313.5	106.3
June11	420.4	315.0	105.4	10.4	13.5	6.2	422.2	10.4	2.4	5.0	315.3	106.9
July 9 R	432.4	321.7	110.6	10.7	13.8	6.5	428.7	10.6	6.5	4.8	319.7	109.0
Aug13P	446.5	329.6	116.8	11.0	14.1	6.8	437.5	10.8	8.8	5.9	325.6	111.9
EAST ANGLIA												
1988+)	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989) Annual	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990) averages	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991)	59.1	44.2	15.0	5.8	7.5	3.5	59.0	5.8			44.1	14.9
1991 Aug8	61.5	45.5	16.1	6.1	7.7	3.8	62.6	6.2	1.6	1.7	46.7	15.9
Sept12	62.1	46.1	16.0	6.1	7.8	3.7	63.9	6.3	1.3	1.7	47.8	16.1
Oct10	61.8	46.0	15.8	6.1	7.8	3.7	64.3	6.3	4	1.1	48.1	16.2
Nov14	64.8	48.5	16.3	6.4	8.3	3.8	66.3	6.5	2.0	1.2	49.7	16.6
Dec12	67.8	51.2	16.7	6.7	8.7	3.9	67.8	6.7	1.5	1.3	50.8	17.0
1992 Jan9	73.1	54.9	18.2	7.2	9.3	4.3	70.5	7.0	2.7	2.1	52.8	17.7
Feb13	75.8	57.1	18.7	7.5	9.7	4.4	72.4	7.1	1.9	2.0	54.4	18.0
Mar12	76.2	57.5	18.7	7.5	9.8	4.4	73.1	7.2	0.7	1.8	55.1	18.0
Apr9	77.4	58.3	19.1	7.6	9.9	4.5	74.8	7.4	1.7	1.4	56.4	18.4
May14	76.2	57.6	18.6	7.5	9.8	4.4	75.2	7.4	0.4	0.9	56.8	18.4
June11	74.0	55.9	18.2	7.3	9.5	4.3	75.7	7.5	0.5	0.9	57.0	18.7
July 9 R	76.2	56.8	19.4	7.5	9.7	4.5	77.0	7.6	1.3	0.7	57.7	19.3
Aug13P	78.6	58.2	20.4	7.7	9.9	4.8	78.9	7.8	1.9	1.2	59.0	19.9
SOUTH WEST												
1988+)	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989) Annual	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990) averages	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.8	27.5
1991)	161.2	121.1	40.1	7.1	9.4	4.1	160.8	7.1			120.9	39.9
1991 Aug8	169.3	126.4	42.8	7.4	9.8	4.4	171.7	7.5	5.1	5.7	129.0	42.7
Sept12	172.8	129.3	43.4	7.6	10.0	4.4	176.1	7.7	4.4	5.3	132.4	43.7
Oct10	174.5	131.4	43.1	7.7	10.2	4.4	178.6	7.8	2.5	4.0	134.8	43.8
Nov14	181.3	136.9	44.4	8.0	10.6	4.5	182.9	8.0	4.3	3.7	138.5	44.4
Dec12	190.1	144.3	45.8	8.3	11.2	4.7	186.7	8.2	3.8	3.5	141.7	45.0
1992 Jan9	201.3	152.4	48.9	8.8	11.8	5.0	192.4	8.4	5.7	4.6	145.9	46.5
Feb13	204.8	155.0	49.7	9.0	12.0	5.1	195.8	8.6	3.4	4.3	148.8	47.0
Mar12	203.8	154.7	49.1	8.9	12.0	5.0	196.9	8.6	1.1	3.4	149.8	47.1
Apr9	205.6	156.8	48.7	9.0	12.1	5.0	201.9	8.9	5.0	3.2	153.8	48.1
May14	201.5	154.5	47.0	8.8	11.9	4.8	203.3	8.9	1.4	2.5	155.2	48.1
June11	197.5	151.5	46.0	8.7	11.7	4.7	204.1	9.0	0.8	2.4	155.6	48.5
July 9 R	205.1	155.8	49.3	9.0	12.0	5.0	208.1	9.1	4.0	2.1	158.4	49.7
Aug13P	212.3	160.2	52.2	9.3	12.4	5.3	213.1	9.4	5.0	3.3	161.9	51.2

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
WEST MIDLANDS												
1988+)	238.0	163.0	75.0	9.4	11.1	7.1	229.7	8.9			158.3	71.4
1989) Annual	168.5	118.8	49.7	6.7	8.1	4.7	167.9	6.6			118.2	49.6
1990) averages	152.7	111.7	41.1	6.0	7.6	3.9	152.6	5.9			111.6	41.0
1991)	218.7	165.1	53.6	8.6	11.2	5.1	218.4	8.6			164.9	53.5
1991 Aug8	236.0	176.1	59.9	9.3	11.9	5.7	233.0	9.2	6.2	6.8	175.7	57.3
Sept12	239.9	179.6	60.3	9.5	12.2	5.7	237.8	9.4	4.8	6.2	179.7	58.1
Oct10	236.0	178.3	57.7	9.3	12.1	5.5	240.1	9.5	2.3	4.4	181.9	58.2
Nov14	239.4	182.2	57.2	9.5	12.4	5.4	245.0	9.7	4.9	4.0	186.3	58.7
Dec12	247.0	189.2	57.8	9.8	12.8	5.5	249.0	9.8	4.0	3.7	189.8	59.2
1992 Jan9	258.8	197.4	61.4	10.2	13.4	5.8	254.4	10.1	5.4	4.8	193.5	60.9
Feb13	263.5	201.0	62.5	10.4	13.6	5.9	259.0	10.2	4.6	4.7	197.3	61.7
Mar12	263.0	200.9	62.1	10.4	13.6	5.9	259.0	10.2	—	3.3	197.5	61.5
Apr9	265.4	203.0	62.4	10.5	13.8	5.9	263.2	10.4	4.2	2.9	201.0	62.2
May14	267.7	203.2	64.5	10.5	13.8	5.8	265.6	10.5	2.4	2.2	203.1	62.5
June11	262.6	201.3	61.3	10.4	13.7	5.8	265.6	10.5	—	2.2	202.9	62.7
July 9 R	270.8	205.3	65.5	10.7	13.9	6.2	268.2	10.6	2.6	1.7	204.5	63.7
Aug13P	278.0	209.4	68.7	11.0	14.2	6.5	273.0	10.8	4.8	2.5	207.8	65.2
EAST MIDLANDS												
1988+)	147.8	101.9	45.9	7.5	9.1	5.4	137.3	7.1			93.5	43.9
1989) Annual	108.9	77.2	31.7	5.5	6.9	3.8</						

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
NORTH												
1988+) Annual averages	179.4	130.7	48.7	13.0	16.4	8.3	171.0	11.9			124.6	46.4
1989) Annual averages	141.9	105.7	36.2	10.2	13.3	6.1	140.0	9.9			103.8	36.2
1990) Annual averages	122.9	93.4	29.5	8.9	11.7	5.0	122.7	8.7			93.3	29.4
1991) Annual averages	143.7	111.1	32.6	10.4	14.0	5.5	143.4	10.4			110.9	32.5
1991 Aug 8	147.6	112.7	35.0	10.7	14.2	5.9	148.9	10.8	1.9	2.1	115.0	33.9
Sept 12	149.1	114.2	34.9	10.8	14.3	5.9	149.9	10.8	1.0	1.9	116.1	33.8
Oct 10	146.2	113.1	33.1	10.6	14.2	5.6	149.6	10.8	-0.3	0.9	116.0	33.6
Nov 14	147.7	115.0	32.7	10.7	14.4	5.6	150.0	10.8	0.4	0.4	116.6	33.4
Dec 12	150.8	118.4	32.3	10.9	14.9	5.5	151.0	10.9	1.0	0.4	117.8	33.2
1992 Jan 9	158.0	123.5	34.5	11.4	15.5	5.9	152.2	11.0	1.2	0.9	118.7	33.5
Feb 13	157.2	122.6	34.5	11.3	15.4	5.9	152.7	11.0	0.5	0.9	119.2	33.5
Mar 12	155.9	122.1	33.8	11.3	15.3	5.7	152.1	11.0	-0.6	0.4	119.0	33.1
Apr 9	156.7	123.0	33.7	11.3	15.4	5.7	153.6	11.1	1.5	0.5	120.4	33.2
May 14	153.6	121.0	32.7	11.1	15.2	5.5	153.8	11.1	0.2	0.4	120.7	33.1
June 11	151.3	119.2	32.2	10.9	15.0	5.5	154.3	11.1	0.5	0.7	121.2	33.1
July 9 R	155.6	121.3	34.3	11.2	15.2	5.8	155.8	11.2	1.5	0.7	122.3	33.5
Aug 13 P	157.4	122.1	35.4	11.4	15.3	6.0	157.4	11.4	1.6	1.2	123.6	33.8
WALES												
1988+) Annual averages	130.0	92.9	37.1	10.0	12.3	6.8	123.9	9.8			88.6	35.3
1989) Annual averages	97.0	70.9	26.2	7.5	9.4	4.8	96.0	7.3			69.9	26.1
1990) Annual averages	86.3	65.7	20.6	6.6	8.7	3.8	86.2	6.6			65.6	20.6
1991) Annual averages	113.2	88.6	24.6	8.7	11.7	4.5	113.0	8.7			88.5	24.5
1991 Aug 8	118.5	91.6	26.9	9.1	12.1	4.9	119.3	9.2	2.2	2.5	93.4	25.9
Sept 12	119.0	92.5	26.4	9.1	12.2	4.9	120.0	9.2	0.7	1.9	94.2	25.8
Oct 10	117.1	92.0	25.1	9.0	12.2	4.6	119.9	9.2	-0.1	0.9	94.3	25.6
Nov 14	119.7	94.3	25.4	9.2	12.5	4.7	121.0	9.3	1.1	0.6	95.2	25.8
Dec 12	122.9	97.1	25.8	9.4	12.8	4.7	121.8	9.4	0.8	0.6	95.7	26.1
1992 Jan 9	128.8	101.1	27.6	9.9	13.4	5.1	123.3	9.5	1.5	1.1	96.8	26.5
Feb 13	128.1	100.7	27.4	9.8	13.3	5.0	123.6	9.5	0.3	0.9	97.3	26.3
Mar 12	125.9	99.2	26.7	9.7	13.1	4.9	122.5	9.4	-1.1	0.2	96.4	26.1
Apr 9	126.7	99.1	26.6	9.7	13.1	4.9	123.6	9.5	1.1	0.1	97.4	26.2
May 14	122.9	97.4	25.5	9.4	12.9	4.7	124.2	9.5	0.6	0.2	98.0	26.2
June 11	120.5	95.7	24.8	9.3	12.6	4.6	124.6	9.6	0.4	0.7	98.4	26.2
July 9 R	125.2	97.9	27.3	9.6	12.9	5.0	125.9	9.7	1.3	0.8	99.1	26.8
Aug 13 P	128.4	99.9	28.5	9.9	13.2	5.2	128.0	9.8	2.1	1.3	100.8	27.2
SCOTLAND												
1988+) Annual averages	293.6	207.2	86.4	11.6	14.3	8.0	278.2	11.2			197.4	80.8
1989) Annual averages	234.7	169.5	65.2	9.3	11.7	6.1	233.2	9.3			168.2	65.0
1990) Annual averages	202.5	148.7	53.8	8.0	10.3	5.0	202.1	8.1			148.5	53.6
1991) Annual averages	220.2	165.5	54.7	8.7	11.5	5.1	219.4	8.7			165.0	54.3
1991 Aug 8	230.2	169.5	60.6	9.1	11.7	5.6	227.0	9.0	1.4	2.6	170.9	56.1
Sept 12	222.0	167.0	55.0	8.8	11.6	5.1	225.7	9.0	-1.3	1.3	170.4	55.3
Oct 10	220.4	167.3	53.1	8.7	11.6	4.9	225.7	9.0	0.0	0.0	171.0	54.7
Nov 14	223.6	170.3	53.3	8.9	11.8	5.0	227.1	9.0	1.4	0.0	172.6	54.5
Dec 12	228.8	175.2	53.6	9.1	12.1	5.0	227.9	9.0	0.8	0.7	173.6	54.3
1992 Jan 9	241.4	184.1	57.2	9.6	12.7	5.3	230.9	9.2	3.0	1.7	176.0	54.9
Feb 13	239.8	182.3	57.5	9.5	12.6	5.3	231.5	9.2	0.6	1.5	176.2	55.3
Mar 12	237.6	180.5	57.1	9.4	12.5	5.3	231.3	9.2	-0.2	1.1	175.5	55.8
Apr 9	237.9	181.0	56.9	9.4	12.5	5.3	233.9	9.3	2.6	1.0	177.7	56.2
May 14	233.1	178.5	54.6	9.2	12.4	5.1	235.2	9.3	1.3	1.2	179.1	56.1
June 11	231.8	177.1	54.7	9.2	12.3	5.1	236.5	9.4	1.3	1.7	180.1	56.4
July 9 R	246.2	183.8	62.4	9.8	12.7	5.8	240.3	9.5	3.8	2.1	183.1	57.2
Aug 13 P	249.1	186.6	62.5	9.9	12.9	5.8	243.0	9.6	2.7	2.6	186.0	57.0
NORTHERN IRELAND												
1988+) Annual averages	115.7	84.3	31.3	15.8	19.6	10.4	113.2	15.6			82.7	30.5
1989) Annual averages	105.7	77.7	28.0	14.5	18.1	9.3	105.6	14.6			77.6	27.9
1990) Annual averages	97.2	73.2	24.0	13.3	17.0	8.0	97.2	13.4			73.2	24.0
1991) Annual averages	100.4	76.7	23.8	13.7	17.8	7.9	100.5	13.8			76.7	23.8
1991 Aug 8	104.4	78.1	26.3	14.3	18.2	8.7	101.8	13.9	1.0	0.3	77.7	24.1
Sept 12	104.4	78.5	25.9	14.3	18.3	8.6	102.0	14.0	0.2	0.3	78.0	24.0
Oct 10	101.4	77.1	24.3	13.9	17.9	8.1	102.5	14.0	0.5	0.3	78.4	24.1
Nov 14	100.8	77.5	23.3	13.8	18.0	7.7	102.9	14.1	0.4	0.0	79.0	23.9
Dec 12	101.3	78.4	22.9	13.9	18.2	7.6	103.0	14.1	0.1	0.0	79.0	24.0
1992 Jan 9	104.8	80.7	24.1	14.3	18.8	8.0	103.8	14.2	0.8	0.4	79.4	24.4
Feb 13	103.9	80.3	23.5	14.2	18.7	7.8	103.9	14.2	0.1	0.3	79.6	24.3
Mar 12	104.1	80.7	23.4	14.2	18.8	7.8	104.5	14.3	0.6	0.5	80.2	24.3
Apr 9	104.4	81.0	23.5	14.3	18.8	7.8	104.5	14.3	0.2	0.2	80.4	24.1
May 14	103.8	80.6	23.2	14.2	18.7	7.7	105.2	14.4	0.7	0.4	80.9	24.3
June 11	104.3	80.3	24.0	14.3	18.7	8.0	106.2	14.5	1.0	0.6	81.4	24.8
July 9 R	110.1	82.6	27.5	15.1	19.2	9.2	107.3	14.7	1.1	0.9	81.9	25.4
Aug 13 P	111.4	83.3	28.1	15.2	19.4	9.4	108.6	14.9	1.3	1.1	82.7	25.9

See footnotes to tables 2.1 and 2.2

CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status * and in travel-to-work areas + at August 13 1992

	Male			Female			All			Rate #		Male			Female			All			Rates #	
	Male	Female	All	Male	Female	All	Male	Female	All	percent employees and unemployed	percent workforce	Male	Female	All	percent employees and unemployed	percent workforce	Male	Female	All	percent employees and unemployed	percent workforce	
ASSISTED REGIONS																						
South West																						
Development Areas	8,976	2,645	11,621	16.7																		
Intermediate Areas	19,453	6,413	25,866	14.4																		
Unassisted	131,735	43,113	174,848	10.5																		
All	160,164	52,171	212,335	11.1	9.3																	
West Midlands																						
Intermediate Areas	164,769	52,522	217,291	13.8																		
Unassisted	44,615	16,140	60,755	9.4																		
All	209,384	68,662	278,046	12.5	11.0																	
East Midlands																						
Development Areas	2,725	904	3,629	10.1																		
Intermediate Areas	3,940	1,474	5,414	10.5																		
Unassisted	126,784	41,870	168,654	10.5																		
All	133,449	44,248	177,697	10.5	9.0																	
Yorkshire and Humberside																						
Development Areas	18,454	5,259	23,713	14.1																		
Intermediate Areas	90,348	27,251	117,599	13.0																		
Unassisted	74,062	24,853	98,915	9.8																		
All	182,864	57,363	240,227	11.5	10.1																	
North West																						

2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at August 13 1992

	Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce		Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce
South Hams	1,840	643	2,483				North West Leicestershire	2,144	726	2,870			
Teignbridge	2,950	782	3,732				Oadby and Wigston	1,104	369	1,473			
Torbay	4,780	1,231	6,011				Rutland	443	195	638			
Torridge	1,600	549	2,149				Lincolnshire	15,911	5,181	21,092	9.8	8.0	
West Devon	1,153	395	1,548				Boston	1,419	400	1,819			
Dorset	20,956	5,981	26,937	11.0	9.0		East Lindsey	3,188	1,058	4,246			
Bournemouth	7,290	1,963	9,253				Lincoln	3,857	1,090	4,947			
Christchurch	1,106	303	1,409				North Kesteven	1,665	666	2,331			
East Dorset	1,815	555	2,370				South Holland	1,284	447	1,731			
North Dorset	972	295	1,267				South Kesteven	2,453	801	3,254			
Poole	4,696	1,244	5,940				West Lindsey	2,045	719	2,764			
Purbeck	1,021	314	1,335				Northamptonshire	17,243	5,865	23,108	8.9	7.8	
West Dorset	1,865	618	2,483				Corby	2,341	743	3,084			
Weymouth and Portland	2,191	689	2,880				Daventry	1,374	572	1,946			
Gloucestershire	15,283	4,622	19,905	8.5	7.3		East Northamptonshire	1,509	534	2,043			
Cheltenham	3,138	833	3,971				Kettering	2,218	692	2,910			
Cotswold	1,458	516	1,974				Northampton	6,477	2,103	8,580			
Forest of Dean	1,839	632	2,471				South Northamptonshire	1,246	487	1,733			
Gloucester	3,899	1,032	4,931				Wellingborough	2,078	734	2,812			
Stroud	3,018	933	3,951				Nottinghamshire	39,700	10,775	50,475	11.3	9.9	
Tewkesbury	1,931	676	2,607				Ashfield	4,079	1,075	5,154			
Somerset	13,002	4,294	17,296	9.6	7.8		Bassetlaw	3,454	1,075	4,529			
Mendip	2,567	969	3,536				Broxtowe	2,852	894	3,746			
Sedgemoor	3,086	1,055	4,141				Gedling	3,116	1,012	4,128			
South Somerset	3,506	1,259	4,765				Mansfield	4,079	965	5,074			
Taunton Deane	2,665	784	3,449				Newark	3,461	907	4,368			
West Somerset	788	227	1,015				Nottingham	16,228	4,017	20,245			
Wiltshire	15,626	5,083	20,709	8.7	7.5		Rushcliffe	2,431	800	3,231			
Kennet	1,455	507	1,962				YORKSHIRE AND HUMBERSIDE						
North Wiltshire	2,733	966	3,719				Humberside	33,351	9,818	43,169	11.7	10.3	
Salisbury	2,586	868	3,454				Beverley	2,113	822	2,935			
Thamesdown	6,063	1,767	7,830				Boothferry	1,759	579	2,337			
West Wiltshire	2,789	955	3,744				Cleethorpe	2,341	733	3,074			
WEST MIDLANDS							East Yorkshire	2,209	786	2,995			
Hereford and Worcester	18,435	6,085	24,520	9.9	8.2		Glanford	1,724	607	2,331			
Bromsgrove	2,481	839	3,320				Great Grimsby	4,341	1,145	5,486			
Hereford	1,761	644	2,405				Holderness	1,284	483	1,767			
Leominster	860	276	1,136				Kingston-upon-Hull	14,883	3,982	18,865			
Malvern Hills	1,904	657	2,561				Scunthorpe	2,698	681	3,379			
Redditch	2,554	825	3,379				North Yorkshire	13,949	4,718	18,667	6.6	5.4	
South Herefordshire	1,047	384	1,431				Craven	795	265	1,060			
Worcester	2,911	766	3,677				Hambledon	1,226	496	1,722			
Wyche	2,105	790	2,895				Harrogate	2,311	763	3,074			
Wyre Forest	2,812	904	3,716				Richmondshire	608	318	926			
Shropshire	10,620	3,681	14,301	9.4	7.8		Ryedale	1,184	429	1,613			
Bridgnorth	1,113	441	1,554				Scarborough	2,891	902	3,793			
North Shropshire	979	394	1,373				Selby	1,668	712	2,380			
Oswestry	812	311	1,123				York	3,266	833	4,099			
Shrewsbury and Atcham	2,233	702	2,935				South Yorkshire	56,317	15,376	71,693	14.0	12.4	
South Shropshire	804	286	1,090				Barnsley	8,950	2,416	11,366			
The Wrekin	4,679	1,547	6,226				Doncaster	12,728	3,652	16,380			
Staffordshire	30,564	9,921	40,485	9.9	8.7		Rotherham	10,876	2,960	13,836			
Cannock Chase	3,085	969	4,054				Sheffield	23,763	6,348	30,111			
East Staffordshire	3,005	943	3,948				West Yorkshire	72,846	20,884	93,730	10.2	9.0	
Lichfield	2,402	789	3,191				Bradford	18,366	5,274	23,640			
Newcastle-under-Lyme	3,261	1,109	4,370				Calderdale	6,411	2,192	8,603			
South Staffordshire	2,940	1,046	3,986				Kirkstall	11,729	3,466	15,195			
Stafford	2,632	874	3,506				Leeds	25,198	7,171	32,369			
Staffordshire Moorlands	1,636	609	2,245				Wakefield	11,142	3,147	14,289			
Stoke-on-Trent	8,752	2,653	11,405				NORTH WEST						
Tamworth	2,851	929	3,780				Cheshire	27,992	8,331	36,323	8.8	7.8	
Warwickshire	14,229	5,021	19,250	9.7	8.3		Chester	3,376	981	4,357			
North Warwickshire	1,872	685	2,557				Congleton	1,738	667	2,405			
Nuneaton and Bedworth	4,720	1,441	6,161				Crewe and Nantwich	3,245	995	4,240			
Rugby	2,402	1,003	3,405				Ellesmere Port and Neston	2,778	764	3,542			
Stratford-on-Avon	2,049	818	2,867				Halton	5,705	1,532	7,237			
Warwick	3,186	1,074	4,260				Macclesfield	2,775	934	3,709			
West Midlands	127,463	36,556	164,019	13.4	12.2		Vale Royal	2,945	968	3,933			
Birmingham	55,595	15,370	70,965				Warrington	5,430	1,470	6,900			
Coventry	15,162	4,595	19,757				Greater Manchester	100,609	28,014	128,623	11.3	10.0	
Dudley	11,236	3,492	14,728				Bolton	9,698	2,539	12,237			
Sandwell	15,045	4,317	19,362				Bury	4,637	1,513	6,150			
Solihull	6,531	2,144	8,675				Manchester	26,715	6,856	33,571			
Walsall	11,404	3,017	14,421				Oldham	8,314	2,516	10,830			
Wolverhampton	12,490	3,621	16,111				Rochdale	7,984	2,291	10,275			
EAST MIDLANDS							Salford	10,094	2,442	12,536			
Derbyshire	30,118	9,371	39,489	10.4	9.0		Stockport	7,554	2,195	9,749			
Amber Valley	2,931	979	3,910				Tameside	7,831	2,357	10,188			
Bolsover	2,639	741	3,380				Trafford	6,873	2,000	8,873			
Chesterfield	3,803	1,122	4,925				Wigan	10,909	3,305	14,214			
Derby	9,648	2,761	12,409				Lancashire	41,691	12,070	53,761	9.7	8.2	
Derbyshire Dales	1,121	418	1,539				Blackburn	5,357	1,360	6,717			
Erewash	3,359	1,070	4,429				Blackpool	5,569	1,345	6,914			
High Peak	1,941	683	2,624				Burnley	3,143	887	4,030			
North East Derbyshire	3,032	965	3,997				Chorley	2,371	842	3,213			
South Derbyshire	1,644	632	2,276				Fylde	1,078	326	1,404			
Leicestershire	26,361	8,256	34,617	8.8	7.6		Hyndburn	2,183	660	2,843			
Blaby	1,698	577	2,275				Lancaster	4,048	1,279	5,327			
Charnwood	3,214	1,141	4,355				Pendle	2,304	711	3,015			
Harborough	1,124	408	1,532				Preston	5,134	1,296	6,430			
Hinckley and Bosworth	2,072	780	2,852				Ribble Valley	685	248	933			
Leicester	13,619	3,744	17,363				Rossendale	1,697	518	2,215			
Melton	943	316	1,259				South Ribble	2,436	831	3,267			
							West Lancashire	3,700	1,223	4,923			

CLAIMANT UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at August 13 1992

	Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce		Male	Female	All	Rate +	Per cent employees and unemployed	Per cent workforce
Wyre	1,986	544	2,5										

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at August 13 1992

	Male	Female	All		Male	Female	All
SOUTH EAST				Kensington	3,358	1,511	4,869
Bedfordshire				Kingston-upon-Thames	2,316	799	3,115
Luton South	5,182	1,356	6,538	Lewisham East	3,908	1,297	5,205
Mid Bedfordshire	2,786	1,146	3,932	Lewisham West	4,866	1,708	6,574
North Bedfordshire	3,526	1,220	4,746	Lewisham Deptford	6,239	2,190	8,429
North Luton	3,653	1,180	4,833	Leyton	5,133	1,740	6,873
South West Bedfordshire	3,270	1,161	4,431	Mitcham and Morden	3,914	1,246	5,160
Berkshire				Newham North East	5,493	1,601	7,094
East Berkshire	2,993	1,006	3,999	Newham North West	4,822	1,414	6,236
Newbury	2,612	976	3,588	Newham South	4,848	1,309	6,157
Reading East	3,383	911	4,294	Norwood	5,997	2,168	8,165
Reading West	2,650	727	3,377	Old Bexley and Sidcup	1,725	620	2,345
Slough	4,545	1,508	6,053	Orpington	1,961	647	2,608
Windsor and Maidenhead	2,356	907	3,263	Peckham	5,941	2,039	7,980
Wokingham	2,237	773	3,010	Putney	3,155	1,243	4,398
Buckinghamshire				Ravensbourne	1,776	611	2,387
Aylesbury	2,843	1,008	3,851	Richmond-upon-Thames and Barnes	2,177	996	3,173
Beaconsfield	1,762	640	2,402	Romford	2,484	820	3,304
Buckingham	1,591	629	2,220	Ruislip-Northwood	1,621	583	2,204
Chesham and Amersham	1,804	617	2,421	Southwark and Bermondsey	5,974	1,800	7,774
Milton Keynes N.E. CC	2,881	946	3,827	Streatham	5,224	1,882	7,106
Milton Keynes S.W. BC	3,565	1,147	4,712	Sutton and Cheam	2,347	847	3,194
Wycombe	3,358	1,016	4,374	Tooting	4,928	1,861	6,789
East Sussex				Tottenham	8,894	2,879	11,773
Bexhill and Battle	1,982	597	2,579	Twickenham	2,218	961	3,179
Brighton Kemptown	4,419	1,232	5,651	Upminster	2,463	800	3,263
Brighton Pavilion	4,409	1,597	6,006	Uxbridge	2,576	886	3,462
Eastbourne	3,049	880	3,929	Vauxhall	7,371	2,552	9,923
Hastings and Rye	4,580	1,238	5,818	Walthamstow	4,085	1,378	5,463
Hove	4,017	1,432	5,449	Wanstead and Woodford	2,090	823	2,913
Lewes	2,790	905	3,695	Westminster North	4,903	2,110	7,013
Wealden	2,111	701	2,812	Wimbledon	2,573	996	3,569
Essex				Woolwich	4,926	1,496	6,422
Basildon	4,611	1,421	6,032	Hampshire			
Billerica	3,124	1,050	4,174	Aldershot	3,243	1,071	4,314
Braintree	3,329	1,131	4,460	Basingstoke	3,133	1,012	4,145
Brentwood and Ongar	2,106	719	2,825	East Hampshire	2,659	831	3,490
Castle Point	3,031	944	3,975	Eastleigh	3,724	1,057	4,781
Chelmsford	3,034	1,158	4,192	Fareham	2,722	921	3,643
Epping Forest	2,725	1,050	3,775	Gosport	2,863	1,069	3,932
Harlow	3,611	1,363	4,974	Havant	4,224	1,086	5,310
Harwich	3,868	932	4,800	New Forest	2,179	740	2,919
North Colchester	3,397	1,082	4,479	North West Hampshire	2,135	740	2,875
Rochford	2,871	931	3,802	Portsmouth North	3,787	1,055	4,842
Saffron Walden	2,409	908	3,317	Portsmouth South	5,653	1,710	7,363
South Colchester and Maldon	3,691	1,181	4,872	Romsey and Waterside	2,911	801	3,712
Southend East	3,989	1,152	5,141	Southampton Itchen	4,976	1,301	6,277
Southend West	3,050	919	3,969	Southampton Test	4,705	1,161	5,866
Thurrock	3,789	1,095	4,884	Winchester	2,244	698	2,942
Greater London				Hertfordshire			
Barking	3,410	962	4,372	Broxbourne	3,205	1,286	4,491
Battersea	5,119	1,892	7,011	Hertford and Stortford	2,333	841	3,234
Beckenham	2,975	1,027	4,002	Hertsmere	2,707	996	3,703
Bethnal Green and Stepney	6,343	1,605	7,948	North Hertfordshire	3,372	1,236	4,608
Bexleyheath	2,311	838	3,149	South West Hertfordshire	2,337	785	3,122
Bow and Poplar	6,531	1,890	8,421	St Albans	2,442	906	3,348
Brent East	5,805	1,951	7,756	Stevenage	3,809	1,334	5,143
Brent North	3,288	1,400	4,688	Watford	3,501	1,180	4,681
Brent South	5,875	2,088	7,963	Welwyn Hatfield	2,956	1,056	4,012
Brentford and Isleworth	3,647	1,394	5,041	West Hertfordshire	3,122	967	4,109
Carshalton and Wallington	2,967	921	3,888	Isle of Wight			
Chelsea	2,148	1,097	3,245	Isle of Wight	4,548	1,260	5,808
Chingford	2,616	1,044	3,660	Kent			
Chipping Barnet	2,114	911	3,025	Ashford	2,869	796	3,665
Chislehurst	1,898	645	2,543	Canterbury	3,076	868	3,944
City of London				Dartford	3,209	974	4,183
and Westminster South	2,943	1,218	4,161	Dover	3,174	911	4,085
Croydon Central	3,124	926	4,050	Faversham	4,458	1,329	5,787
Croydon North East	3,573	1,195	4,768	Folkestone and Hythe	3,361	817	4,178
Croydon North West	3,851	1,293	5,144	Gillingham	3,966	1,200	5,166
Croydon South	2,075	723	2,798	Gravesend	3,917	1,122	5,039
Dagenham	3,307	1,024	4,331	Maidstone	3,002	965	3,967
Dulwich	3,979	1,533	5,512	Medway	3,867	1,211	5,078
Ealing North	3,659	1,264	4,923	Mid Kent	3,632	1,119	4,751
Ealing Acton	3,621	1,409	5,030	North Thanet	3,842	1,014	4,856
Ealing Southall	4,844	1,722	6,566	Sevenoaks	2,255	694	2,949
Edmonton	4,369	1,376	5,745	South Thanet	3,001	853	3,854
Eltham	3,274	1,013	4,287	Tonbridge and Malling	2,882	887	3,769
Enfield North	4,079	1,387	5,466	Tunbridge Wells	2,428	695	3,123
Enfield Southgate	2,801	1,088	3,889	Oxfordshire			
Erith and Crayford	3,633	1,104	4,737	Banbury	2,950	1,096	4,046
Feltham and Heston	4,384	1,591	5,975	Henley	1,746	613	2,359
Finchley	2,485	1,130	3,615	Oxford East	3,362	897	4,259
Fulham	3,943	1,894	5,837	Oxford West and Abingdon	2,463	842	3,305
Greenwich	3,625	1,224	4,849	Wantage	1,947	648	2,595
Hackney North and Stoke Newington	7,260	2,494	9,754	Witney	2,006	808	2,814
Hackney South and Shoreditch	8,043	2,520	10,563	Surrey			
Hammersmith	5,091	1,827	6,918	Chertsey and Walton	2,354	735	3,089
Hampstead and Highgate	3,952	2,049	6,001	East Surrey	1,490	500	1,990
Harrow East	3,483	1,362	4,845	Epsom and Ewell	3,864	679	4,543
Harrow West	2,445	933	3,378	Esher	1,534	531	2,065
Hayes and Harlington	2,862	1,002	3,864	Guildford	2,315	780	3,095
Hendon North	2,499	969	3,468	Mole Valley	1,658	586	2,244
Hendon South	2,495	1,022	3,517	North West Surrey	2,397	866	3,263
Holborn and St Pancras	6,002	2,306	8,308	Reigate	2,145	600	2,745
Hornchurch	2,423	819	3,242	South West Surrey	2,034	631	2,665
Hornsey and Wood Green	6,121	2,594	8,715	Spelthorne	2,280	855	3,135
Ilford North	2,464	917	3,381	Woking	2,402	730	3,132
Ilford South	3,822	1,259	5,081				
Islington North	6,611	2,544	9,155				
Islington South and Finsbury	5,584	2,199	7,783				

CLAIMANT UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at August 13 1992

	Male	Female	All		Male	Female	All
West Sussex				Leonminster	1,980	806	2,786
Arundel	3,190	762	3,952	Mid Worcestershire	3,567	1,268	4,835
Chichester	2,415	770	3,185	South Worcestershire	2,433	940	3,373
Crawley	2,728	887	3,615	Worcester	3,486	1,036	4,522
Horsham	2,480	794	3,274	Wyre Forest	2,959	1,034	3,993
Mid Sussex	2,176	739	2,915	Shropshire			
Shoreham	2,396	625	3,021	Ludlow	2,108	790	2,898
Worthing	2,942	761	3,703	North Shropshire	2,284	965	3,249
EAST ANGLIA				Shrewsbury and Atcham	2,437	853	3,290
Cambridgeshire				The Wrekin	4,479	1,507	5,986
Cambridge	2,980	994	3,974	Staffordshire			
Huntingdon	2,936	1,159	4,095	Burton	3,073	1,069	4,142
North East Cambridgeshire	3,165	1,192	4,357	Cannock and Burntwood	3,140	1,150	4,290
Peterborough	5,782	1,628	7,410	Mid Staffordshire	2,500	905	3,405
South East Cambridgeshire	1,801	790	2,591	Newcastle-under-Lyme	2,542	885	3,427
South West Cambridgeshire	2,544	1,081	3,625	South East Staffordshire	3,448	1,287	4,735
Norfolk				South Staffordshire	3,057	1,187	4,244
Great Yarmouth	3,503	1,060	4,563	Stafford	2,432	883	3,315
Mid Norfolk	2,212	839	3,051	Staffordshire Moorlands	1,787	701	2,488
North Norfolk	2,244	684	2,928	Stoke-on-Trent Central	3,520	1,072	4,592
North West Norfolk	3,017	990	4,007	Stoke-on-Trent North	3,348	1,050	4,398
Norwich North	2,710	862	3,572	Stoke-on-Trent South	2,884	919	3,803
Norwich South	4,111	1,255	5,366	Warwickshire			
South Norfolk	2,188	871	3,059	North Warwickshire	3,429	1,285	4,714
South West Norfolk	2,755	1,112	3,867	Nuneaton	3,547	1,173	4,720
Suffolk				Rugby and Kenilworth	2,787	1,255	4,042
Bury St Edmunds	2,596	1,012	3,608	Stratford-on-Avon	2,278	940	3,218
Central Suffolk	2,336	867	3,203	Warwick and Leamington	2,974	1,047	4,021
Ipswich	3,246	998	4,244	West Midlands			
South Suffolk	2,532	1,082	3,614	Aldridge-Brownhills	2,660	916	3,576
Suffolk Coastal	2,003	720	2,723	Birmingham Edgbaston	3,611	1,318	4,929
Waveney	3,111	1,226	4,337	Birmingham Erdington	5,166	1,550	6,716
SOUTH WEST				Birmingham Hall Green	3,953	1,180	5,133
Avon				Birmingham Hodge Hill	5,001	1,278	6,279
Bath	3,232	1,252	4,484	Birmingham Ladywood	6,558	1,887	8,445
Bristol East	4,334	1,366	5,700	Birmingham Northfield	5,302	1,499	6,801
Bristol North West	3,965	1,438	5,403	Birmingham Perry Barr	5,313	1,542	

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at August 13 1992

	Male	Female	All		Male	Female	All
Nottinghamshire				Littleborough and Saddleworth	2,384	933	3,317
Ashfield	3,610	979	4,589	Makerfield	3,027	1,139	4,166
Bassetlaw	3,154	1,001	4,155	Manchester Central	7,266	1,696	8,962
Broxtowe	2,438	901	3,339	Manchester Blackley	4,280	1,138	5,418
Gedling	2,690	1,031	3,721	Manchester Gorton	4,527	1,395	5,922
Mansfield	3,597	963	4,560	Manchester Withington	4,434	1,545	5,979
Newark	2,787	1,014	3,801	Manchester Wythenshawe	4,162	1,016	5,178
Nottingham East	6,861	1,958	8,819	Oldham Central and Royton	4,140	1,218	5,358
Nottingham North	5,235	1,212	6,447	Oldham West	2,961	1,016	3,977
Nottingham South	4,635	1,351	5,986	Rochdale	4,066	1,216	5,282
Rushcliffe	2,673	1,049	3,722	Salford East	4,718	1,085	5,803
Sherwood	3,154	933	4,087	Stalybridge and Hyde	3,435	1,037	4,472
				Stockport	2,316	761	3,077
				Stretford	5,301	1,634	6,935
				Wigan	4,026	1,245	5,271
				Worsley	3,327	1,025	4,352
YORKSHIRE AND HUMBERSIDE				Lancashire			
Humberside				Blackburn	4,757	1,137	5,894
Beverley	2,167	935	3,102	Blackpool North	2,735	679	3,414
Booth Ferry	2,470	950	3,420	Blackpool South	2,613	644	3,257
Bridlington	3,257	1,236	4,493	Burnley	3,292	979	4,271
Brigg and Cleethorpes	3,342	1,162	4,504	Chorley	2,583	1,053	3,636
Glanford and Scunthorpe	3,452	963	4,415	Fylde	1,400	447	1,847
Great Grimsby	4,263	1,211	5,474	Hyndburn	2,257	707	2,964
Kingston-upon-Hull East	4,611	1,224	5,835	Lancaster	2,068	787	2,855
Kingston-upon-Hull North	5,481	1,514	6,995	Morecambe and Lunesdale	2,365	728	3,093
Kingston-upon-Hull West	5,080	1,445	6,525	Pendle	2,534	821	3,355
				Preston	4,611	1,192	5,803
North Yorkshire				Ribble Valley	1,259	518	1,777
Harrogate	1,951	711	2,662	Rosendale and Darwen	2,792	997	3,789
Richmond	1,852	903	2,755	South Ribble	2,563	956	3,519
Ryedale	1,607	690	2,297	West Lancashire	3,700	1,298	4,998
Scarborough	2,948	919	3,867	Wyre	1,967	570	2,537
Selby	1,849	880	2,729				
Skipton and Ripon	1,586	729	2,315	Merseyside			
York	3,347	965	4,312	Birkenhead	5,841	1,423	7,264
				Bootle	6,430	1,576	8,006
				Crosby	3,223	1,308	4,531
				Knowsley North	4,915	1,192	6,107
				Knowsley South	5,132	1,382	6,514
				Liverpool Broadgreen	5,237	1,493	6,730
				Liverpool Garston	4,359	1,190	5,549
				Liverpool Mossley Hill	4,514	1,538	6,052
				Liverpool Riverside	6,132	1,782	7,914
				Liverpool Walton	6,231	1,802	8,033
				Liverpool West Derby	5,142	1,350	6,492
				Southport	2,657	949	3,606
				St Helens North	3,464	1,134	4,598
				St Helens South	4,068	1,182	5,250
				Wallasey	4,525	1,271	5,796
				Wirral South	2,246	892	3,138
				Wirral West	2,400	921	3,321
				NORTH			
				Cleveland			
				Hartlepool	4,717	1,177	5,894
				Langbaurgh	4,183	1,141	5,324
				Middlesbrough	5,502	1,376	6,878
				Redcar	4,478	1,014	5,492
				Stockton North	4,743	1,230	5,973
				Stockton South	3,888	1,303	5,191
				Cumbria			
				Barrow and Furness	3,239	1,042	4,281
				Carlisle	2,185	690	2,875
				Copeland	2,551	747	3,298
				Penrith and the Border	1,568	649	2,217
				Westmorland	1,238	467	1,705
				Workington	2,582	918	3,500
				Durham			
				Bishop Auckland	3,221	962	4,183
				City of Durham	2,463	920	3,383
				Darlington	3,589	1,008	4,597
				Easington	2,898	662	3,560
				North Durham	3,269	960	4,249
				North West Durham	2,906	883	3,789
				Sedgefield	2,290	668	2,958
				Northumberland			
				Berwick-upon-Tweed	1,826	672	2,498
				Blyth Valley	2,819	851	3,670
				Hexham	1,323	566	1,889
				Wansbeck	2,988	853	3,841
				Tyne and Wear			
				Blaydon	2,805	837	3,642
				Gateshead East	3,544	1,032	4,576
				Houghton and Washington	4,058	1,212	5,270
				Jarrow	3,618	1,028	4,646
				Newcastle upon Tyne Central	3,506	1,155	4,661
				Newcastle upon Tyne East	4,053	1,198	5,251
				Newcastle upon Tyne North	3,420	967	4,387
				South Shields	4,021	1,110	5,131
				Sunderland North	5,464	1,236	6,700
				Sunderland South	4,481	1,355	5,836
				Tyne Bridge	5,480	1,320	6,800
				Tynemouth	3,196	957	4,153
				Wallsend	3,961	1,174	5,135
				WALES			
				Clwyd			
				Alyn and Deeside	2,297	729	3,026

CLAIMANT UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at August 13 1992

	Male	Female	All		Male	Female	All
Clwyd North West	2,795	787	3,582	Highlands Region			
Clwyd South West	1,952	727	2,679	Cathness and Sutherland	1,335	457	1,792
Delyn	2,225	700	2,925	Inverness, Nairn and Lochaber	2,818	1,001	3,819
Wrexham	2,858	889	3,747	Ross, Cromarty and Skye	2,128	785	2,913
				Lothian Region			
Dyfed				East Lothian	2,546	815	3,361
Carmarthen	2,234	824	3,058	Edinburgh Central	3,313	1,232	4,545
Ceredigion and Pembroke North	2,107	838	2,945	Edinburgh East	2,415	690	3,105
Llanelli	2,616	819	3,435	Edinburgh Leith	3,783	1,115	4,898
Pembroke	3,630	1,065	4,695	Edinburgh Pentlands	2,128	720	2,848
				Edinburgh South	2,526	896	3,422
Gwent				Edinburgh West	1,581	524	2,105
Blaenau Gwent	2,622	502	3,124	Linlithgow	2,702	811	3,513
Islwyn	1,881	526	2,407	Livingston	2,735	992	3,727
Morriston	1,944	676	2,620	Mid Lothian	2,454	778	3,232
Newport East	3,000	904	3,904				
Newport West	3,224	915	4,139	Strathclyde Region			
Torfaen	3,399	973	4,372	Argyll and Bute	1,980	686	2,666
				Ayr	2,745	977	3,722
Gwynedd				Garrick Cumnock and Doon Valley	3,412	969	4,381
Caernarfon	2,189	630	2,819	Clydebank and Milingavie	2,858	837	3,695
Conwy	2,546	771	3,317	Clydesdale	2,927	863	3,790
Meirionnydd Nant Conwy	1,176	408	1,584	Cumernauld and Kilsyth	2,295	775	3,070
Ynys Mon	2,882	950	3,832	Cunninghame North	2,714	972	3,686
				Cunninghame South	3,193	1,121	4,314
Mid Glamorgan				Dumfries	3,092	977	4,069
Bridgend	2,406	775	3,181	East Kilbride	2,769	1,122	3,891
Caerphilly	3,551	794	4,345	Eastwood	2,004	837	2,841
Cynon Valley	2,845	663	3,508	Glasgow Cathcart	2,222	728	2,950
Merthyr Tydfil and Rhymney	3,211	691	3,902	Glasgow Central	4,244	1,193	5,437
Ogmore	2,652	646	3,298	Glasgow Garscadden	3,236	757	4,053
Pontypridd	2,880	813	3,693	Glasgow Govan	3,267	903	4,170
Rhondda	3,199	611	3,810	Glasgow Hillhead	3,334	1,531	4,865
				Glasgow Maryhill	4,395	1,382	5,777
Powys				Glasgow Pollock	3,789	1,015	4,804
Brecon and Radnor	1,452	544	1,996	Glasgow Provan	4,255	1,019	5,274
Montgomery	1,071	428	1,499	Glasgow Rutherglen	3,358	969	4,327
				Glasgow Shettleston	3,870	1,045	4,915
South Glamorgan				Glasgow Springburn	4,455	1,247	5,702
Cardiff Central	4,060	1,266	5,326	Greenock and Port Glasgow	4,043	964	5,007
Cardiff North	1,900	605	2,505	Hamilton	3,605	1,004	4,609
Cardiff South and Penarth	3,678	783	4,461	Kilmarnock and Loudoun	3,425	1,214	4,639
Cardiff West	3,837	969	4,806	Monklands East	2,990	882	3,852
Vale of Glamorgan	3,012	923	3,935	Monklands West	2,383	712	3,095
				Motherwell North	3,449	873	4,322
West Glamorgan				Motherwell South	3,284	885	4,169
Aberavon	1,970	492	2,462	Paisley North	2,902	904	3,806
Gower	1,987	700	2,687	Paisley South	2,603	841	3,444
Neath	2,149	592	2,741	Renfrew West and Inverclyde	1,844	796	2,640
Swansea East	2,930	636	3,566	Strathkelvin and Bearsden	2,040	901	2,941
Swansea West	3,508	962	4,470				
				SCOTLAND			
				Borders Region			
				Roxburgh and Berwickshire	1,069	458	1,527
				Tweeddale, Ettrick and Lauderdale	979	414	1,393
				Central Region			
				Clackmannan	2,219	855	3,074
				Falkirk East	2,512	839	3,351
				Falkirk West	2,315	806	3,121
				Stirling	1,947	782	2,729
				Dumfries and Galloway Region			
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2.13 CLAIMANT UNEMPLOYMENT Students: regions

	South East	Greater London *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991														
Aug 8	882	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
Sept 12	827	505	56	192	293	167	194	433	195	167	131	2,654	—	2,654
Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042
Nov 14	425	303	19	51	106	38	68	73	35	34	47	896	—	896
Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912
1992														
Jan 9	445	316	23	60	99	42	56	81	33	33	50	922	—	922
Feb 13	463	321	17	58	105	39	65	86	38	32	46	949	—	949
Mar 12	474	316	15	54	100	48	68	88	41	31	45	964	—	964
Apr 9	513	330	19	59	107	55	79	96	42	35	50	1,055	—	1,055
May 14	493	317	18	58	112	53	76	98	40	37	55	1,040	—	1,040
June 11	508	329	22	65	121	59	97	96	39	40	77	1,124	—	1,124
July 9	765	411	51	154	297	112	245	202	107	136	158	2,227	—	2,227
Aug 13	878	486	48	153	280	117	240	213	111	129	155	2,324	—	2,324

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

* Included in South East.

CLAIMANT UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1989								
July	9.8	9.9	7.4	5.3	4.3	7.7	2.4	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990								
Jan	10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr	9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July	9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991								
Jan	12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr	13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July	14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct	15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
1992								
Jan	16.4	15.2	12.0	8.8	6.7	8.5	3.9	9.4
Apr	17.8	15.8	12.2	9.0	6.8	9.0	3.8	9.7
July	18.0	16.7	12.2	9.1	6.8	8.9	3.6	9.8
MALE								
1989								
July	11.3	11.7	8.8	6.9	5.5	9.7	3.3	7.7
Oct	10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990								
Jan	11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr	11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991								
Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr	16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July	17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct	18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
1992								
Jan	19.5	19.9	15.8	12.3	9.3	11.2	5.5	12.6
Apr	22.0	20.7	16.0	12.6	9.5	11.9	5.6	13.0
July	22.1	21.3	16.0	12.7	9.5	11.8	5.3	13.0
FEMALE								
1989								
July	8.2	7.5	5.4	3.0	2.7	4.8	0.2	4.2
Oct	7.9	6.2	4.8	2.7	2.5	4.5	0.1	3.8
1990								
Jan	8.6	6.3	4.6	2.6	2.4	4.3	0.1	3.7
Apr	8.1	5.9	4.4	2.5	2.3	4.1	0.1	3.5
July	8.2	6.6	4.3	2.5	2.3	3.9	0.1	3.5
Oct	9.0	6.1	4.3	2.4	2.2	3.8	0.1	3.5
1991								
Jan	9.9	7.0	4.9	2.8	2.6	4.0	0.1	3.9
Apr	10.8	7.8	5.5	3.2	2.9	4.2	0.1	4.4
July	10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct	12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8
1992								
Jan	12.8	9.2	6.5	3.8	3.5	4.7	0.1	5.2
Apr	13.1	9.6	6.6	4.0	3.5	5.0	0.1	5.3
July	13.6	10.7	6.7	4.1	3.6	5.0	0.1	5.5

* 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 be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 CLAIMANT UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London *	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991														
Aug 8	230	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069
Nov 14	233	46	46	236	1,166	164	442	481	137	154	1,668	4,787	700	5,487
Dec 12	283	73	53	183	1,227	321	604	485	122	175	789	4,222	1,350	5,572
1992														
Jan 9	467	125	67	63	971	525	489	602	155	180	2,384	5,903	1,513	7,416
Feb 13	441	157	64	142	2,761	353	1,217	1,022	269	325	5,539	12,133	1,773	13,906
Mar 12	291	154	71	73	2,353	291	1,087	1,194	412	340	1,425	7,537	1,924	9,461
Apr 9	251	112	87	108	2,195	249	965	897	205	278	1,453	6,718	1,904	8,622
May 14	200	123	41	85	1,461	291	853	657	242	225	950	5,006	1,321	6,327
June 11	212	70	42	125	1,370	174	584	573	225	215	1,009	4,529	979	5,508
July 9	121	53	27	117	1,193	765	639	480	173	134	935	4,584	965	5,549
Aug 13	209	76	45	105	1,293	748	682	452	149	243	684	4,610	884	5,494

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

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	Greece +
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1991	2,435	806	151	460	1,419	293	243	2,753	1,672	152
Aug	2,451	867	152	455	1,282	289	265	2,832	1,610	146
Sep										
Oct	2,426	802	177	456	1,299	296	282	2,872	1,599	168
Nov	2,472	818	197	452	1,375	299	303	2,882	1,618	187
Dec	2,552	920	224	459	1,384	303	341	2,919	1,731	207
1992	2,674	960	250	461	1,551	340	337	2,966	1,875	225
Jan	2,710	998	235	451	1,575	332	344	2,938	1,863	220
Feb	2,707	949	199	443	1,695	330	339	2,877	1,768	213
Mar										
Apr	2,737	911	185	439	1,552	319	342	2,824	1,747	187
May	2,708	920	188	430	1,548	304	338	2,770	1,704	160
June	2,678	914	153	436	1,553	...	370	2,753	1,716	168
July	2,774	926	153	488	1,615	...	389	2,829	1,828	164
Aug	2,846	906	157	506	1,590	...	...	...	1,822	...
Percentage rate: latest month	10.1	10.6	4.7	12.1	11.2	10.9	15.1	9.8	6.6	4.2
latest month, change on a year ago	+1.5	+1.1	N/C	+1.1	+1.2	+0.9	+5.8	+0.5	+0.4	+0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	...	1,150	217	142	2,621	2,231	110
1988	2,275	575	159	459	1,031	238	129	2,564	2,234	109
1989	1,784	509	150	419	1,018	259	104	2,533	2,029	118
1990	1,663	590	169	403	1,110	267	106	2,505	1,870	140
Monthly										
1991	2,423	842	195	431	1,462	301	265	2,746	1,707	179
Aug	2,458	870	189	435	1,410	300	280	2,772	1,697	176
Sep										
Oct	2,477	870	192	440	1,420	301	292	2,798	1,692	185
Nov	2,518	894	186	443	1,423	303	301	2,826	1,676	184
Dec	2,551	908	184	446	1,420	303	308	2,827	1,676	183
1992	2,607	894	186	450	1,429	303	314	2,860	1,694	192
Jan	2,645	908	183	454	1,451	305	322	2,876	1,695	187
Feb	2,653	900	176	457	1,525	305	333	2,858	1,723	190
Mar										
Apr	2,695	887	186	461	1,511	308	345	2,898	1,765	183
May	2,716	906	192	466	1,536	311	354	2,913	1,783	179
June	2,724	963	196	470	1,603	...	360	2,925	1,804	188
July	2,760	960	195	473	1,606	...	377	2,911	1,823	184
Aug	2,808	948	...	478	1,607	...	...	...	1,840	...
Percentage rate: latest month	9.9	10.9	6.0	11.4	11.6	11.1	14.9	10.3	6.7	4.7
latest three months, change on previous three months	+0.3	+0.5	+2.2	+0.3	+0.4	+0.1	+1.3	+0.2	+0.2	-0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Jul	Jun	...	Jun	Jun	...	May	Jul	May	...
Percent	9.8	11.0	...	7.8	11.5	...	12.2	10.3	4.5	...

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1991	265	...	1,390	2.2	306	113	282	2,193	142	35.1	8,237
Aug	259	...	1,410	2.4	302	98	285	2,253	142	37.0	8,070
Sep											
Oct	257	2,686	1,320	2.5	310	95	290	2,317	140	40.7	8,013
Nov	260	...	1,318	2.6	317	99	296	2,327	141	46.4	8,266
Dec	269	...	1,270	2.5	322	107	297	2,329	159	52.8	8,569
1992	277	2,713	1,410	2.8	316	121	309	2,336	181	60.9	9,949
Jan	278	...	1,370	2.8	314	115	313	2,338	178	65.2	10,161
Feb	279	...	1,510	2.7	314	113	313	2,327	187	68.0	9,691
Mar											
Apr	281	...	1,410	2.6	299	118	313	2,286	185	71.0	9,945
May	270	...	1,420	2.4	286	105	309	2,218	196	73.4	9,169
June	280	...	1,330	2.4	...	118	308	2,187	209	75.4	10,095
July	291	...	1,340	2.5	...	...	310	2,143	245	...	9,845
Aug	293	...	...	...	...	...	...	...	...	...	9,390
Percentage rate: latest month	22.0	11.3	2.0	1.6	4.0	5.5	6.8	14.2	5.3	2.7	7.3
latest month, change on a year ago	+2.1	N/C	N/C	+0.2	-0.3	+0.7	+0.5	-0.3	+2.5	+1.6	+0.8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	247	...	1,729	2.7	...	32.3	319	2,924	84	21.9	7,412
1988	241	2,885	1,552	2.5	432	49.9	306	2,858	72	19.5	6,696
1989	232	2,656	1,417	2.3	391	83.5	312	2,550	62	15.1	6,521
1990	225	2,751	1,344	2.1	345	93.2	307	2,349	70	16.0	6,884
Monthly											
1991	263	...	1,400	2.4	304	106	295	2,267	133	38.8	8,520
Aug	263	...	1,400	2.5	301	106	296	2,305	135	41.5	8,501
Sep											
Oct	265	2,678	1,330	2.4	308	105	296	2,329	136	44.5	8,641
Nov	265	...	1,380	2.5	312	105	292	2,300	142	46.7	8,602
Dec	266	...	1,410	2.4	297	108	292	2,291	162	49.2	8,891
1992	269	2,655	1,390	2.5	307	104	295	2,274	167	51.0	8,929
Jan	273	...	1,320	2.7	304	105	296	2,273	175	58.0	9,244
Feb	276	...	1,360	2.6	313	108	298	2,280	188	63.7	9,242
Mar											
Apr	281	...	1,320	2.7	310	120	305	2,264	194	69.4	9,155
May	276	...	1,400	2.6	304	116	308	2,243	205	76.0	9,504
June	281	...	1,390	2.7	292	119	314	2,238	224	81.8	9,975
July	289	...	1,410	2.7	...	...	318	2,210	244	...	9,760
Aug	290	...	...	...	...	...	...	...	...	...	9,700
Percentage rate: latest month	21.6	11.0	2.2	1.7	4.1	5.6	7.0	14.7	5.3	2.8	7.6
latest three months, change on previous three months	+0.7	N/C	+0.1	N/C	-0.1	+0.5	+0.3	-0.3	+0.7	+0.5	+0.4
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Jun	Jan	May	...	May	Feb	Feb	Feb	Jun	...	Jun
Percent	17.0	9.9	2.1	...	6.3	5.8	3.8	16.9	6.0	...	7.7

Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 § Insured unemployed. Rates are calculated as percentages of total insured labour force.
 ** Labour force sample survey. Rates are calculated as percentages of total labour force.
 ++ Numbers registered at employment offices. Rates are calculated as a percentage of total labour force.
 ## Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C No change

2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted *

THOUSAND

UNITED KINGDOM		INFLOW +							
Month Ending		Male and Female		Male		Female		Married	
		All	Change since previous year	All	Change since previous year	All	Change since previous year		
1991	Aug 8	365.8	+81.5	259.1	+56.2	126.7	+25.2		41.7
	Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4		38.2
	Oct 10	367.2	+56.7	270.7	+39.1	116.5	+17.5		38.3
	Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6		38.1
Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3		33.7	
1992	Jan 9	362.2	+34.8	249.5	+23.2	112.6	+11.7		41.1
	Feb 13	389.6	+1.9	274.6	-0.1	115.0	+2.0		41.3
	Mar 12	352.4	-25.7	249.3	-20.5	103.0	-5.2		38.9
	Apr 9	366.5	+7.3	261.6	+9.3	104.9	-2.0		40.3
May 14	322.8	-11.9	228.9	-8.7	93.9	-3.2		36.5	
June 11	322.4	-3.9	226.8	-4.4	95.6	+0.5		34.8	
July 9	448.0	+61.1	296.2	+27.7	151.8	+3.4		42.3	
Aug 13	408.0	+22.2	275.2	+16.2	132.8	+6.1		43.4	
UNITED KINGDOM		OUTFLOW +							
Month Ending		Male and Female		Male		Female		Married	
		All	Change since previous year	All	Change since previous year	All	Change since previous year		
1991	Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7		31.1
	Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3		42.2
	Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6		41.0
	Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4		37.9
Dec 12	266.8	+44.4	190.8	+31.0	86.0	+13.4		28.9	
1992	Jan 9	229.8	+21.0	154.2	+14.7	75.6	+6.3		28.3
	Feb 13	357.9	+62.9	249.4	+47.2	108.5	+15.7		39.9
	Mar 12	355.6	+61.3	248.7	+44.8	106.9	+16.6		38.9
	Apr 9	335.0	+36.9	234.6	+30.4	100.4	+6.6		36.4
May 14	347.6	+29.5	241.9	+22.2	105.7	+7.3		39.7	
June 11	354.6	+51.9	252.7	+41.3	101.9	+10.6		37.7	
July 9	344.3	+39.4	244.7	+32.1	99.5	+7.3		34.5	
Aug 13	346.0	+33.5	240.0	+24.9	106.1	+8.6		34.8	

* 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 rates 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
1992	Mar 12	2.8	22.8	52.5	42.1	30.4	42.7	31.5	11.8	6.1	242.9
	Apr 9	2.2	22.8	52.9	43.3	31.2	44.8	36.1	14.8	7.8	255.9
	May 14	2.4	20.2	46.5	38.5	27.7	39.5	30.5	11.7	6.1	223.2
	June 11	2.5	21.5	48.1	37.4	27.1	38.1	29.2	11.2	5.8	220.8
July 9	2.8	31.6	63.9	46.3	31.5	42.6	31.9	12.1	6.0	288.7	
Aug 13	3.0	28.3	68.3	44.9	30.6	42.1	34.1	12.7	5.5	269.5	
1992	Mar 12	2.1	14.2	25.2	16.7	10.0	15.8	12.7	3.4	—	100.0
	Apr 9	1.9	13.8	24.8	16.9	10.3	16.6	13.8	3.9	—	102.1
	May 14	1.8	12.3	21.7	15.4	9.2	14.8	12.5	3.5	—	91.1
	June 11	2.1	13.6	23.4	15.0	8.8	14.2	11.9	3.3	—	92.2
July 9	2.3	23.2	52.2	20.5	11.5	17.9	13.9	3.7	—	145.3	
Aug 13	2.4	19.6	39.5	19.5	11.2	18.6	14.7	3.9	—	129.4	
Changes on a year earlier											
MALE											
1992	Mar 12	1.0	-4.5	-8.9	-4.6	-2.0	-3.0	0.8	0.4	-0.1	-20.9
	Apr 9	0.5	-0.8	-1.8	0.4	1.8	1.9	4.7	2.1	0.5	92.1
	May 14	0.5	-2.5	-5.3	-2.3	-0.2	-1.1	-1.9	0.3	-0.4	90.5
	June 11	0.5	-1.4	-3.4	-2.1	—	-0.7	2.3	0.5	-1.9	-4.4
July 9	0.5	0.1	-0.5	-0.6	0.9	0.5	2.4	0.3	-0.9	2.7	
Aug 13	0.5	0.6	2.2	2.3	2.0	2.1	5.8	1.4	-0.7	16.2	
1992	Mar 12	0.8	-2.5	-3.2	-1.1	0.1	-0.1	0.7	0.2	—	-5.1
	Apr 9	0.6	-0.8	-1.7	-0.5	0.2	-0.3	0.6	0.2	—	-1.6
	May 14	0.5	-1.4	-2.6	-1.0	-0.1	-0.2	1.2	0.4	—	-3.3
	June 11	0.7	-0.4	-1.0	-0.4	-1.1	—	1.3	0.3	—	0.4
July 9	0.5	0.7	0.1	—	0.4	0.1	1.1	0.2	—	3.3	
Aug 13	0.5	-0.1	1.9	0.4	0.8	1.2	1.4	0.2	—	6.1	
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
1992	Mar 12	1.2	17.7	51.8	40.9	28.8	40.7	29.0	10.5	7.5	228.3
	Apr 9	1.2	16.4	48.7	38.1	26.7	37.5	27.7	11.1	7.5	214.8
	May 14	1.3	16.8	50.0	38.0	27.0	38.0	28.6	12.1	7.8	219.3
	June 11	1.5	17.7	52.6	40.7	29.2	40.3	30.1	11.8	8.1	231.9
July 9	1.6	17.2	52.2	39.6	27.9	38.5	29.0	10.8	7.9	224.6	
Aug 13	1.6	16.8	53.7	37.4	26.6	36.3	27.5	10.6	7.5	217.8	
1992	Mar 12	1.1	13.2	27.4	16.8	9.9	14.9	11.9	3.4	0.1	98.6
	Apr 9	1.0	12.4	25.7	16.2	9.2	13.8	10.9	3.4	0.1	92.8
	May 14	1.1	12.2	25.9	16.6	9.5	15.0	12.4	3.8	0.2	96.7
	June 11	1.2	12.0	25.4	16.2	9.3	14.5	12.0	3.6	0.1	94.3
July 9	1.3	12.1	25.8	15.5	9.2	13.1	10.6	3.1	0.1	90.8	
Aug 13	1.4	12.7	30.3	15.8	9.1	13.3	10.8	3.2	0.1	96.7	
Changes on a year earlier											
MALE											
1992	Mar 12	0.7	0.7	1.0	7.9	7.5	5.8	8.1	6.7	2.5	23.2
	Apr 9	0.6	-0.5	4.0	4.9	4.4	5.5	5.2	2.2	1.9	28.3
	May 14	0.7	-0.7	2.7	2.9	3.5	4.0	4.6	2.4	1.7	22.0
	June 11	0.8	0.6	6.2	6.3	5.9	6.8	6.5	2.8	2.2	38.1
July 9	0.8	0.1	3.9	5.4	4.6	5.5	6.2	2.3	2.2	31.1	
Aug 13	0.8	-0.8	2.3	3.6	3.7	4.2	4.9	2.0	1.9	22.7	
1992	Mar 12	0.6	0.9	3.8	2.4	2.0	2.8	2.7	0.7	—	158.4
	Apr 9	0.5	-1.7	1.0	1.3	0.9	1.1	1.3	0.5	—	64.1
	May 14	0.6	-0.5	0.6	1.1	1.0	1.7	2.5	0.9	—	7.8
	June 11	0.7	0.1	1.4	1.4	1.2	2.0	2.4	0.7	—	9.9
July 9	0.6	0.3	0.9	0.9	1.0	1.0	1.6	0.5	—	6.9	
Aug 13	0.8	1.0	1.0	1.3	1.1	1.6	2.2	0.6	—	8.5	

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

2.32 REDUNDANCIES IN GREAT BRITAIN

THOUSANDS

		1989	1990	1991	1992
		Spring	Spring	Spring	Spring
Now in employment (found new job since redundancy)	All	48	63	98	79
Not in employment	All	94	117	290	243
All people	All	142	181	388	322
	Men	94	118	268	217
	Women	48	64	121	105

Note: Figures are based on estimates from the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. 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 1989	142	10	14	12	..	40	25	16	12	..	20	..	14
Spring 1990	181	..	20	17	..	61	35	26	11	17	18	11	12
Spring 1991	388	21	30	32	12	126	74	53	25	44	43	27	29
Spring 1992	322	19	31	32	15	101	64	37	25	32	32	17	19
Redundancy rates (Redundancies per 1,000 employees)													
All													
Spring 1989	6.4	8.3	7.5	7.0	..	5.6	5.4	5.8	6.8	..	8.2	..	7.2
Spring 1990	8.1	..	10.1	10.3	..	8.5	7.9	9.5	6.0	8.1	7.4	10.4	6.1
Spring 1991	17.8	18.4	15.5	19.4	14.1	17.8	16.5	20.0	14.7	21.2	17.7	26.3	14.4
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

2.34 REDUNDANCIES BY AGE

Years	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (Thousands)						
Spring 1990	..	46	..	43	..	181
Spring 1991	..	99	..	101	..	388
Spring 1992	..	72	..	80	..	322
Redundancy rates (Redundancies per 1,000 employees)						
Spring 1990	..	10.2	..	7.6	..	8.1
Spring 1991	..	23.5	..	17.8	..	17.8
Spring 1992	..	18.6	..	14.2	..	15.1

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 1990	31	31	22	36	..	17	22
Spring 1991	20	67	60	52	72	22	45	37
Spring 1992	..	16	15	46	45	41	75	21	34	26
Redundancy rates (Redundancies per 1,000 employees)										
Spring 1990	12.4	14.6	18.5	8.2	..	6.9	3.4
Spring 1991	25.7	28.3	29.7	46.3	16.4	15.3	18.1	5.7
Spring 1992	..	32.3	21.9	19.6	24.2	39.9	17.7	15.4	14.6	3.9

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 1991	35	16	25	55	93	21	30	71	41
Spring 1992	36	13	20	53	89	16	27	48	33
Redundancy rates (Redundancies per 1,000 employees)									
Spring 1991	12.8	7.6	13.1	14.2	33.1	9.8	16.6	30.1	19.8
Spring 1992	12.4	6.2	10.9	14.5	27.7	6.9	14.9	22.6	16.8

VACANCIES 3.1

UK vacancies at jobcentres *: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1987	235.4			226.4		222.3		159.5	
1988	248.7			231.2		232.8		159.1	
1989	219.5			226.1		229.2		158.4	
1990	173.7			201.2		207.4		147.0	
1991	118.0			171.2		172.4		126.6	
1990	166.3	-5.6	-9.2	195.8	-6.0	202.4	-5.1	145.0	-2.0
	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-5
	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-6
	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991	143.6	10.1	-6	198.2	3.9	185.1	-5.8	133.1	-4.6
	143.6	0	1.8	161.1	-7.1	159.8	-10.9	115.9	-8.2
	141.5	-2.1	2.7	168.8	-2.9	172.7	-1.6	127.2	-1.2
	121.8	-19.7	-7.3	182.5	-5.2	200.3	5.1	149.0	5.3
	109.3	-12.5	-11.4	180.7	6.5	198.8	13.0	148.1	10.7
	101.5	-7.8	-13.3	165.6	-1.1	172.5	-1	126.9	-1.1
	104.0	2.5	-5.9	166.8	-5.2	164.5	-11.9	123.4	-8.5
	106.6	2.6	-9	165.6	-5.0	163.4	-11.8	119.8	-9.4
	106.5	-1	1.7	166.5	3	168.2	-1.4	122.6	-1.4
	103.5	-3.0	-0.1	167.6	0.8	172.0	2.9	125.3	0.7
	109.7	6.2	1.0	161.9	-1.3	154.0	-3.1	112.5	-2.4
	123.9	14.2	5.8	169.8	1.1	157.5	-3.6	115.6	-2.3
1992	122.0	-1.9	6.2	181.5	4.6	180.9	3.0	129.3	1.3
	124.3	2.4	4.9	158.1	-1.3	154.0	0.0	110.9	-0.5
	127.5	3.2	1.2	171.9	0.7	170.2	4.2	122.2	2.2
	119.6	-7.9	-0.8	168.9	-4.2	173.7	-2.4	124.2	-1.7
	114.6	-5.0	-3.2	160.1	0.7	168.5	4.8	122.2	3.7
	109.3	-5.3	-6.1	170.7	-0.4	174.5	1.4	131.2	3.0
	110.8	1.3	-3.0	165.9	-1.0	164.9	-2.9	126.1	0.6
	106.9	-3.9	-2.6	152.9	-2.4	156.1	-4.2	118.5	-1.2

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres, and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 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.

VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres *: seasonally adjusted

THOUSAND

	South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1990	42.9	13.7	4.6	13.1	14.1	10.1	11.5	20.3	10.8	11.8	22.4	161.6	4.7	166.3
	40.0	12.6	4.3	12.7	13.3	10.0	11.5	19.6	9.9	11.6	21.9	154.8	4.6	159.4
	32.6	8.1	3.9	11.7	11.6	9.3	10.5	19.4	9.1	11.2	21.8	140.9	4.6	145.5
	33.5	9.0	3.6	11.1	10.6	8.8	10.1	18.3	8.7	10.4	18.7	133.7	4.5	138.2
	33.0	9.3	3.8	11.3	10.4	8.7	9.3	18.0	7.7	10.5	16.6	129.2	4.3	133.5
1991	34.4	9.9	3.9	12.4	11.2	8.7	10.1	19.8	8.9	10.8	19.1	139.3	4.3	143.6
	33.3	9.9	3.8	13.3	10.2	8.1	9.3	19.8	8.2	10.6	22.6	139.4	4.2	143.6
	33.7	10.4	3.8	13.0	10.1	7.5	8.9	18.6	7.9	10.1	23.9	137.4	4.1	141.5
	28.9	9.4	3.5	10.0	8.3	7.0	8.3	16.8	6.9	8.9	19.3	117.9	3.9	121.8
	25.9	8.5	2.9	8.4	7.9	6.6	7.9	14.8	5.9	7.2	17.7	105.2	4.1	109.3
	23.1	7.1	2.7	7.1	7.9	6.0	7.1	13.8	5.4	6.8	17.2	97.3	4.2	101.5
	25.9	8.0	2.7	7.9	7.5	6.3	7.2	14.4	5.3	6.5	16.2	99.8	4.2	104.0
	28.1	8.3	2.8	8.5	7.6	6.6	7.0	14.3	5.6	6.4	15.6	102.4	4.2	106.6
	28.6	8.0	2.7	8.4	6.9	6.7	6.7	14.0	6.0	6.4	15.9	102.2	4.3	106.5
	23.6	4.4	2.8	9.2	6.1	7.0	7.0	13.3	6.1	7.1	17.3	99.6	3.9	103.5
	27.1	6.2	3.1	9.6	6.0	6.9	7.2	13.9	6.8	7.9	17.4	105.9	3.8	109.7
	32.8	8.2	3.8	10.5	8.1	7.6	8.0	16.0	6.6	9.1	17.3	119.7	3.8	123.9
1992	33.3	9.4	3.7	10.0	7.7	7.1	7.9	15.4	6.7	8.4	17.9	118.0	4.0	122.0
	33.5	9.2	4.0	10.5	7.9	7.4	8.1	15.4	6.5	8.6	18.7	120.5	3.8	124.3
	34.4	9.1	4.0	10.5	8.6	8.1	8.2	15.0	6.3	9.1	19.0	123.3	4.2	127.5
	31.1	8.7	3.6	8.5	8.1	7.3	7.8	14.6	5.5	9.2	19.9	115.7	3.9	119.6
	27.5	8.1	3.6	8.0	7.8	7.3	7.7	14.2	5.6	8.9	20.0	110.5	4.1	114.6
	25.7	7.5	3.1	7.1	7.5	7.5	7.4	13.7	5.9	8.2	19.4	105.3	4.0	109.3
	27.8	8.1	3.2	7.6	7.3	7.5	7.7	14.3	5.7	7.9	17.6	106.6	4.2	110.8
	26.8	8.1	3.2	7.8	7.2	7.0	6.7	13.5	5.7	7.6	17.1	102.5	4.4	106.9

* See footnote to table 3.1.
+ Included in South East.

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

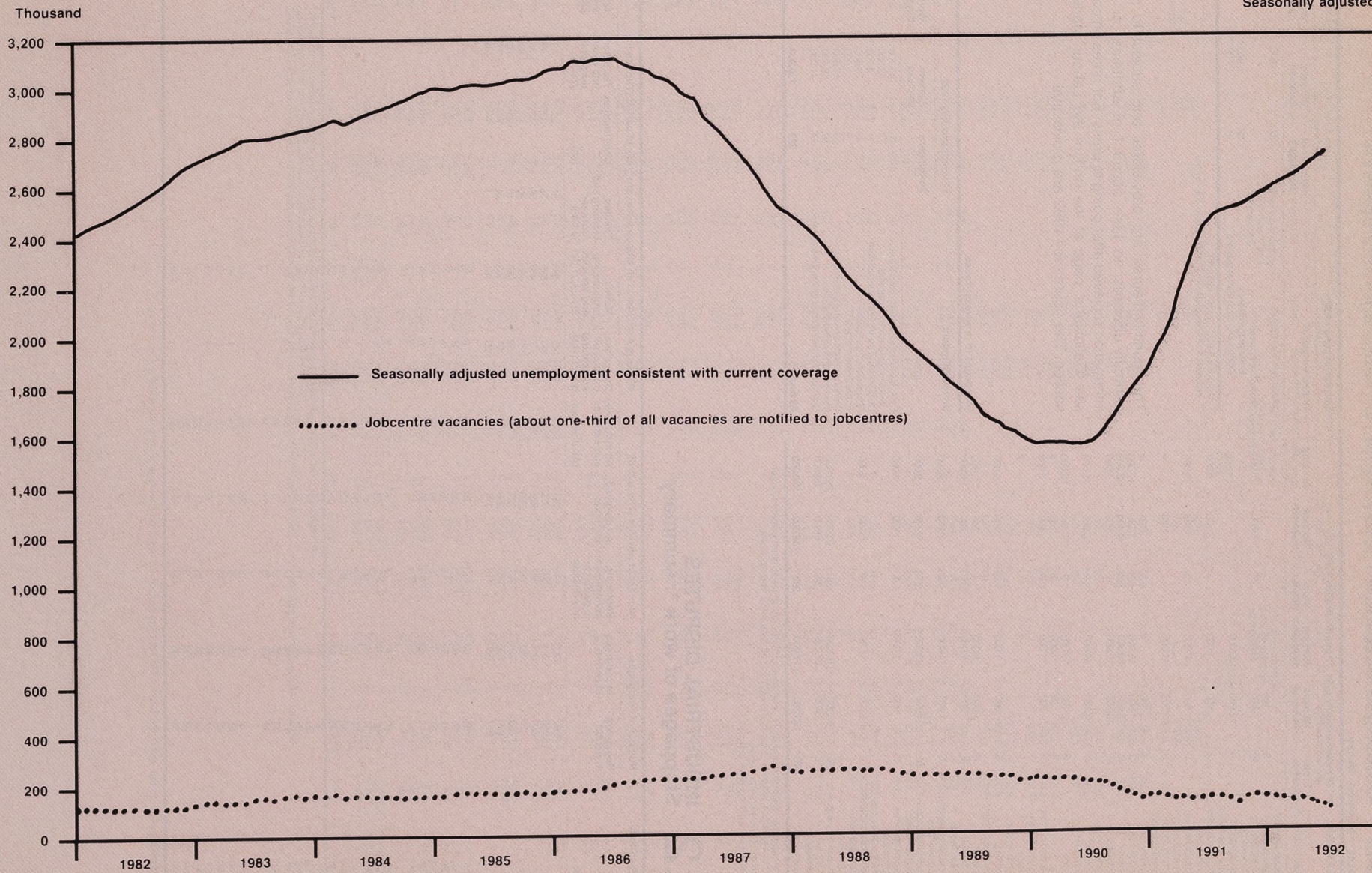
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total+														
1987)	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988) Annual	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.9
1989) averages	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991)	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.9
1991 Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
1991 Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
1991 Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
1991 Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
1991 Dec	26.7	7.3	2.9	7.2	7.1	6.6	6.8	13.5	5.4	7.0	15.9	99.0	2.8	101.7
1992 Jan	24.2	7.0	2.6	6.6	6.3	5.8	6.3	12.4	5.0	6.6	14.4	90.1	2.6	92.7
1992 Feb	25.6	7.0	2.9	7.3	6.4	6.1	6.6	12.7	5.4	7.1	15.8	95.8	2.7	98.5
1992 Mar	27.6	7.2	3.1	8.6	6.8	6.9	6.9	13.1	5.5	7.8	16.9	103.3	2.9	106.3
1992 Apr	29.7	8.1	3.5	9.8	7.4	7.1	7.3	14.3	5.9	9.0	20.1	114.0	3.0	117.0
1992 May	30.1	8.3	3.9	10.8	7.6	7.6	7.8	14.9	6.3	9.7	20.7	119.4	3.2	122.6
1992 June	32.2	8.5	4.0	10.9	8.0	8.2	8.4	15.2	7.2	9.9	20.9	124.8	3.2	128.0
1992 July	30.2	7.7	3.6	9.1	7.1	7.5	7.7	13.9	6.5	9.1	18.4	113.3	3.1	116.4
1992 Aug	27.2	7.1	3.4	8.3	6.6	7.0	7.0	13.7	6.0	8.4	17.8	105.2	3.1	108.4
Vacancies at careers offices														
1987)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988) 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) averages	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)	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	17.6
1991)	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1991 Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
1991 Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
1991 Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.1	0.6	7.2	0.3	7.5
1991 Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	7.4
1991 Dec	2.1	1.3	0.2	0.3	1.1	0.2	0.3	0.5	0.2	0.1	0.4	5.4	0.3	5.7
1992 Jan	2.0	1.1	0.1	0.4	1.1	0.2	0.3	0.5	0.2	0.1	0.5	5.3	0.3	5.6
1992 Feb	2.1	1.2	0.2	0.3	0.9	0.2	0.3	0.5	0.3	0.1	0.4	5.4	0.3	5.7
1992 Mar	2.0	1.1	0.3	0.3	1.4	0.2	0.4	0.5	0.3	0.1	0.6	6.1	0.3	6.4
1992 Apr	2.0	0.9	0.3	0.4	1.4	0.2	0.5	0.5	0.3	0.1	0.5	6.2	0.3	6.5
1992 May	2.3	1.1	0.4	0.4	1.5	0.3	0.6	0.6	0.3	0.1	0.6	7.1	0.3	7.4
1992 June	5.1	3.1	0.4	0.4	1.6	0.5	0.5	0.8	0.3	0.1	0.7	10.4	0.4	10.8
1992 July	4.8	3.0	0.4	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.7	9.7	0.3	10.1
1992 Aug	3.3	1.8	0.3	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.5	7.8	0.3	8.1

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

* Included in South East.

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

Seasonally adjusted



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1982-92 C1

4.1 INDUSTRIAL DISPUTES

Stoppages of work

Stoppages in progress: industry

SIC 1980	12 months to July 1991			12 months to July 1992		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	2	100	#	-	-	-
Coal extraction	46	4,800	32,000	24	6,600	25,000
Coke, mineral oil and natural gas	4	16,600	35,000	-	-	-
Electricity, gas, other energy and water	2	900	1,000	4	3,100	8,000
Metal processing and manufacture	3	600	2,000	3	500	9,000
Mineral processing and manufacture	5	1,000	11,000	1	100	#
Chemicals and man-made fibres	4	300	#	1	100	#
Metal goods nes	10	1,000	15,000	11	1,700	10,000
Engineering	43	13,600	85,000	35	14,400	83,000
Motor vehicles	21	10,300	10,000	12	5,900	7,000
Other transport equipment	17	12,500	44,000	9	10,800	15,000
Food, drink and tobacco	9	3,100	5,000	3	10,600	23,000
Textiles	2	100	1,000	1	100	#
Footwear and clothing	5	500	1,000	2	900	2,000
Timber and wooden furniture	1	-	#	1	-	#
Paper, printing and publishing	5	300	1,000	8	900	6,000
Other manufacturing industries	3	1,000	5,000	4	200	5,000
Construction	19	7,900	18,000	10	1,700	6,000
Distribution, hotels and catering, repairs	6	1,400	14,000	2	200	2,000
Transport services and communication	85	24,000	95,000	17	5,200	9,000
Supporting and misc. transport services	2	200	1,000	1	400	1,000
Banking, finance, insurance, business services and leasing	4	1,100	4,000	4	5,100	6,000
Public administration, education and health services	165	90,900	315,000	115	61,700	253,000
Other services	17	2,800	22,000	14	6,600	59,000
All industries and services	479*	195,200	717,000	282*	136,800	530,000

* Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.
Less than 50 workers involved.
Less than 500 working days lost.

Stoppages: July 1992			
United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	35	11,600	33,000
of which, stoppages:			
Beginning in month	19	8,900*	15,000
Continuing from earlier months	16	2,700**	18,000

* includes 8,600 directly involved
** includes 1,400 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 1992 are provisional.

Stoppages in progress: cause			
United Kingdom	12 months to July 1992		
	Stoppages	Workers involved	Working days lost
Pay, wage-rates and earnings levels	96	43,700	193,000
extra-wage and fringe benefits	7	12,500	13,000
Duration and pattern of hours worked	11	4,200	8,000
Redundancy questions	43	29,900	144,000
Trade union matters	9	1,000	10,000
Working conditions and supervision	36	17,800	69,000
Manning and work allocation	57	16,400	35,000
Dismissal and other disciplinary measures	24	11,300	58,000
All causes	282	136,800	530,000

4.2 INDUSTRIAL DISPUTES

Stoppages of work *: summary

SIC 1980	Number of stoppages:		Number of workers (Thousand)		Working days lost in all stoppages in progress in period (Thousand)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22,31-37)	Textiles, clothing and footwear (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	683	701	727	727	4,128	52	655	16	128	625	2,652
1990	620	630	285	298	1,900	94	953	24	14	177	641
1991	357	369	175	176	761	29	181	1	14	60	476
1990											
Jul	55	67	16	19	55	9	10	1	-	13	21
Aug	55	69	25	26	67	36	5	1	-	6	19
Sep	41	59	15	16	35	5	8	-	-	1	19
Oct	61	77	18	19	54	5	10	-	-	9	29
Nov	41	62	18	20	65	6	11	-	5	16	26
Dec	27	45	9	12	40	3	5	-	-	4	28
1991											
Jan	20	32	7	8	44	5	2	-	4	2	32
Feb	27	37	14	16	36	4	3	-	-	4	25
Mar	34	46	40	41	55	1	4	-	3	2	46
Apr	44	54	12	38	105	-	11	-	2	2	90
May	48	65	20	22	105	2	50	-	-	32	21
Jun	30	50	7	11	53	-	32	-	-	1	16
Jul	37	57	10	12	57	-	13	-	-	1	28
Aug	28	46	10	12	64	12	6	-	-	-	46
Sep	29	40	11	13	78	1	28	-	4	-	44
Oct	27	42	17	21	84	4	24	-	-	-	55
Nov	18	38	12	15	46	-	3	-	-	-	42
Dec	15	29	15	17	34	-	3	-	-	-	31
1992											
Jan	22	35	18	22	56	1	14	-	-	1	40
Feb	21	35	5	7	24	1	10	-	-	-	13
Mar	25	37	10	11	31	2	3	-	-	-	25
Apr	17	32	7	9	24	4	8	-	-	-	12
May	14	24	10	11	28	-	4	-	1	7	17
Jun	28	36	9	11	29	-	11	-	1	-	17
Jul	19	35	10	12	33	-	10	-	-	1	22

* See Definitions page, at the end of the Labour Market Data section for notes on coverage. Figures for 1992 are provisional.

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC-1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	
			Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		
			Underlying*		Underlying*		Underlying*		
1988-100									
1988	100.0		100.0		100.0		100.0		
1989	109.1		108.7		109.1		108.9		
1990	119.7		118.9		119.4		119.4		
1991	129.3		128.7		129.7		128.5		
1988		95.4	96.1	95.8	96.6	95.8	96.5	95.4	
Feb		95.5	96.7	95.6	96.3	95.3	96.0	96.0	
Mar		98.3	97.5	98.0	97.7	97.8	97.8	96.6	
Apr		97.8	97.9	98.8	98.0	98.9	98.2	97.3	
May		98.4	98.6	99.3	98.9	99.5	99.2	98.0	
June		99.8	99.3	100.6	99.5	100.4	99.5	99.6	
July	101.3	100.2	101.1	99.9	101.3	100.1	101.3	100.4	
Aug	100.3	100.9	99.5	100.9	99.9	100.9	100.5	100.8	
Sept	100.9	101.5	100.2	101.3	100.5	101.5	100.6	101.4	
Oct	101.7	102.6	101.8	102.6	101.9	102.7	101.2	102.3	
Nov	103.7	103.5	103.6	103.5	103.7	103.4	103.6	103.5	
Dec	106.9	105.2	105.5	104.4	105.3	104.3	107.9	105.6	
1989		104.2	105.0	9.3	9	104.2	105.0	8.8	8 f
Jan	104.6	105.9	9.5	9	105.0	105.8	10.2	8 f	
Feb	107.3	106.5	9.2	9	105.7	105.4	7.9	8 f	
Mar		107.3	107.4	9.7	9	107.8	106.9	9.1	8 f
Apr		107.5	107.7	9.2	9	108.0	107.6	8.8	8 f
May		109.1	108.4	9.2	8 f	108.4	108.2	8.7	8 f
June		110.3	109.1	8.9	8 f	110.3	109.1	9.2	8
July		109.1	109.6	8.6	8 f	108.3	109.8	8.8	8 f
Aug		110.7	111.3	9.7	9	109.5	110.7	9.3	8 f
Sept		111.7	112.6	9.7	9	110.6	111.5	8.7	9
Oct		113.2	112.9	9.1	9	112.2	112.1	8.3	8 f
Nov		114.7	112.9	7.3	9	113.8	112.7	8.0	8
Dec		113.8	114.7	9.2	9	112.7	113.6	8.1	8 f
1990		114.0	115.4	9.0	9	113.9	114.7	8.4	9
Jan		117.4	116.5	9.4	9	116.8	116.5	10.5	9
Feb		117.3	117.5	9.4	9 f	117.2	116.2	8.7	9
Mar		118.5	118.8	10.3	9 f	117.9	117.5	9.2	9
Apr		120.5	119.9	10.6	10	120.1	118.8	9.8	9
May		121.2	120.0	10.0	10	120.8	119.5	9.5	9
June		120.9	121.6	10.9	10	118.8	120.5	9.7	9
July		121.3	122.0	9.6	10	120.2	121.6	9.8	9
Aug		121.7	122.7	9.0	9 f	120.8	121.7	9.1	9
Sept		123.8	123.5	9.4	9 f	123.0	122.9	9.6	9
Oct		126.3	124.2	10.0	9 f	125.1	123.8	9.8	9
Nov		124.3	125.2	9.2	9	123.4	124.4	9.5	9
Dec		124.7	126.2	9.4	9	124.3	125.1	9.1	8 f
1991		127.5	126.5	8.6	9	126.1	125.8	8.0	8
Jan		127.4	127.5	8.5	8 f	128.0	126.9	9.2	8
Feb		128.1	128.4	8.1	8	127.7	127.3	8.3	8 f
Mar		129.2	128.5	7.2	8	129.7	128.3	8.0	8
Apr		130.5	129.1	7.6	7 f	130.0	128.5	7.5	8
May		130.8	131.5	8.1	7 f	128.7	130.6	8.4	8
June		130.8	131.7	8.0	7 f	129.2	130.6	7.4	8
July		130.9	132.0	7.6	7	130.8	131.8	8.3	8
Aug		133.3							

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)
1988=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	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989) Annual	108.0	113.3	110.3	109.8	107.2	109.4	109.8	109.8	109.5	109.9	112.7	107.9	109.3
1990) Annual	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1991) Annual	132.1	141.9	140.4	134.2	122.8	125.9	134.0	130.2	129.5	129.1	136.2	124.7	134.6
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	96.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	98.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	106.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	118.3	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
1991 June	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
1991 July	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
1991 Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
1991 Sept	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	135.3	126.7	126.7	134.7
1991 Oct	137.6	141.8	141.1	136.2	130.1	127.3	136.8	132.6	131.7	129.1	139.8	125.9	135.0
1991 Nov	130.4	152.7	141.1	139.1	121.8	128.5	140.6	134.5	133.0	131.5	139.0	128.0	141.3
1991 Dec	129.7	142.8	146.5	137.6	125.2	130.2	144.5	135.1	134.6	134.3	137.6	129.4	141.5
1992 Jan	126.6	156.2	142.1	136.5	130.1	128.0	138.7	134.7	134.6	133.8	139.4	129.2	137.8
1992 Feb	121.4	155.7	143.4	137.1	124.2	129.3	138.9	136.0	134.9	137.8	140.3	130.6	138.6
1992 Mar	128.1	158.9	155.8	137.7	126.2	130.4	150.4	140.5	140.1	141.5	144.0	134.5	149.7
1992 Apr	137.1	161.3	142.8	142.4	134.5	130.0	138.9	135.8	135.9	137.6	140.3	132.3	140.6
1992 May	139.6	153.4	144.2	144.3	126.3	131.7	139.4	136.4	138.2	152.0	140.5	133.3	143.3
1992 June	138.3	149.5	147.7	143.6	126.9	133.6	140.7	138.8	139.0	144.1	142.1	135.0	143.7
1992 July P	137.9	155.4	147.9	143.7	139.6	132.6	141.1	140.8	139.1	143.2	141.7	136.0	143.3

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

EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication	Banking, finance and business services	Public administration	Education and health services	Other services #	Whole economy	GREAT BRITAIN SIC 1980
(43)	(44,45)	(47)	(46,48,49)	(50)	(61,62,64,65,67)	(66)	(71,72,75-77,79)	(81-82,83pt-84pt)	(91-92pt)	(93,95)	(92pt,94,96pt,97,98pt)		1988=100
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988) Annual
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1	1989) Annual
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7	1990) Annual
128.1	123.7	121.6	126.0	134.6	124.7	128.8	128.6	129.4	130.0	129.1	132.7	129.3	1991) Annual
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	1988 Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3	1988 Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	99.9	94.5	98.4	98.4	1988 May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8	1988 June
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3	1988 July
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3	1988 Aug
100.6	99.3	102.1	101.1	102.1									

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry *

UNITED KINGDOM October SIC 1990 Class	Metal process- ing and manu- facturing (21-22)	Mineral extrac- tion and manu- facturing (23-24)	Chemicals and manmade fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engi- neering etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)
MALE (full-time on adult rates)									
Weekly earnings									
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18
1986	196.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04
1991 *	279.02	261.77	294.50	258.71	240.66	277.41	275.87	240.29	264.09
Hours worked									
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0
1988	42.8	45.4	44.2	42.7	42.3	42.3	43.3	43.6	45.1
1989	42.7	45.0	43.6	43.8	42.3	42.8	42.8	43.3	45.0
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7
1991 *	...	...	...	...	...	...	...	...	...
Hourly earnings									
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3
1989	594.0	509.8	536.1	523.4	501.3	584.0	541.3	490.5	509.9
1990	638.2	563.7	601.7	574.6	552.1	638.8	616.3	531.6	561.7
1991 *	...	...	...	...	...	...	...	...	...
FEMALE (full-time on adult rates)									
Weekly earnings									
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.78	123.99	130.64
1988	137.36	131.60	147.78	147.78	139.18	174.17	151.51	133.24	144.28
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	157.98	176.98
1991 *	162.70	163.12	189.13	183.30	173.45	221.11	189.66	166.20	179.23
Hours worked									
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	39.7
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0
1991 *	...	...	...	...	...	...	...	...	...
Hourly earnings									
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2
1985	289.2	277.0	308.0	302.9	284.3	331.6	311.2	277.3	295.0
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5
1989	364.2	360.6	410.6	402.6	375.6	488.0	427.7	372.5	390.0
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3
1991 *	...	...	...	...	...	...	...	...	...
ALL (full-time on adult rates)									
Weekly earnings									
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17
1986	196.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.33	197.81	209.25
1990	261.78	236.72	260.62	241.39	205.28	269.82	258.80	212.59	227.61
1991 *	275.65	249.27	274.43	254.18	216.16	273.59	272.52	223.86	239.67
Hours worked									
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1
1991 *	...	...	...	...	...	...	...	...	...
Hourly earnings									
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1
1991 *	...	...	...	...	...	...	...	...	...

* 1991 figures are explained in more detail in an article in April issue of *Employment Gazette*, pp 292-309. Previous articles can be found in the April 1991, May 1990, April 1989, April 1988, and March 1988 issues, and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

GREAT BRITAIN April of each year April 1970=100	Manufacturing industries +									
Weights	1984	1985	1986	1987	1988	1989	1990	1991		
FULL TIME ADULTS *										
Men	689	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	1113.6	
Women	311	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	1421.1	
Men and women	1,000	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	1163.9	

* Men aged 21 and over and woman aged 18 and over whose pay was not affected by absence. Adjusted for change in classification of non-manual employees due to adoption of Standard Occupational Classification from 1991.

+ Adjusted for change in Standard Industrial Classification from 1983.

EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry *

Textiles (43)	Leather, foot- wear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication * (71-72,75-77,79)	All industries covered SIC 1980 Class
Weekly earnings									
1985	140.50	129.72	154.00	214.42	162.57	170.58	193.34	160.37	173.18
1986	148.48	134.81	163.40	235.17	177.70	182.25	208.70	171.25	186.47
1987	162.93	142.55	174.76	253.77	190.88	197.92	222.22	180.62	197.82
1988	170.37	153.01	186.54	269.67	207.04	213.59	237.16	200.01	211.36
1989	181.36	166.76	193.08	284.81	219.21	229.87	262.63	220.12	229.59
1990	196.51	180.71	208.11	301.03	236.83	247.15	295.57	239.46	251.04
1991 *	206.73	190.11	218.93	316.68	248.09	260.00	310.94	251.94	264.09
Hours worked									
1985	44.2	42.0	44.1	42.4	43.4	43.0	41.1	44.0	45.1
1986	43.7	41.7	43.6	42.1	43.4	42.7	41.3	44.0	44.9
1987	44.5	42.0	44.4	43.0	43.7	43.5	41.4	44.1	45.0
1988	43.4	41.5	43.8	42.9	43.7	43.6	41.7	44.6	45.1
1989	42.8	41.4	42.4	42.4	43.3	43.4	41.9	45.2	45.0
1990	42.5	41.5	42.5	41.7	42.4	42.6	42.0	44.9	44.7
1991 *	...	...	...	...	...	...	...	...	...
Hourly earnings									
1985	317.9	309.0	348.9	506.1	374.5	397.1	470.0	364.8	383.7
1986	340.0	323.6	374.7	558.6	409.6	426.8	504.9	389.3	415.7
1987	366.3	339.7	393.9	590.7	436.3	455.1	536.3	409.4	439.2
1988	392.7	368.4	425.4	628.1	473.6	489.6	568.1	448.3	468.3
1989	424.1	403.1	455.7	663.6	506.8	529.6	627.1	487.4	509.9
1990	462.7	435.5	489.5	721.4	556.0	580.0	704.3	533.1	561.7
1991 *	...	...	...	...	...	...	...	...	...
Weekly earnings									
1985	89.52	85.22	113.18	129.16	98.23	103.21	124.17	95.86	114.20
1986	94.47	89.55	121.09	139.81	107.39	110.48	157.49	98.55	123.21
1987	102.13	96.51	128.43	152.00	113.63	118.79	163.79	104.68	130.64
1988	110.05	102.63	137.79	163.55	123.37	128.82	183.91	107.21	144.28
1989	117.87	112.31	145.85	179.34	129.52	139.93	188.28	123.40	156.58
1990	128.36	120.34	157.59	194.17	142.26	150.44	209.22	138.96	176.98
1991 *	136.96	128.40	168.15	207.18	151.79	160.52	223.24	148.27	179.23

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings		Weekly earnings (£)		Hours	Hourly earnings		
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours
ADULTS											
Manual occupations											
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40	
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63	
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.6	3.99	3.85	
1988	198.7	195.5	44.1	4.41	4.24	187.2	187.2	44.2	4.25	4.11	
1989	204.1	212.1	44.5	4.76	4.58	203.2	203.2	44.4	4.59	4.44	
1990+	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84	
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87	
	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27	
Non-manual occupations											
1985	200.0	201.5	38.9	5.11	5.08	182.9	184.6	37.7	4.79	4.76	
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19	
1987	235.7	237.6	38.8	5.99	5.97	217.4	217.4	37.8	5.63	5.60	
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19	
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83	
1990+	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49	
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36	
	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09	
All occupations											
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13	
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47	
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81	
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26	
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79	
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34	
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98	
MEN											
Manual occupations											
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57	
1986	178.4	183.4	44.5	4.12	3.98	170.9	174.4	44.5	3.93	3.81	
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04	
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32	
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66	
1990+	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09	
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12	
	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54	
Non-manual occupations											
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73	
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26	
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79	
1988	299.1	300.5	39.4	7.44	7.44	292.1	294.1	38.7	7.48	7.48	
1989	329.6	331.5	39.6	8.23	8.23	321.3	323.6	38.8	8.23	8.24	
1990+	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02	
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74	
	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56	
All occupations											
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50	
1986	202.3	207.8	42.9	4.74	4.74	203.4	207.5	41.8	4.89	4.87	
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26	
1988	236.3	242.3	43.3	5.44	5.44	240.6	245.8	42.1	5.74	5.73	
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29	
1990	282.2	289.2	43.4	6.55	6.50	290.2	296.6	42.2	6.88	6.89	
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57	
WOMEN											
Manual occupations											
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53	
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69	
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87	
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06	
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33	
1990+	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66	
1991	145.2	152.8	40.5	3.77	3.69	142.4	148.4	40.0	3.71	3.65	
	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95	
Non-manual occupations											
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58	
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89	
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16	
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65	
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20	
1990+	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73	
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70	
	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.38	
All occupations											
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32	
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61	
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86	
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29	
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78	
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28	
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89	

* Results for manufacturing industries relate to divisions 2, 3 and 4 of the Standard Industrial Classification.
+ Manual and non-manual results for 1983-1989 inclusive and the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 and the second row figures for 1990 are based on the Standard Occupational Classification (SOC). See technical note, *Employment Gazette*, November 1991, page 610.

UNIT WAGE COSTS* 5.8

All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Per cent change from a year earlier	
								Per cent change from a year earlier
1980	80.1	22.3	101.8	85.6	79.9	85.0	76.1	22.7
1981	87.5	9.3	106.6	91.3	91.8	91.8	83.4	9.6
1982	91.2	4.2	106.5	93.4	89.8	93.4	87.4	4.8
1983	91.7	0.5	100.4	91.9	91.1	92.3	90.2	3.2
1984	94.5	3.1	86.8	95.4	95.5	95.7	95.2	5.5
1985	100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.0
1986	104.0	4.0	99.1	103.2	103.2	103.2	107.1	4.6
1987	105.9	1.8	100.3	106.2	108.2	107.1	109.3	4.5
1988	108.6	2.5	108.2	110.2	115.7	112.3	117.1	7.1
1989	113.6	4.6	128.4	119.8	133.8	115.7	128.2	9.5
1990	123.2	8.5	138.9	130.6	146.4	115.7	141.1	10.1
1991	132.6	7.6	144.9	137.3	155.6	115.7	152.1	7.8
1986 Q1	104.9	8.3	...	...	...	...	103.6	5.8
Q2	104.0	5.8	...	...	...	...	104.4	5.9
Q3	104.0	3.0	...	...	...	...	104.6	3.4
Q4	103.1	-7	...	...	...	...	105.8	3.5
1987 Q1	105.8	9	...	...	...	...	106.9	3.2
Q2	105.4	1.3	...	...	...	...	108.4	3.8
Q3	105.5	1.4	...	...	...	...	109.6	4.8
Q4	106.9	3.7	...	...	...	...	112.3	6.1
1988 Q1	107.8	1.9	...	...	...	...	113.8	6.5
Q2	108.9	3.3	...	...	...	...	115.6	6.6
Q3	108.2	2.6	...	...	...	...	118.1	7.8
Q4	109.4	2.3	...	...	...	...	121.1	7.8
1989 Q1	110.3	2.3	...	...	...	...	123.9	8.9
Q2	112.5	3.3	...	...	...	...	126.9	9.8
Q3	114.6	5.9	...	...	...	...	129.4	9.6
Q4								

5.9 EARNINGS

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

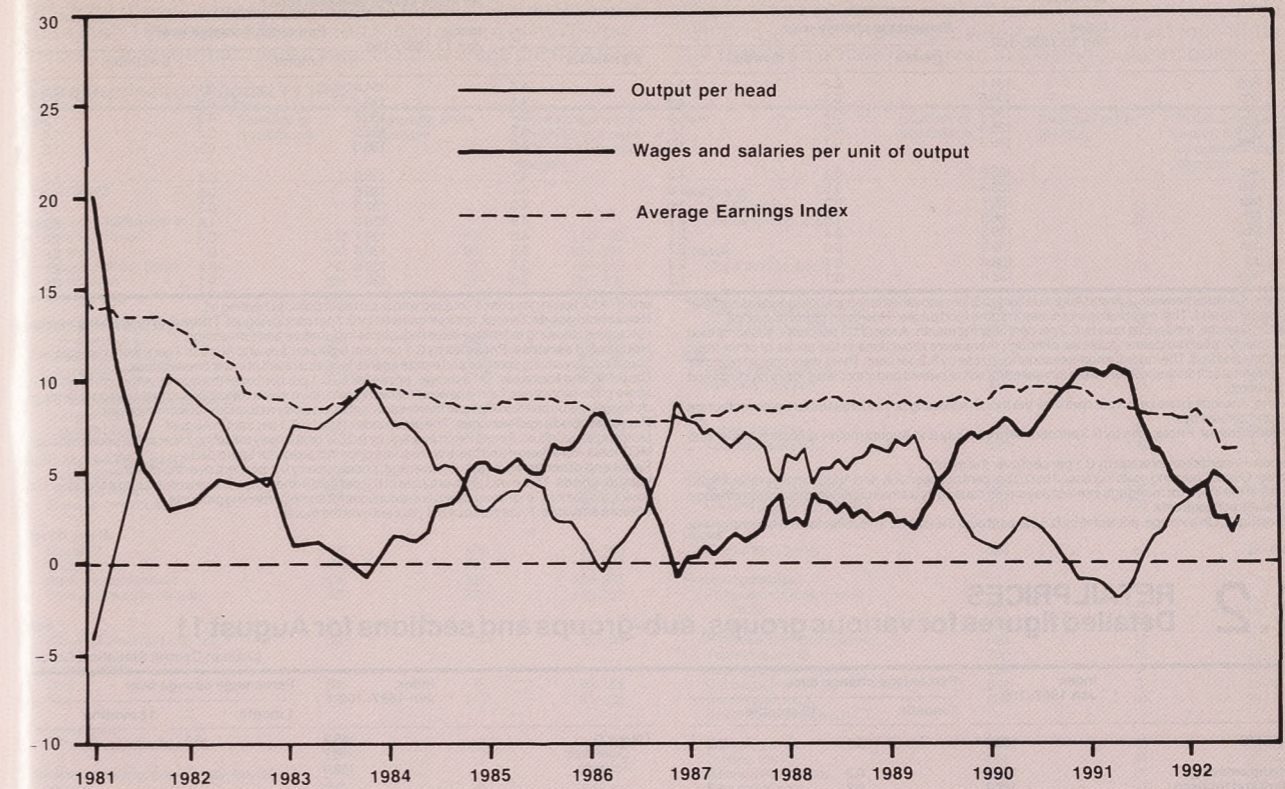
	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	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	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	117	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	123	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	130	139.8	125.1	130	...	...	147.9	124.4	113	160.3	155.4	117
Quarterly averages														
1990														
Q1	145.0	113	121	131.0	117.7	119	201	125	131.4	116.7	107	145.8	144.4	112
Q2	148.3	116	123	134.1	119.4	124	207	128	133.6	120.7	109	145.7	149.6	113
Q3	152.1	115	123	134.3	120.6	125	211	129	135.8	118.1	110	147.9	149.1	114
Q4	155.0	120	126	135.9	121.7	126	224	131	137.9	121.8	109	152.7	150.9	115
1991														
Q1	157.9	119	129	136.1	123.2	126	230	133	142.0	121.1	111	156.2	152.5	116
Q2	160.9	120	130	140.9	124.4	132	241	135	146.7	125.7	112	158.2	155.1	117
Q3	163.9	121	130	140.7	125.8	133	...	...	150.3	122.5	114	160.0	155.8	118
Q4	167.0	127	132	141.6	126.7	134	...	...	152.5	125.5	114	165.8	158.2	119
1992														
Q1	171.4	124	134	141.1	127.6	...	...	...	155.0	124.6	115	...	158.3	119
Q2	170.5	...	...	...	129.1	...	...	...	...	...	...	...	...	...
Monthly														
1990														
Jun	149.9	116	123	134.7	...	...	...	128	134.8	127.0	109	...	149.9	114
Jul	150.8	...	123	135.4	120.6	125	...	...	135.8	118.5	110	...	149.9	114
Aug	152.1	...	123	132.4	...	...	...	...	135.8	116.6	110	...	147.5	113
Sep	153.5	115	124	134.2	...	...	...	129	135.9	119.2	109	...	149.9	115
Oct	153.6	...	125	135.1	121.7	126	...	...	135.9	119.7	109	...	149.3	115
Nov	155.1	...	126	135.1	...	...	...	...	138.7	121.5	109	...	149.9	115
Dec	156.2	120	127	137.6	...	...	...	131	139.0	124.0	109	...	153.5	116
1991														
Jan	157.0	...	128	136.1	123.2	126	...	...	141.7	121.0	111	...	151.5	116
Feb	157.9	...	129	135.5	...	...	...	...	142.1	121.4	111	...	152.1	116
Mar	158.8	119	130	136.7	...	...	...	133	142.2	120.9	111	...	153.7	116
Apr	160.1	...	130	139.9	124.4	132	...	...	142.7	121.5	112	...	153.9	116
May	160.7	...	130	141.8	...	...	...	...	146.5	122.7	113	...	156.3	117
Jun	161.9	120	130	140.9	...	...	...	...	148.7	132.8	113	...	154.9	117
Jul	162.2	...	129	143.6	125.8	133	...	...	149.9	120.8	114	...	156.1	118
Aug	164.8	...	129	138.6	...	...	...	...	150.6	124.2	114	...	154.7	117
Sep	164.8	121	131	139.8	...	...	...	...	150.6	122.6	114	...	156.5	118
Oct	166.3	...	132	140.7	126.7	134	...	...	150.6	123.3	114	...	156.3	118
Nov	167.1	...	132	140.8	...	...	...	...	153.5	124.8	114	...	157.3	119
Dec	167.5	127	133	143.4	...	...	...	...	153.5	128.4	114	...	160.9	119
1992														
Jan	168.9	...	133	140.7	127.6	...	...	...	155.0	126.7	115	...	158.7	118
Feb	170.2	...	134	140.5	...	...	...	...	155.0	123.4	115	...	158.1	119
Mar	175.2	124	135	142.1	...	...	...	...	155.1	123.6	115	...	158.1	119
Apr	168.2	...	...	144.7	129.1	...	...	...	155.3	...	117	...	...	120
May	171.8	...	...	...	...	...	...	...	...	...	...	...	...	120
Jun	171.4	...	...	...	...	...	...	...	...	...	...	...	...	120
Jul	172.4	...	...	...	...	...	...	...	...	...	...	...	...	120
Increases on a year earlier														
Annual averages														
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	2
1988	9	1	5	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	19	6	7	5	3	9	9	4
1991	8	5	6	4	4	6	...	...	10	4	4	8	5	3
Quarterly averages														
1990														
Q1	9	4	5	5	4	4	20	4	7	5	2	10	10	3
Q2	9	5	6	5	4	6	20	6	7	7	3	9	10	4
Q3	10	5	5	5	5	6	20	6	7	3	4	8	9	4
Q4	10	3	5	5	5	6	19	5	7	6	3	8	8	4
1991														
Q1	9	5	7	4	5	6	14	6	8	4	4	7	6	4
Q2	8	3	6	5	4	6	16	5	10	4	3	9	4	4
Q3	8	6	5	4	4	6	...	...	11	4	4	8	4	4
Q4	8	6	5	4	4	6	...	...	11	3	5	9	5	3
1992														
Q1	9	4	4	4	4	...	...	...	9	3	4	...	4	3
Q2	6	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly														
1990														
May	9	...	6	4	...	...	...	...	7	5	3	...	9	4
Jun	10	5	6	5	5	6	...	6	7	11	3	...	11	5
Jul	10	...	6	4	5	6	...	...	8	5	4	...	9	4
Aug	10	...	5	5	...	...	...	...	7	1	4	...	9	3
Sep	10	5	5	4	...	...	...	...	7	5	3	...	9	4
Oct	9	...	5	4	5	6	...	...	7	6	3	...	8	5
Nov	10	...	5	4	...	...	...	...	7	5	3	...	8	4
Dec	10	3	6	4	...	...	...	...	7	6	3	...	9	4
1991														
Jan	9	...	6	4	5	5	...	...	8	1	4	...	8	5
Feb	9	...	7	4	...	...	...	...	8	6	4	...	4	4
Mar	8	5	7	4	...	...	...	6	8	4	4	...	5	3
Apr	9	...	7	5	5	6	...	...	9	4	3	...	3	3
May	8	...	6	6	...	...	...	...	10	4	4	...	5	4
Jun	8	3	6	5	...	...	...	5	10	5	4	...	3	3
Jul	8	...	5	5	4	6	...	...	10	7	4	...	4	4
Aug	8	...	5	5	...	...	...	...	11	3	4	...	5	4
Sep	7	5	6	4	...	...	...	...	11	3	5	...	4	3
Oct	8	...	6	4	4	6	...	...	11	3	5	...	5	3
Nov	8	...	5	4	...	...	...	...	11	3	5	...	5	3
Dec	7	6	5	4	...	...	...	...	10	4	5	...	5	3
1992														
Jan	8	...	4	3	4	...	...	...	9	5	4	...	5	2
Feb	8	...	4	4	...	...	...	...	9	2	4	...	4	3
Mar	10	4	4	4	...	...	...	...	9	2	4	...	3	3
Apr	5	...	...	...	...	...	...	...	9	...	4	...	...	3
May	7	...	...	...	...	...	...	...	...	...	...	...	...	3
Jun	6	...	...	...	...	...	...	...	...	...	...	...	...	3

Source: OECD - Main Economic Indicators.

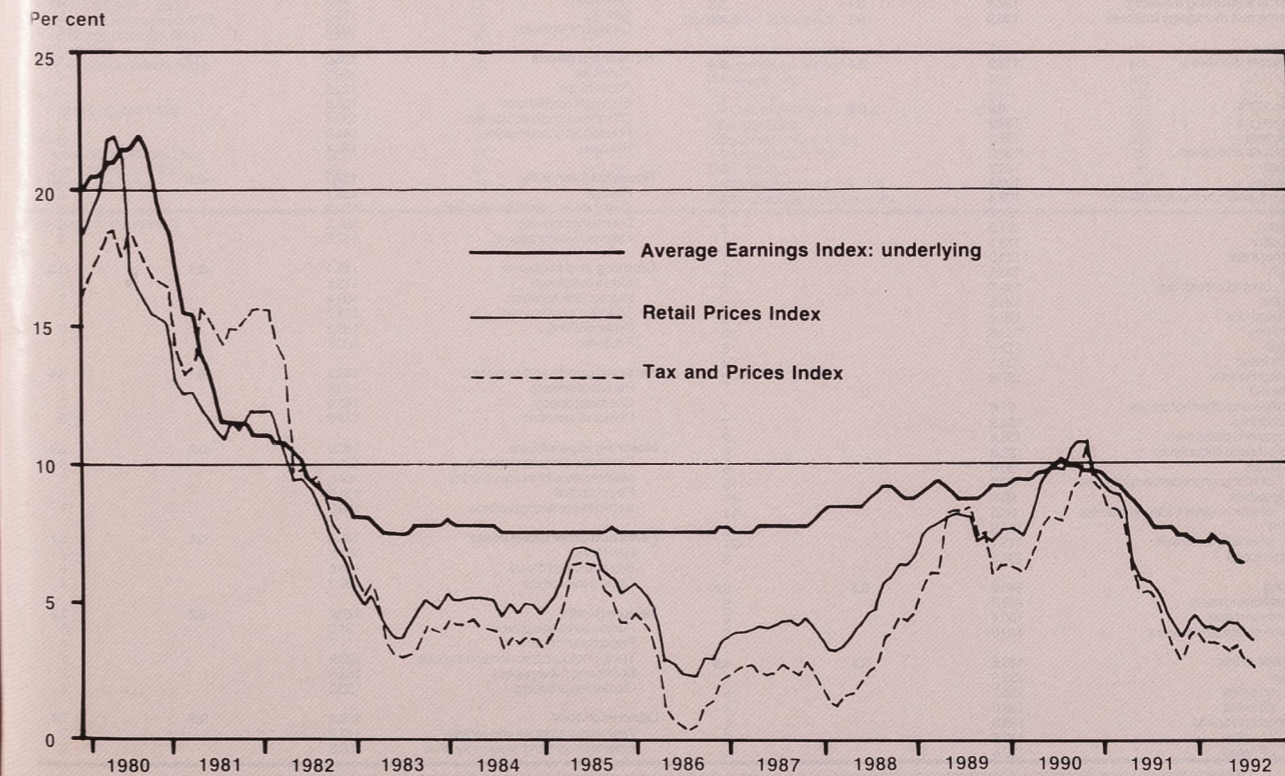
Notes: 1 Wages and salaries on a weekly basis (all employees). 6 Including mining.
2 Seasonally adjusted. 7 Including mining and transport.
3 Males only. 8 Hourly earnings.
4 Hourly wage rates. 9 All industries.
5 Monthly earnings. 10 Production workers.

C2 EARNINGS

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



Earnings and prices: whole economy—increases over previous year



6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

	All items	Percentage change over			All items except seasonal foods	Percentage change over				
		Index Jan 13 1987=100	1 month			Index Jan 13 1987=100	1 month			
			6 months	12 months			6 months	12 months		
1991 Aug	134.1	0.2	2.4	4.7	134.4	0.1	2.5	2.5		
Sep	134.6	0.4	2.4	4.1	135.2	0.6	2.7	2.7		
Oct	135.1	0.4	1.5	3.7	135.6	0.3	1.7	1.7		
Nov	135.6	0.4	1.6	4.3	135.9	0.2	1.6	1.6		
Dec	135.7	0.1	1.2	4.5	136.0	0.1	1.3	1.3		
1992 Jan	135.6	-0.1	1.3	4.1	135.9	-0.1	1.3	1.3		
Feb	136.3	0.5	1.6	4.1	136.6	0.5	1.6	1.6		
Mar	136.7	0.3	1.6	4.0	137.0	0.3	1.3	1.3		
Apr	138.8	1.5	2.7	4.3	139.2	1.6	2.7	2.7		
May	139.3	0.4	2.7	4.3	139.7	0.4	2.8	2.8		
Jun	139.3	0.0	2.7	3.9	139.9	0.1	2.9	2.9		
Jul	138.8	-0.4	2.4	3.7	139.6	-0.2	2.7	2.7		
Aug	138.9	0.1	1.9	3.6	139.7	0.1	2.3	2.3		

The rise in the index between July and August reflected price recoveries for household goods as summer sales began to end. There were also increases in some food prices. However, petrol prices fell.

Food: On average, food prices rose by 0.2 per cent over the month. A rise of 1.1 per cent in seasonal food prices mainly reflected dearer potatoes although there were reductions in the prices of other fresh vegetables and fruit. The index for non-seasonal food rose by 0.2 per cent. There were special offers for pork and some soft drinks but there were increases for some sweets and chocolates, dairy products and imported lamb.

Catering: The index rose by 0.3 per cent over the month reflecting price increases for some restaurant meals and take-aways.

Alcoholic drinks: Prices rose by 0.3 per cent between July and August mainly reflecting higher pub prices.

Tobacco: Prices fell on average by 0.1 per cent over the month.

Housing: Overall, housing costs increased by 0.2 per cent between July and August mainly reflecting an increase in the index for mortgage interest payments caused by a small continuing rise in the average outstanding mortgage debt.

Fuel and light: On average, prices fell by 0.5 per cent over the month. This reflected the second phase

of the reduction in gas prices coupled with price reductions for heating oil.

Household goods: Overall, prices increased by 0.7 per cent in August. This mainly reflected some price recoveries following extensive sales reductions for furniture and furnishings.

Household services: Prices fell by 0.1 per cent between July and August. There were reductions in house conveyancing charges and estate agents fees as a result of lower house prices.

Clothing and footwear: On average, prices fell by 0.1 per cent over the month. Although there were some price recoveries for menswear following extensive sales reductions, most seasonal items of clothing were on special offer and there were continued sales reductions for womenswear.

Personal goods and services: The group index rose by 0.1 per cent in August.

Motoring expenditure: Prices fell on average by 0.2 per cent largely reflecting lower petrol prices although MOT tests were dearer and there were some price increases for spare parts.

Fares and other travel costs: On average, prices rose by 0.1 per cent over the month.

Leisure goods: There was an overall rise of 0.2 per cent in the index. There were increases for selected books, magazines and newspapers but reductions for some gardening products.

Leisure services: Prices rose by 0.1 per cent over the month.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for August 11

(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	
							ALL ITEMS	138.9	0.1	3.6
Food and catering	132.2	0.2	1.9	Tobacco	145.9	-0.1	9.5
Alcohol and tobacco	148.4	0.2	6.3	Cigarettes	146.7		10
Housing and household expenditure	145.2	0.1	3.1	Tobacco	139.9		9
Personal expenditure	125.0	0.0	1.9	Housing	161.8	0.2	3.7
Travel and leisure	137.7	-0.1	5.2	Rent	169.1		8
All items excluding seasonal food	139.7	0.1	3.9	Mortgage interest payments	182.2		-4
All items excluding food	141.2	0.1	4.1	Rates and community charges	136.6		13
Seasonal food	107.0	1.1	-12.0	Water and other payments	191.8		10
Food excluding seasonal	131.1	0.2	3.0	Repairs and maintenance charges	144.5		5
				Do-it yourself materials	143.6		4
				Dwelling insurance & ground rent	200.4		3
All items excluding housing	134.4	0.1	3.5	Fuel and Light	127.8	-0.5	0.2
All items exc mortgage interest	136.9	0.1	4.2	Coal and solid fuels	111.9		1
				Electricity	142.7		2
				Gas	117.7		-2
				Oil and other fuels	100.8		-10
Consumer durables	113.5	0.4	-0.4	Household goods	126.0	0.7	1.8
				Furniture	126.8		3
				Furnishings	122.6		0
Food 127.5	0.2	0.9		Electrical appliances	108.8		-2
Bread	133.9		1	Other household equipment	130.4		0
Cereals	136.1		2	Household consumables	144.9		5
Biscuits and cakes	136.3		4	Pet care	120.4		2
Beef	124.3		0	Household services	137.9	-0.1	5.9
Lamb	109.8		13	Postage	138.1		6
of which, home-killed lamb	107.3		14	Telephones, telemessages, etc	120.6		3
Pork	124.7		5	Domestic services	151.3		5
Bacon	137.6		8	Fees and subscriptions	147.6		9
Poultry	113.1		-1	Clothing and footwear	115.4	-0.1	-0.3
Other meat	123.0		-1	Men's outerwear	115.7		-1
Fish	126.5		-1	Women's outerwear	103.4		-2
of which, fresh fish	139.5		0	Children's outerwear	115.7		-1
Butter	126.5		4	Other clothing	133.3		4
Oil and fats	128.1		2	Footwear	120.1		-1
Cheese	133.8		10	Personal goods and services	143.2	0.1	5.4
Eggs	112.6		6	Personal articles	113.5		1
Milk fresh	139.1		4	Chemists goods	147.9		6
Milk products	137.8		2	Personal services	172.0		9
Tea 150.7		0	1	Motoring expenditure	140.0	-0.2	5.7
Coffee and other hot drinks	91.6		7	Purchase of motor vehicles	131.4		5
Soft drinks	154.9		7	Maintenance of motor vehicles	154.5		8
Sugar and preserves	136.5		-2	Petrol and oil	131.8		-1
Sweets and chocolates	123.8		5	Vehicles tax and insurance	168.9		17
Potatoes	130.6		-6	Fares and other travel costs	145.0	0.1	5.7
of which, unprocessed potatoes	120.0		-15	Rail fares	151.2		7
Vegetables	98.8		-11	Bus and coach fares	154.6		6
of which, other fresh vegetables	86.8		-14	Other travel costs	133.7		4
Fruit	117.9		-16	Leisure goods	120.9	0.2	2.3
of which, fresh fruit	115.1		-21	Audio-visual equipment	81.9		-6
Other foods	134.2		3	Records and tapes	111.7		4
Catering	148.8	0.3	5.4	Toys, photographic and sport goods	120.9		2
Restaurant meals	148.3		5	Books and newspapers	153.9		8
Canteen meals	150.4		6	Gardening products	138.3		4
Take-aways and snacks	149.0		6	Leisure services	150.4	0.1	7.4
Alcoholic drink	149.6	0.3	4.9	Television licences and rentals	119.8		3
Beer	153.6		5	Entertainment and other recreation	168.8		9
on sales	155.7		5				
off sales	139.0		4				
Wines and spirits	143.9		5				
on sales	149.8		5				
off sales	139.4		4				

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See General Notes under table 6.7.)

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on August 11 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 August 11 1992

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)
FOOD ITEMS				Margarine			
Beef: home-killed, per lb				Soft 500g tub	316	47	32-85
Best beef mince	648	152	116-199	Low fat spread, 250g	322	49	45-52
Topside	620	261	224-299	Cheese			
Brisket (without bone)	498	197	169-210	Cheddar type, per lb	319	176	149-209
Rump steak*	655	372	299-409	Eggs			
Stewing steak	629	176	166-276	Size 2 (65-70g), per dozen	300	120	98-142
Lamb: home-killed, per lb				Size 4 (55-60g), per dozen	259	104	86-116
Loin (with bone)	649	267	219-298	Milk			
Shoulder (with bone)	617	108	88-149	Pasteurised, per pint	345	34	28-31
Leg (with bone)	608	191	164-229	Skimmed, per pint	334	33	27-31
Lamb: imported (frozen), per lb				Tea			
Loin (with bone)	262	179	149-279	Loose, per 125g	320	65	46-80
Leg (with bone)	278	172	155-189	Tea bags, per 250g	323	138	75-159
Pork: home-killed, per lb				Coffee			
Leg (foot off)	532	137	99-189	Pure, instant, per 100g	643	126	69-156
Loin (with bone)	662	181	159-199	Ground (filter fine), per 8oz	316	138	89-209
Shoulder (with bone)	521	151	129-179	Sugar			
Bacon, per lb				Granulated, per kg	326	64	59-69
Streaky*	486	146	128-169	Fresh vegetables			
Gammon*	494	243	180-286	Potatoes, old loose, per lb			
Back, vacuum packed	418	227	159-285	White	271	15	10-22
Back, not vacuum packed	431	207	169-259	Red	98	16	12-23
Lam				Potatoes, new loose, per lb	659	13	10-15
Ham (not shoulder), per 4oz	523	74	55-90	Tomatoes, per lb	700	36	29-55
Sausages, per lb				Cabbage, greens, per lb	636	37	25-49
Pork	524	115	95-155	Cabbage, hearted, per lb	652	27	19-45
Beef	429	110	85-123	Cauliflower, each	686	44	38-49
Canned meats				Brussels sprouts, per lb	-	-	-
Corned beef, 12oz can	310	83	74-99	Fresh fruit			
Chicken: roasting, oven ready, per lb				Apples, cooking, per lb	579	45	34-49
Frozen	287	72	64-84	Apples, dessert, per lb	697	61	45-69
Fresh or chilled	598	90	86-125	Pears, dessert, per lb	484	42	29-55
Fresh and smoked fish, per lb				Oranges, each	679	20	13-35
Cod filets	509	291	249-349	Bananas, per lb	697	47	39-50
Mackerel, whole	464	101	80-145	Grapes, per lb	670	93	75-129
Kippers, with bone	539	123	108-189	Items other than food			
Canned fish				Draught bitter, per pint	817	132	116-150
Red salmon, half size can	307	126	115-139	Draught lager, per pint	830	147	131-165
Bread				Whisky per nip	835	103	90-115
White loaf, sliced, 800g	350	53	39-74	Gin, per nip	834	103	91-115
White loaf, unwrapped, 800g	323	73	69-79	Cigarettes 20 king size filter	5,321	209	175-221
White loaf, unsliced, 400g	339	47	39-51	Coal, per 50kg	439	598	480-725
Brown loaf, sliced, 400g	342	50	42-54	Smokeless fuel per 50kg	535	846	665-1020
Brown loaf, unsliced, 800g	321	76	69-82	4-star petrol, per litre	629	50	48-52
Flour				Derv per litre	577	45	43-47
Self-raising, per 1.5kg	318	66	59-73	Unleaded petrol ord, per litre	633	46	43-48
Butter				Super unleaded petrol, per litre	344	48	46-50
Home produced, per 250g	323	65	59-72				
New Zealand, per 250g	314	61	60-63				
Danish, per 250g	306	73	67-78				

* Or Scottish equivalent.

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	46	76
1988		1,000	837	975	840	958	54	141	163	25	138	50	78
1989		1,000	846	977	825	940	46	135	154	23	131	49	83
1990		1,000	842	976	815	925	—	132	158	24	134	47	77
1991		1,000	849	976	808	924	—	128	151	24	127	47	77
1992		1,000	848	978	828	936	—	127	152	22	130	47	80
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
1987	Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988	Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989	Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.0	121.2	112.1	116.3
1990	Aug 14	128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4	127.7	126.7
	Sept 11	129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8	129.1	127.4
	Oct 16	130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	111.8	121.9	130.0	128.2
	Nov 13	130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
	Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
	Feb 12	130.9	132.2	131.1	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
	Mar 12	131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.5
	Apr 16	133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	139.3
	May 14	133.5	135.1	133.8	128.5	130.2	—	116.0	125.6	122.5	126.2	139.1	140.1
	Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9
	Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
	Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	121.6	127.3	141.2	142.6
	Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.2
	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.6
	Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	126.8	121.3	127.8	143.2	143.4
	Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0	143.7	142.9
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
	Feb 11	136.3	137.8	136.6	132.3	133.8	—	114.4	129.1	126.0	129.7	144.8	144.6
	Mar 10	136.7	138.2	137.0	133.0	134.5	—	115.7	129.4	124.8	130.2	145.3	145.2
	Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1	146.3	147.1
	May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0	147.2	147.9
	Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0	147.9	148.4
	Jul 14	138.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9	148.3	149.2
	Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107	131.1	148.8	149.6

+ For the February, March and April 1988 indices the weights used for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about the relative shares of household expenditure.
 ** The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.7.

6.4 RETAIL PRICES

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
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	107.3	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
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
106.6	124.6	104.2	107.5	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
115.1	170.1	118.6	115.7	119.5	113.8	123.9	123.5	124.8	112.5	124.8
115.2	171.0	119.5	116.7	121.7	116.4	124.9	126.3	125.0	112.9	127.7
116.5	172.0	121.9	117.2	123.2	117.6	125.6	127.5	126.0	114.2	128.4
116.9	169.7	120.8	118.0	124.0	118.6	126.1	125.4	126.1	114.9	129.2
117.6	169.6	120.5	118.5	124.0	118.6	126.2	123.0	126.2	115.1	129.6
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7
118.3	171.4	121.6	118.2	125.6	115.2	128.4	122.8	132.2	115.7	130.8
118.4	172.2	120.2	119.5	126.1	116.8	129.0	123.6	132.7	115.3	130.8
132.1	161.8	121.3	121.6	128.5	119.3	131.9	128.1	133.6	117.2	137.8
133.2	159.6	123.5	123.2	129.0	119.8	132.9	129.9	134.9	118.1	138.4
133.3	158.9	125.7	123.6	129.0	120.0	133.5	130.5	136.5	117.8	139.0
133.3	157.2	127.2	122.4	130.2	115.6	135.3	132.2	136.7	118.0	139.7
133.2	156.1	127.6	123.8	130.2	115.8	135.9	132.5	137.2	118.2	140.1
133.2	156.0	128.0	124.8	131.0	120.1	136.1	132.9	137.4	118.2	144.5
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

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.7).

6.5 RETAIL PRICES

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	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
1990	Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
	Sep 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
	Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
	Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
	Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991	Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
	Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
	Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
	Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
	May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
	Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
	Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
	Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
	Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
	Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6
	Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8
	Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.6
1992	Jan 14	4.1	4.5	9.2	10.9	16.2	-8.6	5.0	6.2	7.8	1.3	8.8	9.1	7.7	3.8	11.3
	Feb 11	4.1	3.8	9.0	10.5	16.2	-8.7	5.1	5.8	7.7	1.7	8.4	9.9	7.0	3.6	11.3
	Mar 10	4.0	4.0	9.0	10.4	16.1	-9.9	6.2	5.7	7.5	1.8	8.4	10.4	6.9	4.4	11.5
	Apr 14	4.3	2.4	6.1	5.6	10.3	-0.4	5.4	3.9	6.3	0.6	7.1	8.6	6.7	3.1	8.6
	May 12	4.3	3.1	5.8	5.6	9.7	1.1	3.8	3.0	5.9	0.2	6.7	7.8	5.9	2.5	8.4
	Jun 9	3.9	1.7	5.7	5.1	9.6	1.4	2.1	2.6	5.9	0.2	6.4	7.5	6.2	2.6	8.1
	Jul 14	3.7	1.5	5.4	5.1	9.5	2.7	0.9	2.2	6.1	-0.1	5.8	6.1	6.0	2.3	7.5
	Aug 11	3.6	0.9	5.4	4.9	9.5	3.7	0.2	1.8	5.9	-0.3	5.4	5.7	5.7	2.3	7.4

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (except housing)

(Source: Central Statistical Office)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5
1992	130.8	132.2	...	...	131.5	133.2	...	...	132.3	134.8	...	...

RETAIL PRICES 6.7

Group indices: annual averages

(Source: Central Statistical Office)

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
January 1987=100														
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	111.3	113.4	109.0	111.2	112.0	113.7	100.4
1988	104.8	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6	103.3
1989	110.6	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5	106.1
1990	118.9	130.8	126.4	122.3	113.8	131.5	116.4	115.3	132.3	124.1	121.7	124.8	111.2	111.2
1991	127.4	126.1	139.2	137.4	130.2	124.5	123.9	126.7	119.7	143.6	135.0	134.3	134.2	119.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
1991	127.8	126.2	138.9	138.5	129.9	124.7	123.2	125.0	120.5	140.4	133.2	135.7	133.6	120.6
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1
1990	119.2	119.4	126.4	123.8	113.6	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5
1991	128.3	125.6	139.1	139.2	129.9	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8

Notes: 1 The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.

General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette*.

Structure

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

Definitions

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

Consumer durables: Furniture, furnishings, electrical appliances and other household equipment, men's, women's and children's outerwear and footwear, audio-visual equipment, records and tapes, toys, photographic and sports goods.

6.8 RETAIL PRICES Selected countries

(Source: CENTRAL STATISTICAL OFFICE)

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	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	141.2	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
Monthly											
1991 Jul	141.5	129.4	114.9	124.0	111.5	265.0	145.4	120.2	122.2	140.4	112.5
1991 Aug	141.8	129.7	115.3	124.2	111.5	263.5	146.0	120.4	122.2	140.9	112.8
1991 Sep	142.3	130.3	115.2	124.9	111.7	275.4	147.1	120.6	122.2	141.6	113.1
1991 Oct	142.8	130.9	115.6	125.1	112.0	280.7	148.1	121.1	122.9	142.3	113.4
1991 Nov	143.4	131.4	115.9	125.7	112.5	285.2	148.3	121.5	122.9	143.3	114.0
1991 Dec	143.5	131.6	115.7	125.3	112.6	290.1	148.4	121.6	122.9	143.7	114.1
1992 Jan	143.2	132.1	116.0	125.1	113.1	290.4	150.6	121.9	122.9	144.6	114.5
1992 Feb	144.1	132.8	116.4	125.7	113.8	291.2	151.6	122.2	124.0	145.2	114.5
1992 Mar	144.5	133.2	116.4	126.2	114.2	297.1	152.2	122.5	124.0	145.8	115.0
1992 Apr	146.7	134.0	116.5	126.4	114.5	301.6	152.1	122.8	124.9	146.3P	115.1
1992 May	147.3	134.5P	117.0	127.3	115.0	301.6	152.5	123.2	124.9	147.1P	115.7
1992 Jun	147.3	134.6P	117.3	127.3	115.2	306.7	152.5	123.3	124.9	147.5P	115.9
1992 Jul	146.7	134.7P	117.9	126.7	115.2	301.0	153.0	123.6	124.9	147.7P	116.2
1992 Aug	146.8	134.7P	117.9	126.7	115.2	301.0	153.0	123.6	124.9	147.7P	116.2
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	Percent
1986	3.4	3.5	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	4.1
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	0.3
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	-0.1
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	1.5
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.3
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4P	3.7
Monthly											
1991 Jul	5.5	5.3	3.8	2.9	4.4	18.8	6.1	3.4	3.6	6.7	3.8
1991 Aug	4.7	4.9	3.5	2.1	4.1	18.0	6.0	3.0	3.6	6.3	3.6
1991 Sep	4.1	4.6	2.5	1.8	3.9	18.2	5.8	2.6	3.6	6.3	3.2
1991 Oct	3.7	4.3	2.2	1.8	3.5	17.7	5.5	2.5	3.6	6.0	2.4
1991 Nov	4.3	4.7	2.8	2.3	4.2	18.0	5.8	3.0	3.6	6.0	2.6
1991 Dec	4.5	4.8	2.8	2.3	4.2	18.0	5.6	3.1	3.6	6.1	2.6
1992 Jan	4.1	4.6	2.3	2.1	4.0	18.1	5.9	2.9	3.7	6.1	2.9
1992 Feb	4.1	4.7	2.3	2.3	4.3	18.2	6.7	3.0	3.7	5.7	2.8
1992 Mar	4.0	4.8	2.7	2.6	4.8	18.3	6.8	3.2	3.7	5.4	3.0
1992 Apr	4.3	4.8	2.8	2.5	4.6	16.0	6.5	3.1	3.6	5.4	3.6
1992 May	4.3	4.8P	2.8	2.5	4.6	15.8	6.5	3.1	3.6	5.6P	3.6
1992 Jun	3.9	4.5P	2.6	2.3	4.3	15.1	6.2	3.0	3.6	5.5P	3.6
1992 Jul	3.7	4.1P	2.6	2.2	3.3	13.6	5.2	2.9	3.6	5.3P	3.3
1992 Aug	3.6	4.1P	2.6	2.2	3.3	13.6	5.2	2.9	3.6	5.3P	3.3

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 occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

RETAIL PRICES 6.8 Selected countries

(Source: Central Statistical office)

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	1985=100
Annual averages										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
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
Monthly										
1991 Jul	109.0	190.4	126.7	110.2	120.0	116.3	140.2	147.6	132.0	132.0
1991 Aug	109.4	191.7	127.0	110.4	120.6	117.0	141.2	147.4	132.8	132.1
1991 Sep	110.1	192.1	127.6	110.6	120.8	116.1	141.1	149.1	133.0	131.9
1991 Oct	110.5	193.3	127.8	111.8	120.9	115.7	141.1	149.7	133.3	131.7
1991 Nov	110.7	194.3	128.1	112.0	122.4	115.9	141.2	150.4	133.4	132.2
1991 Dec	110.6	195.5	128.2	111.4	122.1	115.7	141.2	150.1	134.0	131.6
1992 Jan	110.3	197.3	128.4	111.2	122.6	117.3	141.2	149.7	134.7	132.2
1992 Feb	110.7	199.9	128.9	111.1	123.5	118.4	141.5	149.8	135.0	132.3
1992 Mar	111.4	201.6	129.5	111.7	123.9	118.7	142.8	150.4	135.4	132.8R
1992 Apr	111.9	204.8	129.7	112.8	124.0	118.7	143.1	150.8	135.9	132.9
1992 May	112.0	206.9	129.9	112.9	124.4	119.1	143.3	150.9	136.0	133.1
1992 Jun	111.8	207.7	130.4	112.8	124.9	119.5	143.6	150.6	136.3	133.4
1992 Jul	112.4	208.7	130.7	112.0	124.5	120.9	143.7	150.4	136.1	133.7
1992 Aug	112.4	208.7	130.7	112.0	124.5	120.9	143.7	150.4	136.1	133.7
Increases on a year earlier										
Annual averages										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.1
1987	-0.4	9.4	3.7	0.1	1.4	8.7	4.2	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
Monthly										
1991 Jul	4.7	11.3	4.4	3.5	6.6	3.6	3.5	9.0	4.1	5.8
1991 Aug	4.7	10.7	3.8	3.3	6.0	3.7	3.6	8.2	3.7	5.8
1991 Sep	4.6	9.7	3.4	2.7	5.7	3.2	3.3	8.1	3.3	5.4
1991 Oct	4.5	9.2	-2.9	2.7	5.1	2.7	2.5	7.8	3.2	4.4
1991 Nov	4.8	9.0	3.0	3.1	5.5	3.3	2.6	8.0	3.3	4.2
1991 Dec	4.9	8.9	3.1	2.7	5.2	3.1	2.9	7.9	3.9	3.8
1992 Jan	4.1	8.6	2.6	1.8	4.9	3.9	2.4	5.2	2.9	1.6
1992 Feb	4.3	8.1	2.8	2.0	4.6	4.1	2.3	2.4	2.6	1.7
1992 Mar	4.3	8.5	3.2	2.0	4.9	4.1	2.5	2.4	2.8	1.6
1992 Apr	4.4	9.6	3.2	2.4	4.8	4.0	2.4	2.1	2.8	1.7
1992 May	4.3	9.8	3.0	2.0	4.2	4.3	2.4	2.1	2.4	1.3
1992 Jun	4.0	9.6R	3.1	2.3	4.2	4.0	2.5	2.0	2.7	1.1
1992 Jul	3.1	9.6	3.2	1.7	3.8	4.0	2.5	1.9	2.6	1.3
1992 Aug	3.1	9.6	3.2	1.7	3.8	4.0	2.5	1.9	2.6	1.3

7.1 LABOUR FORCE SURVEY Economic activity*

GREAT BRITAIN	In employment +					ILO unemployed ++	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes #	Unpaid family workers §	All **				
ALL									
Spring 1979	22,218	1,762	...	...	24,210	...	...	...	41,146
Spring 1981	21,187	2,177	...	...	23,606	...	...	...	41,940
Spring 1983	20,236	2,295	355	...	22,944	...	...	...	42,394
Spring 1984	20,454	2,618	315	...	23,387	3,094	26,481	16,194	42,675
Spring 1985	20,629	2,714	396	...	23,739	2,968	26,708	16,244	42,952
Spring 1986	20,703	2,726	396	...	23,828	2,990	26,797	16,347	43,144
Spring 1987	20,755	2,996	488	...	24,247	2,879	27,126	16,303	43,429
Spring 1988	21,419	3,142	520	...	25,085	2,376	27,461	16,138	43,600
Spring 1989	22,055	3,426	481	...	25,962	1,978	27,941	15,804	43,745
Spring 1990	22,254	3,472	448	...	26,175	1,869	28,044	15,802	43,846
Spring 1991	21,876	3,318	408	...	25,601	2,302	27,903	15,802	43,903
Spring 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Estimated changes									
Spring 1991 - Spring 1992	-480	-186	-50	...	-537	346	-191	342	151
Percent	-2.2	-5.6	-12.3	...	-2.1	15.0	-0.7	2.1	0.3
MALE									
Spring 1979	13,179	1,429	...	...	14,743	...	...	...	19,684
Spring 1981	12,212	1,726	...	...	14,093	...	...	...	20,087
Spring 1983	11,571	1,747	212	...	13,565	...	...	...	20,332
Spring 1984	11,537	1,978	195	...	13,710	1,838	15,548	4,942	20,489
Spring 1985	11,572	2,029	252	...	13,853	1,788	15,642	4,996	20,637
Spring 1986	11,430	2,046	266	...	13,806	1,800	15,592	5,155	20,746
Spring 1987	11,399	2,234	313	...	13,951	1,717	15,669	5,217	20,886
Spring 1988	11,727	2,358	327	...	14,413	1,398	15,811	5,168	20,980
Spring 1989	11,866	2,608	303	...	14,777	1,148	15,924	5,141	21,065
Spring 1990	11,943	2,628	289	...	14,860	1,091	15,950	5,183	21,133
Spring 1991	11,647	2,512	248	...	14,407	1,434	15,841	5,327	21,168
Spring 1992	11,248	2,353	236	53	13,890	1,785	15,676	5,579	21,255
Estimated changes									
Spring 1991 - Spring 1992	-399	-159	-12	...	-517	351	-166	252	86
Percent	-3.4	-6.3	-4.7	...	-3.6	24.5	-1.0	4.7	0.4
FEMALE									
Spring 1979	9,039	333	...	...	9,467	...	...	...	21,462
Spring 1981	8,975	451	...	...	9,512	...	...	...	21,852
Spring 1983	8,665	549	143	...	9,379	...	...	...	22,062
Spring 1984	8,918	639	120	...	9,678	1,256	10,933	11,253	22,186
Spring 1985	9,057	685	144	...	9,886	1,180	11,066	11,249	22,315
Spring 1986	9,214	690	128	...	10,023	1,190	11,205	11,192	22,397
Spring 1987	9,356	782	175	...	10,296	1,161	11,457	11,086	22,543
Spring 1988	9,692	795	193	...	10,672	978	11,650	10,970	22,620
Spring 1989	10,189	819	178	...	11,186	831	12,016	10,664	22,680
Spring 1990	10,311	845	159	...	11,315	779	12,094	10,620	22,713
Spring 1991	10,229	806	160	...	11,194	868	12,062	10,673	22,735
Spring 1992	10,148	778	121	126	11,174	863	12,037	10,762	22,799
Estimated changes									
Spring 1991 - Spring 1992	-81	-27	-38	...	-20	-5	-25	90	65
Percent	-0.8	-3.4	-24.1	...	-0.2	-0.5	-0.2	0.8	0.3

* 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.
 + 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.
 § 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 definition of unemployment recommended by the International Labour Organisation (ILO) was first used in spring 1984.

LABOUR FORCE SURVEY Economic activity* by age

7.2

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)
In employment*									
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722
Spring 1985	23,739	13,853	9,886	1,976	3,075	5,280	8,053	4,684	672
Spring 1986	23,828	13,806	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	688
Spring 1989	25,962	14,777	11,186	2,081	3,350	6,311	8,785	4,689	765
Spring 1990	26,175	14,860	11,315	1,917	3,264	6,563	8,950	4,717	764
Spring 1991	25,601	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
ILO unemployed*									
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	682	406	46
Spring 1987	2,879	1,717	1,161	434	523	762	680	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	36
Spring 1991	2,302	1,434	988	298	439	620	553	352	40
Spring 1992	2,649	1,785	863	296	494	729	684	414	31
Economically inactive									
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	2,290	8,930
Spring 1986	16,347	5,155	11,192	854	854	1,552	1,664	2,273	9,034
Spring 1987	16,303	5,217	11,086	831	832	1,510	1,686	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	15,802	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
Economic activity rate (per cent) +									
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	86.1	69.3	8.3
ILO unemployment rate (per cent) #									
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

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.

8.1 TOURISM

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 977, 979	All
	661	662	663	665, 667		
Self-employed*						
1981		48.0	51.7	1.6	36.4	156.1
Employees in employment						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1268.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	378.0	1456.4
Dec	296.3	336.3	144.5	282.1	343.1	1402.3
1990 Mar	294.3	325.5	140.9	281.6	346.5	1388.8
June	306.4	337.2	142.5	323.1	394.6	1503.8
Sept	310.7	335.9	145.1	329.2	392.7	1513.6
Dec	302.9	328.6	150.4	302.2	365.8	1450.0
1991 Mar	287.1	310.8	146.0	296.1	361.8	1401.7
June	296.0	317.3	145.7	325.6	401.8	1486.4
Sept	282.3	322.9	145.4	326.6	406.3	1483.4
Dec	281.4	305.4	144.0	282.3	379.6	1392.6
1992 Mar	276.6	299.8	141.9	282.2	382.9	1383.4
June	296.5	318.6	141.8	321.2	408.6	1486.8
CHANGES:						
Jun 1992-1991						
no. (thousands)	5	1.3	-3.9	-4.4	6.8	.4
Percentage	2	4	-2.7	-1.4	1.7	0

* 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 P	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.

8.2 TOURISM

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		571	
1986	5,553		6,063		-510	
1987	6,260		7,280		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
1990	7,785		9,916		-2,131	
1991	7,168		9,834		-2,666	
1990 Q1	1,374	2,034	1,698	2,490	-324	-456
Q2	1,858	1,941	2,531	2,521	-673	-580
Q3	2,822	1,912	3,752	2,408	-930	-495
Q4	1,731	1,898	1,935	2,498	-204	-600
1991 Q1	1,119	1,658	1,572	2,312	-453	-655
Q2	1,692	1,793	2,383	2,481	-691	-688
Q3	2,596	1,771	3,838	2,466	-1,242	-695
Q4	1,761	1,946	2,041	2,576	-280	-630
1992 Q1 R	1,335	1,975	2,020	2,955	-685	-980
Q2 (e)	1,820	1,945	2,695	2,788	-875	-843
1991 Jan	408	560	507	770	-99	-211
Feb	282	524	446	748	-164	-225
Mar	429	575	619	794	-190	-220
Apr	477	583	746	906	-269	-324
May	536	635	698	795	-111	-160
June	628	576	940	779	-312	-203
July	835	578	1,093	815	-258	-238
Aug	977	595	1,436	829	-459	-235
Sept	784	599	1,309	821	-525	-223
Oct	647	614	1,046	855	-399	-242
Nov	596	711	574	883	22	-173
Dec	518	622	421	837	96	-216
1992 Jan R	480	651	682	990	-192	-339
Feb R	325	657	610	1,005	-245	-348
Mar R	480	667	728	960	-249	-293
Apr (e)	570	695	810	961	-240	-285
May (e)	620	655	885	980	-265	-325
Jun (e)	630	594	1,000	827	-370	-233

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.
Source: International Passenger Survey

8.3 TOURISM

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978		12,646		2,475	7,865
1979		12,486		2,196	7,873
1980		12,421		2,082	7,910
1981		11,452		2,105	7,055
1982		11,636		2,135	7,082
1983		12,464		2,836	7,164
1984		13,644		3,330	7,551
1985		14,449		3,797	7,870
1986		13,897		2,643	8,355
1987		15,566		3,394	9,317
1988		15,799		3,272	9,669
1989		17,338		3,481	10,689
1990		18,021		3,749	10,645
1991		16,664		2,772	10,880
1990 Q1	3,319	4,663	603	2,029	687
Q2	4,525	4,363	1,097	2,570	859
Q3	6,305	4,447	1,325	3,668	1,311
Q4	3,872	4,547	724	2,378	770
1991 Q1 R	2,775	3,781	391	1,860	523
Q2	4,187	4,153	750	2,752	685
Q3	5,809	4,203	966	3,700	1,122
Q4	3,894	4,528	644	2,567	682
1992 Q1 R	3,285	4,564	616	2,041	628
Q2 (e)	4,500	4,352	890	2,780	830
1991 Jan	992	1,280	171	586	236
Feb	769	1,287	80	565	123
Mar	1,014	1,215	141	709	164
Apr	1,288	1,402	178	924	186
May	1,436	1,432	256	935	245
June	1,463	1,319	316	893	255
July	1,939	1,361	349	1,223	367
Aug	2,204	1,398	359	1,458	388
Sept	1,666	1,444	279	1,019	367
Oct	1,449	1,439	312	853	285
Nov	1,272	1,535	187	881	204
Dec	1,173	1,553	145	834	193
1992 Jan R	1,178	1,512	223	708	247
Feb R	949	1,524	159	614	175
Mar R	1,158	1,528	234	719	206
Apr (e)	1,490	1,449	210	1,070	210
May (e)	1,460	1,438	330	880	250
Jun (e)	1,550	1,465	350	830	370

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			
1978		13,443		782	11,517
1979		15,466		1,087	12,959
1980		17,507		1,382	14,455
1981		19,046		1,514	15,862
1982		20,611		1,299	17,625
1983		20,994		1,023	18,229
1984		22,072		919	19,371
1985		21,610		914	18,944
1986		24,949		1,167	21,877
1987		27,447		1,559	23,678
1988		28,828		1,823	24,519
1989		31,030		2,218	26,128
1990		31,182		2,349	25,817
1991		30,497		2,321	25,383
1990 Q1	5,274	7,919	371	4,070	833
Q2	8,225	7,741	626	6,897	702
Q3	11,485	7,553	782	9,850	853
Q4	6,198	7,968	569	5,000	628
1991 Q1	5,089	7,439	366	4,071	651
Q2	7,824	7,540	556	6,577	652
Q3	11,290	7,436	777	9,686	826
Q4	6,295	8,022	583	5,048	664
1992 Q1 R	6,022	8,854	480	4,733	808
Q2 (e)	8,980	7,988	630	7,660	690
1991 Jan	1,674	2,575	132	1,277	264
Feb	1,414	2,378	92	1,162	160
Mar	2,001	2,485	142	1,632	226
Apr	2,671	2,408	188	2,218	265
May	2,290	2,408	167	1,936	188
June	2,863	2,193	240	2,424	199
July	3,304	2,521	201	2,881	222
Aug	4,275	2,499	307	3,676	292
Sept	3,710	2,476	269	3,129	312
Oct	3,029	2,558	327	2,428	274
Nov	1,901	2,708	143	1,558	200
Dec	1,364	2,755	112	1,062	190
1992 Jan R	1,862	2,821	181	1,386	294
Feb R	1,798	2,944	128	1,406	252
Mar R	2,374	3,089	171	1,941	262
Apr (e)	2,900	3,122	150	2,470	280
May (e)	2,990	2,392	210	2,580	200
Jun (e)	3,090	2,474	270	2,610	210

Notes: See table 8.2.

8.5 TOURISM Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1988	1989	1990				1991				
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Total all countries	17,338	18,021	16,664	3,319	4,525	6,305	3,872	2,775	4,187	5,809	3,894
North America											
USA	2,842	3,048	2,250	506	877	1,085	580	316	609	801	524
Canada	639	701	521	97	220	240	144	75	140	186	120
Total	3,481	3,749	2,772	603	1,097	1,325	724	391	750	986	644
European Community											
Belgium/Luxembourg	618	572	681	111	133	194	134	115	174	212	179
France	2,261	2,309	2,232	501	601	766	441	490	634	682	486
Federal Republic of Germany	2,027	1,878	2,080	314	327	632	405	311	571	702	497
Italy	708	714	714	127	127	133	92	125	376	122	122
Netherlands	940	983	1,070	196	229	301	267	158	283	350	279
Denmark	259	231	236	52	54	62	62	51	54	71	59
Greece	128	134	116	31	31	41	31	26	31	33	26
Spain	622	605	619	121	114	220	150	115	125	228	150
Portugal	96	105	100	20	18	45	22	23	22	30	25
Irish Republic	1,302	1,317	1,314	217	296	507	297	238	323	472	281
Total	8,960	8,858	9,222	1,690	2,131	3,096	1,941	1,620	2,343	3,156	2,103
Other Western Europe											
Austria	148	154	156	25	40	59	30	20	40	66	30
Switzerland	424	446	428	96	115	122	114	80	106	129	112
Norway	287	272	267	46	69	93	65	29	61	92	86
Sweden	481	474	444	84	115	150	126	50	109	137	148
Finland	166	134	109	20	44	42	28	9	32	33	36
Others	222	306	253	68	57	106	75	54	60	87	53
Total	1,728	1,787	1,658	339	439	572	437	241	409	544	464
Other countries											
Middle East	457	473	427	103	92	197	81	95	85	168	79
North Africa	93	81	73	19	18	26	18	12	15	32	15
South Africa	145	177	175	38	46	54	39	32	43	65	36
Eastern Europe	165	310	259	48	43	127	92	36	51	119	53
Japan	505	571	440	160	124	164	123	74	91	154	120
Australia	535	629	449	100	175	233	120	89	107	159	95
New Zealand	123	126	107	18	33	52	23	31	31	24	24
Latin America	179	187	197	31	42	70	45	32	45	62	58
Rest of World	966	1,073	886	169	265	368	211	133	217	335	202
Total	3,168	3,627	3,013	687	859	1,311	770	523	685	1,122	682

Notes: See table 8.2.

8.6 TOURISM Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1988	1989	1990				1991				
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Total all countries	31,030	31,182	30,479	5,274	8,225	11,485	6,198	5,089	7,824	11,290	6,295
North America											
USA	1,879	1,996	2,023	333	558	584	511	326	517	641	539
Canada	339	363	298	39	68	199	58	40	76	136	44
Total	2,218	2,349	2,321	371	626	782	569	366	595	777	583
European Community											
Belgium/Luxembourg	831	968	975	231	236	246	244	189	269	255	263
France	6,480	6,865	7,386	1,059	1,638	2,660	1,308	1,318	1,904	2,838	1,326
Federal Republic of Germany	1,672	1,796	1,713	342	426	551	476	331	443	531	407
Italy	1,300	1,196	1,150	208	326	484	178	176	236	491	196
Netherlands	1,125	1,216	1,400	215	366	348	293	233	479	346	340
Denmark	163	167	184	30	52	50	35	37	52	58	37
Greece	1,635	1,633	1,652	24	481	931	198	23	446	944	240
Spain	6,202	5,096	4,887	778	1,352	1,925	1,041	731	1,218	1,976	963
Portugal	982	1,090	1,090	102	323	416	141	141	253	458	238
Irish Republic	2,010	2,123	2,097	327	482	814	501	352	518	756	472
Total	22,424	22,032	22,535	3,315	5,880	8,427	4,410	3,532	5,867	8,654	4,482
Other Western Europe											
Yugoslavia	554	655	127	20	183	385	66	31	81	13	3
Austria	696	746	595	282	227	194	43	203	135	178	79
Switzerland	609	611	605	67	128	208	108	153	113	237	103
Norway/Sweden/Finland	339	384	363	67	79	151	87	63	89	124	87
Gibraltar/Malta/Cyprus	1,101	1,087	949	194	301	325	267	77	247	371	254
Others	406	304	209	25	99	160	20	13	45	110	41
Total	3,704	3,786	2,849	755	1,017	1,423	590	539	710	1,033	566
Other countries											
Middle East	226	252	178	70	78	68	35	22	46	62	48
North Africa	387	442	231	76	85	97	85	29	24	89	90
Eastern Europe	323	417	501	75	78	183	79	79	117	231	75
Australia/New Zealand	249	272	260	112	69	47	44	102	64	44	50
Commonwealth Caribbean	276	283	290	65	54	107	56	69	72	78	72
Rest of World including Cruise	1,223	1,449	1,314	431	337	351	330	351	330	323	329
Total	2,684	3,016	2,775	833	702	853	628	651	652	826	664

Notes: See table 8.2.

8.7 TOURISM Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visitors	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,267	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986	13,897	8,851	5,046	6,228	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,799	10,967	4,832	6,655	4,096	3,178	1,870
1989	17,338	11,829	5,509	7,286	4,363	3,497	2,193
1990	18,021	12,814	5,207	7,700	4,494	3,616	2,211
1991	16,664	11,261	5,403	6,942	4,133	3,498	2,092
Percentage change 1990/1989	-8	-12	4	-10	-8	-3	-5
1989 Q1	3,336	2,299	1,037	1,272	960	734	371
Q2	4,264	2,783	1,481	1,823	1,157	789	495
Q3	5,962	3,884	2,077	2,834	1,072	1,170	886
Q4	3,776	2,862	913	1,357	1,175	804	441
1990 Q1	3,319	2,574	745	1,174	1,069	737	339
Q2	4,525	3,068	1,458	2,124	1,108	868	436
Q3	6,305	4,211	2,094	2,993	1,140	1,195	977
Q4	3,872	2,962	911	1,410	1,176	826	460
1991 Q1	2,775	2,010	765	886	861	692	335
Q2	4,187	2,699	1,487	1,815	1,075	866	430
Q3	5,809	3,725	2,083	2,798	1,022	1,154	835
Q4	3,894	2,827	1,067	1,443	1,175	785	491

Notes: See table 8.2.

8.8 TOURISM Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visitors	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,934	12,361	8,634	14,568	2,886	2,559	962
1984	22,072	13,934	8,137	15,			

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	England
Business and Enterprise Support as at 19 July 1992	35,000

Note: Community industry figures which were formally provided in Table 9.2 are no longer being published as they now form part of Youth Training.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, 4 July 1992 - 7 August 1992 + Registered as disabled on 7 April 1992 #	3,951 372,089
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+ 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.

9.5 OTHER FACTS AND FIGURES

Regional Selective Assistance: January-March 1992 *

	North East	North West	Yorkshire and Humberside	East Midlands	West Midlands	South West	England	Scotland	Wales	Great Britain	
Number of Offers		27	47	24	1	25	11	135	39	52	226
Value of Offers (£,000)		2,026	3,557	4,801	30	1,520	989	12,923	19,908	16,644	49,475

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2597.

* Date of first payment.

Table amended - originally published in July 1992.

9.5 OTHER FACTS AND FIGURES

Regional Selective Assistance: April-June 1992 *

	North East	North West	Yorkshire and Humberside	East Midlands	West Midlands	South West	England	Scotland	Wales	Great Britain	
Number of Offers		48	48	20	1	35	15	167	25	40	232
Value of Offers (£,000)		6,059	3,391	2,216	163	2,267	775	14,871	8,418	5,017	28,306

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2597.

* Date of first payment.

OTHER FACTS AND FIGURES 9.6

Regional Selective Assistance: Offers of £75,000 or more: April-June 1992*

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1980 description
EAST MIDLANDS				
Solway Foods Ltd	Corby	163,000	A	Processing of fruit & vegetables
Total		163,000		
NORTH EAST				
ald Birn (UK) Ltd	Morpeth & Ashington	550,000	A	Non-ferrous metal foundries
Express Eng (Thompson) Ltd	Newcastle upon Tyne	300,000	A	Mechanical & marine engineering nes
McNulty Offshore Services Ltd	South Tyneside	400,000	A	Basic electrical equipment
Hookson Precision Castings Ltd	South Tyneside	200,000	A	Non-ferrous metal foundries
Manofi Winthrop Ltd	Newcastle upon Tyne	500,000	B	Pharmaceutical products
11 Dickson Ltd	South Tyneside	200,000	A	Bacon curing & meat processing
Moore Paragon UK Ltd	Sunderland	1,200,000	B	Stationery
Tomag Security Laminators Ltd	Newcastle upon Tyne	225,000	A	Other glass products
Field Group Ltd	Newcastle upon Tyne	400,000	B	Packaging products of board
Walker Filtration Ltd	Sunderland	300,000	A	Pulp, paper & board
Bonas Machine Co Ltd	Newcastle upon Tyne	570,000	A	Textile machinery
Mavin Plastics Ltd	Durham	220,000	A	Plastics semi-manufactures
Total		5,065,000		
NORTH WEST				
Task & Hawley Ltd	Manchester	80,000	B	Other printing & publishing
Texpack Holdings Ltd	Bolton & Bury	355,000	A	Plastics semi-manufactures
C L Marsden Wafers Ltd	Wigan & St Helens	342,000	A	Biscuits & crispbread
William Booth & Co (Fabrications) Ltd	Wigan & St Helens	90,000	A	Process engineering contractors
Liverpool Aluminium (Knowsley) Ltd	Liverpool	80,000	A	Shop & office fitting
Colin Myers Timber Ltd	Widnes & Runcorn	95,000	A	Sawmilling, planing, etc of wood
Libre Building Chemicals Ltd	Wigan & St Helens	80,000	A	Manu processing & treatment of wood
Don Foods Ltd	Widnes & Runcorn	200,000	A	Miscellaneous foods
DEC Installation Equipment Ltd	Liverpool	900,000	B	Radio & electronic capital goods
Total		2,222,000		
SCOTLAND				
Gordon Bow	Bathgate	90,000	A	Fabricated constructional steelwork
Sweater Shop (Scotland) Ltd	Glasgow	650,000	A	Hosiery & other wett knitted goods
A P Tooling Ltd	Bathgate	500,000	A	Metal-working machine tools
Camp Bros. (Cafe) Ltd	Lanarkshire	145,000	B	Ice cream
Claremont Business Equipment Ltd	Glasgow	350,000	B	Wooden & upholstered furniture
McNaughtan & Sinclair Ltd	Bathgate	950,000	B	Packaging products of board
Antana Window Blinds	Glasgow	145,000	A	Plastics products nes
Wallace Cameron & Co. Ltd	Glasgow	340,000	A	Pharmaceutical products
Baby Deer Ltd	Cumnock & Sanquhar	90,000	A	Female light outerwear, lingerie etc
IM Health Care Ltd	Glasgow	145,000	A	Medical & surgical equipment
Full HN Information Systems Ltd	Bathgate	850,000	A	Electronic data processing equip
Drug Development (Scotland) Ltd	Dundee	350,000	A	Chemical products nes
Scobie & Junor (Estd 1919) Ltd	Glasgow	200,000	A	Narrow fabrics
Scherer DDS Ltd	Glasgow	500,000	A	Pharmaceutical products
Galtronics (UK) Ltd	Bathgate	145,000	A	Telegraph & telephone apparatus
McKechnie Plastics Ltd	Glasgow	800,000	A	Synthetic resins & plastics mats
Barholm Tool & Gauge Ltd	Bathgate	140,000	A	Engineers small tools
Paragon Inks Ltd	Bathgate	95,000	A	Printing ink
Levi Strauss (UK) Ltd	St Andrews	640,000	A	Work clothing, & mens & boys jeans
Mitsubishi Electric (UK) Ltd	Bathgate	1,200,000	A	Electronic equipment nes
Total		8,225,000		
SOUTH WEST				
W Farm Processors Ltd	Bodmin & Liskeard	200,000	A	Miscellaneous foods
Total		200,000		
WALES				
Purpax Accessories Ltd	Aberdare	90,000	B	Plastics products nes
Siles & Ptnrs	Shotton, Flint & Rhyl	100,000	A	Fd, drnk & tob procsng, pkgng mach
A J Harkins Ltd	Merthyr & Rhymney	100,000	A	Opencast coal working
Pilkington Micronics Ltd	Shotton, Flint & Rhyl	100,000	A	Other glass products
Big Batteries Ltd	Pontypool & Cwmbran	100,000	A	Batteries & accumulators
Engineering Technologies Ltd	Blaenau Gwent Abergavenny	78,000	A	Machinery for working wood, rbr etc
Kemtron (UK) Ltd	Shotton, Flint & Rhyl	350,000	A	Non-active components for elec eqp
Dynoplast Ltd	Shotton, Flint & Rhyl	1,750,000	A	Plastics products nes
Nipa Laboratories Ltd	Pontypridd & Rhondda	80,000	B	Chemical products nes
European Fine Blanking Ltd	Wrexham	650,000	A	Forging, pressing & stamping
Safeguard Insurance Services Ltd	Cardiff	550,000	A	Activities aux to insurance
Total		3,948,000		
WEST MIDLANDS				
G Clancey Ltd	Dudley & Sandwell	250,000	A	Motor vehicle parts
Ficosa International Ltd	Birmingham	450,000	A	Motor vehicle parts
Clearplas Ltd	Coventry & Hinckley	400,000	A	Plastics products nes
Kabelwerke Reinshagen	Coventry & Hinckley	490,000	A	Electrical equip for vehicles etc
Total		1,590,000		
YORKSHIRE AND HUMBERSIDE				
A E Piston Products Ltd	Bradford	1,500,000	B	Mechanical & marine engineering nes
James Drummond & Sons Ltd	Bradford	100,000	B	Textile machinery
Total		1,600,000		

* Date of first payment.

+ A = Employment created, B = Employment safeguarded.

DEFINITIONS

● EARNINGS

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

● EMPLOYEES IN EMPLOYMENT

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

● FULL-TIME WORKERS

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

● GENERAL INDEX OF RETAIL PRICES

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

● HOUSEHOLD SPENDING

Expenditure on housing (in the Family Expenditure Survey) includes, for owner-occupied and rent-free households, a notional (imputed) amount based on rateable values as an estimate of the rent which would have been payable if the dwelling had been rented; mortgage payments are therefore excluded.

● INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100.

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

● MANUAL WORKERS (OPERATIVES)

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

● MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

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

● NORMAL WEEKLY HOURS

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

● OVERTIME

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

● PART-TIME WORKERS

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

● PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

● SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

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.

● SELF-EMPLOYED PEOPLE

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

● SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

● SHORT-TIME WORKING

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

● STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

● TAX AND PRICE INDEX

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

● TEMPORARILY STOPPED

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

● UNEMPLOYED

People claiming benefit, 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.)

● VACANCY

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

● WEEKLY HOURS WORKED

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

● WORKFORCE

Workforce in employment plus the unemployed as defined above.

● WORKFORCE IN EMPLOYMENT

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

● WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page
● Employment and workforce			
Workforce: UK and GB			
Quarterly series	M(Q)	Oct 92	1.1
Labour force estimates, projections		May 91	269
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	Oct 92	1.4
: time series, by order group	M	Oct 92	1.2
Manufacturing: by division, class or group	M	Oct 92	1.3
Occupation			
Administrative, technical and clerical in manufacturing	A	Jul 91	1.10
Local authorities manpower	Q	Oct 92	1.7
Region: GB			
Sector: numbers and indices	Q	Oct 92	1.5
Self-employed: by region	Q	Apr 90	224
: by industry	Q	Apr 90	222
Census of Employment			
UK and regions by industry (Sept 1989)		Apr 91	209
GB and regions by industry (Sept 1989)		May 91	308
International comparisons	Q	Aug 92	1.9
Apprentices and trainees			
Manufacturing industries: by industry	D	Aug 89	1.14
: by region	D	Aug 89	1.15
Employment measures			
Registered disabled in the public sector	A	Feb 92	61
Labour turnover in manufacturing	D	Mar 90	1.6
Trade union membership	A	Jun 91	337
● Claimant unemployment and vacancies			
Claimant unemployment			
Summary: UK	M	Oct 92	2.1
: GB	M	Oct 92	2.2
Age and duration: UK	M(Q)	Oct 92	2.5
Broad category: UK	M	Sep 92	2.1
Detailed category: UK and GB	Q	Sep 92	2.2
Region: summary	Q	Sep 92	2.6
Age: time series UK	M(Q)	Oct 92	2.7
: estimated rates	M	Oct 92	2.15
Duration: time series UK	M(Q)	Oct 92	2.8
Region and area			
Time series summary: by region	M	Oct 92	2.3
: assisted areas, travel-to work areas	M	Oct 92	2.4
: counties, local areas	M	Oct 92	2.9
: parliamentary constituencies	M	Oct 92	2.10
Age and duration: summary	Q	Sep 92	2.6
Flows			
UK, time series	M	Oct 92	2.19
GB, time series	D	May 84	2.19
Age time series	M	Oct 92	2.20
Regions and duration	D	Oct 88	2.23/24/26
Age and duration	D	Oct 88	2.21/22/25
Students: by region	M	Oct 92	2.13
Disabled jobseekers: GB	M	Oct 92	9.3
International comparisons	M	Oct 92	2.18
Ethnic origin	M	Mar 90	125
Temporarily stopped			
Latest figures: by UK region	M	Oct 92	2.14
Vacancies			
Unfilled, inflow, outflow and placements seasonally adjusted	M	Oct 92	3.1
Unfilled seasonally adjusted by region	M	Oct 92	3.2
Unfilled unadjusted by region	M	Oct 92	3.3
● Redundancies			
Confirmed: GB time series	D	Sep 92	2.30
Regions	D	Sep 92	2.30
Industries	D	Sep 92	2.31
In Great Britain	M	Oct 92	2.32
by region	M	Oct 92	2.33
by age	M	Oct 92	2.34
by industry	M	Oct 92	2.35
by occupation	M	Oct 92	2.36
Advance notifications	S(M)	Feb 91	48
Payments: GB latest quarter	D	Jul 86	284
● Earnings and hours			
Average earnings			
Whole economy (New series) index	M	Oct 92	5.1
Main industrial sectors	M	Oct 92	5.3
Industries	Q(M)	Jul 91	364
Underlying trend	A	Nov 90	571
New Earnings Survey (April estimates)	Q	Nov 90	571
Latest key results			
Time series	M(A)	Oct 92	5.6
Average weekly and hourly earnings and hours worked [Manual workers]			
Manufacturing and certain other industries			
Summary (Oct)	B(A)	Oct 92	5.4
Detailed results	A	Apr 91	227

	Frequency	Latest issue	Table number or page
● Output per head			
Holiday entitlements	A	Apr 90	222
Average earnings: non-manual employees	M(A)	Oct 92	5.5
Manufacturing			
International comparisons	M	Oct 92	5.9
Agriculture	A	May 90	253
Coal-mining	A	May 90	253
Overtime and short-time: manufacturing			
Latest figures: industry	M	Oct 92	1.1
Regions: summary	Q	Sep 92	1.13
Hours of work: manufacturing	M	Oct 92	1.1
● Labour costs			
Survey results 1988	Quadrennial	Sep 90	431
Per unit of output	Q	Sep 92	5.7
● Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Oct 92	6.2
: percentage changes	M	Oct 92	6.2
Recent movements and the index excluding seasonal foods	M	Oct 92	6.1
Main components: time series and weights	M	Oct 92	6.4
Changes on a year earlier: time series	M	Oct 92	6.5
Annual summary	A	May 89	242
Revision of weights	A	Apr 89	197
Pensioner household indices			
All items excluding housing	M(Q)	Oct 92	6.6
Group indices: annual averages	M(A)	Oct 92	6.7
Revision of weights	A	Jun 91	351
Food prices	M	Oct 92	6.3
London weighting: cost indices	D	May 82	267
International comparisons	M	Oct 92	6.8
● Labour Force survey			
Economic activity	M	Oct 92	7.1
Economic activity by age	M	Oct 92	7.2
● Industrial disputes: stoppages of work			
Summary: latest figures	M	Oct 92	4.1
: time series	M	Oct 92	4.2
Latest year and annual series	A	Jul 89	349
Industry			
Monthly: broad sector time series	M	Oct 92	4.1
Annual: detailed	A	Jul 90	337
: prominent stoppages	A	Jul 90	344
Main causes of stoppage			
Cumulative	M	Oct 92	4.1
Latest year for main industries	A	Jul 90	341
Size of stoppages	A	Jul 90	342
Days lost per 1,000 employees in recent years by industry	A	Jul 90	339
International comparisons	A	Dec 91	653
● Tourism			
Employment in tourism: by industry			
Time series GB	M	Oct 92	8.1
Overseas travel: earnings and expenditure	M	Oct 92	8.2
Overseas travel: visits to the UK by overseas residents	M	Oct 92	8.3
Visits abroad by UK residents	M	Oct 92	8.4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Oct 92	8.5
Visits abroad by country visited	Q	Oct 92	8.6
Visits to the UK by mode of travel and purpose of visit	Q	Oct 92	8.7
Visits abroad by mode of travel and purpose of visit	Q	Oct 92	8.8
Visitor nights	Q	Oct 92	8.9
● YTS			
Entrants: regions	D	Oct 90	9.1
● Regional aid			
Selective Assistance by region	Q	Oct 92	9.5
Selective Assistance by region and company	Q	Oct 92	9.6
Development Grants by region	Q	Aug 92	9.7
Development Grants by region and company	Q	Aug 92	9.8

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

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 are listed 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: number of jobs held (males and females, FT/PT, industries, regions)

0928 792563

Employment census

0928 792690

Employment Training and Youth Training

0742 597714

Hours, overtime and short-time worked by operatives in manufacturing industries

0928 792563

Industrial disputes

0928 794294

Labour Force Survey; labour force projections

071-273 5585

Monthly Average Earnings Index

0928 794547

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 794603/4

Redundancies

0928 792050

Retail Prices Index (Central Statistical Office) Ansafone service

0923 815281

Skills surveys and research into skills shortages

0742 594216

Small firms; self employment

0742 594420

Tourism overseas and domestic, including day visits; tourism income and expenditure; tourism employment; International Passenger Survey

071-273 5507

Trade union membership

0928 794294

Travel-to-Work Areas (TTWAs), 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 597812

Wage rates, basic hours

071-273 5571

Workforce training

0742 593485

Youth Cohort Study

0742 594194

● FOR ADVICE ON:

Sources of labour market statistics

071-273 5532

Labour market analysis and research related to qualifications, skills and training

0742 594952

● 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

effectively socialised if they are to function as productive and creative adults and in turn nurture the next generation. There is after all a quality as well as a quantity dimension to human resources and quality children are more likely to become quality workers, parents and productive members of society. With the movement to small families, of typically two children we should recognise and perhaps be reassured that the degree of solidarity between generations is not necessarily predicated on the size of the ensuing generations but more on their economic productivity and willingness and ability to care for the dependent generation. Hopefully, the future will bring a reduction in the tension between work and family life and the increasing possibility for all members of a family be they young, mature or old to manage and/or benefit from both domains.

Recent changes in the lives of European men and women have occurred in a social context in which there have been marked changes in norms regarding the equality of women, men's responsibilities in the family, changing economic pressures and expectations regarding living standards. As with other changes, attitudes and behaviour are not necessarily consistent and are highly variable across nations.

Up to now, economic changes have not really been required to challenge or make a priority the relations between the sexes. This may be less the case in the future and although the economic changes are largely progressive, they are only a step, albeit an essential step, in the process of achieving equity. We have tended to emphasise the economic more than the socio-psychological side of the relations between men and women, perhaps because the former is more tangible and easier to measure and progress may have been faster here than in the more personal domains, where change is perhaps more gradual and difficult to pinpoint. As yet, we have seen limited change on the domestic front where it is a matter of private relations and negotiation between men and women. The Swedes have been emboldened enough to tackle this issue more directly. The 1987 Swedish Marriage Act has among its general provisions that, "spouses shall share expenditure and practical responsibilities with one another" and that "they shall jointly take care of their home and children and in consultation promote the best interests of the family." This is not quite as explicit as "spouses shall share the expenses and discharge of household duties" mooted by the Working Party for the Role of the Male. Is this seemingly Nordic Utopia the Europe of tomorrow?

Changes in legislation, increased participation in the labour market, commitment to equal opportunity and action programmes give the impression that considerable progress has been made in the pursuit of independence and equality for women. Undoubtedly, the trend is towards greater equality and independence between men and women, and moving away from relationships of asymmetry and dependence. However, there may well be a gap between the reality and perception of women's independence and equality. The width of this gap may vary considerably across countries and the speed with which the gaps shrink is also likely to vary. Behaviour can often lag behind general norms or opinion formers' views on the world.

Societies are likely to continue to search for progressive social directions. The European Commission is already a major force in considering, highlighting and initiating changes in this arena, as well as providing powerful symbolic leadership to what might be regarded as the less progressive or more reticent constituent countries. The Community's 1982-85 Action Programme contained the following 'action': To encourage the sharing of occupational, family and social responsibilities by men and women so that women can play a more active role in the working world and in political and social life¹⁵.

The Second Action Programme for Equal Opportunities (1986-90) stressed the goal of more equitable sharing of family, occupational and social responsibilities within the couple and in society in general. Note the move in emphasis from women to

the couple. The bottom line is that some form of cooperation between men and women is needed to sustain society. Bridging the divide between men and women to create a truly equitable public and private world is likely to take a very long time, progress is being made, but I for one am not optimistic about it being in place by the year 2001. ■

This is an edited version of a paper given by the author to a Eurostat conference on 'Human Resources at the dawn of the 21st Century' in Luxembourg in November 1991.

The views expressed in this article are the author's own and not necessarily those of the Employment Department.

Footnotes

- 1 'Employment for women: is access to jobs easier or not?', Ch. 6 in *Employment in Europe 1990*, Commission of the European Communities, 1991.
- 2 *A Social Portrait of Europe*, Eurostat, Luxembourg, 1991.
- 3 *Labour Force Survey, Results 1989*, Eurostat, Luxembourg, 1991.
- 4 *ibid*, table 34.
- 5 *Earnings, Industry and Services 2 - 1988* cited in Table 2.13 in *Women of Europe Supplement No 30*, 1989.
- 6 *Women of Europe Supplement No 26*, Commission of the European Communities, 1987.
- 7 Kempeneers, M, and Lelievre, E, *Employment and Family*, Commission of the European Communities, Eurobarometer No 34, 1992.
- 8 Jorgensen, P S, 'The Family with Dependent Children in Denmark', in (ed) Kiely, G, and Richardson, V, *Family Policy in European Perspectives*, Family Studies Centre, Dublin.
- 9 For example, Hochschild, A, *The Second Shift: Working Parents and the Revolution at Home*, Piatkus, London, 1990. Ve, H, 'The male gender role and responsibility for childcare', in (eds) Boh, K, et al, *Changing Patterns of European Family Life: a Comparative Analysis of 14 European Countries*, Routledge, London 1989.
- 10 Kamerman, S B, *Parenting in an Unresponsive Society: Managing Work and Family Life*, The Free Press, New York, 1980.
- 11 *ibid*.
- 12 *Study of the Relationship between Female Activity and Fertility, Volume 1, Synthesis Report: Issues and Policy in the Relationship between Female Activity and Fertility*, page vi, Commission of the European Communities and Eurostat, Brussels, 1991.
- 13 Cherlin, A J, *Marriage, Divorce and Remarriage*, Harvard University Press, 1981.
- 14 *Demographic Statistics, 1991, Table G15*, Eurostat, Luxembourg, 1991.
- 15 *Women of Europe Supplement No 27*, Commission of the European Communities, 1988.


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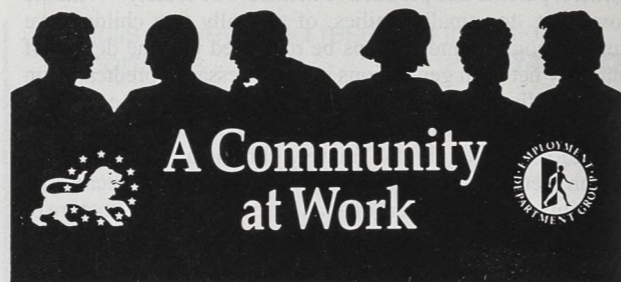
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UK PRESIDENCY some key events



RISK ASSESSMENT CONFERENCE

5-9 October
London — organised by HSE, one of four events linked to both the UK Presidency and the European Year of Health and Safety at Work.
Tel: John Price 071-243 6266.

EURO ACTION '92

9-16 October
The annual 'Action Special' event, held in conjunction with BBC Radio 1, with an extra Euro-dimension. Using radio broadcasts, telephone helpline and information booklets, the campaign will provide information on employment, training and enterprise opportunities across Europe.
Tel: Tom Peel 0742 593666

HEALTH AND SAFETY ENFORCEMENT IN EUROPE

9 November
London — held in conjunction with the Institute of Environmental Health Officers, this conference aims to promote a more co-ordinated approach to health and safety inspections and enforcement.
Tel: Deb Jones 071-928 6006.

INFORM '92 - INFORMATION FOR DISABLED PEOPLE

13-14 November
Birmingham — conference, led by the Department of Health, looking at

approaches to making information more accessible to different groups, including elderly people with disabilities and ethnic minorities with disabilities.
Tel: Simon Lawton-Smith 071-972 4140.

EUROPEAN LABOUR MARKET POST-1992

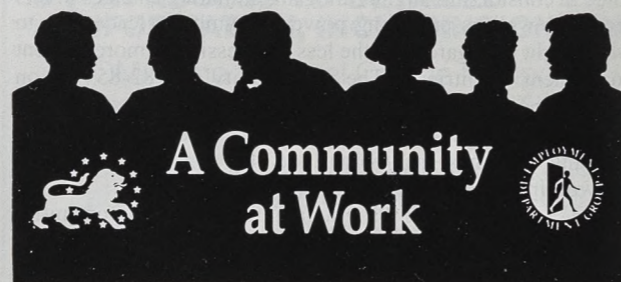
18-20 November
Glasgow — a look at the implications of economic and monetary union, the Single Market, and the growing number of member states on the EC labour market.
Tel: Jackie Honey 071-273 5564.

EQUAL TO THE TASK - EQUAL OPPORTUNITIES IN EMPLOYMENT

7-9 December
Birmingham — a conference identifying practical ways to promote equal opportunities in the workforce.
Tel: Judith Bailey or Wanda Brown 071-273 5409.

EUROPEAN MANAGEMENT DEVELOPMENT

15-16 December
London — this conference, held in conjunction with IPM, will look at the European legal framework and how employers work within it to manage their staff and businesses.
Tel: Tim Boden 0928 794132.



special FEATURE



Public employment services into the 1990s

The Organisation for Economic Development (OECD) recently published a summary of a review report¹ comparing public employment services in Japan, Norway, Spain and the United Kingdom. This article reports on the OECD's findings.

In all industrialised countries, and increasingly in the new democracies of Central and Eastern Europe, public employment services are seen as having an important role to play in the implementation of labour market policies. In the 1990s higher international levels of unemployment and increased public expectations of quality of service and value for money present a range of challenges for employment services. Providing high-quality public employment services is therefore one of the United Kingdom's priorities for social affairs in its current presidency of the EC Council of Ministers.

As a contribution to the debate on how best to meet these challenges, the OECD has carried out a comparative review of public employment services in Japan, Norway, Spain and the

UK. The review covers the labour market and legislative context in each country, each employment service's tasks and resources, and the distinctive approaches to the main functions of job-brokering, benefit payment, and active labour market programmes.

National labour markets and legislation

Unemployment rates in each country are set out in figure 1. The Japanese labour market has been characterised by high demand for labour, low unemployment, and, certainly for male workers in the larger companies, a system of lifetime employment which leads to low labour turnover. For those with sufficient contributions to qualify, unemployment benefit entitlement lasts for three to six months, and ranges from 60 to 80 per cent

of the previous wage up to a ceiling. Once unemployment benefit is exhausted and for those with insufficient contributions, income support is administered separately by the Ministry of Health and Welfare. However, it is difficult to obtain income support on grounds of unemployment alone, reflecting the prevailing view in Japan that people who want to work can find a job.

In Norway unemployment has risen since the mid-seventies from a very low base, but is still low relative to other industrialised countries. As unemployment levels have risen the periods of entitlement for unemployment benefit for those with sufficient contributions have progressively been extended from 20 to 80 weeks. After 13 further weeks without benefit unemployed people can re-qualify for a further 80-week unemployment benefit entitlement. However, from May 1992 unemployment benefit can run continuously for 186 weeks where the employment service cannot offer a job or training place. The benefit rate is initially 63 per cent of previous earnings (subject to a ceiling) with a slightly lower rate for further entitlement periods. Income support for people with no entitlement to unemployment benefit, or whose entitlement has been exhausted, is administered separately by local authorities.

In Spain there was rapid growth in the employed labour force during the 1980s, particularly amongst women. The particularly rapid employment growth between 1985 and 1991 has been linked to the introduction in 1984 of legislation allowing the recruitment of workers on temporary contracts on much less restrictive conditions than previously applied. Unemployment has fallen significantly from its peak but is still relatively high by OECD standards. New recruitment is primarily through temporary employment contracts as a more flexible alternative to the highly regulated system governing permanent employment, although many temporary contracts do in fact lead to permanent jobs. The duration of unemployment benefit is up to a maximum of two years at 60 to 80 per cent of previous earnings, subject to a minimum and a ceiling. For those not entitled to unemployment benefit, income support is available through the employment service for up to 18 months at 75 per cent of the minimum wage, but only to people with dependents to support.

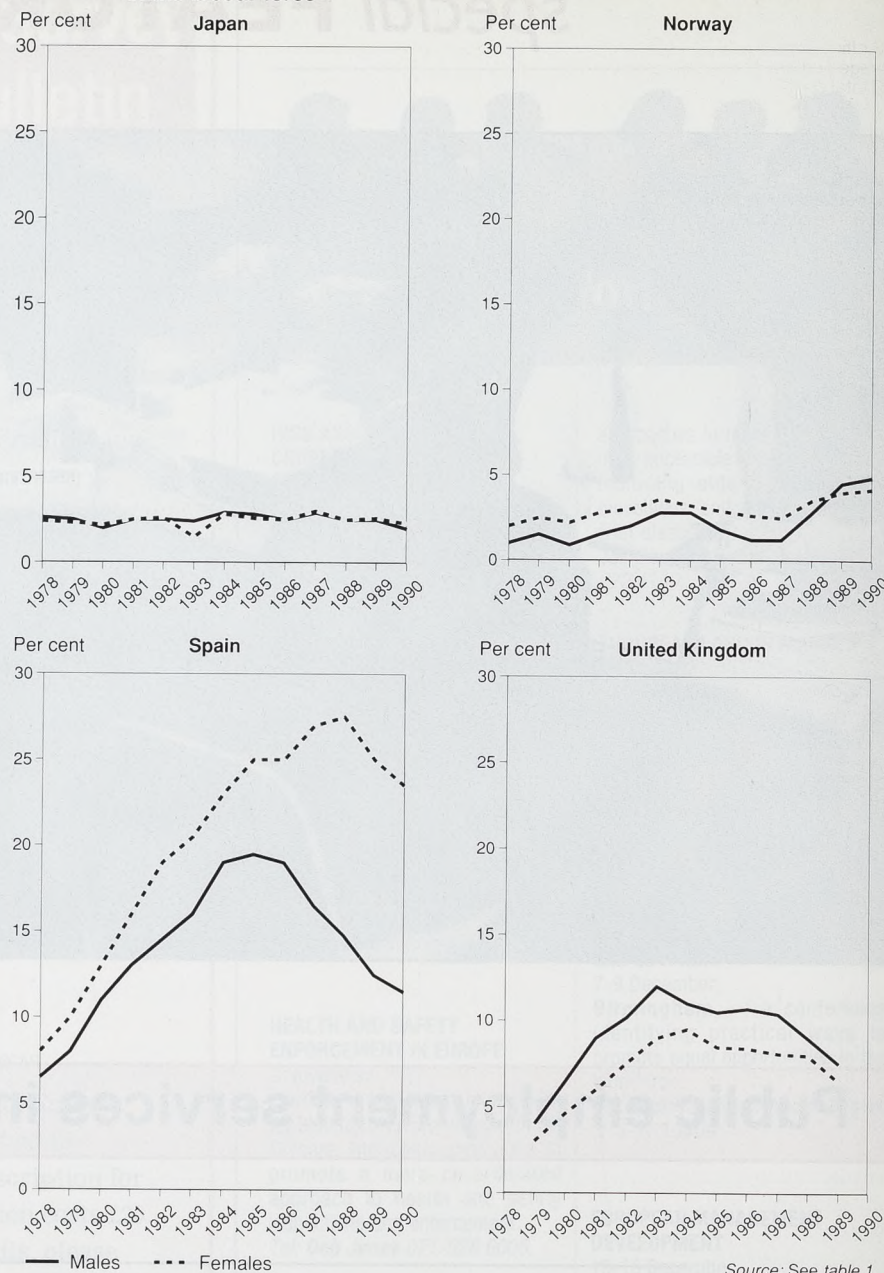
The UK labour market has relatively few barriers to labour turnover compared with the other countries, and this has been reflected in rapid cyclical changes in employment and unemployment. Employment service measures are seen as having contributed to the rapid fall in unemployment between 1986 and 1990. For those with sufficient contributions, un-

employment benefit lasts for 52 weeks and, in contrast to the other review countries, is paid at a fixed rate unrelated to previous earnings. However the majority of unemployed people in the UK receive income support rather than unemployment benefit. Income support is a means-tested benefit with no maximum time limit on entitlement. Income support payments are assessed by the Benefits Agency of the Department of Social Security, and paid through the employment service.

Tasks and resources

In all four countries employment services are funded by central government and share the core tasks of job-brokering, payment of unemployment benefit, and provision of advice and assisted job search for unemployed people.

Figure 1 Unemployment rates by sex from labour force surveys, percentage of the labour force



Source: See table 1

Table 1 Employment Office networks, staff numbers and indicators of workload

	Japan	Norway	Spain	United Kingdom
PES office districts	479	120	675	1,100
Average number of local office staff per district	27	18	11	28
PES total staff	15,284	2,800	15,322	38,400
Percentage distribution of staff numbers*				
Local offices†	84	80	48	80
Intermediate-level offices	15	14	44**	15
National headquarters	1	6	8	5
Stocks per PES staff members‡				
Population	8,100	1,500	2,400	1,500
Registered job-seekers	85	65	260	N/A
Registered wholly unemployed	N/A	33	150	43††
Benefit recipients‡‡	32	41	85	37††
Notified vacancies	119	2	3§	5
Monthly flow per staff members				
New registrations of job-seekers	20	12	51§	N/A
New benefit claims§§	8	6	10‡‡	8††
Flow of notified vacancies	44	7	5§	5
Placements	7	2≈	3	4

† A Not available.

† Information on office network and staff number relates to 1991.

† Local office staff includes staff in auxiliary and specialised local offices as well as full-service offices.

† Spain: the figure for intermediate-level office staff includes 2,114 officers for unemployment benefit administration, a function which is gradually being transferred to local offices.

† Stocks and flows of clients in 1990, divided by the number of PES staff in local, regional and national offices.

† United Kingdom: the stock of registered wholly unemployed relates to the administrative count of benefit claimants. New benefit claims are the flow into this stock. The stock of benefit recipients

is estimated from survey information for claimants not currently receiving benefit.

† The stock of benefit recipients includes only persons currently in receipt of a regular cash payment through the PES.

† Spain: Vacancies and placements exclude "nominated" vacancies, for which employers already have candidates. But new registrations of job-seekers include persons who present a

"nominated" vacancy and immediately register an employment contract, who thus do not enter the stock of job-seekers.

† New benefit claims include claims which are processed but do not lead to payment of benefit. The total may include several new claims a year by the same person, but transitions from one type

of benefit to another (e.g. from insurance to assistance benefit in the United Kingdom) are not counted as new claims.

† Secretariat estimates, approximate figures.

† Sources: For office networks and staff, information from the countries concerned. For population, OECD National Accounts, Part 1. For registration and benefit data:

Japan: Japan Yearbook of Labour Statistics 1986, Ministry of Labour, Economic Statistics Annual, Bank of Japan.

Norway: Månedstatistikk for arbeidsmarkedet, Labour Directorate.

Spain: Anuario de Estadísticas Laborales 1990, MTSS.

United Kingdom: Department of Employment Gazette; Department of Social Security

Further note: Sources for Chart 1 are earlier issues of the publications cited above, the OECD labour force data-base (as for OECD Labour Force Statistics); data supplied by the

Norwegian Labour Directorate; Boletín de Estadísticas Laborales, and data supplied by the UK Employment Service from the NOMIS data-base.

Beyond these common functions there are some variations in the additional responsibilities of employment services in each country. In the United Kingdom and Spain employment services have some or all of the responsibility for payment of income support, and in the UK and Japan the employment services have a benefit fraud investigation service. In Spain, Norway and Japan the employment service is responsible for the provision of training programmes for unemployed people, whereas in the UK this is the responsibility of separate employer-led Training and Enterprise Councils. The Japanese employment service has the additional functions of collecting national insurance payments from employers, licensing private employment agencies, and administering industrial subsidies to firms in declining industries. In Spain the employment service registers all new employment contracts.

In all four countries these functions are carried out through a national network of local offices. Details of these networks, the staff numbers, and some indicators of staff workloads are set out in table 1. The UK has the most extensive local office network and this is reflected in its overall staffing level. In each of the three larger countries the network is used by millions of jobseekers and handles hundreds of thousands of vacancies every year. For example in 1991/2 the UK employment service:

- placed over 1.5 million people into jobs
- handled some 2 million vacancies
- took nearly 5 million claims to benefit

- made around 61 million individual benefit payments, and
- carried out over 7.7 million advisory interviews.

To cope with large business volumes and to provide customers and taxpayers with efficient and effective services, all four employment services surveyed have increasingly been investing in information technology. The main business areas supported by information technology are benefit administration, including entitlement checking by reference to national insurance payment records, and benefit payment itself; job broking, through vacancy circulation and display, and through coding of vacancies and jobseekers to facilitate matching; and advisory services through providing records of the client's previous interviews and job search activities.

One particularly sophisticated computer application in Japan can transfer to any local office facsimile images of vacancy information handwritten by employers. This can include information which cannot be coded such as a map on how to reach the employer's premises.

Job broking

In Norway and Spain the employment service has a legal monopoly on job-brokering but the compulsory notification of vacancies is not enforced. In Japan private employment agencies are allowed only in certain occupations. Data on hirings from all four countries suggests however that monopoly status for the public employment service has little impact on market share.

Table 2 Vacancy inflows and placements, 1990

	Japan	Norway	Spain	United Kingdom
PES administrative data:				
Annual vacancy registrations (000s)	7,980	237	684	2,413
Annual placements (000s)	1,356	ca 50	506	1,764
Labour market data:				
Dependent employment (000s)	47,726	1,761	9,073	22,824
Monthly new hires as a percentage of dependent employment (approximate)*	1.9	ca 2.3	2.2	2.1
Derived indicators:				
Placements as a percentage of vacancy notifications	17	ca 21	74	73
Monthly vacancy registrations as a percentage of dependent employment	1.39	1.12	0.63	0.88
Monthly placements as a percentage of dependent employment	0.24	ca 0.24	0.46	0.64
Vacancy registrations as a percentage of all hirings	70	ca 50	30	40
Placements as a percentage of all hirings	12	ca 10	20	30

* These estimates are based on the following considerations. In Japan, the survey on Employment Trends shows that about 19 per cent of employees had been hired within the last year; the monthly hiring rate is somewhat over 1/12 of the annual rate. The Monthly Labour Survey shows average accession rates of about 1.8 per cent per month for firms with 5 and more employees. In Norway, in the Labour Force Survey about 18 per cent of those in dependent employment report that they started within the last 12 months, but there is significant turnover in short-term jobs. In Spain, most new hires appear among the 4.6 million new employment contracts registered with the PES in 1990. If about half the contracts represent new hires (others being extensions of previous contracts), the hiring rate would be about 2.1 per cent per month. In the United Kingdom, the monthly hiring rate in manufacturing is 1.9 per cent, and figures for Japan and France indicate that the rate in the whole economy is 10-30 per cent higher than in manufacturing. In 1990 UK Labour Force Survey, 6 per cent of employed persons said they had started in the last three months. Sources: As for Table 1 estimates based on OECD Labour Force Statistics; and for note a), Japan Yearbook of Labour Statistics; 1988 UK Employment Gazette, 1989, OECD (1986, Table II-3), and Table 3.10 below.

The main methods of job-brokering in all four countries are client self-service from vacancy displays in local offices, and assisted matching by employment service staff of jobseekers to vacancies.

In Spain and the United Kingdom the self-service system operates through requiring interested jobseekers to make their application through employment service staff. This enables staff to control applications for each vacancy as agreed with the employer. By contrast in Norway and Japan jobseekers can apply for displayed vacancies direct to the employer and without any local office intervention.

In Norway jobseekers and employers have direct access to the computerised vacancy database and the computerised client database respectively, and in parts of the country the employment service publishes free newspapers for jobseekers containing selected vacancies.

In general the employment services in Japan and Norway, the countries with lower unemployment, concentrate their job brokering efforts on meeting the needs of employers. In Spain and the United Kingdom the emphasis is more on meeting the needs of the long-term unemployed jobseeker. In all four countries the main complaint of employers is that the employment service does not always supply suitable candidates.

Measures of market penetration by the employment service in each country are incomplete and not always directly comparable. However the available evidence on vacancy inflows and placements is summarised in table 2. This suggests that the countries with the lower unemployment and the greater focus on employer needs, Japan and Norway, have a higher market share of all vacancies than Spain or the UK, but a lower market share of all hirings. This reflects the considerable success of employment services in Spain and the UK in filling the vacancies notified to them, with approximately 74 and 73 per cent success rates respectively.

Benefit payment

The different benefit systems in force in each country in terms both of entitlement conditions and of duration of entitlement produce some striking comparisons, although in the absence of a more qualitative analysis it is difficult to draw any overall conclusions.

In the UK some 65 per cent of the stock of claimants are estimated never to have received unemployment benefit during their claim, compared with estimates of 10-20 per cent in Japan and around 25 per cent and 33 per cent in Norway and Spain respectively. This may reflect the highly flexible nature of the UK labour market in which a significant pool of workers move

rapidly in and out of employment without building up sufficient contributions to generate entitlement to unemployment benefit.

In Japan however about 70 per cent of new claims to unemployment benefit are disqualified because the claimant left previous employment voluntarily. This compares with 10 per cent in the UK and four to eight per cent in Norway. This may reflect low levels of redundancies and lay-offs associated with the Japanese system of lifetime employment.

Levels of formal disqualification from benefit once a claimant has started appear to be low in all four countries - indeed in Japan and Spain statistics do not appear to be available for such disqualifications. This seems to reflect a reliance by employment services in all four countries on other ways of enforcing benefit entitlement conditions, such as persuading people who do not meet the conditions for entitlement to benefit to withdraw their claim or to apply for other more appropriate benefits.

There are also different approaches to benefit fraud investigation. In Japan computer matching can identify cases where benefit claimants are also paying national insurance contributions from a regular job, and the employment services fraud inspectors will then investigate. In Spain a similar computer matching facility exists which can identify potential fraud. However fraud investigation is but one of the many responsibilities of the Labour Inspectorate, a separate body within the Labour Ministry. In the UK there is a large dedicated fraud investigation service with an average of one investigator per local office. In 1992/3 this service plans to achieve 58,000 withdrawals of fraudulent benefit claims as a result of its investigations, leading to benefit savings which pay back the cost of the investigations many times over. There appears to be little in the way of formal fraud investigation arrangements in place in Norway, although the possibilities of computer matching with tax and national insurance records are being explored.

Active labour market programmes

In the four countries employment services have distinctive approaches to active labour market measures to reduce unemployment, reflecting their different labour market circumstances and national traditions.

Japanese claimants are given short advisory and job-matching interviews monthly when they visit their local office to sign on as unemployed. For claimants requiring re-skilling the employment service provides access to training programmes. A Re-employment Bonus provides a financial incentive to claimants to return to work early rather than to remain unemployed until the expiry of their full unemployment benefit entitlement. For example, a bonus equivalent to 30 days benefit entitlement can

be paid to a claimant taking a job before the end of the first half of a benefit entitlement period of 90 days. The employment service is also involved in preventing unemployment through administering industrial adjustment funds to struggling employers - these are funded by an employer levy based on a percentage of payroll.

In Norway employment offices have traditionally enjoyed considerable local autonomy in deciding how to help unemployed people, but with rising unemployment more centralised guidelines are being introduced. Regular interviews with unemployed people were introduced in 1991 and the intention is for interviews every three months for all claimants to become standard procedure. The emphasis is on referral to further education, training or temporary jobs. Drop-out from training has however been a problem and four day motivation courses to precede training have now been set up. Wage subsidies to employers to hire particularly disadvantaged unemployed people are well-established, with 50 per cent of the first three to six months wages being paid for unemployed people hired from the following groups: youth, women, long-term unemployed people, people with disabilities, and refugees. It has been necessary to tighten up procedures to ensure that these subsidies do in fact lead to permanent employment.

The employment service in Norway also operates a major subsidised temporary work programme called Work for Welfare. Run mainly by local authorities and frequently involving environmental and renovation work, such projects provide employment at minimum wage levels for six to ten months. People who have exhausted their 80-week unemployment benefit entitlement are the priority group for this programme, and there is a requirement that 20 per cent of the time be spent on job search.

In Spain considerable importance is attached to the initial advisory interview which classifies the client's abilities and codes them for computer matching purposes. Signing-on is every three months and subsequent advisory interventions are limited, but follow-up interviews for people unemployed for

more than one year have recently been introduced. These focus on encouraging people to find jobs by their own efforts, and are supported by three-day job search courses for those requiring additional help.

The efforts of the employment service are concentrated on the creation of training places, and the provision of incentives to private sector employers to provide new jobs with training through exemptions from employers' national insurance contributions. These subsidised jobs form around one quarter of all temporary employment contracts, which in turn form around one-half of all employment contracts. In addition around 200,000 people are employed in local authority public works subsidised by the employment service. A minimum proportion of either 50 or 75 per cent of workers employed on these projects must be formerly unemployed people. There is no priority access to these jobs for particularly disadvantaged groups amongst the unemployed.

In the UK the employment service places great emphasis on its scheduled programme of interventions combining advisory interviews and access to labour market programmes. All new claimants receive an advisory interview, and a 'Back To Work Plan' is agreed detailing the steps the claimant will take to find work. Thereafter claimants sign on every two weeks. The majority of those still unemployed after 13 weeks receive a second advisory interview to check that the claimant is still available for and actively seeking work, to give further advice on job search, and to revise the Back To Work Plan. At this stage there is access for claimants to assisted placing provision and to short programmes offering help with career directions or with job search skills.

People still unemployed after 26 weeks receive a further advisory interview and become eligible for access to more intensive programmes of help, including training, work experience, Jobclubs and guaranteed job interviews. Thereafter interviews continue at six-monthly intervals. People unemployed for two years or more may be required to attend a one week Restart Course designed to improve motivation and to

Table 3 Measures designed to increase job-finding chances, United Kingdom

Measure	Brief description	Typical duration	Group covered	Annual cases	Success rate
Managed by the Employment Service					
Memorandum item: placement into jobs				1,400,000*	
Job-search seminars	Courses on job-search techniques	2 days	Unemployed for over 3 months	90,000	Job found within 5 weeks by about 50 per cent
Job Review Workshops	Guidance on alternative careers, including analysis by computer	2 days	Unemployed for over 3 months	30,000	
Jobclub	Coaching in job-hunting techniques; facilities, support and motivation from Jobclub leader	4 x 1/2 days per week until job-finding but limited to about 3-4 months	Unemployed for over 6 months or others at disadvantage in the labour market	140,000 in about 1,000 Jobclubs	Job found by about 50 per cent
Job Interview Guarantee	Guarantees the unemployed person an interview with an employer, some other facilities for job-seekers and employers	May involve only the interview with an employer, may involve a short course	As above	c.70,000 planned 100,000	Job found in about 25 per cent of cases
Restart Course	Discussion, motivation, information, contact with other people, exchange of experience, guided by course leader	5 days	As above, but becomes compulsory after two years	120,000	
Managed by Training and Enterprise Councils					
Employment Training	Long-term training ranging from literacy to recognised qualifications	6 months	As above	250,000*	
Business advice, enterprise allowance grants	Training, advice about how to set up business, financial support during business start-up in some cases		Most services are available to all	40,000 Enterprise Allowance†	

* 1990/91.
† 1990/91 figure: current operation is affected by reorganisation of the programme
Source: Various material supplied by the Employment Service.



help them reassess their strengths and skills and plan their way back to work. The full range of labour market programmes available to unemployed people is set out at *table 3*.

Conclusions

The functions of public employment services, the emphasis given to each function, and the means of implementing each function will clearly vary from country to country according to individual circumstances. However, in adapting to the changing labour market and customer requirements of the 1990s, employment service management can learn much from the experience of other countries. With rising unemployment levels throughout Europe it is particularly important that a wide range of assistance is provided to unemployed people to ensure that they have the help they need to get back to work, although there is no one model of intervention which can be applicable in every case.

In general the OECD emphasises the need for each employment service to be clear as to its rationale, aims and objectives in carrying out each of its various functional responsibilities.

In particular it recognises the need for employment services

to strike a balance between the need to give priority to helping people who are disadvantaged in the labour market, and the need to maintain a reasonable market share of employers' vacancies. It identifies the provision of efficient customer-orientated services, and the physical upgrading of local offices to provide a comfortable and professional environment, as effective ways of balancing these pressures.

The OECD also notes that the consistent and effective application of the legal conditions for receipt of benefit, and the testing of willingness-to-work through offers of jobs, or of training or work experience opportunities, represent an important management challenge for employment services. The regular scheduling of interviews with claimants to give advice and offers of help through labour market programmes, can provide a valuable framework for this process to take place.

Footnote

¹ OECD Employment Outlook July 1992, Chapter 3.

special FEATURE



Photo: Ulrike Preuss/FORMAT

Making ethnicity count

This article discusses the findings of a recent research project, commissioned by the Employment Department, to look into some strategic issues involved in ethnic monitoring.

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OVER THE past decade or so more and more organisations in both the public and private sectors have started developing equal employment opportunities policies and programmes. These have been designed to address the disadvantage and discrimination in employment encountered by women, people from ethnic minorities and people with disabilities. A central feature of many such programmes has been the development of systems to monitor the composition of existing workforces and those recruited to organisations. In the case of ethnicity, this has typically

involved developing methods for recording the ethnic origin of employees and job applicants. Although it has sometimes been controversial among both employees and employers, ethnic monitoring has long been recommended by the Commission for Racial Equality.¹ This view is supported by the Employment Department which earlier this year published a guidance pack, *Ten Point Plan for Equal Opportunities*, to encourage employers to tackle systematically the issues of equality of opportunity within their organisations. Setting an action plan, including targets,

KEY findings

- Employers justified monitoring both in terms of altruism and self-interest.
- Very few employers had attempted to quantify the costs of monitoring but most senior managers did not see costs as a serious issue.
- For job applications, there was a strong preference for a question about ethnic origin to be detachable from the main application form as this reduced the risk of sifting out by ethnic origin at the short-listing stage.
- There was a strong preference for initial self-classification of ethnic status by existing employees, followed up with a management 'headcount' if necessary to ensure complete coverage.
- Employers were confused by changes in ethnic classifications, and further measures may be needed to standardise the categories used.
- Employers' comparisons were hindered by the lack of data showing ethnic minority populations in the relevant local labour market or occupational group. This problem will in part be solved by the availability of ethnic minority data from the Census of Population 1991.
- All the organisations studied had found value in ethnic monitoring, and many were keen to develop their programmes further. Many were content to recommend ethnic monitoring to other employers, share their experiences and learn from the experiences of others.

and monitoring the composition of the workforce and progress in achieving objectives form two of these Points.²

Nevertheless, it is probable that ethnic monitoring, and equal opportunities initiatives more generally, are still confined to a minority of employers.

The study

This article is based on the results of a research project carried out in 1989-90 for the Employment Department as part of its continuing research programme on equal opportunities in employment.³

The aims of the project were to identify and evaluate best practice in ethnic monitoring, with particular reference to costs and benefits as perceived by employers. It was intended by the Employment Department that the results of the research would inform its promotional work and policy in this area.

The study covered 22 organisations, identified jointly by the ED and the authors as having developed extensive ethnic monitoring programmes. They comprised 13 private sector companies and nine public sector organisations including financial service institutions and banks, retail companies, manufacturing companies, service organisations, fire services, local authorities, transport facilities and a police force. Most were relatively large organisations, some being well-known household names.

Research methods included semi-structured interviews, mainly with middle and senior personnel and line management and trade union representatives. In addition, we were provided with extensive documentary sources by nearly all participating organisations.

The research necessarily took a case study approach. One objective was to identify the central issues as perceived by key players in a range of major British businesses and other organisations. Therefore, it was not appropriate to seek to quantify the opinions expressed, not least because not all views carried the same weight in the policy making process within the organisations studied.

Given that this article draws attention to a number of strategic issues and difficulties encountered by the organisations, we should perhaps begin by making it clear that we found a great many positive things happening in the case study organisations. It seemed that all the organisations had found something of value in monitoring. Many were keen to develop their monitoring programmes further, were happy to recommend monitoring to other organisations and were willing to share their experience and expertise. There were no organisations in which monitoring had caused serious problems. The overall impression, then,

was one of commitment, competence and success. We would not want the comments which follow to undermine unnecessarily this generally positive picture.

The study raised a number of strategic issues concerning ethnic monitoring, and interpretative difficulties. Some represent points of difficulty or uncertainty encountered in the monitoring process. Others refer to key decisions or critical issues that respondents identified as turning points in the exercise. The following sections highlight the key questions raised during the research project.

What is monitoring?

For the purposes of the study, 'monitoring' was taken to mean five linked processes: record keeping; collation of statistics; analysis of raw data; presentation of data in appropriate report form; and utilisation of reports to review and revise employment practice.

All the organisations engaged in some of these activities, especially record keeping, collation and analysis. However, there was much less involvement in feeding the data to policy makers in appropriate form, or use of the data by decision makers, to inform company policy making. Thus, there was a danger that ethnic monitoring could end up being a sterile exercise in record keeping.

In part, this lack of use of monitoring data to inform the policy process reflected the fact that some organisations were relative newcomers to ethnic monitoring. But it also indicates a major flaw: the widespread lack of clear strategic thinking. Without thorough forward thinking, difficulties which could have been anticipated, and perhaps avoided, were often encountered some way down the line in the monitoring process. This highlights the importance of seeing ethnic monitoring as part of an overall equal opportunities policy and programme. In other words, monitoring should be seen as a means to an end, not an end in itself.

It is also clear that steps can be taken even before full monitoring data are available. There is no reason to wait for the results of complex and sophisticated analyses before examining the basic principles of fairness and justice entailed in routine selection processes. The argument for strategic thinking, or the case made below for more sophisticated tools and data in a number of key areas, should not be taken as reasons for prevarication and delay.

Hence, as was the case in some of the organisations taking part in the research, initial steps to redress the balance, such as procedural review or special advertising initiatives, can be effected while sophisticated monitoring arrangements are

being fully developed. These considerations lead directly on to the next point.

What are the objectives of monitoring?

Some organisations in the study seemed to have embarked on monitoring without working out their objectives. Their energies had all been directed to tactical issues such as getting the systems up and running, and overcoming employee objections. But once the data started to come in they began asking, 'What are we going to do with this information?' They often appeared to be looking around for advice on what was the appropriate next step. In this context, some said that they wanted more, or better, advice from government or statutory bodies.

The first point to be made here, then, is the need for clear - and appropriate - objectives. The organisations which had set themselves goals tended to adopt two different approaches. These were not mutually exclusive but they were different in character.⁴

One way was to set objectives in terms of demonstrating the *fairness of procedures*. For example, monitoring could reveal that the proportion of ethnic minority job applicants among those who replied to an advertisement, who were short-listed, interviewed and appointed was broadly similar. This might reasonably be taken as evidence that the recruitment process was fair.⁵

The other way of setting objectives was in terms of *workforce profiles*, ie. aiming to increase the numbers and proportions of ethnic minority people in various categories of employment by a specified amount by a target date. This route to setting objectives inevitably raised the question of *targets and quotas*.

A target is a numerical goal which an employer endeavours to reach by a specified date but *always within the law*. Positive steps may be taken to encourage or train candidates but selection is always on the basis of merit only. A quota involves selection on the basis of *racial or ethnic origins* and is therefore unlawful.

The question of targets was an important and controversial issue in many of the organisations studied, arousing negative responses among some respondents. Many respondents routinely confused targets and quotas. Resistance to quotas thus often inhibited the process of setting goals of any kind. Many other respondents, who did recognise the difference, felt that targets could all too easily become quotas. A common fear was that targets could therefore lead to unlawful positive discrimination.



Photo: Brenda Prince/FORMAT

Other managers argued that a policy of picking the best person for the job necessarily precluded the setting of targets, while a few respondents suggested that targeting tended to discredit or reduce the legitimacy of those ethnic minority people who were appointed, making them seem like political appointees rather than people who had won their posts on merit.

Even when targets were not opposed on principle, further difficulties were put forward in some organisations. Thus, where there was little or no recruitment going on, it was sometimes argued the setting of targets was meaningless or tokenistic. Similar arguments were presented where few applications were received from ethnic minority people.

A number of firms were not sure how to set targets. What were the relevant terms in which realistic objectives could be set:

the local community; the local labour market; or the local travel to work area? Should there be different targets for different jobs, based on different points of reference?

Not all responses to targets were negative. Indeed, a number of points were made in their support. A number of managers forcefully made the point that all business activities or policy-making involve setting aims and objectives. Policies without clearcut objectives are intrinsically flawed. Moreover, aims are meaningless if not expressed or specified in a measurable way. Aims have to be precise if they are not to become pious platitudes, honoured only in the breach. To oppose the setting of targets on the grounds that they might encourage unlawful behaviour, it was pointed out, is not an argument heard elsewhere in

business practice, such as when setting profit or sales targets. Why should different principles apply to equal opportunities and monitoring? What is more, proper monitoring is a device which helps detect all forms of unlawful or unfair discrimination within the recruitment process, including positive discrimination.

It was also pointed out by some respondents that workforce targets could be set for many things as well as entry recruitment, for example, training; advancement and promotion; and career development. All of these might serve to improve the position of members of under-represented groups already in the organisation. They were also likely to be of commercial advantage to the company by optimising the utilisation of talent. Moreover, where ethnic minority

applications were low, proactive organisations saw it as their task to go out into the community, in a variety of ways, in an attempt to generate applications.

Despite these many positive views, workforce targets were a matter of controversy in the organisations studied and various solutions to consequent difficulties were proposed. Some organisations tried to adopt a semantic solution by avoiding the word 'target', replacing it with something else such as 'forecast', 'objective' or "something it would be nice if you could move towards".

Another strategy was to ensure departmental involvement by encouraging local units to draw up and set their own targets. This was seen as having the advantage that such targets were perceived to be realistic and to be 'owned' by the unit or department concerned. Such a procedure also got around another problem; namely, the need to adjust targets to a wide variety of different local circumstances where organisations had many dispersed branches or plants. Finally, many organisations had engaged in extensive communication and education programmes with their employees to explain the situation and allay ungrounded fears of targets becoming quotas; although these had not always been successful.

What are the costs of monitoring?

A major part of the research brief was to investigate the perceived costs of ethnic monitoring. It came as a somewhat surprising discovery to find that in very few cases had organisations made any serious attempt to quantify the costs of monitoring. Estimates were usually based on informed guesswork.

Most senior managers and personnel managers did not see cost as a serious issue, although some line managers disagreed. The senior managers took the view that the direct costs were (a) relatively small and (b) often partly absorbed into other activities, such as the general personnel function. It should be noted, however, that most of the organisations we studied were large. These costs may well be a more important consideration in smaller companies.

Occasionally, the respondents referred to costs in terms other than direct financial expenditure. For example, there was some support for the view that the process of initially setting up monitoring systems takes up a lot of time for personnel and/or other managers. This was seen, however, as a once-for-all cost.

Several respondents argued that costs only became serious if members of the workforce acquired misconceptions about what was intended. In these

circumstances, there could be disruption which would have cost implications. Once again, this seems to point to the importance of early strategic thinking; of knowing what you are doing and communicating it clearly. This also brings us to our next issue: justifying monitoring.

What are the justifications for monitoring?

Our respondents offered various justifications for monitoring. People with quite different political, ideological and philosophical positions perceived monitoring to be useful and necessary. Monitoring was justified in terms of both altruism and self-interest. It was defended on moral, legal, commercial, political and community grounds. Thus, although monitoring was often seen as controversial, it did receive very widespread support.

The obvious implication here for those who seek to persuade others to engage in monitoring is that different audiences may be attracted by different rhetorics.

It was also interesting to note, however, that support for monitoring on the grounds of justice and morality (that it was 'the right and proper thing to do') was widely encountered in the private as well as public sector.

The second point, and probably the central issue around which the debate over the justification revolved, concerns the question of compulsion. Once an organisation embarks on monitoring should it be compulsory for all employees? Many of the other issues raised by respondents (such as privacy and the priority given to monitoring) were related to, or were aspects of, this question.

Those arguing for a voluntary approach said monitoring involved an invasion of privacy and the intrusion of management into aspects of personal identity. The main argument in support of compulsion was that 100 per cent coverage was vital if monitoring data were to be of value. Although high coverage can be obtained by voluntary methods, routine universal coverage entails some obligatory element. In this context, it was often pointed out that the principle of compulsion is encountered in many aspects of work, for example in relation to promoting employees' health and safety.

As far as justifying compulsion is concerned, then, the heart of the matter is whether ethnic monitoring is an appropriate function for management. If it is, then compulsion follows. Having said this, however, the way in which compulsion was handled was often critical. Some approaches were clearly ill-advised, such as arrangements initially presented

as voluntary which became compulsory at a later date.

This brings us to questions about how to collect data and the actual conduct of ethnic monitoring.

How are ethnic categories to be defined?

The organisations studied revealed a good deal of uncertainty both about the definition of ethnic categories and about the appropriate terminology to use in referring to them.

These problems were exacerbated by a perceived need to update and revise ethnic monitoring categories from time to time in order to keep abreast of changes in accepted terminology. The sorts of changes mentioned most frequently were changes in the categories recommended by the Commission for Racial Equality and changes in the acceptability of particular phrases.⁶

It seemed fairly clear to us that, at times, disputes or uncertainties over categories had the potential to undermine the legitimacy of the monitoring enterprise as a whole. At least some of our respondents associated difficulties which they perceived with the absence of a single authoritative source, willing and able to make a firm and unequivocal recommendation. Indeed, the research revealed a good deal of diversity of principle and practice in the ethnic categories used in monitoring - for example, differing uses of the term 'black'.

The conclusion we draw from these problems is that, if ethnic monitoring is to become a regular and routine aspect of management activities, there may be a need to take further steps to standardise the categories used. It seems fairly clear to us that without standardised categories, it is difficult to make comparisons between organisations or within organisations over time. It is also difficult to make comparisons between the workforce profiles of organisations, and the structures of relevant labour market populations. However, individual organisations are not in a position to resolve this question. Standardisation, by definition, involves some degree of coordination or imposition.

How are data to be collected?

A number of different methods were used to collect data about the existing workforce and about job applicants. Guidelines published last year by the Commission for Racial Equality (CRE)⁷ on how to maintain ethnic records (for

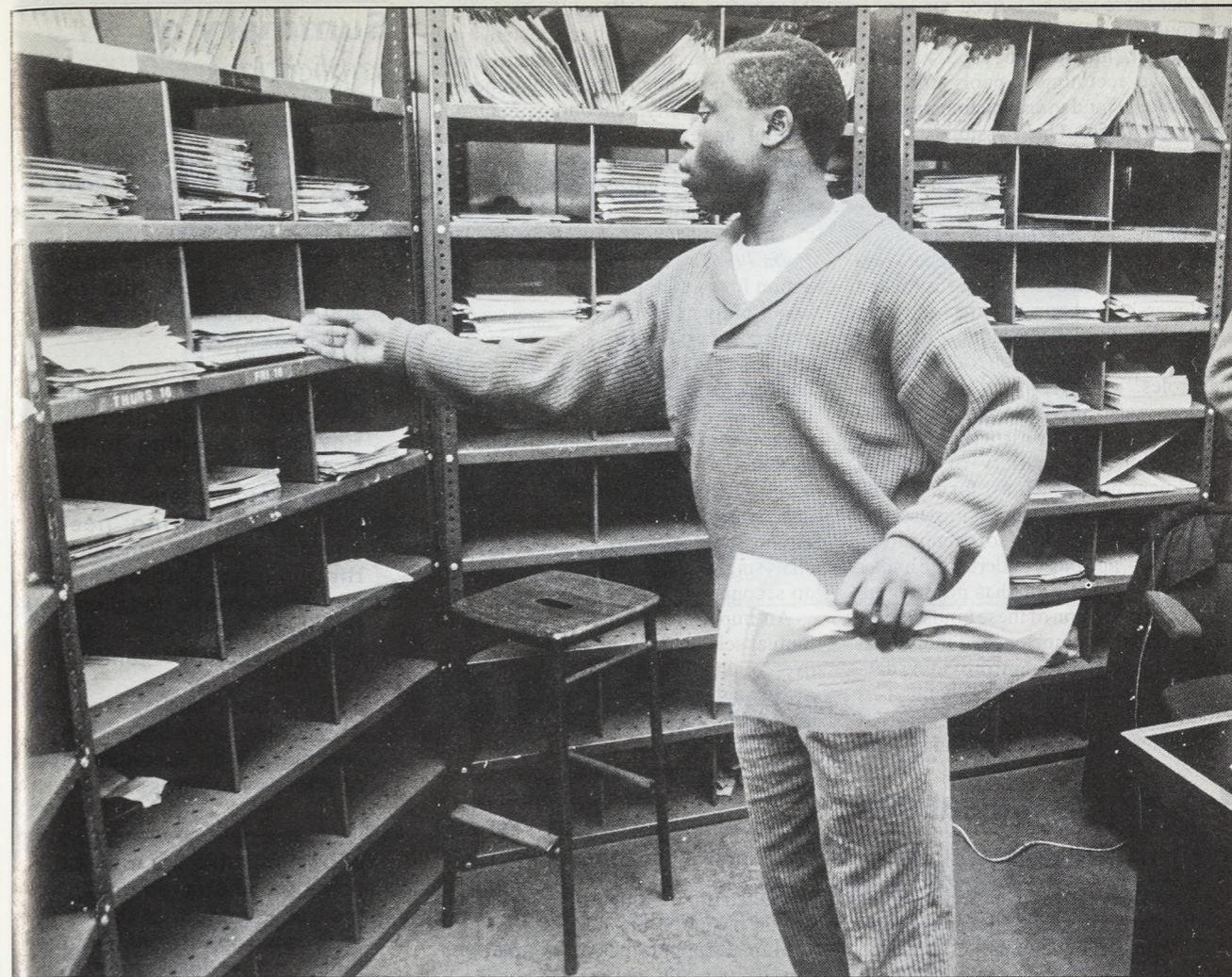


Photo: Jenny Matthews/FORMAT

auditing existing workforces) recommend using a mixture of self-classification and management headcount in order to combine the recognised advantages of these two methods.

Variations on this theme were used by the organisations studied, often reflecting historical developments or practical attempts to solve day to day problems of data collection. Overall, there was a strong preference expressed for initial self-classification, albeit backed up by management headcount for non-respondents, as the correct way to go about collecting ethnic data.

While the CRE now recommends that for job applicants ethnic monitoring questions should form an integral part of application forms, the organisations studied preferred a detachable ethnic origins question. Indeed, a number of organisations which presently maintain the ethnic question as an integral part of the form, expressed the intention in the future to move to a new detachable format,

with the aim of reducing the possibility of sifting out by ethnic origin at the short-listing stage. What this points to, we would suggest, is that, at the very least, there is an educational task to be undertaken here if the CRE is convinced that non-detachable questions are appropriate.

How are data to be interpreted?

Once data have been collected they must be interpreted. Here the point was made to us on a number of occasions, that ethnic monitoring figures cannot always simply be taken at face value. Other information is frequently required to interpret them. A key issue was a perceived lack of available baseline data. How can comparisons be made between performance of the organisation and the ethnic structure of the labour market if the data were not available?

The type of information which was frequently said to be lacking concerned: the ethnic composition of the locality; the ethnic composition of the local labour market; the ethnic composition of the relevant travel to work area or the local recruitment pool; or indeed the relevant recruitment population, e.g. those with particular education or professional qualifications. This last, of course, would not necessarily be local in character. In other words, not only do you need accurate baseline data, but you need different kinds of baseline data for different parts of the workforce. This last point is particularly important in the case of organisations located in areas with small or absent ethnic minority populations but which nevertheless recruit nationally. Monitoring is not an irrelevant activity for them, as is sometimes suggested.

Now, of course, the kinds of local data likely to be produced by the 1991 census will be extremely helpful in meeting these felt needs, but it is probably still true to

say that there will be a need for further manipulation or analysis of these data, at local level, in order to cope with the distinctive recruitment pools, travel to work patterns, and so on which characterise particular areas. One possibility is that there may be scope for groups of employers to cooperate in mutual self-help in this area. In other words, groups of employers in a particular area could cooperate to analyse and re-analyse the local data available from the 1991 census. Some employers' equal opportunities self-help groups already exist in a number of areas, and this kind of cooperation could enhance their roles.

There is also almost certainly a need to extend ethnic monitoring to the composition of a variety of national recruitment pools such as, for example, those qualifying in the various professions, people holding other kinds of occupational certification, and those undertaking higher education. Some of this has now begun. Again, the provision of these kinds of data lies beyond the competence of individual organisations. Here again, providing data and ensuring that they are generated, is something that requires stimulation from a body external to individual organisations.

How can organisations help themselves?

It was clear to us from our research that organisations had much to learn from one another in the development of ethnic monitoring, and indeed quite a number of them expressed commitment to that ideal.

However, there are matters which lie beyond the capacity of individual organisations to resolve. One potential source of assistance is clearly the Government. The perceived threat of legal sanction for discriminatory behaviour seemed to have been important, in a number of organisations, in securing the commitment of those in authority to equal opportunities issues in general.

The full report, *Ethnic Monitoring Policy and Practice: A Study of Employers' Experiences*, is available free from ED Research Management, Room W441, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.

Monitoring often followed as a means of securing information about the status quo, about the effects of policy change or as a 'natural' next step in the development of policy. Equally, encouragement and setting an example may represent an important way in which the Government can exercise indirect influence and encouragement.

The Employment Department's *Ten Point Plan*, as well as the programme of action for the achievement of equality of opportunity in the Civil Service, serve as examples in this area.

Another way forward may be to develop networks of organisations willing to pool both experience and resources, and there are already a number of regional networks in operation. Networks could undertake a number of functions, for example: sharing experience and information; initiating joint training or access courses; generating and analysing labour market data; and setting up secondments.

An important point about this kind of mutual self-help, is that it might assist in overcoming the isolation sometimes felt, in particular, by staff charged with the administration of monitoring and equal opportunities.⁸ Moreover, the advice and experience upon which managers can draw in the context of such networks may be perceived to be relevant, precisely because it derives from sources which are involved on a day to day basis with what are perceived to be similar problems and similar business constraints.

Mutual support networks, therefore, may be an additional way of helping to push forward the development of monitoring and equal opportunities practice. The suggestion is not that they should function as an alternative to the individual efforts of organisations nor are they necessarily incompatible with further Government initiative, but they may provide an additional source of advice, support and opportunity for moving forward the monitoring and equal opportunities process. ■

Footnotes

- 1 *Code of Practice for the Elimination of Racial Discrimination and the Promotion of Equality of Opportunity in Employment*, Commission for Racial Equality, 1983.
- 2 *Equal Opportunities: Ten Point Plan for Employers*, Employment Department, 1992. This is available free from ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD. Please quote ref PL 922.
- 3 For the full report of the research, see Jewson, N, Mason, D, Lambkin, C, and Taylor, F, *Ethnic Monitoring Policy and Practice: A Study of Employers' Experiences*, ED Research Paper 89, 1992.
- 4 Jewson, N, and Mason, D, 'The theory and practice of equal opportunities policies; liberal and radical approaches', *Sociological Review*, Vol 34, No 2, pp 307-34, 1986.

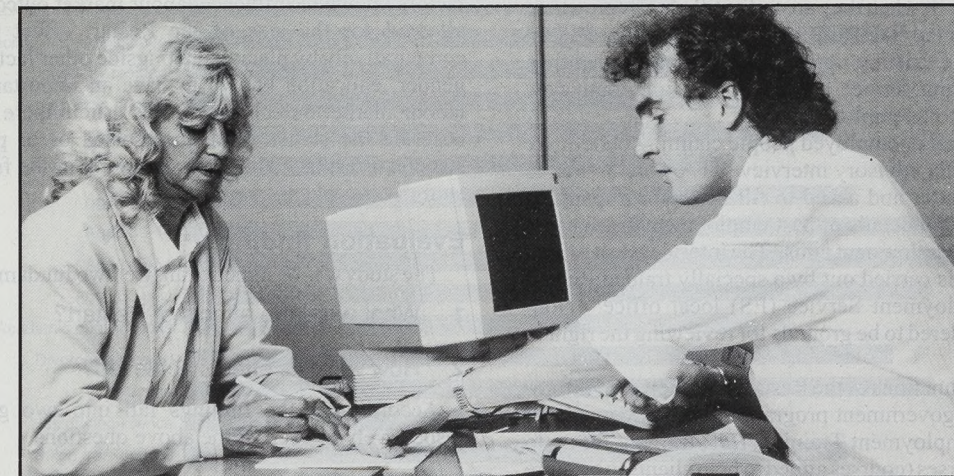
Summary of implications

The implications of our research for the future of ethnic monitoring can be summarised as a series of areas for action. They are:

1. There is a need to integrate monitoring firmly into overall equal opportunities programmes and packages.
2. There is a need for a greater emphasis on strategic thinking. How is monitoring to inform policy? This is an issue which organisations embarking on ethnic monitoring need to address squarely. In our view, there is no single formula: systems need to be tailor-made to the needs and circumstances of the individual organisation.
3. Setting firm, and measurable, objectives in some form or another is an essential aspect of effective progress.
4. There is a need to recognise that obligation and compulsion, in some form, flow naturally from the acceptance that monitoring is an appropriate management function and is integral to the purposes of the organisation.
5. There is a need, outside organisations themselves, for key decisions to be taken on: the definition of monitoring categories; the provision of baseline data; the encouragement of networking and self-help to augment further Government initiatives.

- 5 Jewson, N and Mason, D, 'Modes of discrimination in the recruitment process: formalisation, fairness and efficiency', *Sociology*, Vol 20, No 1, pp 43-63, 1986. Torrington, D, et al, *Management and the Multi-racial Workforce: Case Studies in Employment Practice*, Gower, 1982.
- 6 Mason, D, 'A rose by any other name ...? Categorisation, identity and social science', *New Community*, 17 (1), pp 123-133, 19 Modood, T, 'Black', racial equality and Asian identity', *New Community*, 14(3), pp 397-404, 1988.
- 7 *A Measure of Equality*, Commission for Racial Equality, 1991.
- 8 Kandola, R, Milner, D, Banerji, N, and Wood, R, *Equal Opportunities Can Damage Your Health: Stress Among Equal Opportunities Personnel*, Pearn Kandola Downs, 1991.

special FEATURE



The Restart effect

The Restart programme run by the Employment Service offers jobs or other work-related opportunities to unemployed people. This article summarises the findings of a survey sponsored by the ES to evaluate the effect of the programme.

Key findings

- Restart helped individuals to leave unemployment more quickly than they would otherwise have done and made a significant difference to the amount of time during the study period for which they were claiming benefit.
- Restart significantly reduced the average time taken to enter jobs or self-employment.
- Restart significantly increased the average amount of time spent by participants on Employment Training (ET) and other government programmes, and reduced the average time taken to enter such programmes compared with those who entered them without the benefit of a Restart interview.
- The Restart effect was generally of about the same order of magnitude as other factors known to be associated with performance in the labour market, such as: having qualifications, not being single, having young children, local labour market conditions.
- The Restart interviews achieved their success by acting as a gateway to a wide range of opportunities for the long-term unemployed and offered a time-related review of a potentially confusing range of opportunities open to them.
- There was limited scope for analysing Restart effects for different groups. Such analysis provided no

evidence of different Restart effects for men and women, except an indication that for women there was a specific Restart effect on early exits following the Restart interview. Different effects were not found for different age groups either.

- In the first six months after the Restart interview there was some increase in the number of people who were not claiming benefit though they were still out of work (subsequently described in this article as 'non-claimants') but this tendency was reversed over the study period as a whole. The main reasons for longer term unemployed people becoming non-claimants were connected with their benefit entitlement, child care responsibilities and ill health.
- The average financial position of those moving into non-claimant status for reasons connected with benefit entitlement appeared to be more satisfactory than that of people remaining as claimants.
- There were numerous indications that, in the Restart process, particular support was given to people likely to be at a competitive disadvantage in the labour market.
- The overall effect of Restart in terms of time taken to leave the register began to appear at about one month after the first Restart interview. This highlights the importance of the Restart interview and the linked events in the subsequent month.

The Restart programme

In April 1987 the Government launched a national programme called Restart which had been piloted during the previous year. The aim of Restart is to encourage people in their job search, to inform them of jobs and other opportunities that might be available to them, and to deter people from claiming unemployment benefit when they are not entitled to it (or, where appropriate, transfer the claim to other types of benefit). Restart was additional to the existing range of programmes rather than replacing any existing service and so was an important new feature of services to unemployed people.

Through Restart all unemployed people claiming benefit are invited to six-monthly advisory interviews. They are invited to the interviews by letter and asked to fill in an accompanying questionnaire covering details of past employment history, job search activity and employment aims. The interview lasts about 20-25 minutes and is carried out by a specially trained Restart adviser in an Employment Service (ES) local office. Non-attendance is considered to be grounds for reviewing the right to receive benefits.

One of the main functions of the Restart interview is to inform clients about other government programmes that are available to them, such as Employment Training, (ET, training for up to 1 year), Restart Courses (courses aimed to help clients to be more 'job ready'), Enterprise Allowance Scheme, (EAS, financial help for converting to self-employment) and Jobclubs (advice and help with job search). The adviser also covers aspects of the client's job search activity and checks benefit entitlement. The adviser is required to achieve a clear outcome to the Restart interview, e.g. referral to ET or a job opportunity, or perhaps recording that no further action is necessary as the person is about to start a job. In some cases, further support is offered through one or more follow-up interviews.

The Restart Cohort Study

In 1989 the Employment Service commissioned Social and Community Planning Research (SCPR) and the Policy Studies Institute (PSI) to carry out an evaluation of Restart. This 'Restart Cohort Study' was a sample survey of those people reaching eligibility for Restart after six months of unemployment.

It was designed by Employment Service researchers; the fieldwork was planned and carried out by SCPR; and PSI undertook the analysis of the resulting data-set. The three parties worked in cooperation throughout the study period. The aim was to follow the progress of the sample in the labour market over the course of the following year. The study had some distinctive design features:

- a control group, not required to attend Restart, was selected randomly;
- the sample was a national, unclustered one, making it the largest recent survey of unemployment;
- the sampling made use of the JUVOS cohort database so that the survey data could be linked with the claimant history of the sample.

The initial sampling took place during the period March-June 1989 and the sample was stratified according to the administratively recorded outcome of the Restart interview. Survey interviews were then carried out at 5-6 months (Stage 1) and 11-12 months (Stage 2) after sampling, ie 11-12 and 17-18 months after the start of the unemployment claim.

The presence of a randomly selected control group (members of which were not asked to their first Restart interview) was crucial in making the evaluation possible. The control group members still had access to all the programmes and services on offer to unemployed people by other routes, allowing the study to evaluate the additional effect of Restart. Members of the control group received a Restart interview if they requested one. Analysis showed there were no significant differences between

the characteristics of people in the control group and those who went through Restart.

It was felt to be advantageous to adopt a multivariate modelling approach in conducting the analysis. This acted partly as a failsafe against any bias that might have existed in the composition of the control group and also as a means to control for other factors known to influence labour market outcomes. It further allowed for the size of the Restart effect to be assessed comparatively by placing it alongside other factors such as age, gender, education known to have an important influence on labour market outcomes. In this article there is not space to describe the statistical methods used or to present detailed statistical results. These can be found in the full report of the study¹.

Evaluation findings

The study was designed to answer two fundamental questions:

- 1 What were the effects of Restart?
- 2 How were its effects achieved?

Accordingly, the findings fall into two groups, relating respectively to each of the above questions.

Restart effects

The research indicated that the Restart process had significant effects in reducing the amount of time claiming and the time taken to leave the unemployment register (see *table 1*).

Table 1 Time spent claiming after Restart interview; survey data

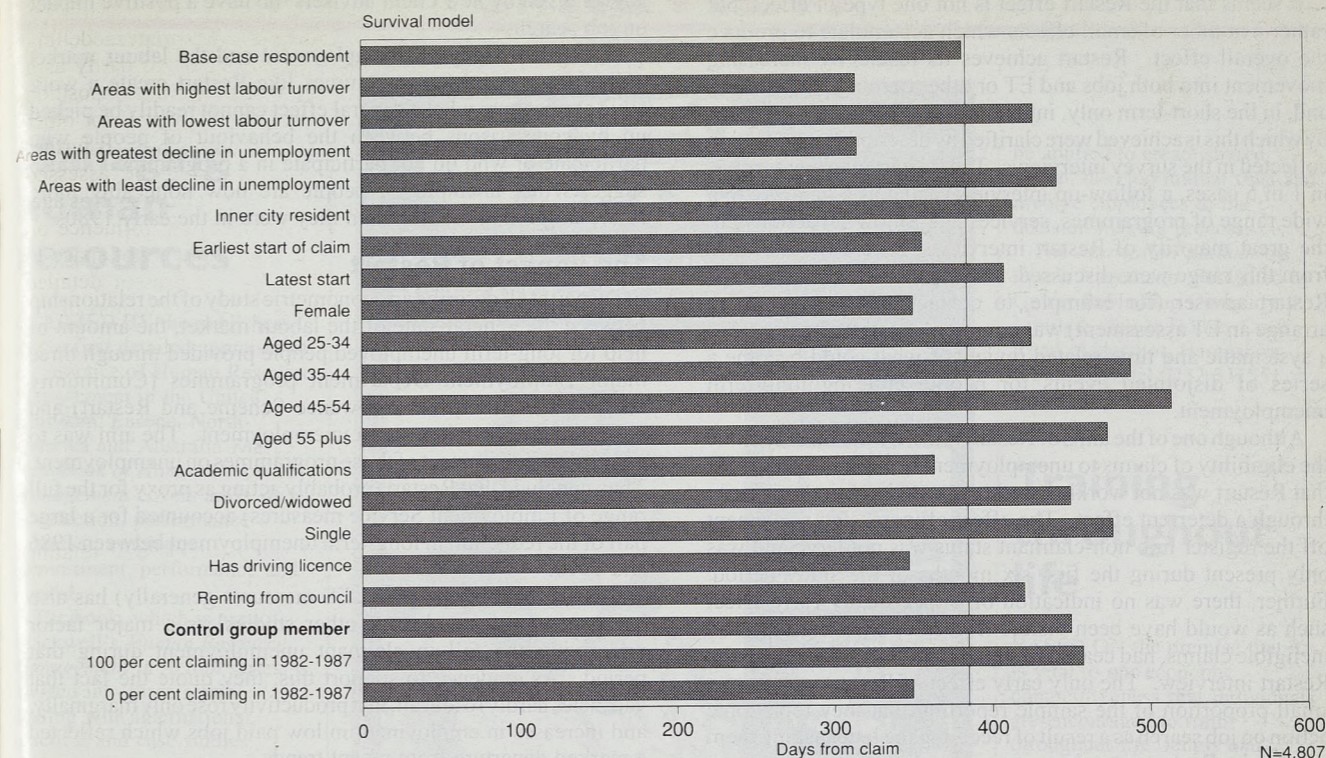
	1st survey interview		2nd survey interview	
	Control	Restart	Control	Restart
Percentage of time on register, from Restart date (6 months after first signing on)	73	66	59	54

The central or 'best' estimate for the overall reduction of claiming within the study period, attributable to Restart, is around five per cent (with the usual statistical margins of error.) To put it into context, the difference made by Restart was generally of about the same order as (and sometimes greater than) the difference between being qualified or unqualified, married or unmarried, fit or in poor health. The effect of Restart was only consistently exceeded by the effects of gender and age. Relative to the modest size of many of the well known influences upon unemployment, in these analyses the size of the Restart effect seems considerable.

Figure 1 illustrates the way in which the Restart effect can be compared with the effects of other significant influences on outcomes. The top bar in the chart shows the estimated time to leave unemployment for a 'base' or 'standard case' individual defined by various characteristics. Each other bar in the chart has been obtained by changing just one characteristic and then recalculating the estimated time to leave unemployment. The overall Restart effect is indicated by the 'control group' bar, shown in bold type.

Further analysis of exit times from the register was undertaken to clarify the timing of the Restart effect. It was found that a difference in the probability of leaving unemployment, between the control group and Restart, was not apparent immediately following the Restart interview, but a clear difference was visible one month later. This tends to confirm the importance of the interview and how it links into other events over the subsequent month. It also suggests that Restart was not

Figure 1 Estimated time to leave employment



producing a strong deterrent effect, in the sense of people terminating claims to unemployment benefit before the interview.

The data on claiming were looked at further for evidence of different Restart effects for men and women. The only evidence here was some indication of an earlier exit from unemployment (before or immediately upon the advisory interview) for women. This difference was small. Different Restart effects were not found for different age groups.

Table 2 provides a broad picture of how time was divided between the different types of outcome.

It will be seen that over the time of the study period as a whole Restart increased the time in jobs, self-employment, Employment Training or other programmes; reduced the times claiming and did not increase that as non-claimants. Over the first six months of the study period, however, Restart did lead to some movement off the unemployed register by people who remained out of work.

The greatest difference Restart made was in helping longer-term unemployed people obtain jobs or training places more quickly. Because many of those jobs lasted only a short time, the effect on time in jobs was much less clear cut than on time to enter them. However, as *table 2* shows, Restart's effect was apparently increasing over time. Some people who had not got a job in the first six months of the study period were helped by Restart in the second six months - presumably because (meanwhile) they had more access to Employment Training, Jobclubs, Restart courses and so on. Many unemployed people need training or some other form of extra help in order to get back to work. Therefore, to conclude that Restart has a positive impact on unemployed people's chances of being in jobs and training is a better summary of the findings of the study than simply looking at the effect on time in employment.

The longer-term unemployed people who became non-claimants were mainly women with working husbands whose entitlement to unemployment benefit became exhausted; others

acquiring childcare responsibilities (or who recognised that they could not both fulfil such responsibilities and comply with the eligibility conditions for the receipt of unemployment benefit) and older men with disabilities or occupational pensions moving onto invalidity benefit or early retirement. Many of the respondents whose jobs or periods on Employment Training came to an end waited for a short period before making a new claim for unemployment benefit. A separate survey² suggests such people account for a substantial proportion of jobcentre users.

The Restart Cohort Study considered the financial position of people who had become non-claimants because they were not entitled to benefit. On average they appeared to be better off than people who remained as claimants.

Table 2 Average proportions of time by labour market status, between Restart interview and the first and second survey interviews

Labour market status at survey interview	Per cent			
	To 1st interview		To 2nd interview	
	Control	Restart	Control	Restart
Unemployment (claiming)	72.5	65.9	58.8	54.4
Jobs or self-employment	19.3	21.1	23.2	27.4
ET or other programme	3.1	5.6	4.5	7.2
Full-time education/training	0.3	0.6	1.7	1.2
Non-claimant, non-employed	4.9	6.4	11.8	9.7

Note: Figures do not add to 100 per cent, by columns, because of small differences in the length of the reference period between individuals.

How Restart achieves its effects

It seems that the Restart effect is not one type of effect, but rather a number of small effects which accumulate to produce the overall effect. Restart achieves its results by increasing movement into both jobs and ET or other training programmes and, in the short-term only, into non-claimant status. The steps by which this is achieved were clarified by descriptive information collected in the survey interviews. The Restart interviews (plus, in 1 in 5 cases, a follow-up interview) acted as a gateway to a wide range of programmes, services and follow-up actions. In the great majority of Restart interviews, several possibilities from this range were discussed, and direct assistance from the Restart adviser (for example, to contact an employer or to arrange an ET assessment) was common. Restart also provided a systematic and time-related review of what could become a series of disjointed events for people entering long-term unemployment.

Although one of the aims of Restart is to help the ES determine the eligibility of claims to unemployment benefit, it seems clear that Restart was not working during the study period primarily through a deterrent effect. The effect of increasing movement off the register into non-claimant status was not large and was only present during the first six months of the study period. Further, there was no indication of a specifically early effect such as would have been visible if people, knowing they had ineligible claims, had ceased to sign on to avoid discovery at the Restart interview. The only early effect of Restart was from a small proportion of the sample reporting that they took some action on job search as a result of receiving the letter asking them to attend a Restart interview.

The timing of Restart's effects help demonstrate how Restart works. The difference between the Restart group and the control group first appeared one month after the Restart interview. This would be the period when a basic review of the individual's position took place, and when links were established with a variety of programmes and services. Significant differences between the two groups were also demonstrated at the end of the study period. Over that year, the components of the Restart effect were changing. Movement into non-claimant status emerged earliest, but had died away by about six months after the Restart interview. Meanwhile, movement into ET, other programmes and employment was increasing gradually, and these had emerged as significant during the second six months.

There were numerous indications from the survey interviews that, in the Restart process, particular attention was paid to those who were likely to be at a competitive disadvantage in the labour market, such as those with disabilities or health problems, older workers, or those with particularly low prior levels of employment. People with various disadvantages also, on average, tended to have more favourable views of Restart, although there was not a simple correspondence between those getting various forms of help and perceptions of that help. The groups which appeared, in general, to receive less suggestions through Restart were women and older workers. But, as noted earlier, there was no overall difference in outcomes linked to Restart for women or for older workers.

There is no evidence that the increased chances of being in work for people who had been through Restart were attributable to their taking jobs which were at lower occupational levels, less well paid or less stable than those obtained by people who did not benefit from Restart.

The study confirms that actively looking for work is very important to unemployed people's chances of finding jobs. Restart did not appear to be achieving its effect by stimulating a higher level of job search activity. (It is interesting, however, that people who were put forward through Restart to jobs or training opportunities but did not obtain them subsequently had a high commitment to job search.) The general finding that Restart's effect on job search activity was neutral may be

contrasted with other studies which suggest Jobclubs³ and the advice given by new client advisers⁴ do have a positive impact on job search.

One recent study of unemployment and the labour market policy⁵ suggests that programmes like Restart create a work ethic atmosphere whose general effect cannot readily be picked up by comparisons between the behaviour of people who participate or who do not participate in a programme. It also suggests that unemployed people are now noticeably more active in looking for jobs than they were in the early 1980s.

The impact of Restart

Disney et al⁶ describe an econometric study of the relationship between the general state of the labour market, the amount of help for long-term unemployed people provided through three major Employment Department programmes (Community Programme, Enterprise Allowance Scheme and Restart) and outflow rates from long-term unemployment. The aim was to assess the wider impact of those programmes on unemployment. They conclude that Restart (probably acting as proxy for the full range of Employment Service measures) accounted for a large part of the reduction in long-term unemployment between 1986 and 1990.

Restart (or more properly, ES measures generally) has also been seen by a number of other studies⁷ as a major factor underlying the fall in claimant unemployment during that period. As evidence to support this, they quote the fact that vacancies hardly rose at all, that productivity rose only marginally, and increases in employment in low paid jobs which reflected a marked departure from recent trends.

Conclusion

Restart can be interpreted as a process which 'adds value' to programmes and services for unemployed people and achieves its effects by a combination of numerous actions. It acts as a link with many opportunities to facilitate a variety of actions and imposes a time discipline on those people entering long-term unemployment and on the programmes serving their needs. The findings from this study lend strength to the view that active policies to support individuals in unemployment can significantly influence the level of duration of unemployment. ■

Footnotes

- 1 White, M and Lakey, J. *The Restart Effect*, Policy Studies Institute, 1992.
- 2 Beattie, C and Stewart, A. *Survey of Non-claimant Users of ES Local Offices*, Research and Evaluation Branch Report No 69, 1992, Employment Service, Research Management, Level 4, Rockingham House, 123 West Street, Sheffield, S1 4ER.
- 3 Longstone, L. *Supplementary Analysis of the Jobclub Added Value Survey Data*, Research and Evaluation Branch Report No 43, 1989, Employment Service, Research Management, address as above.
- 4 Ehrens, B and Ghate, D. *New Clients: a Survey of New Clients to the Employment Service and their Response to New Client Adviser Interview*, Social and Community Planning Research, 1992.
- 5 Layard, R, Nickell S and Jackman, R. *Unemployment: Macroeconomics and the Labour Market*, Oxford University Press, 1991.
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Dicks, M J and Hatch, N. *The Relationship between employment and unemployment*, Bank of England Discussion Paper No 39, July 1989.

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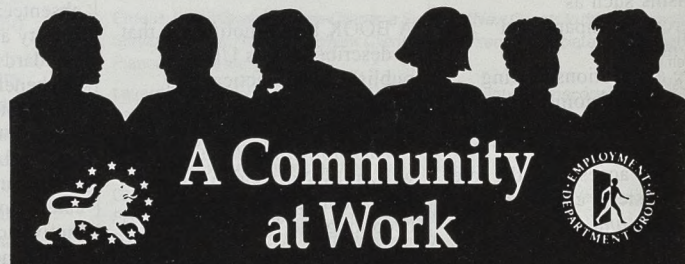
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