

May 1991

Employment Gazette

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Employment Gazette

May 1991

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COVER PICTURE
Increased spending on leisure day visits is analysed on p 257.
Photos: Tony Stone Worldwide and Alton Towers.



The purpose of the 'Investors in People' initiative is explained, with examples of good practice on p 281.



Developments in the industrial tribunal system are discussed and statistics updated on p 303.

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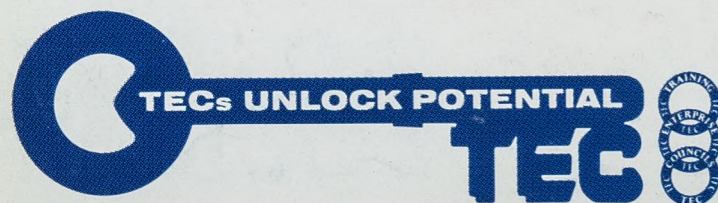
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Credits launch a training revolution

by Andrew Opie

Whether they arrive in the shape of a chequebook, a voucher or a plastic 'account card', the new Training Credits launched recently aim to transform the way Britain's school leavers prepare themselves for working life.

In the first ever scheme of its kind, one in ten of those leaving school this summer will be given a credit worth anywhere between £500 and £5,000 to spend on the training of their choice through an employer or a college. In all cases, training will have to come up to at least NVQ level II standard—broadly equivalent to five GCSE passes.

In nine of the 11 areas where credits are being introduced, every single school leaver will be offered one. Young people not going into a job will be able to use their credit in a training place, while guaranteed at least the Youth Training living allowance of £29.50 a week.

In the remaining two areas—Kent and Birmingham—only those entering certain industries or training in shortage skills will get credits.

Credits will shift responsibility for making decisions about training onto school leavers themselves. And they will give thousands of employers large and small—whether or not they take part in Youth Training—financial help towards training their new employees.

Employment Secretary Michael Howard spelled out the thinking behind the pilots at their launch: "Far too many of our young people go into jobs without training—jobs which will not help them make the most of themselves and of their future. It's to spark the enthusiasm of these young people that credits were devised.

"For the very first time, young people leaving school at 16 or 17 will be holding a visible reminder of the investment which their country is prepared to make in their future.

"With the spending power a training credit has, a young person can go to an employer, or a training provider, and expect to receive the training he or she needs."

The year-long planning of the pilot schemes has produced unprecedented partnerships between the TECs and local education authorities, colleges, schools, and the careers service, and thrown up a wide variety of approaches tailored to local needs.

Putting purchasing power into the hands of young people has made the role of



TAKING THE CREDIT: Michael Howard receives his own account card from Hertfordshire TEC, assisted by Lisa Coleman, 16 (centre) and Anita Stratford, also 16, both from Queen's School, Bushey.

careers advisers central to the success of credits. In many cases, credits will be awarded only after the school leaver has undertaken work experience and compiled a detailed 'action plan' in agreement with the trainer and the employer, often based on school records of achievement.

In North Wales, a Careers Link Advice Unit is being set up to monitor training plans and make sure they are carried through. Northumberland TEC is making grants of up to £20,000 to each secondary school in the county to upgrade careers education over the next three years.

'This initiative is a world-first.'

Michael Howard

Big efforts have also been made to explain the scheme to employers, schools and parents. Head teachers from schools throughout Devon and Cornwall have attended a training credits conference. Bradford has issued information packs to all of its schools, colleges and the careers service, and produced a video in both English and Urdu and a leaflet in five languages. Suffolk, Kent and Hertfordshire, among others, have introduced freephone helplines.

Improving the training record of Britain's 2.5 million small firms will be a priority, and some pilots are directing special help towards them. Under plans being considered in Northumberland, small companies would be able to offload much of the paperwork involved in organising training onto an umbrella organisation.

In order to guarantee high-quality training, many of the pilots will operate a 'payment by results' system. In Devon and Cornwall, one-fifth of the value of the credit will be held back from the employer or college until the trainee has actually received his or her NVQ level II certificate.

Ambitious plans in Bradford

Bradford TEC has ambitious plans for its credits scheme. Last year almost half (44 per cent) of the estimated 4,500 16 and 17 year-olds leaving school went into jobs providing no structured training. In the first year of the pilot, Training Credits manager Graeme Waterhouse hopes to reduce this to 22 per cent.

Credits in the Bradford TEC area will range in value from £2,000 for people training in, say, retailing to a maximum £4,800 for those on engineering courses at NVQ level III (roughly equivalent to A-level standard).

Bradford TEC's Training Credits adviser Stephanie Brewer is optimistic about the scheme: "The good thing is that employers are acknowledging that it's a real commitment they're having to make. And it's a helping hand to broaden the scope of the training they're providing.

"Firms which used to train new recruits in keyboard work will now have to broaden the skills covered to include the whole range of office skills if they are to meet the standards of NVQ level II."

This is good news for 15-year-old Deborah Farrington of Rhodesway Upper School. She plans to train in office skills with a Bradford estate agent, with day release at a local college.

"It's a bonus for them and for me," says Deborah. "If I didn't have this card (Bradford TEC's training credits card) I would obviously have to pay for the training myself or the firm would have to pay."

16-year-old John Senior of Greenhead Upper School in Keighley, who leaves school in May to take up an apprenticeship in electrical engineering, agrees: "It's a great idea," he says.

Senior careers officer Alan Graham says preparing for the launch has helped to galvanise the city's careers advice effort. "It's given us the opportunity to develop a lot faster some of the things we were trying anyway," he says.

'One of the most significant remaining inequalities of opportunity in our country is that which exists between those who stay on in full-time education after 16 and those who don't.'

Michael Howard

"Extra funding has enabled us to set up more databases on Youth Training, further education and occupational and work experience. We've also been able to introduce individual career action planning into every school on the back of Training Credits."

'Skillseekers' in Grampian

In the Grampian region of Scotland, around Aberdeen, the scale of the task faced by the local enterprise company in creating a new training culture would seem to be even greater than Bradford's. Says Bruce Armitage of Grampian Enterprise Ltd:

"All the surveys suggest there's a major problem in getting companies to invest in training, because they see high wages as their way of attracting youngsters. It wouldn't surprise me if 70 to 80 per cent of

the jobs which young people go into offer no substantial training."

Last year 3,300 out of the estimated 5,000 school leavers in Grampian found jobs, with the other 1,700 entering Youth Training.

A main aim of the 'Skillseekers' training credits—worth between £1,000 and £3,000—is therefore to ensure that training finds its way onto employers' agendas. Armitage says:

"The good thing is that the number of training credits employers get depends on their ability to attract young people—not on the Training Agency saying: 'Please provide x number of places at x amount per place. If you don't get the young people, you don't get the credits.'"

How training credits work

A typical Credit scheme will work like this:

Leaving School or College

Young people aged 16 or 17 who plan to leave school discuss job prospects and training with their school careers adviser, drawing up a personal action plan. They receive their Credit from the local TEC, and have until their nineteenth birthday to spend it.

Looking for a job

School leavers who find a job discuss with their new employer how to use their Credits. If the job does not offer quality training, the Credit can be used for training at a college on day release or in the student's own time, for example, through distance learning or evening classes.

School leavers who are unable to find a job are found a guaranteed training place through the Careers Service and paid an allowance of at least £29.50 a week.

During training

Employers pay the trainees and record their progress. All courses must be approved by the local TEC.

Training completed

Trainees receive their qualifications at NVQ level II or above. The final 'tranche' of the Credit is then paid to the employer or training provider.

'Training Credits have massive potential to motivate individuals by giving them power in the marketplace.'

What will credits do?

- Motivate more young people to continue in training or further education after they have left school or college.
- Improve the careers advice available to school leavers.
- Increase the number of employers providing jobs with quality training.

Where the pilot schemes are:

Birmingham
Bradford
Devon and Cornwall
Grampian
Hertfordshire
Kent
North-East Wales
Northumberland
South-East Cheshire
South London
Suffolk

Three options proposed for Careers Service

Three options for the future of the Careers Service have been put forward in a consultative paper from the Employment Department.

The three options are that the Service should be run solely by the TECs, run jointly by TECs and local education authorities (LEAs) through Education-Business Partnerships, or be contracted out through competitive tender.

The paper says that the contracting out option could be combined with either of the other two.

The paper follows an internal Departmental review of the organisation of careers guidance for young people conducted last year.

LEAs have been responsible for running the Careers Service since 1974. Last year the Service gave more than one million individual careers interviews to young people in schools and colleges.

The organisations being consulted on the different options include the LEAs and TECs, the CBI, the TUC, the Association of County Councils and the Association of Metropolitan Authorities.

£16m to beat skill shortages

Government funding of more than £16 million will help TECs beat high-level skill shortages, and provide opportunities for people who would otherwise be unemployed.

This money, which is part of the Employment Department's programme of High Technology National Training (HTNT), will fund 327 courses and provide over 5,100 training places.

The courses of intensive professional level training leading to Higher National Certificate or Postgraduate level qualifications will be run at Colleges of Further Education and Higher Education Institutions throughout Great Britain in partnership with employers.

Courses selected will:

- meet a defined national skill shortage;
- lead to a recognised vocational qualification at HNC up to postgraduate level (NVQ, level 4, 5);
- include an industrial placement with an employer and where possible other employer involvement.

Employment Minister Robert Jackson commented, "These courses will play a vital role in the Government's strategy to provide excellent opportunities for unemployed people to obtain high level qualifications."

High Technology National Training (HTNT), which is part of Employment Training, aims to provide support for intensive, occupational training at a professional level, in high technology skills which are in demand in the national labour market.

Dudley

From April next year Dudley TEC plans to operate a 'locum' scheme providing temporary replacements for permanent staff released by their firms for training. Locums are likely to include short-term unemployed and retired people.

The TEC also plans a series of Company Training Centres, based in medium to large firms, which are designed to make training accessible to smaller companies by allowing them to share the costs.

Says Quality Assurance Manager Dave Fox: "We have a fairly strong enterprise culture in this area, with 92 per cent of firms employing fewer than 25 people. Unfortunately, many of these companies view training as a cost rather than a benefit, and these schemes are designed to overcome this."



The Prime Minister John Major with John Gillespie, Qualitec (centre) and George Edward, Wilts TEC, at a 10 Downing Street reception to mark the first anniversary of the first 12 TECs going live.

TECs get £10 million for Prior Learning project

TECs are to help thousands of people who have gained on-the-job experience at work—termed 'prior learning'—to translate their skills into National Vocational Qualifications.

The Employment Department will give TECs some £10 million over the next three years to set up teams of experts to develop Assessment of Prior Learning (APL) in their areas. Training Minister Robert Jackson said the new TEC teams would provide advice and support to firms and individuals wanting to introduce or acquire NVQs, promote and introduce APL and train others to do so, and provide firms

with other services such as training needs analysis.

Mr Jackson said: "Participating in APL illustrates to the individual that he or she has already acquired valuable and relevant learning. For the unemployed and disadvantaged, APL can help identify past achievements."

The scheme follows a successful 18-month pilot project run by the Management Charter Initiative under which APL has helped more than 200 managers across Britain to gain credits towards SCOTVEC, BTEC and CNA certificates.

TEC network 90 per cent complete

Some 90 per cent of Britain's network of Training and Enterprise Councils are now operational after a further 22 TECs 'went live' from April 1.

In all, 73 out of 82 TECs are now up and running. Employment Secretary Michael Howard praised the "combination of commitment and imagination" which had led to the TEC network nearing completion two years ahead of schedule.

Lincolnshire

Lincolnshire TEC will encourage graduates to return to the county to consider career opportunities in small companies.

In common with North Derbyshire TEC it also plans to set up 'telecottages' to bring the advantages of modern business technology to rural areas.

Humberside

The TEC is planning a Visit Every Employer Initiative, aimed at the 14,000 businesses in the area employing 25 people or less.

Since many of these enterprises do not reply to mailshots or attend seminars, TEC staff and a variety of intermediaries like training providers will visit them. The aim is to market effective investment in training.

Task force fights skills shortage

An expanded role for the National Training Task Force (NTTF) has been announced by Employment Secretary Michael Howard.

Under the NTTF's work programme for the next two years it will extend its role as a strategic body in the development of training, vocational education and enterprise in Britain and will oversee the performance of the new Training and Enterprise Councils (TECs).

In future the Task Force will:

- Assess TEC performance against local and national policy objectives;
- Examine TEC activity in key areas like enterprise development, increasing employer investment in the workforce and encouraging local partnerships with education;
- Oversee the implementation and performance of the Investors in People

(IIP) Initiative;

- Advise the Department on its priorities for research and development on training and enterprise;
- Convene business leaders, academics and opinion formers to examine emerging policy issues in training, vocational education and enterprise development;
- Advise the Secretary of State on strategic policy objectives for the TEC movement.

The Task Force was set up two years ago to advise and assist the Employment Secretary in carrying out his training responsibilities.

It consists of leading figures drawn from business, education, trade unions, TECs, the voluntary sector and local authorities, and selected for their personal commitment to training.

New teams to help disabled

Major improvements in the special help which the Employment Service provides for people with disabilities have been announced by Employment Secretary Michael Howard.

New local teams will be set up over the next 12 to 18 months to provide more accessible, professional and integrated help to individuals and employers.

They will offer individuals specialist advice, assessment and help in finding and keeping jobs, and employers encouragement and help in applying good practice. Staff training will be strengthened.

Nine Employment Service centres—in West London, Bristol, Birmingham, Nottingham, Leeds, Manchester, Newcastle, Cardiff and Glasgow will be developed as Centres of Excellence.

Mr Howard said: "Helping people with disabilities is an agreed priority for the Employment Service agency. In 1989-90 it placed 76,900 people with disabilities into jobs.

"Following consideration of comments on the Consultative Document *Employment and Training for People with Disabilities*, I have now agreed with the agency major improvements in the special help which it currently provides through Disablement Resettlement Officers, the Disablement Advisory Service and the Employment Rehabilitation Service.

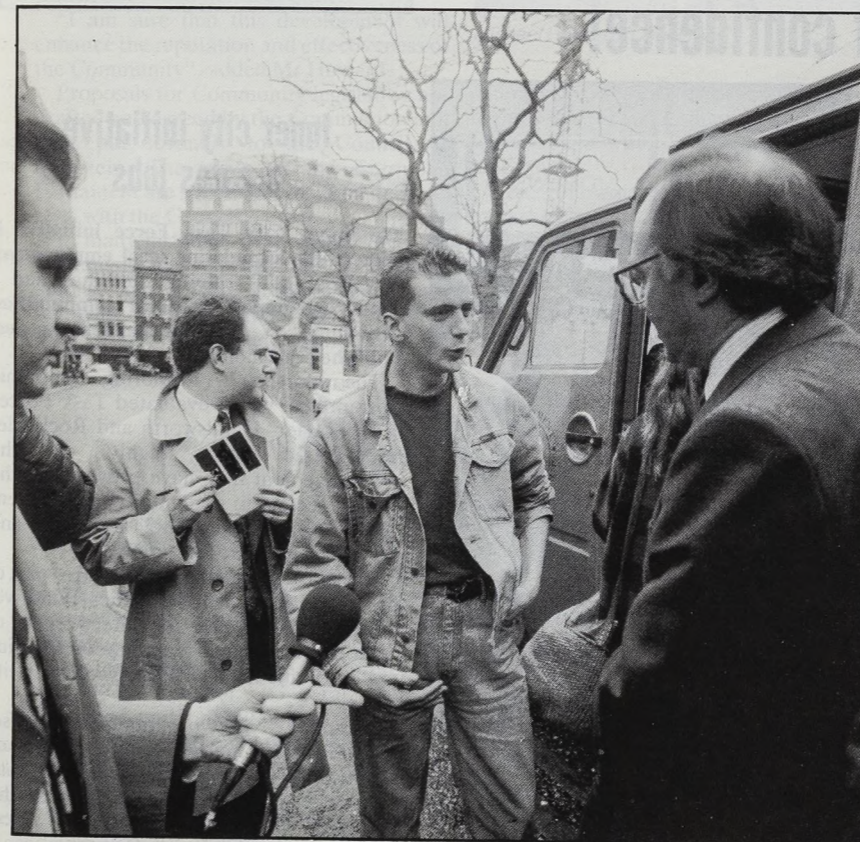
"The Employment Service will now implement the plans for improved employment rehabilitation announced in the Consultative Document."

Radio jobs advice

The nation's radio waves will be buzzing with advice and information on employment and training issues later this month during the twelfth annual *Action Special* campaign on BBC Radio 1.

From Monday 20 to Friday 24 May the pop station will broadcast some 120 three-minute 'slots' on anything from how to find a job or set up your own business to voluntary work and training opportunities. A free national telephone helpline will operate, manned largely by Employment Service and TEC staff, and a free booklet and poster will also be available.

Apart from Radio 1, Radios 2, 4 and 5, some 35 BBC local radio stations and Grampian TV in Scotland will also be taking part in the campaign.



HELP IS NEAR! Matthew White chats to Employment Secretary Michael Howard beside the first ever mobile jobcentre for homeless people, in London's Leicester Square.

Matthew, of Ellesmere Port, is one of more than 50 people so far who have found a job through HELP (Homeless Employment in London Project). Matthew set up 19 interviews in five weeks after visiting the van and now works as a live-in barman.

EHE is working

The Enterprise in Higher Education (EHE) initiative is significantly affecting the development of higher education, according to Employment Minister Robert Jackson.

The initiative, which is designed to make higher education more relevant to the world of work and ensure that graduates meet the needs of employers, now receives as much funding from employers as it does from the Employment Department.

Speaking at a Careers Research Advisory Council conference in Cambridge, Mr Jackson said: "EHE is making a real contribution to preserving the quality of higher education and enhancing its relevance. We need to ensure that key signals are given by senior management and that practical and systematic support is offered so that EHE becomes a permanent feature of our higher education system and a link to and with employment."

In practice EHE can take many different forms. In Nottingham, polytechnic

chemistry and physics students are developing enterprise skills by participating in two small businesses, one engaged in solvent recovery and another making liquid soap. Both enterprises have brought financial benefits to the polytechnic.

Urban estate management students at the Polytechnic of Wales surveyed their area to see what ideas could be generated to revitalise it. The polytechnic formed a partnership with the Welsh Development Agency, local and county councils and British Rail, and many feasible schemes emerged including one for a long-distance cycle way.

The Minister continued: "The key to successfully meeting the skills challenge lies in giving individuals a continuity of approach at all stages—at school, through TVEI and the National Curriculum, in work through employers' development strategies, and in higher education through EHE."

Codes revoked

Two codes of practice on industrial relations are to be revoked by Parliament at the request of Employment Secretary Michael Howard.

They are the 1972 Industrial Relations Code of Practice and the code on Closed Shop Agreements and Arrangements. On placing the draft statutory order to revoke the code on Closed Shop Agreements and Arrangements, Mr Howard said: "It gave guidance on how union membership agreements and arrangements should be operated so as to obviate the worst excesses of the closed shop. However, the Employment Act 1990 has hammered the final nail into the coffin of the closed shop. The code now serves no useful purpose."

"I have also taken this opportunity to revoke the obsolete and largely forgotten Industrial Relations Code of Practice issued in 1972."

A question of confidence!

Two pilot projects have been launched to give long-term unemployed people in inner cities the skills and confidence needed to find jobs.

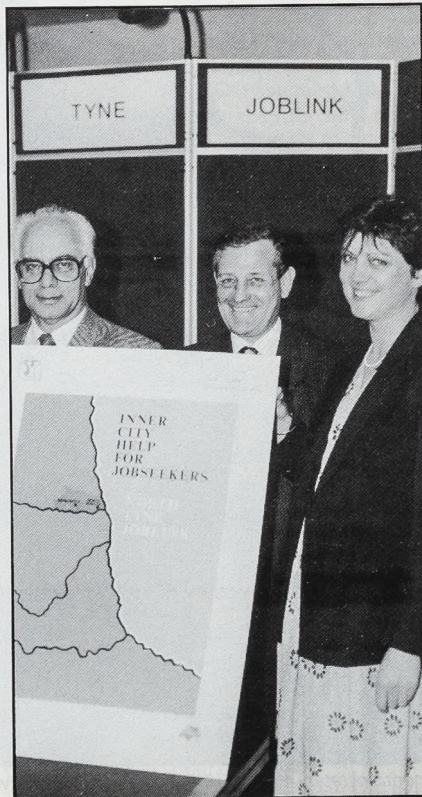
Called *Joblink*, the projects will be run for 12 months in Birmingham and Newcastle upon Tyne by the Employment Service and the local TECs. People who have been out of work for more than two years or who have special needs will be offered a package of help combining initial counselling, intensive training, work-experience (including short job 'tasters' and work-shadowing) and help with job-search or securing further training.

Length of stay on the programmes will vary, but is expected to average about 12 weeks. Ordinary welfare benefits for those taking part will be supplemented by a £10 allowance along with travel and meal costs, a clothing allowance where appropriate and, for single parents, an allowance for childcare.

Employment Minister Robert Jackson says the schemes will build on the success of existing programmes like Jobclub and Initial Training:

"The pilots will provide an integrated approach to the problems faced by the long-term unemployed: lack of confidence and motivation, of relevant training and of up-to-date work experience."

The two projects are expected to cost £500,000, with joint funding by the Employment Service and the TECs. Each project should provide up to 400 places.



Fred Wrightson (Tyneside TEC), Steve Thompson (North Tyne ES), and Anne Hickey (Y Training Services), at the launch of *Joblink*.

Photo: Stewart Bonney Agency

Inner city initiative creates jobs

The Inner City Task Force initiative is successfully stimulating local employment, enterprise and training, and has had a significant impact on local communities, according to an independent report published this month.

The report, by PA Cambridge Economic Consultants, which evaluated Task Forces in Doncaster, Handsworth and Rochdale, also rated them highly on the encouragement they have provided to the private sector, to community involvement in the regeneration of the inner cities, and on delivering value for money.

Task Forces were set up in 1986 as part of the Government's Inner Cities Initiative, designed to increase the effectiveness of central government programmes in meeting the economic needs of deprived inner city areas.

Nationally-based programmes to offset the effects of market failure had made significantly less impact in inner cities than elsewhere and it was decided to address this problem. There are now 16 task forces in the most deprived parts of inner cities.

Free copies of the report can be obtained from the Department of Trade and Industry, Room 543, 1-9 Victoria Street, London SW1H 0ET

EC backs British stance

European Commissioner Vasso Papandreou has accepted Employment Secretary Michael Howard's proposals for improving Community legislation on social affairs.

Mr Howard put his plans to Mrs Papandreou when they met in January and announced the Commission's positive response last month:

"I have been concerned for some time that the quality of proposals coming forward to the Council of Ministers is poor, and that the Council is not given adequate information when it is asked to take decisions on proposals with far-reaching consequences.

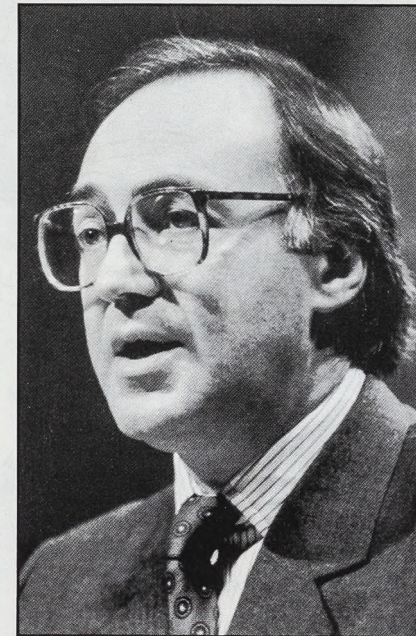
"Commissioner Papandreou has written to me to agree that experts from Member States' governments should be consulted before proposals are finalised by the Commission.

"This will allow technical and legal problems to be ironed out before they come to the Council of Ministers. It should also help to ensure that Commission proposals reflected the diversity of tradition and practice between Member States.

"I am sure that this development will enhance the reputation and effectiveness of the Community", added Mr Howard.

Proposals for Community legislation are drafted and agreed by the Commission and then put formally to the Council of Ministers. The views of the European Parliament are sought but the final decision rests with the Council.

In many instances in the social area the Commission consults with employers, trade unions and other groups (sometimes involving Member States' governments). The Secretary of State's initiative will



Michael Howard: 'Concerned'.

extend prior consultation with experts from Member States' governments to all areas of social affairs where it does not currently take place.

The following proposals due to be published by the Commission later this year will be subject to the new consultation procedures: subcontracting; financial participation; protection of young people at work; and amendment of a Directive on collective redundancies.

EC social policy 'in employers' hands'

Employment Secretary Michael Howard told employers they must play a major part in influencing the social policy of the European Community, when he met the CBI President's Committee and the President of UNICE, the representative body for European business and industry recently.

"Rapid completion of the Single Market offers the prospect of major improvements in growth and prosperity," said Mr Howard.

"We must not allow these benefits to be thrown away through unnecessary and damaging proposals for EC social legislation which would impose cost burdens on industry and harm competitiveness.

"To a great extent the outcome is in employers' hands," added Mr Howard. "A good deal has been achieved through the efforts of the CBI and other employer bodies working directly and through UNICE. I welcome these efforts."

He also welcomed the approach of the CBI to EC legislation, particularly its emphasis on avoiding unnecessary costs for industry and preventing regulation of matters best done at local or national level.

"The UK Government will do all it can to ensure that legislation and action at Community level assists and does not hinder the success of enterprises and the growth of employment.

"But a major task lies ahead," concluded Mr Howard. "Employers will play a key part in determining whether there will be a successful outcome."

Highly successful ILO session

The Government Body session of the International Labour Organisation (ILO) held in March was a highly successful one in the view of the UK Government, represented by Employment Department officials.

They welcomed the proposals presented by ILO Director General Michel Hansenne, particularly:

- the establishment of a new ILO Department to co-ordinate work on small firms and enterprise;
- a new flexibility reserve fund to be allocated for urgent needs that might arise unexpectedly (in Eastern Europe, for example);
- three major new inter-departmental projects designed to make different ILO

departments work more closely together towards common objectives;

- additional resources to encourage the establishment of employers' associations.

The UK Government also welcomed the general shift in resources from HQ to the regions, from administration to technical assistance programmes, and from theory to practice in helping developing countries with the practical implementation of basic labour standards.

While strongly in favour of these reforms the UK also pressed the need for greater administrative efficiency and more effective prioritisation.

The Director General announced a

number of major modifications, several in direct response to UK requests and comments. These included a review of the Standards Department, which oversees Governments' implementation of ILO standards the administrative burden on businesses the second review is of the balance of regional offices in Europe, with the aim of better meeting the needs of Central and Eastern Europe.

The Director General also tabled a number of proposals welcome to the UK for improving the efficiency and reducing the costs of the ILO Conference.

Led by the UK, governments pressed for such reforms to be extended to other areas of ILO work, including the Governing Body itself.

Put crime on the agenda

Businessmen are being urged to make crime prevention a permanent item on the company agenda in their companies' interests and those of their employees.

Participating in crime prevention can bring major advantages to businessmen. It can help safeguard their profits, allow them protect their staff, to whom they owe special responsibility, and can provide an opportunity to get involved in crime prevention in the wider community. According to a Home Office survey some 92 per cent of companies with a crime prevention policy said that it was effective.

At a time when business crime is rising steeply — shop thefts for example, rose from 223,000 offences in 1989 to 250,000 in 1990 — new ways of preventing crime in the workplace are needed. One way forward is crime analysis. This is a method by which firms can discover where, when and how losses are incurred — for example, if a particular part of a store suffers disproportionate losses, it may be that design is at fault.

CRIME
TOGETHER WE'LL CRACK IT

Speaking on the 'business crime' day of Crime Prevention Week, Home Secretary, Kenneth Baker, said: "Over 70 per cent of thefts of personal property happen in the workplace. It should be part of a company's crime prevention policy to encourage employees to report any such incidents in which they are victims of crime and for managers to consider whether they could take preventative action."

A report 'Making Crime Prevention Pay' is to be published shortly. It will contain case studies illustrating successful crime prevention in practice.

Business crime—the facts

The cost of business crime has now reached over £10 billion per year. However, according to a Home Office survey, only 40 per cent of businesses have a crime prevention policy and only a third of companies monitor aspects of crime likely to affect profits.

A majority of businesses seem to be ignorant of the costs of crime. Over 60 per cent of people surveyed said that they did not know how much crime cost British business. Only 4 per cent said over £4 billion and over half did not know how much crime cost their own business sector.



PRINCESS FOR A DAY! Starting a new cup final tradition, former Youth Training Scheme trainee Tracey Bateman presents the Rumbelow's Cup to the winning captain, Sheffield Wednesday's Nigel Pearson at Wembley last month.

Tracey earned the right to present the cup and medals when she became the first Rumbelow's Employee of the Year. She joined the company in 1983 as a YTS trainee, has subsequently risen through the ranks and is now Assistant Manager at Rumbelow's Wolverhampton store.

Photo: Phil Harris/PJ

Certification Officer's Report 1990

The 15th annual report of the Certification Officer for Trade Unions and Employers' Associations has been published. It deals with the activities of the Certification Officer, Matthew Wake, during the calendar year 1990. The main points include:

- *Complaints concerning trade union elections* (the Certification Officer issued five decisions on formal complaints made by trade union members under the Trade Union Act 1984).
- *Trade union mergers* (16 trade union mergers were registered).
- *Ballot refunds* (85 unions made applications for refunds in respect of 680 ballots; total payments made were £2,600,000).
- *Trade union independence* (six certificates of independence were issued).

- *Legal proceedings relating to annual returns and accounts* (two trade unions were taken to court under section 12 of the Trade Union and Labour Relations Act 1974).

The report also includes statistics derived from the statutory annual returns of trade unions and employers' associations for 1989, and detailed information on the membership and finances of large trade unions.

Copies of the report are available, free of charge, from the Certification Office for Trade Unions and Employers' Associations, 27 Wilton Street, London SW1X 7AZ, tel 071-210 3734.

The cost of noise at work

An intensive awareness campaign to alert people to the human cost of uncontrolled noise at work has been mounted by the Health and Safety Executive (HSE) in Scotland.

'Sound Sense', a pilot campaign, which ran for three weeks from February 11, was the first in which the HSE has used television advertising.

Dr Don Rolt, Head of the HSE's Noise Policy Branch, said: "We are especially trying to influence the attitude of young people before damage is done."

"The TV and newspaper adverts gave an impression of what it is like to have damaged hearing. There is no blood on the floor, as there might be after someone had lost an eye or an arm, but loud sounds cause damage that just as surely can't be repaired."

The adverts offered a free information pack which can be ordered by telephone. Those requesting the pack can be questioned on their age, type of employment, size of firm and perceived noise levels at work. This information will be a useful addition to the advance market research and follow-up questioning designed to assess the effectiveness of the campaign.

HSE inspectors on routine visits are currently concentrating on potential noise

problems and are issuing advice on the Noise at Work Regulations to employers. The regulations, which came into force on January 1, 1990 deal with levels of noise exposure likely to create a risk of hearing damage at work and set a 'daily exposure limit' of 90 decibels.

The inspectors are explaining the requirements of the legislation to employers and where necessary are backing their explanations up with enforcement action. In the first year, well over 300 statutory notices were issued.

• Coinciding with the publicity campaign, a guide to the control of noise at work has been published by Industrial Relations Services, a UK employment law and health and safety publisher. The guide shows that using noisy machinery will be costly for employers—either through the cost of control or through the payment of damages to affected workers.

Copies of the guide are available from Industrial Relations Services, 18-20 Highbury Place, London N5 1QP.

Go green carefully

The green challenge of the 1990s has not fallen on stony ground; many industries which make chemicals or use them in their industrial production methods are now switching to more 'environment-friendly' substances. They may find, however, that some of these alternative substances are in fact more toxic and/or flammable than those they replace, and so present new hazards to employees working with them.

Moreover, the Environmental Protection Act 1990, which comes into force this month, will have a substantial impact on the way in which industries control emissions from their processes, and so it is important that these measures do not compromise the health and safety of workers.

The new situation therefore calls for a radical rethink on how industries comply with health and safety law, says the HSE. So they, together with several other Government Departments and Business in the Environment (BiE), are holding a series of seminars for industry around the country between April and June.

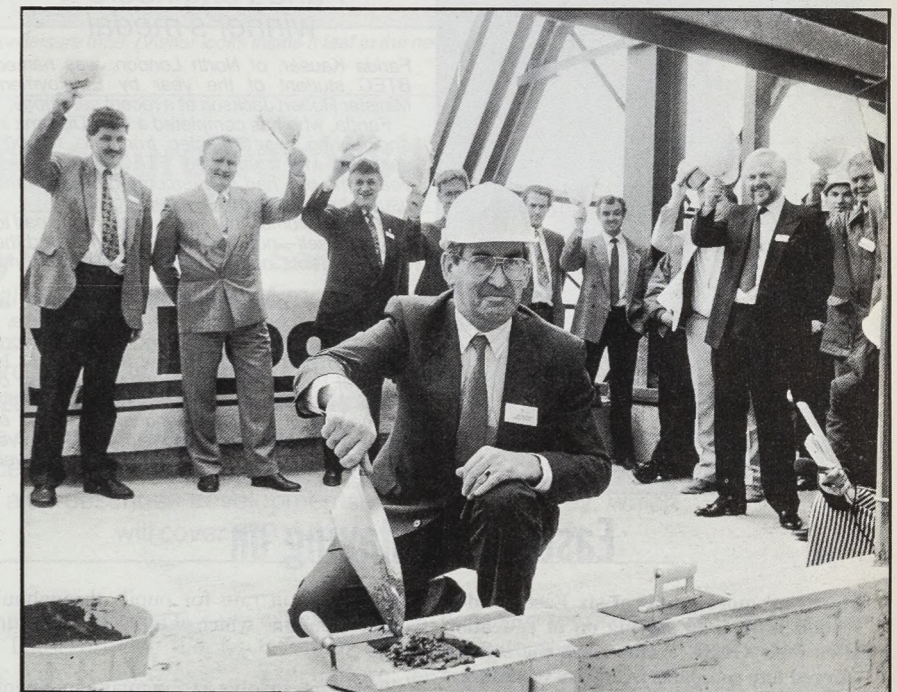
For further information, contact The Conference Organisation, London, tel 071-323 1557.

Less illness at work could save billions

Even small reductions in the toll of illness in the workforce could save billions of pounds, says Dr Tim Carter, Director of Health Policy and Medical Services at the HSE. This view is based on an estimated cost to British society from incapacity in the workforce, due to absence from work attributed to sickness, of about £25 billion a year.

The most common illnesses are skin complaints, musculo-skeletal problems (such as back and upper limb disorders), and noise-induced hearing loss. "While not life threatening," said Dr Carter, "these conditions are often serious and affect both earning capacity and the quality of life."

Speaking at the British Occupational Hygiene Society conference in Nottingham, he pointed out that companies can do much to prevent some of this illness by reducing or controlling risks to physical and mental well-being in the workplace, and by health promotion programmes for employees. Many companies already follow good practice in this area, and accrue the financial benefits of improved staff retention and morale. The challenge, he said, is to disseminate good practice more widely.



Top of the world!

Dr Jim McQuaid, Director of HSE's Research and Laboratory Services Division, performing the topping out ceremony of the Division's new £16.5 million purpose-built Occupational Medicine and Hygiene Laboratory in Sheffield. The building, due to open in spring next year, will provide one of the most up-to-date facilities in Europe for research into the health hazards of exposure to harmful substances at work.

"The lab," said Dr McQuaid, "is particularly timely, given the increasing awareness that deaths and long-term absences due to health risks at work are greatly in excess of those due to industrial injuries."

Photo: Sheffield Press Pictures

£55 million more for job search

An extra £55 million to help unemployed people get back to work this year has been announced by Employment Secretary Michael Howard.

The extra funds are for 1991-92 and comprise:

- £38 million to ensure that standards of customer services in the Employment Service (ES) are maintained and, where possible, enhanced;
- £17 million to provide extra support for those who do not find work within the first few weeks of unemployment, focused on jobsearch assistance.

For the first time all unemployed people who reach 13 weeks of unemployment and have no job to start will have the guaranteed offer of an interview—a chance to review their plans and to assess further options for getting back to work.

New ES job-referral teams will be set up in jobcentres to identify vacancies which are suitable for those who have marketable skills and to match individuals with jobs.

Extra places in Jobclubs will be made available for people with disabilities, returners to the labour market, ex-offenders and others who need more intensive support.

The new money is over and above the increased help announced last November for those unemployed for six months or more (see December *Employment Gazette*, p 585).

Mr Howard commented: "With these additional resources we now have the most comprehensive range of help and advice ever made available to unemployed people. We shall be able to offer some 650,000 opportunities on ED programmes."

Farida engineers a winner's medal

Farida Kausar, of North London, was named BTEC student of the year by Employment Minister Robert Jackson at a recent ceremony.

Farida, who has completed a First Diploma in engineering, was selected from the 100,000 students who completed BTEC courses last year. She has had to overcome more than the usual obstacles to achieve her success:

"Being a woman in a man's world I have had to prove myself—not only to my lecturers and the male students on the course, but also to my family."

She now plans to study engineering at university on completion of her present course.

One-third of the nation's workforce in more than 40 major industries now have access to National Vocational Qualifications like those of BTEC. Mr Jackson announced at the ceremony. By the end of 1992 the national framework of standards-based qualifications up to NVQ Level IV will cover 80 per cent of the employed population.



Eastenders staying on

More and more pupils at six East London schools have been staying on in education after their GCSE exams since the schools entered into compacts with local businesses in 1987, says a new study.

Between 1987-88 and 1989-90 the numbers staying on rose from 37.5 per cent to 57.3 per cent, according to the study by the London School of Economics (LSE). Of those students who achieved all their compact 'goals' the staying-on rate rose from just over half in 1987-88 to more than four out of five in 1989-90.

These figures compare favourably with

the staying-on rate for pupils throughout Inner London, which was 45 per cent in 1988-89.

Compacts involve a triangular agreement between employers, schools and colleges, each making a commitment to attain certain goals. These include attendance and course completion goals for the student and provision of work placements and job guarantees by the employers.

The six schools surveyed were the first in the country to take part in a compact scheme.

Diary dates May-July 1991

PRACTICAL MANPOWER PLANNING

May 20-24, East Sussex

Part one of a two-part course giving a basic grounding in core techniques. Contact Meg Reed, Institute of Manpower Studies on 0273 686751.

GETTING IT TOGETHER

June 26-27, Coventry

First national conference of the newly-formed Association for Database Services in Education and Training. Subjects will include present and future database needs of education users, and how better training information can improve profitability. Speakers will include Professor Charles Handy of the London Business School. Contact Amelia Tinsley, White Rose Conferences on 0709 828181.

PROFITABLE HUMAN RESOURCE MANAGEMENT

July 2, London

Key personnel issues discussed by speakers from companies including British Airways, ICL and Midland Bank. Contact IIR Ltd on 071-412 0141.

PRACTICAL GUIDELINES FOR EFFECTIVE REDUNDANCY MANAGEMENT

July 3, London

Workshop led by experts from KPMG Management Consulting and Masons Solicitors. Contact IIR Ltd on 071-412 0141.

EDUCATION-BUSINESS PARTNERSHIPS—REMIT TO REALITY

July 11-12, York

Conference for TEC and local education authority personnel and others involved in the partnerships. Contact Careers Research and Advisory Centre (CRAC) on 0223 460277.

GETTING THE MOST FROM WORK-BASED LEARNING

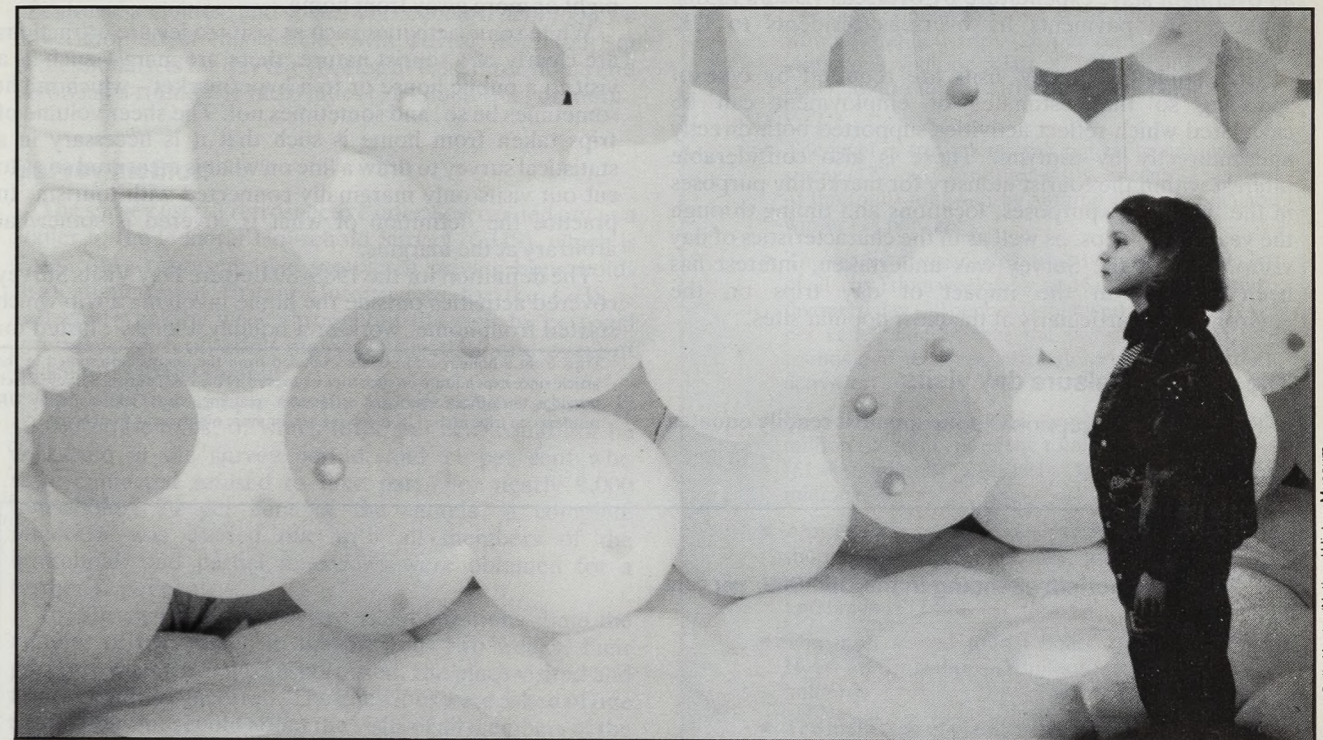
July 11-12, Cambridge

Conference for private and public sector HR personnel and others including senior TEC executives. Contact CRAC on 0223 460277.

WORK PATTERNS FOR RECOVERY

July 11, London

Seminar on multi-skilling, flexible working and other changes in the organisation of jobs to enhance efficiency. Contact Esmond Lindop, Incomes Data Services on 071-250 3434.



Museums and art galleries accounted for 15 million leisure trips. (Visitor looks inside a leaf in the new ecology exhibition).

Photo: Colin Keates/National History Museum

Results from the Leisure Day Visits Survey 1988-89

by Brian Baty and Sally Richards
Statistical Services Division, Employment Department

Spending on leisure day visits from home by the British population is now equivalent to over 20 per cent of all tourism expenditure. This article provides the first authoritative estimates of the scale of these visits at national level. It describes the concepts underlying this sector of tourism and how the Survey was conducted. It also describes developments on the next survey, which will cover 1991-92.

This article summarises results from the Leisure Day Visits Survey 1988-89 (LDVS)¹. These provide the first authoritative estimates on the scale of day trips² from home in Great Britain. They show that spending on day trips in Great Britain covering a round trip of at least three hours, and 20 miles or more away from home, totalled £5.2 billion between April 1988 and March 1989, and involved 630 million trips.

At around £5 billion (see *figure 1*), spending on domestic day trips in 1989 was over 20 per cent of total tourism expenditure of £24.4 billion, and nearly 50 per cent of

expenditure on domestic tourism in the UK³. The new estimate compares with the previous one of £3 billion expenditure, based on a survey held in 1986.

¹ The Leisure Day Visits Survey was conducted by the Office of Population Censuses and Surveys (OPCS) on behalf of the joint sponsors, Employment Department and with support from the British Tourist Authority and the English Tourist Board. The authors wish to acknowledge the major contribution to the design and analysis of the Survey by Ms Tricia Dodd (OPCS).

² The terms 'day trips' and 'day visits' are taken throughout the rest of this article as synonymous.

³ A commentary on the latest trends in UK tourism and the tourist industry with an explanation on the major sources of statistics is published annually in *Employment Gazette*, most recently in the September 1990 issue (pp 438-448).

Main uses

The main purpose in collecting information on the Leisure Day Visits Survey 1988-89 is to measure a vital component of the tourist industry and to update the 1986 estimate of this type of tourism expenditure. Expenditure on day trips by British residents from a home base is one of the major elements of total tourist spending in the UK, the others being expenditure by UK residents involving at least an overnight stay, expenditure by overseas visitors to this country, and payments by overseas residents to UK carriers.

The estimates for day visits are required by type of spending so that estimates of employment can be calculated which reflect activities supported both directly and indirectly by tourism. There is also considerable interest within the tourist industry for marketing purposes in the frequency, purposes, locations and timing through the year of day trips, as well as in the characteristics of day visitors. Since the Survey was undertaken, interest has been growing in the impact of day trips on the environment, particularly at the most popular sites.

The nature of leisure day visits

The popular conception of tourism most readily equates

it to holidaymaking, but internationally accepted definitions developed by the World Tourism Organization (WTO) take a wider view, and include other forms of pleasure travel such as for cultural purposes or to visit friends and relatives. These definitions also distinguish visitors whose trip away from home does not involve an overnight stay—generally known in the UK as day visitors, whose trips are the subject of the Leisure Day Visits Survey—from tourists who are defined as spending one night or more away from home.

While some activities such as visits to leisure attractions are clearly of a tourist nature, there are many—such as a visit to a public house or to a hypermarket—which might sometimes be so, and sometimes not. The sheer volume of trips taken from home is such that it is necessary in a statistical survey to draw a line on what is measured so as to cut out visits only marginally connected with tourism. In practice the definition of what is covered is somewhat arbitrary at the margins.

The definition for the 1988-89 Leisure Day Visits Survey covered activities outside the home involving a trip which started from home, work or a holiday address¹; lasted for

¹ Trips from a holiday address are excluded from the analyses presented in the article since expenditure on such trips is covered by the UK Tourism Survey, which provides the official estimates of tourism spending, visits, and nights by UK residents on trips in the UK involving one or more nights away from home.

at least three hours, and did not involve an overnight stay. Routine activities such as household shopping, travel to or from paid work or in connection with paid work were excluded. The full wording of the definition is given in the *Technical Note*.

There is no internationally agreed distance (or time) threshold for defining a trip and there would be some difficulty in deriving one, given differences in the size of countries, their topology, methods of transport, the nature of cultural activities, and so on. The *standard definition* we have adopted in this article, with advice from tourism professionals, is for day trips lasting at least three hours and involving a round trip of 20 miles (32 kilometres) or more.

Survey method

The survey used a retrospective interview carried out as a trailer to the General Household Survey (GHS), which is based on a representative sample of private households throughout Great Britain. Information for the GHS is collected week by week throughout the year by personal interviews with all adult members (aged 16 and over) of households in the sample.

The effective sample for the LDVS numbered nearly 12,000 households, of which three per cent could not be contacted in the survey period, and 11 per cent who were contacted refused to take part. For nearly 9,000 households, 74 per cent of the sample, a complete interview was carried out with all members of the household, and partial interviews were obtained for a further 12 per cent.

The survey respondents were asked questions about the number of trips taken in the previous two weeks, their purpose, the mode of transport used, the place visited and any expenditure incurred. The questions were asked of one adult in the household about the visits of all members of the household including those taken by unaccompanied children. Where a trip was undertaken by a group, each person from the household surveyed was recorded as having made a trip. For example, a visit by a family of four accompanied by a friend who lived elsewhere was recorded as four trips.

The interviewer used a prompt card which listed all the activities within the scope of the survey. The definitional restrictions adopted were to trips in leisure time, lasting a minimum of three hours, but excluding those on routine activities such as household shopping or travel to work.

There is potential for different interpretations of this definition at the margins, by both the interviewer and respondents. In addition, there were still some types of trips, multi-purpose trips in particular, for which the interviewer had to make decisions arbitrarily on whether to include them or not.

Commentary

Main purpose of trip

Many trips are undertaken for several reasons and the categorisation adopted refers to the main reason stated by the survey respondent.

Table 1 shows that for the period April 1988 to March 1989, there was a total of 630 million individual trips lasting at least three hours and of 20 miles or more in distance. The most popular reason was to visit friends or relatives, accounting for 144 million trips and over one-fifth of the total. General tours or sightseeing was second most popular with 66 million trips, some ten per cent of trips, followed closely by non-routine shopping (64 million; also

Results from the Leisure Day Visits Survey 1988-89¹ show that during April 1988 to March 1989:

- Spending on day visits now exceeds 20 per cent of total tourism expenditure and is equivalent to nearly half of all domestic tourism expenditure;
- There were 630 million round trips in Great Britain of 3 hours or more and at least 20 miles, on which £5,212 million was spent;
- The most popular reason was for outdoor activities with 174 million trips (28 per cent); followed by visits to friends or relatives (144 million; 23 per cent), and to tourist attractions (82 million; 13 per cent);
- The level of trip-taking was highest in summer and spring (177 and 176 million visits, or each 28 per cent of the total) followed by autumn (23 per cent) and winter (21 per cent).
- The weekend was more popular overall (55 per cent of all trips) than weekdays, and Sunday was the most favoured day (30 per cent) followed by Saturday (25 per cent); Sunday was the favourite day to visit friends and relatives, attractions or to do outdoor activities;
- Spending was highest on shopping trips, at £1,458 million (28 per cent of the total), outdoor activities (£1,001 million) and visits to attractions (£598 million);
- Average expenditure per person was highest on shopping trips (£22.80 each), followed by trips to public houses and restaurants (£12) and to theatres and bingo (£11.80).
- The most visited tourist board regions were the Heart of England (70 million) and London (68 million);
- The main type of place visited was an inland town or city (340 million visits), very much higher than the next most popular type of destination, a seaside town or village, beach, coast or estuary (103 million);
- By far the majority of trips were made by car, van or motorcycle (86 per cent). A further 5 per cent were made by train or tube, 4 per cent by excursion coach, and 3 per cent by scheduled bus.
- The average distance travelled per visit was 68.4 miles, nearly a quarter of all trips covering between 20 and 29 miles.

¹ All figures based on round trips of at least three hours and 20 miles; more detail is given in the main text and the tables.

Figure 1: Tourism spending in the UK 1989, per cent

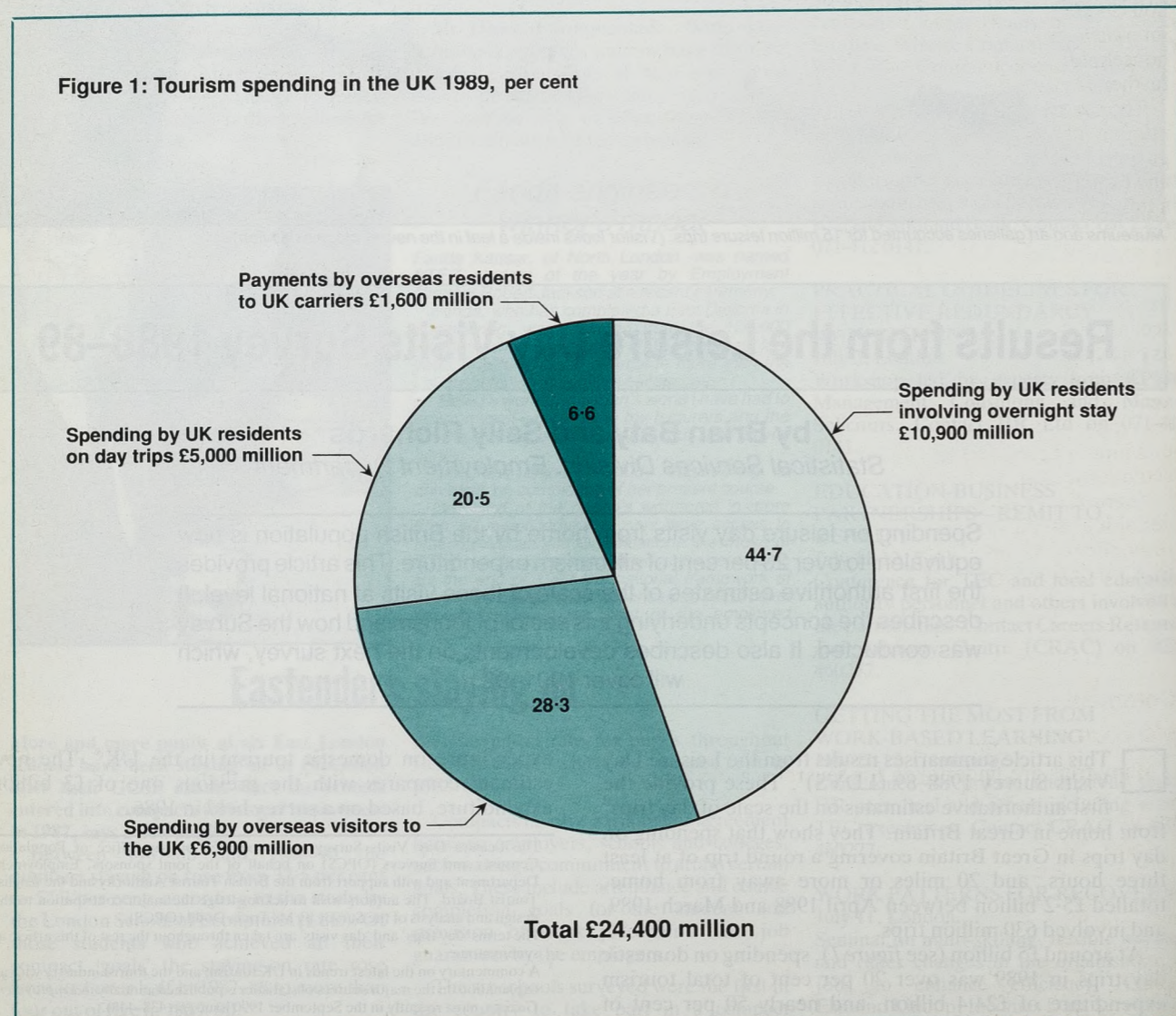


Figure 2 Leisure day visits 1988-89, standard definition

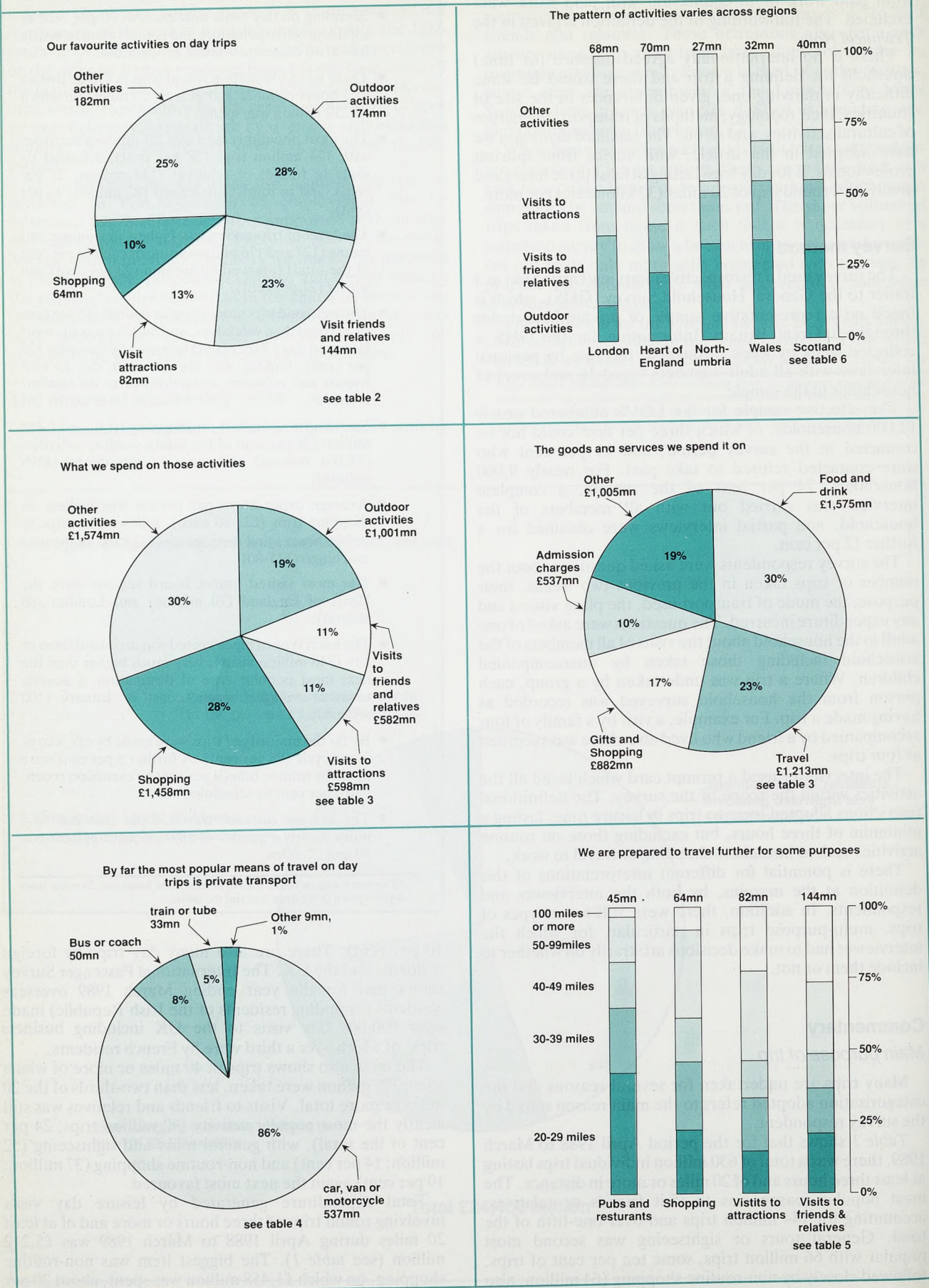
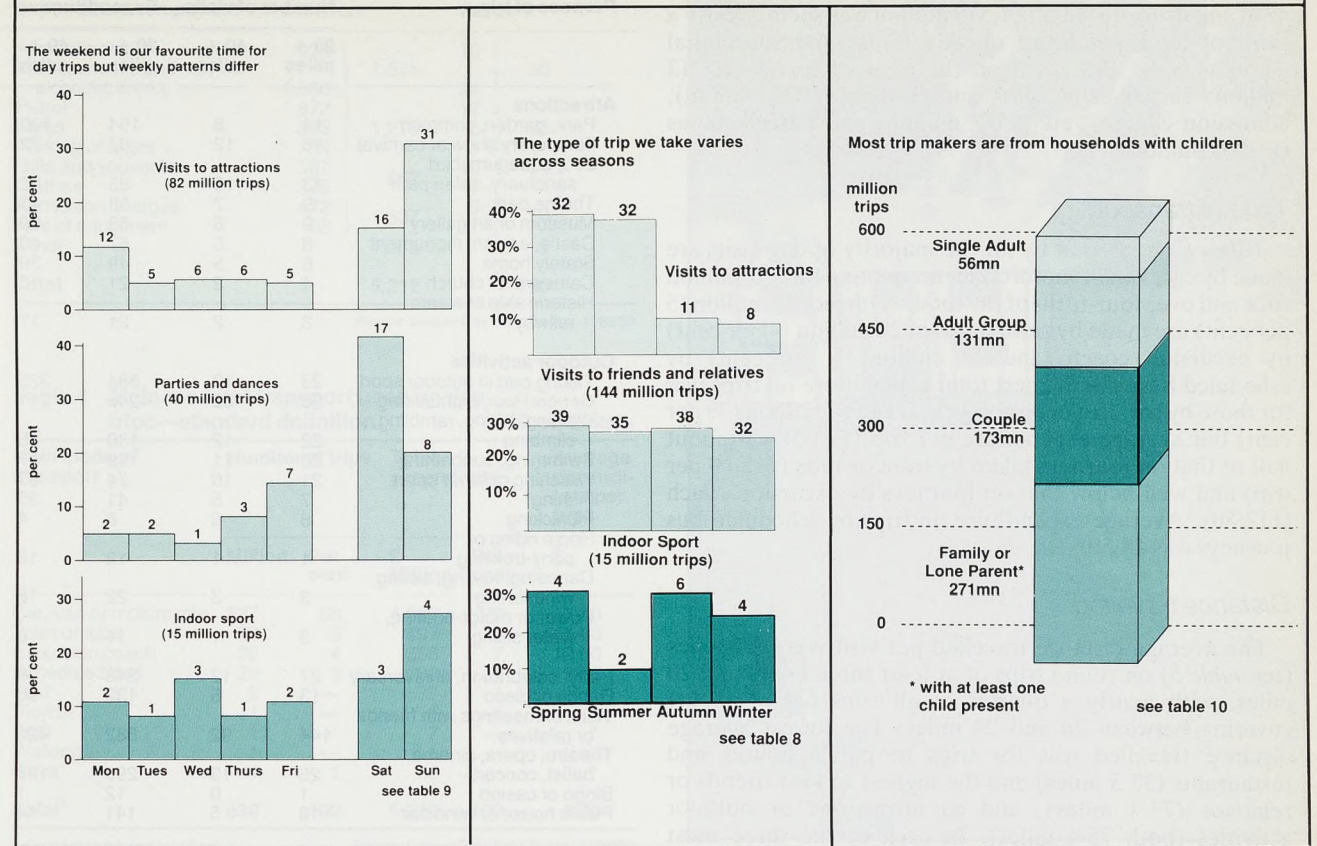


Figure 2 (continued)



of the total, well ahead of the visits to friends and relatives (£582 million, 11 per cent of the total) and to restaurants or cafes (£400 million; 8 per cent).

While at first glance one might assume from table 1 that the most popular single types of trip are for informal or social purposes—visits to friends or relatives, sightseeing and shopping make up over half of the total number of trips—this interpretation is coloured by the fact that these are very broad categories as opposed to the narrower definition for other categories, for example a theme park. The categorisation is the one used on the questionnaire and for some purposes a broader grouping is useful, as follows:

- Visits to attractions
- Outdoor activities
- Parties and dances also including celebrations and anniversaries;
- Theatre and bingo also including opera, cinema, ballet, and concert trips with casino trips;
- Pubs and restaurants also includes wine bars and cafes;
- Indoor sport includes trips to participate and spectate;
- Shopping trips and visits to friends or relatives have been maintained as separate activities.

One variant on this grouping would be to consider sports related activities as an alternative to outdoor activities; the coverage of activities would overlap except for the inclusion in the former group, of watching and taking part

in indoor sport, and the exclusion of sightseeing and picnicking.

Table 2 shows the number of trips, total expenditure and average expenditure for each of the broad categories on the standard definition for day visits. Outdoor activities now show, with 174 million trips (28 per cent of the total), as more popular than visits to friends or relatives (144 million; 23 per cent), and both are much more preferred than the next most popular activity of visiting tourist attractions (82 million; 13 per cent).

It is clear from the presentations in table 1 and table 2 that the relative importance of activities depends to an extent on the categorisation adopted.

Total Expenditure is highest (see table 2) on shopping trips, at £1,458 million (28 per cent of the total), and is somewhat larger than on outdoor activities (£1,001 million; 19 per cent) which in turn was substantially more than the next largest categories, of visits to attractions (£598 million; 11 per cent) and visits to friends or relatives (£582 million; 11 per cent). It is worth noting that the total expenditure on a day trip is not confined to the activities relating to the main purpose, so that a visit to a theatre will include any purchases of food and drink, as well as the cost of travel and admission.

Average expenditure per person on a visit was highest on shopping trips (£22.80 each) and nearly twice as much as the next most expensive visits, which were to public houses and restaurants (an average of £12) and to theatres and bingo (£11.80). The differences in these averages help to explain why total expenditure on shopping trips was so clearly highest of these categories, even though it was a much less popular activity in terms of numbers of visits than outdoor activities and visiting friends or relatives.

Components of expenditure

The main components of expenditure (see table 3) were food and drink on which £1,575 million was spent, nearly a third of all expenditure on day visits, and substantial amounts were also spent on the costs of travel (£1,213 million; 23 per cent), gifts and clothing (£822 million), admission charges, etc (£537 million) and miscellaneous (£1,005 million).

Type of transport

Table 4, shows that by far the majority of day visits are made by car, van or motorcycle, accounting for 537 million trips and over four-fifths of the total. A further 33 million (5 per cent) are made by train or tube, 28 million (4 per cent) by excursion coach, and 22 million (3 per cent) by scheduled bus. The highest total expenditure on trips was for those by car, van or motorcycle at £4,087 million (79 per cent) but average expenditure per trip (£7.60) was about half of that on journeys taken by train or tube (£15.00 per trip) and well below that on journeys by excursion coach (£12.80). Average expenditure on trips by scheduled bus journeys was £8.50.

Distance travelled

The average distance travelled per visit was 68.4 miles (see table 5) on round trips of at least three hours and 20 miles, with nearly a quarter of all trips (24 per cent) covering between 20 and 29 miles. The lowest average distance travelled was for trips to public houses and restaurants (37.5 miles) and the highest to visit friends or relatives (77.4 miles), and to attractions or outdoor activities (both 75.4 miles). In each of the three most common trip categories—visits to attractions, to friends or relatives, and for outdoor activities—roughly a quarter of all journeys involved a round-trip distance of 100 miles or more.

Tourist Board area

Table 6 shows the proportion of visits to Scotland, Wales and each regional tourist board area within England for all of the broad activity categories identified earlier. The majority of trips were in England, accounting for 551 million or 88 per cent of the total. Of the remainder, 40 million were to Scotland (6 per cent) and 32 million to Wales (5 per cent). The highest proportion of trips within England was to the Heart of England (70 million; 11 per cent of the total) and London (68 million; 11 per cent). The two most common types of activity on leisure day trips overall—outdoor activities and visits to friends or relatives—were also the most common in these two regions, comprising 28 per cent and 23 per cent of all trips in the respective region. Visits to friends or relatives were the most popular activities in East Anglia (29 per cent), Thames and Chilterns, and London regions (both 26 per cent) but outdoor activities were more favoured in Wales, Yorkshire and Humberside (both 37 per cent) and Northumbria (36 per cent). In London there was a relatively high proportion of visits to the theatre and bingo (21 per cent), and a very low proportion of trips for outdoor activity (13 per cent). The figures for Cumbria should be treated with caution because of the small sample size for trips made there.

Local Authority District

The total expenditure and number of day trips to the top twenty most popular local authority districts outside

Table 1 Number of visits (million) and expenditure (£ million) by main purpose Great Britain

Purpose of trip	Number of visits		Expenditure	
	20 + miles	40 + miles	20 + miles	40 + miles
Attractions				
Park, garden, common	14	8	154	130
Temporary show or carnival	16	12	87	72
Zoo, aquarium, bird sanctuary, safari park	13	10	83	62
Theme park	9	7	58	43
Museum or art gallery	9	6	68	50
Castle, ancient monument	8	5	57	43
Stately home	6	5	49	39
Cathedral or church	4	2	21	15
Historic ship or steam railway	3	2	21	17
Outdoor activities				
Taking part in outdoor sport	23	13	384	325
General tour, sightseeing	66	52	245	211
Walking, hiking, rambling, climbing	22	12	130	85
Swimming, sunbathing	20	11	69	47
Watching outdoor sport	21	16	74	60
Fishing	7	5	41	35
Picnicking	8	6	6	4
Horse riding or pony-trekking	1	1	19	18
Canoeing, rowing, sailing, windsurfing	3	3	22	18
Power or motor-boating, water skiing	3	1	11	8
Party, celebration, anniversary	27	12	248	96
Dance or disco	13	5	132	56
Visits or meetings with friends or relatives	144	92	582	422
Theatre, opera, cinema, ballet, concert	25	13	296	166
Bingo or casino	1	0	12	1
Public house or wine bar	18	5	141	44
Restaurant or cafe	27	11	400	157
Taking part in indoor sport	14	5	73	32
Watching indoor sport	1	1	6	4
Shopping trip (not routine)	64	37	1,458	880
Other	36	24	266	218
Total¹	630	379	5,212	3,358

Source: Leisure Day Visits Survey, 1988/89
¹ Includes 4 million visits where purpose was not given.

Table 2 Number of visits and spending by broad purpose categories—standard definition Great Britain

Purpose of trip	Number of trips		Total expenditure		Average expenditure per person on a trip ¹
	Million	Per cent	£ Million	Per cent	
Outdoor activities	174	28	1,001	19	5.80
Visits to friends and relatives	144	23	582	11	4.00
Visits to attractions	82	13	598	11	7.20
Shopping trip (not routine)	64	10	1,458	28	22.80
Pubs and restaurants	45	7	541	10	12.00
Party and dances	40	6	380	7	9.50
Theatre and bingo	26	4	308	6	11.80
Indoor sport	15	2	79	2	5.30
Other	36	6	266	5	7.40
Total²	630	100	5,212	100	8.30

Source: Leisure Day Visits Survey, 1988/89
¹ Recorded to the nearest 10 pence.
² Includes 4 million visits where purpose was not given.

London is shown in table 7. The three most visited districts were all metropolitan boroughs, Birmingham with 11 million day visits and £140 million expenditure on them, Manchester (eight million trips; £99 million expenditure) and Glasgow City (seven million, £97 million). Blackpool

Table 3 Expenditure breakdown—standard definition Great Britain

Expenditure component	£ million	Per cent	
Alcoholic drinks	495	10	30
Meals, snacks and non-alcoholic drinks	1,080		
Petrol	872	21	23
Fares	303		
Parking charges	38	1	17
Gifts and souvenirs	507		
Clothes	375	7	10
Admission charges	472		
Hire of equipment	65	9	19
Other	1,005		
Total	5,212	100	

Source: Leisure Day Visits Survey, 1988/89

Table 4 Main mode of transport used on day trips—standard definition Great Britain

Main mode of transport	Number of trips		Total expenditure		Average expenditure per trip [†]
	Million	Per cent	£ Million	Per cent	
Car, van or motorcycle	537	86	4,087	79	7.60
Train or tube	33	5	497	9	15.00
Excursion coach	28	4	358	7	12.80
Scheduled bus	22	3	188	4	8.50
Taxi	2	—	39	1	*
Bicycle	1	—	1	—	*
Boat	1	—	7	—	*
Walking	1	—	1	—	*
Other	4	1	22	—	*
Total¹	630	100	5,212	100	8.30

† Rounded to the nearest 10 pence.
* Sample too small to provide a reliable estimate.
¹ Includes 1 million visits where no mode of transport was given.

Source: Leisure Day Visits Survey, 1988/89

Table 5 Total distance travelled by main purpose—standard definition Great Britain

Distance travelled	Per cent									All trips ¹	
	Attractions	Outdoor activity	Party, dance	Visit friends	Theatre, bingo	Pub, restaurant	Indoor sport	Shopping	Other	Per cent	Million
20-29 miles	17	20	38	22	35	41	33	24	24	24	154
30-39 miles	14	13	18	14	15	25	33	19	11	15	97
40-49 miles	12	12	13	10	15	16	7	16	7	12	75
50-99 miles	33	28	18	27	23	16	20	33	27	27	170
100 miles or more	23	27	13	27	12	2	7	8	32	21	133
Total	100	100	100	100	100	100	100	100	100	100	100
Number of trips	82	174	40	144	26	45	15	64	36		630
Average distance (miles)	75.4	75.4	52.4	77.4	52.4	37.5	50.7	51.1	96.3	68.4	

¹ Includes 4 million visits where no purpose was given.

Source: Leisure Day Visits Survey, 1988/89

was the most visited resort town with six million trips and £49 million expenditure.

Seasonality

The distribution of day trips across the seasons is shown in table 8. This reveals a relatively even distribution across the year with the level of trip-taking highest in summer and spring when 177 (28 per cent of the total) and 176 million trips were taken. Autumn was the next most popular season with 146 million (23 per cent), and winter (129 million, 21 per cent) the least popular season for day visits. Outdoor activity and visits to attractions showed pronounced peaks in spring and summer but those for other activities were markedly different. For example, 32 per cent of visits to theatre and bingo were made during the winter months and only 19 per cent during spring while



Sixteen million trips were made to theme parks during the period covered by the Survey.
Photo: Melanie Friend/Format

autumn was the most popular season for shopping (35 per cent), reflecting the increase in this type of outing in the run-up to Christmas.

Day of week

The weekend was more popular overall for day visits (55 per cent of all trips, see table 9) than weekdays, and Sunday was the most favoured day (30 per cent of all visits), followed by Saturday (25 per cent). Sunday was the favourite day to visit friends and relatives (37 per cent of all days), attractions (36 per cent) or to do outdoor activities (35 per cent), and Saturday the most popular for parties and dances (43 per cent), shopping trips (38 per cent) and visits to pubs and restaurants (34 per cent).

Overall, weekdays were preferred to weekends for visits to the theatre and bingo (61 per cent), indoor sporting

Table 6 Number of trips and total expenditure by tourist board area—standard definition

Great Britain

Tourist board area visited	Per cent	All trips ²											
										Number of trips		Total expenditure	
		Attractions	Outdoor activity	Party, dance	Visit friends	Theatre, bingo	Pub, restaurant	Indoor sport	Shopping	Other	Million	Per cent	£ million	Per cent
Cumbria	11	56	11	11	—	—	—	11	—	9	1	79	2
Northumbria	7	36	7	14	3	7	4	18	4	27	4	176	3
North West	11	32	5	22	3	8	1	11	6	62	10	429	8
Yorkshire & Humberside	10	37	4	20	2	8	4	10	6	50	8	403	8
Heart of England	17	24	7	19	3	7	3	10	9	70	11	618	12
East Midlands	14	27	6	23	6	6	4	10	4	51	8	349	7
Thames & Chiltern	14	21	7	26	5	10	5	9	2	42	7	359	7
East Anglia	9	25	9	29	3	7	2	11	5	57	4	413	8
London	15	13	9	26	12	7	3	9	6	68	11	885	17
West Country	15	32	5	22	2	5	2	12	5	42	7	313	6
Southern	13	29	8	25	—	8	—	8	8	24	4	166	3
South East	14	27	6	24	2	6	2	10	8	49	8	412	8
England	13	27	6	23	4	7	3	10	6	551	88	4,603	88
Wales	13	37	3	19	3	9	—	9	6	32	5	229	4
Scotland	17	32	5	24	5	2	2	10	2	40	6	347	7
All ¹	13	28	6	23	4	7	3	10	6	100	630	5,212	100

¹ Includes 7 million visits where no area was given.
² Includes 4 million visits where no purpose was given.

Source: Leisure Day Visits Survey, 1988/89

activities (56 per cent) and shopping (51 per cent). There was little difference in the level of all visits across individual weekdays but the pattern varied from one activity to another. Wednesday was the most popular weekday for indoor sporting activities (16 per cent of the total) and shopping (13 per cent), and Monday for outdoor activity (13 per cent).

Table 7 Number of trips to the top twenty local authority districts—standard definition

Great Britain

Local authority visited ¹	Number of trips Million	Total expenditure £ Million
Birmingham	11	140
Manchester	8	99
Glasgow City	7	97
Blackpool	6	49
Bristol	5	31
Chester	5	47
East Lindsey	5	27
Edinburgh	5	45
Leeds	5	55
West Derbyshire	5	22
Aberdeen City	4	78
Bradford	4	61
Brighton	4	40
Chichester	4	28
Newcastle	4	51
Nottingham	4	95
Sefton	4	21
Southend	4	33
Stratford	4	34
Peterborough	3	32

Source: Leisure Day Visits Survey, 1988/89
¹ Excludes Greater London, figures for which can be found on table 6.

Table 8 Number of trips by season—standard definition

Great Britain

Season ¹	Per cent									All trips ²	
	Visit attraction	Theatre, bingo	Pub, restaurant	Party, disco	Visit friends	Outdoor activity	Indoor sport	Shopping	Other	Per cent	Million
Winter	10	32	34	21	22	18	25	21	21	21	129
Spring	39	19	23	24	27	29	22	25	24	28	176
Summer	38	21	22	28	25	34	13	19	29	28	177
Autumn	13	28	20	27	26	19	39	35	26	23	146
Total	100	100	100	100	100	100	100	100	100	100	
Number of trips (million)	82	26	45	40	144	174	15	64	36		630

Source: Leisure Day Visits Survey, 1988/89
¹ Winter: January, February and March 1989; Spring: April, May and June 1988; Summer: July, August and September 1988; Autumn: October, November and December 1988.
² Includes 4 million visits where no purpose was given.

Table 9 Number of trips by day of week—standard definition

Great Britain

Day of trip	Per cent									All trips ¹	
	Visit attractions	Theatre, bingo	Pub, restaurant	Party, disco	Visit friends	Outdoor activity	Indoor sport	Shopping	Other	Per cent	Million
Monday	13	9	8	5	9	13	12	9	8	10	65
Tuesday	7	11	6	5	8	9	8	11	12	8	53
Wednesday	9	13	10	3	8	9	16	13	11	9	59
Thursday	9	12	8	8	9	6	8	10	13	8	52
Friday	7	16	14	16	8	6	12	7	8	9	55
Any weekday	46	61	46	37	42	43	56	51	51	45	283
Saturday	18	26	34	43	21	22	16	38	24	25	159
Sunday	36	13	20	20	37	35	28	11	26	30	186
Any weekend	54	39	54	63	58	57	44	49	50	55	346
Any day	100	100	100	100	100	100	100	100	100	100	
Total (millions)	82	26	45	40	144	174	15	64	36		630

¹ Includes 4 million visits where no purpose was given.

Source: Leisure Day Visits Survey, 1988/89

Table 10 Number of trips by household type¹—standard definition

Great Britain

Household type	Per cent									All trips ²	
	Visit attractions	Theatre, bingo	Pub, restaurant	Party, disco	Visit friends	Outdoor activity	Indoor sport	Shopping	Other	Per cent	Million
Family or lone parent ³	17	3	5	5	23	30	2	10	5	100	271
Adult group	10	6	12	9	18	26	3	9	7	100	131
Couple: head of household aged 55 or over	13	3	5	5	26	26	2	13	7	100	98
head of household aged under 55	9	5	9	9	27	23	3	9	5	100	75
Single adult: aged 55 or over	12	4	4	5	27	34	—	8	6	100	28
aged under 55	7	7	11	11	18	32	—	7	7	100	28
All	13	4	7	6	23	28	3	10	6	100	
Number of trips (million)	82	26	45	40	144	174	15	64	36		630

¹ The table refers to the household type of the trip maker. The composition of the people making the trip may differ.
² Includes 4 million visits where no purpose was given.
³ Families are defined as comprising of two or more adults and at least one child aged under 17 years.

Source: Leisure Day Visits Survey, 1988/89

Table 11 Purpose of trip by social class of head of household¹—standard definition

Great Britain

Social class	Per cent									All trips ²	
	Visit attractions	Theatre, bingo	Pub, restaurant	Party, disco	Visit friends	Outdoor activity	Indoor sport	Shopping	Other	Per cent	Million
I, II, and III non manual	13	5	8	6	22	27	3	9	6	100	369
III manual	13	4	7	7	23	28	2	11	5	100	165
IV and V	12	2	5	5	28	29	1	12	5	100	83
All	13	4	7	6	23	28	3	10	6	100	
Number of trips (million) ³	82	26	45	40	144	174	15	64	36		630

¹ Social class is defined by the occupation of the head of household to which the trip maker belongs.
² Includes 4 million visits where no purpose was given.
³ Includes 12 million visits taken by members of the armed forces, students and by those where the head of household was undefined.

Source: Leisure Day Visits Survey, 1988/89

Table 12 Main place visited—standard definition

Great Britain

Main place visited	Number of trips				Total expenditure			
	Million	Per cent	£ millions	Per cent	Million	Per cent	£ millions	Per cent
Inland town or city	340	54	3,411	66				
Inland village	82	13	500	10				
Seaside town or village								
beach coast or estuary	103	16	637	12				
Mountain, moorland or hills	12	2	40	1				
Countryside or woodland	58	9	394	8				
Lake or reservoir	7	1	39	1				
River or canal	11	2	42	1				
Other	12	2	126	2				
All ¹	630	100	5,212	100				

¹ Includes 5 million visits where no place was given.

Source: Leisure Day Visits Survey, 1988/89

Table 13 Total duration of day trips—standard definition

Great Britain

Duration	Million	Per cent
Between 3 and 4 hours	94	15
4 and 5 hours	121	19
5 and 6 hours	100	16
6 and 7 hours	87	14
7 and 8 hours	51	8
8 and 9 hours	52	8
9 and 10 hours	31	5
10 and 11 hours	31	5
11 and 12 hours	15	2
12 and 15 hours	34	5
Over 15 hours	9	1
All ¹	630	100

¹ Includes 5 million visits where no duration was given.

Source: Leisure Day Visits Survey, 1988/89

Table 11 shows that by far the highest number of trips were made by those where the head of household of the trip maker was in social classes I (professional occupations), II (intermediate non-manual occupations) and III non-manual (skilled), accounting for 369 million trips, 59 per cent of the total. A further 26 per cent were by those whose head of household belonged to social class III manual (skilled) with 165 million trips. Social classes IV (partly skilled) and V (unskilled) made up only 13 per cent of trips, 83 million. The pattern of activities undertaken was remarkably similar for all groups of social classes to the overall pattern described above from table 3.

Main place visited

The analysis of trips by main place visited given in table 12 shows that more than half (340 million visits; 54 per cent of all) were to an inland town or city, very much higher than the next most popular type of destination, a seaside town or village, beach coast or estuary (103 million; 16 per cent). This difference partly reflects the importance of shopping trips to the former type of destination and the mainly seasonal character of the latter. The pattern of expenditure was very similar to the distribution of the number of trips, but an inland town or city was even more dominant in accounting for two-thirds of all expenditure (£3,411 million; 66 per cent).

Duration

Table 13 shows that of the longer day trips (lasting over

three hours), most trips last less than seven hours (402 million; 64 per cent). Most commonly, day trips last between four and five hours (121 million trips; 19 per cent).

Future plans

It has been our experience that users of tourism statistics have diverse interests. The results from the Survey presented here are only indicative of the range of possible analyses which would be of interest. A more comprehensive set of tables and commentary is to be published later this summer by OPCS and the database of Survey results will also be available about the same time.

Any organisation wishing to enquire further about the database should make enquiries to the authors at SSDA3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF.

The next survey will be carried out in 1991-92, again as a trailer to the General Household Survey. It will be extended to ask for information on business day visits to make it more definitionally consistent with the major sources—the International Passenger Survey (IPS) and the United Kingdom Tourist Survey (UKTS). It will be called the Day Visits Survey to reflect this extension. The questionnaire will exclude trips from a holiday base and trips which the respondent considers to be routine. The reference period has been shortened from a two-week period to one week so as to reduce the volume of trips which are reported, a factor which caused a problem of overloading in the 1988-89 Survey. It is hoped to produce the results by Spring 1993. ■



In 1988-89 there were eleven million trips to rivers or canals.

Photo: Jenny Matthews/Format

Technical Note

The 1988-89 Leisure Day Visits Survey

Survey method

The statistics presented in this article are based on results from the 1988-89 Leisure Day Visits Survey (LDVS), which was carried out for the Employment Department and the British Tourist Authority and English Tourist Board by the Office of Population Censuses and Surveys (OPCS).

The survey used a retrospective interview carried out as a trailer to the General Household Survey (GHS) through each of the 12 months April 1988 to March 1989. The LDVS interview followed immediately after the completion of the main interview at all the responding households for the 1988-89 GHS.

The GHS is based on a representative sample of private households throughout Great Britain, drawn from the Postcode Address File. Information for the GHS is collected week by week throughout the year by personal interviews which are sought with all adult members (aged 16 and over) of the sample.

The effective sample set for the LDVS numbered nearly 12,000 addresses, of which three per cent could not be contacted in the field period, and 11 per cent were contacted but refused to take part. For nearly 9,000 households, 74 per cent of the sample set, a complete interview was carried out with all members of the household, and partial interviews were obtained at a further 12 per cent of households.

Some re-weighting was carried out to adjust for non-response. Non-responding households who did not respond after four or more calls to the address were assumed to be similar to the responding households where it took four or more calls to make contact, while those households who refused after fewer than four calls to the address were assumed to be similar to those who had responded after a similar number of calls. The results were then grossed to population estimates on a household basis, taking into account the region, age and sex distributions.

A significant problem with the Survey was that some households were very active day trippers during the two week reference period. This heavy reporting led to over long interviews and consequent logistic problems. Nevertheless, the information collected from the 1988-89 survey is of a high standard and provides the first reliable national estimates for a full year of leisure day trips in Great Britain.

Data capture

Prior to the 1988-89 LDVS, the Social Survey Division of OPCS carried out a methodological study, at the request of the Employment Department, to investigate the best method of collecting information on leisure day visits. Two options were considered; leaving a diary for the respondent to complete during the duration of the field period, or carrying out retrospective interviews. The study found that both the diary method and the retrospective interview were viable methods for collecting this information. The response rate for the retrospective interview was better, at just under 80 per cent compared with 65 per cent for the diary over a two week reference period, but the quality of the information was equivalent in most respects. The retrospective interview technique was finally chosen and adopted for the 1988-89 survey because of the better prospective response rate and because it allowed for more complex questioning.

Definition

The definition of a *leisure day trip* that was used in the interviews was:

"A day trip consists of any trip or outing which lasts for at least three hours, and which takes place entirely within the United Kingdom. It does not include routine household shopping, travel to or from paid work or in connection with paid work. It does not include trips to do with education (for students or schoolchildren); or trips which involve an overnight stay; or travel to or from a holiday address¹; or business trips; trips to do with legal matters; or medical or hospital visits."

There is potential for different interpretations of this definition at the margins, by both the interviewer and respondent. In addition, there were still some types of trip, multi-purpose trips in particular, for which the interviewer had to make decisions arbitrarily on whether to include them or not.

The survey respondents were asked questions about the number of trips taken in the previous two weeks, their purpose, the mode of transport used, the place visited and any expenditure incurred. The questions were asked of one adult in the household about the visits of all members of the household including those taken by unaccompanied children. Where a trip was undertaken by a group, each person from the household surveyed was recorded as having made a trip. For example, a visit by a family of four accompanied by a friend who lived elsewhere would be recorded as four trips.

Future plans for a Day Trip trailer on the 1991-92 GHS have involved discussions with a panel of experts to attempt to solve some of the definitional and interpretation problems. As a result, the 1991-92 questionnaire will begin with a prompt card which is intended to help respondents to identify the types of activity within the range of the survey. Furthermore, the scope of the survey has been extended to cover business day trips and school trips.

Previous surveys

There have been two previous attempts to collect data on leisure day trips. The first was by the English Tourist Board (ETB) who surveyed domestic leisure day trips in the summer months of 1981 and 1982 by using a diary, placed and collected by an interview. From this ad hoc survey, it was realised that such trips were far more numerous than domestic tourist trips involving an overnight stay, and of at least the same order of magnitude in value terms. In 1982 it was estimated that, including visits from a holiday base, £1,600 million was spent on 600 million leisure day trips of three hours minimum duration in the peak months of July, August and September alone; this compares with £2,622 million and 435 million trips on a similar definition, but excluding visits from a holiday base, in the summer of 1988.

In an attempt to obtain a full year estimate, the ETB and Employment Department jointly commissioned a market research company to carry out a leisure day trips survey in 1986. The method used involved issuing a diary to a randomly selected sample of households and asking respondents to record the trips taken during the month. The diary method was a complex one requiring households to complete diaries on a one-month-on, two-months-off basis throughout the year. The method turned out to be inadequate for this type of survey—because the overall response rate was only 37 per cent and respondents were reluctant to resume recording after their first month's involvement, resulting in a falling response rate and a high drop-out rate. The net effect of this was that the results from the survey are considered much less reliable than the current estimates.

¹ Day trips from a holiday base were reported but are not included in the analyses given in this article. Travel to and from the holiday address at the beginning and end of the holiday is not regarded as a day trip.

Technical Note (continued)

Other sources

Leisure day visits involve a wide variety of activities in pursuit of a diverse range of interests and there have been a number of ad hoc studies and surveys carried out aiming to capture all or part of a particular field of interest. Some of the more relevant ones at a national level are listed below, but this list is not intended to be comprehensive.

A complementary source to the 1988-89 LDVS is the *National Travel Survey*. Results for the 1985-86 survey were published in 1988 and the first results for the new continuous survey should be available in the latter half of 1992. The survey relates different kinds of personal travel with the characteristics of travellers and their families. Travel is disaggregated into journeys with different journey purposes, such as going to work, shopping and visiting friends. One journey purpose is 'day trip', the only one specifically related to outward and inward journeys taking place on the same day. The 1985-86 survey suggests that there were about 300 million of these trips a year, a figure which is compatible with LDVS data.

The best known regular source of visitor numbers at tourist attractions are the annual surveys covering sites visited, conducted jointly by the British Tourist Authority and the National Tourist Boards (NTBs). *Visits to Tourist Attractions* is part of their more general *Sightseeing* survey on the usage and capacity of tourist attractions identifying those attractions receiving more than 5,000 visits in the year. It covers eight broad types of attraction—historic properties; gardens; museums and galleries; wildlife attractions; country parks; leisure parks; steam railways and workplaces. The latest report

gives information for 1989 on visits to over 2,000 of these attractions. Results from the 1988-89 LDVS for certain readily identifiable categories of visitor attractions, such as zoos and other wildlife attractions, reconcile closely with comparative data from the above surveys.

The Scottish Tourist Board conducts surveys of day trips in Scotland, the latest report on which is *Leisure Day Trips in Scotland, Annual report 1989*.

Leisure and Recreation Statistics Estimates gives information on the estimated expenditure by London, metropolitan and local authorities throughout England and Wales on swimming pools, leisure and sports centres, theatres, parks and outdoor sporting facilities.

It is also possible to compare the activities in which people take part on day trips with the information collected on the main activity while on holiday in the United Kingdom through the *United Kingdom Tourism Survey* (UKTS) which is jointly run by the national Tourist Boards.

There are other, more infrequent and specific, sources of information available on visitors such as those carried out by the Countryside and Forestry Commissions, the Countryside Commission for Scotland and the Countryside Council for Wales, the British Waterways Board and the Sports Council as well as from membership figures of, for example, walking clubs. Questions dealing with participation in selected leisure activities also appeared on the GHS main interview in 1987.

Other occasional sources of information include *Cultural Trends* which provides statistics on the performing and visual arts and *Visiting Museums*, a survey of visitors to the Victoria and Albert Museum, Science and National Railway Museums.

Special Feature

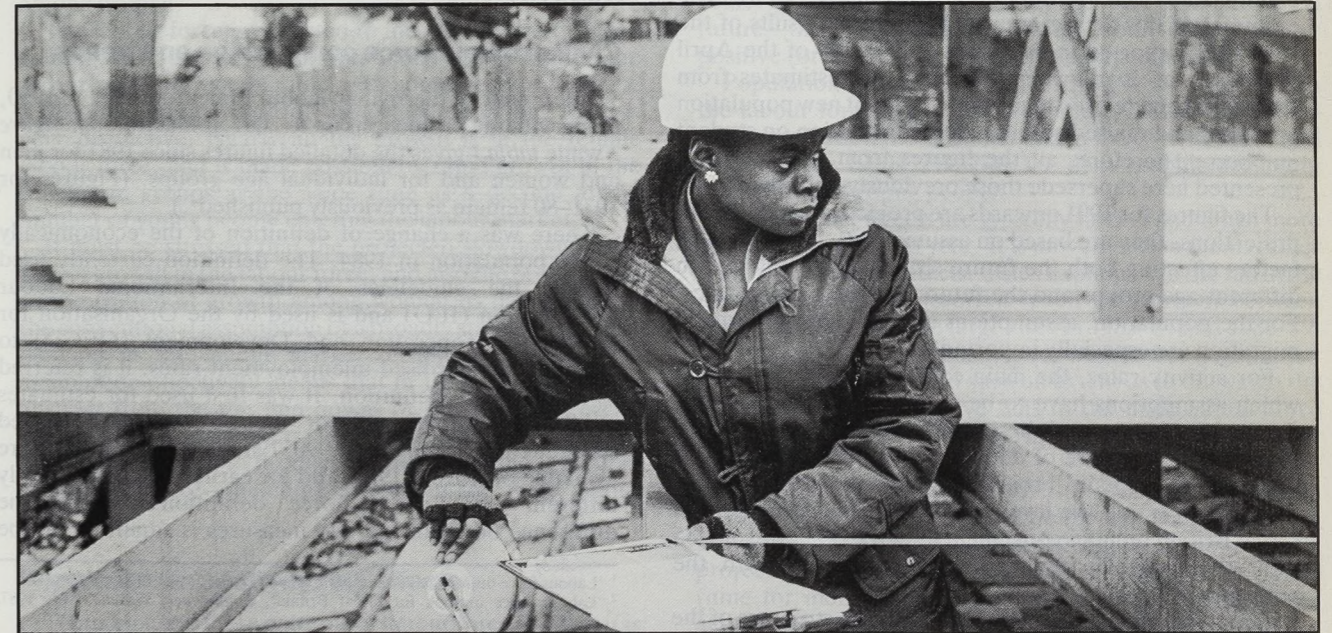


Photo Maggie Murray/Format

Labour force trends: the next decade

This article presents projections of the civilian labour force in Great Britain up to the year 2001. They incorporate preliminary information available from the 1990 Labour Force Survey and new (1989-based) population projections. Trends in the population and economic activity rates are explained, and the new projections are compared with those published previously.

- Between mid-1989 and mid-1990, the civilian labour force in Great Britain is estimated to have risen by 121,000 to stand at just over 28 million. This increase is less than we projected last year, mainly because of a sharper reduction than expected in the numbers of young people (aged under 20) in the labour force;
- The labour force is projected to decrease between mid-1990 and mid-1991 by 67,000;
- In the year 2001, the labour force is projected, on the basis of various assumptions set out in this article, to be almost 675,000 higher than its mid-1990 level;
- Almost all of the projected net increase is among women who are expected to make up 45 per cent of the labour force by 2001;
- The labour force in 2001 will be older than in 1990; a projected rise of 1,625,000 people aged 25-54 more than offsetting the fall of 1,015,000 people aged under 25 in the labour force;
- Projections by the Government Actuary's Department (GAD) suggest that the population of working age will increase by only 564,000 between 1990 and 2001 compared with a rise of 1,788,000 in the previous 11 years;
- Civilian activity rates: the proportions of the population in or seeking work are projected to continue their broad trends of recent years—for most age groups, women's rates are expected to rise and men's to fall slightly.



Thirty-three million trips were made by train or tube for leisure purposes.

Photo: Network South East

The civilian labour force comprises people aged 16 or over who are either in civilian employment or identified by censuses and surveys as looking for work and available to start (whether or not they claim benefits as unemployed). The economic activity rate for a given age group is defined as the proportion of the population in that age group which is in the labour force. (For details of definitions, see technical note on p 280.)

Measurement of the labour force and activity rates is based mainly on the Labour Force Survey (LFS). The estimates in this article use the preliminary results of the 1990 LFS, reported in detail on pp 175-196 of the April 1991 issue of *Employment Gazette*. The estimates from 1986 have been revised to take into account new population estimates and revised and updated information on student numbers. Therefore, all the figures from 1986 onwards presented here supersede those previously published¹.

The figures for 1991 onwards are projections and, like all projections, they are based on assumptions. These involve factors affecting both the future size of the population in different age groups and the future level of activity rates. For the population, assumptions about future patterns of migration are especially important.

For activity rates, the main explanatory factors, about which assumptions have to be made, are the pressure of demand for labour and the overall structure of the labour market. The pressure of demand, as in previous years, is assumed to remain broadly stable: the conventional assumption is that the level of claimant unemployment in Great Britain remains constant at its early 1991 level of 1.85 million (seasonally adjusted series consistent with the current coverage).

Economic and social factors affecting the structure of the

labour market—for example, the split between full- and part-time jobs, and the availability of opportunities for early retirement—are assumed to continue to develop in much the same way as they have in the past.

Sensitivity analyses can be produced illustrating the likely effects on the civilian labour force of departing from some of these assumptions. In particular, it is estimated that for every 100,000 increase/decrease in the number of claimant unemployed, the labour force will fall/rise by some 50,000.

Civilian labour force composition and trends

The course of the civilian labour force from 1971 to 1990, along with the projections up to 2001, is illustrated in *figure 1* while *table 1* gives the detailed figures since 1981 for men and women and for individual age groups. (Figures for 1971-80 remain as previously published².)

There was a change of definition of the economically active population in 1984. The definition currently used follows the guidelines of the International Labour Organisation (ILO) and is used by the Organisation for Economic Cooperation and Development (OECD) to calculate standardised unemployment rates: it is referred to as the 'ILO' definition. It was first used for estimates published in 1988 and for the projections published subsequently in 1989 and 1990. Estimates on this basis are available only from 1984, and for earlier years the slightly different 'GB Labour Force' definition is used. The difference between the two measures is small, as can be

¹ 'Labour force outlook to 2001', *Employment Gazette*, April 1990, pp 186-198.

² 'Labour force outlook for Great Britain', *Employment Gazette*, May 1987, pp 253-263.

seen by comparing the two sets of figures for 1984 in *table 1*. The two definitions are described in the technical note on p 280.

The past couple of decades have seen the size of the labour force increasing each year, except in 1982 and 1983. The increases have been dominated by growth in the female labour force: of the 3,259,000 growth in the civilian labour force since 1971 (after allowing approximately for the change of definition), nearly 90 per cent has been among women.

The labour force is expected to increase in size over the coming decade at an annual rate much slower than in the recent past, but comparable with some years during the 1970s. The composition of the projected labour force is very distinctive. Nearly all the growth is in the female labour force, and is made possible by rapid growth in the 35-59 age groups at the same time as a decline in the number of young people entering the labour market.

It must be stressed that the projected slowdown in the rate of growth in the labour force, and also the pronounced concentration of growth among women, is dependent on the conventional assumption of a broadly stable pressure of demand in the labour market during the 1990s. This assumption effectively means that in 1991 the projections abstract from the ups and downs of the economic cycle. Significant improvements in labour market conditions would be expected to produce much more rapid growth in the labour force—including growth in the male labour force.

Population and activity rate effects

To understand these patterns of labour force change, it is

helpful to break them down into two components: 'population effects', or the changes which would occur if activity rates stayed the same and only the size and age distribution of the population changed; and 'activity rate effects', due to changes in the proportion of population (in each age group) which is in the labour force.

Figure 2 shows recent and projected changes in the civilian labour force for men and women separately, distinguishing the population and activity rate effects each year. In every single year—in the past and projected future—the overall changes in the labour force are more positive (or less negative) for women than for men.

Population growth contributed positively to growth in the labour force in the 1970s and early 1980s. Since 1983 this contribution has declined and is likely to decline until well into the 1990s reflecting the demographic decline in the number of young people.

Activity rate effects are typically larger, and much more variable from year to year. It is movements in them, rather than in population effects, which explain both the fall in the labour force which occurred (even for women) between 1981 and 1983, and the large rises in 1983-84 and 1988-89. In most years they are positive for women but negative for men—in several years to such an extent as to outweigh the population effect and give falls in the male labour force (this is projected to happen in the period 1991-94, for instance).

Just as there is a logical division between population effects and activity rate effects, so the way the labour force projections are actually constructed falls into two parts: projection of the population in different age/sex categories (nine for men, eight for women), and projection of the activity rates. These are now considered in turn.

Table 1 Estimates and projections of the civilian labour force in Great Britain

	GB Labour Force Definitions* Estimates					ILO Definitions* Estimates						
	1971	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989	1990
Men												
16-19	1,054	1,363	1,352	1,328	1,356	1,367	1,353	1,307	1,301	1,306	1,235	1,184
20-24	1,839	1,793	1,816	1,855	1,935	1,941	1,999	2,034	2,045	2,013	2,005	1,941
25-34	3,249	3,753	3,620	3,551	3,573	3,578	3,632	3,688	3,785	3,862	3,953	4,072
35-44	3,067	3,189	3,314	3,397	3,467	3,470	3,538	3,581	3,617	3,645	3,656	3,649
45-54	3,132	2,889	2,850	2,825	2,807	2,819	2,798	2,759	2,736	2,785	2,856	2,896
55-59	1,469	1,390	1,319	1,261	1,216	1,224	1,210	1,185	1,152	1,156	1,137	1,147
60-64	1,219	932	901	869	859	868	809	767	770	757	747	741
65-69	360	202	177	150	146	150	162	155	163	156	194	184
70 and over	174	132	122	112	118	120	113	103	101	118	119	117
All ages	15,563	15,644	15,472	15,347	15,478	15,538	15,614	15,580	15,670	15,800	15,901	15,932
Working age†	15,029	15,310	15,173	15,085	15,215	15,268	15,339	15,321	15,406	15,525	15,588	15,631
Women												
16-19	947	1,265	1,239	1,204	1,216	1,227	1,235	1,195	1,225	1,177	1,153	1,072
20-24	1,241	1,412	1,441	1,472	1,537	1,560	1,574	1,618	1,615	1,610	1,668	1,626
25-34	1,523	2,188	2,145	2,133	2,258	2,292	2,364	2,459	2,582	2,712	2,872	2,973
35-44	1,883	2,227	2,321	2,387	2,537	2,555	2,644	2,707	2,775	2,870	2,876	2,940
45-54	2,104	2,088	2,077	2,073	2,102	2,111	2,106	2,118	2,132	2,155	2,249	2,308
55-59	869	876	830	792	790	800	799	788	798	784	797	796
60-64	482	354	345	335	358	367	305	298	291	297	337	332
65 and over	282	187	175	162	152	154	152	140	142	146	178	175
All ages	9,332	10,598	10,573	10,560	10,950	11,066	11,179	11,324	11,559	11,750	12,132	12,221
Working age**	8,568	10,056	10,053	10,062	10,440	10,545	10,722	10,886	11,126	11,308	11,617	11,715
All persons												
16-19	2,002	2,628	2,590	2,532	2,572	2,595	2,588	2,502	2,526	2,483	2,388	2,256
20-24	3,080	3,205	3,258	3,327	3,472	3,501	3,573	3,652	3,659	3,623	3,673	3,567
25-34	4,772	5,941	5,765	5,684	5,832	5,871	5,996	6,148	6,367	6,573	6,825	7,046
35-44	4,950	5,416	5,636	5,784	6,004	6,025	6,182	6,288	6,392	6,515	6,533	6,589
45-54	5,237	4,978	4,927	4,898	4,909	4,930	4,904	4,877	4,940	5,105	5,204	5,204
55-59	2,339	2,266	2,149	2,053	2,006	2,023	2,009	1,973	1,951	1,941	1,934	1,943
60-64	1,701	1,287	1,246	1,204	1,218	1,235	1,115	1,065	1,061	1,054	1,084	1,073
65 and over	816	521	474	424	416	423	426	398	406	421	491	476
All ages	24,895	26,242	26,045	25,907	26,428	26,604	26,793	26,904	27,229	27,551	28,033	28,154
Working age‡	23,597	25,366	25,226	25,147	25,654	25,813	26,061	26,207	26,532	26,833	27,205	27,345

* For details of definitions please see technical note. † Men aged 16 to 64 years. ** Women aged 16 to 59 years. ‡ Men aged 16 to 64 and women aged 16 to 59 years.

	ILO Definitions* Projections											
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000		2001
Men												
16-19	1,111	1,057	1,007	982	986	1,009	1,046	1,077	1,086	1,084	1,091	1,091
20-24	1,898	1,846	1,792	1,719	1,647	1,560	1,478	1,420	1,409	1,424	1,451	1,451
25-34	4,139	4,196	4,229	4,246	4,240	4,225	4,178	4,101	3,988	3,867	3,748	3,748
35-44	3,654	3,576	3,548	3,559	3,594	3,655	3,733	3,814	3,900	3,992	4,059	4,059
45-54	2,937	3,071	3,161	3,228	3,281	3,342	3,375	3,389	3,391	3,392	3,397	3,397
55-59	1,134	1,136	1,150	1,164	1,171	1,160	1,164	1,187	1,223	1,257	1,307	1,307
60-64	724	719	711	702	696	691	691	698	704	706	698	698
65-69	173	164	156	150	144	138	133	128	122	118	114	114
70 and over	116	114	111	108	105	103	100	97	95	92	90	90
All ages	15,887	15,879	15,865	15,859	15,865	15,882	15,900	15,910	15,920	15,931	15,955	15,955
Working age†	15,598	15,601	15,598	15,601	15,616	15,641	15,666	15,685	15,702	15,721	15,751	15,751
Women												
16-19	1,007	953	908	884	885	905	937	965	972	967	973	973
20-24	1,600	1,566	1,525	1,467	1,413	1,342	1,278	1,237	1,238	1,260	1,293	1,293
25-34	3,025	3,098	3,150	3,193	3,223	3,235	3,222	3,185	3,118	3,045	2,969	2,969
35-44	2,954	2,914	2,912	2,939	2,985	3,056	3,142	3,230	3,324	3,427	3,511	3,511
45-54	2,345	2,460	2,544	2,606	2,660	2,715	2,751	2,769	2,775	2,777	2,781	2,781
55-59	791	792	800	811	816	809	812	827	850	872	907	907
60-64	314	312	308	304	301	299	300	304	308	310	308	308
65 and over	164	161	158	155	152	148	145	142	138	135	132	132
All ages	12,200	12,256	12,306	12,358	12,434	12,509	12,586	12,657	12,722	12,794	12,873	12,873
Working age**	11,721	11,783	11,840	11,899	11,982	12,061	12,141	12,212	12,276	12,348	12,433	12,433
All												
16-19	2,118	2,009	1,916	1,866	1,871	1,913	1,984	2,042	2,058	2,051	2,064	2,064
20-24	3,498	3,412	3,317	3,187	3,061	2,902	2,756	2,657	2,647	2,684	2,744	2,744
25-34	7,164	7,294	7,379	7,440	7,463	7,460	7,400	7,285	7,106	6,912	6,717	6,717
35-44	6,608	6,491	6,460	6,498	6,579	6,710	6,875	7,043	7,225	7,419	7,570	7,570
45-54	5,282	5,531	5,704	5,834	5,941	6,057	6,125	6,157	6,166	6,169	6,177	6,177
55-59	1,925	1,928	1,950	1,975	1,988	1,969	1,976	2,014	2,072	2,129	2,214	2,214
60-64	1,039	1,031	1,019	1,006	997	991	991	1,001	1,012	1,017	1,005	1,005
65 and over	453	439	425	412	401	390	379	367	356	345	336	336
All ages	28,087	28,135	28,171	28,217	28,299	28,391	28,486	28,567	28,642	28,725	28,828	28,828
Working age‡	27,319	27,384	27,438	27,500	27,598	27,702	27,807	27,897	27,979	28,069	28,184	28,184

Table 2 Estimates and projections of the resident population of Great Britain

	Estimates										Projections
	1971	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990
Men											
16-19	1,518	1,882	1,905	1,907	1,861	1,824	1,785	1,759	1,721	1,661	1,595
20-24	2,098	2,107	2,147	2,206	2,285	2,341	2,359	2,364	2,337	2,295	2,249
25-34	3,434	3,933	3,826	3,793	3,818	3,866	3,935	4,025	4,113	4,215	4,321
35-44	3,189	3,322	3,462	3,559	3,640	3,705	3,778	3,820	3,838	3,845	3,852
45-54	3,273	3,047	3,033	3,033	3,031	3,029	3,005	3,008	3,051	3,115	3,166
55-59	1,579	1,555	1,520	1,499	1,483	1,472	1,462	1,452	1,439	1,425	1,416
60-64	1,471	1,345	1,401	1,464	1,515	1,462	1,426	1,395	1,379	1,368	1,362
65-69	1,183	1,233	1,193	1,128	1,073	1,124	1,172	1,225	1,282	1,328	1,281
70 and over	1,590	2,020	2,059	2,098	2,138	2,170	2,181	2,194	2,175	2,168	2,236
All ages	19,335	20,444	20,545	20,687	20,844	20,992	21,103	21,241	21,335	21,421	21,479
Working age*	16,562	17,192	17,293	17,461	17,633	17,698	17,750	17,822	17,878	17,925	17,961
Women											
16-19	1,457	1,797	1,808	1,804	1,769	1,736	1,700	1,678	1,641	1,583	1,517
20-24	2,062	2,052	2,102	2,159	2,221	2,271	2,289	2,284	2,254	2,219	2,173
25-34	3,346	3,877	3,780	3,739	3,752	3,794	3,872	3,962	4,048	4,144	4,245
35-44	3,157	3,277	3,421	3,526	3,605	3,677	3,752	3,800	3,824	3,835	3,843
45-54	3,395	3,070	3,051	3,045	3,040	3,030	3,007	3,011	3,055	3,117	3,169
55-59	1,707	1,641	1,596	1,567	1,545	1,534	1,521	1,507	1,489	1,468	1,450
60-64	1,676	1,522	1,576	1,637	1,685	1,613	1,560	1,519	1,493	1,474	1,465
65 and over	4,467	5,036	5,032	5,004	4,987	5,078	5,141	5,204	5,234	5,264	5,273
All ages	21,267	22,272	22,366	22,480	22,603	22,733	22,843	22,965	23,038	23,104	23,135
Working age†	15,124	15,714	15,759	15,839	15,931	16,042	16,141	16,242	16,311	16,365	16,397
All persons											
16-19	2,975	3,679	3,712	3,710	3,630	3,559	3,486	3,437	3,361	3,244	3,112
20-24	4,160	4,159	4,249	4,365	4,505	4,612	4,648	4,647	4,591	4,514	4,423
25-34	6,780	7,810	7,606	7,532	7,570	7,661	7,807	7,987	8,161	8,359	8,566
35-44	6,346	6,599	6,883	7,085	7,244	7,382	7,630	7,620	7,663	7,680	7,695
45-54	6,668	6,117	6,085	6,077	6,071	6,059	6,012	6,019	6,106	6,232	6,335
55-59	3,286	3,196	3,116	3,066	3,028	3,007	2,983	2,959	2,928	2,893	2,866
60-64	3,147	2,867	2,977	3,101	3,200	3,075	2,986	2,914	2,872	2,843	2,827
65 and over	7,240	8,288	8,284	8,230	8,199	8,371	8,494	8,623	8,691	8,760	8,790
All ages	40,602	42,716	42,911	43,167	43,447	43,725	43,946	44,206	44,373	44,525	44,614
Working age**	31,686	32,905	33,051	33,300	33,563	33,741	33,891	34,064	34,189	34,290	34,358

* Men aged 16 to 64 years. † Women aged 16 to 59 years. ** Men aged 16 to 64 and women aged 16 to 59 years.

Table 3 Estimates and projections of civilian activity rates in Great Britain

	GB Labour Force Definitions* Estimates					ILO Definitions* Estimates						
	1971	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989	1990
Men												
16-19	69.4	72.4	71.0	69.6	72.9	73.5	74.2	73.2	74.0	75.9	74.3	74.2
20-24	87.7	85.1	84.6	84.1	84.7	85.0	85.4	86.2	86.5	86.2	87.3	86.3
25-34	94.6	95.4	94.6	93.6	93.6	93.7	93.9	93.7	94.0	93.9	93.8	94.3
35-44	96.2	96.0	95.8	95.4	95.3	95.4	95.4	94.8	94.7	95.0	95.1	94.7
45-54	95.7	94.8	94.0	93.1	92.6	93.0	92.4	91.8	91.0	91.3	91.7	91.5
55-59	93.0	89.4	86.8	84.1	82.1	82.5	82.2	81.1	79.4	80.3	79.8	81.0
60-64	82.9	69.3	64.3	59.4	56.7	57.3	55.4	53.8	55.2	54.9	54.6	54.4
65-69	30.4	16.3	14.8	13.3	13.6	14.0	14.4	13.3	13.3	12.2	14.6	14.4
70 and over	10.9	6.5	5.9	5.3	5.5	5.6	5.2	4.7	4.6	5.4	5.5	5.2
All ages	80.5	76.5	75.3	74.2	74.3	74.5	74.4	73.8	73.8	74.1	74.2	74.2
Working age†	90.7	89.1	87.7	86.4	86.3	86.6	86.7	86.3	86.4	86.8	87.0	87.0
Women												
16-19	65.0	70.4	68.5	66.8	68.8	69.4	71.2	70.3	73.0	71.7	72.9	70.7
20-24	60.2	68.8	68.6	68.2	69.2	70.2	69.3	70.7	70.7	71.4	75.2	74.8
25-34	45.5	56.4	56.8	57.0	60.2	61.1	62.3	63.5	65.2	67.0	69.3	70.0
35-44	59.7	68.0	67.9	67.7	70.4	70.9	71.9	72.1	73.0	75.0	75.0	76.5
45-54	62.0	68.0	68.1	68.1	69.2	69.5	69.5	70.5	70.8	70.5	72.2	72.8
55-59	50.9	53.4	52.0	50.6	51.1	51.8	52.1	51.8	53.0	52.7	54.3	54.9
60-64	28.8	23.3	21.9	20.5	21.3	21.8	19.9	19.1	19.2	19.9	22.9	22.7
65 and over	6.3	3.7	3.5	3.2	3.0	3.1	3.0	2.7	2.7	2.8	3.4	3.3
All ages	43.9	47.6	47.3	47.0	48.4	49.0	49.2	49.6	50.3	51.0	52.5	52.8
Working age**	56.7	64.0	63.8	63.5	65.5	66.2	66.8	67.4	68.5	69.3	71.0	71.4
All persons												
16-19	67.3	71.4	69.8	68.3	70.9	71.5	72.7	71.8	73.5	73.9	73.6	72.5
20-24	74.0	77.1	76.7	76.2	77.1	77.7	77.5	78.6	78.7	78.9	81.4	80.7
25-34	70.4	76.1	75.8	75.5	77.0	77.6	78.3	78.8	79.7	80.5	81.6	82.3
35-44	78.0	82.1	81.9	81.6	82.9	83.2	83.7	83.5	83.9	85.0	85.1	85.6
45-54	78.5	81.4	81.0	80.6	80.9	81.2	80.9	81.1	80.9	80.9	81.9	82.1
55-59	71.2	70.9	68.9	67.0	66.3	66.8	66.8	66.1	65.9	66.3	66.9	67.8
60-64	54.1	44.9	41.9	38.8	38.0	36.2	35.7	36.4	36.7	38.1	38.0	38.0
65 and over	11.3	6.3	5.7	5.2	5.1	5.2	5.1	4.7	4.7	4.8	5.6	5.4
All ages	61.3	61.4	60.7	60.0	60.8	61.2	61.3	61.2	61.6	62.1	63.0	63.1
Working age†	74.5	77.1	76.3	75.5	76.4	76.9	77.2	77.3	77.9	78.5	79.3	79.6

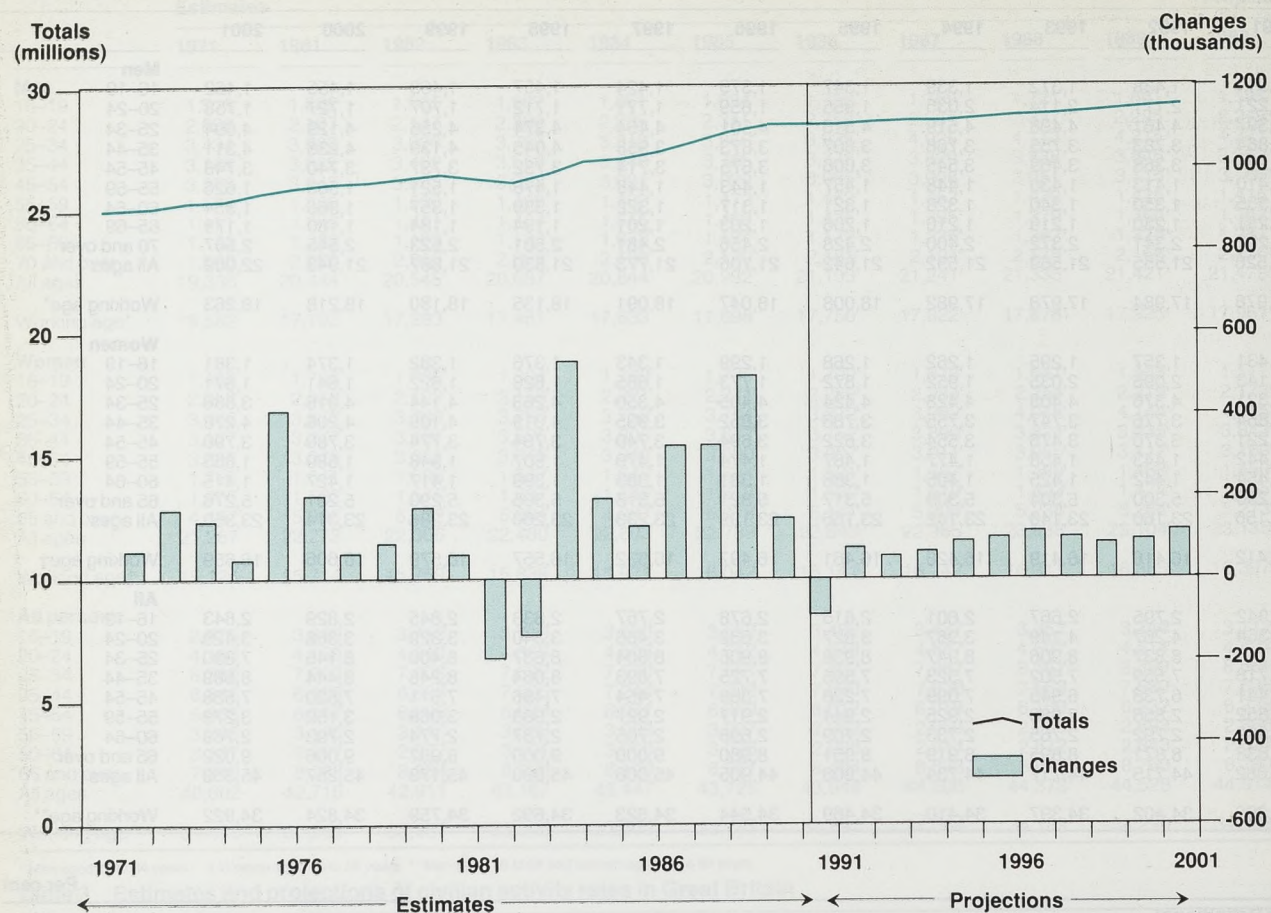
* For details of definitions please see technical note. † Men aged 16 to 64 years. ** Women aged 16 to 59 years. ‡ Men aged 16 to 54 and women aged 16 to 59 years.

Thousands

Projections

1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
1,511	1,438	1,372	1,339	1,347	1,379	1,424	1,457	1,463	1,455	1,462	Men
2,221	2,171	2,114	2,035	1,955	1,859	1,771	1,712	1,707	1,727	1,758	16-19
4,397	4,461	4,498	4,519	4,515	4,501	4,454	4,374	4,256	4,129	4,004	20-24
3,864	3,783	3,755	3,768	3,807	3,873	3,958	4,045	4,139	4,238	4,311	25-34
3,220	3,368	3,469	3,545	3,606	3,675	3,714	3,732	3,737	3,740	3,748	35-44
1,410	1,413	1,430	1,448	1,457	1,443	1,448	1,476	1,521	1,563	1,626	45-54
1,355	1,350	1,340	1,328	1,321	1,317	1,322	1,339	1,357	1,366	1,354	55-59
1,251	1,230	1,219	1,210	1,206	1,203	1,201	1,194	1,184	1,180	1,179	60-64
2,297	2,341	2,372	2,400	2,428	2,456	2,481	2,501	2,523	2,545	2,567	65 and over
21,526	21,555	21,569	21,592	21,642	21,706	21,773	21,830	21,887	21,943	22,009	All ages
17,978	17,984	17,978	17,982	18,008	18,047	18,091	18,135	18,180	18,218	18,263	Working age*
1,431	1,357	1,295	1,262	1,268	1,299	1,343	1,376	1,382	1,374	1,381	Women
2,143	2,096	2,035	1,952	1,872	1,773	1,685	1,628	1,622	1,641	1,671	16-19
4,321	4,376	4,408	4,428	4,424	4,405	4,350	4,263	4,144	4,016	3,886	20-24
3,854	3,776	3,747	3,755	3,788	3,852	3,935	4,019	4,109	4,206	4,278	25-34
3,221	3,370	3,476	3,554	3,622	3,694	3,740	3,774	3,774	3,770	3,790	35-44
1,442	1,443	1,458	1,477	1,487	1,474	1,479	1,507	1,548	1,589	1,653	45-54
1,454	1,442	1,425	1								

Figure 1 Estimates and projections of the civilian labour force*, Great Britain



* ILO definition from 1984, GB labour force definition up to 1984.



Almost all the projected net increase in the civilian labour force is among women.

Photo Joanne O'Brien/Format

Population projections

Projections of the population of Great Britain are made by the Government Actuary's Department (GAD) in consultation with the Office of Population Censuses and Surveys (OPCS) and the General Register Office for Scotland (GRO(S)). Mid-1989-based projections were published in November 1990³. They are reproduced along with estimates up to 1989 in table 2.

The 1989-based population projections were produced by revising the 1988-based projections (described in the April 1989 labour force projections article) to take account of recent data about fertility, mortality and migration, while leaving unchanged the long-term assumptions in regard to each of these. As a result, the 1989-based projections differ only slightly from the 1988-based.

From the point of view of the labour force projections, it is the population of 'working age' which is most relevant: above minimum school-leaving age (16) and below state retirement age (60 for women and 65 for men). The new population projections show the population of working age in Great Britain increasing slightly from 34,358,000 in 1990 to 34,390,000 in 1991, remaining at around 34,400,000 during the first half of the 1990s, and rising slowly to 34,922,000 by 2001.

It should be borne in mind, incidentally, that although the population of working age is a useful summary measure of the number of people who could be economically active, it is not strictly speaking a maximum: the civilian labour force in 1990 included more than 800,000 people above state retirement age.

Composition of the population in 2001

The size and age distribution of the population vary over time due to changes in three factors: fertility, mortality and migration. In fact, it is variations in the number of births which have been the driving force behind most of the peaks and troughs in the British population this century.

It is those born during the lower birth rate years between 1973 and 1979 who are currently reaching school-leaving age—this is the 'demographic time-bomb', which is the main reason for the far slower rate of increase in the population of working age now compared with the late 1970s and early 1980s. Although the number of births began rising again in the late 1970s, so that the number of new entrants to the population of working age will stop falling in the 1990s, there will be far fewer people in their 20s than in their 30s by 2001.

Activity rate projections

Projections of civilian activity rates, or the proportions of the population of different age/sex categories which are in the civilian labour force, are produced by the Employment Department. They are designed to allow for some of the economic, demographic and social factors that influence activity rates.

There are three stages to this work. First, 'models' are developed which attempt to explain past movements in activity rates in terms of some of these factors—for example, they may suggest that a rise of x thousand in the number unemployed will, other things being equal, cause a fall of y per cent in the activity rate for a given age group.

The second stage involves making assumptions as to the future paths of these explanatory factors. Third, applying the models to these future values yields projections for the activity rates themselves, and these are subjected to plausibility checks and any necessary adjustments made.

The models currently used to project activity rates are based on the models developed for the 1987-based projections, which were described in the article presenting those^{5,6}. They make use of three types of explanatory factors:

- The level of claimant unemployment (representing the pressure of demand in the labour market) appears in all but two of the male and all but one of the female activity rate models.
- The number of children aged under five (per woman in the relevant age groups) appears in the models for three of the female age groups, of which one also features the number of children aged 5–9.
- Time trends (representing a combination of factors which cannot adequately be measured directly) appear in all the female models and all but one of the male ones.

The assumptions made about the future paths of these are broadly the same as for previous rounds of projections:

- The number of claimant unemployed (Great Britain, seasonally adjusted) is conventionally assumed to remain constant, in this case at its early 1991 level of 1.85 million. (This is a stylised assumption only: the Employment Department does not forecast employment or unemployment.)
- The numbers of children aged 0–4 and 5–9 per woman are projected into the future using the fertility assumptions produced by OPCS (these underlie the 1989-based population projections discussed above).
- Other relevant economic and social factors are assumed to change in the same way as in the past (for example, a factor may have shown a rising trend but at a declining rate over time).

The results of the civilian activity rate projections from 1991, along with estimates for earlier years, are given in table 3. It is these activity rates which are multiplied by the population figures in table 2 to give the civilian labour force estimates in table 1 and figure 1.

Activity rate movements by age and sex

Figure 3 compares the 2001 projected male and female activity rates for each age group with estimates for 1971. The most striking feature is sharply higher activity rates for females, particularly those aged between 25 and 44. This reflects a number of economic and social factors, such as the availability of part-time work and childcare facilities, and changes in social attitudes which have meant that women born later in the century have tended to have a greater underlying attachment to the labour force.

There are also some interesting patterns among the different groups. For 16–19 and 20–24 year olds, the activity rates of students and non-students are projected separately. In particular, students' activity rates have shown sharply rising trends—as more of them take part-time work—which are projected to continue. Non-students' activity rates peaked most recently in 1989; for 16–19 year olds they are projected to decline slowly. For

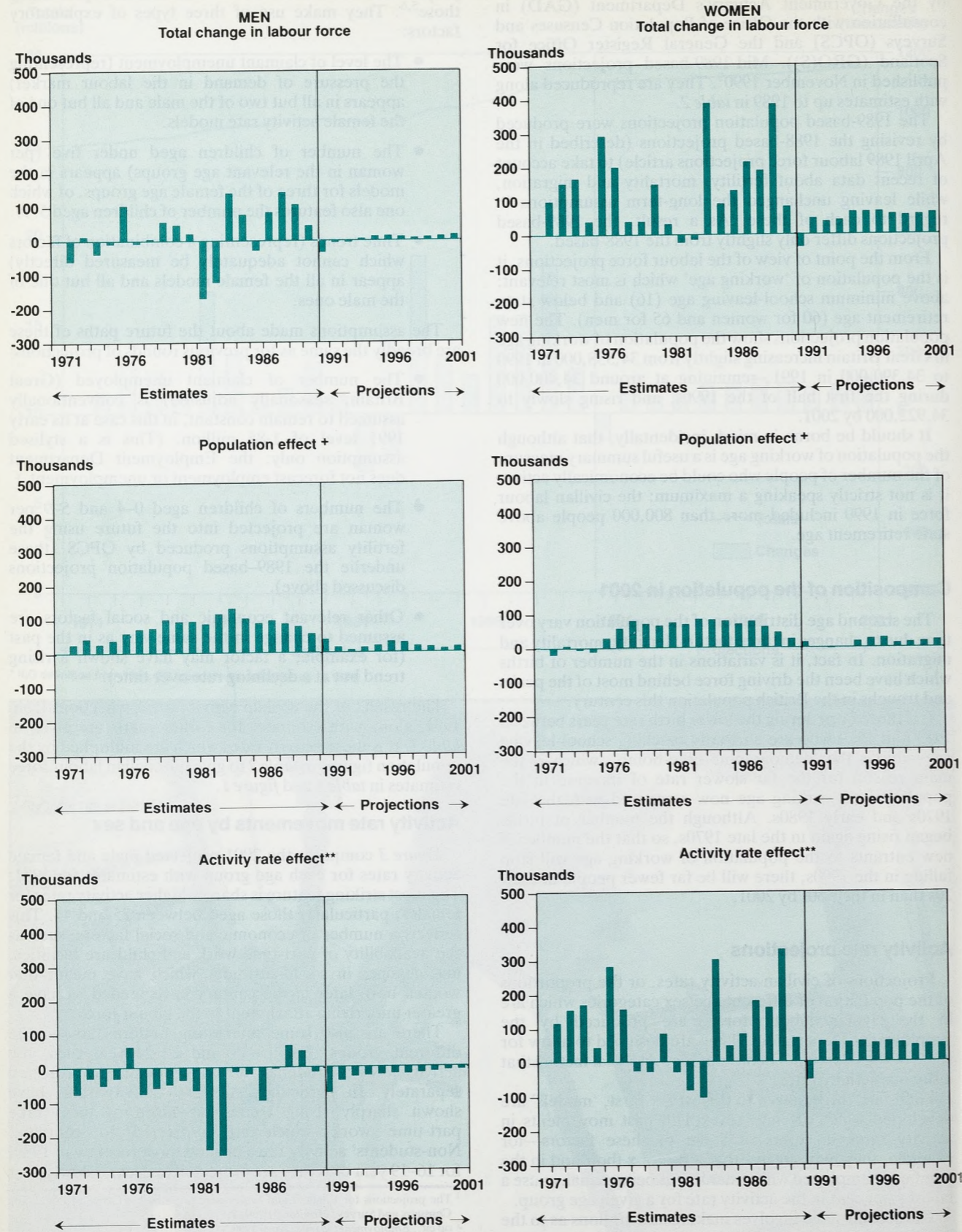
¹ The projections for England and Wales were published in Office of Population Censuses and Surveys *Monitor PP2 9111*.

² op cit., *Employment Gazette*, April 1990.

³ 'Labour force outlook to 1995', *Employment Gazette*, March 1988, pp 117–129 (see especially the technical note on p 129).

⁴ A note setting out the models used for projecting activity rates in the current article is available from EREB3, Employment Department, Level 1, Caxton House, Tothill Street, London SW1H 9NF.

Figure 2 Components of change in the civilian labour force*, Great Britain

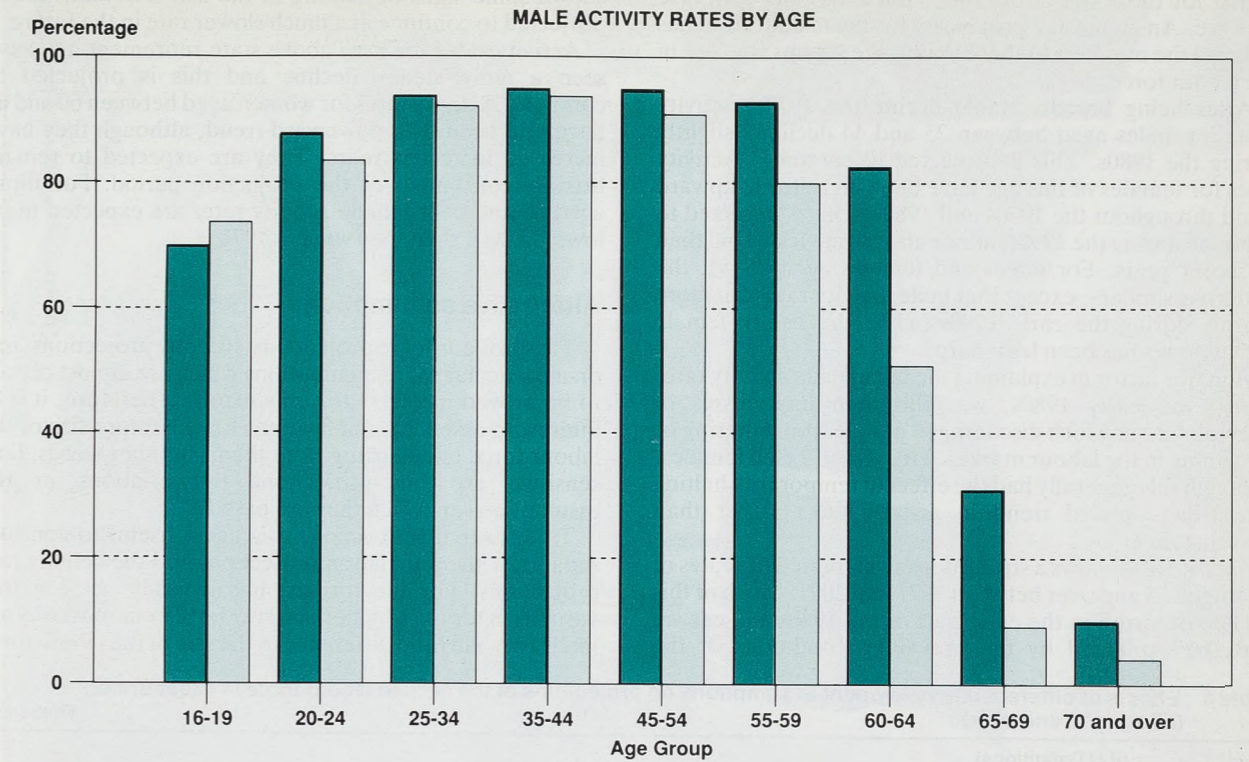


* ILO definition from 1984, GB labour force definition up to 1984.

+ The change in the labour force that would have occurred had the activity rate in each age group remained at its value in the initial year.

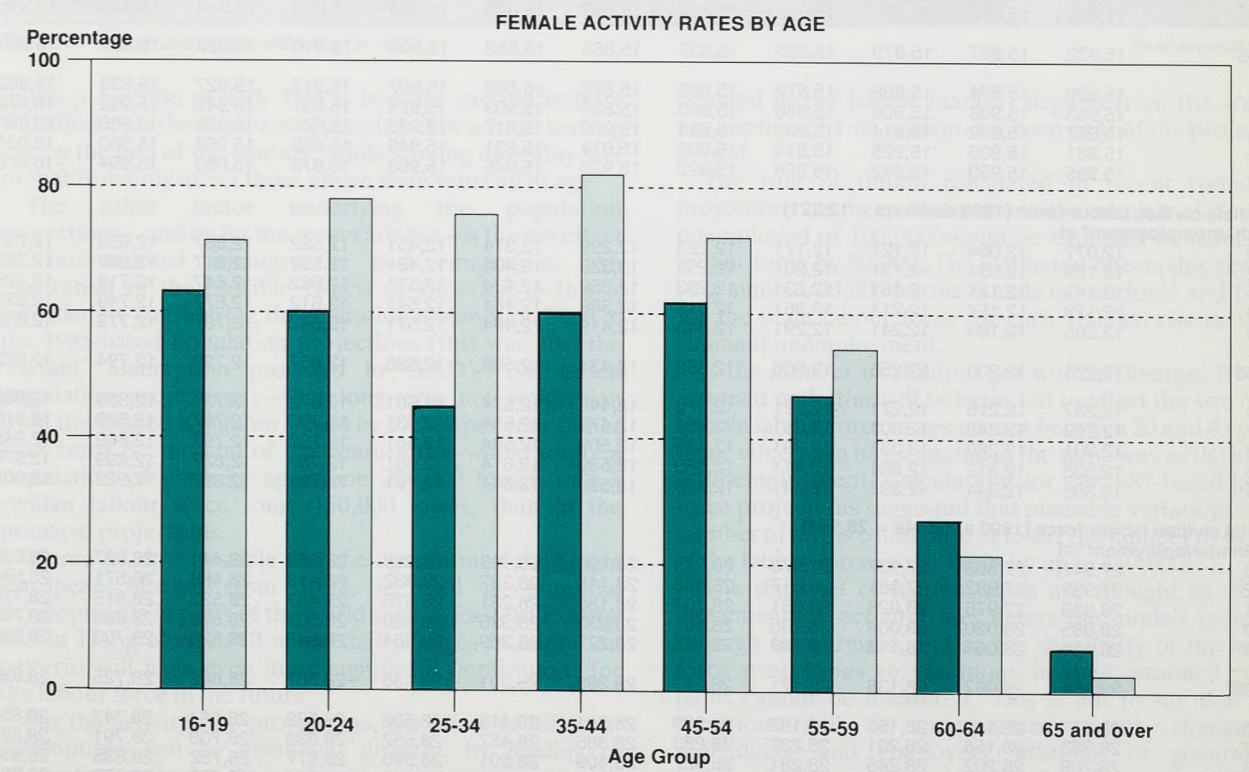
** The residual change, that is the total change less the population effect.

Figure 3 Civilian activity rates* by ages, Great Britain



■ 1971 □ 2001 (proj)

*1971 estimate of Labour Force definitions.



■ 1971 □ 2001 (proj)

*1971 estimate on Labour Force definition.

20-24 year olds, activity rates for males are projected to remain stable and for females to rise. Activity rates are higher for those not in full-time education than for those who are. An increasing propensity to stay in education has reduced the numbers in these young age groups who are in the labour force.

After being broadly stable during the 1970s, activity rates for males aged between 25 and 44 declined slightly during the 1980s. This is projected to continue. Activity rates for females of this age have been on a strong upward trend throughout the 1970s and 1980s. This is expected to continue during the 1990s, although at a rate less rapid than in recent years. For males and females aged 45-54, the pattern is similar—except that male activity rates fell more sharply during the early 1980s, while the rise in female activity rates has been less sharp.

A major factor in explaining the fall in male activity rates during the early 1980s, was the then high levels of unemployment which discouraged people from entering or remaining in the labour market. This also affected females, although this generally had the effect of temporarily halting the strong upward trend in activity rates rather than lowering them.

Figure 3 also shows a strong decline in the activity rates of men aged 55 and over between 1971 and 2001. Much of this decline occurred in the early part of the 1980s and can, in part, be explained by the prevailing conditions of the

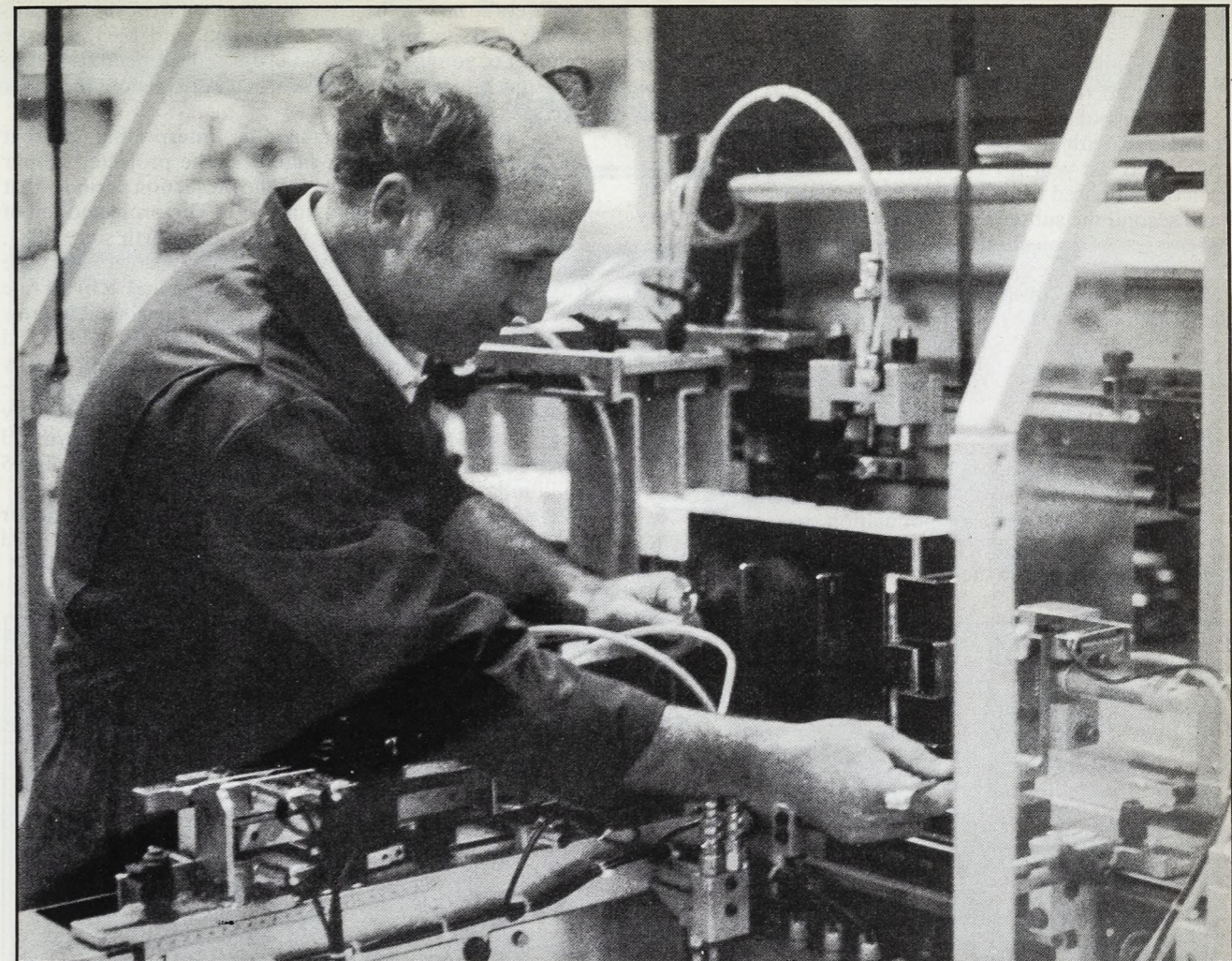
labour market. However, it is also a reflection of a longer-term trend towards early retirement. This falling trend has shown some signs of abating in the last few years and is projected to continue at a much slower rate in the future.

Activity rates for men above state retirement age have seen a more steady decline and this is projected to continue. Activity rates for women aged between 60 and 64 have also been on a downward trend, although they have increased in recent years. They are expected to remain broadly constant over the projection period. For those aged 60 and over female activity rates are expected to be lower in 2001 than they were in 1971.

Alternative assumptions

These labour force projections, like any projections, rest on a particular set of assumptions which are almost certain to be proved incorrect to some extent. Therefore, it is of interest to assess the implications for the future size of the labour force of departing from them. In other words, how sensitive are the projections to variations in the assumptions on which they are based?

To answer this question, it is again useful to consider separately the population projections and the activity rate projections. For the former, it can easily be seen that variants in terms of higher or lower fertility or mortality are likely to make little difference to the size of the labour force



The labour force in 2001 will be older than in 1990.

Photo Margaret Robinson

Table 4 Effects of different unemployment assumptions on projections of the civilian labour force in Great Britain (all ages 16 and over) Thousands

		(ILO Definitions)											
Million		1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Male civilian labour force (1990 estimate = 15,932) with unemployment* at													
2.3		15,869	15,824	15,816	15,802	15,796	15,802	15,819	15,837	15,847	15,857	15,868	15,892
2.2		15,883	15,838	15,830	15,816	15,810	15,816	15,833	15,851	15,861	15,871	15,882	15,906
2.1		15,897	15,852	15,844	15,830	15,824	15,830	15,847	15,865	15,875	15,885	15,896	15,920
2.0		15,911	15,866	15,858	15,844	15,838	15,844	15,861	15,879	15,889	15,899	15,910	15,934
1.9		15,925	15,880	15,872	15,858	15,852	15,858	15,875	15,893	15,903	15,913	15,924	15,948
1.85*		15,932	15,887	15,879	15,865	15,859	15,865	15,882	15,900	15,910	15,920	15,931	15,955
1.8		15,939	15,894	15,886	15,872	15,866	15,872	15,889	15,907	15,917	15,927	15,938	15,962
1.7		15,953	15,908	15,900	15,886	15,880	15,886	15,903	15,921	15,931	15,941	15,952	15,976
1.6		15,967	15,922	15,914	15,900	15,894	15,900	15,917	15,935	15,945	15,955	15,966	15,990
1.5		15,981	15,936	15,928	15,914	15,908	15,914	15,931	15,949	15,959	15,969	15,980	16,004
1.4		15,995	15,950	15,942	15,928	15,922	15,928	15,945	15,963	15,973	15,983	15,994	16,018
Female civilian labour force (1990 estimate = 12,221) with unemployment* at													
2.3		12,077	12,064	12,121	12,171	12,223	12,299	12,374	12,451	12,522	12,587	12,659	12,738
2.2		12,109	12,094	12,151	12,201	12,253	12,329	12,404	12,481	12,552	12,617	12,689	12,768
2.1		12,141	12,124	12,181	12,231	12,283	12,359	12,434	12,511	12,582	12,647	12,719	12,798
2.0		12,173	12,154	12,211	12,261	12,313	12,389	12,464	12,541	12,612	12,677	12,749	12,828
1.9		12,205	12,184	12,241	12,291	12,343	12,419	12,494	12,571	12,642	12,707	12,779	12,858
1.85*		12,221	12,200	12,256	12,306	12,358	12,434	12,509	12,586	12,657	12,722	12,794	12,873
1.8		12,237	12,216	12,271	12,321	12,373	12,449	12,524	12,601	12,672	12,737	12,809	12,888
1.7		12,269	12,248	12,301	12,351	12,403	12,479	12,554	12,631	12,702	12,767	12,839	12,918
1.6		12,301	12,280	12,331	12,381	12,433	12,509	12,584	12,661	12,732	12,797	12,869	12,948
1.5		12,333	12,312	12,361	12,411	12,463	12,539	12,614	12,691	12,762	12,827	12,899	12,978
1.4		12,365	12,344	12,391	12,441	12,493	12,569	12,644	12,721	12,792	12,857	12,929	13,008
Total civilian labour force (1990 estimate = 28,154) with unemployment* at													
2.3		27,947	27,888	27,937	27,973	28,019	28,101	28,193	28,288	28,369	28,444	28,527	28,630
2.2		27,993	27,932	27,981	28,017	28,063	28,145	28,237	28,332	28,413	28,488	28,571	28,674
2.1		28,039	27,976	28,025	28,061	28,107	28,189	28,281	28,376	28,457	28,532	28,615	28,718
2.0		28,085	28,020	28,069	28,105	28,151	28,233	28,325	28,420	28,501	28,576	28,659	28,762
1.9		28,131	28,064	28,113	28,149	28,195	28,277	28,369	28,464	28,545	28,620	28,703	28,806
1.85*		28,154	28,087	28,135	28,171	28,217	28,299	28,391	28,486	28,567	28,642	28,725	28,828
1.8		28,177	28,110	28,157	28,193	28,239	28,321	28,413	28,508	28,589	28,664	28,747	28,850
1.7		28,223	28,156	28,201	28,237	28,283	28,365	28,457	28,552	28,633	28,708	28,791	28,894
1.6		28,269	28,202	28,245	28,281	28,327	28,409	28,501	28,596	28,677	28,752	28,835	28,938
1.5		28,315	28,248	28,289	28,325	28,371	28,453	28,545	28,640	28,721	28,796	28,879	28,982
1.4		28,361	28,294	28,333	28,369	28,415	28,497	28,589	28,684	28,765	28,840	28,923	29,026

* Great Britain claimant unemployed, consistent with current coverage.
† As shown in table 1.

in the projection period. This is because varying fertility will affect only the numbers of people below school-leaving age by the end of the century, while varying mortality will probably mainly affect those above state retirement age.

The other factor underlying the population projections—and by far the most variable—is the net effect of international immigration and emigration. An illustration of the possible effects of variation in this is provided by considering the migration assumption used in the 1985-based population projections (this was also the 'variant' assumption provided in GAD's 1987-based population projections)—that long-term net emigration from the United Kingdom would be 17,000 per year rather than zero. By the end of the century this would imply a population of working age some 200,000 lower, and a civilian labour force some 150,000 lower, than in the principal projections.

Moreover, it is possible that the operation of the Single European Market from 1992, as well as potential developments in parts of the world such as Eastern Europe and in Hong Kong, will mean that changes in migration patterns will have even more significant implications for the labour force in the future.

For the activity rate projections, the effect of different assumptions can be estimated directly, by feeding in alternative paths for the explanatory factors appearing in the projection models. In particular, table 4 presents variant labour force projections for cases where actual claimant unemployment (as an indicator of the pressure of

demand in the labour market) departs from the stylised assumption of 1.85 million, for each year of the projection period.

The rule of thumb calculated in recent rounds of projections has been that a rise in the number of claimant unemployed of 100,000 would be expected to reduce the labour force by 50,000. The estimated effects this year are very similar: 30,000 for the female labour force and 14,000 for the male labour force for each 100,000 rise or fall in claimant unemployment.

If the number of children per woman diverges from its assumed path, this will be expected to affect the size of the female labour force in age groups between 20 and 45 years; these effects can be estimated in the same way as the effects of unemployment. Calculations for the 1987-based labour force projections suggested that plausible variations in the number of births could raise or lower the number of women in the labour force in the 1990s by up to 150,000.

The third set of factors which are thought to explain movements in activity rates enters the models indirectly through time trends, and so the sensitivity of the labour force projections to variations in their assumed future paths cannot be measured. This is not to say that such variations will be unimportant: future changes in individuals' and employers' attitudes or government policy—for example, on age of retirement, childcare provision or student support—could quite possibly mean that the assumption of the continuation of past trends, made by these projections, is not borne out by events.

Comparison with previous projections

Presented in this article are new estimates of the labour force based on the 1990 Labour Force Survey and new projections of the labour force 1991–2001. These can be compared with the 1989-based labour force projections published last year for 1990–2001. First, the new estimate can be compared with the 1989-based projections for 1990; and second the subsequent paths to the end of the century of two sets of projections can be compared.

Last year's projections assumed that the number of claimant unemployed in June 1990 would be 1.5 million (the January 1990 level); in fact it exceeded this by 20,000.

The 1989-based projection of the 1990 labour force (at 28,188,000) was higher than now estimated (at 28,154,000). The estimated 1989–90 growth in the labour force at 121,000 is lower than was projected (146,000), mainly because of a sharper than expected reduction in the numbers of young people in the labour force (aged under 20). Upward revisions to the number of students for each of the years 1986–89 and new population estimates for 1989 have resulted in slightly lower labour force estimates for these years. Although the number of young people eligible

to enter the labour force has been known to be in decline in recent years, a trend due to continue until 1994, a larger number of young people than projected has been staying in full-time education. There are small differences for other age/sex categories.

Of particular importance in interpreting current movements in the labour market is the projected labour force change in the first year of the projection period—that is, between mid-1990 and mid-1991. The projected fall of 67,000 represents the first reversal of growth since 1983, the last year of the previous economic downturn. The reasons are a combination of population and activity rate effects: the population of working age is projected to grow by only 32,000 (compared with 68,000 between 1989 and 1990 and 101,000 between 1988 and 1989), while all activity rates, except for women aged 35–44, are projected to be lower in 1991 than in 1990. This is largely due to the new activity rate projections being based on a higher assumed unemployment level (1.85 million compared with 1.5 million).

Beyond 1991 the new projections give a lower labour force level throughout the period due to a higher assumed unemployment level but a similar growth rate to 2001.

Technical note

Definitions

The *civilian labour force* includes people aged 16 or over who are either *in employment* (whether as an employee, self-employed or on work-related government employment and training programmes, but excluding those in the Armed Forces) or unemployed.

The *ILO* definition of unemployment, used in this article, refers to people without a job who were available to start work within two weeks and had either looked for work in the previous four weeks or were waiting to start a job they had already obtained. Estimates on this basis are not available before 1984, as the Labour Force Survey did not then collect information on job search over a four-week period. (Earlier articles have referred to this as the 'ILO/OECD' definition.)

The former *GB Labour Force* definition of unemployment, used in labour force estimates and projections articles published before 1989 and in this article for the 1971–84 estimates, counts people not in employment who were seeking work in a reference week (or prevented from seeking work by temporary sickness or holiday, or waiting for the results of a job application, or waiting to start a job they had already obtained), whether or not they were available to start (except students not able to start because they had to complete their education).

The *civilian activity rate* in a given age/sex category is the civilian labour force expressed as a percentage of the population in that category. Fuller details of these definitions are given in the technical note to the article on pp 175–196 of *Employment Gazette*, April 1991 presenting the preliminary Labour Force Survey results for 1990. It should be noted that the civilian activity rates in the present article differ from the economic activity rates quoted in the preliminary results article because of the exclusion of Armed Forces, inclusion of people not in private households, and different treatment of students.

Measurement

Estimates of civilian activity rates are derived principally from household surveys and population censuses. Estimates on ILO definitions are derived from the 1984–90 Labour Force Surveys, supplemented by data from the 1981 and 1971 Censuses of Population on the economic activity of those not in private households, from the Ministry of Defence and from the Department of Education and Science on the numbers of students in full-time education.

For earlier years, *estimates of GB Labour Force definitions* are based on data from the 1971 Census of Population and the 1975, 1977, 1979, 1981, 1983 and 1984 Labour Force Surveys, supplemented in the same ways, with activity rates for intervening years derived by interpolation.

For the purpose of *modelling* activity rates, the series of age/sex specific rates have been extended back to 1961. During 1989–90 an Employment Department-sponsored research project by the Institute of Employment Research at the University of Warwick examined the derivation of these series and concluded that, subject to a few minor revisions, they were the best that could be produced with the available data.

Estimates of the civilian labour force at the end of June each year are produced by combining the activity rate estimates with mid-year estimates of the resident population of Great Britain produced by the Office of Population Censuses and Surveys and the General Register Office for Scotland.

All the estimates presented in this article are *subject to sampling and other errors* and, although the labour force figures are shown in the article to the nearest thousand, they should not necessarily be treated as accurate to this degree.

Special Feature



Investors in People is about encouraging companies to improve their employee development and so benefit from improved business performance.

Raising the Standard

The 'Investors in People' initiative aims to encourage employers to invest in staff training and development. Why is this necessary and how is the theory being translated into practice?

by Jacky Cutts

Business Communications Branch, Employment Department

A highly motivated and skilled staff, greater flexibility in meeting change, reduced turnover of staff, greater customer awareness and satisfaction, and an increased bottom line.

These are the chief rewards companies can gain if they develop and train their employees, and in the present

climate of intense economic competition it makes sound business sense for managers to place employee development as a top priority.

It is recognised, however, that employers need encouragement to adopt and show commitment to this outlook. The 'Investors in People' (IIP) initiative is

designed to do just that. It is being developed by the National Training Task Force working with the Training and Enterprise Councils (TECs), the CBI, and other business and training organisations.

The initiative has already gained the firm backing of the business world. Companies of various sizes and types have taken part in the pilot exercises, which have been run for between one to four months and will be assessed later this year (see panels below). Several business organisations such as the CBI and the Association of British Chambers of Commerce have been represented on steering group meetings, and experience has been lent by a number of companies which already invest heavily and strategically in people. These range from well-known organisations such as Boots the Chemist, British Steel and The Guardian Newspaper to smaller companies such as R S Clare (a lubricants manufacturer) and Greaves Engineering (a heating and ventilating contractor).

The Standard

The focus of this initiative is the Investor in People Standard. This was launched at the CBI Conference last November by Michael Howard, Secretary of State for Employment.

The Standard sets out the policies a company must follow in order to achieve Investor in People status. It stipulates that an Investor in People:

- makes a public commitment from the top to develop all employees to achieve business objectives;
- regularly reviews the training and development needs of all employees;
- takes action to train and develop individuals on recruitment and throughout their employment;
- evaluates the investment in training and development to assess achievement and improve future effectiveness.

To meet the Standard the employer should have a written, yet flexible, plan setting out business goals and targets, considering how employees will contribute to achieving the plan, and specifying how development needs will be assessed and met. Management should communicate to all employees a vision of where the organisation is going and how they will be expected to contribute to its success.

Within the context of business objectives, managers should also regularly agree training and development needs (including the achievement of National Vocational Qualifications where possible) with each employee, and ensure that all new recruits are properly trained. They should review each employee's progress and use of new skills against business targets. As people develop through training, these targets can be reviewed and re-set accordingly.

Links with other initiatives

Investors in People shares a number of similarities with other initiatives such as BS5750, customer care programmes, and Total Quality Management (TQM). They are all designed to assist companies achieve higher standards of quality and productivity. The differences lie chiefly in their particular focus of attention.

For example, while BS5750 focuses on developing quality management systems and policies, Investors in People concentrates on developing the skills and abilities of the people who must make those systems and policies work

Training for top quality

The Royal Clifton Hotel in Southport clearly demonstrates the type of actions an employer seeking Investor in People status may need to take. Under a recent change of ownership, the hotel shifted its focus from relying solely on seasonal holidaymakers for most of its trade to the corporate market.

The hotel also decided to work towards BS5750 accreditation to ensure the quality of its service and to create a favourable impression with its new business clients. Prompted also by concerns about future recruitment difficulties and staff retention, the owners encouraged a new Human Resource Development (HRD) initiative in the hotel and became involved in the ED's Business Growth Training scheme.

They recognised that, in order to be effective, the staff had to be encouraged to adapt to the changes. A mission statement, *Top quality service and food creates happy and successful people*, was drawn up, along with 18 specific, measurable and time-limited objectives, and then explained and 'sold' to the staff.

The hotel's recruitment policy also changed. Previously, only experienced and skilled people were employed, leading to problems when recruiting and high staff turnover. Now the hotel takes on inexperienced staff who are nevertheless keen to learn and can be trained to the standard required.

Staff training

The hotel is now able to retain more staff by providing training and career development opportunities. After induction training, all new employees follow individual training programmes, which can be adapted according to previous experience. Each member of staff has his/her own 'career chart' mapping out promotion routes which they can follow. All jobs have written performance standards to ensure consistency and quality of procedures, and there are regular job appraisals.

The heads of the various departments within the organisation have been trained in management skills so that they can take on more responsibility in the recruitment and appraisal procedures and in managing and motivating the staff. The formation of a staff consultative committee and an in-house magazine also help to promote staff involvement and motivation.

The benefits accrued by the hotel after adopting these techniques include higher customer satisfaction, a fall in staff turnover, and improved sales performance.

for the benefit of the business and its customers.

The Total Quality Management approach and IIP are, not surprisingly, very closely linked. The main points of TQM are:

- Total commitment of top management;
- A clear vision of what the company stands for among its staff and customers;
- A management style which recognises and releases the power of each member of staff;



A recent staff presentation at the Royal Clifton Hotel.

- A breakdown of barriers which hinder communications;
- A move away from a hierarchical organisational structure;
- An identification of external and internal customer requirements;
- An identification of areas of quality weakness, how these should be rectified and how improvements should be monitored;
- Constantly seeking new areas for improvement and making external changes to react to external conditions.

It can be seen how closely these aspects are linked to the Investors in People standard and how, in meeting the Standard, organisations will be well on the way to adopting a TQM approach.

Investors in People also links with other training initiatives such as the National Training Awards competition, which promotes examples of good practice in training, drawn from the pool of companies committed to meet the IIP standard.

Why become an Investor in People?

It is clear that, in theory at least, becoming an Investor in People presents positive benefits. But the practicalities of the business world provide an even greater spur to encourage organisations to become involved. Consider the alternatives.

At a time of intense economic pressures, some companies (particularly smaller ones) may argue that they cannot afford to invest extra time and costs in such a fluid resource as 'people'. One alternative for these companies is to do nothing and to hope, vainly, that the pressures will decrease and that their competitors will also do nothing. Another response is to try short-term solutions on an ad

hoc basis, with no preparation for any future problems. Neither of these methods work. Basically, the longer a company refuses to invest in people, the greater the pressures become.

Therefore, a long-term, sustained and proactive response to today's economic environment is often not merely a matter of choice; it is a matter of survival.

Companies will find it much easier to adapt to change and cope with uncertainties if their HRD policies are set in the context of a longer-term strategy of investing in people. Moreover, the performance of many companies is under threat as they face skills shortages and recruitment problems. Organisations which are well-known for their Investors in People approach are more likely to attract high calibre employees and to get the best from them.

Putting the Standard into action

The Investors in People initiative is being delivered and monitored through the TECs. A self-diagnostic pack is being developed to encourage organisations to assess themselves against the Standard.

The pack will help a company to draw up a development action plan, based on:

- defining business goals;
- identifying the HRD implications of those goals;
- ensuring that only relevant training and development takes place; and
- ensuring that the desired outcomes are achieved, including business benefits and benefits to employees.

TECs, Industry Training Organisations and other business and training organisations are developing support for employers involved in the process through consultancy advice, independent progress audits, and guidance to

sources of advice and training. When fully developed, this will be customer-driven in order to help the employers create the necessary changes in culture and practice.

When a company is able to provide evidence that it meets the Standard in full, it can then apply to the TEC for recognition as an Investor in People. The adjudication will be done by the TEC Boards, and a fee will probably be charged to cover costs for verifying employers' evidence when the system is fully in place.

Once an employer has been recognised as an Investor in People, TECs will have to ensure that continuing development is a reality. This will involve reviews at least every three years.

Recognised companies who meet the Standard will be entitled to display the Investors in People logo. This can then be incorporated in their publicity material, and will be recognisable to clients, other companies and the public as a symbol for quality. However, the focus of Investors in People is not just the award; it is about encouraging companies and organisations to improve their employee development and thus benefit from improved business performance.



INVESTOR IN PEOPLE

For more information about Investors in People, contact Winston Mitchell, Investors in People, Room W828, Employment Department, Moorfoot, Sheffield S1 4PQ, tel 0742 593427.

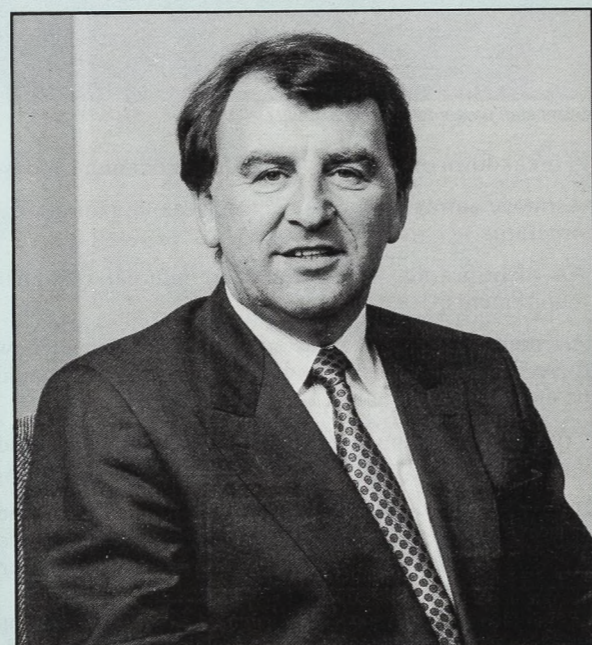
Investing in HRD

Another organisation involved in testing out the Investors in People initiative is Robson Rhodes, a chartered accountancy and consultancy partnership in London. It had recently undergone structural change and wanted to ensure that a Human Resource Development culture resulted. The management recognised that the organisation had previously been too reactive, relying on a restrictive attitude towards the staff rather than an 'enabling' one.

HRD professionals were recruited to identify ways in which the staff could be developed within the context of the firm's business strategy. A mission statement was created: *Excellent people providing impeccable service*, and the objective for the HRD department drawn up as being "to help the firm to achieve its mission by improving the knowledge of the stock of its people".

Robson Rhodes has now created an HRD plan which states the actions necessary to develop people in order to meet its overall business strategy.

While these changes are clearly a major step forward, the firm still feels it has some way to go before achieving its strategic goal. However, by aiming to adopt a HRD culture within the organisation and investing in the workforce, it is ensuring that any changes carried out stand the best chance of being fully effective.



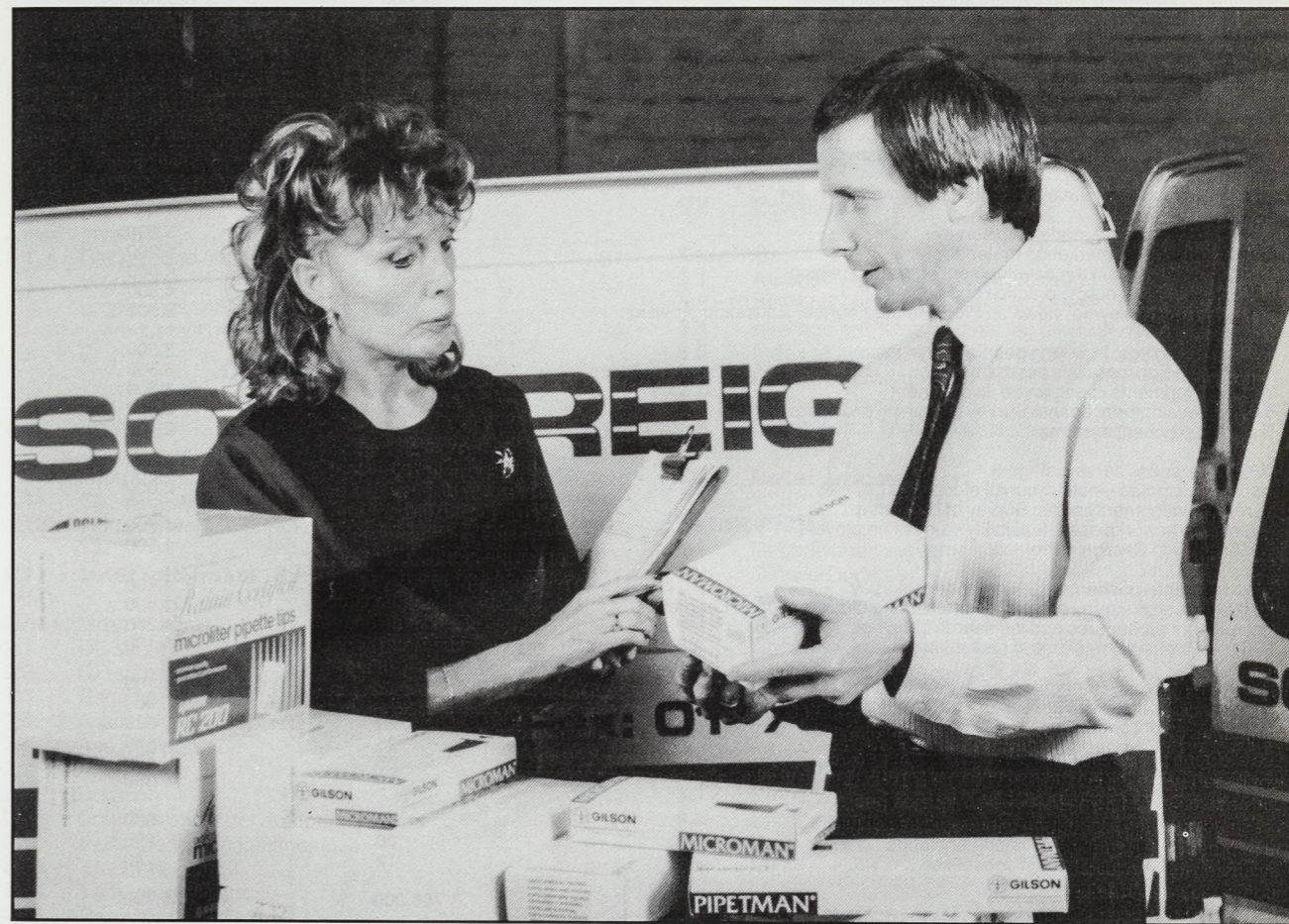
Mel Smaje, Director of Human Resources, Robson Rhodes.

BOOKS AND VIDEOS FOR REVIEW

from your organisation should be addressed to

The Features Editor, Employment Gazette
Department of Employment, Caxton House, Tothill Street, London SW1H 9NF

Special Feature



In any survey we are grateful for the time people give to answer our questions.

ED Group statistical burdens on business

by Paul Allin

Statistical Services Division, Employment Department

This feature summarises the burden on business from ED Group regular and one-off statistical surveys. It lists all such surveys carried out in the year to end-October 1990.

Statistical surveys impose burdens on business through the work involved in collecting the information needed to reply, replying in the form requested or taking part in a research interview. Although

business clearly benefits from having official statistics, any collecting of statistics is conducted primarily with regard to the three related issues of the Government's need for the statistics, the cost of collecting them, and the quality of the

Table 1 ED Group statistical surveys conducted in year to end-October 1990

Title	Number of forms or contacts	Estimated compliance cost £
Monthly and quarterly employment surveys	176,000	1,927,000
New Earnings Survey	180,000	1,764,000
Census of Employment*	177,000	1,730,000
Monthly survey of wages and salaries	87,500	1,002,000
Survey of hours and earnings of manual workers	9,900	291,000
Monthly and quarterly employment surveys—new panel	32,600	129,000
Third workplace industrial relations survey (WIRS 3)	4,700	104,000
Survey of Employers' Labour Costs*	1,800	80,800
MaS omnibus survey of small firms	2,000	19,600
HSE advertising awareness (for example for COSHH)	24,000	15,700
Employment Training campaign, stage 3: training	1,000	8,200
Evaluation of Business Growth Training Option 1 "Your Business Success"	800	7,800
Sector by sector review of performance of Industry Training Organisations	1,500	7,400
Cleveland study of entrepreneurship	330	6,500
Survey of employers participating in Employment Training	300	5,900
<i>Employment Gazette</i> readership survey	800	5,200
Evaluation of TVEI marketing material	400	5,200
Regional variations in the development of Youth Training	1,500	4,800
Ethnic monitoring: policy, practice and benefits	220	4,300
Research on employers' views on Work Related Further Education provision	200	3,900
Quality of placements: how long people stay in jobs	1,000	3,300
NTTF campaign materials assessment	400	3,300
New developments in employee involvement	170	3,300
Career Development Loans: Survey of training providers	500	2,500
Trends in payment systems	180	2,100
TECs awareness survey, stage 3	400	2,000
Industrial disputes—notification of stoppages	730	2,000
Career Development Loans: Survey of bank staff	60	1,700
Alcohol in the workplace—feasibility study of employers	210	1,700
Additionality in Section 4 Projects	50	1,500
Loan Guarantee Scheme: 1990 telephone survey	240	1,400
Market research survey on handbook Ensuring Quality in Open Learning	280	1,400
Recruitment procedures and job search behaviour	260	1,300
Survey of industrial relations in coal mining	70	1,100
ED Group publicity strategy: creative development of advertising	36	1,100
Pay pressures in the private sector	25	980
Register of profit sharing companies	320	520
Evaluation of Compacts Initiative	25	490
Evaluation of job preparation courses: employers' survey	25	490
Survey of private training providers	39	380
Evaluation of marketing and vacancy handling pilots	17	330
Evaluation of programme development funds	20	200
Evaluation of Wolverhampton Jobseeker	12	40
Totals (rounded)	708,000	7,156,000

* Annual equivalent numbers for regular survey carried out less frequently than annually.

Table 2

	1989	1990
Total number of surveys	62	45
Total number of forms or other contacts (excluding census of employment)	491,000	531,000
Estimated total compliance cost (all surveys)	£7.2m	£7.2m

data (their fitness for purpose).

There is a standard procedure to follow in any department before any survey to business (with 25 or more respondents) can proceed with ministerial approval. Since 1989, Employment Department Ministers have also been supplied with the results of an annual review of ED Group statistical burdens on business, which provide them with an overall summary of current survey activity.

The list of 1989 surveys was made available in a paper to the November 1990 Statistics Users' Conference. The list for 1990 is given above (table 1). The estimated compliance cost for a survey is calculated based on the average time to

complete a form, costed at £19.60 an hour in 1990. (The 1989 figure of £18 an hour, used in the Armstrong/Rees report on DTI statistical surveys, has been increased in line with average earnings.) Two regular but less frequent statistical surveys (Census of Employment; Labour Costs Survey) are included in both years by taking an annual equivalent number of forms.

Table 2 compares 1990 with 1989. The total annual compliance cost to business was unchanged from 1989 to 1990, at £7.2 million per annum. There were fewer surveys conducted in 1990 than in 1989. The total number of forms returned was higher though, mainly because of the start in 1990 of parallel running of a 'new panel' of employers giving short-term employment figures. This was introduced as part of the programme of improvements to employment statistics. The 'old panel' will soon be dropped and the number of forms in this survey reverts to the previous level. (In table 2 the totals for the number of forms each year exclude the census of employment because of a change in the way census returns are counted. This does not affect the estimation of census compliance costs.)■

Labour Market Data

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Publication dates of main economic indicators May–July 1991

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

May 16, Thursday
June 13, Thursday
July 18, Thursday

Retail Prices index

May 17, Friday
June 14, Friday
July 12, Friday

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

Unemployment and vacancies: 071-273 5532.
Retail Prices Index: 0923 815281 (Ansafo Service).

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

Labour market commentary

Summary

The workforce in employment in the United Kingdom was 26,667,000 in December 1990. This represents a fall of 163,000 in the fourth quarter of 1990 and a fall of 177,000 over the year to December 1990.

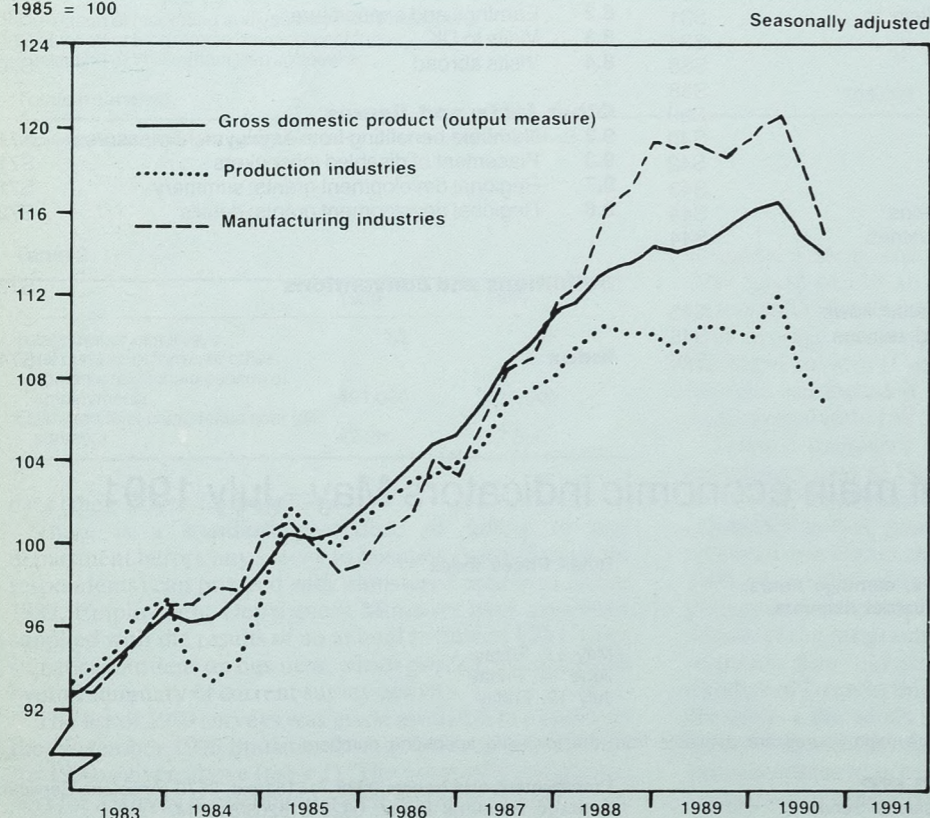
The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 37,000 in February 1991. Employment in manufacturing fell by 178,000 over the year to February 1991, compared with a fall of 28,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 112,900 between February and March 1991 to 2,092,700. This is the first time the seasonally adjusted total has been above 2 million since December 1988 and it is the twelfth consecutive month that unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 486,100 higher than in March 1990 when the current upward trend began.

OUTPUT INDICES: United Kingdom

Index

1985 = 100



The unemployment rate in March 1991 increased by 0.4 percentage points from the rate for February to 7.4 per cent of the workforce.

The underlying rate of increase in average earnings in Great Britain in the year to February 1991 was 9¼ per cent (provisional estimate). This is ¼ percentage points lower than the corresponding rate for January 1991.

Latest productivity figures for manufacturing show that output in the sector in the three months ending February 1991 was 4½ per cent lower than in the three months ending February 1990. Unit wage costs in manufacturing in the three months to February 1991 were 11½ 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 8.2 per cent in March 1991, compared with 8.9 per cent for the year to February 1991. The annual rate excluding housing costs fell from 7.1 per cent to 6.9 per cent.

It is provisionally estimated that 1.0 million working days were lost

through stoppages of work due to industrial disputes in the 12 months to February 1991. This compares with 5.0 million days lost in the previous 12 months and an annual average over the ten year period ending February 1990 of 6.7 million days.

Overseas residents made an estimated 1,060,000 visits to the United Kingdom in December 1990, while United Kingdom residents made about 1,160,000 visits abroad.

Economic background

The latest estimates for the United Kingdom economy show that Gross Domestic Product (GDP) in the fourth quarter of 1990 was 1 per cent lower than in the previous quarter, and was 1½ per cent lower than in the same quarter of 1989. GDP rose by ½ per cent between 1989 and 1990.

Output of the production industries in the three months to February 1991 is provisionally estimated to have fallen by 1½ per cent compared with the previous three months, and was 3½ per

cent lower than in the same period a year earlier.

Manufacturing output in the three months to February 1991 was 2 per cent lower than the previous three months and was 4½ per cent lower than in the corresponding period a year earlier. Within manufacturing, between the two latest three-month periods, there were falls of 1 per cent in the output of engineering and allied industries and of food, drink and tobacco, 3 per cent in the output of other minerals, of the chemicals industry and of "other manufacturing", 4 per cent in the output of textiles and clothing, and 6 per cent in the output of the metals industry.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to February 1991 output was ½ per cent lower than in the previous three months but ½ per cent higher than in the same period of 1990. It was 14 per cent lower than in the second quarter of 1988.

Latest estimates suggest that in the fourth quarter of 1990 consumers' expenditure was £67.1 billion (at 1985 prices and seasonally adjusted), 1½ per cent below the level of spending of the previous quarter and 1½ per cent lower than the same period a year earlier.

The provisional March 1991 estimate of the volume of retail sales showed a rise from the figures for February and January. Over the period January 1991 to March 1991, sales were ¾ per cent higher than in the previous 3 months (after seasonal adjustment) but ½ per cent lower than in the same period a year earlier.

New credit advanced to consumers in February 1991 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £3.6 billion (seasonally adjusted), compared with £3.9 billion in January and December 1990. Total consumer credit outstanding at the end of the fourth quarter of 1990 is estimated to have been £50.6 billion (seasonally adjusted), £1.0 billion less than at the end of the third quarter of 1990.

Fixed investment (capital expenditure, see Table 0.1 note 8 for definition), in the fourth quarter of 1990 at constant prices, was estimated to have been 4 per cent lower than in the previous quarter and 6½ per cent lower than the same period a year earlier. The

provisional estimate for fixed investment by the manufacturing industries (including leased assets and seasonally adjusted) for the fourth quarter of 1990 indicates a level of manufacturing investment 2½ per cent lower than in the previous quarter and over 11 per cent lower than in the fourth quarter of 1989.

The revised estimate of stockbuilding by manufacturers, wholesalers and retailers for the fourth quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a fall of £1,182 million from the third quarter of 1990. Manufacturers reduced their stocks by £1,220 million following an increase of £339 million in the previous quarter. Wholesalers' stocks fell by £53 million following a rise of £65 million in the previous quarter while retailers' stocks rose by £91 million following an increase of £180 million.

Visible trade in the three months to March 1991 was in deficit by £2.9 billion, little changed from the previous three months. The surplus on trade in oil was £0.2 billion in the three months to March while the deficit on non-oil trade fell by £0.1 billion to £3.2 billion.

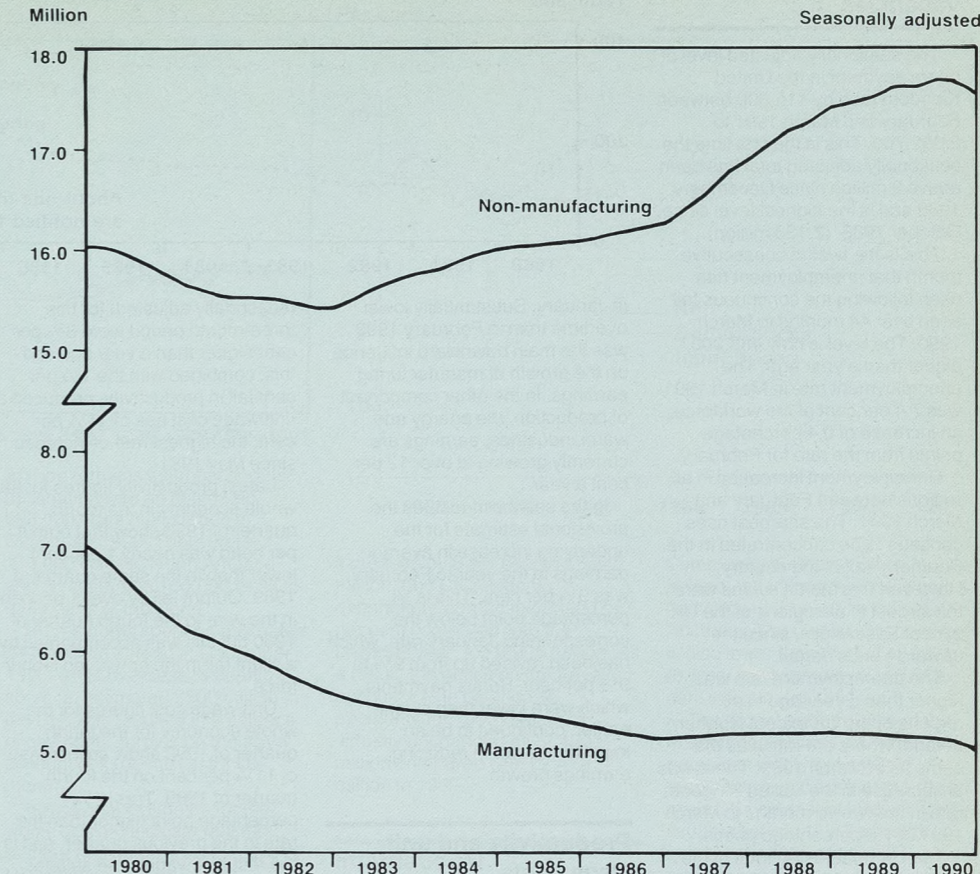
The volume of exports in the three months to March 1991 was 1½ per cent lower than a year earlier. Import volume in the three months to March 1991 was ½ per cent lower than in the previous three months and 5½ per cent lower than a year earlier.

The current account of the balance of payments in the three months to March 1991 was estimated to have been in deficit by £1.4 billion, compared with a deficit of £0.8 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) for March 1991 was 92.9 (1985 = 100), 1½ per cent lower than February 1991. The currency fell by 2½ per cent against the Japanese yen and by 7 per cent against the US dollar but

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom

Million



rose by 1 per cent against the deutschemark. ERI was 7 per cent higher than in March 1990; over the period sterling rose by 6 per cent against the deutschemark, by 12 per cent against the US dollar and ½ per cent against the yen.

On April 12 1991 the UK base lending rate was reduced from 12½ per cent to 12 per cent which follows the ½ per cent reduction announced on March 19 in the Budget.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in March 1991 is provisionally estimated to have been £3.1 billion (that is a net repayment), bringing the total for the whole of 1990-91 to minus £0.4 billion compared with minus £7.9 billion in the same period of 1989-90. Privatisation proceeds were £1.6 billion for March 1991. The PSBR excluding privatisation proceeds was £4.9 billion in the whole of 1990-91, compared with minus £3.8 billion in the same period of 1989-90.

37,000 in February 1991 to 4,908,000. This follows falls of 24,000 in January, 38,000 in December and 21,000 in November 1990. Over the year to February 1991, employment in manufacturing industries fell by 178,000 compared with a fall of 28,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain fell by 1,000 in February 1991 to 445,000. This follows a rise of 2,000 in January 1991 and a fall of 3,000 in December 1990.

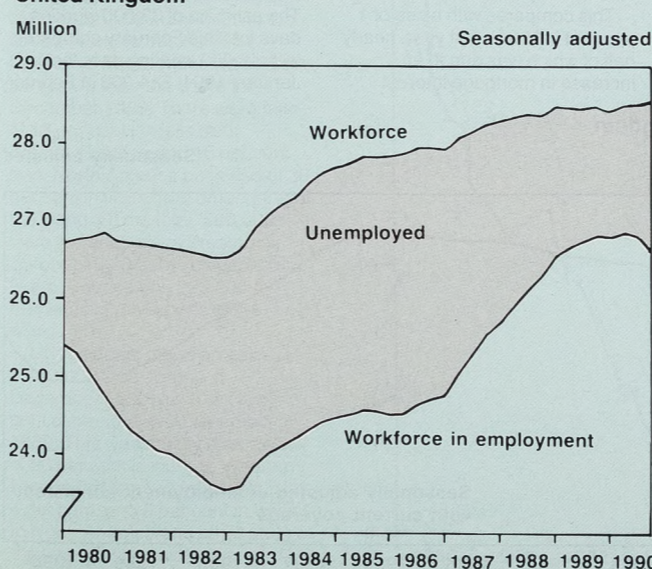
Overtime working by operatives in manufacturing industries in Great Britain fell to 9.89 million hours per week worked in February 1991. It is at its lowest level for eight years.

The number of hours lost through short-time working in manufacturing industries in Great Britain increased in February 1991 to 0.64 million hours per week, compared to 0.32 in February 1990. With the exception of the unusually high level recorded for September 1990, short-time working is now at its highest since October 1986.

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) fell to 98.6 in February 1991 compared with 99.6 in January 1991.

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom

Million



Employment

New figures are available this month for the United Kingdom workforce in employment for December 1990 and for employees in the production industries in Great Britain in February 1991.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) decreased by 163,000 in the fourth quarter of 1990 and by 177,000 in the year to December 1990 to reach 26,667,000.

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom rose by 112,900 between February and March 1991 to 2,092,700. This is the first time the seasonally adjusted total has been above 2 million since December 1988 and is the highest level since October 1988. (2,133 million).

This is the twelfth consecutive month that unemployment has risen following the continuous fall seen over 44 months to March 1990. The level is now 486,000 higher than a year ago. The unemployment rate in March 1991 was 7.4 per cent of the workforce, an increase of 0.4 percentage points from the rate for February.

Unemployment increased in all regions between February and March 1991. The sharpest rises continue to be concentrated in the Southern half of the country. However, this month's rises were the largest in all regions of the UK, except East Anglia, since the upward trends began.

The unemployment rate was higher than a year ago in all regions of the UK except Northern Ireland, where the rate was the same as in March 1990. There was an increase in the United Kingdom rate in the twelve months to March 1991 of 1.8 percentage points.

The UK unadjusted total of the claimants increased by 96,698 between February and March 1991 to 2,142,073 or 7.5 percent of the workforce, an increase of 0.3 percentage points from the rate for February.

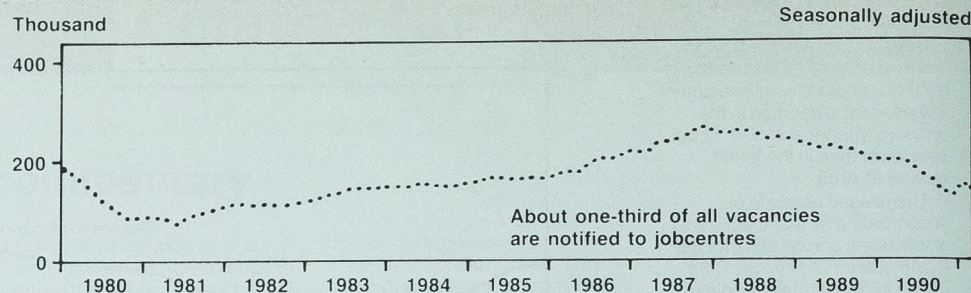
The number of vacancies remaining unfilled at Jobcentres (UK, seasonally adjusted) fell by 3,400 between February and March to 143,500. The large falls in vacancies seen in the second half of 1990 have eased considerably in recent months. However, the figures since January have been influenced by the notification of temporary, mainly part-time vacancies relating to the 1991 Census of Population.

Average earnings

The underlying rate of increase in average earnings in the year to February 1991 was provisionally estimated to be 9¼ per cent. This is ¼ percentage point below the rate in January, and 1 percentage point lower than the peak rate of 10¼ per cent recorded in July 1990.

In the production industries the provisional underlying increase in average earnings in the year to February 1991 was 9¼ per cent. This is ¼ percentage point lower than the corresponding rate in January 1991 which has been revised down from 9¾ per cent. Within the production sector the underlying increase for manufacturing was 8¾ per cent, ½ percentage point below the rate

JOBCENTRE VACANCIES: United Kingdom



in January. Substantially lower overtime than in February 1990 was the main downward influence on the growth of manufacturing earnings. In the other component of production, the energy and water industries, earnings are currently growing at over 12 per cent a year.

In the service industries the provisional estimate for the underlying increase in average earnings in the year to February was 9¼ per cent. This is ¼ percentage point below the corresponding January rate, which has been revised up from 9¼ to 9½ per cent. Bonus payments, which were lower than a year earlier, continued to be an important factor in reducing earnings growth.

Productivity and unit wage costs

For the three months ending February 1991, manufacturing output was 4½ per cent below the level for the corresponding period to February 1990. With employment levels falling by 2½ per cent over the last year, productivity in output per head terms is falling but at a slower rate than output. Average manufacturing productivity for the 3 months ending February 1991 was 1¾ per cent lower than for the 3 months ending February 1990.

Wages and salaries per unit of output in manufacturing in the three months to February were 11½ per cent higher than in the same period a year earlier. Average earnings in manufacturing

(seasonally adjusted) for this three-month period were 8¾ per cent higher than a year ago and this, combined with the 1¾ per cent fall in productivity, produced a unit wage cost rise of 11½ per cent, the highest rate of increase since May 1981.

Latest productivity figures for the whole economy in the fourth quarter of 1990 show that output per head was nearly 1 per cent lower than in the same quarter of 1989. Output fell by over 1 per cent in the year to the fourth quarter of 1990 but this was accompanied by a slight fall in the employed labour force.

Unit wage cost figures for the whole economy for the fourth quarter of 1990 show an increase of 11¼ per cent on the fourth quarter of 1989. This is ¼ percentage point higher than the rate in the previous quarter, and is the result of wages and salaries per head rising at almost 10½ per cent a year and output per head falling at nearly 1 per cent.

Prices

The 12-month rate of increase in the retail prices index for March 1991 was 8.2 per cent, down from 8.9 per cent recorded for February 1991 while the annual rate excluding housing costs fell to 6.9 per cent from 7.1 per cent.

Between February and March 1991 the overall level of prices rose by 0.4 per cent.

This compares with a rise of 1 per cent in March last year, nearly half of which was due to an increase in mortgage interest

rates. While there was no change in food prices overall there was a fall for seasonal foods, unusual for March, as the prices of fresh vegetables returned to normal after February's bad weather. There were some further post-sale recoveries in the prices of household goods, clothing and footwear and some increases in motoring and housing costs.

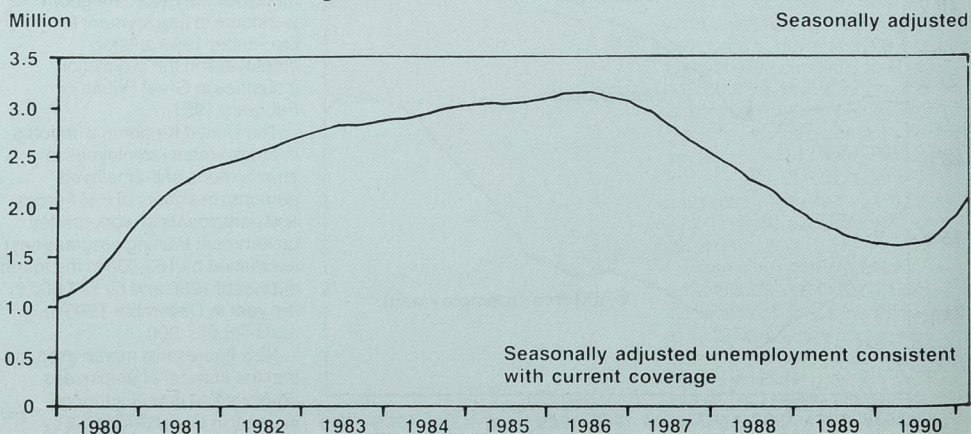
However, the prices of domestic heating oil showed a sharp fall. The annual rate of increase in the tax and price index was 7.8 per cent for March 1991, compared with 8.4 per cent for February.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 6.3 per cent for March 1991, unchanged since February. The index of prices of materials and fuels purchased by manufacturing industry fell by 2.5 per cent over the year to March, compared with a 12 month fall of 2.2 per cent for February.

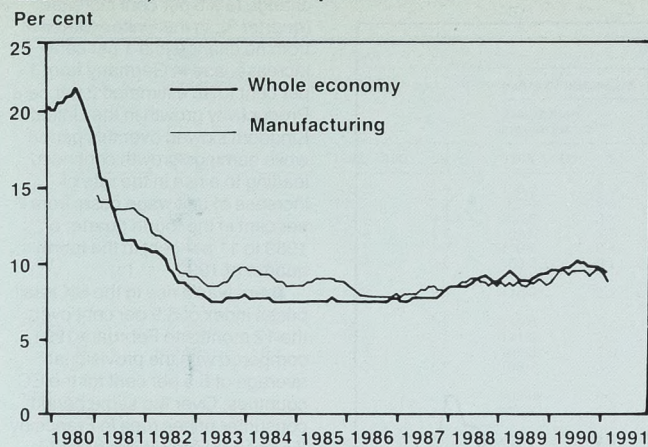
Industrial disputes

It is provisionally estimated that 33,000 working days were lost through stoppages of work due to industrial disputes in February 1991. The largest elements in this figure relate to 19,000 working days lost in public administration and education, 4,000 in the coal industry and 3,000 in both the other inland transport group and the food, drink and tobacco group. The estimate of 33,000 working days lost this February compares with 42,000 working days lost in January 1991, 514,000 in February

UNEMPLOYMENT: United Kingdom



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



1990 and an average of 702,000 for February during the ten-year period 1981 to 1990.

In the 12 months to February 1991 a provisional total of 1.0 million working days were lost compared with 5.0 million days in the previous 12 months and an annual average over the ten year period ending February 1990 of 6.7 million days.

During the 12 months to February 1991 a provisional total of 560 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 684 stoppages in the 12 months to February 1990 and an annual average in the ten year period ending February 1990 of 1,129 stoppages in progress.

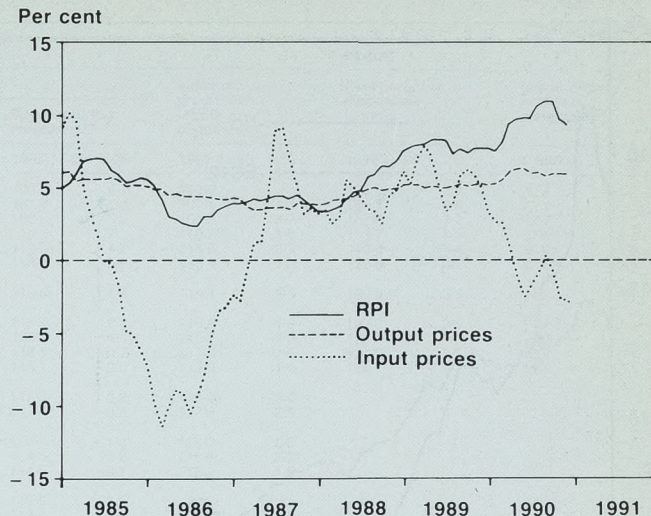
Overseas travel and tourism

As usual at this time of year, no new figures are available this month. Estimates for January and February 1991 are expected to be issued in the June issue of the *Employment Gazette*.

It is provisionally estimated that there were 1,060,000 visits to the UK by overseas residents in December 1990, which was 7 per cent lower than the figure for December 1989. There were falls of 13 per cent in visits from Western Europe and 16 per cent from North America but a rise of 30 per cent in visits from other parts of the world. Of the total, 680,000 were by residents of Western Europe, 160,000 by residents of North America and 220,000 by residents of other parts of the world.

UK residents made an estimated 1,160,000 trips abroad in December 1990, a fall of 17 per cent compared with December 1989. This was mainly due to a fall of 20 per cent in visits to Western Europe but there were also falls of 4 per cent, and 6 per cent in visits to North America and other parts of the world respectively. Western

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



increased by 8 per cent to £7,475 million, and UK residents' expenditure abroad increased by 6 per cent compared with the previous year, to £9,905 million. As a result, the deficit on the travel account of the balance of payments for 1990 remained virtually unchanged at £2,430 million compared with £2,412 million in 1989.

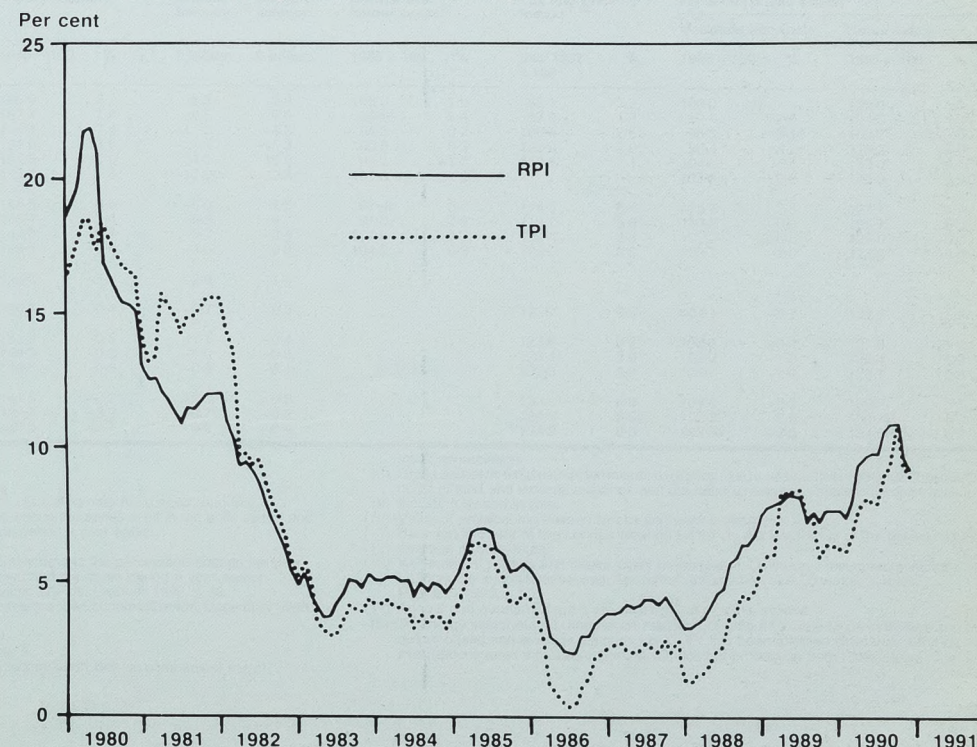
International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than that of several of our European

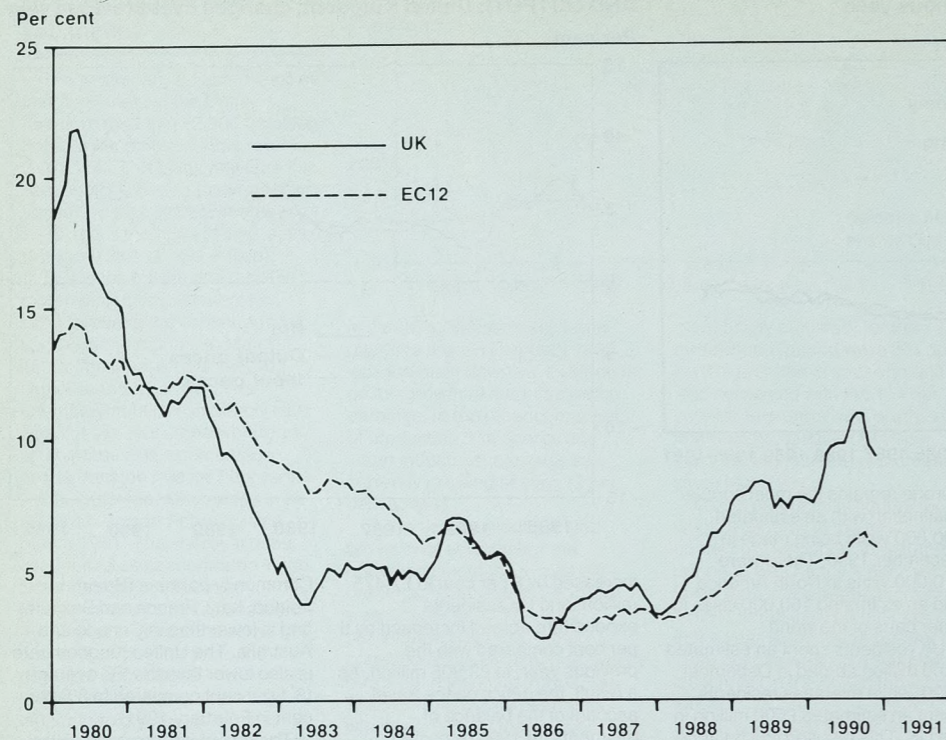
Community partners (Spain, Ireland, Italy, France and Belgium) and is lower than in Canada and Australia. The United Kingdom rate is also lower than the EC average (8.1 per cent compared to 8.5 per cent in February 1991).

The recent performance of the major industrialised countries in respect of unit wage costs in manufacturing industries has been mixed. Comparisons of the change in unit wage costs in the fourth quarter of 1990 with the annual rate of change in the equivalent quarter of 1989 show that in Canada the rate of increase in unit wage costs fell from 7 per cent to an estimated 6 per cent, in Japan from a 2 per cent increase to a 1 per cent decrease, and in Italy from 8 per cent to 4 per cent (quarter 3).

RPI AND TPI: United Kingdom, increases over previous year



CONSUMER PRICES INDICES: Increases over previous year



On the other hand the rate for unit wage costs rose in France from no change to a 6 per cent increase (quarter 3), in the United States from no change to a 1 per cent increase, and in Germany from 1 per cent to an estimated 2 per cent. Productivity growth in the United Kingdom slowed over this period while earnings growth continued, leading to a rise in the rate of increase of unit wage costs from 7 per cent in the fourth quarter of 1989 to 11 per cent in the fourth quarter of 1990.

There was a rise in the UK retail prices index of 8.9 per cent over the 12 months to February 1991, compared with the provisional average of 5.5 per cent for the EC countries. Over the same period consumer prices rose in France by 3.5 per cent (provisional), and in West Germany by 2.7 per cent, while outside the EC, consumer prices rose by 5.3 per cent in the United States, 6.2 per cent in Canada and 3.9 per cent in Japan (provisional).

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.

BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

	GDP average measure ^{2,15}		Output GDP ^{3,4,15}				Index of output UK				Income				
			1985 = 100		1985 = 100		1985 = 100		1985 = 100		1985 = 100		£ billion		
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%	
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	..	100.0	2.7	36.4	31.9	
1986	103.6	3.6	103.2	3.2	102.4	2.4	101.3	1.3	101.1	1.1	104.5	4.5	42.1	15.7	
1987	108.1	4.3	107.7	4.4	105.8	3.3	106.6	5.2	104.8	3.7	107.8	3.2	47.7	13.3	
1988	112.6	4.2	112.4	4.4	109.6	3.6	114.2	7.1	110.7	5.6	113.7	5.5	57.9	21.4	
1989	114.5	1.7	114.5	1.9	110.0	0.4	119.0	4.2	114.8	3.7	119.8	5.4	59.0	1.9	
1990	115.1	0.5	115.3	0.7	109.2	-0.7	118.4	-0.5	116.9	1.8	123.6	3.2	57.6	-2.4	
1989 Q4	115.2	1.3	115.2	1.5	110.2r	0.2	118.6r	1.4	115.4	2.5	120.8	3.8	14.9	-9.1	
1990 Q1	116.0	1.4	116.0	1.5	110.0	..	119.7	0.3	115.8	1.8	122.3	3.9	14.2	-7.2	
Q2	116.2	1.9	116.4	2.1	111.9	-2.5	120.6	1.3	116.7	1.8	123.1	2.0	15.2	1.3	
Q3	114.7	0.2	114.8	0.3	108.3	-2.0	118.5	-0.7	117.9	2.5	124.2	3.5	13.9	0.7	
Q4	113.6	-1.4	113.8	-1.2	106.7	-3.2	115.1	-3.0	117.0	1.4	124.7	3.2	14.4	-3.4	
1990 Aug	..	..	..	..	108.0r	0.3	118.3r	0.2	118.0	2.4	..	..	..	..
Sep	..	..	..	..	107.8	-2.0	117.4	-0.8	117.9	2.5	..	..	..	..
Oct	..	..	..	..	108.0	-2.5	116.1	-1.4	118.0	2.6	..	..	..	..
Nov	..	..	..	..	106.4	-2.7	114.5	-2.2	116.8	2.2	..	..	..	..
Dec	..	..	..	..	105.7	-3.4	114.6	-3.1	116.2	1.5	..	..	..	..
1991 Jan	..	..	..	..	105.0	-4.0	113.9	-3.9	..	..	..	..	..	..
Feb	..	..	..	..	106.7	-3.7	112.1	-4.8	..	..	..	..	..	..
Expenditure													Base lending rates † 11	Effective exchange rate † 1,12	
	Consumer expenditure 1985 prices		Retail sales volume¹		Fixed investment⁸		General government consumption at 1985 prices		Stock changes 1985 prices¹⁰						
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%	
1985	217.9	3.5	100.0	4.7	45.5	7.1	10.3	15.1	73.9	..	0.82	12	100.0	-0.6	
1986	231.7	6.3	105.3	5.3	45.6	0.2	9.7	-6.0	75.2	1.8	0.75	11	91.5	-8.5	
1987	243.5	5.1	110.7	5.1	50.6	11.0	10.3	6.7	76.2	1.3	1.17	11	90.1	-1.5	
1988	260.3	6.9	117.7	6.3	58.0	14.6	11.5	11.7	76.7	0.7	3.73	10.25-10.5	95.5	6.0	
1989	270.3	3.8	119.9	1.9	62.7	8.1	12.4	8.0	77.1	0.5	2.25	13.75-14	92.6	-3.0	
1990	272.9	1.0	120.4	0.4	62.9	0.3	11.9	-4.1	78.4	1.7	-0.68	15	91.3	-1.4	
1990 Q1	68.5	2.4	120.8	-0.4	16.4	4.5	3.2	10.3	19.5	2.1	-0.26	15	88.1	-9.3	
Q2	69.1	1.9	121.3	-0.3	16.1	2.5	3.0	-5.3	19.9	4.7	-0.41	15	88.6	-5.3	
Q3	68.2	1.0	120.3	-1.1	15.4	-0.6	2.8	-12.5	19.5	-0.5	0.07	15	94.2	2.7	
Q4	67.1	-1.6	119.1	-1.2	15.0	-4.5	2.9	-6.5	19.5	0.5	-0.08	14	94.1	6.8	
1991 Q1	..	..	120.1	-0.6	..	..	..	..	..	..	..	13	93.8P	6.5
1990 Sep	..	..	120.2	-1.1	..	..	..	..	..	..	..	15	93.8	2.7
Oct	..	..	119.0	-2.0	..	..	..	..	..	..	..	14	94.8	4.1
Nov	..	..	118.4	-2.3	..	..	..	..	..	..	..	14	94.2	5.2
Dec	..	..	119.7	-2.7	..	..	..	..	..	..	..	14	93.3	6.9
1991 Jan	..	..	118.6	-2.9	..	..	..	..	..	..	..	14	94.1	7.4
Feb	..	..	118.5	-2.9	..	..	..	..	..	..	..	13	94.3	6.7
Mar	..	..	122.9	-1.2	..	..	..	..	..	..	..	12.5	92.9	6.3
Visible trade													Balance of payments	Competitiveness	Prices
	Export volume¹		Import volume¹		Visible balance		Current balance		Normal unit labour costs¹³		Tax and price index^{1,14}		Producer prices index^{1,14}		
	1985 = 100	%	1985 = 100	%	£ billion	£ billion			1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	
1985	100.0	5.6	100.0	3.2	-3.3	2.8	100.0	-1.0	96.1	5.3	100.0	..	100.0	5.3	
1986	104.2	4.2	107.4	7.4	-9.5	0.0	94.6r	-5.4	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	94.8	0.2	100.4	2.6	95.3	3.1	103.3	-1.0	
1988	111.8	1.9	131.0	13.6	-21.1	-15.3	100.8	6.3	103.3	2.9	98.4	3.2	113.2	9.6	
1989	117.3	4.9	141.5	8.0	-24.0	-19.9	99.8	-1.0	110.6	7.1	104.0	5.7	119.0	5.1	
1990	125.3	6.8	143.4	1.3	-17.9	-12.8	101.0	1.2	..	..	103.8	-0.2	126.0	5.9
1990 Q1	124.8	10.2	146.5	3.5	-5.9	-4.8	97.4r	-5.7	114.8	6.4	105.7	2.8	123.1	5.4	
Q2	126.6	11.3	146.4	3.4	-5.3	-4.7	97.8	-2.9	119.2	8.0	103.5	-0.9	125.7	6.3	
Q3	123.7	5.2	142.0	-0.4	-3.7	-2.4	104.6	5.7	121.4	8.8	102.3	-0.8	126.9	6.0	
Q4	125.8	1.6	138.9	-0.6	-3.0	-0.8	104.2	8.3	123.5	9.8	103.7	-2.0	128.3	5.9	
1991 Q1	124.0	-0.6	138.2	-5.7	-2.9	-1.4	..	..	..	..	..	..	..	..
1990 Sep	128.1	5.2	139.1	-0.4	-0.7	-0.3	..	..	122.7	8.8	104.1	-0.7	127.2	5.9
Oct	126.4	5.3	142.7	-0.8	-1.1	-0.4	..	..	123.8	9.7	103.4	-0.4	127.9	5.9
Nov	126.8	3.9	140.3	-0.8	-1.0	-0.3	..	..	123.4	9.9	103.0	-1.0	128.4	5.9
Dec	124.3	1.0	133.6	0.6	-0.9	-0.1	..	..	123.3	9.8	104.7	-2.0	128.7	5.9
1991 Jan	120.3	-1.4	141.5	-2.3	-1.3	-0.8	..	..	123.6	8.9	104.4	-2.7	130.2	6.1
Feb	125.7	-2.4	132.7	-3.9	-0.7	-0.2	..	..	124.3	8.6	102.3P	-2.6	130.7P	6.2
Mar	126.0	-0.9	140.5	-6.4	-0.9	-0.4	..	..	124.9	8.3	102.5P	-2.5	131.6P	6.3

P=Provisional
R=Revised

r=Series revised from indicated entry onwards.

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

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

† Not seasonally adjusted.

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

(2) 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 averages 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 to oil extraction, starting with loss of production from Piper Alpha.

1.1 EMPLOYMENT Workforce*

THOUSAND

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce *	
	Male		Female							
	All	Part-time	All	Part-time						
UNITED KINGDOM										
Unadjusted for seasonal variation										
1988 Dec	11,986		10,580		22,566	3,126	313	408	26,413	28,460 §
1989 Mar	11,948		10,599		22,547	3,190	312	448	26,496	28,457 §
June	11,992		10,668		22,661	3,253	308	462	26,684	28,427 §
Sept	12,074		10,689		22,762	3,264	308	468	26,802	28,505 §
Dec	12,080		10,807		22,887	3,274	306	450	26,917	28,556 §
1990 Mar	12,015		10,701		22,716	3,284	306	436	26,742	28,387 §
June	12,050		10,806		22,855	3,298	303	424	26,881	28,436 §
Sept	12,081		10,764		22,845	3,298	303	413	26,860	28,534 §
Dec	11,919		10,796		22,715	3,298	300	427	26,741	28,591 §
UNITED KINGDOM										
Adjusted for seasonal variation										
1988 Dec	11,975		10,521		22,496	3,126	313	408	26,343	28,369
1989 Mar	11,995		10,640		22,635	3,190	312	448	26,584	28,490
June	11,999		10,671		22,670	3,253	308	462	26,693	28,486
Sept	12,022		10,706		22,728	3,264	308	468	26,767	28,454
Dec	12,066		10,748		22,814	3,274	306	450	26,844	28,482
1990 Mar	12,061		10,740		22,802	3,284	306	436	26,828	28,436
June	12,057		10,807		22,864	3,298	303	424	26,889	28,509
Sept R	12,031		10,784		22,815	3,298	303	413	26,830	28,502
Dec	11,904		10,737		22,641	3,298	300	427	26,667	28,512
GREAT BRITAIN										
Unadjusted for seasonal variation										
1988 Dec	11,712	904	10,328	4,439	22,040	3,054	313	398	25,805	27,743 §
1989 Mar	11,675	898	10,348	4,458	22,024	3,118	312	438	25,891	27,743 §
June	11,718	912	10,416	4,494	22,134	3,182	308	452	26,076	27,714 §
Sept	11,798	882	10,436	4,474	22,234	3,192	308	456	26,190	27,787 §
Dec	11,804	930	10,550	4,604	22,354	3,202	306	438	26,300	27,840 §
1990 Mar	11,742	900	10,446	4,559	22,188	3,212	306	423	26,129	27,677 §
June	11,775 R	944	10,550	4,647	22,325 R	3,222	303	412	26,263	27,723 §
Sept	11,805	917	10,508	4,573	22,314	3,222	303	398	26,236	27,812 §
Dec	11,644	924	10,535	4,662	22,179	3,222	300	411	26,113	27,868 §
GREAT BRITAIN										
Adjusted for seasonal variation										
1988 Dec	11,701	902	10,271	4,393	21,972	3,054	313	398	25,737	27,654
1989 Mar	11,722	912	10,388	4,469	22,110	3,118	312	438	25,977	27,774
June	11,725	911	10,417	4,481	22,143	3,182	308	452	26,084	27,771
Sept	11,747	915	10,452	4,521	22,199	3,192	308	456	26,155	27,739
Dec	11,791	959 R	10,493	4,558	22,284	3,202	306	438	26,230	27,768
1990 Mar	11,787	948 R	10,485	4,570	22,272	3,212	306	423	26,213	27,723
June	11,782 R	971 R	10,551	4,634	22,333	3,222	303	412	26,270 R	27,793 R
Sept R	11,756	975	10,527	4,621	22,283	3,222	303	398	26,206	27,783
Dec	11,630	951	10,478	4,617	22,108	3,222	300	411	26,042	27,790

Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed.
 † Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.
 ** Estimates of the self-employed up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Surveys 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 *Employment Gazette*.
 ‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 †† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2-1 and 2-2 and their footnotes.

EMPLOYMENT 1.2 Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	SIC 1980 Divisions or classes	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)		
		All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
1972 June		21,650	21,648	7,621	7,621	8,371	8,371	9,565	9,565	
1973 June		22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665	
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	7,138	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 Apr				5,071	5,109	5,535	5,573			
May				5,069	5,103	5,531	5,564			
June		22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613	
July				5,103	5,096	5,557	5,549			
Aug				5,133	5,110	5,585	5,562			
Sept		22,234	22,199	5,144	5,109	5,591	5,557	6,657	6,621	
Oct				5,131	5,100	5,580	5,549			
Nov				5,131	5,101	5,581	5,550			
Dec		22,354	22,284	5,123	5,098	5,572	5,547	6,639	6,616	
1990 Jan				5,083	5,096	5,533	5,546			
Feb				5,063	5,086	5,513	5,535			
Mar		22,188	22,272	5,055	5,081	5,502	5,528	6,569	6,596	
Apr				5,032	5,072	5,480	5,520			
May				5,033	5,067	5,479 R	5,514			
June		22,325 R	22,333	5,046	5,068	5,489 R	5,511	6,550	6,569 R	
July				5,073	5,065	5,519	5,511			
Aug				5,077	5,053	5,524	5,500			
Sept		22,314 R	22,283 R	5,075	5,041	5,519	5,484	6,571 R	6,536 R	
Oct				5,058	5,028	5,504	5,474			
Nov				5,037	5,007	5,483	5,453			
Dec		22,179	22,108	4,994	4,969	5,437	5,412	6,475	6,453	
1991 Jan P				4,932	4,945	5,377	5,390			
Feb P				4,886	4,908	5,331	5,353			
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)										
1972 June		11,667	11,667	416	383	367	788	428	1,057	992
1973 June		12,096	12,096	421	368	355	790	429	1,048	1,008
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	382	350	361	716	424	1,020	925
1977 June		12,698	12,698	378	352	356	729	431	1,019	939
1978 June		12,895	12,859	373	357	349	707	434	1,032	941
1979 June		13,260	13,222	359	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	544	383	901	862
1982 June		13,117	13,078	338	328	347	507	367	844	815
1983 June		13,169	13,130	330	311	328	462	345	768	788
1984 June		13,503	13,465	320	289	319	445	343	750	786
1985 June		13,769	13,731	321	273	309	430	339	756	780
1986 June		13,954	13,918	310	234	302	392	328	741	755
1987 June		14,247	14,220	302	203	297	365	320	737	740
1988 June		14,860	14,841	293	182	296	356	324	757	737
1989 Apr					172	292	354	328	775	729
May					171	290	363	328	769	729
June		15,261	15,242	280	167	290	372	329	763	733
July					166	288	381	332	76	

1.2 EMPLOYMENT

Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63 67)
1972 June	491	403	544	759	986	617	558	1,193	991
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	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	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 Apr	269	223	334	525	522	524	488		
1989 May	265	225	334	528	516	526	487		
1989 June	262	228	333	530	514	531	487	1,056	1,206
July	258	231	335	532	508	537	489		
1989 Aug	257	236	333	538	510	545	491		
1989 Sept	253	240	331	538	508	549	490	1,066	1,223
Oct	252	240	331	535	507	548	491		
1989 Nov	249	242	330	539	506	548	490		
1989 Dec	248	243	329	533	502	547	490	1,067	1,229
1990 Jan	248	243	328	522	499	544	485		
1990 Feb	248	244	323	520	497	542	483		
1990 Mar	246	247	320	515	494	542	485	1,067	1,221
Apr	242	248	319	515	494	541	482		
1990 May	243	248	321	517	492	544	483		
1990 June	245	248	319	520	491	549	484	1,061	1,229
July	246	249	319	532	491	550	486		
1990 Aug	246	249	318	536	490	550	488		
1990 Sep	249	247	320	533	487	547	487	1,053 R	1,228
Oct	249	247	320	534	488	544	485		
1990 Nov	245	247	319	535	487	543	483		
1990 Dec	242	248	314	527 R	482	535	481 R	1,038 P	1,218
1991 Jan P	238	247	310	520	473	524	476		
1991 Feb P	235	246	305	515	471	519	473		

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	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1972 June	1,987	729	1,073	435	1,345	1,787	1,328	980	1,012
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
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	1,036	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989 Apr									
1989 May		1,198	902	438	2,594	1,870	1,721	1,418	1,680
1989 June	2,234								
July									
1989 Aug		1,221	922	432	2,650	1,886	1,651	1,412	1,633
1989 Sept	2,242								
Oct									
1989 Nov		1,204	928	429	2,662	1,886	1,752	1,415	1,601
1989 Dec	2,329								
1990 Jan									
1990 Feb		1,184	930	423	2,684	1,870	1,763	1,417	1,604
1990 Mar	2,249								
Apr									
1990 May		1,252	927	426	2,699	1,887	1,745	1,418	1,666
1990 June	2,248								
July									
1990 Aug		1,264	933	444	2,698 R	1,894	1,652	1,419	1,660
1990 Sep	2,252								
Oct									
1990 Nov		1,219 R	927	425	2,648	1,891	1,738	1,422	1,639 R
1990 Dec	2,310 R								
1991 Jan									
1991 Feb									

† These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1.7.

EMPLOYMENT 1.3

Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Feb 1990 R			Dec 1990 R			Jan 1991 P			Feb 1991 P		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,931.2	1,581.3	5,512.5	3,866.1	1,570.9	5,437.1	3,831.3	1,546.0	5,377.3R	3,798.6	1,532.3	5,330.9
Manufacturing industries	2-4	3,561.8	1,501.5	5,063.3	3,503.1	1,490.7	4,993.9	3,466.6	1,465.3	4,931.8R	3,434.9	1,451.2	4,886.2
Energy and water supply	1	369.4	79.9	449.3	363.0	80.2	443.2	364.7	80.8R	445.5R	363.6	81.1	444.7
Coal extraction and solid fuels	111	90.2	4.7	94.9	82.3	4.0	86.2	82.0	4.2	86.3	80.7	4.2	84.9
Electricity	161	109.7	30.0	139.6	109.6	30.1	139.8	109.2	30.0R	139.2	109.2	30.0	139.2
Gas	162	54.0	21.7	75.7	54.3	22.6	76.9	54.2	22.6R	76.8R	54.2	22.6	76.8
Other mineral and ore extraction, etc	2	549.2	169.3	718.5	538.6	170.6	709.2	528.7	166.3	695.0	525.7	164.9	690.7
Metal manufacturing and extraction of metal ores and minerals	21-23	171.8	22.7	194.6	165.1	22.3	187.4	163.9	22.0	185.9	163.0	21.3	184.4
Non-metallic mineral products	24	152.6	45.0	197.6	151.9	44.8	196.7	144.3	43.7	188.1	144.0	42.9	187.0
Chemical industry/man-made fibres	25/26	224.8	101.5	326.3	221.6	103.5	325.1	220.5	100.6	321.1	218.7	100.7	319.3
Basic industrial chemicals	251	94.1	21.2	115.3	91.9	21.4	113.2	91.5	21.1	112.6	90.7	21.2	111.9
Other chemical products and preparations	255-259/260	130.7	80.3	211.0	129.7	82.1	211.9	129.0	79.5	208.4	128.0	79.5	207.4
Metal goods, engineering and vehicles	3	1,815.8	487.1	2,302.9	1,780.8	479.2	2,260.0	1,769.8	473.4	2,243.2	1,751.4	466.4	2,217.8
Metal goods nes	31	254.1	69.2	323.3	245.3	68.6	313.9	242.9	67.1	310.0	239.1	65.7	304.8
Mechanical engineering	32	632.9	119.9	752.8	618.8	117.6	736.3	615.0	116.8	731.8	607.7	113.0	720.6
Industrial plant and steelwork	320	93.8	12.2	106.1	92.7	11.9	104.6	93.1	11.7	104.9	91.9	11.5	103.5
Mining and construction machinery etc	325	68.4	10.1	78.5	65.4	9.5	74.9	65.2	9.4	74.6	64.4	9.4	73.8
Other machinery and mechanical equipment	321-324/326-329	470.6	97.6	568.2	460.6	96.2	556.8	456.6	95.7	552.3	451.4	92.0	543.4
Office machinery and data processing equipment	33	57.2	24.2	81.4	56.6	23.6	80.2	56.6	23.4	80.0	56.5	23.1	79.6
Electrical and electronic engineering	34	377.0	184.6	561.5	369.8	181.2	551.0	368.2	178.7	546.9	365.8	177.7	543.5
Wires, cables, batteries and other electrical equipment	341/342/343	142.4	57.5	200.0	139.3	56.0	195.3	139.9	56.1	195.9	138.5	56.2	194.8
Telecommunication equipment	344	109.4	51.9	161.3	106.0	50.2	156.2	105.3	49.3	154.7	104.8	48.8	153.6
Other electronic and electrical equipment	345-348	125.1	75.2	200.3	124.4	75.0	199.4	123.0	73.3	196.3	122.5	72.6	195.2
Motor vehicles and parts	35	216.7	31.2	247.9	211.4	30.5	241.9	208.8	29.7	238.5	205.2	29.7	234.9
Other transport equipment	36	216.5	27.7	244.1	219.4	28.7	248.1	218.9	28.3	247.2	217.8	28.0	245.9
Shipbuilding and repairing	361	46.6	4.1	50.7	46.7	4.4	51.1	47.3	4.4	51.7	47.3	4.3	51.6
Aerospace and other transport equipment	362-365	169.9	23.5	193.4	172.7	24.3	197.0	171.6	23.9	195.5	170.5	23.8	194.3
Instrument engineering	37	61.5	30.4	91.9	59.5	29.1	88.6	59.5	29.3	88.8	59.3	29.2	88.5
Other manufacturing industries	4	1,196.8	845.1	2,041.9	1,183.8	840.9	2,024.7	1,168.1	825.5	1,993.6	1,157.7	819.9	1,977.6
Food, drink and tobacco	41/42	298.9	220.7	519.5	303.1	224.2	527.3	298.5	221.0	519.5	296.4	218.2	514.7
Meat and meat products, organic oils and fats	411/412	54.7	38.8	93.5	57.5	39.4	96.9	56.8	38.3	95.0	56.5	37.7	94.2
All other food and drink manufacture	413-423	185.4	156.4	341.8	186.7	159.8	346.5	184.1	158.0	342.2	182.0	155.7	337.6
Alcoholic, soft drink and tobacco manufacture	424-429	58.8	25.4	84.3	58.9	25.0	83.9	57.6	24.7	82.3	58.0	2	

1.4 EMPLOYMENT

Employees in employment*: December 1990

THOUSAND

GREAT BRITAIN	Division Class or Group	Dec 1989			Sept 1990 R			Dec 1990 R						
		Male		Female	Male		Female	Male		Female				
		All	Part-time	All	All	Part-time	All	All	Part-time	All				
SIC 1980														
All industries and services †	0-9	11,804.4	958.8R	10,549.6	4,603.6	22,354.0	11,805.3	10,508.2	22,313.5	11,643.6	950.8	10,535.5	4,661.9	22,179.1
Agriculture, forestry and fishing	0	202.1	26.3	77.5	28.3	279.6	217.6	80.2	297.8	195.7	27.1	72.7	27.7	268.4
Production and construction industries	1-5	4,890.5	69.3	1,748.3	364.6	6,638.8	4,837.4	1,733.9	6,571.3	4,764.1	68.7	1,710.9	365.3	6,475.0
Production industries of which, manufacturing industries	1-4 2-4	3,963.6 3,593.8	56.4 55.5	1,608.5 1,529.1	308.2 293.5	5,572.2 5,122.9	3,924.7 3,560.9	1,593.9 1,514.5	5,518.6 5,075.4	3,866.1 3,503.1	55.7 54.7	1,570.9 1,490.7	308.4 292.5	5,437.1 4,993.9
Service industries ‡	6-9	6,711.8	876.5R	8,723.8	4,210.6	15,435.6	6,750.3	8,694.1	15,444.4	6,683.8	869.7	8,751.8	4,269.0	15,435.7
Agriculture, forestry and fishing	0	202.1	26.3	77.5	28.3	279.6	217.6	80.2	297.8	195.7	27.1	72.7	27.7	268.4
01 Agriculture and horticulture		187.0	25.9	74.4	27.3	261.4	202.2	77.1	279.3	180.4	26.6	69.6	26.6	250.0
Energy and water supply	1	369.8	0.9	79.4	14.7	449.3	363.8	79.4	443.2	363.0	1.1	80.2	15.9	443.2
Coal extraction and solid fuels	111	30.8	0.2	4.6	1.2	95.4	84.4	4.1	88.5	82.3	0.2	4.0	1.1	86.2
Electricity	161	110.3	0.3	29.9	6.6	140.2	109.3	30.1	139.4	109.6	0.4	30.1	6.7	139.8
Gas	162	54.7	0.1	21.7	4.6	76.4	54.3	22.2	76.6	54.3	0.1	22.6	5.2	76.9
Other mineral and ore extraction, etc	2	556.2	4.2	174.1	26.6	730.3	547.7	173.2	720.9	538.6	3.9	170.6	25.7	709.2
Metal manufacturing and extraction of metal ores and minerals	21-23	171.5	..	23.1	3.3	194.6	168.4	22.7	191.1	165.1	..	22.3	3.6	187.4
Non-metallic mineral products	24	156.7	1.5	47.1	7.6	203.8	155.2	45.6	200.8	151.9	1.4	44.8	7.2	196.7
Chemical industry/man-made fibres	25/26	227.9	0.4	104.0	15.7	331.9	224.0	104.9	329.0	221.6	0.1	103.5	14.9	325.1
Basic industrial chemicals	251	95.1	..	21.6	3.3	116.7	93.5	21.4	114.9	91.9	..	21.4	2.9	113.2
Other chemical products and preparations	255-259/60	132.8	0.4	82.4	12.3	215.2	130.6	83.5	214.1	129.7	0.1	82.1	12.0	211.9
Metal goods, engineering, vehicles	3	1,825.7	20.0	494.6	82.7	2,320.3	1,812.8	488.2	2,301.0	1,780.8	19.3	479.2	80.2	2,260.0
Metal goods nes	31	256.3	3.8	72.4	15.1	328.7	250.1	70.4	320.5	245.3	3.8	68.6	15.5	313.9
Hand tools and finished metal goods including doors and windows	314/316	143.4	..	46.7	9.8	190.1	140.9	45.2	186.2	137.5	..	44.2	10.4	181.7
Other metal goods	311-313	112.9	..	25.7	5.3	138.6	109.2	25.2	134.3	107.9	..	24.3	5.1	132.2
Mechanical engineering	32	640.1	8.2	121.0	25.7	761.2	629.4	120.3	749.7	618.8	7.6	117.6	24.7	736.3
Industrial plant and steelwork	320	94.5	..	12.4	3.4	106.8	93.7	11.8	105.5	92.7	..	11.9	3.5	104.6
Machinery for agriculture, metal working, textile, food and printing, etc industries	321-324/327	138.2	..	26.2	5.9	164.5	135.1	26.5	161.6	133.2	..	26.1	5.6	159.3
Mining and construction machinery, etc	325	69.2	..	10.1	1.7	79.3	67.7	9.7	77.3	65.4	..	9.5	1.7	74.9
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	319.3	..	68.3	14.2	387.6	314.7	68.5	383.2	309.3	..	66.3	13.6	375.6
Office machinery and data processing equipment	33	57.5	..	24.5	1.9	82.1	57.5	24.0	81.5	56.6	..	23.6	1.9	80.2
Electrical and electronic engineering	34	377.3	..	187.3	28.6	564.7	377.3	184.7	562.0	369.8	..	181.2	27.1	551.0
Wires, cables, batteries and other electrical equipment	341/342/343	142.2	..	57.5	10.0	199.6	142.3	55.9	198.3	139.3	..	56.0	8.6	195.3
Telecommunication equipment	344	110.6	..	53.7	5.7	164.3	106.8	51.3	158.1	106.0	..	50.2	5.2	156.2
Other electronic and electrical equipment	345-348	124.5	..	76.2	12.9	200.7	128.2	77.4	205.6	124.4	..	75.0	13.3	199.4
Motor vehicles and parts	35	217.1	..	30.7	2.8	247.7	218.5	30.9	249.4	211.4	..	30.5	2.3	241.9
Motor vehicles and their engines and bodies, trailers, caravans	351/352	140.1	..	12.9	1.3	153.0	144.4	13.8	158.2	138.6	..	13.3	1.2	151.9
Motor vehicle parts	353	76.9	..	17.8	1.5	94.7	74.1	17.1	91.2	72.8	..	17.2	1.2	90.0
Other transport equipment	36	215.4	..	27.7	2.4	243.2	218.7	28.8	247.5	219.4	..	28.7	2.5	248.1
Shipbuilding and repairing	361	47.1	..	4.0	1.0	51.1	45.8	4.3	50.1	46.7	..	4.4	1.2	51.1
Aerospace and other transport equipment	362-365	168.4	..	23.7	1.5	192.1	172.9	24.4	197.3	172.7	..	24.3	1.4	197.0
Instrument engineering	37	61.9	1.4	30.9	6.2	92.8	61.3	29.1	90.4	59.5	1.4	29.1	6.1	88.6
Other manufacturing industries	4	1,211.9	31.3	860.4	184.2	2,072.3	1,200.5	853.0	2,053.5	1,183.8	31.5	840.9	186.7	2,024.7
Food, drink and tobacco	41/42	306.5	9.8	226.0	69.4	532.5	304.0	228.6	532.5	303.1	10.6	224.2	72.6	527.3
Meat and meat products, organic oils and fats	411/412	56.2	..	39.2	10.0	95.3	56.8	39.8	96.6	57.5	..	39.4	9.1	96.9
Bread, biscuits and flour confectionery	419	59.2	..	66.3	25.0	125.5	58.1	65.0	123.1	58.0	..	63.6	31.9	121.6
Alcoholic, soft drink and tobacco manufacture	424-429	61.3	..	24.9	3.5	86.2	59.1	25.7	84.9	58.9	..	25.0	3.2	83.9
All other food and drink manufacture	413-418/420-423	129.9	..	95.6	30.9	225.5	129.9	98.1	228.0	128.8	..	96.1	28.4	224.9
Textiles	43	107.2	1.8	93.2	15.7	200.4	101.3	89.1	190.4	100.0	1.7	88.2	13.6	188.2
Footwear and clothing	45	79.8	..	202.8	27.0	282.5	78.8	199.1	277.9	78.2	..	196.6	27.6	274.8
Clothing, hats, gloves and fur goods	453/456	39.9	..	154.1	20.2	194.0	38.6	149.8	188.4	38.2	..	147.6	20.5	185.8
Timber and wooden furniture	46	199.4	3.4	49.7	13.2	249.0	197.1	49.1	246.2	191.8	3.1	48.5	13.4	240.3
Paper, printing and publishing	47	308.4	8.8	181.5	37.2	489.9	307.3	179.7	487.0	303.2	9.0	177.9	37.8	481.1
Pulp, paper, board and derived products	471/472	97.0	..	43.9	7.4	140.9	95.7	41.7	137.5	94.4	..	41.4	6.6	135.8
Printing and publishing	475	211.3	..	137.6	29.7	349.0	211.5	137.9	349.5	208.8	..	136.6	31.2	345.3
Rubber and plastics	48	157.7	2.6	61.0	13.1	218.7	158.9	59.7	218.7	156.8	2.6	60.4	13.2	217.2
Other manufacturing	49	42.3	1.4	37.3	6.6	79.7	42.9	38.9	81.8	40.6	1.4	36.6	6.7	77.1
Construction	5	926.9	13.0	139.8	56.5	1,066.7	912.7	140.0	1,052.7	897.9P	13.0P	140.0P	56.9P	1,038.0P
Distribution, hotels, catering, repairs	6	2,150.7	410.1	2,611.2	1,542.9	4,761.9	2,155.2	2,588.7	4,743.9	2,144.9	405.9	2,601.9	1,546.0	4,746.8
Wholesale distribution	61	641.9	13.9	311.4	90.1	953.3	639.2	314.1	953.3	631.5	13.6	314.7	90.7	946.2
Agriculture and textile raw materials	611/612	87.5	..	32.7	8.5	120.1	87.3	33.5	120.8	86.8	..	32.6	8.1	119.4
Fuels, ores, metals, etc	613	106.0	..	31.6	9.3	137.6	103.0	30.0	133.0	98.3	..	30.1	8.9	128.4
Timber and building materials	614	143.6	..	57.8	13.7	201.4	144.6	56.8	201.3	142.9	..	57.8	12.1	200.7
Machinery, industrial equipment, vehicles and parts	617	157.6	7.7	78.4	26.3	236.0	157.5	80.9	238.4	158.9	7.0	82.6	29.8	241.5
Food, drink and tobacco	615/616/618/619	147.3	6.1	110.8	32.2	258.1	146.9	112.9	259.8	144.5	6.7	111.7	31.9	256.2

EMPLOYMENT 1.4

Employees in employment*: December 1990

THOUSAND

GREAT BRITAIN	Division Class or Group	Dec 1989			Sept 1990 R			Dec 1990 R						
		Male		Female	Male		Female	Male		Female				
		All	Part-time ††	All	All	Part-time	All	All	Part-time ††	All				
SIC 1980														
Retail distribution	64/65	865.5	186.9	1,463.0	882.9	2,328.6	853.4	1,398.8	2,252.2	867.8	184.2	1,442.3	876.1	2,310.1
Food	641	242.2	79.8	442.1	312.3	684.4	235.7	430.7	666.5	237.7	75.5	437.9	310.3	675.7
Confectionery, tobacco, etc	642	27.2	13.5	81.9	61.7	109.1	26.4	80.9	107.3	28.1	13.9	82.9	64.5	111.1
Dispensing and other chemists	643	19.1	5.6	110.2	64.8	129.3	18.2	107.6	125.8	18.7	5.3	110.4	65.9	129.1
Clothing, footwear and leather goods	645/646	46.9	..	209.6	125.9	256.5	42.8	190.0	232.8	45.1	..	193.9	117.8	239.1
Household goods, hardware, ironmongery	648	127.3	..	115.5	61.1	242.8	128.0	113.2	241.2	131.3	..	116.6	62.4	248.0
Motor vehicles and parts, filling stations	651/652	186.7	..	77.5	28.6	264.1	190.9	80.2	271.1	191.2	..	77.3	30.3	268.6
Other retail distribution	653-656	203.8	..	412.8	222.8	616.7	200.8	382.4	583.2	205.9	..	409.6	219.2	615.5
Hotels and catering	66	431.5	185.3	772.8	545.5	1,204.2	452.0	811.6	1,263.7	437.8				

1.5 EMPLOYMENT

Employees in employment by region *

THOUSAND

Standard region	Male		Female		Total	Index Sept 1989 = 100	Production and construction industries	Index Sept 1989 = 100	Production industries	Index Sept 1989 = 100	Manufacturing industries	Index Sept 1989 = 100	Service industries	Index Sept 1989 = 100
	All	Part-time	All	Part-time										
SIC 1980	R	R	R	R	R	1-5 R	R	1-4 R	R	2-4 R	R	6-9 R	R	
South East														
1989 Sept	4,007	3,591	1,419	7,598	100.0	1,729	100.0	1,409	100.0	1,309	100.0	5,804	100.0	
Dec	4,006	3,642	1,462	7,648	100.7	1,714	99.1	1,395	99.0	1,295	98.9	5,876	101.2	
1990 Mar	3,983	3,609	1,446	7,592	99.9	1,695	98.0	1,377	97.8	1,278	97.6	5,841	100.6	
June	3,983	3,645	1,478	7,638	100.5	1,690	97.7	1,375	97.6	1,275	97.4	5,889	101.5	
Sept	3,982	3,618	1,442	7,599	100.0	1,687	97.6	1,374	97.6	1,274	97.4	5,848	100.8	
Dec	3,935	3,632	1,480	7,567	99.6	1,665	96.3	1,356	96.3	1,256	95.9	5,848	100.8	
Greater London (Included in South East)														
1989 Sept	1,873	1,609	514	3,482	100.0	619	100.0	487	100.0	444	100.0	2,861	100.0	
Dec	1,872	1,630	530	3,503	100.6	607	98.1	477	98.0	434	97.8	2,894	101.1	
1990 Mar	1,861	1,620	527	3,480	100.0	601	97.1	472	97.1	430	96.9	2,878	100.6	
June	1,869	1,629	538	3,498	100.5	603	97.4	475	97.7	433	97.5	2,894	101.1	
Sept	1,845	1,614	520	3,459	99.3	601	97.1	474	97.4	431	97.2	2,857	99.8	
Dec	1,828	1,621	533	3,449	99.1	596	96.3	471	96.8	428	96.5	2,852	99.7	
East Anglia														
1989 Sept	432	369	161	801	100.0	233	100.0	196	100.0	184	100.0	535	100.0	
Dec	434	369	162	803	100.3	233	100.3	196	100.3	184	100.2	538	100.6	
1990 Mar	432	368	166	800	99.9	230	98.8	193	98.5	181	98.2	540	100.6	
June	434	378	172	813	101.5	230	98.9	193	98.8	182	98.8	552	103.2	
Sept	438	375	167	813	101.6	234	100.6	197	100.9	186	100.9	546	102.2	
Dec	432	373	168	805	100.6	232	99.9	196	100.4	185	100.3	543	101.6	
South West														
1989 Sept	920	834	393	1,754	100.0	480	100.0	404	100.0	376	100.0	1,230	100.0	
Dec	918	836	403	1,754	100.0	482	100.4	406	100.5	378	100.4	1,233	100.2	
1990 Mar	919	837	405	1,756	100.1	479	99.7	402	99.6	374	99.4	1,238	100.6	
June	921	850	415	1,771	101.0	478	99.6	402	99.6	374	99.4	1,253	101.8	
Sept	929	842	405	1,771	101.0	479	99.8	403	100.0	375	99.8	1,249	101.5	
Dec	905	832	408	1,737	99.0	471	98.1	396	98.2	368	97.8	1,226	99.7	
West Midlands														
1989 Sept	1,152	949	401	2,101	100.0	821	100.0	725	100.0	691	100.0	1,253	100.0	
Dec	1,154	960	416	2,115	100.6	818	99.7	723	99.6	688	99.6	1,272	101.5	
1990 Mar	1,151	940	408	2,091	99.5	806	98.2	711	98.0	677	97.9	1,260	100.6	
June	1,150	947	413	2,097	99.8	804	97.9	709	97.7	675	97.6	1,268	101.3	
Sept	1,154	950	405	2,104	100.1	804	98.0	711	97.9	676	97.9	1,272	101.6	
Dec	1,140	947	408	2,087	99.3	792	96.5	699	96.4	665	96.2	1,272	101.6	
East Midlands														
1989 Sept	842	732	328	1,574	100.0	614	100.0	545	100.0	494	100.0	931	100.0	
Dec	839	735	331	1,574	100.0	610	99.4	541	99.3	491	99.3	938	100.7	
1990 Mar	833	726	327	1,559	99.1	603	98.3	534	98.0	485	98.2	930	99.9	
June	834	734	332	1,567	99.6	601	98.0	532	97.7	485	98.1	941	101.0	
Sept	843	728	329	1,571	99.8	604	98.5	536	98.3	489	98.9	939	100.8	
Dec	828	743	342	1,571	99.8	599	97.6	531	97.5	484	98.0	946	101.6	
Yorkshire and Humberside														
1989 Sept	1,010	894	427	1,904	100.0	660	100.0	559	100.0	504	100.0	1,218	100.0	
Dec	1,015	912	441	1,927	101.2	660	100.1	559	99.9	503	99.9	1,243	102.1	
1990 Mar	1,011	903	438	1,914	100.5	657	99.5	555	99.2	500	99.2	1,234	101.3	
June	1,018	911	448	1,929	101.3	656	99.4	554	99.1	499	99.2	1,250	102.6	
Sept	1,017	906	438	1,923	101.0	660	100.0	559	100.0	506	100.5	1,238	101.6	
Dec	1,002	912	445	1,914	100.5	646	97.8	547	97.7	493	97.9	1,245	102.2	
North West														
1989 Sept	1,284	1,147	505	2,431	100.0	820	100.0	705	100.0	661	100.0	1,595	100.0	
Dec	1,287	1,158	522	2,445	100.5	818	99.7	703	99.7	659	99.7	1,612	101.0	
1990 Mar	1,269	1,143	510	2,412	99.2	808	98.5	693	98.3	649	98.2	1,590	99.7	
June	1,275	1,151	520	2,426	99.8	805	98.2	691	98.0	647	97.9	1,606	100.7	
Sept	1,282	1,153	518	2,435	100.1	806	98.2	692	98.2	648	98.1	1,613	101.1	
Dec	1,265	1,148	519	2,413	99.3	792	96.5	680	96.4	636	96.2	1,607	100.7	
North														
1989 Sept	595	521	241	1,116	100.0	389	100.0	318	100.0	280	100.0	714	100.0	
Dec	599	531	251	1,130	101.2	390	100.2	319	100.1	281	100.2	728	102.1	
1990 Mar	597	525	248	1,122	100.5	386	99.2	314	98.7	277	98.6	724	101.5	
June	591	524	250	1,114	99.9	382	98.1	310	97.5	273	97.4	722	101.2	
Sept	596	524	248	1,121	100.4	384	98.8	313	98.5	276	98.5	724	101.5	
Dec	588	531	256	1,119	100.3	377	96.7	307	96.4	270	96.2	731	102.5	
Wales														
1989 Sept	522	465	210	986	100.0	317	100.0	269	100.0	242	100.0	648	100.0	
Dec	517	469	215	986	99.9	317	100.1	270	100.1	242	99.9	647	99.9	
1990 Mar	516	466	216	982	99.6	313	98.8	265	98.4	238	98.1	650	100.2	
June	526	467	213	993	100.7	312	98.3	264	98.0	238	98.3	662	102.1	
Sept	520	469	213	989	100.3	313	98.9	266	98.8	240	99.0	654	101.0	
Dec	512	471	218	982	99.6	309	97.5	263	97.4	236	97.6	654	100.9	
Scotland														
1989 Sept	1,034	934	389	1,968	100.0	594	100.0	460	100.0	402	100.0	1,344	100.0	
Dec	1,033	939	401	1,972	100.2	595	100.2	461	100.3	402	100.0	1,349	100.3	
1990 Mar	1,027	929	395	1,956	99.4	591	99.5	457	99.3	397	98.7	1,337	99.5	
June	1,031	942	405	1,973	100.3	591	99.5	458	99.5	398	98.9	1,353	100.6	
Sept	1,041	943	406	1,984	100.8	597	100.6	465	101.1	405	100.6	1,357	101.0	
Dec	1,034	945	416	1,980	100.6	592	99.8	462	100.5	401	99.7	1,361	101.2	
Great Britain														
1989 Sept	11,798	10,436	4,474	22,234	100.0	6,657	100.0	5,591	100.0	5,144	100.0	15,273	100.0	
Dec	11,804	10,550	4,604	22,354	100.5	6,639	99.7	5,572	99.7	5,123	99.6	15,436	101.1	
1990 Mar	11,742	10,446	4,559	22,188	99.8	6,569	98.7	5,502	98.4	5,055	98.3	15,346	100.5	
June	11,775	10,550	4,647	22,325	100.4	6,550	98.4	5,489	98.2	5,046	98.1	15,497	101.5	
Sept	11,805	10,508	4,573	22,314	100.3	6,571	98.7	5,519	98.7	5,075	98.7	15,444	101.1	
Dec	11,644	10,535	4,662	22,179	99.7	6,475	97.3	5,437	97.2	4,994	97.1	15,436	101.1	

* See footnotes to table 1.1.

EMPLOYMENT 1.5

Employees in employment by region *

THOUSAND

Standard region	SIC 1980	Agriculture, forestry and fishing		Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing</
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1.8 EMPLOYMENT

Indices of output **, employment and output per person employed

1985 = 100

Class	Whole economy	Total production industries	Manufacturing industries								Construction
			Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	
	Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5	
Output †											
1984	96.5	94.8	97.4	92.9	100.4	96.7	96.5	100.5	96.1	99.6	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.4	102.4	101.3	100.3	101.3	101.6	100.2	100.8	100.7	104.5	
1987	108.2	105.8	106.6	106.6	106.7	108.8	103.7	103.2	104.1	114.9	
1988	113.1	109.6	114.2	122.0	117.7	114.1	112.6	105.3	102.1	120.7	
1989	115.4	110.0	119.0	124.8	120.1	119.2	120.3	105.4	98.4	132.0	
1990	116.4	109.2	118.4	121.4	113.4	118.2	119.7	106.7	95.9	133.2	
1986 Q1	101.6	101.2	99.0	96.8	97.4	99.5	98.2	98.9	99.7	101.2	
1986 Q2	102.9	102.2	100.7	99.9	101.1	100.8	99.8	100.0	101.6	103.1	
1986 Q3	104.1	103.0	101.4	99.2	102.5	102.0	100.1	101.2	99.8	105.2	
1986 Q4	105.1	103.3	104.0	105.3	104.2	104.0	102.7	103.0	101.5	108.6	
1987 Q1	105.8	103.9	103.3	103.1	100.9	106.0	100.6	102.2	102.3	109.9	
1987 Q2	104.8	104.8	105.7	108.2	106.1	107.0	102.7	102.8	104.3	114.1	
1987 Q3	109.4	106.8	108.4	110.6	109.9	110.8	105.8	103.7	105.4	116.6	
1987 Q4	110.2	107.4	109.0	112.4	110.1	111.6	105.9	104.3	104.3	119.0	
1988 Q1	111.8	108.2	111.4	118.1	117.0	110.8	109.1	104.1	104.0	122.1	
1988 Q2	112.4	109.6	112.6	120.3	115.5	112.4	111.0	104.9	100.9	123.9	
1988 Q3	113.7	110.5	115.8	124.6	117.2	116.5	114.2	106.3	101.9	119.3	
1988 Q4	114.3	110.0	117.0	125.2	121.0	116.9	115.9	105.7	101.7	122.2	
1989 Q1	115.2	110.0	119.3	131.0	121.5	118.4	120.0	104.9	100.4	132.5	
1989 Q2	114.9	109.2	119.0	122.1	122.2	118.1	120.0	106.0	99.1	132.3	
1989 Q3	115.4	110.5	119.3	123.3	120.2	120.3	121.2	105.6	97.2	131.2	
1989 Q4	116.2	110.2	118.6	122.8	116.7	119.9	120.1	105.3	97.0	131.9	
1990 Q1	117.1	110.0	119.7	120.0	114.9	120.0	121.3	105.8	99.0	134.6	
1990 Q2	117.6	111.9	120.6	125.5	114.9	119.8	122.7	106.5	97.2	135.5	
1990 Q3	116.0	108.3	118.5	124.4	113.1	118.5	119.1	107.8	95.1	126.4	
1990 Q4	115.0	106.7	115.1	115.5	110.6	114.5	115.7	106.8	92.2	123.8	
Employed labour force *											
1984	98.9	100.8	100.5	105.9	101.7	101.3	100.7	101.2	98.6	98.4	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	100.1	97.3	97.9	89.1	94.0	97.1	97.5	97.4	100.1	99.6	
1987	101.9	96.1	97.0	82.3	90.2	94.8	95.2	96.5	99.3	103.3	
1988	105.2	96.7	98.2	77.7	90.5	96.2	97.6	95.9	100.0	106.3	
1989	107.8	96.7	98.5	83.0	93.8	97.7	97.6	94.1	95.6	109.4	
1990	108.4	95.5	97.4	89.5	94.9	96.9	96.0	92.6	91.2	109.9	
1986 Q1	100.0	98.7	99.1	92.6	96.6	98.5	98.9	98.5	101.0	100.5	
1986 Q2	100.0	97.6	98.2	89.9	94.7	97.3	97.4	97.5	100.8	99.9	
1986 Q3	100.1	96.8	97.3	87.9	92.6	96.6	96.9	96.8	99.4	100.6	
1986 Q4	100.4	96.2	97.0	86.1	92.1	95.9	96.4	96.8	99.2	101.6	
1987 Q1	100.7	95.8	96.5	83.7	91.2	95.1	95.8	96.2	98.6	102.0	
1987 Q2	101.5	95.9	96.8	82.2	90.1	94.7	95.9	96.5	99.1	103.4	
1987 Q3	102.3	96.2	97.2	82.0	89.7	94.6	96.4	96.6	99.6	103.7	
1987 Q4	103.2	96.4	97.5	81.3	90.0	95.0	96.9	96.8	100.0	104.6	
1988 Q1	104.1	96.6	97.9	79.6	90.1	95.4	97.2	96.3	100.3	105.0	
1988 Q2	104.8	96.7	98.1	77.7	90.6	95.7	97.4	95.6	100.4	105.6	
1988 Q3	105.7	96.7	98.3	77.2	90.5	96.5	97.7	95.6	99.7	106.7	
1988 Q4	106.3	96.9	98.4	76.6	90.8	97.3	98.1	96.0	99.3	108.0	
1989 Q1	107.1	96.9	98.6	74.6	90.5	97.5	98.3	95.2	98.3	108.4	
1989 Q2	107.6	96.7	98.5	79.2	92.6	97.5	97.7	94.1	96.4	110.8	
1989 Q3	108.0	96.6	98.5	87.5	95.3	97.8	97.2	93.7	94.5	110.0	
1989 Q4	108.3	96.4	98.3	90.6	96.7	98.2	97.1	93.6	93.3	110.6	
1990 Q1	108.4	96.1	98.1	90.5	96.2	97.4	96.7	92.9	92.4	110.2	
1990 Q2	108.6	95.9	97.7	90.1	95.2	96.8	96.1	92.3	91.9	110.2	
1990 Q3	108.6	95.5	97.4	89.5	94.3	96.8	96.0	92.5	90.8	110.0	
1990 Q4	108.1	94.6	96.5	88.1	93.9	96.5	95.2	92.8	89.9	109.0	
Output per person employed ‡											
1984	97.6	94.0	97.0	87.6	98.6	95.5	95.9	99.3	97.4	99.9	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.3	105.3	103.5	112.6	107.8	104.7	102.8	103.5	103.8	105.2	
1987	106.1	110.1	109.9	131.8	118.3	114.8	107.8	104.8	111.3	106.1	
1988	107.5	113.3	116.3	156.9	129.9	118.6	115.3	109.8	102.2	118.9	
1989	107.1	113.8	120.9	151.4	128.2	123.3	112.0	102.9	120.6	121.9	
1990	107.4	114.3	121.5	135.4	119.4	122.1	124.7	115.2	105.1	121.3	
1986 Q1	101.6	102.6	99.9	104.4	100.8	101.0	99.3	100.4	98.7	101.0	
1986 Q2	102.9	104.7	102.6	111.0	103.6	102.2	102.5	100.8	103.2	105.7	
1986 Q3	104.0	106.5	104.2	112.7	110.6	105.6	103.2	104.5	104.5	106.4	
1986 Q4	104.7	107.3	107.3	122.2	113.1	108.5	106.5	106.4	102.3	107.4	
1987 Q1	105.0	108.5	107.0	123.1	110.7	111.5	105.1	106.2	103.8	107.8	
1987 Q2	105.7	109.3	109.2	131.5	117.8	113.0	107.1	106.6	111.1	104.0	
1987 Q3	106.9	111.1	111.5	134.7	122.4	117.2	109.8	107.3	105.9	112.4	
1987 Q4	106.8	111.5	111.8	138.1	122.3	117.5	109.2	107.7	104.3	113.8	
1988 Q1	107.4	112.1	113.8	148.2	129.7	116.2	112.2	108.0	103.7	116.3	
1988 Q2	107.3	113.4	114.7	154.7	127.3	117.4	114.0	109.8	100.5	117.3	
1988 Q3	107.6	114.3	117.9	161.2	129.4	120.7	116.9	111.2	102.2	121.0	
1988 Q4	107.5	113.5	118.9	163.3	133.2	120.1	118.1	110.2	102.3	120.9	
1989 Q1	107.5	113.5	121.0	175.4	134.2	121.5	122.1	110.2	102.1	122.2	
1989 Q2	106.7	112.9	120.8	154.0	131.9	121.1	122.8	112.6	102.8	121.6	
1989 Q3	106.9	114.4	121.1	140.7	126.0	123.0	124.7	112.7	102.9	121.3	
1989 Q4	107.3	114.3	120.6	135.5	120.6	122.1	123.6	112.5	104.0	119.3	
1990 Q1	108.0	114.4	122.0	132.5	120.7	125.4	125.4	113.8	107.1	122.2	
1990 Q2	108.3	116.7	123.4	139.2	120.6	123.9	127.6	115.5	105.8	122.9	
1990 Q3	106.8	113.4	121.6	138.8	119.8	122.5	124.0	116.5	104.7	121.3	
1990 Q4	106.4	112.8	119.2	131.0	117.7	118.6	121.6	115.2	102.6	118.6	

** Industries are grouped according to the Standard Industrial Classification 1980.

EMPLOYMENT 1.8

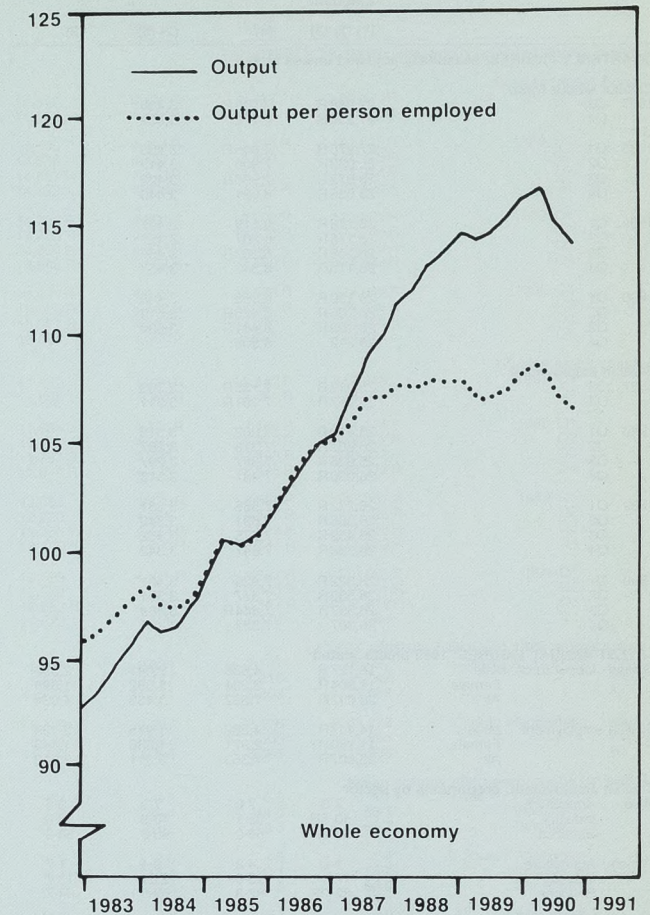
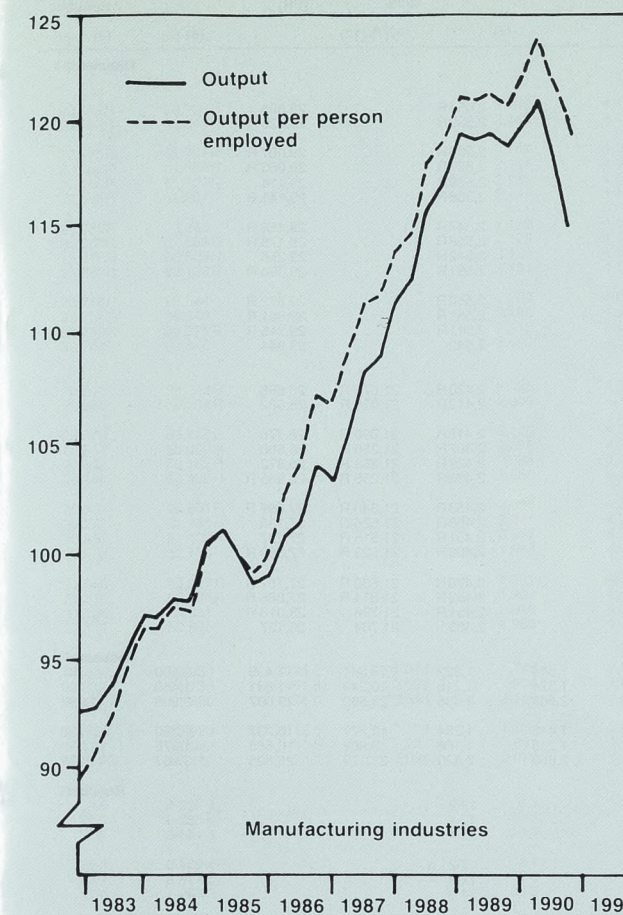
Indices of output, employment and productivity

Seasonally adjusted

(1985 = 100)

Seasonally adjusted

(1985 = 100)



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output †	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed
1984	96.5	98.9	97.6	94.8	100.8	94.0	97.4	100.5	97.0
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	100.1	103.3	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.2	101.9	106.1	105.8	96.1	110.1	106.6	97.0	109.9
1988	113.1	105.2	107.5	109.6	96.7	113.3	114.2	98.2	116.3
1989	115.4	107.8	107.1	110.0	96.7	113.8	119.0	98.5	120.9
1990	116.4	108.4	107.4	109.2	95.5	114.3	118.4		

1.9 EMPLOYMENT

Selected countries: national definitions

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic	
	(1) (2) (3)	(4)	(2) (5)	(3)				(7) (12)		(6)	(8)	
QUARTERLY FIGURES: seasonally adjusted unless stated												
Thousand												
Civilian labour force												
1987 Q3	27,848 R	7,700 R	3,436	..	13,038	..	2,554 R	..	28,895	..	..
Q4	27,936 R	7,772	3,432	..	13,125	..	2,539 R	..	28,923 R	..	..
1988 Q1	27,976 R	7,845 R	3,438	..	13,196	..	2,539 R	..	29,007 R	..	..
Q2	28,032 R	7,908	3,418	..	13,239	..	2,527 R	..	29,063 R	..	..
Q3	28,072 R	7,956 R	3,423	..	13,308	..	2,539 R	..	29,114	..	..
Q4	28,056 R	8,021	3,440	..	13,361	..	2,538 R	..	29,141 R	..	..
1989 Q1	28,178 R	8,119	3,427	..	13,442	..	2,547 R	..	29,156 R	..	..
Q2	28,178 R	8,207	3,457	..	13,466	..	2,558 R	..	29,176 R	..	..
Q3	28,146 R	8,263 R	3,457	..	13,525	..	2,542 R	..	29,256	..	..
Q4	28,176 R	8,343	3,457	..	13,580	..	2,551 R	..	29,394 R	..	..
1990 Q1	28,130 R	8,353	3,499	..	13,627	..	2,550 R	..	29,672 R	..	..
Q2	28,206 R	8,425 R	3,513	..	13,638	..	2,551 R	..	29,801 R	..	..
Q3	28,199 R	8,481 R	3,530	..	13,721	..	2,541 R	..	29,915 R	..	..
Q4	28,212	8,505	..	..	13,744	..	2,542	..	29,944	..	..
Civilian employment												
1987 Q3	25,012 R	7,135 R	3,303	..	11,905	..	2,430 R	21,076 R	26,868	..	..
Q4	25,257 R	7,161 R	3,311	..	12,053	..	2,413 R	21,026 R	26,882	..	..
1988 Q1	25,410 R	7,262	3,316	..	12,165	..	2,415 R	21,090 R	26,776	..	..
Q2	25,607 R	7,318	3,297	..	12,230	..	2,407 R	21,250 R	26,800	..	..
Q3	25,836 R	7,397	3,297	..	12,260	..	2,429 R	21,263 R	26,872	..	..
Q4	26,030 R	7,487	3,318	..	12,326	..	2,432 R	21,255 R	26,935 R	..	..
1989 Q1	26,272 R	7,585	3,331	..	12,427	..	2,453 R	21,346 R	27,096 R	..	..
Q2	26,386 R	7,691	3,340	..	12,446	..	2,458 R	21,526 R	27,135	..	..
Q3	26,459 R	7,775	3,352	..	12,521	..	2,451 R	21,515 R	27,237	..	..
Q4	26,538 R	7,847	3,342	..	12,547	..	2,468 R	21,523 R	27,360 R	..	..
1990 Q1	26,522 R	7,825	3,401	..	12,597	..	2,478 R	21,630 R	27,767 R	..	..
Q2	26,586 R	7,877	3,391	..	12,623	..	2,463 R	21,814 R	27,886 R	..	..
Q3	26,527 R	7,864 R	3,409	..	12,601	..	2,451 R	21,796	28,016 R	..	..
Q4	26,367	7,827	..	..	12,493	..	2,439	21,764	28,127	..	..
LATEST ANNUAL FIGURES: 1988 unless stated												
Civilian labour force: Male	16,127 R	4,688	2,041	2,336	7,422	1,544	1,322	13,341	17,436	2,500	897	
Female	11,904 R	3,204	1,392	1,698	5,853	1,324	1,215	10,249	11,631	1,460	400	
All	28,032 R	7,892	3,433	4,034	13,275	2,868	2,536	23,590	29,067	3,960	1,297	
Civilian employment: Male	14,447 R	4,382	1,975	2,169	6,876	1,445	1,254	12,277	16,237	2,380	728	
Female	11,160 R	2,971	1,336	1,443	5,368	1,215	1,166	8,902	10,588	1,278	350	
All	25,607 R	7,353	3,311	3,610	12,245	2,660	2,420	21,179	26,825	3,657	1,078	
Civilian employment: proportions by sector												
Male: Agriculture	3.3	7.0	7.3	3.6	5.9	..	12.2	..	..	22.6	..	
Industry	40.5 R	35.1	48.9	38.0	34.9	..	42.4	..	..	32.8	..	
Services	56.2 R	58.0	43.8	58.3	59.2	..	45.4	..	..	44.6	..	
Female: Agriculture	1.0	4.2	9.4	1.7	2.8	..	7.2	..	..	34.0	..	
Industry	17.1	13.6	21.1	13.7	13.6	..	17.9	..	..	16.8	..	
Services	82.2 R	82.3	69.5	84.7	83.6	..	74.9	..	..	49.1	..	
All: Agriculture	2.3	5.8	8.1	2.8	4.5	5.8	9.8	6.8	4.0	26.6	15.4	
Industry	30.1 R	26.4	37.4	28.3	25.6	27.2	30.6	30.3	39.8	27.2	27.8	
Services	67.5 R	67.8	54.5	68.9	69.9	67.1	59.6	62.9	56.1	46.2	56.9	

Sources: OECD "Labour Force Statistics 1968-1988" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation, so comparisons must be approached with caution.

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

EMPLOYMENT 1.9

Selected countries: national definitions

Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States	
(9)	(5)		(10)	(5)			(5)	(2) (5)		
QUARTERLY FIGURES: seasonally adjusted unless stated										
Thousand										
Civilian labour force										
1987 Q3	23,479 R	60,909 R	..	..	2,130	4,496 R	14,440	4,422 R	3,467	120,073 R
Q4	23,462 R	61,244 R	..	..	2,148	4,473	14,532	4,444 R	3,473	120,610 R
1988 Q1	23,675 R	61,361 R	..	..	2,149	4,568 R	14,590	4,454 R	3,485 R	121,025 R
Q2	23,746 R	61,569 R	..	..	2,144	4,498 R	14,638	4,467 R	3,499	121,275 R
Q3	23,680 R	61,727 R	..	..	2,160	4,545 R	14,667 R	4,473 R	3,505	121,914 R
Q4	23,655 R	61,897	..	..	2,141	4,562 R	14,623	4,488 R	3,512 R	122,464 R
1989 Q1	23,639 R	62,243	..	..	2,130	4,582 R	14,705 R	4,501 R	3,523 R	123,251 R
Q2	23,660 R	62,569 R	..	..	2,128	4,613 R	14,783 R	4,524 R	3,516 R	123,700 R
Q3	23,717 R	62,823 R	..	..	2,120	4,614 R	14,854 R	4,530 R	3,547	124,019 R
Q4	23,752 R	63,126 R	..	..	2,101	4,628 R	14,948 R	4,554 R	3,559 R	124,432 R
1990 Q1	23,748 R	63,544	..	..	2,100	4,620 R	14,991 R	4,579	3,578 R	124,647 R
Q2	23,754 R	63,649	..	..	2,106	4,677 R	15,023 R	4,562 R	3,562 R	124,839 R
Q3	23,730 R	63,871 R	..	..	2,118	4,627 R	15,077 R	4,582 R	3,590	124,795 R
Q4	23,744	64,340	..	..	2,093	4,852	15,064	4,588	3,608	124,924
Civilian employment										
1987 Q3	20,611	59,228 R	..	..	2,088	4,172	11,482	4,336 R	3,442 R	112,849
Q4	20,546	59,584 R	..	..	2,099	4,194	11,605	4,368 R	3,451 R	113,569 R
1988 Q1	20,779	59,730 R	..	..	2,100	4,296 R	11,684	4,380 R	3,464 R	114,111 R
Q2	20,851	60,052 R	..	..	2,076	4,217 R	11,730	4,391	3,478 R	114,607 R
Q3	20,843	60,165 R	..	..	2,088	4,296 R	11,787 R	4,398	3,483 R	115,212 R
Q4	20,784	60,408 R	..	..	2,050	4,317 R	11,919 R	4,423	3,490 R	115,972 R
1989 Q1	20,751	60,801 R	..	..	2,025	4,349 R	12,053	4,439 R	3,504 R	116,837 R
Q2	20,772	61,141 R	..	..	2,021	4,370 R	12,220	4,460	3,497 R	117,185 R
Q3	20,831	61,432 R	..	..	2,017	4,370 R	12,355 R	4,474 R	3,529 R	117,465 R
Q4	20,973	61,735	..	..	1,993	4,416 R	12,409 R	4,493 R	3,541 R	117,832 R
1990 Q1	21,065	62,227 R	..	..	1,981	4,392 R	12,529	4,516 R	3,561 R	118,085 R
Q2	21,175	62,303 R	..	..	1,991	4,469 R	12,579	4,502	3,543 R	118,201 R
Q3	21,121	62,511	..	..	2,010	4,398 R	12,652 R	4,508 R	3,567 R	117,818 R
Q4	21,131	62,955	..	..	1,988	4,633	12,622	4,504	3,578	117,564
LATEST ANNUAL FIGURES: 1988 unless stated										
Civilian labour force: Male	14,990	36,930	115.0	4,004	1,175	2,591	9,576	2,324	2,187	66,927
Female	8,832	24,730	61.6	2,539	974	1,952	5,059	2,147	1,315	54,742
All	23,822	61,660	176.6	6,543	2,148	4,543	14,633	4,471	3,503	121,669
Civilian employment: Male	13,750	36,020	113.5	3,713	1,139	2,485	8,109	2,287	2,176	63,273
Female	7,187	24,080	60.6	2,221	941	1,796	3,671	2,112	1,305	51,696
All	20,937	60,110	174.1	5,934	2,079	4,280	11,780	4,399	3,481	114,968
Civilian employment: proportions by sector										
Male: Agriculture	9.8	6.9	..	..	8.3	..	15.4	6.5	4.1	..
Industry	37.5	38.6	..	..	38.3	..	39.6	43.4	44.0	36.1
Services	52.7	54.4	..	..	53.5	..	45.0	51.2	49.5	59.7
Female: Agriculture	9.9	9.4	..	..	4.1	..	12.3	2.0	4.5	1.4
Industry	22.7	27.5	..	..	12.0	..	16.8	14.4	20.1	15.7
Services	67.4	63.2	..	..	83.8	..	70.9	83.6	75.3	82.9
All: Agriculture	9.8	7.9	3.4	4.8	6.4	20.7	14.4	3.8	5.7	2.9
Industry	32.4	34.1	31.6	26.4	26.4	35.1	32.5	29.5	35.0	26.9
Services	57.7	58.0	65.0	68.8	67.1	44.2				

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	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
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	0.7	416		15.1
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4
1987	1,350	36.0	9.4	12.63		4	149	20	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	303		13.7
week ended															
1989 Jan	1,375	37.0	9.4	12.91	13.91	2	88	19	205	10.7	21	0.6	293	234	13.7
Feb	1,439	38.9	9.4	13.51	13.72	3	133	23	228	10.0	26	0.7	360	288	13.8
Mar	1,391	37.6	9.5	13.26	13.45	3	104	25	258	10.3	28	0.7	362	311	13.1
Apr	1,400	38.1	9.5	13.30	13.62	3	135	24	250	10.3	28	0.7	384	335	14.0
May	1,405	38.3	9.5	13.47	13.55	3	135	23	230	10.2	26	0.7	365	353	14.1
Jun	1,367	37.1	9.6	13.17	13.38	2	94	15	134	9.2	17	0.5	228	295	13.5
Jul	1,347	36.5	9.8	13.17	13.31	4	145	14	117	8.7	17	0.5	262	279	15.3
Aug	1,319	35.6	9.8	12.92	13.66	2	79	12	102	8.7	14	0.4	181	223	13.3
Sep	1,367	37.5	9.7	13.71	13.53	3	137	16	160	9.9	20	0.5	298	362	15.2
Oct	1,465	39.0	9.7	14.19	13.30	2	96	19	168	8.8	21	0.6	263	298	12.3
Nov	1,456	38.8	9.6	14.04	13.10	4	150	19	164	8.8	22	0.6	314	314	14.0
Dec	1,391	37.1	9.8	13.66	12.77	3	137	21	185	8.6	25	0.7	322	367	12.9
1990 Jan	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	0.7	338	293	12.1
Feb	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	0.9	402	318	12.6
Mar	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	0.9	500	396	14.7
Apr	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	0.8	366	319	12.7
May	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	0.6	323	306	15.5
Jun	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	0.5	268	344	15.7
Jul	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	0.5	311	330	17.0
Aug	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	0.5	399	493	21.1
Sep	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	0.7	649	779	25.9
Oct	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	0.6	415	471	18.3
Nov	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	0.9	463	469	14.3
Dec	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	1.0	454	515	13.5
1991 Jan	1,124	33.5	9.0	10.27	11.20	8	335	34	337	9.8	43	1.3	672	595	15.7
Feb	1,107	32.8	8.7	9.66	9.89	7	269	59	546	9.2	66	2.0	815	641	12.4

1.12 EMPLOYMENT

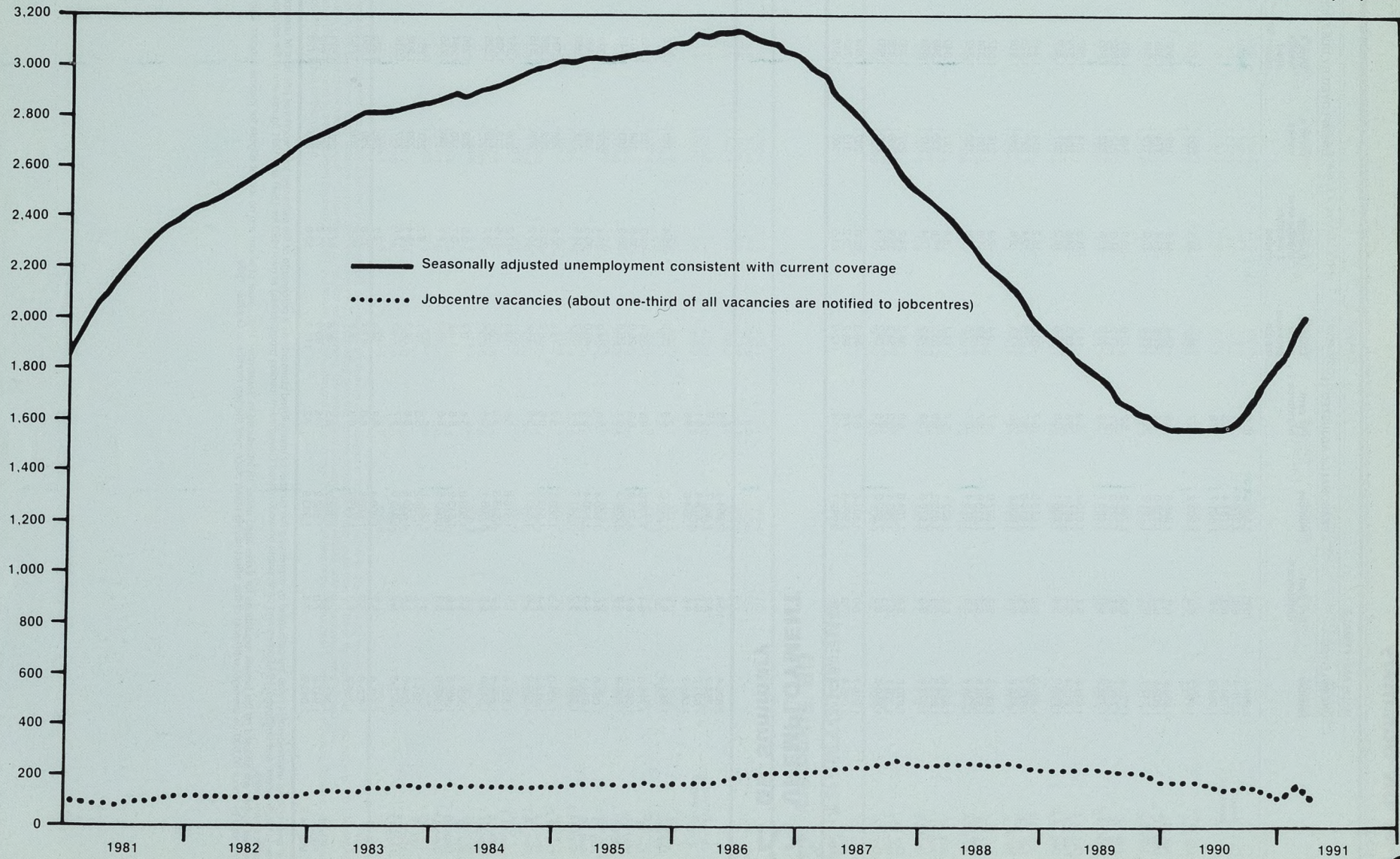
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	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	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.0	96.1	98.4	97.2	100.5	100.5	101.1	99.9	99.6
1988	97.2	98.6	93.7	96.9	97.0	101.1	101.2	102.0	99.3	101.0
1989	96.3	96.9	92.8	90.1	94.8	100.5	100.6	102.6	98.5	100.5
1990	93.7	90.2	95.9	83.0	89.7	100.5	100.6	102.6	98.1	99.0
Week ended										
1989 Feb 11	96.9					100.8				
Mar 11	96.6	98.3	93.0	93.7	96.3	100.6	100.8	102.8	98.7	100.9
Apr 15	96.5					100.7				
May 13	96.2					100.6				
June 10	96.0	96.8	92.1	90.8	95.2	100.5	100.5	102.1	98.7	100.7
July 15	95.8					100.4				
Aug 19	96.5					100.6				
Sept 16	96.7	96.9	93.5	88.9	94.3	100.4	100.4	103.9	98.3	100.0
Oct 14	96.1					100.3				
Nov 11	95.9					100.2				
Dec 16	95.7	95.6	92.4	87.1	93.3	99.9	100.7	101.4	98.2	100.4
1990 Jan 13	96.0					100.4				
Feb 10	96.0					100.6				
Mar 10	95.6	93.0	94.0	85.1	91.1	100.4	100.7	101.9	97.9	99.9
Apr 14	95.7					100.6				
May 12	95.1					100.3				
June 9	95.2	90.8	94.9	84.1	90.7	100.5	100.3	101.9	98.2	100.5
July 14	95.2					100.5				
Aug 11	95.2					100.7				
Sept 8	91.7	90.0	97.8	82.3	89.0	101.0	100.6	103.5	98.4	100.0
Oct 13	90.7					100.7				
Nov 10	89.7					100.3				
Dec 8	88.7	87.2	96.7	80.5	87.9	100.3	100.7	103.1	98.0	99.3
1991 Jan 12	87.2					99.6				
Feb 9	85.4					98.6				

Thousand

Seasonally adjusted



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1981-91

C1

MAY 1991

EMPLOYMENT GAZETTE

S21

2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION			
		UNEMPLOYED		UNEMPLOYED		Up to 4 weeks		Over 4 weeks aged 60 and over	
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Number	Per cent workforce †
1987	Annual averages	2,953.4	10.6	2,806.5	10.0				
1988**		2,370.4	8.4	2,274.9	8.1				
1989		1,798.7	6.3	1,784.4	6.3				
1990		1,664.5	5.8	1,661.7	5.8				
1989	Mar 9	1,960.2	6.9	1,903.2	6.7	-34.1	-39.5	200	1,726
	Apr 13	1,883.6	6.6	1,846.8	6.5	-56.4	-44.9	189	1,663
	May 11	1,802.5	6.3	1,819.0	6.4	-27.8	-39.4	174	1,598
	June 8	1,743.1	6.1	1,791.2	6.3	-27.8	-37.3	170	1,544
	July 13	1,771.4	6.2	1,766.2	6.2	-25.0	-26.9	248	1,495
	Aug 10	1,741.1	6.1	1,725.0	6.1	-41.2	-31.3	212	1,502
	Sept 14 †	1,702.9	6.0	1,684.7	5.9	-40.3	-35.5	222	1,455
	Oct 12 †	1,635.8	5.7	1,670.4	5.9	-14.3	-31.9	214	1,397
	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379
	Dec 14 †	1,639.0	5.8	1,636.1	5.8	-15.0	-16.2	207	1,407
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416
	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387
	May 10	1,578.5	5.5	1,610.9	5.7	3.9	-1.0	181	1,374
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703
	Mar 14 P	2,142.1	7.5	2,092.7	7.4	112.9	83.5	300	1,810

2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION			
		UNEMPLOYED		UNEMPLOYED		Up to 4 weeks		Over 4 weeks aged 60 and over	
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Number	Per cent workforce †
1987	Annual averages	2,826.9	10.4	2,684.4	9.8				
1988**		2,254.7	8.2	2,161.7	7.9				
1989		1,693.0	6.1	1,678.8	6.1				
1990		1,567.3	5.6	1,564.6	5.6				
1989	Mar 9	1,851.9	6.7	1,794.2	6.5	-33.5	-39.4	193	1,626
	Apr 13	1,776.0	6.4	1,738.8	6.3	-55.4	-44.3	182	1,563
	May 11	1,697.1	6.1	1,711.9	6.2	-26.9	-38.6	168	1,501
	June 8	1,638.9	5.9	1,685.3	6.1	-26.6	-36.3	163	1,448
	July 13	1,663.6	6.0	1,660.4	6.0	-24.9	-26.1	237	1,399
	Aug 10	1,634.1	5.9	1,620.4	5.8	-40.0	-30.5	206	1,402
	Sept 14 †	1,596.8	5.7	1,581.7	5.7	-38.7	-34.5	212	1,360
	Oct 12 †	1,534.0	5.5	1,568.1	5.7	-13.6	-30.8	206	1,304
	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357
	Feb 8 †	1,576.8	5.7	1,515.3	5.5	-1.3	-11.5	219	1,335
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612
	Mar 14 P	2,043.9	7.4	1,993.9	7.2	111.7	82.8	293	1,720

† 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 are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This 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.

UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		UNEMPLOYED		UNEMPLOYED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5
1989	Mar 9	1,297.1	7.9	1,295.0	7.9	505.5	4.2	524.0	4.3
	Apr 13	1,256.6	7.7	1,279.6	7.8	486.6	4.0	511.6	4.2
	May 11	1,261.6	7.7	1,265.7	7.8	509.8	4.2	500.5	4.1
	June 8	1,238.4	7.6	1,243.1	7.6	502.7	4.2	481.9	4.0
	July 13	1,218.8	7.5	1,218.6	7.5	484.1	4.0	466.1	3.9
	Aug 10	1,181.3	7.2	1,211.2	7.4	454.5	3.8	459.2	3.8
	Sept 14 †	1,172.7	7.2	1,200.0	7.4	439.7	3.6	451.1	3.7
	Oct 12 †	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6
	Nov 9 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6
	Dec 14 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5
1990	Jan 11 †	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5
	Feb 8 †	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5
	Mar 8	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5
	Apr 12	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5
	May 10	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5
	June 14	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5
	July 12	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5
	Aug 9	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5
	Sept 13	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6
	Oct 11	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7
	Nov 8	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8
	Dec 13	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0
1991	Jan 10	1,623.8	10.0	1,583.3	9.7	518.2	4.3	509.4	4.2
	Feb 7								
	Mar 14 P								

UNEMPLOYMENT GB Summary 2.2

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		UNEMPLOYED		UNEMPLOYED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	1,953.8	12.3	1,866.1	11.7	873.1	7.7	818.4	7.2
1988**		1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7
1989		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1
1990		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4
1989	Mar 9	1,219.2	7.7	1,216.5	7.7	477.9	4.0	495.4	4.2
	Apr 13	1,179.7	7.4	1,201.7	7.6	459.2	3.9	483.6	4.1
	May 11	1,183.6	7.4	1,187.9	7.5	480.0	4.1	472.5	4.0
	June 8	1,161.0	7.3	1,166.0	7.3	473.0	4.0	454.4	3.8
	July 13	1,141.7	7.2	1,142.4	7.2	455.1	3.9	439.3	3.7
	Aug 10	1,106.5	7.0	1,135.5	7.1	427.4	3.6	432.6	3.7
	Sept 14 †	1,099.0	6.9	1,124.9	7.1	414.2	3.5	425.0	3.6
	Oct 12 †	1,130.4	7.1	1,120.0	7.0	409.5	3.5	415.7	3.5
	Nov 9 †	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4
	Dec 14 †	1,157.5	7.3	1,108.6	7.0	419.3	3.5	406.7	3.4
1990	Jan 11 †	1,139.6	7.2	1,104.2	7.0	409.4	3.4	403.9	3.4
	Feb 8 †	1,124.5	7.1	1,103.8	7.0	404.2	3.4	405.2	3.4
	Mar 8	1,097.1	6.9	1,110.6	7.0	385.3	3.2	402.6	3

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1987)	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988**) Annual	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989) averages	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990)	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0
1990 Mar 8	346.5	252.9	93.6	3.7	4.8	2.3	339.3	3.6	-0.2	-1.0	246.1	93.2
Apr 12	349.1	254.4	94.6	3.7	4.8	2.3	345.8	3.7	6.5	2.1	250.8	95.0
May 10	342.4	251.2	91.2	3.7	4.8	2.3	349.4	3.7	3.6	3.3	254.4	95.0
June 14	341.9	252.0	90.0	3.7	4.8	2.2	354.4	3.8	5.0	5.0	259.3	95.1
July 12	359.3	262.5	96.8	3.9	5.0	2.4	359.7	3.9	5.3	4.6	264.7	95.0
Aug 9	376.7	273.2	103.5	4.0	5.2	2.6	372.3	4.0	12.6	7.6	274.2	98.1
Sept 13	387.2	282.7	104.6	4.2	5.4	2.6	383.8	4.1	11.5	9.8	283.3	100.5
Oct 11	394.7	290.3	104.4	4.2	5.5	2.6	399.1	4.3	15.3	13.1	294.8	104.3
Nov 8	414.1	306.6	107.5	4.4	5.8	2.7	422.6	4.5	23.5	16.8	312.8	109.8
Dec 13	458.7	343.3	115.4	4.9	6.5	2.9	456.7	4.9	34.1	24.3	340.6	116.1
1991 Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	26.4	357.2	121.1
Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7
Mar 14 P	573.2	428.5	144.7	6.2	8.1	3.6	562.8	6.0	48.0	35.4	419.9	142.9
GREATER LONDON (included in South East)												
1987)	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**) Annual	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989) averages	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990)	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0
1990 Mar 8	198.2	145.0	53.3	4.7	6.0	3.0	196.5	4.7	-1.9	-1.6	142.7	53.8
Apr 12	201.2	146.7	54.4	4.8	6.1	3.0	200.2	4.8	3.7	0.3	145.4	54.8
May 10	198.5	145.6	52.9	4.7	6.0	3.0	201.1	4.8	0.9	0.9	146.5	54.6
June 14	199.3	146.6	52.7	4.7	6.1	2.9	203.1	4.8	2.0	2.2	148.4	54.7
July 12	207.3	151.2	56.2	4.9	6.2	3.1	205.9	4.9	2.8	1.9	151.2	54.7
Aug 9	216.1	156.3	59.8	5.1	6.5	3.3	211.3	5.0	5.4	3.4	154.8	56.5
Sept 13	221.5	160.7	60.8	5.3	6.6	3.4	216.6	5.1	5.3	4.5	158.8	57.8
Oct 11	222.7	162.4	60.3	5.3	6.7	3.4	223.5	5.3	6.9	5.9	163.7	59.8
Nov 8	229.2	167.8	61.4	5.4	6.9	3.4	233.6	5.6	10.1	7.4	171.1	62.5
Dec 13	248.3	182.8	65.6	5.9	7.6	3.7	247.7	5.9	14.1	10.4	181.8	65.9
1991 Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3
Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3
Mar 14 P	296.4	217.9	78.5	7.0	9.0	4.4	293.5	7.0	21.0	15.3	215.1	78.4
EAST ANGLIA												
1987)	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988**) Annual	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989) averages	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990)	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1990 Mar 8	37.0	26.8	10.1	3.7	4.6	2.4	34.5	3.4	0.7	0.3	24.8	9.7
Apr 12	36.7	26.5	10.1	3.6	4.6	2.3	35.0	3.5	0.5	0.6	25.2	9.8
May 10	35.7	25.8	9.8	3.5	4.5	2.3	35.6	3.5	0.6	0.6	25.7	9.9
June 14	33.9	24.6	9.2	3.3	4.2	2.1	35.8	3.5	0.2	0.4	25.9	9.9
July 12	35.3	25.5	9.8	3.5	4.4	2.3	36.6	3.6	0.8	0.5	26.6	10.0
Aug 9	36.6	26.3	10.3	3.6	4.5	2.4	37.7	3.7	1.1	0.7	27.4	10.3
Sept 13	37.2	26.9	10.3	3.7	4.6	2.4	38.6	3.8	0.9	0.9	28.2	10.4
Oct 11	38.3	27.9	10.5	3.8	4.8	2.4	40.4	4.0	1.8	1.3	29.6	10.8
Nov 8	41.1	30.2	10.9	4.1	5.2	2.5	42.6	4.2	2.2	1.6	31.3	11.3
Dec 13	45.4	33.9	11.5	4.5	5.8	2.7	45.0	4.4	2.4	2.1	33.4	11.6
1991 Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0
Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9
Mar 14 P	56.4	42.1	14.2	5.6	7.3	3.3	53.6	5.3	3.2	2.9	40.0	13.6
SOUTH WEST												
1987)	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988**) Annual	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989) averages	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990)	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1990 Mar 8	95.1	67.1	28.1	4.3	5.3	2.9	90.0	4.1	1.1	0.4	63.4	26.6
Apr 12	91.3	64.6	26.7	4.1	5.1	2.8	90.1	4.1	0.1	0.7	63.2	26.9
May 10	87.5	62.4	25.2	3.9	5.0	2.6	91.6	4.1	1.5	0.9	64.5	27.1
June 14	85.1	61.3	23.9	3.8	4.9	2.5	93.6	4.2	2.0	1.2	66.4	27.2
July 12	90.3	64.6	25.7	4.1	5.1	2.7	95.6	4.3	2.0	1.8	68.4	27.2
Aug 9	94.9	67.6	27.2	4.3	5.4	2.8	98.0	4.4	2.4	2.1	70.5	27.5
Sept 13	97.4	70.2	27.2	4.4	5.6	2.8	99.7	4.5	1.7	2.0	72.4	27.3
Oct 11	101.0	73.3	27.7	4.5	5.8	2.9	103.2	4.6	3.5	2.5	75.2	28.0
Nov 8	109.4	79.9	29.5	4.9	6.4	3.0	109.3	4.9	6.1	3.8	80.2	29.1
Dec 13	122.6	90.7	31.9	5.5	7.2	3.3	118.4	5.3	9.1	6.2	87.5	30.9
1991 Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	5.6	6.4	7.2	92.7	32.1
Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1
Mar 14 P	150.2	112.4	37.9	6.8	8.9	3.9	144.4	6.5	9.9	8.7	108.3	36.1

See footnotes to tables 2-1 and 2-2.

UNEMPLOYMENT 2.3 Regions

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1987)	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988**) Annual	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989) averages	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6
1990)	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1
1990 Mar 8	151.0	109.7	41.3	5.8	7.2	3.8	148.9	5.7	-2.0	-1.3	107.6	41.3
Apr 12	148.7	108.2	40.5	5.7	7.1	3.8	148.7	5.7	-0.2	-0.8	107.7	41.0
May 10	145.3	106.3	39.0	5.6	7.0	3.6	149.3	5.8	0.6	-0.5	108.5	40.8
June 14	144.0	105.6	38.4	5.6	7.0	3.6	149.2	5.8	-0.1	0.1	108.7	40.5
July 12	150.0	108.9	41.1	5.8	7.2	3.8	149.5	5.8	0.3	0.3	109.4	40.1
Aug 9	153.5	111.0	42.5	5.9	7.3	4.0	151.3	5.8	1.8	0.7	111.0	40.3
Sept 13	154.9	112.6	42.3	6.0	7.4	3.9	151.3	5.8	—	0.7	111.5	39.8
Oct 11	152.2	111.9	40.2	5.9	7.4	3.7	154.3	6.0	3.0	1.6	113.9	40.4
Nov 8	155.6	115.4	40.2	6.0	7.6	3.7	159.6	6.2	5.3	2.8	118.2	41.4
Dec 13	166.0	124.3	41.7	6.4	8.2	3.9	166.5	6.4	6.9	5.1	123.8	42.7
1991 Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	43.8
Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8
Mar 14 P	198.9	150.0	49.0	7.7	9.9	4.6	196.1	7.6	14.3	9.9	147.6	48.5
EAST MIDLANDS												
1987)	183.9	125.2	58.7	9.6	11.2	7.4	171.6	9.0			116.4	55.2
1988**) Annual	147.8	101.9	45.9	7.7	9.1	5.7	137.4	7.1			93.5	43.9
1989) averages	108.9</											

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R							
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female		
NORTH														
1987	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2		
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4		
1989	141.9	105.7	36.2	10.0	12.8	6.1	140.0	9.9			103.9	36.2		
1990	122.9	93.4	29.5	8.7	11.6	4.9	122.7	8.7			93.3	29.4		
1990 Mar 8	124.9	94.3	30.5	8.9	11.7	5.1	121.2	8.6	-1.0	-1.3	91.2	30.0		
Apr 12	122.3	92.6	29.7	8.7	11.5	5.0	119.7	8.5	-1.5	-1.2	90.1	29.6		
May 10	119.1	90.7	28.3	8.5	11.2	4.7	120.2	8.5	0.5	-0.7	90.9	29.3		
June 14	116.8	89.2	27.6	8.3	11.0	4.6	120.2	8.5		-0.3	91.2	29.0		
July 12	119.4	90.4	29.0	8.5	11.2	4.8	121.1	8.6	0.9	0.5	92.4	28.7		
Aug 9	120.0	90.4	29.6	8.5	11.2	4.9	122.2	8.7	1.1	0.7	93.3	28.9		
Sept 13	122.0	92.2	29.8	8.7	11.4	5.0	122.6	8.7	0.4	0.8	94.2	28.4		
Oct 11	120.6	92.3	28.3	8.6	11.4	4.7	123.7	8.8	1.1	0.9	95.1	28.6		
Nov 8	124.5	96.0	28.6	8.9	11.9	4.8	126.8	9.0	3.1	1.5	97.5	29.3		
Dec 13	129.0	100.2	28.8	9.2	12.4	4.8	129.0	9.2	2.2	2.1	99.4	29.6		
1991 Jan 10	135.6	104.7	30.9	9.6	13.0	5.2	129.9	9.2	0.9	2.1	100.0	29.9		
Feb 7	136.8	105.8	31.1	9.7	13.1	5.2	131.8	9.4	1.9	1.7	101.7	30.1		
Mar 14 P	139.2	107.7	31.4	9.9	13.3	5.3	135.1	9.6	3.3	2.0	104.4	30.7		
WALES														
1987	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2		
1988**	130.0	92.9	37.1	10.3	12.5	7.2	123.9	9.8			88.6	35.4		
1989	97.0	70.9	26.2	7.4	9.2	4.8	96.1	7.3			69.9	26.1		
1990	86.3	65.7	20.6	6.7	8.6	3.8	86.2	6.6			65.6	20.6		
1990 Mar 8	86.6	65.4	21.3	6.7	8.6	4.0	83.9	6.5	-0.5	-0.6	63.1	20.8		
Apr 12	84.6	63.9	20.7	6.5	8.4	3.9	83.1	6.4	-0.8	-0.5	62.4	20.7		
May 10	81.2	61.9	19.3	6.3	8.1	3.6	83.4	6.4	0.3	-0.3	63.0	20.4		
June 14	79.1	60.7	18.4	6.1	8.0	3.4	84.3	6.5	0.9	0.1	64.0	20.3		
July 12	83.2	63.1	20.1	6.4	8.3	3.8	85.5	6.6	1.2	0.8	65.3	20.2		
Aug 9	84.6	63.7	20.9	6.5	8.4	3.9	86.6	6.7	1.1	1.1	66.2	20.4		
Sept 13	85.9	65.2	20.7	6.6	8.6	3.9	86.0	6.6	-0.6	0.6	66.2	19.8		
Oct 11	86.0	66.2	19.9	6.6	8.7	3.7	87.5	6.7	1.5	0.7	67.3	20.2		
Nov 8	89.9	69.6	20.3	6.9	9.1	3.8	90.6	7.0	3.1	1.3	69.9	20.7		
Dec 13	95.7	74.7	21.0	7.4	9.8	3.9	94.0	7.2	3.4	2.7	72.9	21.1		
1991 Jan 10	101.5	78.9	22.5	7.8	10.4	4.2	96.2	7.4	2.2	2.9	74.8	21.4		
Feb 7	104.9	81.8	23.1	8.1	10.8	4.3	100.3	7.7	4.1	3.2	78.4	21.9		
Mar 14 P	108.0	84.8	23.2	8.3	11.1	4.3	104.9	8.1	4.6	3.6	82.3	22.6		
SCOTLAND														
1987	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	94.5		
1988**	293.6	207.2	86.4	11.9	14.4	8.5	278.2	11.3			197.5	80.8		
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	65.0		
1990	202.5	148.7	53.8	8.2	10.5	5.0	202.1	8.1			148.5	53.6		
1990 Mar 8	210.1	153.8	56.3	8.5	10.9	5.3	205.0	8.3	-2.0	-2.1	149.6	55.4		
Apr 12	205.9	151.0	54.9	8.3	10.7	5.1	203.8	8.2	-1.2	-1.4	148.5	55.3		
May 10	196.5	145.2	51.3	7.9	10.3	4.8	201.4	8.1	-2.4	-1.9	147.1	54.3		
June 14	193.8	142.7	51.1	7.8	10.1	4.8	201.1	8.1	-0.3	-1.3	147.0	54.1		
July 12	201.4	145.1	56.3	8.1	10.3	5.3	201.5	8.1	0.4	-0.8	147.9	53.6		
Aug 9	200.9	144.5	56.5	8.1	10.2	5.3	200.4	8.1	-1.1	-0.3	147.6	52.8		
Sept 13	195.1	143.9	51.2	7.9	10.2	4.8	199.2	8.0	-1.2	-0.6	147.6	51.6		
Oct 11	193.0	143.5	49.4	7.8	10.1	4.6	197.9	8.0	-1.3	-1.2	146.9	51.0		
Nov 8	195.7	145.9	49.7	7.9	10.3	4.7	198.6	8.0	0.7	-0.6	147.8	50.8		
Dec 13	203.0	152.0	50.9	8.2	10.7	4.8	200.8	8.1	2.2	0.5	149.6	51.2		
1991 Jan 10	212.7	158.8	53.8	8.6	11.2	5.0	201.5	8.1	0.7	1.2	150.3	51.2		
Feb 7	213.7	159.7	54.0	8.6	11.3	5.1	204.7	8.2	3.2	2.0	153.0	51.7		
Mar 14 P	215.1	161.6	53.5	8.7	11.4	5.0	209.2	8.4	4.5	2.8	156.9	52.3		
NORTHERN IRELAND														
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.2			89.2	32.9		
1988**	115.7	84.3	31.3	16.0	19.6	10.7	113.2	15.6			82.7	30.5		
1989	105.7	77.7	28.0	14.6	18.2	9.5	105.6	14.6			77.6	27.9		
1990	97.2	73.2	24.0	13.4	17.1	8.1	97.2	13.4			73.2	24.0		
1990 Mar 8	97.6	73.9	23.7	13.5	17.3	8.0	98.5	13.6	-0.2	-0.6	73.7	24.8		
Apr 12	97.7	73.7	23.9	13.5	17.3	8.1	98.0	13.5	-0.5	-0.4	73.4	24.6		
May 10	96.1	72.9	23.2	13.3	17.1	7.8	97.7	13.5	-0.3	-0.3	73.4	24.3		
June 14	95.1	71.9	23.2	13.1	16.8	7.8	96.9	13.4	-0.8	-0.5	73.0	23.9		
July 12	99.5	73.8	25.7	13.7	17.3	8.7	96.9	13.4		-0.4	73.1	23.8		
Aug 9	98.2	72.6	25.5	13.6	17.0	8.6	95.8	13.2	-1.1	-0.6	72.4	23.4		
Sept 13	98.4	73.2	25.3	13.6	17.1	8.5	95.5	13.2	-0.3	-0.5	72.3	23.2		
Oct 11	94.8	71.5	23.3	13.1	16.7	7.9	94.4	13.2	-0.1	-0.5	72.4	23.0		
Nov 8	94.3	71.6	22.7	13.0	16.8	7.7	96.3	13.3	0.9	0.2	73.0	23.3		
Dec 13	95.6	73.2	22.4	13.2	17.1	7.6	96.9	13.4	0.6	0.5	73.5	23.4		
1991 Jan 10	98.3	75.3	23.0	13.6	17.6	7.7	97.4	13.5	0.5	0.7	73.9	23.5		
Feb 7	97.8	75.2	22.6	13.5	17.6	7.6	97.6	13.5	0.2	0.4	74.3	23.3		
Mar 14 P	98.2	75.5	22.6	13.6	17.7	7.6	98.8	13.6	1.2	0.6	75.2	23.6		

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at March 14, 1991

	Male			Female			All			Rate**		Male			Female			All			Rate**					
	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed			
ASSISTED REGIONS ‡																										
South West																										
Development Areas	7,497	2,709	10,206	16.7	11.1	13.8	10,206	16.7	11.1	13.8	10,206	16.7	11.1	13.8	10,206	16.7	11.1	13.8	10,206	16.7	11.1	13.8	10,206	16.7	11.1	13.8
Intermediate Areas	14,646	5,039	19,685	11.1	7.6	9.4	19,685	11.1	7.6	9.4	19,685	11.1	7.6	9.4	19,685	11.1	7.6	9.4	19,685	11.1	7.6	9.4	19,685	11.1	7.6	9.4
Unassisted	90,228	30,105	120,333	7.6	5.6	6.6	120,333	7.6	5.6	6.6	120,333	7.6	5.6	6.6	120,333	7.6	5.6	6.6	120,333	7.6	5.6	6.6	120,333	7.6	5.6	6.6
All	112,371	37,853	150,224	8.3	6.8	7.8	150,224	8.3	6.8	7.8	150,224	8.3	6.8	7.8	150,224	8.3	6.8	7.8	150,224	8.3	6.8	7.8	150,224	8.3	6.8	7.8
West Midlands																										
Development Areas	118,653	38,071	156,724	10.0	7.8	9.0	156,724	10.0	7.8	9.0	156,724	10.0	7.8	9.0	156,724	10.0	7.8	9.0	156,724	10.0	7.8	9.0	156,724	10.0	7.8	9.0
Intermediate Areas	31,315	10,880	42,195	6.5	4.8	5.7	42,195	6.5	4.8	5.7	42,19															

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1990	Jan	1,685.4	138.2	349.9	276.4	332.3	257.7	300.7	30.1	1,687.0
	Apr	1,624.8	131.0	334.2	268.4	323.8	252.2	286.7	28.5	1,626.3
	July	1,621.7	130.8	356.8	268.8	322.0	246.4	269.5	27.4	1,623.6
	Oct	1,668.5	144.1	352.8	279.5	335.2	255.1	272.9	29.0	1,670.6
1991	Jan	1,957.0	166.4	420.0	335.1	400.5	302.2	297.9	34.9	1,959.7
MALE										
1990	Jan	1,238.4	85.8	246.0	203.5	262.1	190.5	220.7	29.6	1,239.3
	Apr	1,197.4	81.4	236.8	199.1	255.9	186.0	210.2	28.0	1,198.2
	July	1,191.1	81.0	247.6	200.9	254.9	181.9	198.0	26.9	1,192.1
	Oct	1,243.4	89.3	251.6	211.7	268.8	191.1	202.3	28.6	1,244.4
1991	Jan	1,479.4	106.0	304.4	257.2	324.4	229.2	223.8	34.5	1,480.8
FEMALE										
1990	Jan	447.0	52.4	103.8	72.9	70.2	67.2	80.0	0.5	447.7
	Apr	427.5	49.5	97.5	69.3	67.9	66.2	76.5	0.6	428.1
	July	430.6	49.8	109.3	68.0	67.1	64.5	71.5	0.5	431.5
	Oct	425.2	54.8	101.2	67.8	66.4	64.0	70.6	0.4	426.2
1991	Jan	477.7	60.4	115.6	77.9	76.1	73.0	74.1	0.5	479.0

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1990	Jan	213.8	624.5	271.1	210.7	90.9	276.0	1,687.0	577.6
	Apr	216.0	586.9	283.7	200.5	86.0	253.2	1,626.3	539.7
	July	260.7	565.5	283.7	197.8	80.9	234.9	1,623.6	513.6
	Oct	256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7
1991	Jan	266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
Proportion of number unemployed									
1990	Jan	12.7	37.0	16.1	12.5	5.4	16.4	100.0	34.2
	Apr	13.3	36.1	17.4	12.3	5.3	15.6	100.0	33.2
	July	16.1	34.8	17.5	12.2	5.0	14.5	100.0	31.6
	Oct	15.4	36.9	17.3	12.1	4.8	13.5	100.0	30.4
1991	Jan	13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
MALE									
1990	Jan	143.9	449.2	192.9	160.4	70.4	222.6	1,239.3	453.3
	Apr	148.3	420.9	203.5	154.5	67.1	203.9	1,198.2	425.5
	July	171.1	406.2	207.9	153.6	63.3	189.9	1,192.1	406.8
	Oct	181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3
1991	Jan	186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
Proportion of number unemployed									
1990	Jan	11.6	36.2	15.6	12.9	5.7	18.0	100.0	36.6
	Apr	12.4	35.1	17.0	12.9	5.6	17.0	100.0	35.5
	July	14.4	34.1	17.4	12.9	5.3	15.9	100.0	34.1
	Oct	14.6	35.6	17.3	12.8	5.1	14.6	100.0	32.5
1991	Jan	12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
FEMALE									
1990	Jan	70.0	175.3	78.2	50.3	20.5	53.4	447.7	124.3
	Apr	67.7	166.0	80.2	46.0	18.9	49.3	428.1	114.2
	July	89.6	159.3	75.8	44.2	17.6	45.0	431.5	106.8
	Oct	75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5
1991	Jan	80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
Proportion of number unemployed									
1990	Jan	15.6	39.2	17.5	11.2	4.6	11.9	100.0	27.8
	Apr	15.8	38.8	18.7	10.7	4.4	11.5	100.0	26.7
	July	20.8	36.9	17.6	10.2	4.1	10.4	100.0	24.8
	Oct	17.6	40.8	17.3	10.3	4.0	10.1	100.0	24.3
1991	Jan	16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at March 14, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Bedfordshire	12,231	3,745	15,976	6.9	6.0	Isle of Wight	4,047	1,501	5,548	12.0	9.6
Luton	5,426	1,553	6,979			Medina	2,248	743	2,991		
Mid Bedfordshire	1,559	590	2,149			South Wight	1,799	758	2,557		
North Bedfordshire	3,145	916	4,061			Kent	35,657	10,855	46,512	8.2	6.8
South Bedfordshire	2,101	686	2,787			Ashford	2,027	687	2,714		
Berkshire	12,258	3,968	16,226	4.6	4.0	Canterbury	2,865	828	3,693		
Bracknell	1,583	562	2,145			Dartford	1,649	472	2,121		
Newbury	1,843	535	2,378			Dover	2,416	718	3,134		
Reading	3,147	767	3,914			Gillingham	2,505	785	3,290		
Slough	2,564	979	3,543			Gravesham	2,734	883	3,617		
Windsor and Maidenhead	1,643	617	2,260			Maidstone	2,402	788	3,190		
Wokingham	1,478	508	1,986			Rochester-upon-Medway	4,426	1,353	5,779		
Buckinghamshire	10,994	3,530	14,524	5.6	4.7	Sevenoaks	1,620	566	2,186		
Aylesbury Vale	2,469	885	3,354			Shepway	2,509	648	3,157		
Chiltern	1,017	331	1,348			Swale	3,270	1,028	4,298		
Milton Keynes	4,226	1,257	5,483			Thanet	4,197	1,168	5,365		
South Buckinghamshire	654	254	908			Tonbridge and Malling	1,600	547	2,147		
Wycombe	2,568	803	3,371			Tunbridge Wells	1,437	384	1,821		
East Sussex	17,513	5,282	22,795	9.0	7.2	Oxfordshire	9,298	2,826	12,124	4.9	4.2
Brighton	5,691	1,715	7,406			Cherwell	1,984	719	2,703		
Eastbourne	2,036	598	2,634			Oxford	2,756	695	3,451		
Hastings	2,749	725	3,474			South Oxfordshire	1,892	511	2,403		
Hove	2,617	886	3,503			Vale of White Horse	1,461	452	1,913		
Lewes	1,580	477	2,057			West Oxfordshire	1,205	449	1,654		
Rother	1,338	429	1,767			Surrey	11,872	3,841	15,713		
Wealden	1,502	452	1,954			Elmbridge	1,313	481	1,794		
Essex	34,391	11,306	45,697	8.5	7.0	Epsom and Ewell	750	225	975		
Basildon	4,380	1,375	5,755			Guildford	1,557	446	2,003		
Braintree	2,472	842	3,314			Mole Valley	785	234	1,019		
Brentwood	1,035	355	1,390			Reigate and Banstead	1,514	500	2,014		
Castle Point	1,851	614	2,465			Runnymede	870	289	1,159		
Chelmsford	2,588	985	3,573			Spelthorne	1,158	426	1,584		
Colchester	3,126	1,141	4,267			Surrey Heath	846	269	1,115		
Epping Forest	2,099	814	2,913			Tandridge	835	276	1,111		
Harlow	2,244	838	3,082			Waverley	1,268	409	1,677		
Maldon	1,093	336	1,429			Woking	976	286	1,262		
Rochford	1,313	437	1,750			West Sussex	11,093	3,516	14,609	5.0	4.1
Southend-on-Sea	4,564	1,229	5,793			Adur	1,065	286	1,351		
Tendring	3,223	967	4,190			Arun	2,309	616	2,925		
Thurrock	3,543	1,031	4,574			Chichester	1,397	400	1,797		
Uttlesford	860	342	1,202			Crawley	1,535	710	2,245		
Greater London	217,895	78,485	296,380	7.6	6.8	Horsham	1,492	504	1,996		
Barking and Dagenham	4,364	1,250	5,614			Mid Sussex	1,525	564	2,089		
Barnet	5,898	2,574	8,472			Worthing	1,770	436	2,206		
Bexley	4,666	1,746	6,412			EAST ANGLIA					
Brent	9,145	3,543	12,688			Cambridgeshire	12,999	4,357	17,356	6.4	5.4
Bromley	5,315	2,110	7,425			Cambridge	2,155	661	2,816		
Camden	6,692	2,610	9,302			East Cambridgeshire	833	329	1,162		
City of London	70	20	90			Fenland	1,888	671	2,559		
City of Westminster	4,967	2,157	7,124			Huntingdon	2,182	855	3,037		
Croydon	7,398	2,567	9,965			Peterborough	4,671	1,392	6,063		
Ealing	7,760	2,992	10,752			South Cambridgeshire	1,270	449	1,719		
Enfield	7,019	2,500	9,519			Norfolk	17,296	5,783	23,079	8.2	6.6
Greenwich	8,399	2,627	11,026			Breckland	2,073	807	2,880		
Hackney	11,786	3,330	15,116			Broadland	1,345	510	1,855		
Hammersmith and Fulham	6,379	2,419	8,798			Great Yarmouth	3,190	1,138	4,328		
Haringey	10,971	4,007	14,978			North Norfolk	1,745	570	2,315		
Harrow	3,120	1,312	4,432			Norwich	4,483	1,188	5,671		
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2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at March 14, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		per cent employees and unemployed	per cent workforce
Dorset	15,455	4,706	20,161	8.5	7.0							
Bournemouth	5,299	1,515	6,814									
Christchurch	703	207	910									
East Dorset	1,169	405	1,574									
North Dorset	721	274	995									
Poole	3,609	962	4,571									
Purbeck	841	268	1,109									
West Dorset	1,302	493	1,795									
Weymouth and Portland	1,811	582	2,393									
Gloucestershire	10,512	3,289	13,801	6.1	5.2							
Cheltenham	2,202	605	2,807									
Cotswold	970	326	1,296									
Forest of Dean	1,495	499	1,994									
Gloucester	2,684	689	3,373									
Stroud	1,913	739	2,652									
Tewkesbury	1,248	431	1,679									
Somerset	9,758	3,427	13,185	7.7	6.3							
Mendip	1,934	681	2,615									
Sedgemoor	2,492	853	3,345									
Taunton Deane	2,039	663	2,702									
West Somerset	697	228	925									
Yeovil	2,596	1,002	3,598									
Wiltshire	10,699	3,922	14,621	6.4	5.5							
Kennet	971	420	1,391									
North Wiltshire	1,652	704	2,356									
Salisbury	1,820	641	2,461									
Thamesdown	4,311	1,348	5,659									
West Wiltshire	1,945	809	2,754									
WEST MIDLANDS												
Hereford and Worcester	13,641	4,630	18,271	7.4	6.0							
Bromsgrove	1,629	575	2,204									
Hereford	1,268	450	1,718									
Leominster	655	219	874									
Malvern Hills	1,445	448	1,893									
Redditch	1,756	638	2,394									
South Herefordshire	798	277	1,075									
Worcester	2,212	589	2,801									
Wychavon	1,546	567	2,113									
Wyre Forest	2,332	867	3,199									
Shropshire	8,200	2,988	11,188	7.8	6.3							
Bridgnorth	799	360	1,159									
North Shropshire	709	310	1,019									
Oswestry	640	256	896									
Shrewsbury and Atcham	1,596	599	2,195									
South Shropshire	654	201	855									
The Wrekin	3,802	1,262	5,064									
Staffordshire	23,047	8,111	31,158	7.8	6.7							
Cannock Chase	2,331	811	3,142									
East Staffordshire	2,271	863	3,134									
Lichfield	1,701	664	2,365									
Newcastle-under-Lyme	2,524	909	3,433									
South Staffordshire	2,069	821	2,890									
Stafford	1,981	643	2,624									
Staffordshire Moorlands	1,462	584	2,046									
Stoke-on-Trent	6,622	2,030	8,652									
Tamworth	2,086	786	2,872									
Warwickshire	9,102	3,507	12,609	6.4	5.5							
North Warwickshire	1,190	437	1,627									
Nuneaton and Bedworth	2,898	1,033	3,931									
Rugby	1,576	675	2,251									
Stratford-on-Avon	1,342	547	1,889									
Warwick	2,096	815	2,911									
West Midlands	95,978	29,715	125,693	10.2	9.1							
Birmingham	42,124	12,312	54,436									
Coventry	10,834	3,517	14,351									
Dudley	8,385	2,763	11,148									
Sandwell	11,208	3,616	14,824									
Solihull	4,456	1,766	6,222									
Walsall	8,843	2,662	11,505									
Wolverhampton	10,128	3,079	13,207									
EAST MIDLANDS												
Derbyshire	23,124	7,945	31,069	8.2	7.0							
Amber Valley	2,262	890	3,152									
Boiscover	2,069	661	2,730									
Chesterfield	3,214	1,081	4,295									
Derby	6,902	2,086	8,988									
Derbyshire Dales	938	366	1,304									
Erewash	2,490	877	3,367									
High Peak	1,599	676	2,275									
North East Derbyshire	2,484	861	3,345									
South Derbyshire	1,166	447	1,613									
Leicestershire	19,191	6,486	25,677	6.5	5.7							
Blaby	1,079	474	1,553									
Charnwood	2,185	848	3,033									
Harborough	798	281	1,079									
Hinckley and Bosworth	1,335	536	1,871									
Leicester	10,632	3,232	13,864									
Melton	597	217	814									
North West Leicestershire	1,462	478	1,940									
Oadby and Wigston	715	262	977									
Rutland	388	158	546									
Lincolnshire	14,772	5,128	19,900	9.4	7.6							
Boston	1,572	497	2,069									
East Lindsey	3,638	1,336	4,974									
Lincoln	3,592	1,063	4,655									
North Kesteven	1,352	528	1,880									
South Holland	1,136	389	1,525									
South Kesteven	1,867	664	2,531									
West Lindsey	1,615	651	2,266									
Northamptonshire	11,921	4,223	16,144	6.5	5.7							
Corby	1,841	696	2,537									
Daventry	838	381	1,219									
East Northamptonshire	1,031	378	1,409									
Kettering	1,683	536	2,219									
Northampton	4,311	1,389	5,700									
South Northamptonshire	828	314	1,142									
Wellingborough	1,389	529	1,918									
Nottinghamshire	31,432	9,264	40,696	9.2	8.1							
Ashfield	3,268	853	4,121									
Bassetlaw	2,914	1,038	3,952									
Broxtowe	2,168	731	2,899									
Gedling	2,361	847	3,208									
Mansfield	3,327	980	4,307									
Newark	2,460	732	3,192									
Nottingham	13,169	3,466	16,635									
Rushcliffe	1,765	617	2,382									
YORKSHIRE AND HUMBERSIDE												
Humberside	28,952	8,506	37,458	11.0	9.4							
Beverley	1,686	701	2,387									
Boothferry	1,554	476	2,030									
Cleethorpes	2,090	633	2,723									
East Yorkshire	1,844	643	2,487									
Glanford	1,337	520	1,857									
Great Grimsby	4,026	1,016	5,042									
Holderness	1,079	454	1,533									
Kingston-upon-Hull	13,071	3,495	16,566									
Scunthorpe	2,265	568	2,833									
North Yorkshire	11,730	4,668	16,398	6.2	5.0							
Craven	625	282	907									
Hambleton	990	441	1,431</									

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at March 14 1991

	Male	Female	All		Male	Female	All
SOUTH EAST				Newham North West	3,314	1,074	4,388
Bedfordshire				Newham South	3,517	969	4,486
Luton South	3,490	995	4,485	Norwood	4,343	1,609	5,952
Mid Bedfordshire	1,707	637	2,344	Old Bexley and Sidcup	941	382	1,323
North Bedfordshire	2,582	726	3,308	Orpington	1,221	434	1,655
North Luton	2,422	724	3,146	Packham	4,551	1,510	6,061
South West Bedfordshire	2,030	663	2,693	Putney	1,950	769	2,719
Berkshire				Ravensbourne	1,027	465	1,492
East Berkshire	1,894	678	2,572	Richmond-upon-Thames and Barnes	1,249	627	1,876
Newbury	1,515	446	1,961	Romford	1,495	434	1,929
Reading East	2,062	529	2,591	Ruislip-Northwood	901	337	1,238
Reading West	1,639	406	2,045	Southwark and Bermondsey	4,542	1,275	5,817
Slough	2,564	979	3,543	Streatham	3,547	1,390	4,937
Windsor and Maidenhead	1,332	501	1,833	Surbiton	849	323	1,172
Wokingham	1,252	429	1,681	Sutton and Cheam	1,238	425	1,663
Buckinghamshire				Tooting	3,146	1,277	4,423
Aylesbury	1,903	684	2,587	Tottenham	6,558	2,120	8,678
Beaconsfield	936	372	1,308	Twickenham	1,253	495	1,748
Buckingham	1,467	490	1,957	Upminster	1,537	494	2,031
Chesham and Amersham	1,017	326	1,343	Uxbridge	1,587	510	2,097
Milton Keynes	3,724	1,106	4,830	Vauxhall	5,551	1,848	7,399
Wycombe	1,947	562	2,509	Walthamstow	2,644	931	3,575
East Sussex				Wanstead and Woodford	1,196	526	1,722
Bexhill and Battle	1,190	360	1,550	Westminster North	3,156	1,408	4,564
Brighton Kemptown	2,980	788	3,768	Wimbledon	1,463	599	2,062
Brighton Pavilion	2,711	927	3,638	Woolwich	3,672	1,137	4,809
Eastbourne	2,197	646	2,843	Hampshire			
Hastings and Rye	3,046	832	3,878	Aldershot	1,786	695	2,481
Hove	2,617	886	3,503	Basinstoke	2,095	624	2,719
Lewes	1,624	497	2,121	East Hampshire	1,394	478	1,872
Wealden	1,148	346	1,494	Eastleigh	2,397	672	3,069
Essex				Fareham	1,695	566	2,261
Basildon	3,219	979	4,198	Gosport	1,931	765	2,696
Billerica	1,826	633	2,459	Havant	3,031	761	3,792
Braintree	2,147	754	2,901	New Forest	1,447	380	1,827
Brentwood and Ongar	1,302	425	1,727	North West Hampshire	1,345	404	1,749
Castle Point	1,851	614	2,465	Portsmouth North	2,635	703	3,338
Chelmsford	1,992	752	2,744	Portsmouth South	3,974	1,190	5,164
Chipping Forest	1,587	651	2,238	Romsey and Waterside	1,974	598	2,572
Harlow	2,489	931	3,420	Southampton Itchen	3,571	859	4,430
Harwich	2,787	796	3,583	Southampton Test	3,219	798	4,017
North Colchester	2,193	798	2,991	Winchester	1,309	381	1,690
Rochford	1,628	553	2,181	Hertfordshire			
Saffron Walden	1,466	547	2,013	Broxbourne	1,959	843	2,802
South Colchester and Maldon	2,462	850	3,312	Hertford and Stortford	1,485	577	2,062
Southend East	2,594	667	3,261	Hertsmere	1,568	574	2,142
Southend West	1,970	562	2,532	North Hertfordshire	2,091	684	2,775
Thurrock	2,878	794	3,672	North West Hertfordshire	1,284	365	1,649
Greater London				St Albans	1,303	447	1,750
Barking	2,244	604	2,848	Stevenage	2,367	739	3,106
Battersea	3,489	1,285	4,774	Watford	1,840	548	2,388
Beckenham	1,888	726	2,614	Welwyn Hatfield	1,747	600	2,347
Bethnal Green and Stepney	4,872	1,147	6,019	West Hertfordshire	1,847	544	2,391
Bexleyheath	1,402	549	1,951	Isle of Wight			
Bow and Poplar	4,777	1,345	6,122	Isle of Wight	4,047	1,501	5,548
Brent East	3,531	1,318	4,849	Kent			
Brent North	1,839	834	2,673	Ashford	2,027	687	2,714
Brent South	3,775	1,391	5,166	Canterbury	2,114	638	2,752
Brentford and Isleworth	2,029	860	2,889	Dartford	1,959	591	2,550
Carshalton and Wallington	1,733	536	2,269	Dover	2,249	657	2,906
Chelsea	1,345	714	2,059	Faversham	3,139	989	4,128
Chingford	1,507	614	2,121	Folkestone and Hythe	2,509	648	3,157
Chipping Barnet	1,256	560	1,816	Gillingham	2,551	796	3,347
Chislehurst	1,179	485	1,664	Gravesham	2,734	883	3,617
City of London				Maidstone	1,867	598	2,465
and Westminster South	1,881	769	2,650	Medway	2,533	798	3,331
Croydon Central	1,863	539	2,402	Mid Kent	2,428	745	3,173
Croydon North East	2,149	806	2,955	North Thanet	2,914	812	3,726
Croydon North West	2,350	849	3,199	Sevenoaks	1,310	447	1,757
Croydon South	1,036	373	1,409	South Thanet	2,286	635	2,921
Dagenham	2,120	646	2,766	Tonbridge and Malling	1,600	547	2,147
Dulwich	2,713	964	3,677	Tunbridge Wells	1,437	384	1,821
Ealing North	2,341	809	3,150	Oxfordshire			
Ealing Acton	2,467	978	3,445	Banbury	1,818	695	2,513
Ealing Southall	2,952	1,205	4,157	Henley	1,004	307	1,311
Edmonton	2,714	914	3,628	Oxford East	2,397	550	2,947
Eltham	2,110	644	2,754	Oxford West and Abingdon	1,469	432	1,901
Enfield North	2,545	885	3,430	Wantage	1,239	369	1,608
Enfield Southgate	1,760	701	2,461	Witney	1,371	473	1,844
Erith and Crayford	2,323	815	3,138	Surrey			
Feltham and Heston	2,495	1,096	3,591	Chertsey and Walton	1,160	407	1,567
Finchley	1,636	761	2,397	East Surrey	835	276	1,111
Fulham	2,643	1,144	3,787	Epsom and Ewell	1,035	295	1,330
Greenwich	2,617	846	3,463	Esher	793	255	1,048
Hackney North and Stoke Newington	5,637	1,934	7,571	Guildford	1,250	369	1,619
Hackney South and Shoreditch	6,149	1,996	8,145	Mole Valley	842	247	1,089
Hammersmith	3,736	1,275	5,011	North West Surrey	1,217	410	1,627
Hampstead and Highgate	2,704	1,213	3,917	Reigate	1,229	430	1,659
Harrow East	1,857	765	2,622	South West Surrey	1,083	355	1,438
Harrow West	1,263	547	1,810	Spelthorne	1,158	426	1,584
Hayes and Harlington	1,548	561	2,109	Woking	1,270	371	1,641
Hendon North	1,589	653	2,242	West Sussex			
Hendon South	1,417	600	2,017	Arundel	1,984	508	2,492
Holborn and St Pancras	3,988	1,397	5,385	Chichester	1,397	400	1,797
Hornchurch	1,471	499	1,970	Crawley	1,788	853	2,641
Hornsey and Wood Green	4,413	1,887	6,300	Horsham	1,492	504	1,996
Ilford North	1,505	606	2,111	Mid Sussex	1,492	421	1,913
Ilford South	2,309	772	3,081	Shoreham	1,272	421	1,693
Islington North	4,733	1,821	6,554	Worthing	1,390	394	1,784
Islington South and Finsbury	4,008	1,556	5,564	EAST ANGLIA			
Kensington	2,289	1,021	3,310	Cambridgeshire			
Kingston-upon-Thames	1,211	449	1,660	Cambridge	1,964	604	2,568
Lewisham East	2,701	932	3,633	Huntingdon	1,818	709	2,527
Lewisham West	3,285	1,213	4,498	North East Cambridgeshire	2,298	825	3,123
Lewisham Deptford	4,410	1,576	5,986	Peterborough	4,204	1,190	5,394
Leyton	3,580	1,240	4,820	West Midlands			
Mitcham and Morden	2,301	737	3,038	Warwickshire			
Newham North East	3,762	1,155	4,917	North Warwickshire	2,056	772	2,828
				Nuneaton	2,133	747	2,880
				Rugby and Kenilworth	1,710	740	2,450
				Stratford-on-Avon	1,342	547	1,889
				Warwick and Leamington	1,861	701	2,562
				West Midlands			
				Aldridge-Brownhills	1,953	738	2,691
				Birmingham Edgbaston	2,508	832	3,340
				Birmingham Erdington	3,868	1,166	5,034
				Birmingham Hall Green	2,701	858	3,559
				Birmingham Hodge Hill	3,627	1,047	4,674
				Birmingham Ladywood	5,013	1,414	6,427
				Birmingham Northfield	3,811	1,097	4,908
				Birmingham Perry Barr	3,957	1,202	5,159
				Birmingham Small Heath	5,380	1,334	6,714
				Birmingham Sparkbrook	4,628	1,061	5,689
				Birmingham Yardley	2,247	755	3,002
				Birmingham Selly Oak	3,061	987	4,048
				Coventry North East	3,905	1,221	5,126
				Coventry North West	2,126	777	2,903
				Coventry South East	2,928	857	3,785
				Coventry South West	1,875	662	2,537
				Coventry South West	3,632	1,070	4,702
				Dudley East	2,707	968	3,675
				Dudley West	2,046	725	2,771
				Halesowen and Stourbridge	3,076	1,094	4,170
				Meriden	1,380	672	2,052
				Solihull	1,323	559	1,882
				Sutton Coldfield	3,554	968	4,522
				Walsall North	3,336	956	4,292
				Walsall South	2,652	931	3,583
				Warley East	2,495	833	3,328
				Warley West	2,772	907	3,679
				West Bromwich East	3,283	945	4,228
				West Bromwich West	4,076	1,104	5,180
				Wolverhampton North East	3,233	962	4,195
				Wolverhampton South East	2,819	1,013	3,832
				Wolverhampton South West			
				EAST MIDLANDS			
				Derbyshire			
				Amber Valley	1,934	755	2,689
				Bolsover	2,448	797	3,245
				Chesterfield	2,865	950	3,815
				Derby North	2,539	779	3,318
				Derby South	3,754	1,09	

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at March 14 1991

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	3,888	1,287	5,175
Barnsley Central	2,963	746	3,709	Liverpool Riverside	5,850	1,598	7,448
Barnsley East	2,669	680	3,349	Liverpool Walton	5,769	1,652	7,421
Barnsley West and Penistone	2,352	791	3,143	Liverpool West Derby	4,992	1,304	6,296
Don Valley	3,221	991	4,212	Southport	2,160	772	2,932
Doncaster Central	3,830	1,148	4,978	St Helens North	2,928	924	3,852
Doncaster North	4,116	1,063	5,179	St Helens South	3,445	1,077	4,522
Rother Valley	2,705	952	3,657	Wallasey	3,823	1,224	5,047
Rotherham	3,471	972	4,443	Wirral South	1,724	650	2,374
Sheffield Central	5,052	1,380	6,432	Wirral West	1,930	732	2,662
Sheffield Attercliffe	2,908	814	3,722				
Sheffield Brightside	4,143	957	5,100	NORTH			
Sheffield Hallam	1,877	699	2,576	Cleveland			
Sheffield Heeley	3,772	1,031	4,803	Hartlepool	4,204	990	5,194
Sheffield Hillsborough	2,504	905	3,409	Langbaugh	3,469	1,025	4,494
Wentworth	3,077	890	3,967	Middlesbrough	5,143	1,247	6,390
				Redcar	4,051	989	5,040
West Yorkshire				Stockton North	4,127	1,121	5,248
Batley and Spennings	2,569	746	3,315	Stockton South	3,495	1,084	4,579
Bradford North	4,194	1,048	5,242				
Bradford South	3,147	884	4,031	Cumbria			
Bradford West	4,704	1,126	5,830	Barrow and Furness	1,975	799	2,774
Caldar Valley	2,141	806	2,947	Carlisle	1,959	643	2,602
Colne Valley	1,891	731	2,622	Copeland	2,005	709	2,714
Dewsbury	2,486	773	3,259	Penrith and the Border	1,216	617	1,833
Elmet	1,541	498	2,039	Westmorland	741	306	1,047
Halifax	3,256	1,044	4,300	Workington	2,022	833	2,855
Hemsworth	2,609	759	3,368				
Huddersfield	2,893	900	3,793	Durham			
Keighley	1,955	651	2,606	Bishop Auckland	2,733	785	3,518
Leeds Central	4,538	1,100	5,638	Gateshead East	2,194	725	2,919
Leeds East	3,851	929	4,780	Darlington	2,906	928	3,834
Leeds North East	2,236	729	2,965	Easington	2,660	644	3,304
Leeds North West	1,731	599	2,330	North Durham	2,874	872	3,746
Leeds West	2,976	856	3,832	North West Durham	2,657	727	3,384
Morley and Leeds South	2,263	674	2,937	Sedgefield	1,957	617	2,574
Normanton	1,820	640	2,460				
Pontefract and Castleford	2,865	763	3,628	Northumberland			
Pudsey	1,468	507	1,975	Berwick-upon-Tweed	1,729	635	2,364
Shipley	1,590	511	2,101	Blyth Valley	2,566	787	3,353
Wakefield	2,724	841	3,565	Hexham	1,058	449	1,507
				Wansbeck	2,620	792	3,412
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,340	658	2,998	Blaydon	2,474	708	3,182
Congleton	1,332	623	1,955	Gateshead East	3,121	930	4,051
Crewe and Nantwich	2,038	772	2,810	Houghton and Washington	3,609	1,103	4,712
Eddisbury	1,855	677	2,532	Jarrow	3,589	975	4,564
Ellesmere Port and Neston	2,419	771	3,190	Newcastle upon Tyne Central	2,922	953	3,875
Halton	3,758	1,084	4,842	Newcastle upon Tyne East	3,653	974	4,627
Macclesfield	1,285	499	1,784	Newcastle upon Tyne North	3,098	830	3,928
Tatton	1,378	475	1,853	South Shields	3,758	1,087	4,845
Warrington North	2,918	827	3,745	Sunderland North	5,225	1,267	6,492
Warrington South	2,452	735	3,187	Sunderland South	4,074	1,149	5,223
				Tyne Bridge	5,191	1,222	6,413
Greater Manchester				Tynemouth	2,926	886	3,812
Altrincham and Sale	1,465	532	1,997	Wallsend	3,722	1,022	4,744
Ashton-under-Lyne	2,414	748	3,162				
Bolton North East	2,543	684	3,227	WALES			
Bolton South East	3,150	908	4,058	Clwyd			
Bolton West	2,317	779	3,096	Alyn and Deeside	1,608	510	2,118
Bury North	1,846	537	2,383	Clwyd North West	2,426	797	3,223
Bury South	1,996	778	2,774	Clwyd South West	1,500	491	1,991
Cheadle	1,049	469	1,518	Delyn	1,598	537	2,135
Davyhulme	2,157	648	2,805	Wrexham	2,244	653	2,897
Denton and Reddish	2,969	946	3,915				
Eccles	2,799	730	3,529	Dyfed			
Hazel Grove	1,348	464	1,812	Carmarthen	1,828	581	2,409
Heywood and Middleton	2,978	990	3,968	Ceredigion and Pembroke North	1,678	591	2,269
Leigh	2,663	861	3,524	Llanelli	2,245	650	2,895
Littleborough and Saddleworth	1,749	759	2,508	Pembroke	3,325	1,038	4,363
Makerfield	2,270	1,003	3,273				
Manchester Central	6,561	1,429	7,990	Gwent			
Manchester Blackley	3,620	940	4,560	Blaenau Gwent	2,538	538	3,076
Manchester Gorton	3,723	1,022	4,745	Islwyn	1,687	417	2,104
Manchester Withington	3,492	1,120	4,612	Monmouth	1,400	489	1,889
Manchester Wythenshawe	3,685	834	4,519	Newport East	2,500	649	3,149
Oldham Central and Royton	3,184	982	4,166	Newport West	2,659	717	3,376
Oldham West	2,341	832	3,173	Torfaen	2,755	741	3,496
Rochdale	3,392	1,005	4,397				
Salford East	4,219	946	5,165	Gwynedd			
Stalybridge and Hyde	2,807	897	3,704	Caernarfon	1,981	617	2,598
Stockport	1,883	595	2,478	Conwy	1,921	683	2,604
Stretford	4,430	1,312	5,742	Meirionnydd Nant Conwy	1,025	448	1,473
Wigan	3,231	1,136	4,367	Ynys Mon	2,261	909	3,170
Worsley	2,750	864	3,614				
				Mid Glamorgan			
Lancashire				Bridgend	2,103	729	2,832
Blackburn	3,735	884	4,619	Caerphilly	3,109	680	3,789
Blackpool North	2,716	733	3,449	Cynon Valley	2,586	590	3,176
Blackpool South	2,655	809	3,464	Merthyr Tydfil and Rhymney	3,136	716	3,852
Burnley	2,540	801	3,341	Ogmore	2,424	547	2,971
Chorley	1,896	809	2,705	Pontypridd	2,344	565	2,909
Fylde	1,016	323	1,339	Rhondda	3,075	687	3,762
Hyndburn	1,727	536	2,263				
Lancaster	1,465	477	1,942	Powys			
Morecambe and Lunesdale	1,891	674	2,565	Brecon and Radnor	1,120	364	1,484
Pendle	1,853	614	2,467	Montgomery	961	335	1,296
Preston	3,864	878	4,742				
Ribble Valley	756	335	1,091	South Glamorgan			
Rossendale and Darwen	2,186	727	2,913	Cardiff Central	3,164	885	4,049
South Ribble	1,740	606	2,346	Cardiff North	1,406	385	1,791
West Lancashire	2,891	959	3,850	Cardiff South and Penarth	3,039	611	3,650
Wyre	1,694	484	2,178	Cardiff West	3,388	740	4,128
				Vale of Glamorgan	2,608	676	3,284
Merseyside							
Birkenhead	5,547	1,392	6,939	West Glamorgan			
Bootle	5,830	1,356	7,186	Aberavon	1,847	375	2,222
Crosby	2,421	921	3,342	Gower	1,623	463	2,086
Knowsley North	4,889	1,210	6,099	Neath	1,918	482	2,400
Knowsley South	4,737	1,322	6,059	Swansea East	2,882	601	3,483
Liverpool Broadgreen	4,523	1,387	5,910	Swansea West	2,901	749	3,650
Liverpool Garston	3,997	1,080	5,077				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at March 14 1991

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,607	916	3,523
Borders Region				East Kilbride	2,033	891	2,924
Roxburgh and Berwickshire	966	338	1,304	Eastwood	1,496	586	2,082
Tweeddale, Ettrick and Lauderdale	922	348	1,270	Glasgow Cathcart	2,013	550	2,563
				Glasgow Central	3,850	1,035	4,885
Central Region				Glasgow Garscadden	3,094	718	3,812
Clackmannan	2,117	727	2,844	Glasgow Govan	3,182	813	3,995
Falkirk East	2,437	822	3,259	Glasgow Hillhead	2,483	1,041	3,524
Falkirk West	2,098	763	2,861	Glasgow Maryhill	4,134	1,187	5,321
Stirling	1,729	610	2,339	Glasgow Pollock	3,540	897	4,437
				Glasgow Provan	4,175	989	5,164
Dumfries and Galloway Region				Glasgow Rutherglen	3,298	873	4,171
Dumfries	1,713	758	2,471	Glasgow Shettleston	3,654	953	4,607
Galloway and Upper Nithsdale	1,689	785	2,474	Glasgow Springburn	4,315	1,197	5,512
				Greenock and Port Glasgow	3,948	967	4,915
Fife Region				Hamilton	3,048	865	3,913
Central Fife	2,531	918	3,449	Kilmarnock and Loudoun	2,854	964	3,818
Dunfermline East	2,198	725	2,923	Monklands East	2,697	793	3,490
Dunfermline West	1,776	581	2,357	Monklands West	2,112	636	2,748
Kirkcaldy	2,298	769	3,067	Motherwell North	2,935	832	3,767
North East Fife	1,043	497	1,540	Motherwell South	2,587	749	3,336
				Paisley North	2,504	760	3,264
Grampian Region				Paisley South	2,338	684	3,022
Aberdeen North	1,896	567	2,463	Renfrew West and Inverclyde	1,440	565	2,005
Aberdeen South	1,369	502	1,871	Strathkelvin and Bearsden	1,514	551	2,065
Banff and Buchan	1,397	554	1,951				
Gordon	432	250	682	Tayside Region			
Kincardine and Deeside	631	356	987	Angus East	1,907	859	2,766
Moray	1,403	869	2,272	Dundee East	3,518	1,119	4,637
				Dundee West	3,041	1,069	4,110
Highlands Region				North Tayside	1,111	588	1,699
Caitness and Sutherland	1,318	560	1,878	Perth and Kinross	1,708	641	2,349
Inverness, Nairn and Lochaber	2,522	1,093					

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1990 Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022
June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
Oct 11	2,107	1,508	108	308	680	371	636	991	293	444	899	6,827	—	6,827
Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329

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

UNEMPLOYMENT Rates by age 2.15

PER CENT

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1988 Jan	16.2	14.0	11.0	7.9	6.4	11.0	4.1	9.6
Apr	14.3	12.7	10.3	7.4	6.1	10.6	3.8	9.0
July	13.0	12.3	9.4	6.7	5.5	9.8	3.4	8.2
Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan	12.0	11.0	8.5	6.2	5.0	9.2	2.9	7.3
Apr	10.5	9.9	7.8	5.7	4.6	8.4	2.5	6.6
July	9.8	9.9	7.4	5.3	4.3	7.6	2.2	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.1	5.7
1990 Jan	9.8	9.0	7.3	5.2	4.1	6.9	2.1	5.9
Apr	9.3	8.6	7.1	5.0	4.1	6.6	1.9	5.7
July	9.3	9.2	7.1	5.0	4.0	6.2	1.9	5.7
Oct	10.3	9.1	7.4	5.2	4.1	6.3	2.0	5.9
1991 Jan	11.9	10.8	8.9	6.2	4.9	6.8	2.4	6.9
MALE								
1988 Jan	17.8	16.1	12.3	10.0	8.3	13.9	5.9	11.6
Apr	15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
July	14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan	13.8	13.2	9.9	8.0	6.5	11.8	4.3	9.0
Apr	12.2	12.1	9.3	7.4	6.0	10.8	3.7	8.3
July	11.3	11.8	8.8	6.9	5.6	9.7	3.3	7.7
Oct	10.9	10.6	8.4	6.6	5.3	9.0	3.0	7.2
1990 Jan	11.6	11.3	9.1	7.0	5.6	8.8	3.0	7.6
Apr	11.0	10.9	8.9	6.9	5.4	8.4	2.9	7.4
July	10.9	11.4	9.0	6.8	5.3	7.9	2.7	7.3
Oct	12.0	11.6	9.5	7.2	5.6	8.1	2.9	7.6
1991 Jan	14.3	14.0	11.5	8.7	6.7	8.9	3.5	9.1
FEMALE								
1988 Jan	14.4	11.3	9.1	4.8	4.0	7.0	0.2	7.0
Apr	12.6	10.2	8.5	4.6	3.8	6.8	0.3	6.5
July	11.5	10.2	7.8	4.2	3.6	6.4	0.2	6.1
Oct	11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.3
1989 Jan	10.0	8.2	6.5	3.6	3.1	5.8	0.2	4.9
Apr	8.5	7.1	5.7	3.2	2.9	5.3	0.2	4.4
July	8.1	7.5	5.3	2.7	2.7	4.8	0.2	4.2
Oct	7.9	6.1	4.8	2.7	2.4	4.5	0.1	3.7
1990 Jan	7.9	6.1	4.7	2.6	2.4	4.3	0.1	3.7
Apr	7.5	5.7	4.5	2.5	2.4	4.1	0.1	3.5
July	7.5	6.4	4.4	2.5	2.3	3.9	0.1	3.5
Oct	8.3	5.9	4.4	2.5	2.3	3.8	0.1	3.5
1991 Jan	9.1	6.8	5.1	2.8	2.6	4.0	0.1	3.9

* 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-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These rates have not yet been revised to take account of the results of the 1989 Census of Employment and 1990 Labour Force Survey, and hence are not consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1990 Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183
June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386

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										
1990 Mar	1,647	549	164	352	1,104	286	79	2,519	2,013	151
Apr	1,626	534	156	343	1,043	274	95	2,431	1,915	133
May	1,579	551	142	335	1,040	255	71	2,367	1,823	109
June	1,556	542	131	332	975	250	86	2,354	1,808	115
July	1,624	569	134	352	1,076	247	87	2,410	1,864	115
Aug	1,657	587	139	353	1,115	265	81	2,486	1,813	116
Sep	1,674	628	144	344	1,061	262	82	2,554	1,728	120
Oct	1,670	607	164	345	1,121	268	90	2,589	1,687	143
Nov	1,728	630	188	346	1,217	268	102	2,583	1,685	169
Dec	1,850	705	216	..	1,262	273	107	2,616	1,784	185
1991 Jan	1,960	768	236	..	1,455	..	..	2,647	1,879	187
Feb	2,045	..	236	..	1,515	..	..	2,643	1,869	193
Mar	2,142	..	202	..	..	..	..	1,731	..	..
Percentage rate: latest month	7.5	9.1	6.4	12.0	11.2	9.7	4.2	9.4	6.5	5.0
latest month: change on a year ago	+1.7	+2.4	+1.0	-0.3	+2.8	+0.5	+0.9	+0.1	-1.2	+0.8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1986	3,098	612	152	443	1,215	214	181	2,515	2,222	108
1987	2,807	629	165	435	1,150	217	130	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	115	2,563	2,234	109
1989	1,784	509	150	364	1,018	260	89	2,532	2,030	118
Monthly										
1990 Mar	1,607	510	136	343	975	257	76	2,504	1,902	128
Apr	1,607	520	154	342	987	259	96	2,481	1,926	128
May	1,611	546	168	341	1,036	263	74	2,480	1,919	123
June	1,618	562	178	344	1,024	267	87	2,512	1,917	134
July	1,632	592	180	350	1,070	273	88	2,508	1,902	135
Aug	1,655	614	184	355	1,140	277	91	2,489	1,872	142
Sep	1,671	634	181	351	1,150	275	88	2,500	1,837	148
Oct	1,705	650	180	349	1,210	275	89	2,516	1,798	161
Nov	1,763	698	180	353	1,246	274	107	2,528	1,741	166
Dec	1,842	692	176	..	1,281	272	107	2,532	1,722	160
1991 Jan	1,892	719	171	..	1,321	..	..	2,542	1,677	152
Feb	1,980	..	181	..	1,399	..	..	2,587	1,674	158
Mar	2,093	..	..	..	..	..	..	1,649	..	..
Percentage rate: latest month	7.4	8.4	5.7	12.4	10.2	9.7	4.1	9.2	6.3	4.1
latest three months: change on previous three months	+0.8	+0.8	-0.2	N/C	+1.0	N/C	+0.6	+0.1	-0.4	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Feb	Feb	..	Feb	Feb	..	Jan	Jan	Jan	..
Per cent	8.1	8.5	..	8.4	10.2	..	4.4	9.1	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											
1990 Mar	223	3,960	1,410	2.1	354	94	322	2,412	60	15.2	6,697
Apr	221	4,181	1,410	1.9	343	92	318	2,379	51	14.6	6,457
May	215	3,968	1,360	1.9	340	85	308	2,331	57	13.9	6,363
June	222	3,980	1,320	1.8	335	95	299	2,295	49	13.6	6,702
July	226	3,995	1,260	1.8	343	105	299	2,262	73	14.0	6,945
Aug	227	3,985	1,300	1.8	343	104	296	2,274	74	14.4	6,837
Sep	221	4,035	1,380	1.9	346	87	295	2,300	81	14.9	6,330
Oct	218	4,060	1,390	2.2	331	83	300	2,345	80	16.5	6,722
Nov	223	4,070	1,260	2.3	330	80	304	2,348	88	19.6	7,211
Dec	233	4,090	1,190	2.3	338	89	304	2,351	82	22.6	7,343
1991 Jan	241	4,110	1,330	2.5	..	103	308	2,359	104	25.9	8,595
Feb	..	4,150	..	2.2	..	..	307	2,362	106	..	8,919
Mar	..	..	..	..	..	..	..	..	..	..	8,804
Percentage rate: latest month	18.5	18.0	2.1	1.4	4.8	4.9	6.8	16.5	2.3	0.9	7.0
latest month: change on a year ago	+0.4	+0.9	-0.2	N/C	-0.7	+0.1	-0.3	-0.5	+0.9	+0.3	+1.7
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1986	236	3,180	1,669	2.3	..	35.9	368	2,759	117	22.7	8,243
1987	247	3,317	1,730	2.7	..	32.4	319	2,924	84	21.9	7,410
1988	241	3,833	1,552	2.5	..	49.9	306	2,858	72	19.4	6,696
1989	232	3,951	1,417	2.3	..	83.0	312	2,550	62	15.0	6,523
Monthly											
1990 Mar	219	3,865	1,260	2.0	..	86	311	2,331	59	14.4	6,495
Apr	222	3,927	1,310	1.9	..	93	315	2,328	57	14.3	6,770
May	220	3,969	1,310	2.1	..	98	312	2,331	69	14.3	6,653
June	224	4,059	1,380	2.0	..	104	311	2,331	62	14.7	6,447
July	227	4,131	1,330	2.0	..	111	314	2,325	76	15.2	6,814
Aug	226	4,068	1,300	2.0	..	102	314	2,343	61	15.9	7,015
Sep	226	4,094	1,400	1.9	..	93	312	2,347	69	16.5	7,087
Oct	226	4,100	1,440	2.1	..	89	311	2,346	80	17.8	7,142
Nov	228	4,087	1,340	2.2	..	84	307	2,321	89	19.7	7,337
Dec	228	4,157	1,320	2.1	..	87	303	2,312	88	21.0	7,600
1991 Jan	232	4,082	1,300	2.2	..	86	296	2,288	92	21.3	7,715
Feb	..	4,056	..	2.0	..	..	291	2,291	105	..	8,158
Mar	..	..	..	..	..	..	..	..	..	..	8,572
Percentage rate: latest month	18.5	17.6	2.0	1.3	..	4.1	6.4	16.0	2.3	0.8	6.8
latest three months: change on previous three months	+0.4	N/C	-0.1	N/C	..	-0.3	-0.3	-0.3	+0.3	+0.2	+0.6
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Feb	Oct	Jan	..	Dec	Nov	Nov	Nov	Feb	..	Feb
Per cent	14.7	9.8	2.0	..	7.3	5.0	4.5	15.8	2.3	..	6.4

† 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.
‡ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian 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 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	
1990	Mar 8	271.4	+7.4	187.4	+8.6	84.0	-1.2	31.5
	Apr 12	269.8	+22.4	184.8	+19.2	85.0	+3.2	32.9
	May 10	236.1	+5.3	165.2	+7.9	70.9	-2.6	26.8
	June 14	246.9	+21.9	172.6	+19.6	74.4	+2.3	27.1
	July 12	328.9	+35.1	216.1	+28.4	112.8	+6.7	32.8
	Aug 9	304.3	+27.5	202.8	+22.5	101.5	+5.0	33.3
	Sept 13	311.3	+30.1	211.6	+26.9	99.7	+3.1	31.5
	Oct 11	330.6	+49.4	231.6	+41.1	99.0	+8.3	32.6
	Nov 8	339.7	+66.0	241.7	+52.9	98.0	+13.1	33.7
	Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
	Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
	Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2

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	
1990	Mar 8	302.9	-23.8	207.6	-9.7	95.3	-14.2	36.3
	Apr 12	287.4	-26.5	198.1	-9.7	89.3	-16.8	33.8
	May 10	287.9	-30.7	195.7	-19.8	92.2	-11.0	36.3
	June 14	266.8	-22.6	185.3	-11.6	81.5	-11.0	30.7
	July 12	255.3	-14.0	176.3	-7.0	79.0	-7.1	28.2
	Aug 9	267.3	-42.3	181.5	-23.9	85.8	-18.4	28.5
	Sept 13	297.3	-17.0	192.1	-9.5	105.2	-7.5	36.3
	Oct 11	334.2	-19.6	220.5	-10.5	113.7	-9.0	34.6
	Nov 8	277.5	-21.7	186.1	-12.1	91.4	-9.6	32.0
	Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	24.5
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	26.2
	Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	34.2
	Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	32.9

* 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 4½ 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.

UNEMPLOYMENT 2.20

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

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1990	Oct 11	1.3	26.9	55.6	38.9	25.3	36.1	25.0	10.0	5.5	224.6
	Nov 8	1.2	25.5	56.8	40.7	27.6	39.4	27.5	10.6	5.8	235.2
	Dec 13	1.3	25.1	56.0	41.6	28.1	40.0	27.3	10.1	5.2	234.8
1991	Jan 10	1.1	21.9	50.7	38.4	26.1	38.2	27.6	10.7	5.9	220.5
	Feb 7	1.6	28.6	63.6	48.1	32.4	45.7	31.4	11.6	6.2	269.2
	Mar 14	1.7	27.4	61.5	46.8	32.4	45.7	30.7	11.4	6.3	263.9
FEMALE											
1990	Oct 11	1.0	18.0	26.9	15.1	8.2	12.9	9.9	2.9	—	94.9
	Nov 8	1.0	16.1	26.4	15.4	8.5	13.4	10.5	3.2	—	94.4
	Dec 13	1.0	14.0	23.4	14.2	7.8	12.4	9.6	2.6	—	85.0
1991	Jan 10	0.8	15.5	27.5	16.2	9.1	14.7	10.9	3.0	—	97.7
	Feb 7	1.2	18.6	30.7	18.5	10.2	16.1	11.7	3.2	—	110.1
	Mar 14	1.3	16.7	28.4	17.7	9.6	15.9	11.9	3.2	—	105.2
Changes on a year earlier											
MALE											
1990	Oct 11	0.7	3.7	8.5	8.4	5.6	7.8	4.4	1.2	0.5	40.6
	Nov 8	0.6	4.3	11.2	9.4	7.3	9.8	6.4	2.0	1.3	52.3
	Dec 13	0.7	4.9	12.5	10.9	7.8	10.2	7.3	2.5	1.3	58.1
1991	Jan 10	0.6	2.4	7.8	8.7	6.5	9.5	7.6	2.2	1.0	46.2
	Feb 7	1.0	5.3	14.8	14.1	10.0	13.5	9.8	3.3	1.9	73.7
	Mar 14	0.9	6.6	17.7	15.0	11.3	15.4	9.9	3.5	2.2	82.5
FEMALE											
1990	Oct 11	0.5	1.4	1.5	1.3	0.8	1.6	1.3	0.2	—	8.6
	Nov 8	0.5	2.4	3.0	1.8	1.3	2.1	1.5	0.4	—	13.1
	Dec 13	0.5	2.1	3.8	2.3	1.5	2.2	1.8	0.4	—	14.5
1991	Jan 10	0.3	1.4	3.1	2.1	1.4	2.1	1.3	0.1	—	11.9
	Feb 7	0.6	3.0	6.1	3.5	2.1	3.1	2.3	0.6	—	21.4
	Mar 14	0.7	3.4	6.7	4.4	2.5	3.7	2.5	0.6	—	24.5

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1990	Oct 11	0.5	25.7	55.6	33.6	21.8	30.5	19.9	7.3	4.6	199.6
	Nov 8	0.5	18.0	43.1	29.6	19.4	28.3	19.2	7.0	4.5	169.5
	Dec 13	0.3	14.0	34.2	23.5	15.6	23.3	15.9	6.1	4.0	136.8
1991	Jan 10	0.5	12.0	30.3	22.0	14.5	21.2	14.7	5.7	3.7	124.5
	Feb 7	0.6	16.7	44.1	32.8	22.5	32.0	21.9	7.9	5.3	183.7
	Mar 14	0.5	16.8	43.9	33.4	23.0	32.6	22.3	8.0	5.2	185.8
FEMALE											
1990	Oct 11	0.5	20.1	32.1	15.8	8.6	13.3	9.4	2.7	0.1	102.6
	Nov 8	0.4	14.0	24.8	13.5	7.5	11.6	9.0	2.5	0.1	83.5
	Dec 13	0.3	11.1	19.9	11.2	5.9	9.1	6.9	2.0	0.1	66.5
1991	Jan 10	0.4	8.8	17.3	10.9	6.2	9.4	7.0	2.2	0.1	62.4
	Feb 7	0.6	12.3	24.0	14.9	8.2	12.5	9.2	2.6	0.1	84.4
	Mar 14	0.5	12.3	23.6	14.5	7.9	12.1	9.1	2.7	0.1	82.7
Changes on a year earlier											
MALE											
1990	Oct 11	—	—	-2.0	0.1	0.6	-0.2	-0.3	-0.3	-0.8	-2.9
	Nov 8	0.1	-0.2	-1.8	-0.6	-0.5	-1.4	-1.0	-0.9	-0.8	-7.2
	Dec 13	—	-0.4	-0.7	-0.1	-0.3	-0.9	1.0	-0.4	-0.2	-3.8
1991	Jan 10	—	-0.3	-0.8	0.1	0.1	-0.3	-0.1	-0.2	-0.3	-1.8
	Feb 7	0.1	-1.7	-2.2	-0.6	—	-0.9	0.5	-0.1	—	-4.9
	Mar 14	—	-2.4	-3.2	-0.2	-0.4	-0.1	-0.9	-0.2	-0.2	-3.9
FEMALE											
1990	Oct 11	0.1	0.4	-3.4	-1.5	-1.1	-1.2	-0.8	-0.2	—	-7.8
	Nov 8	0.1	0.1	-1.7	-2.1	-1.2	-1.5	-1.0	-0.3	—	-7.6
	Dec 13	—	0.6	-1.0	-1.2	-0.8	-0.9	-0.7	-0.3	—	-4.2
1991	Jan 10	0.1	—	-0.9	-1.2	-0.5	-0.9	-0.7	-0.1	—	-4.3
	Feb 7	0.1	-0.4	-0.9	-0.8	-0.5	-0.4	-0.3	-0.1	—	-3.2
	Mar 14	—	-0.7	-0.9	-1.0	-0.6	-0.8	-0.6	-0.1	—	-4.5

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4½ week month.
 † The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990	12,966	1,986	4,644	14,849	18,006	8,028	16,536	22,819	9,765	107,613	7,080	10,084	124,777
1989 Q4	3,381	664	837	155	3,077	1,877	4,516	4,480	3,490	21,813	1,452	3,978	27,243
1990 Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
Q2	4,671	359	644	2,393	3,495	1,944	2,553	4,498	2,154	22,352	2,056	1,944	26,352
Q3	2,668	647	1,328	4,944	4,685	1,442	4,856	5,850	2,004	27,777	1,181	1,486	30,444
Q4	2,766	518	1,756	5,411	6,877	3,015	5,594	7,632	3,127	35,978	1,997	3,411	41,386
1990 Mar	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	929	1,479	10,625
Apr	731	35	193	312	326	180	114	959	501	3,316	551	847	4,714
May	3,304	217	382	1,248	464	946	1,137	1,945	1,284	10,710	688	491	11,889
June	636	107	69	833	2,705	818	1,302	1,594	369	8,326	817	606	9,749
July	997	251	619	1,217	1,932	302	1,858	1,615	815	9,355	481	554	10,390
Aug	1,083	344	238	1,398	990	495	1,963	2,082	604	8,853	358	326	9,537
Sept	588	52	471	2,329	1,758	645	1,035	2,153	585	9,564	342	606	10,512
Oct	724	63	544	1,453	1,675	372	1,652	1,681	925	9,026	587	980	10,593
Nov	1,131	307	609	1,757	1,822	1,780	2,528	2,931	1,203	13,761	546	1,345	15,652
Dec	911	148	603	2,201	3,180	863	1,414	3,020	999	13,191	864	1,086	15,141
1991 Jan	1,091	113	251	1,068	2,568	874	1,513	1,903	904	10,172	541	845	11,558
Feb*	770	60	612	863	2,746	1,275	1,562	2,638	562	11,028	502	1,093	12,623
Mar*	2,017	1,353	273	408	1,447	815	840	2,214	319	8,333	1,638	394	10,365

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

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1988	1989	1989 Q3	Q4	1990 Q1	Q2	Q3	1991 Jan	Feb*	Mar*
SIC 1980												
Agriculture, forestry and fishing	0		129	213	51	51	25	102	35	0	0	0
Coal extraction and coke		11-12	15,372	3,187	668	75	1,184	998	930	710	276	776
Mineral oil and natural gas		13-14	265	287	30	40	153	81	13	103	94	3
Electricity, gas, other energy and water		15-17	532	438	49	140	73	131	94	89	45	41
Energy and water supply industries	1		16,169	3,912	747	255	1,410	1,210	1,037	902	415	820
Extraction of other minerals and ores		21-23	304	636	182	19	27	310	280	131	218	23
Metal manufacture		22	2,618	4,469	806	942	275	1,243	2,009	453	586	404
Manufacture of non-metallic products		24	1,823	3,375	851	732	762	394	1,487	494	569	271
Chemicals and man-made fibres		25-26	1,884	2,313	555	366	365	550	1,032	121	205	298
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		6,629	10,793	2,394	2,059	1,429	2,497	4,808	1,199	1,578	996
Manufacture of metal goods		31	2,565	4,162	723	628	498	1,547	1,489	202	318	197
Mechanical engineering		32	8,935	10,290	2,892	2,652	1,385	2,502	3,751	894	1,346	879
Manufacture of office machinery and data processing equipment		33	1,656	587	37	3	0	227	357	94	46	20
Electrical and electronic engineering		34	8,963	11,141	2,920	2,263	2,282	2,515	4,081	1,110	1,078	816
Manufacture of motor vehicles		35	2,362	3,398	876	649	706	1,365	237	606	298	298
Manufacture of other transport equipment		36	3,766	2,719	118	606	368	174	1,571	352	415	490
Instrument engineering		37	1,113	1,067	280	281	98	365	323	60	121	22
Metal goods, engineering and vehicles industries	3		29,360	33,364	7,846	7,082	5,309	8,036	12,937	2,949	3,930	2,722
Food, drink and tobacco		41-42	7,446	8,591	1,400	2,200	2,305	1,892	2,194	803	571	256
Textiles		43	7,267	7,501	2,738	2,089	1,743	1,601	1,530	349	265	265
Leather, footwear and clothing		44-45	5,179	7,529	1,343	1,588	1,890	1,636	2,415	340	689	1,006
Timber and furniture		46	2,061	4,179	557	1,353	1,259	753	814	183	289	353
Paper, printing and publishing		47	3,518	4,740	704	949	479	1,397	1,915	437	482	541
Other manufacturing		48-49	2,950	4,856	1,154	970	789	950	2,147	539	641	295
Other manufacturing industries	4		28,421	37,396	7,896	9,149	8,790	8,371	11,086	2,832	3,021	2,716
Construction	5		6,812	8,818	2,450	1,090	2,502	2,221	3,005	467	687	253
Wholesale distribution		61-63	3,100	3,140	591	818	564	842	916	176	456	92
Retail distribution		64-65	4,149	4,408	1,142	1,452	992	872	454	738	231	231
Hotel and catering		66	977	946	314	95	528	129	194	401	88	38
Repair of consumer goods and vehicles		67	594	365	75	0	4	217	144	56	81	29
Distribution, hotels and catering, repairs	6		8,820	8,859	2,122	2,365	2,188	2,180	2,126	1,087	1,363	390
Transport		71-77	4,313	3,937	711	1,255	622	963	1,097	498	207	200
Telecommunications		79	69	670	0	20	0	276	374	64	70	75
Transport and communication	7		4,382	4,607	711	1,275	622	1,239	1,471	562	277	275
Insurance, banking, finance and business services	8		2,109	2,856	718	783	389	536	1,148	661	334	391
Public administration and defence		91-94	8,859	11,136	889	1,802	3,382	3,380	2,572	683	572	1,671
Medical and other health services		95	2,295	1,498	1,032	533	126	411	428	98	216	16
Other services nes		96-99.00	2,781	1,325	387	151	180	261	733	118	230	115
Other services	9		13,935	13,959	2,308	2,486	3,688	4,052	3,733	899	1,018	1,802
All production industries	1-4		80,579	85,465	18,883	18,545	16,938	20,114	29,868	7,882	8,944	7,254
All manufacturing industries	2-4		64,410	81,553	18,136	18,290	15,528	18,904	28,831	6,980	8,529	6,434
All service industries	6-9		29,246	30,281	5,859	6,909	6,887	8,007	8,478	3,209	2,992	2,858
ALL INDUSTRIES AND SERVICES	0-9		116,766	124,777	27,243	26,595	26,352	30,444	41,386	11,558	12,623	10,365

* Provisional figures as at April 1, 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 20,000 in March.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the September edition of *Employment Gazette* (p 450-454).

VACANCIES 3.1 UK vacancies at jobcentres*: seasonally adjusted

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		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
1986	188.8			212.2		208.3		157.4	
1987	235.4			226.4		222.3		159.5	
1988	248.6			231.2		232.7		159.1	
1989	219.5			226.0		229.2		158.4	
1990	173.5			201.1		207.3		147.0	
1989 Mar	227.1	-3.9	-4.3	227.2	-1.5	231.9	0	160.4	9
Apr	223.2	-3.9	-3.0	222.8	-1.6	226.2	-2.6	156.5	-1.3
May	219.2	-4.0	-3.9	222.0	-2.9	225.8	-2.9	156.0	-2.1
June	224.0	4.8	-1.0	232.1	1.6	225.6	-2.1	157.5	-1.0
July	221.7	-2.3	-5	229.6	2.3	229.1	1.0	158.2	6
Aug	218.6	-3.1	-2	228.3	2.1	231.4	1.9	160.0	1.3
Sept	218.4	-0.2	-1.9	228.4	-1.2	230.9	1.8	159.1	5
Oct	213.1	-5.3	-2.9	227.8	-6	234.1	1.7	160.2	7
Nov	207.8	-5.3	-3.6	221.4	-2.3	228.8	-9	158.3	-6
Dec	197.9	-9.9	-6.8	214.7	-4.6	217.5	-4.5	152.0	-2.4
1990 Jan	200.7	2.8	-4.1	210.4	-5.8	209.0	-8.4	145.8	-4.8
Feb	199.9	-0.8	-2.6	220.0	-5	223.2	-1.9	156.1	-7
Mar	198.2	-1.7	-1	215.2	-2	217.5	0	152.4	-1
Apr	199.9	1.7	-3	217.9	2.5	219.3	3.4	152.3	2.2
May	195.3	-4.6	-1.5	216.7	-1.1	218.6	-1.5	151.7	-1.5
June	185.4	-9.9	-4.3	200.3	-5.0	210.1	-2.5	145.7	-2.2
July	172.4	-13.0	-9.2	197.4	-6.8	210.9	-2.8	149.0	-1.1
Aug	167.8	-4.6	-8.2	196.4	-6.8	201.3	-5.8	144.0	-2.6
Sept	159.2	-8.6	-8.7	196.9	-1.1	206.5	-1.2	147.9	-7
Oct	142.6	-16.6	-9.9	186.5	-3.6	205.5	-1.8	149.2	

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND														
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1986	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989	71.7	23.6	8.3	16.5	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
1990 Mar	52.9	17.5	5.8	13.4	14.7	10.6	11.4	20.7	11.1	11.3	20.5	172.4	2.9	175.2
Apr	55.8	17.6	6.4	17.3	16.1	11.0	12.5	22.6	12.5	13.1	22.9	190.1	3.5	193.6
May	57.7	17.7	6.7	18.2	16.6	11.3	13.0	23.5	13.1	14.5	23.6	198.1	3.8	201.8
June	56.5	17.0	6.8	18.7	16.2	11.6	13.4	23.2	13.3	14.9	23.8	198.4	4.1	202.4
July	47.7	14.1	5.4	15.3	14.7	10.5	11.9	20.2	12.3	13.6	23.3	174.9	4.8	179.7
Aug	42.9	12.4	4.8	13.4	13.4	10.1	11.7	20.3	11.0	12.6	23.2	163.3	3.4	166.6
Sept	45.5	13.9	5.3	14.5	15.2	11.5	13.2	22.7	10.7	13.1	24.5	176.0	3.6	179.6
Oct	43.4	13.1	4.8	12.7	14.7	11.0	12.6	23.1	9.9	12.1	24.0	168.4	3.5	171.9
Nov	37.1	11.2	3.8	10.3	12.6	9.5	10.9	19.9	8.5	10.1	19.4	142.1	3.3	145.4
Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
Vacancies at careers offices														
1986	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	19.7	0.8	19.5
1988	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989	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 Mar	9.5	5.0	0.5	1.1	2.1	1.0	1.2	1.3	0.4	0.2	1.2	18.5	1.1	19.6
Apr	9.7	4.9	0.8	1.3	2.7	1.2	1.3	1.7	0.5	0.3	1.5	20.9	0.6	21.4
May	11.2	5.0	0.9	1.3	2.9	1.2	1.7	1.9	0.5	0.3	1.3	23.2	0.5	23.7
June	13.9	7.3	1.1	1.3	3.8	1.6	1.6	1.9	0.6	0.3	1.4	27.6	0.5	28.1
July	12.6	6.7	0.9	1.3	2.6	1.3	1.3	1.7	0.5	0.3	1.2	23.6	0.4	24.0
Aug	10.9	5.8	0.8	1.3	2.2	1.1	1.2	1.5	0.5	0.3	1.1	20.9	0.4	21.3
Sept	8.4	4.4	0.6	1.1	2.2	1.0	1.2	1.7	0.6	0.3	1.1	18.2	0.5	18.6
Oct	6.9	3.8	0.5	0.9	1.8	0.7	1.0	1.6	0.5	0.3	0.9	15.0	0.5	15.4
Nov	5.8	3.2	0.3	0.7	1.4	0.6	0.7	1.2	0.4	0.2	0.9	12.2	0.4	12.6
Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	9.1

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.

INDUSTRIAL DISPUTES 4.1

Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to February 1990			12 months to February 1991		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	2	100	‡
Coal extraction	138	23,100	50,000	81	13,900	61,000
Coke, mineral oil and natural gas	2	200	2,000	4	16,600	35,000
Electricity, gas, other energy and water	5	9,000	15,000	2	1,000	4,000
Metal processing and manufacture	11	2,500	13,000	6	1,100	15,000
Mineral processing and manufacture	8	1,000	4,000	10	2,300	11,000
Chemicals and man-made fibres	1	†	†	6	700	1,000
Metal goods nes	16	2,400	23,000	11	1,500	14,000
Engineering	58	23,500	208,000	54	14,000	77,000
Motor vehicles	57	66,900	470,000	39	40,600	147,000
Other transport equipment	20	23,000	534,000	15	17,100	83,000
Food, drink and tobacco	14	4,600	40,000	12	6,300	55,000
Textiles	5	1,000	6,000	3	200	2,000
Footwear and clothing	8	1,800	8,000	7	1,400	18,000
Furniture	4	600	2,000	1	†	†
Paper, printing and publishing	15	2,600	35,000	3	400	2,000
Other manufacturing industries	9	1,600	4,000	9	2,000	19,000
Construction	35	18,000	121,000	14	6,400	18,000
Distribution, hotels and catering, repairs	14	4,100	11,000	8	1,900	11,000
Transport services and communication	79	117,700	460,000	109	49,600	169,000
Supporting and misc. transport services	12	17,100	143,000	3	500	3,000
Banking, finance, insurance, business services and leasing	4	1,700	2,000	2	1,000	1,000
Public administration, education and health services	168	425,300	2,674,000	154	71,900	260,000
Other services	8	12,000	154,000	7	500	7,000
All industries and services	684 **	757,000	4,979,000	560 **	251,000	1,013,000

** 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: February 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	32	7,200	33,000
of which, stoppages:			
Beginning in month	23	5,200*	8,000
Continuing from earlier months	9	2,000	25,000

* All directly involved.

** Includes 900 involved for the first time.

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 from 1990 are provisional.

Stoppages in progress: cause

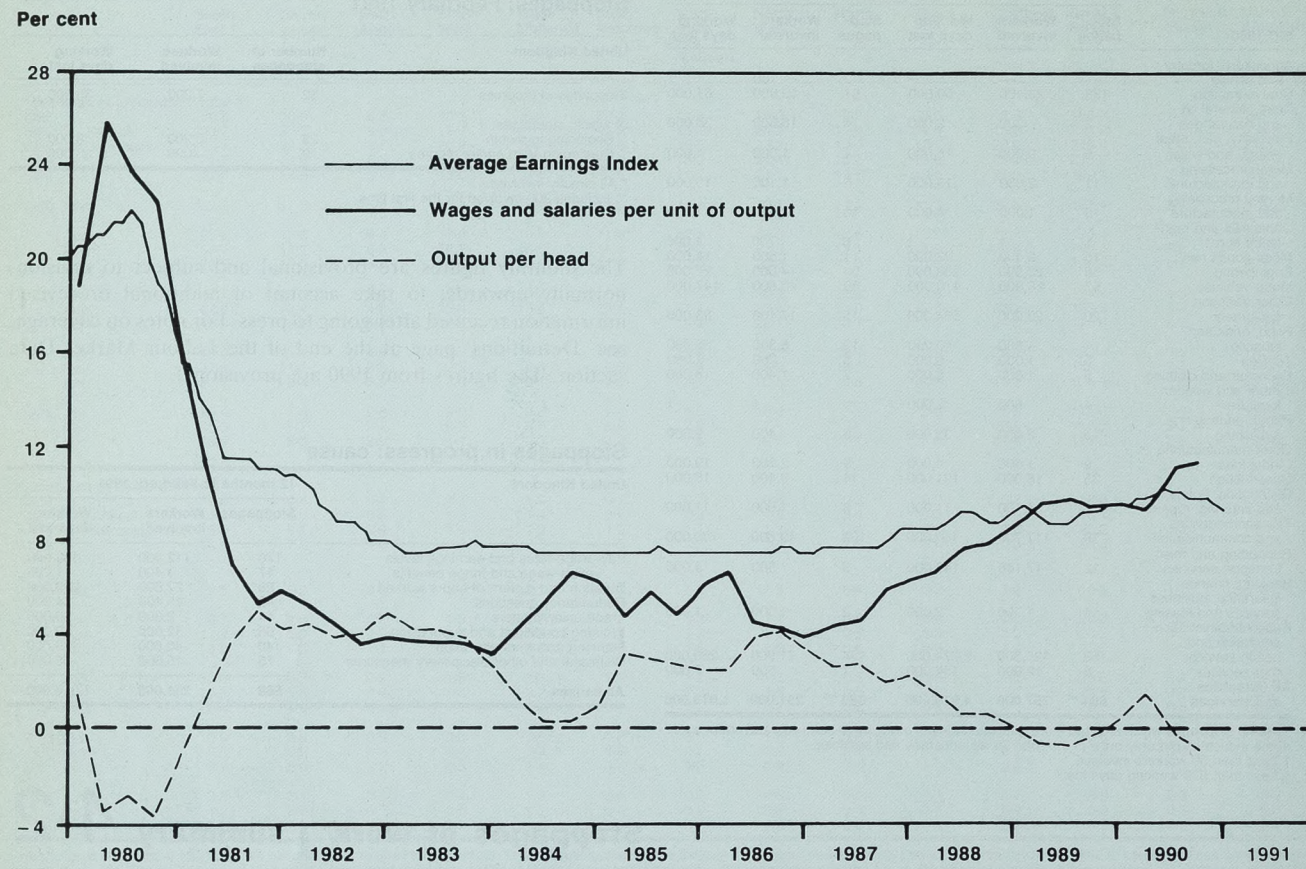
United Kingdom	12 months to February 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	176	112,400	453,000
—extra-wage and fringe benefits	17	4,400	11,000
Duration and pattern of hours worked	28	27,800	229,000
Redundancy questions	42	15,400	34,000
Trade union matters	14	2,600	30,000
Working conditions and supervision	68	32,000	60,000
Manning and work allocation	140	40,600	139,000
Dismissal and other disciplinary measures	75	15,800	56,000
All causes	560	251,000	1,013,000

Stoppages of work**: summary 4.2

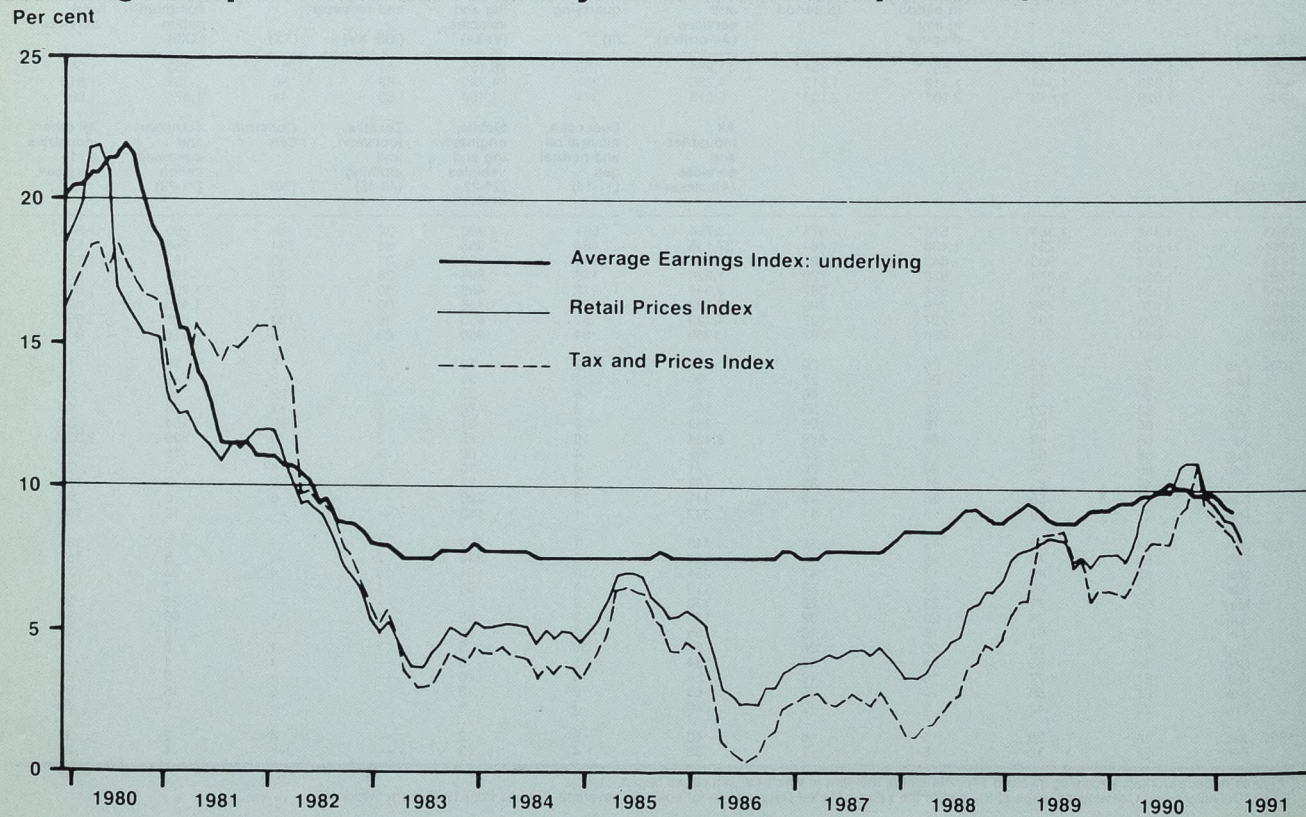
United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
SIC 1968											
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1983	1,352	1,364	573*	574*	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
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	1,458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1990	601	611	280	293	1,895	94	950	23	14	176	637
1989 Feb	75	92	26	29	64	2	16	5	6	16	19
Mar	63	75	26	27	80	4	36	—	6	—	34
Apr	56	74	37	46	106	6	29	—	22	20	29
May	83	100	32	55	184	2	76	5	15	38	48
Jun	65	93	76	105	259	6	21	2	20	154	57
Jul	58	89	389	479	2,424	10	22	2	29	339	2,022
Aug	58	67	6	23	99	4	22	1	—	15	58
Sep	69	78	26	26	71	4	16	—	14	5	32
Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
1990 Jan	44	54	45	58	443	1	273	1	—	3	165

C2 EARNINGS

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



Earnings and prices: whole economy—increases over previous year



Average earnings index: all employees: main industrial sectors 5.1

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months									
	Underlying*		Underlying*		Underlying*		Underlying*									
1988=100																
1988 Annual	100.0		100.0		100.0		100.0									
1989 averages	109.1		108.7		109.1		108.9									
1990)	119.7		118.9		119.4		119.4									
1988 Jan	95.4	96.5	95.8	96.2	95.8	96.1	95.4	96.6								
Feb	95.5	96.9	95.6	96.3	95.3	95.9	96.0	97.1								
Mar	98.3	98.2	98.0	97.9	97.8	97.6	98.6	98.6								
Apr	97.8	97.9	98.8	99.1	98.9	99.0	97.3	97.6								
May	98.4	98.5	99.3	99.2	99.5	99.9	98.0	98.3								
June	99.8	99.2	100.6	99.3	100.4	99.2	99.6	99.8								
July	101.3	100.2	101.1	100.0	101.3	100.2	101.3	100.0								
Aug	100.3	100.1	99.5	100.4	99.9	100.6	100.5	99.7								
Sept	100.9	101.1	100.2	101.2	100.5	101.4	100.6	100.5								
Oct	101.7	102.2	101.8	102.2	101.9	102.6	101.2	101.7								
Nov	103.7	103.3	103.6	103.1	103.7	103.1	103.6	103.7								
Dec	106.9	105.8	105.5	104.6	105.3	104.6	107.9	106.3								
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9				
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4	104.4	105.6	8.8	9 1/4
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4	107.8	107.8	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4	107.1	107.3	9.9	9 1/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4	107.2	107.5	9.4	9
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4	108.5	108.7	8.9	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9	109.7	108.4	8.4	8 1/4
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4	108.7	107.8	8.1	8 1/2
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9	110.4	110.3	9.8	8 3/4
Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9	111.0	111.8	9.0	9 1/4	111.6	112.2	10.3	9
Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4	112.9	112.2	8.8	9	112.7	112.7	8.7	9 1/4
Dec	114.7	113.5	7.3	9 1/4	113.8	112.9	7.9	8 1/2	114.3	113.5	8.5	9	114.3	112.7	6.0	9
1990 Jan	113.8	115.1	9.2	9 1/2	112.7	113.2	8.1	8 3/4	113.2	113.6	8.6	9 1/4	113.9	115.2	9.2	9 1/4
Feb	114.0	115.6	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.0	8.9	9 1/2	113.7	115.0	8.9	9 1/4
Mar	117.4	117.3	9.3	9 1/2	116.8	116.8	10.6	9 1/2	117.0	116.8	10.4	9 3/4	117.2	117.2	8.7	9 1/4
Apr	117.3	117.4	9.3	9 3/4	117.2	117.6	8.7	9 1/2	117.4	117.6	8.9	9 3/4	116.9	117.2	9.2	9 1/2
May	118.5	118.7	10.3	9 3/4	117.9	117.9	9.3	9 1/4	118.2	118.6	9.3	9 3/4	118.6	118.9	10.6	9 3/4
June	120.5	119.8	10.5	10	120.1	118.6	9.8	9 1/2	120.7	119.3	10.3	9 3/4	119.8	120.1	10.5	10
July	121.2	119.9	9.9	10 1/4	120.8	119.6	9.5	9 1/2	121.3	119.9	9.5	10	120.5	119.1	9.9	10
Aug	120.9	120.7	10.8	10	118.8	119.9	9.7	9 1/2	119.7	120.6	9.6	9 3/4	121.1	120.2	11.5	10
Sept	121.3	121.5	9.6	10	120.2	121.4	9.9	9 1/2	121.0	122.1	10.2	9 3/4	120.6	120.5	9.2	10
Oct	121.7	122.3	9.0	9 3/4	120.8	121.2	9.2	9 1/4	121.6	122.4	9.5	9 3/4	120.9	121.5	8.3	9 3/4
Nov	123.8	123.3	9.3	9 3/4	123.0	122.4	9.7	9 1/2	123.7	122.9	9.5	9 3/4	123.0	123.1	9.2	9 3/4
Dec	126.3	125.0	10.1	9 3/4	125.1	124.1	9.9	9 1/2	125.2	124.4	9.6	9 3/4	126.3	124.5	10.5	9 1/2
1991 Jan	124.3	125.7	9.2	9 1/2	123.4	123.9	9.5	9 1/4R	124.3	124.7	9.8	9 1/2R	123.8	125.3	8.8	9 1/2R
Feb P	124.5	126.3	9.3	9 1/4	124.3	125.2	9.2	8 3/4	125.2	126.0	9.6	9 1/4	123.7	125.0	8.7	9 1/4

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.
* For a note on the underlying rate of change see Topics, *Employment Gazette* December 1990.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri-culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemicals and man-made fibres	Mechan-ical engin-eering	Elec-trical, elec-tronic and in-strument engin-eering	Motor vehicles and parts	Other trans-port equip-ment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988) Annual	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) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990)	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
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	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	101.0	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	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
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	110.0	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 P	141.0	141.0	131.5	127.8	114.0	122.0	130.0	126.0	125.8	125.0	132.0	121.9	128.4

* 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 (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation †	Banking, finance insurance and business services	Public adminis-tration	Education and health services	Other services ††	Whole economy	SIC 1980 CLASS
(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.)		
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) averages
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)
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
99.9	100.1	99.7	101.5	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	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	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9	1988 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	1988 Oct
103.5	101.0	102.6	102.5	106.1	103.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7	1988 Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9	1988 Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6	1989 Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	1989 Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	1989 Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	108.7	1989 June
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.3	1989 July
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	109.1	1989 Aug
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	110.7	1989 Sept
109.3	108.5	107.7	108.2	113.9	108.4	108.9	117.1	109.5	114.6	110.8	114.4	111.7	1989 Oct
112.7	109.0	108.3	110.4	119.0	109.1	111.1	111.9	115.6	115.9	110.6	116.7	113.2	1989 Nov
110.6	109.2	109.3	111.2	121.5	114.3	117.6	110.6	118.1	115.1	110.2	118.6	114.7	1989 Dec
111.7	112.3	108.6	111.9	118.0	111.7	112.2	114.7	116.2	114.7	111.7	117.7	113.8	1990 Jan
112.1	112.5	108.7	115.7	117.7	112.8	111.6	112.1	115.4	116.5	110.3	118.6	114.0	1990 Feb
115.0	113.8	111.4	116.3	123.2	117.6	114.1	114.2	124.3	116.6	111.7	118.5	117.4	1990 Mar
114.1	113.3	111.5	115.0	122.5	117								

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manu- facturing (21-22)	Mineral extraction and manu- facturing (23-24)	Chemicals and man- made fibres (25-26)	Mechanical engineering (32)	Electrical and elec- tronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	172.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
Hours worked										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	42.3	42.3	40.4	41.8	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.6	45.1	43.4	44.1
1989	42.7	45.0	43.6	43.8	43.3	42.3	43.3	45.0	42.8	44.6
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
Hourly earnings										pence
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	445.9	422.8	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
FEMALE (full-time on adult rates)										
Weekly earnings										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
Hours worked										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
Hourly earnings										pence
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.2	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
ALL (full-time on adult rates)										
Weekly earnings										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	174.46	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
Hours worked										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.9	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.5	42.2	42.7	43.6	41.5
1988	42.7	44.6	42.7	44.0	41.2	42.2	42.7	42.7	43.7	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
Hourly earnings										pence
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	479.2	380.2	302.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

† For more detailed results see an article in last month's *Employment Gazette*. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

GREAT BRITAIN April of each year		Manufacturing industries								
April 1970=100		Weights	1983	1984	1985	1986	1987	1988	1989	1990
FULL TIME ADULTS*										
Men	699	547.3	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	
Women	311	681.4	743.9	807.2	869.4	947.0	1,039.4	1,162.5	1,287.5	
Men and women	1,000	569.3	627.3	682.0	748.4	804.6	883.7	975.9	1,073.8	

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
† Adjusted for change in Standard Industrial Classification.

EARNING AND HOURS 5.4

Average earnings and hours: manual employees: by industry †

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 manu- facturing 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
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£
129.72	154.00	214.42	162.57	170.58	193.34	160.37	159.30	
134.81	163.40	235.17	177.70	182.25	208.70	171.25		
142.55	174.76	253.77	190.88	197.92	222.22	180.62		
153.01	186.54	269.67	207.04	213.59	237.16	200.01		
166.76	193.08	284.81	219.21	229.87	252.52	220.12		
180.71	208.11	301.03	235.83	247.15	295.57	239.46		
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	44.4	43.4	43.0	41.3	44.0		
41.7	43.6	42.1	43.7	43.0	41.4	44.1		
42.0	44.4	43.0	43.7	43.6	41.7	44.6		
41.5	43.8	42.9	43.7	43.4	41.9	45.2		
41.4	42.4	42.9	43.3	42.6	42.0	44.9		
41.5	42.5	41.7	42.4					
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence
309.0	348.9	506.1	374.5	397.1	470.0	364.8		366.7
323.6	374.7	558.6	409.6	426.8	504.9	389.3		
339.7	393.9	590.7	436.3	455.1	536.3	409.4		
368.4	425.4	628.1	473.6	489.6	568.1	448.3		
403.1	455.7	663.6	506.8	529.6	627.1	487.4		
435.5	489.5	721.4	556.0	580.0	704.3	533.1		
78.58	102.63	119.71	92.48	96.30	126.00	87.91	126.69	£
85.22	113.18	129.16	98.23	103.21	124.17	95.86		97.34
89.55	121.09	139.81	107.39	110.48	157.49	98.55		
96.51	128.43	152.00	113.63	118.79	163.79	104.68		
102.63	137.79	163.55	123.37	128.82	183.91	107.21		
112.31	145.85	179.34	129.52	139.93	188.28	123.40		
120.34	157.59	194.17	142.26	150.44	209.22	138.96		
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
37.1	38.7	38.5	38.6	38.1	36.9	38.3		
36.8	38.4	38.7	38.5	38.1	39.4	37.8		
37.2	39.1	39.2	38.7	38.4	38.6	38.0		
37.0	39.2	39.5	39.3	38.7	39.4	38.4		
36.9	38.1	39.8	38.4	38.6	38.6	39.7		
36.9	38.0	39.6	38.3	38.3	37.3	39.2		
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	pence
229.9	292.4	3						

5.6

EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)	Weekly earnings (£)		Hours	Hourly earnings (£)		
	excluding those whose pay was affected by absence				excluding those whose pay was affected by absence					
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		
April of each year										
ADULTS										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	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
Non-manual occupations										
1983	167.1	168.5	38.5	4.30	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
MEN										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	244.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.94	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89
WOMEN										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28

Note: New EarningsSurvey estimates.
* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.

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
SIC 1980	Per cent change from a year earlier					Per cent change from a year earlier
1985 = 100						
1980	80.1	22.3	102.2	86.0	81.4	85.0
1981	87.5	9.3	107.1	91.7	92.3	91.8
1982	91.2	4.2	107.0	93.8	90.3	93.4
1983	91.7	0.5	101.0	92.4	91.7	92.3
1984	94.5	3.1	87.0	95.7	95.7	95.7
1985	100.0	5.8	100.0	100.0	100.0	100.0
1986	104.0	4.0	99.6	103.8	103.4	103.4
1987	105.9	1.8	101.1	107.0	107.1	107.1
1988	108.4	2.4	109.3	111.4	112.3	112.3
1989	113.5	4.7	130.6	120.7	137.0	129.4
1990	123.5	8.8	..	..	..	142.9
1985 Q1	96.9	5.0	..	..	..	97.8
Q2	98.3	5.1	..	..	..	98.5
Q3	101.0	6.5	..	..	..	101.3
Q4	103.8	6.6	..	..	..	102.4
1986 Q1	104.8	8.2	..	..	..	103.8
Q2	104.1	5.9	..	..	..	105.1
Q3	103.8	2.8	..	..	..	105.8
Q4	103.4	-4	..	..	..	106.9
1987 Q1	105.5	7	..	..	..	107.9
Q2	105.3	1.2	..	..	..	109.7
Q3	105.2	1.3	..	..	..	110.7
Q4	107.5	4.0	..	..	..	113.2
1988 Q1	107.3	1.7	..	..	..	114.8
Q2	109.1	3.6	..	..	..	117.1
Q3	107.6	2.3	..	..	..	119.2
Q4	109.7	2.0	..	..	..	122.2
1989 Q1	109.8	2.3	..	..	..	124.8
Q2	112.8	3.4	..	..	..	128.4
Q3	114.3	6.2	..	..	..	130.9
Q4	117.0	6.7	..	..	..	133.7
1990 Q1	118.8	8.2	..	..	..	136.8
Q2	120.7	7.0	..	..	..	140.4
Q3	124.9	9.3	..	..	..	145.4
Q4	129.7	10.9	..	..	..	148.8
1989 Jan	109.0	3.3	..	..	..	..
Feb	109.8	1.3	..	..	..	..
Mar	110.7	2.4	..	..	..	..
Apr	1					

5.9 EARNINGS

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

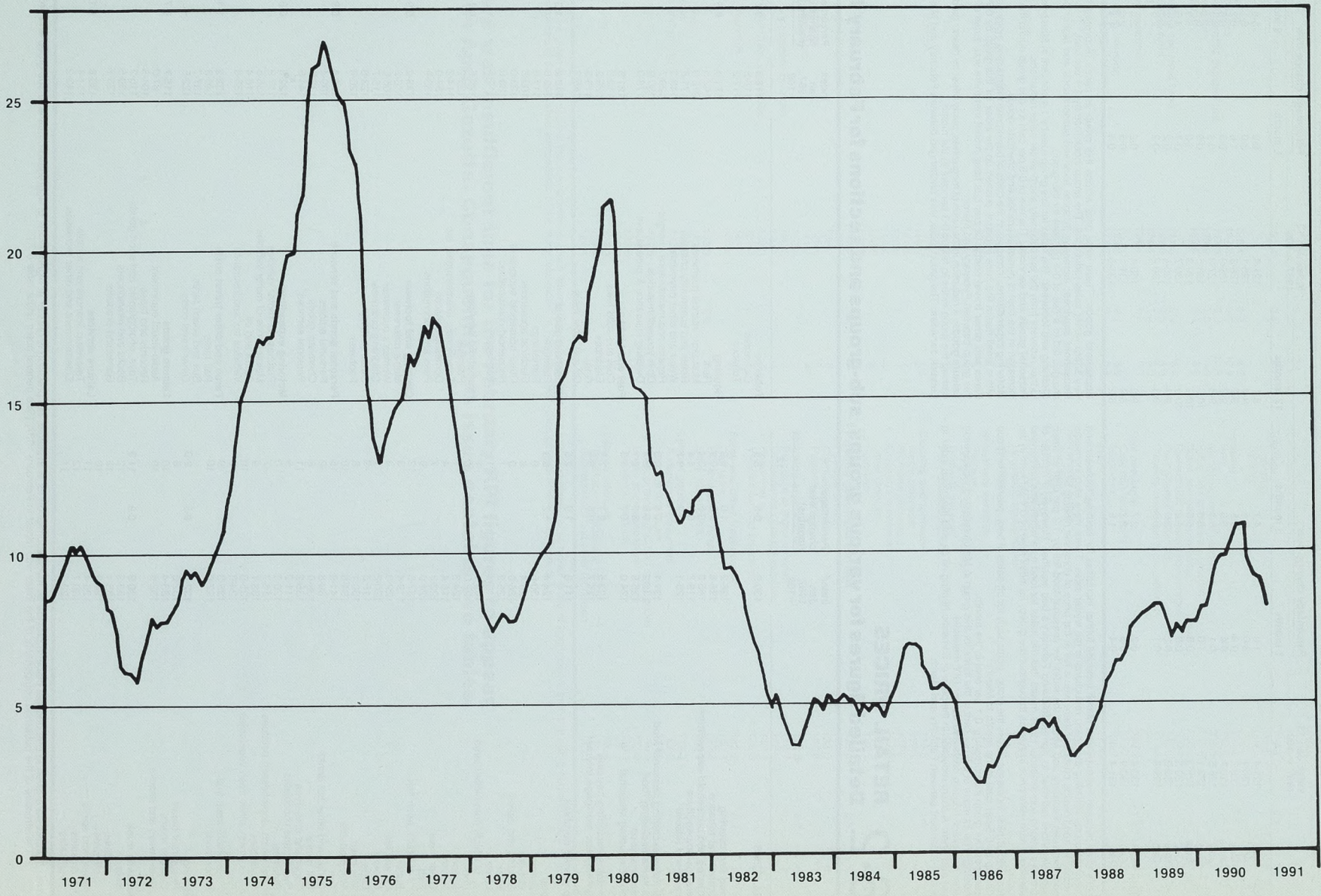
THOUSAND

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
Indices 1985 = 100														
Annual averages														
1980	61.5	75	70	70.9	59.8	82	33	56	47.0	..	83	..	66.0	76
1981	69.6	83	79	77.7	67.2	86	41	65	57.8	..	86	..	72.9	84
1982	77.4	88	88	85.4	78.9	90	55	74	67.7	..	92	..	78.7	89
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	..	94	..	84.9	92
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	103.2	103	119.3	114.3	104
1988	126.1	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	117	128.2	114.7	117	176	124	125.6	113.9	106	138.6	135.7	110
1990	150.1	..	123	..	119.9	123	..	..	134.7	119.9	109	..	148.5	114
Quarterly averages														
1989 Q1	133.0	109	115	125.2	112.8	114	167	120	122.4	111.5	105	135.1	131.6	109
Q2	136.3	110	116	128.5	114.3	117	173	121	124.8	113.1	106	135.6	135.5	109
Q3	138.4	110	117	128.6	115.2	118	176	123	126.6	114.1	106	138.5	136.5	110
Q4	141.1	116	120	130.3	116.4	119	189	124	128.6	115.4	106	144.3	139.2	111
1990 Q1	145.0	113	121	131.0	117.7	120	201	125	131.4	116.5	107	148.3	144.4	112
Q2	149.0	116	123	134.1	119.4	121	..	128	133.6	120.8	109	148.1	149.6	113
Q3	151.8	..	123	134.3	120.8	125	..	..	135.8	117.7	110	150.4	149.1	114
Q4	154.7	..	126	..	121.8	126	..	..	137.9	121.6	109	..	150.9	115
Monthly														
1989 Jun	136.3	110	116	128.3	..	..	..	121	125.8	114.6	106	..	135.1	109
July	137.8	..	116	130.6	115.2	118	..	..	126.3	113.1	106	..	137.3	110
Aug	137.9	..	117	126.6	..	..	..	..	126.5	115.6	106	..	135.1	110
Sept	139.5	110	118	128.7	..	..	..	123	126.8	113.5	106	..	137.3	111
Oct	140.1	..	119	129.5	116.4	119	..	..	126.8	113.4	106	..	138.3	110
Nov	140.8	..	120	129.7	..	..	..	..	129.1	115.3	106	..	138.5	111
Dec	142.5	116	120	131.8	..	..	..	124	129.8	117.5	106	..	140.9	112
1990 Jan	142.9	..	121	131.3	117.7	120	..	..	131.3	119.4	107	..	140.5	111
Feb	144.8	..	121	130.3	..	..	..	..	131.4	114.6	107	..	145.7	112
Mar	147.4	113	122	131.5	..	..	..	125	131.5	115.5	107	..	146.9	113
Apr	148.4	..	122	133.4	119.4	121	..	..	131.5	116.8	109	..	149.7	113
May	148.8	..	123	134.1	..	..	..	..	134.5	117.9	109	..	149.3	113
Jun	149.7	116	123	134.7	..	..	..	..	134.8	127.7	109	..	149.9	114
Jul	150.9	..	123	136.4	120.8	125	..	..	135.8	117.4	110	..	149.9	114
Aug	151.3	..	123	132.4	..	..	..	..	135.8	117.1	110	..	147.5	113
Sep	153.2	..	124	134.2	..	..	..	..	135.9	118.7	109	..	149.9	115
Oct	153.0	..	125	135.1	121.9	126	..	..	135.9	119.0	109	..	149.3	115
Nov	154.5	..	126	135.1	..	..	..	..	138.7	121.4	109	..	149.9	115
Dec	156.6	..	127	..	..	..	..	..	139.0	124.5	109	..	153.5	116
1991 Jan	156.4	..	..	..	..	..	..	..	..	120.6	..	..	..	116
Feb	158.0	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier														
Annual averages														
1980	18	9	9	11	15	6	27	22	22	..	4	..	9	9
1981	13	11	13	10	12	5	24	16	23	..	4	..	10	11
1982	11	6	11	10	11	5	34	14	17	..	7	..	8	6
1983	9	5	4	7	11	3	20	12	19	..	2	..	8	3
1984	9	4	4	5	8	3	26	11	11	..	1	..	10	4
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	2	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	4	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	9	10	3
1990	9	..	5	..	5	5	..	..	7	5	3	..	9	4
Quarterly averages														
1989 Q1	9	6	6	6	3	4	20	4	6	5	1	10	10	3
Q2	9	6	5	5	4	4	20	5	6	6	2	8	9	3
Q3	9	5	5	4	4	4	21	5	6	6	1	8	10	3
Q4	8	6	6	4	4	4	20	5	7	5	1	10	10	3
1990 Q1	9	4	5	5	4	5	20	4	7	4	2	10	10	3
Q2	9	5	6	4	4	3	..	6	7	7	3	9	10	4
Q3	10	..	5	4	5	6	..	..	7	3	4	9	9	4
Q4	10	..	5	..	5	6	..	..	7	5	3	..	8	4
Monthly														
1989 June	9	5	5	5	..	..	..	5	6	6	2	..	10	3
July	9	..	5	4	4	4	..	..	6	7	1	..	10	3
Aug	9	..	6	4	..	..	..	..	6	5	1	..	11	4
Sep	9	5	5	4	..	..	..	5	6	5	1	..	11	4
Oct	9	..	5	4	4	4	..	..	6	4	1	..	10	3
Nov	8	..	6	4	..	..	..	..	7	5	1	..	10	3
Dec	8	6	7	4	..	..	..	5	7	7	1	..	10	3
1990 Jan	8	..	5	5	4	5	..	..	8	6	2	..	10	2
Feb	8	..	5	4	..	..	..	..	8	4	2	..	10	3
Mar	11	4	6	5	..	..	..	4	7	4	2	..	9	4
Apr	9	..	5	4	4	3	..	..	7	4	3	..	11	4
May	9	..	6	4	..	..	..	..	7	5	3	..	9	4
Jun	10	5	6	5	..	..	..	6	7	11	3	..	11	5
Jul	10	..	6	4	5	6	..	..	8	4	4	..	9	4
Aug	10	..	5	5	..	..	..	..	7	1	4	..	9	3
Sep	10	..	5	4	..	..	..	..	7	5	3	..	9	4
Oct	9	..	5	4	5	6	..	..	7	5	3	..	8	5
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	4
Dec	10	..	6	..	..	..	..	..	7	6	3	..	9	4
1991 Jan	10	..	..	..	..	..	..	..	..	1	..	..	..	5
Feb	9	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD—Main Economic Indicators.

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

Per cent



6.3 RETAIL PRICES

Average retail prices of selected items

Average retail prices on February 12 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for

Average prices on February 12, 1991

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							
Beef: home-killed							
Best beef mince	331	161	128-199	Margarine			
Topside	278	273	248-310	Soft 500g tub	295	44	33-79
Brisket (without bone)	258	191	164-216	Low fat spread	278	45	39-47
Rump steak *	324	362	298-399	Other fats			
Stewing steak	310	181	164-222	Lard, per 250g	293	18	16-20
Lamb: home-killed				Cheese			
Loin (with bone)	320	224	180-348	Cheddar type	301	156	125-196
Shoulder (with bone)	301	113	88-158	Eggs			
Leg (with bone)	301	200	168-278	Size 2 (65-70g), per dozen	264	124	108-136
Lamb: imported (frozen)				Size 4 (55-60g), per dozen	201	101	96-118
Loin (with bone)	219	187	159-219	Milk			
Leg (with bone)	226	174	149-198	Pasteurised, per pint	331	32	28-32
Pork: home-killed				Skimmed, per pint	299	31	27-31
Leg (foot off)	264	140	99-198	Tea			
Belly *	290	105	88-128	loose, per 125g	309	57	43-75
Loin (with bone)	328	193	149-209	Tea bags, per 250g	325	145	92-158
Shoulder (with bone)	268	152	120-179	Coffee			
Bacon				Pure, instant, per 100g	637	130	82-165
Streaky *	275	133	115-166	Ground (filter fine), per 8oz	288	132	109-209
Gammon *	291	213	169-259	Sugar			
Back, vacuum packed	233	220	159-279	Granulated, per kg	307	66	64-68
Back, not vacuum packed	266	198	149-226	Fresh vegetables			
Ham				Potatoes, old loose			
Ham (not shoulder), per 4oz	303	76	55-98	White	273	15	9-21
Sausages				Red	122	15	10-17
Pork	323	106	89-129	Potatoes, new loose			
Beef	221	103	80-120	Tomatoes	332	65	50-78
Canned meats				Cabbage, greens	242	45	22-75
Pork luncheon meat, 12oz can	182	58	52-65	Cabbage, hearted	300	30	19-48
Corned beef, 12oz can	201	101	85-113	Caulliflower, each	239	110	80-149
Chicken: roasting, oven ready				Brussels sprouts	255	54	39-75
Frozen, oven ready	252	73	57-96	Carrots	333	31	22-35
Fresh or chilled 3lb,	280	106	84-159	Onions	333	28	18-36
Fresh and smoked fish				Mushrooms, per 4oz	326	34	25-38
Cod filets	243	282	230-315	Cucumber, each	332	74	60-80
Mackerel, whole	210	100	70-135	Lettuce - iceberg	315	93	75-99
Kippers, with bone	247	115	95-140	Fresh fruit			
Canned fish				Apples, cooking	320	49	35-59
Red salmon, half size	192	141	125-149	Apples, dessert	340	47	35-54
Bread				Pears, dessert	326	54	39-60
White loaf, sliced, 800g	322	54	47-70	Oranges, each	316	19	12-25
White loaf, unwrapped, 800g	266	69	64-77	Bananas	333	54	45-58
White loaf, unsliced, 400g	301	46	42-51	Grapes	312	91	69-120
Brown loaf, sliced, small	290	48	45-50	Items other than food			
Brown loaf, unsliced, 800g	255	73	65-78	Draught bitter, per pint	658	115	100-130
Flour				Draught lager, per pint	674	129	112-142
Self raising, per 1.5kg	201	59	54-64	Whisky per nip	668	89	78-100
Butter				Gin, per nip	668	89	78-100
Home produced, per 250g	299	61	54-72	Cigarettes 20 king size filter	3760	170	136-180
New Zealand, per 250g	281	57	56-60	Coal, per 50kg	344	607	495-731
Danish, per 250g	271	70	69-75	Smokeless fuel per 50kg	392	823	670-970
				4-star petrol, per litre	554	44	43-44
				Derv per litre	470	43	42-44
				Unleaded petrol ord. per litre	534	41	40-42
				Super unleaded petrol, per litre	240	43	42-43

† Per lb unless otherwise stated.
* Or Scottish equivalent.

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on March 12 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for

Average prices on March 12, 1991

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							
Beef: home-killed							
Best beef mince	347	159	108-202	Margarine			
Topside	332	274	249-305	Soft 500g tub	306	43	33-77
Brisket (without bone)	284	192	166-216	Low fat spread	300	45	39-47
Rump steak *	354	357	286-399	Other fats			
Stewing steak	344	181	159-224	Lard, per 250g	314	18	16-20
Lamb: home-killed				Cheese			
Loin (with bone)	336	232	190-348	Cheddar type	317	155	124-196
Shoulder (with bone)	320	117	89-158	Eggs			
Leg (with bone)	318	205	178-278	Size 2 (65-70g), per dozen	289	121	99-134
Lamb: imported (frozen)				Size 4 (55-60g), per dozen	231	103	96-118
Loin (with bone)	235	190	165-225	Milk			
Leg (with bone)	245	162	124-197	Pasteurised, per pint	357	32	29-32
Pork: home-killed				Skimmed, per pint	331	32	27-31
Leg (foot off)	283	136	99-190	Tea			
Belly *	309	110	88-129	loose, per 125g	335	57	43-75
Loin (with bone)	349	188	148-209	Tea bags, per 250g	348	146	92-151
Shoulder (with bone)	292	152	120-179	Coffee			
Bacon				Pure, instant, per 100g	678	130	89-160
Streaky *	304	132	112-166	Ground (filter fine), per 8oz	309	132	109-209
Gammon *	303	225	172-269	Sugar			
Back, vacuum packed	251	221	159-284	Granulated, per kg	341	66	65-69
Back, not vacuum packed	300	205	169-229	Fresh vegetables			
Ham				Potatoes, old loose			
Ham (not shoulder), per 4oz	331	75	59-90	White	279	16	9-22
Sausages				Red	137	16	10-19
Pork	345	108	89-129	Potatoes, new loose	215	22	20-30
Beef	252	102	79-119	Tomatoes	351	75	58-99
Canned meats				Cabbage, greens	309	50	24-89
Pork luncheon meat, 12oz can	198	58	52-66	Cabbage, hearted	333	31	20-44
Corned beef, 12oz can	212	99	85-109	Caulliflower, each	327	71	50-98
Chicken: roasting, oven ready				Brussels sprouts	272	56	30-85
Frozen, oven ready	279	73	59-98	Carrots	372	29	18-35
Fresh or chilled 3lb,	309	106	84-159	Onions	371	27	18-35
Fresh and smoked fish				Mushrooms, per 4oz	359	33	25-36
Cod filets	251	282	230-320	Cucumber, each	357	71	59-80
Mackerel, whole	218	100	70-135	Lettuce - iceberg	331	85	70-98
Kippers, with bone	261	116	95-140	Fresh fruit			
Canned fish				Apples, cooking	345	50	35-59
Red salmon, half size	206	135	125-149	Apples, dessert	358	47	38-54
Bread				Pears, dessert	347	53	39-59
White loaf, sliced, 800g	343	54	47-71	Oranges, each	337	19	12-25
White loaf, unwrapped, 800g	285	89	64-77	Bananas	365	52	44-58
White loaf, unsliced, 400g	323	46	42-52	Grapes	340	91	79-110
Brown loaf, sliced, small	320	47	45-51	Items other than food			
Brown loaf, unsliced, 800g	284	73	62-78	Draught bitter, per pint	711	116	100-130
Flour				Draught lager, per pint	728	129	112-143
Self raising, per 1.5kg	208	59	54-64	Whisky per nip	723	90	80-101
Butter				Gin, per nip	721	90	80-101
Home produced, per 250g	311	61	54-72	Cigarettes 20 king size filter	4,006	170	136-180
New Zealand, per 250g	297	57	56-62	Coal, per 50kg	372	608	495-735
Danish, per 250g	289	70	68-75	Smokeless fuel per 50kg	419	824	675-973
				4-star petrol, per litre	553	44	42-45
				Derv per litre	485	42	40-43
				Unleaded petrol ord. per litre	546	41	39-42
				Super unleaded petrol, per litre	252	44	42-44

† Per lb unless otherwise stated.
* Or Scottish equivalent.

On July 31, 1989 the responsibility for the Retail Prices Index was transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements will also apply to the tables on household spending from the Family Expenditure Survey (tables 7.1, 7.2 and 7.3), responsibility for which also passes to the Central Statistical Office.

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
					All	Seasonal †	Non- seasonal food		
Weights 1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75
				87 Dec-Jan					
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82
				60 Dec-Jan					
1974)	108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
1975)	134.8	135.3	135.1	147.5	148.3	129.8	134.3	132.4	135.2
1976)	157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3
1977)	182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978)	197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0
1979)	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
1980)	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8
1981)	295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982)	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983)	335.1	342.4	340.9	440.9	308.8	282.8	313.8	364.0	366.5
1984)	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985)	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986)	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18	172.4	169.3	170.9	198.7	193.2	171.9	172.3	173.7	173.7
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.9	397.9
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

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		
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
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	108.6	106.9
1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	110.6	111.6	112.9	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
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	102.8	103.7	102.8	101.2	102.9	103.7	106.4	103.3	103.6
1989 Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1989 Mar 14	112.3	113.0	112.4	109.4	110.4	110.9	105.8	108.3	104.8	108.9	114.1	110.9
Apr 18	114.3	115.2	114.4	110.6	112.2	114.2	107.0	109.6	108.0	109.5	115.0	111.5
May 16	115.0	115.9	115.1	111.3	112.9	114.7	107.5	110.3	109.9	110.4	115.6	111.9
June 13	115.4	116.3	115.6	111.6	113.2	115.9	107.6	110.7	109.3	111.0	116.2	112.2
July 18	115.5	116.6	115.9	111.6	113.2	116.5	106.5	110.1	100.6	111.9	116.8	112.9
Aug 15	115.8	116.9	116.2	111.8	113.4	116.8	106.7	110.6	100.8	112.3	117.4	114.0
Sept 12	116.6	117.6	117.0	112.5	114.1	116.9	107.9	111.3	100.7	113.2	118.0	114.7
Oct 17	117.5	118.5	117.9	113.3	114.9	117.2	108.8	112.4	101.5	114.4	118.9	115.5
Nov 14	118.5	119.5	118.9	113.8	115.3	117.4	109.3	113.5	110.5	114.8	119.5	115.4
Dec 12	118.8	119.7	119.0	114.0	115.5	—	109.5	114.5	111.1	115.1	120.1	115.5
1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
Feb 13	120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	116.7	116.7	121.8	117.1
Mar 13	121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	117.3	122.4	117.8
Apr 10	125.1	126.3	125.1	117.6	121.1	—	111.0	118.8	123.4	118.0	123.9	121.5
May 15	126.2	127.4	126.3	118.8	122.1	—	111.6	120.1	123.6	119.4	125.0	123.8
June 12	126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	118.3	120.3	125.9	124.3
July 17	126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7	127.1	125.8
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	115.5	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

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

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	
							Weights	Index
43	124	52	64	91	63	135	54	1974
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
44	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	(1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	(1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	(1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	(1977
226.2	173.4	208.4	182.1	171.0	206.7	207.2	192.0	(1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	(1979
276.2	269.5	313.2	226.3	205.4	276.9	288.7	262.7	(1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	(1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	(1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	(1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	(1984
535.5	452.3	493.3	263.9	222.9	392.2	392.5	381.3	(1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	(1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	Jan 14 1975
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0	Jan 13 1976
193.								

6.5 RETAIL PRICES

General index of retail prices: percentage changes on a year earlier for main sub-groups

(Source: Central Statistical Office)

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

UNITED KINGDOM	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
1989 Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.2	2.0	4.8
May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
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
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
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
Sept 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

Notes: See notes under table 6-7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
JAN 15, 1974 = 100													
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7	
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0	
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8	
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3	
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8	
1980	250.7	262.1	269.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8	
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5	
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2	
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4	
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5	
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3	
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3	
1987 January	386.5				384.2				377.8				
JAN 13, 1987 = 100													
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9	
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7	
1989	108.0	110.0	110.0	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	

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6-7.

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 15, 1974 = 100														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5	..	231.7	..	..	..
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2	..	240.5	..	..	..
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1	..	230.8	..	..	..
GENERAL INDEX OF RETAIL PRICES														
JAN 13, 1987 = 100														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	102.8	103.5	100.4	
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	101.1	107.9	108.7	109.3	103.3	
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	106.1	
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	111.2	
GENERAL INDEX OF RETAIL PRICES														
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	104.3	108.1
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
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.									

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg	
Annual averages												
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.4	103.5	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	162.5	120.0	108.7	109.4	116.5	101.7	
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1	
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0	
Monthly												
1990 Mar	128.3	120.8	109.7	120.2	106.3	209.0	134.5	115.0	..	129.7	107.6	
Apr	132.3	121.8	110.2	120.2	106.5	212.6	134.9	115.4	..	130.2	108.1	
May	133.4	122.3	110.2	121.1	106.7	218.9	134.9	115.7	117.1	130.6	108.3	
June	133.9	122.7	110.3	120.8	106.8	223.8	135.3	115.9	..	131.2	108.3	
July	134.1	123.0	110.7	120.4	106.8	223.2	137.0	116.2	..	131.6	108.5	
Aug	135.4	123.7	111.3	121.7	107.1	224.5	137.7	116.9	118.0	132.5	109.0	
Sep	136.7	124.6	112.4	122.7	107.5	232.3	139.2	117.5	..	132.2	109.7	
Oct	137.8	125.5	113.1	122.9	108.2	237.9	140.5	118.2	..	134.3	110.8	
Nov	137.4	125.6	112.7	122.8	108.0	241.3	140.2	118.0	118.7	135.1	111.4	
Dec	137.3	125.7	112.6	122.5	108.1	245.4	140.5	117.9	..	135.4R	111.3R	
1991 Jan	137.6	126.3P	113.4	122.5	108.8	244.9	142.2	118.4	..	136.3P	..	
Feb	138.4	126.8P	113.8	122.8	109.1	245.3	142.0	118.7P	119.7	137.5P	..	
Mar	138.9	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier												
Annual averages												Per cent
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1	
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3	
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1	
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5	
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3	
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7	
Monthly												
1990 Mar	8.1	5.3	3.4	3.0	2.7	17.8	7.0	3.4	..	6.3	3.5	
Apr	9.4	5.4	3.2	2.4	2.3	17.9	7.0	3.2	..	6.2	3.6	
May	9.7	5.4	3.1	2.4	2.3	21.0	6.8	3.0	3.5	6.0	3.4	
June	9.8	5.4	3.0	2.5	2.3	21.7	6.6	3.0	..	6.1	3.1	
July	9.8	5.5	3.0	2.1	2.4	21.6	6.2	3.0	..	6.2	3.0	
Aug	10.6	5.9	3.3	2.6	2.8	21.9	6.5	3.5	2.8	6.7	3.3	
Sep	10.9	6.1	3.7	3.1	3.1	21.8	6.4	3.8	..	6.7	3.7	
Oct	10.9	6.3	4.3	2.7	3.3	22.3	7.0	3.9	..	6.8	4.2	
Nov	9.7	5.9	4.0	2.2	3.0	22.9	6.7	3.5	2.7	6.8	4.5	
Dec	9.3	5.7	3.5	1.9	2.8	22.8	6.5	3.4	..	6.6R	4.4	
1991 Jan	9.0	5.6P	3.9	2.5	2.8	21.7	6.7	3.5	..	6.3P	..	
Feb	8.9	5.5P	4.0	2.6	2.7	21.8	5.9	3.5P	2.6	6.4P	..	
Mar	8.2	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

Notes: 1. Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.

2. The construction of consumer prices indices varies across countries. In particular, the treatment of owner-occupiers' shelter costs varies, reflecting both differences in housing markets and methodologies. Within the EC, only Ireland and the UK include mortgage interest payments directly. Of the other ten members there are six—France, Italy, Greece, Denmark, Luxembourg, Portugal—which include no direct measure of owner-occupiers' shelter costs. The other four members—Germany (FR), Netherlands, Belgium, Spain—take account of owner-occupiers' shelter costs using rental equivalents. Among other major developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their Consumer Prices Indices.

RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
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	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1	
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7	
1990	104.2	170.9	121.5	107.0	113.2	111.3	135.4	135.1	127.3	124.4	
Monthly											
1990 Mar	103.2	165.4	119.7	105.5	111.6	110.1	134.5	133.6	125.7	122.9	
Apr	103.7	167.4	119.9	106.3	111.8	110.4	134.5	133.5	126.4	123.0	
May	103.8	169.2	120.1	107.1	112.3	110.5	134.8	133.5	127.0	123.6	
June	103.7	169.8	120.8	106.5	112.5	110.8	135.2	134.1	127.3	124.1	
July	104.0	171.0	121.3	106.4	112.6	112.2	135.4	135.4	127.5	124.7	
Aug	104.4	173.1	122.4	106.9	113.8	112.8	135.2	136.3	128.1	124.8	
Sep	105.3	175.1	123.4	107.9	114.3	112.6	136.5	137.9	128.8	125.2	
Oct	105.6	177.0	124.1	109.3	115.0	112.7	137.6	138.8	129.2	126.2	
Nov	105.4	178.2	124.4	108.9	116.0	112.3	137.6	139.3	129.1	126.9	
Dec	105.6	179.6	124.4	108.8	116.0	112.3	137.2	139.1	129.0	126.8	
1991 Jan	105.5	181.4R	125.2	109.5	117.0	112.9	137.8	142.4	130.9	130.2	
Feb	105.6	184.6	125.4	109.2P	118.1	113.8	138.3	146.3	131.6	130.2	
Mar	..	..	..	..	..	..	..	..	..	..
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	4.2	
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4	
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0	
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0	
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	10.5	6.1	4.8	
Monthly											
1990 Mar	2.1	12.8	5.2	3.5	5.0	3.1	4.5	11.2	6.6	5.3	
Apr	2.1	12.9	4.7	2.5	4.7	3.1	4.0	10.0	6.1	5.0	
May	2.2	14.0	4.4	2.7	5.0	3.0	3.9	10.2	6.3	4.5	
June	2.2	13.6	4.7	2.2	5.0	2.9	3.6	9.7	5.6	4.3	
July	2.3	13.3	4.8	2.3	5.3	3.0	3.6	10.8	5.8	4.1	
Aug	2.4	12.7	5.6	2.9	6.1	3.2	3.8	11.1	6.2	4.2	
Sep	2.7	13.7	6.2	3.0	6.0	3.7	3.9	11.5	5.7	4.3	
Oct	2.9	14.4	6.3	3.5	6.4	3.7	4.6	11.3	5.6	4.8	
Nov	2.9	14.1	6.3	4.2	6.0	3.9	4.5	11.4	5.6	5.0	
Dec	2.7	13.7	6.1	3.8	5.3	3.5	4.4	10.9	4.9	5.0	
1991 Jan	2.9R	12.9	5.7	4.5	5.5	3.4	4.0	10.0	4.9	6.8	
Feb	2.6	12.3	5.3	3.9P	6.2	3.3	4.0	12.6	5.0	6.2	
Mar	..	..	..	..	..	..	..	..	..	..

8.1 TOURISM

Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism-related industries
Self-employed *						
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	245.9	274.5	143.3	245.5	348.6	1,257.8
1988 Mar	245.3	274.3	139.3	240.9	353.3	1,253.0
June	265.1	289.3	140.5	281.2	374.6	1,350.8
Sept	265.9	304.5	139.5	287.3	375.7	1,372.9
Dec	269.9	313.1	144.9	251.7	347.9	1,327.4
1989 Mar	268.4	316.4	139.9	259.1	345.2	1,328.9
June	290.1	326.2	140.4	301.0	375.8	1,433.4
Sept	295.3	329.1	143.3	310.6	378.9	1,457.3
Dec	296.6	336.3	144.5	282.1	338.1	1,397.3
1990 Mar	294.1	326.3	140.9	278.8	340.1	1,380.2
June	306.0	338.8	142.3	317.6	390.2	1,494.9
Sept	310.1	338.3	144.9	320.8	383.7	1,497.7
Dec	301.6	333.3	150.0	285.6	349.1	1,419.6
Change Dec 1990 on Dec 1989						
Absolute (thousands)	+5.3	-3.0	+5.5	+3.5	+11.0	+22.3
Percentage	+1.8	-0.9	+3.8	+1.2	+3.2	+1.6

* Based on Census of Population.

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

1981	163	1986	211
1983	159	1987	200
1984	187	1988	204
1985	190	1989 P	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)	
1982		3,188		3,640		-452	
1983		4,003		4,090		-87	
1984		4,614		4,663		-49	
1985		5,442		4,871		+571	
1986		5,553		6,083		-530	
1987		6,260		7,280		-1,020	
1988		6,184		8,216		-2,032	
1989		6,945		9,357		-2,412	
1990 (e)		7,475		9,905		-2,430	
Percentage change 1990/1989		+8		+6			
		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989	Q1	1,183	1,715	1,583	2,364	-400	-649
	Q2	1,567	1,671	2,212	2,259	-645	-588
	Q3	2,537	1,700	3,693	2,273	-1,156	-573
	Q4	1,658	1,859	1,869	2,461	-211	-602
1990 P	Q1	1,380	2,007	1,696	2,527	-316	-520
	Q2	1,862	1,913	2,526	2,533	-664	-620
	Q3 (e)	2,575	1,746	3,830	2,436	-1,255	-690
	Q4 (e)	1,660	1,811	1,855	2,411	-195	-600
1989	Jan	410	531	484	748	-74	-217
	Feb	303	554	524	871	-221	-317
	Mar	470	630	575	745	-105	-115
	Apr	456	548	622	750	-166	-202
	May	506	557	664	743	-158	-186
	June	605	566	926	766	-321	-200
	July	873	582	1,028	726	-155	-144
	Aug	909	559	1,361	779	-452	-220
	Sept	755	559	1,304	768	-549	-209
	Oct	635	577	937	791	-302	-214
	Nov	469	602	505	796	-36	-194
	Dec	554	680	427	874	+127	-194
1990 P	Jan	491	618	583	900	-92	-282
	Feb	402	724	485	806	-83	-82
	Mar	487	665	628	821	-141	-156
	Apr	538	610	696	834	-158	-224
	May	619	690	730	835	-111	-145
	June	705	613	1,100	864	-395	-251
	July (e)	860	593	1,115	848	-255	-255
	Aug (e)	930	568	1,425	832	-495	-264
	Sept (e)	785	595	1,290	756	-505	-171
	Oct (e)	650	586	950	806	-300	-220
	Nov (e)	510	644	505	811	+5	-167
	Dec (e)	500	581	400	794	+100	-213

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.

Source: International Passenger Survey.

TOURISM 8.3

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

THOUSAND

	All areas		North America	Western Europe	Other areas	
	Actual	Seasonally adjusted				
1978	12,646		2,475	7,865	2,306	
1979	12,486		2,196	7,873	2,417	
1980	12,421		2,082	7,910	2,429	
1981	11,452		2,105	7,055	2,291	
1982	11,536		2,135	7,082	2,418	
1983	12,464		2,836	7,164	2,464	
1984	13,644		3,330	7,551	2,763	
1985	14,449		3,797	7,870	2,782	
1986	13,897		2,843	8,355	2,699	
1987	15,566		3,394	9,317	2,855	
1988	15,799		3,272	9,669	2,859	
1989	17,338		3,481	10,689	3,168	
1990 (e)	17,670		3,640	10,410	3,620	
1989	Q1	3,336	4,429	546	2,199	592
	Q2	4,264	4,236	984	2,579	701
	Q3	5,962	4,165	1,227	3,534	1,201
	Q4	3,776	4,508	724	2,377	675
1990 P	Q1	3,353	4,678	605	2,060	688
	Q2	4,573	4,329	1,097	2,618	859
	Q3 (e)	6,090	4,315	1,250	3,550	1,290
	Q4 (e)	3,650	4,344	690	2,180	780
1989	Jan	1,132	1,440	189	710	233
	Feb	869	1,427	139	561	169
	Mar	1,335	1,562	218	927	191
	Apr	1,302	1,409	209	916	177
	May	1,388	1,434	328	803	257
	June	1,574	1,393	448	860	267
	July	2,071	1,406	460	1,241	370
	Aug	2,258	1,365	419	1,398	440
	Sept	1,633	1,394	347	896	390
	Oct	1,448	1,446	311	849	288
	Nov	1,183	1,521	221	743	219
	Dec	1,145	1,541	191	785	169
1990 P	Jan	1,195	1,525	223	699	273
	Feb	976	1,582	149	641	186
	Mar	1,182	1,571	233	719	230
	Apr	1,422	1,373	234	973	215
	May	1,495	1,504	386	797	312
	June	1,656	1,452	477	849	332
	July (e)	2,130	1,482	440	1,270	420
	Aug (e)	2,230	1,376	460	1,280	490
	Sept (e)	1,730	1,457	350	1,000	380
	Oct (e)	1,450	1,461	330	800	320
	Nov (e)	1,140	1,456	200	700	240
	Dec (e)	1,060	1,427	160	680	220

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	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,362	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990 (e)	30,850		2,180	25,660	3,010
1989 Q1	5,404	8,167	327	4,316	761
Q2	7,951	7,642	563	6,747	642
Q3	11,622	7,522	815	10,097	710
Q4	6,053	7,699	512	4,969	571
1990 P Q1	5,300	8,285	371	4,098	830
Q2	8,258	7,717	626	6,930	702
Q3 (e)	11,360	7,375	710	9,760	890
Q4 (e)	5,930	7,471	470	4,870	590
1989 Jan	1,724	2,759	127	1,321	276
Feb	1,627	2,783	84	1,311	232
Mar	2,053	2,625	116	1,685	254
Apr	2,211	2,515	155	1,785	271
May	2,478	2,570	177	2,131	170
June	3,262	2,557	232	2,831	200
July	3,353	2,429	206	2,967	180
Aug	4,391	2,586	283	3,853	256
Sept	3,878	2,507	326	3,277	275
Oct	3,008	2,558	261	2,526	219
Nov	1,647	2,439	136	1,330	181
Dec	1,398	2,702	115	1,112	171
1990 P Jan	1,820	3,023	124	1,373	323
Feb	1,542	2,599	101	1,236	205
Mar	1,938	2,663	146	1,490	302
Apr	2,547	2,673	170	2,110	267
May	2,480	2,548	191	2,052	237
June	3,231	2,496	265	2,768	198
July (e)	3,360	2,503	200	2,670	290
Aug (e)	4,240	2,473	260	3,680	300
Sept (e)	3,760	2,399	250	3,210	300
Oct (e)	2,960	2,546	250	2,480	230
Nov (e)	1,810	2,580	110	1,500	200
Dec (e)	1,160	2,345	110	890	160

Notes: See table 8-2.

OTHER FACTS AND FIGURES 9.2 Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	March	February	March	February	March	February
	Enterprise Allowance Scheme	54,655	55,292	5,323	5,344	3,636	3,754
Job Release Scheme	1,503	1,652	70	81	73	78
Jobshare	148	148	18	18	3	4
Jobstart Allowance	1,062*	1,244†	144*	175†	92*	114†
Restart interviews	558,471	..	77,629	..	35,063	..

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

* Live cases as at March 28, 1991.

† Live cases as at February 28, 1991.

** Restart interview figures are now collected on a quarterly basis. These figures are for the quarter to the end of the March 1991.

The jobstart scheme terminated on February 28, 1991. People already on receipt of Jobstart Allowance at this date will continue to receive the allowance for a maximum of six months.

OTHER FACTS AND FIGURES 9.3 Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, February 9 1991 to March 8 1991 †	2,450
Registered as disabled on April 17, 1990 ‡	355,591

† 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.

Due to computer error the heading for table 9.6 was printed incorrectly in the April 1991 issue. It should have read as follows:

OTHER FACTS AND FIGURES 9.6 Regional Selective Assistance: Offers of £75,000 or more: Oct-Dec 1990

OTHER FACTS AND FIGURES 9.7 Regional Development Grants: October-December 1990

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme	1,664,000	3,000	2,000	10,000	1,000	2,653,000	595,000	4,928,000
Revised scheme	6,026,000	1,744,000	1,414,000	792,000	48,000	9,127,000	8,870,000	28,021,000

Note: For inquiries about these figures, see footnote to table 9-8.

9.8 OTHER FACTS AND FIGURES

Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): October-December 1990*

Region and company	Area †	Value (£)	Region and company	Area †	Value (£)
ORIGINAL SCHEME					
Scotland					
National Semiconductor	Greenock	346,000	Convatec Ltd	Shotton Flint and Rhyl	423,000
Rosche Products Ltd	Kilwinning	997,000	NHL Leasing Ltd	Shotton Flint and Rhyl	272,000
SEH Europe Ltd	Livingston	1,310,000	Shotton Paper Co plc	Shotton Flint and Rhyl	160,000
Total		2,653,000	Warwick International Group plc	Shotton Flint and Rhyl	468,000
Wales					
City Leasing and Partners	Bridgend	52,000	Sharp Electronics (UK) Ltd	Wrexham	201,000
Inmos Ltd	Newport	379,000	Vossen Ltd	Wrexham	158,000
Total		431,000	Total		3,811,000
North East					
NEI Reyrolle Ltd	Jarrow and Hebburn	346,121	East Midlands		
S G Warburg and Co (leasing) Ltd	Newcastle	51,648	Solway Foods Ltd	Corby	114,000
Nat West Leasing Manufacturing Ltd	Peterlee	1,000,581	Webbs Country Foods	Corby	450,000
Total		1,398,350	Total		564,000
REVISED SCHEME					
Scotland					
Paterson-Bronte Ltd	Bathgate	215,000	B.B.H. Coil and Transformer Manufacturing	Bishop Auckland	466,287
United Biscuits (UK) Ltd	Bathgate	473,000	NMC Kenmore (UK) Ltd	Bishop Auckland	124,995
Davy Offshore (Dundee) Ltd	Dundee	900,000	SMK (UK) Ltd	Bishop Auckland	114,000
Tootal (UK) Ltd	Dundee	560,000	Tallent Engineering Ltd	Bishop Auckland	322,822
Wm Low plc	Dundee	484,000	Quality Pipework Services Ltd	Hartlepool	114,872
Allied Provincial Securities Ltd	Glasgow	385,000	Swilynn Magnetic Industries Ltd	Hartlepool	291,473
British Telecommunications plc	Glasgow	131,000	Dewhurst Ltd	Middlesborough	119,271
Eclipse Blinds Ltd	Glasgow	458,000	Cookson Entek Ltd	Newcastle Upon Tyne	198,000
John McGavin and Co Ltd	Glasgow	100,000	Davy Roll Co Ltd	Newcastle Upon Tyne	330,000
Rawplug Co Ltd	Glasgow	163,000	Gorud Industries Ltd	Newcastle Upon Tyne	111,902
Rolls Royce plc	Glasgow	114,000	Kelly Packaging Ltd	Newcastle Upon Tyne	142,619
Soapworks Ltd	Glasgow	245,000	Northumbria Biologicals Ltd	Newcastle Upon Tyne	165,341
Tamura Corp	Glasgow	114,000	J Barbour and Sons Ltd	South Tyneside	242,140
W G Spowart Ltd	Glasgow	176,000	Brown Design Engineering Ltd	Stockton-on-Tees	121,701
Compaq Computer Ltd	Greenock	1,432,000	Artix Ltd	Sunderland	396,000
Caledonian Paper plc	Irvine	200,000	Dewhurst	Sunderland	606,704
SCI (UK) Ltd	Irvine	139,000	Durham Switchgear Ltd	Sunderland	300,000
D B Marshall (Newbridge) Ltd	Lanarkshire	240,000	Ikeda Hoover Ltd	Sunderland	164,493
Total		6,529,000	Komatsu UK Ltd	Sunderland	259,781
Wales					
Universal Furniture Industries (UK) Ltd	Aberdare	129,000	Metromail Ltd	Sunderland	105,000
Star Micronics Manufacturing Ltd	Blaina Gwent Abergavenny	357,000	Total		4,697,401
Kawneer UK Ltd	Pontypridd and Rhondda	817,000	Yorkshire and Humberside		
Royal Mint	Pontypridd and Rhondda	160,000	CCL Industries Ltd	Scunthorpe	790,000
Sunjuice Ltd	Pontypridd and Rhondda	147,000	St Ivel Farm Foods Ltd	Scunthorpe	175,276
Continental Can Co Ltd	Shotton Flint and Rhyl	519,000	Total		966,276

Note: Inquiries regarding the published information should be addressed to:
 English cases—Department of Trade and Industry, Room 923, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2595).
 Scottish cases—Industry Department for Scotland, IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-242 5803/5698).
 Welsh cases—Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

* Companies listed here may have received one or more payments.
 † Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

DEFINITIONS

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

Conventions

The following standard symbols are used:

.. not available
 — nil or negligible (less than half the final digit shown)
 P provisional
 — break in series

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

People claiming benefit—that is, Unemployment Benefit, Income Support 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.

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

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB				Average earnings: non-manual employees	M (A)	May 91:	5-5
Quarterly series	M (Q)	May 91:	1-1	Manufacturing			
Labour force estimates, projections		May 91:	269	International comparisons	M	May 91:	5-9
Employees in employment				Agriculture	A	May 90:	253
Industry: GB				Coal-mining	A	May 90:	253
All industries: by division, class or group	Q	May 91:	1-4	Overtime and short-time: manufacturing			
: time series, by order group	M	May 91:	1-2	Latest figures: industry	M	May 91:	1-11
Manufacturing: by division, class or group	M	May 91:	1-3	Regions: summary	Q	Mar 91:	1-13
Occupation				Hours of work: manufacturing	M	May 91:	1-12
Administrative, technical and clerical in manufacturing	A	Dec 90:	1-10				
Local authorities manpower	Q	Apr 91:	1-7	Output per head			
Region: GB				Output per head: quarterly and annual indices	M (Q)	May 91:	1-8
Sector: numbers and indices	Q	May 91:	1-5	Wages and salaries per unit of output			
Self-employed: by region		Apr 90:	224	Manufacturing index, time series	M	May 91:	5-8
: by industry		Apr 90:	222	Quarterly and annual indices	Q	May 91:	5-8
Census of Employment							
UK and regions by industry (Sept 1989)		Apr 91:	209	Labour costs			
GB and regions by industry (Sept 1989)		May 91:	308	Survey results 1988	Quadrennial	Sept 90:	431
International comparisons	Q	May 91:	1-9	Per unit of output	Q	May 91:	5-7
Apprentices and trainees							
Manufacturing industries: by industry	A	Dec 90:	1-14	Retail prices			
: by region	A	Mar 91:	1-15	General index (RPI)			
Employment measures	M	May 91:	9-2	Latest figures: detailed indices	M	May 91:	6-2
Registered disabled in the public sector	A	Feb 91:	81	Recent movements and the index excluding seasonal foods	M	May 91:	6-1
Labour turnover in manufacturing	D	Apr 90:	1-6	Main components: time series and weights	M	May 91:	6-4
Trade union membership	A	May 90:	259	Changes on a year earlier: time series	M	May 91:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
Unemployment and vacancies				Pensioner household indices	M (Q)	May 91:	6-6
Unemployment				All items excluding housing	M (A)	May 91:	6-7
Summary: UK	M	May 91:	2-1	Group indices: annual averages	A	July 89:	387
: GB	M	May 91:	2-2	Revision of weights	M	May 91:	6-3
Age and duration: UK	M (Q)	May 91:	2-5	Food prices	M	May 91:	6-3
Broad category: UK	M	May 91:	2-1	London weighting: cost indices	D	May 82:	267
Broad category: GB	M	May 91:	2-2	International comparisons	M	May 91:	6-8
Detailed category: UK and GB	Q	Mar 91:	2-6				
Region: summary	Q	Mar 91:	2-6	Household spending			
Age: time series UK	M (Q)	May 91:	2-7	All expenditure: per household	Q	Jan 91:	7-1
: estimated rates	M	May 91:	2-15	: per person	Q	Jan 91:	7-1
Duration: time series UK	M (Q)	May 91:	2-8	Composition of expenditure			
Region and area				Quarterly summary	Q	Jan 91:	7-2
Time series summary: by region	M	May 91:	2-3	In detail	Q (A)	Jan 91:	7-3
: assisted areas, travel-to-work areas	M	May 91:	2-4	Household characteristics	Q (A)	Jan 91:	7-3
: counties, local areas	M	May 91:	2-9				
: parliamentary constituencies	M	May 91:	2-10	Industrial disputes: stoppages of work			
Age and duration: summary	Q	Mar 91:	2-6	Summary: latest figures	M	May 91:	4-1
Flows				: time series	M	May 91:	4-2
UK, time series	M	Apr 91:	2-19	Latest year and annual series	A	July 89:	349
GB, time series	D	May 84:	2-19	Industry			
Age time series	M	May 91:	2-20	Monthly: Broad sector: time series	M	May 91:	4-1
Regions and duration	D	Oct 88:	2-23/24/26	Annual: Detailed	A	July 90:	337
Age and duration	D	Oct 88:	2-21/22/25	: Prominent stoppages	A	July 90:	344
Students: by region	M	May 91:	2-13	Main causes of stoppage			
Disabled jobseekers: GB	M	May 91:	9-3	Cumulative	M	May 91:	4-1
International comparisons	M	May 91:	2-18	Latest year for main industries	A	July 90:	341
Ethnic origin	M	Mar 90:	125	Size of stoppages	A	July 90:	342
				Days lost per 1,000 employees in recent years by industry	A	July 90:	339
Temporarily stopped				International comparisons	A	Dec 90:	609
Latest figures: by UK region	M	May 91:	2-14	Tourism			
Vacancies				Employment in tourism: by industry			
Unfilled, inflow, outflow and placings seasonally adjusted	M	May 91:	3-1	Time series GB	M	May 91:	8-1
Unfilled seasonally adjusted by region	M	May 91:	3-2	Overseas travel: earnings and expenditure	M	May 91:	8-2
Unfilled unadjusted by region	M	May 91:	3-3	Overseas travel: visits to the UK by overseas residents	M	May 91:	8-3
Redundancies				Visits abroad by UK residents	M	May 91:	8-4
Confirmed: GB time series	M	May 91:	2-30	Overseas travel and tourism			
Regions	M	May 91:	2-30	Visits to the UK by country of residence	Q	Apr 91:	8-5
Industries	M	May 91:	2-31	Visits abroad by country visited	Q	Apr 91:	8-6
Advance notifications	S (M)	May 90:	287	Visits to the UK by mode of travel and purpose of visit	Q	Apr 91:	8-7
Payments: GB latest quarter	D	July 86:	284	Visits abroad by mode of travel and purpose of visit	Q	Apr 91:	8-9
				Visitor nights	Q	Apr 91:	8-9
Earnings and hours				YTS			
Average earnings				Entrants: regions	D	Oct 90:	9-1
Whole economy (New series) index				Regional aid			
Main industrial sectors	M	May 91:	5-1	Selective Assistance by region	Q	Apr 91:	9-5
Industries	M	May 91:	5-3	Selective Assistance by region and company	Q	Apr 91:	9-6
Underlying trend	Q (M)	Dec 90:	654	Development Grants by region	Q	May 91:	9-7
New Earnings Survey (April estimates)	A	Nov 90:	571	Development Grants by region and company	Q	May 91:	9-8
Latest key results							
Time series	M (A)	May 91:	5-6				
Average weekly and hourly earnings and hours worked (Manual workers)							
Manufacturing and certain other industries							
Summary (Oct)	B(A)	May 91:	5-4				
Detailed results	A	Apr 91:	227				
Holiday entitlements	A	Apr 90:	222				

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

Special Feature



Visiting a jobcentre was the main jobsearch method reported by unemployed men.

Characteristics of the unemployed

This article discusses preliminary results from the 1990 Labour Force Survey about the characteristics of the unemployed in Great Britain¹.

The latest information from the Labour Force Survey shows that in Great Britain:

- between spring 1989 and spring 1990 unemployment, on the internationally agreed definition, fell by 110,000 or nearly 6 per cent: in percentage terms there were very similar falls for men and for women;
- new entrants to the labour market, who had not previously had a job, formed about 8 per cent of the total unemployed in spring 1990, a proportion similar to that a year earlier;
- nearly half the women seeking work in spring 1990 (some 360,000) had been looking after their family or home immediately before, and were re-entering the labour market;
- in spring 1990, the great majority of unemployed women said they would consider accepting a part-time job if one were available, and nearly a third reported that they were looking only for part-time work;

- between 1984 and 1990 the number of unemployed people who had been without a job and seeking work for a year or more fell from 1,470,000 (47 per cent of the total) to 640,000 (34 per cent);
- unemployed people who had previously been in non-manual jobs were less likely than those previously in manual work to use jobcentres, personal contacts or direct application to employers as their main method of job search and were more likely to use newspapers or private employment agencies;
- in 1990, 57 per cent of all unemployed people of working age held a formal qualification, many at the higher levels: this compares with 75 per cent of all people in employment.

1. This article contains preliminary results for 1990 which update and extend those for 1988 and 1989 published in *Employment Gazette*, mostly in May 1990 (pp 264-277) but also in April 1990 (pp 199-212). Further preliminary results from the 1990 Labour Force Survey, including some relating to the unemployed, were presented in *Employment Gazette*, April 1991, pp 175-196. Summary details about the Labour Force Survey appear in the technical note at the end of this article, together with a contact address for further information.

Introduction

The results presented in this article are based on analysis of people classified as unemployed on the International Labour Organisation (ILO) definition; that is, people without paid jobs who said they were available to start work in the next two weeks and had sought work at some time during the four weeks prior to interview. This definition differs from that of the claimant count which measures the number of people claiming unemployment-related benefits at unemployment benefit offices and is published each month by the Department of Employment¹.

Unemployment based on the ILO definition provides a good measure of excess labour supply; it includes all those people who are actively seeking work whether or not they are claiming benefit.

The Labour Force Survey allows detailed analyses to be made of the sex, age and other characteristics of the

unemployed and of their situation prior to becoming unemployed. Many of these analyses, such as those relating to the earlier economic status of the unemployed, the type of work sought, job search methods and levels of highest qualification held, cannot be explored using data from the claimant count. The Labour Force Survey also enables comparisons to be made from one year to another, which individual research studies of the subject do not.

Further information on the characteristics of the longer-term unemployed (those out of work for six months or more) in early 1989, based on Restart interview forms, was reported in a special feature in *Employment Gazette*, October 1990, pp 514-517. Survey information on the characteristics, incomes in and out of work and employment histories of the newly unemployed (in spring 1987) has also been featured recently in *Employment*

1. Full descriptions of the ILO and alternative measures of unemployment are given in *Employment Gazette*, October 1990 (pp 506-513) and December 1990 (pp 601-608).

Table 1 Numbers economically active, numbers unemployed and unemployment rates, by age, sex and marital status for women: spring 1990
Economically active persons aged 16 and over

Age	All	Males	Great Britain		
			All	Married	Non-married
Numbers economically active (thousands)					
16 and over	28,037	15,944	12,094	8,208	3,886
16-59/64†	27,239	15,644	11,595	7,902	3,693
16-24	5,758	3,126	2,632	726	1,906
16-19	2,168	1,147	1,021	63	958
20-24	3,590	1,979	1,611	663	948
25-44	13,644	7,763	5,881	4,676	1,205
25-29	3,797	2,202	1,595	1,120	475
30-34	3,264	1,905	1,359	1,095	264
35-39	3,104	1,741	1,363	1,137	225
40-44	3,479	1,915	1,564	1,323	241
45-59/64†	7,837	4,755	3,082	2,500	582
45-49	2,809	1,549	1,260	1,054	206
50-54	2,369	1,337	1,032	841	190
55-59	1,928	1,138	790	604	186
60-64 (males)	731	731	—	—	—
60/65 and over	798	300	499	306	192
Numbers unemployed (thousands)					
16 and over	1,869	1,089	780	459	321
16-59/64†	1,834	1,073	762	448	314
16-24	575	338	237	75	162
16-19	249	144	105	15	90
20-24	325	194	132	60	72
25-44	822	440	382	281	101
25-29	286	157	128	92	36
30-34	215	121	94	72	22
35-39	161	81	80	62	18
40-44	159	81	79	55	24
45-59/64†	437	295	143	92	51
45-49	123	65	58	40	18
50-54	115	72	43	26	17
55-59	131	90	42	26	15
60-64 (males)	67	67	—	—	—
60/65 and over	35	16	19	11	*
Unemployment rates ** (per cent)					
16 and over	6.7	6.8	6.5	5.6	8.3
16-59/64†	6.7	6.9	6.6	5.7	8.5
16-24	10.0	10.8	9.0	10.3	8.5
16-19	11.5	12.6	10.3	23.4	9.4
20-24	9.1	9.8	8.2	9.0	7.6
25-44	6.0	5.7	6.5	6.0	8.3
25-29	7.5	7.1	8.0	8.2	7.6
30-34	6.6	6.4	6.9	6.5	8.5
35-39	5.2	4.6	5.9	5.5	8.2
40-44	4.6	4.2	5.0	4.2	9.8
45-59/64†	5.6	6.2	4.6	3.7	8.7
45-49	4.4	4.2	4.6	3.7	9.0
50-54	4.9	5.4	4.2	3.1	8.9
55-59	6.8	7.9	5.3	4.3	8.3
60-64 (males)	9.2	9.2	—	—	—
60/65 and over	4.3	5.4	3.7	3.7	*

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

† The upper age limit is 64 for males and 59 for females.

** Unemployment rates are derived by dividing the relevant total of unemployment people by the corresponding economically active population.

Source: Preliminary 1990 LFS estimates

Gazette, September 1990, pp 470-474. The participation of the unemployed (particularly the long-term unemployed) in government employment and training programmes is discussed in "Motivation, Unemployment and Employment Department Programmes", recently published as DE Research Paper No 80.

The unemployed in 1990

According to the Labour Force Survey there were in Great Britain in spring 1990 some 1,869,000 people¹ without jobs who were available to start work and had sought work during the past four weeks: that is, unemployed according to the international (ILO) definition (*table 1*). Of these, 1,089,000 were men and 780,000 women, with about three-fifths of the latter being married² women (459,000). Nearly a third of the unemployed were young people in the 16-24 age range (575,000) and just over a quarter were aged 45 or above (472,000, including some over State retirement age³).

Unemployment rates⁴ are also shown in *table 1*: they were highest for young people, particularly those aged 16-19, and for men approaching State retirement age. There was little variation by age in the unemployment rates for non-married women, which were above those for men in each age group except for 16-24 year olds.

Changes between 1989 and 1990

Between spring 1989 and spring 1990 the total number of unemployed people fell by 110,000 (from 1,978,000 to 1,869,000) or by nearly 6 per cent. The number of women unemployed fell at a very slightly faster rate (by 51,000 or 6 per cent) than men (59,000 or 5 per cent).

There were lower than average falls among unemployed young people aged 16-24, whose numbers dropped by 17,000 or 3 per cent and who accounted for 31 per cent of the total unemployed in 1990 against 30 per cent a year earlier. These shifts were similar for both young men and young women.

Structure of the article

The first group of analyses in this article explores aspects of unemployed people's earlier position in the labour market, for example, their previous economic status, their

previous occupation and the reason for leaving their last job.

The article goes on to look at the present situation of the unemployed, in terms of how long they have been unemployed, the type of work they are seeking and the job search methods they are using.

As qualifications are an important factor in securing the type of work sought, results are also included which explore the relationship between unemployment and the levels of highest qualification possessed by people in the labour force.

Further information on the characteristics of the unemployed, drawn from the Labour Force Surveys of various years and including some trend data, has been published in other *Employment Gazette* articles. Such information complements the material presented here, and covers the relationship between unemployment and, for example, family composition and ethnic origin: see technical note for a selection of recent references.

Previous situation of the unemployed

Tables 2 and *3* present information about how unemployed people had come to be unemployed, and what they had been doing before they started looking for work. *Table 4* and *figure 1* illustrate longer-term trends, since 1984⁵, in the economic status of unemployed men and women before they started looking for work.

Main groups

In discussing the unemployed, it is useful to divide these into three groups. First, there are new entrants to the labour market, mainly young people, who have not previously had a job. Second, there are people, mainly women, who are re-entering the labour market after a spell out of it. Third, there are people who have left their last job and are looking for another.

1. The estimates quoted in this article are preliminary estimates from the 1990 Labour Force Survey and final estimates from the 1989 and earlier surveys. Figures for 1989 were preliminary when published previously in *Employment Gazette* (April and May 1990) but are now final, as explained in a technical note in *Employment Gazette*, December 1990, p 621.

2. Estimates for married women for 1990 (and 1989) include those cohabiting: see technical note in *Employment Gazette*, May 1990, p277.

3. Men aged 65 or over, women aged 60 or over.

4. The derivation of the unemployment rates is explained in a footnote to *table 1*.

5. The earliest year for which data on the ILO definition of unemployment are available.

Table 2 Reason for leaving last job, by sex and marital status for women: spring 1990
Unemployed persons aged 16 and over

	All	Males	Great Britain		
			All	Married	Non-married
All unemployed† (thousands)	1,869	1,089	780	459	321
of whom: Had previously had a paid job** (thousands)	1,721	1,007	715	445	269
(per cent of all unemployed)	92.1	92.5	91.6	97.1	83.8
of whom: Left their last job less than three years ago‡ (thousands)	1,127	662	464	293	172
(per cent of all who had jobs before‡)	65.5	65.8	65.0	65.8	63.7
of whom: Main reason for leaving (per cent of all who left their last job less than three years ago)					
Redundancy/dismissal	29.5	35.5	20.8	20.4	21.5
Temporary job ended	15.6	17.2	13.3	10.4	18.3
Resigned	10.8	10.9	10.8	9.7	12.5
Health reasons	6.0	6.6	5.1	3.9	7.1
Retirement††	2.8	3.5	*	*	*
Family/personal reasons	16.2	5.5	31.5	38.5	19.4
Other stated reasons	19.2	20.8	16.9	15.3	19.6

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

† Numbers shown include those who did not state whether they had had a previous job.

** Numbers shown include those who did not state date of leaving last job, together with those who did not state reason for leaving last job. Numbers include those whose last job was a government employment or training programme.

‡ Figures exclude those whose last job was a government employment or training programme. These people were not asked about their reason for leaving (105,000 in total: 79,000 males; 26,000 females, including 23,000 non-married). Inclusion of this group would result in the numbers leaving their last job less than three years ago forming the following percentages of all who had jobs before: 71.6 all, 73.6 males, 68.7 females, 66.6 married females, 72.1 non-married females.

†† Includes early retirement, which was mostly taken when employer was cutting back on staff, but includes that taken under the Job Release Scheme.

Source: Preliminary 1990 LFS estimates

Table 3 Status before seeking work, by age, sex and marital status for women: spring 1990
Unemployed persons aged 16 and over

Great Britain
Per cent

	All unemployed† (thousands = 100 per cent)	Status before seeking work			
		Working	In full-time education or training	Looking after family or home	Other**
Aged 16 and over					
All	1,869	56.0	14.3	20.5	9.2
Males	1,089	70.5	16.4	2.5	10.6
Females	780	35.4	11.4	46.0	7.2
Married	459	33.5	*	59.8	5.0
Non-married	321	38.2	25.0	26.4	10.4
Aged 16-59/64‡					
All	1,834	56.0	14.6	20.4	9.0
Males	1,073	70.6	16.6	2.5	10.2
Females	762	35.2	11.6	46.0	7.1
Married	448	33.4	*	60.1	4.8
Non-married	314	37.9	25.6	26.0	10.5
Aged 16-24					
All	575	46.8	34.6	10.6	8.1
Males	338	54.8	37.2	*	7.5
Females	237	35.2	30.8	25.1	8.9
Married	75	33.6	*	54.5	4.6
Non-married	162	35.9	42.9	11.7	9.5
Aged 25-44					
All	822	54.6	6.9	29.4	9.0
Males	440	74.5	10.1	3.5	11.8
Females	382	31.1	3.2	60.0	5.7
Married	281	28.6	*	65.6	4.6
Non-married	101	38.0	*	44.3	*
Aged 45-59/64‡					
All	437	70.9	2.7	16.4	10.0
Males	295	82.8	*	3.4	10.9
Females	143	46.3	*	43.4	8.0
Married	92	47.6	*	47.8	*
Non-married	51	44.0	*	35.5	*
Aged 60/65 and over					
All††	35	51.6	*	*	*

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

† Numbers shown include those who did not report status before seeking work or who were temporarily not seeking work (32,000 in all in 1990).

** Includes those who were long-term sick or disabled and those who had no wish to work.

‡ The upper age limit is 64 for males and 59 for females.

†† For further breakdown, see table 9.

Source: Preliminary 1990 LFS estimates

Table 4 Status before seeking work, by sex: time series
Unemployed persons aged 16 and over

Great Britain, spring each year
Per cent

	All unemployed* (thousands = 100 per cent)	Status before seeking work			
		Working	In full-time education or training	Looking after family or home	Other†
All					
1984	3,094	64.1	12.9	15.3	7.7
1985	2,968	61.8	14.7	16.1	7.4
1986	2,969	61.3	14.4	16.3	8.0
1987	2,879	62.1	12.6	17.1	8.1
1988	2,376	56.0	11.6	22.4	10.0
1989	1,978	55.6	14.0	21.4	9.0
1990**	1,869	56.0	14.3	20.5	9.2
Males					
1984	1,838	77.9	12.0	1.5	8.6
1985	1,788	75.1	15.2	1.4	8.3
1986	1,786	75.0	13.7	2.0	9.3
1987	1,717	75.9	12.7	2.4	9.1
1988	1,398	72.3	12.2	2.9	12.5
1989	1,148	69.5	16.2	3.1	11.1
1990**	1,089	70.5	16.4	2.5	10.6
Females					
1984	1,256	41.4	14.5	37.8	6.3
1985	1,180	40.1	14.0	40.1	5.8
1986	1,182	38.7	15.7	39.8	5.8
1987	1,161	39.9	12.5	41.0	6.6
1988	978	32.6	10.6	50.5	6.4
1989	831	36.0	10.9	47.0	6.0
1990**	780	35.4	11.4	46.0	7.2

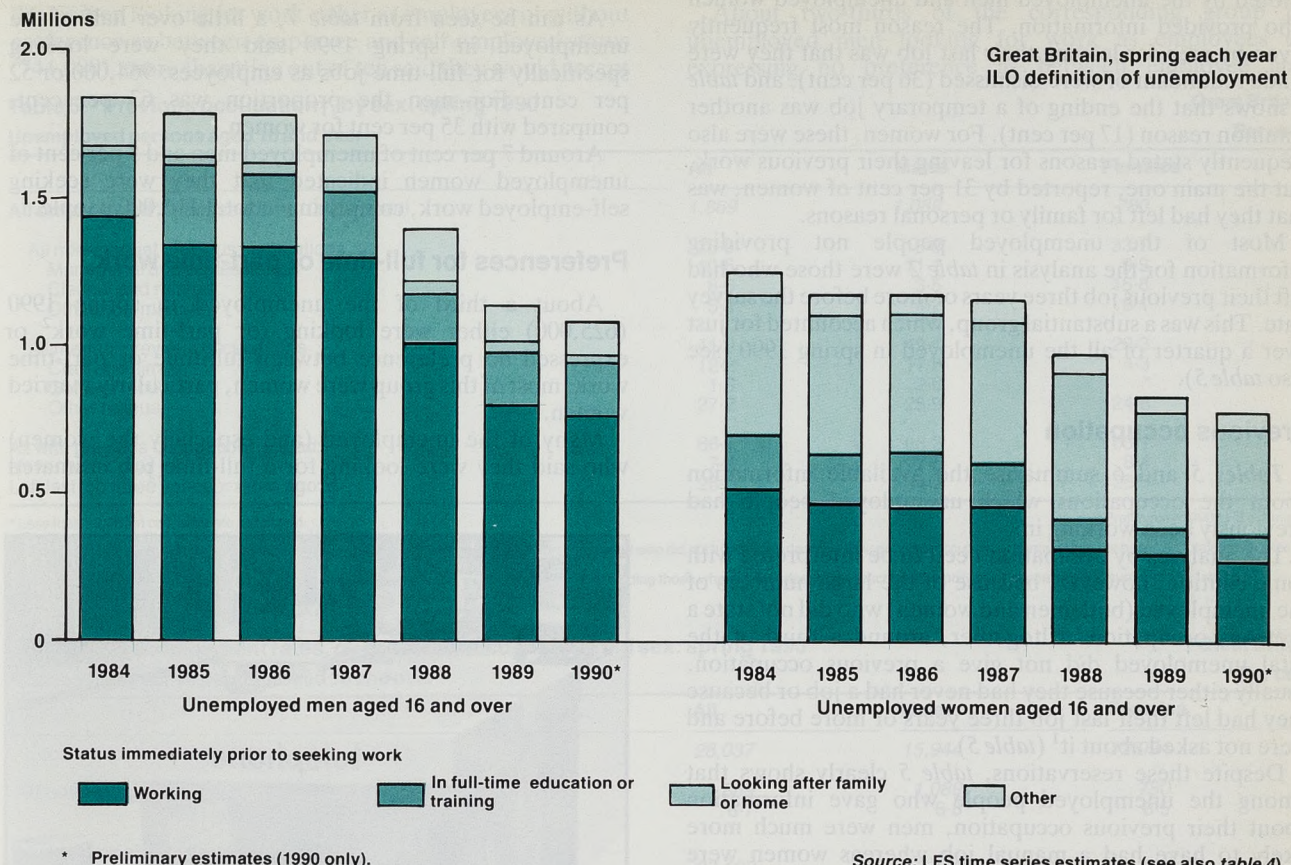
* Includes those who did not report status before seeking work or who were temporarily not seeking work.

† Includes those who were long-term sick or disabled and those who had no wish to work.

** Preliminary estimates (1990 only).

Source: LFS time series estimates

Figure 1 Status of unemployed people immediately prior to seeking work: 1984-90



* Preliminary estimates (1990 only).

Source: LFS time series estimates (see also table 4)

New entrants

Overall, about 8 per cent of the unemployed in spring 1990 reported that they were new entrants to the labour market who had not previously had a job, a proportion similar to that in spring 1989. The size of this group (an estimated 150,000, of whom over four-fifths were under 25) was, however, smaller than in 1989 (170,000), reflecting in part the declining number of young people entering the labour market.

Most of these new entrants will be included in the group who reported that they were economically inactive and in full-time education or training immediately before they started to look for work. The trend analysis in table 4 shows that the proportion of the unemployed in this group was at a low level in 1988 (12 per cent), but it rose in 1989 and 1990 to 14 per cent of the total. Numbers continued to fall in 1990 (to an estimated 270,000), reflecting the further overall fall in unemployment.

Returners

Table 3 shows that 21 per cent of the unemployed in spring 1990, an estimated 380,000 people, were entering or (more likely) re-entering the labour market after a spell looking after their family or home. Some 360,000 of these were women, nearly half of all the women then unemployed.

Table 4 shows that, in proportional terms, there was a marked increase in the group of currently unemployed women previously looking after their family or home, from the years up to 1987 (when it accounted for 41 per cent of all unemployed women) to the years since then (46 per cent in

1990). In numerical terms, within a generally declining total of unemployed women, the increase was less substantial in 1988, after which the size of the group fell progressively in 1989 and 1990 (see also figure 1).

People previously in work

Some 56 per cent of the unemployed in spring 1990 had been in work immediately prior to starting to look for a new job: the proportion was twice as high for men (70 per cent) as for women (35 per cent) and was also higher for older workers, particularly those aged 45 or more (table 3).

In recent years (as labour supply has risen and unemployment has fallen), fewer unemployed people have reported that they had been in work immediately before they started to seek a job, a trend which has become more pronounced since 1988 (table 4 and figure 1).

This pattern is found in proportional terms (64 per cent of the unemployed in 1984 came from a job and 62 per cent did so in 1987, compared with 56 per cent in each of the years since) and even more in absolute terms (an estimated 1,980,000 unemployed in 1984 and 1,790,000 in 1987 came from employment, compared with 1,050,000 in 1990). It also applies to both men and women.

Reasons for leaving last job

For people who had been working immediately before they became unemployed, information on why they left their last job was collected if they said they had left it less than three years before¹ (table 2).

1. Except for those who had left a government employment or training programme.

There were considerable differences in the main reasons quoted by the unemployed men and unemployed women who provided information. The reason most frequently given by men for leaving their last job was that they were made redundant or were dismissed (36 per cent), and table 2 shows that the ending of a temporary job was another common reason (17 per cent). For women, these were also frequently stated reasons for leaving their previous work, but the main one, reported by 31 per cent of women, was that they had left for family or personal reasons.

Most of the unemployed people not providing information for the analysis in table 2 were those who had left their previous job three years or more before the survey date. This was a substantial group, which accounted for just over a quarter of all the unemployed in spring 1990 (see also table 5).

Previous occupation

Tables 5 and 6 summarise the available information about the occupations which unemployed people had previously been working in.

The analyses by occupation need to be interpreted with some caution, however, because of the large numbers of the unemployed (both men and women) who did not state a previous occupation. Altogether, around a third of the total unemployed did not give a previous occupation, usually either because they had never had a job or because they had left their last job three years or more before and were not asked about it¹ (table 5).

Despite these reservations, table 5 clearly shows that among the unemployed people who gave information about their previous occupation, men were much more likely to have had a manual job whereas women were slightly more likely to have had a non-manual background.

A managerial or professional occupation was reported by about a tenth of the unemployed, with similar proportions of both men and women.

Table 6 shows that unemployment rates are generally lower for non-manual and skilled manual occupations and higher for other manual occupations. Thus, for people with professional and managerial experience the unemployment rate was just 2 per cent for both men and women, and for those with a clerical or related background the rate was also below average at 4 per cent for men and 3 per cent for women. The highest unemployment rate occurred among the small group of general labourers (16 per cent).

Unemployment rates for the various occupation groups were, for both men and women, mostly lower than the corresponding overall unemployment rates. These latter rates are based on total numbers of the unemployed which include the large group not stating a previous occupation. Within this large group, those who had never had a job were mainly (81 per cent, not shown in table 5) 16-24 year olds among whom unemployment rates tend to be above average, while those who had left their last job at least three years before included a high proportion (55 per cent) of people without qualifications among whom unemployment also tends to be higher (see later text).

1. This three-year cut-off would, for example, tend to depress the apparent level of unemployment in occupations which had shed large numbers of jobs more than three years before the survey date. The analysis might also make unemployment appear relatively high in occupations with a strong seasonal pattern where peak employment was not in spring months, or in which large numbers of temporary workers were employed. It is also possible that, for a number of the unemployed, the occupation (or industry) of their last job may not be the same as that of their 'usual' job, as the last job may have been temporary work (perhaps not fully using their skills) undertaken in the absence of the type of work they had previously been engaged in.

2. As an employee. Those seeking self-employed work were not asked about their preference for full-time or part-time working.

The unemployed looking for work

As can be seen from table 7, a little over half of the unemployed in spring 1990 said they were looking specifically for full-time jobs as employees: 964,000 or 52 per cent. For men the proportion was 63 per cent, compared with 35 per cent for women.

Around 7 per cent of unemployed men and 5 per cent of unemployed women indicated that they were seeking self-employed work, comprising in total 116,000 people.

Preferences for full-time or part-time work

About a third of the unemployed in spring 1990 (625,000) either were looking for part-time work² or expressed no preference between full-time or part-time work: most of this group were women, particularly married women.

Many of the unemployed (and especially the women) who said they were looking for a full-time job intimated



In recent years fewer of the unemployed have been out of work for a year or more.
Photo Brenda Prince/Format

that they would nevertheless consider accepting a part-time job if one were available (table 8 and figure 2). Thus, of all the women looking for work either as employees or without preference as between employee and self-employed status (744,000), more than nine out of ten said they would accept

a part-time job (though two out of five would prefer to work full-time) and one in three would insist on one.

About two-thirds of the corresponding group of unemployed men looking for work as employees or expressing no preference as between employee and

Table 5 Previous occupation†, by sex: spring 1990
Unemployed persons aged 16 and over

	All	Males	Females
All unemployed** (thousands = 100 per cent)	1,869	1,089	780
All non-manual previous occupations	25.0	18.8	33.7
Managerial and professional	10.6	11.1	9.9
Clerical and related	8.6	3.5	15.8
Other non-manual	5.8	4.2	8.1
All manual previous occupations	41.0	49.4	29.3
Craft and similar	12.2	17.9	4.3
General labourers	1.6	2.6	*
Other manual	27.2	28.9	24.8
All with previous occupation† stated‡	66.1	68.3	63.1
Never had a paid job††	7.9	7.5	8.4
Left last job three years or more ago‡‡	26.0	24.2	28.5

Source: Preliminary 1990 LFS estimates
* Less than 10,000 in cell: estimate not shown.
† Previous occupation of those who left their last job less than three years ago.
** Totals shown include a small number of persons who had had a job within the last three years but who did not adequately describe their previous occupation: percentages are based on totals which exclude this group.
‡ Estimates shown are for persons reporting non-manual or manual previous occupations, excluding those who did not adequately describe their previous occupation. For numbers see table 6.
†† Includes a small number of persons who did not state whether they had had a previous job.
‡‡ Includes a small number of persons who did not state date of leaving last job.

Table 6 Unemployment rates, by previous occupation† and sex: spring 1990
Economically active persons aged 16 and over

	All	Males	Females
All economically active (thousands)	28,037	15,944	12,094
All unemployed (thousands) (rate: see table 1)	1,869 6.7	1,089 6.8	780 6.5
All economically active with current or previous occupation stated (thousands)	27,192	15,440	11,752
All unemployed with previous occupation† stated** (thousands) (rate‡)	1,229 4.5	739 4.8	491 4.2
All non-manual previous occupations‡	3.1	2.8	3.3
Managerial and professional	2.3	2.2	2.3
Clerical and related	3.6	4.3	3.4
Other non-manual	5.2	4.7	5.7
All manual previous occupations‡	6.4	6.5	6.0
Craft and similar	5.2	4.9	7.4
General labourers	16.3	17.0	*
Other manual	6.9	7.7	5.8

Source: Preliminary 1990 LFS estimates
* Less than 10,000 in cell: estimate not shown.
† Previous occupation of those who left their last job less than three years ago.
** Estimates shown are for persons reporting non-manual or manual previous occupations, excluding those who did not adequately describe their previous occupation: see also table 5.
‡ Unemployment rates for occupations are calculated by taking those who are unemployed with a previous occupation stated as a proportion of the economically active who have a current or previous occupation stated.

Table 7 Type of job sought, by sex and marital status for women: spring 1990
Unemployed persons aged 16 and over

	All		Males		Females		Married		Non-married	
	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent
All unemployed	1,869	100	1,089	100	780	100	459	100	321	100
of whom seeking work as:										
Self employed†	116	6.2	80	7.4	36	4.6	25	5.4	11	3.5
Employee	1,503	80.5	823	75.6	680	87.2	398	86.7	282	87.9
Full-time**	964	51.6	689	63.3	275	35.2	105	22.8	170	52.9
Part-time**	381	20.4	60	5.5	321	41.1	237	51.8	83	26.0
No preference whether full- or part-time work	159	8.5	74	6.8	85	10.9	56	12.2	29	9.0
No preference whether employee or self-employed	249	13.3	185	17.0	64	8.2	36	7.9	28	8.7
Full-time**	164	8.8	143	13.1	21	2.7	*	*	12	3.8
Part-time**	40	2.1	11	1.0	29	3.8	21	4.5	*	*
No preference whether full- or part-time work	46	2.4	32	2.9	14	1.8	*	*	*	*

Source: Preliminary 1990 LFS estimates
* Less than 10,000 in cell: estimate not shown.
† Those seeking self-employed work were not asked whether they preferred full- or part-time work.
** Additional information was collected on whether persons shown as seeking full-time work would nevertheless accept a part-time job if one were available, and likewise whether those seeking a part-time job would accept a full-time one: see table 8.

Table 8 Willingness to accept full- or part-time work, by sex and marital status for women: spring 1990
Unemployed persons aged 16 and over

Great Britain

	All		Males		Females					
	Thou- sands	Per cent	Thou- sands	Per cent	All		Married		Non-married	
					Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent
All unemployed	1,869		1,089		780		459		321	
Seeking work as self-employed*	116		80		36		25		11	
All except those seeking work as self-employed	1,753	100	1,008	100	744	100	434	100	310	100
Seeking full-time work†	1,127	64.3	832	82.5	295	39.7	113	26.1	182	58.8
Prepared to accept part-time work**	710	40.5	485	48.1	225	30.2	91	21.0	134	43.1
Not prepared to accept part-time work**	414	23.6	344	34.2	70	9.4	21	4.9	49	15.7
Seeking part-time work†	421	24.0	71	7.0	350	47.1	258	59.4	92	29.8
Prepared to accept full-time work‡	132	7.5	30	2.9	103	13.8	78	17.9	25	8.0
Not prepared to accept full-time work‡	288	16.4	40	4.0	248	33.3	180	41.5	67	21.7
No preference whether full- or part-time work	204	11.7	106	10.5	98	13.2	63	14.5	35	11.4

* Those seeking self-employed work were not asked whether they preferred full- or part-time work.
† As employee or without preference whether employee or self-employed. Includes a small number of persons who did not state whether they were prepared to accept part-time work if their preference was for full-time work, or vice versa.
** If no full-time work available.
‡ If no part-time work available.

Source: Preliminary 1990 LFS estimates

Table 9 Duration† of unemployment, by age, sex and marital status for women: spring 1990
Unemployed persons aged 16 and over

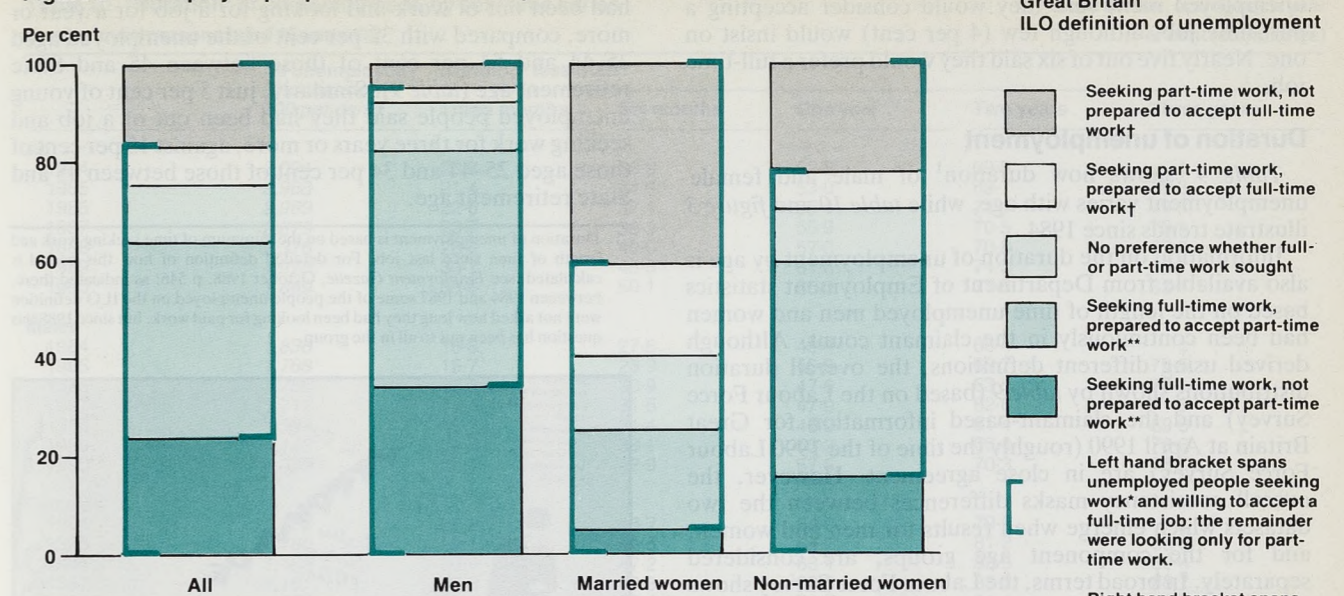
Great Britain
Per cent (cumulative)

	All		Males		Females				
	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent	Married	Non-married	
Aged 16 and over	100		100		100		100	100	
All unemployed** (thousands)	1,869		1,089		780		459	321	
of whom:									
Duration less than:									
Three months	33.6		28.1		41.3		43.7	37.9	
Six months	50.1		42.9		60.4		64.1	55.0	
One year	66.0		57.5		77.9		80.9	73.5	
Two years	77.6		70.3		87.8		90.2	84.4	
Three years	83.1		76.7		92.1		94.1	89.3	
Aged 16-59/64‡	100		100		100		100	100	
All unemployed** (thousands)	1,834		1,073		762		448	314	
of whom:									
Duration less than:									
Three months	33.8		28.2		41.7		44.0	38.4	
Six months	50.5		43.0		61.0		64.7	55.8	
One year	66.3		57.5		78.7		81.7	74.5	
Two years	78.0		70.4		88.7		91.0	85.4	
Three years	83.3		76.7		92.7		94.7	89.8	
Aged 16-24	100		100		100		100	100	
All unemployed** (thousands)	575		338		237		75	162	
of whom:									
Duration less than:									
Three months	45.7		41.3		51.8		55.4	50.2	
Six months	64.2		59.1		71.4		77.8	68.6	
One year	79.7		74.7		86.7		91.5	84.6	
Two years	90.2		86.7		95.1		97.2	94.1	
Three years	94.5		92.3		97.6		99.4	96.8	
Aged 25-44	100		100		100		100	100	
All unemployed** (thousands)	822		440		382		281	101	
of whom:									
Duration less than:									
Three months	33.0		25.8		41.5		46.1	28.4	
Six months	50.1		40.5		61.3		66.3	47.1	
One year	67.6		55.8		81.3		84.7	71.8	
Two years	79.2		68.6		91.5		94.0	84.6	
Three years	84.5		75.4		95.2		97.1	89.9	
Aged 45-59/64‡	100		100		100		100	100	
All unemployed** (thousands)	437		295		143		92	51	
of whom:									
Duration less than:									
Three months	19.6		16.8		25.4		28.3	20.4	
Six months	33.2		28.3		43.1		49.2	32.2	
One year	46.4		40.4		58.7		64.7	48.1	
Two years	59.6		54.2		70.7		77.0	59.3	
Three years	66.3		60.7		77.8		83.6	67.4	
Aged 60/65 and over									
All unemployed (thousands)	35		16		19		11	*	

* Less than 10,000 in cell; estimate not shown.
† Duration of unemployment is based on the minimum of time seeking work and length of time since last job.
‡ Numbers shown include those with duration not specified (13,000 in all), but percentages are based on totals which exclude this group.
§ The upper age limit is 64 for males and 59 for females.

Source: Preliminary 1990 LFS estimates

Figure 2 Unemployed people* and full-time or part-time work: spring 1990



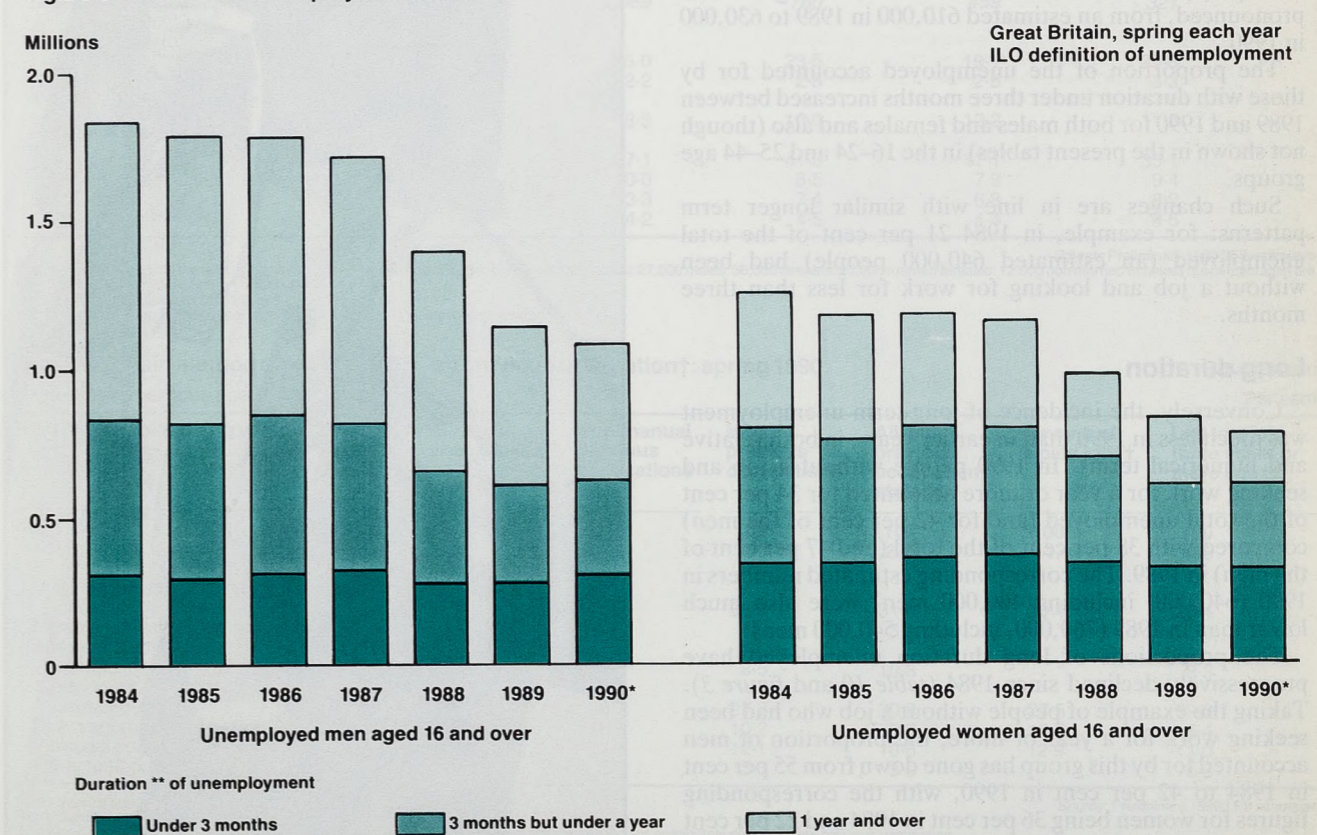
* Aged 16 and over, except those seeking work as self-employed (who were not asked whether they preferred full or part-time work). Analyses refer to 1,753,000 unemployed people, including 1,008,000 men, 434,000 married women and 310,000 non-married women, with percentages as shown in table 8.

† If no part-time work available.

** If no full-time work available.

Source: Preliminary 1990 LFS estimates (see also table 8)

Figure 3 Duration of unemployment: 1984-90



* Preliminary estimates (1990 only).

** Based on the minimum of time seeking work and length of time since last job.

Source: LFS time series estimates (see also table 10)

self-employed status (or just over three-fifths of all unemployed men) said they would consider accepting a part-time job, although few (4 per cent) would insist on one. Nearly five out of six said they would prefer a full-time job.

Duration of unemployment

Table 9 shows how duration¹ of male and female unemployment varies with age, while table 10 and figure 3 illustrate trends since 1984.

Information on the duration of unemployment by age is also available from Department of Employment statistics based on the length of time unemployed men and women had been continuously in the claimant count. Although derived using different definitions, the overall duration distributions shown by table 9 (based on the Labour Force Survey) and the claimant-based information for Great Britain at April 1990 (roughly the time of the 1990 Labour Force Survey) are in close agreement. However, the overall consistency masks differences between the two datasets which emerge when results for men and women, and for the component age groups, are considered separately. In broad terms, the Labour Force Survey shows a higher proportion of men with longer durations than the claimant count does, and a higher proportion of women with shorter durations: a full analysis is beyond the scope of the present article.

Short duration

Overall, 34 per cent of the unemployed in spring 1990 had been out of a job and looking for work for less than three months, compared to 31 per cent a year earlier (table 10). This shift in the distribution of unemployment durations reflects the effect of the reduction in total unemployment: in numerical terms the change is less pronounced, from an estimated 610,000 in 1989 to 630,000 in 1990.

The proportion of the unemployed accounted for by those with duration under three months increased between 1989 and 1990 for both males and females and also (though not shown in the present tables) in the 16-24 and 25-44 age groups.

Such changes are in line with similar longer term patterns: for example, in 1984 21 per cent of the total unemployed (an estimated 640,000 people) had been without a job and looking for work for less than three months.

Long duration

Conversely, the incidence of long-term unemployment was much less in 1990 than in earlier years, in both relative and numerical terms. In 1990 people without a job and seeking work for a year or more accounted for 34 per cent of the total unemployed (and for 42 per cent of the men) compared with 38 per cent of the total (and 47 per cent of the men) in 1989. The corresponding estimated numbers in 1990 (640,000, including 460,000 men) were also much lower than in 1989 (760,000, including 540,000 men).

The proportions of long duration unemployed have progressively declined since 1984 (table 10 and figure 3). Taking the example of people without a job who had been seeking work for a year or more, the proportion of men accounted for by this group has gone down from 55 per cent in 1984 to 42 per cent in 1990, with the corresponding figures for women being 36 per cent in 1984 and 22 per cent in 1990. For the unemployed as a whole, the numbers fell from 47 per cent in 1984 (an estimated 1,470,000 people) to 34 per cent in 1990 (640,000).

In 1990 about 20 per cent of unemployed 16-24 year olds had been out of work and looking for a job for a year or more, compared with 32 per cent of the unemployed aged 25-44 and 54 per cent of those between 45 and State retirement age (table 9). Similarly, just 5 per cent of young unemployed people said they had been out of a job and seeking work for three years or more, against 15 per cent of those aged 25-44 and 34 per cent of those between 45 and State retirement age.

1. Duration of unemployment is based on the minimum of time seeking work and length of time since last job. For detailed definition of how this period is calculated, see *Employment Gazette*, October 1988, p 546: as indicated there, between 1984 and 1987 some of the people unemployed on the ILO definition were not asked how long they had been looking for paid work, but since 1988 this question has been put to all in the group.



Many unemployed people make use of personal contacts when looking for work. Photo Stephanie Henry/Format

Table 10 Duration* of unemployment, by sex: time series

Unemployed persons aged 16 and over	All unemployed† (thousands = 100 per cent)	Duration* less than:					Per cent (cumulative)
		Three months	Six months	One year	Two years	Three years	
		Great Britain, spring each year					
All							
1984	3,094	20.8	33.9	52.5	69.6	79.3	‡
1985	2,968	21.4	34.9	53.0	69.7	79.3	79.3
1986	2,969	22.6	37.1	55.4	71.1	79.3	79.3
1987	2,879	23.7	38.3	55.9	70.5	78.1	78.1
1988	2,376	26.0	40.0	57.0	70.8	77.8	77.8
1989	1,978	30.7	45.3	61.6	74.3	80.7	80.7
1990**	1,869	33.6	50.1	66.0	77.6	83.1	83.1
Males							
1984	1,838	16.9	27.8	45.4	63.4	73.5	‡
1985	1,788	16.7	28.9	45.9	62.7	73.5	73.5
1986	1,786	17.8	30.9	47.6	63.5	73.1	73.1
1987	1,717	18.8	31.5	47.9	62.6	71.6	71.6
1988	1,398	19.7	31.4	46.9	61.4	69.5	69.5
1989	1,148	24.5	38.1	53.2	66.4	73.6	73.6
1990**	1,089	28.1	42.9	57.5	70.3	76.7	76.7
Females							
1984	1,256	27.2	43.7	64.0	79.6	88.9	‡
1985	1,180	29.1	44.8	64.7	81.2	89.4	89.4
1986	1,182	30.4	47.2	68.1	83.5	88.7	88.7
1987	1,161	31.8	49.3	68.9	83.3	89.7	89.7
1988	978	35.1	52.4	71.5	84.4	90.6	90.6
1989	831	39.2	55.3	73.1	85.3	92.1	92.1
1990**	780	41.3	60.4	77.9	87.8	92.1	92.1

* Duration of unemployment is based on the minimum of time seeking work and length of time since last job.
† Includes those with duration not specified.
** Preliminary estimates (1990 only).
‡ Estimate not available.

Source: LFS time series estimates

Table 11 Main method of seeking work, by sex and marital status for women: spring 1990

Unemployed persons aged 16 and over	All unemployed	Males	Females			Per cent
			Great Britain			
			All	Married	Non-married	
All* (thousands)	100	100	100	100	100	
	1,869	1,089	780	459	321	
Visiting jobcentre, government employment office, etc	30.3	35.0	23.5	19.1	29.8	
Name on private agency books	2.5	2.2	2.8	2.5	3.3	
Answering advertisements in newspapers/journals†	9.8	8.3	12.0	12.2	11.8	
Studying situations vacant columns in newspapers	32.9	27.1	41.3	47.1	33.1	
Direct approach to firms/employers	9.3	10.0	8.5	7.9	9.4	
Personal contacts	10.9	13.3	7.4	6.8	8.2	
Other methods**	4.3	4.2	4.5	4.4	4.5	

* Numbers shown include those who did not report a main method of seeking work (64,000 in total: 27,000 males: 38,000 females: 25,000 married females: 12,000 non married females) but percentages are based on totals which exclude this group.
† Includes notices outside factories or in shop windows.
** Includes advertising in newspapers/journals and awaiting job application results.

Source: Preliminary 1990 LFS estimates

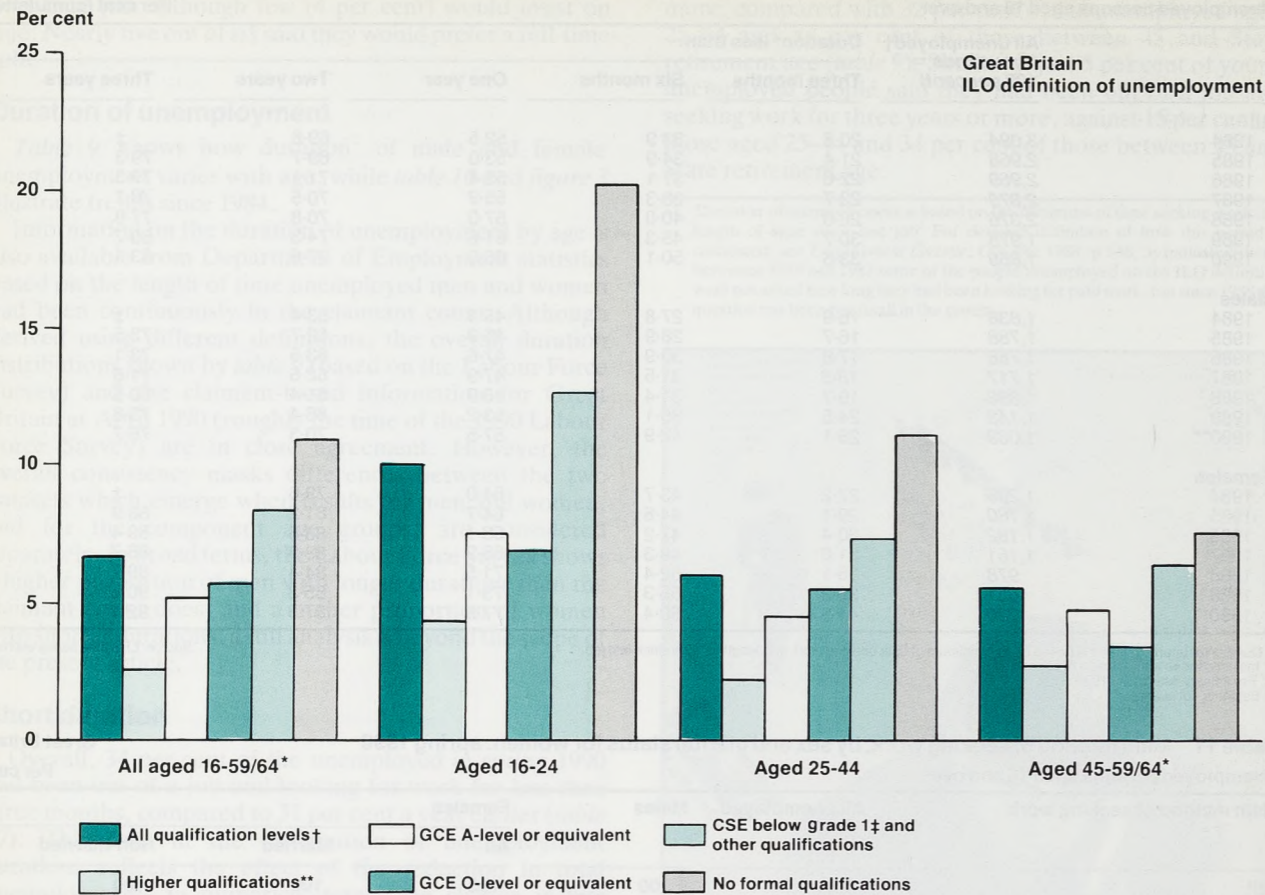
Table 12 Main method of seeking work, by previous occupation†: spring 1990

Unemployed persons aged 16 and over	All unemployed**	Non-manual previous occupations	Manual previous occupations	All with previous occupation†			Per cent
				Never had a paid job††	Left last job three years or more ago††		
All§ (thousands)	100	100	100	100	100	100	
	1,869	466	763	1,236	147	486	
Visiting jobcentre, government employment office, etc	30.3	20.7	36.9	31.0	30.4	28.4	
Name on private agency books	2.5	6.2	1.6	3.3	*	*	
Answering advertisements in newspapers/journals§§	9.8	14.6	8.5	10.8	*	8.3	
Studying situations vacant columns in newspapers	32.9	36.7	27.3	30.8	27.5	39.9	
Direct approach to firms/employers	9.3	8.6	10.2	9.6	16.8	6.4	
Personal contacts	10.9	8.1	12.1	10.6	12.9	11.0	
Other methods***	4.3	5.0	3.3	3.9	*	5.2	

* Less than 10,000 in cell: estimate not shown.
† Previous occupation of those who left their last job less than three years ago.
** Includes a small number of persons who had had a job within the last three years but who did not adequately describe their previous occupation.
‡ Estimates shown are for persons reporting non-manual or manual previous occupations, excluding those who did not adequately describe their previous occupation.
†† Includes a small number of persons who did not state whether they had had a previous job.
‡‡ Includes a small number of persons who did not state date of leaving last job.
§ Numbers shown include those who did not report a main method of seeking work (64,000 persons in all) but percentages are based on totals which exclude this group.
§§ Includes notices outside factories or in shop windows.
*** Includes advertising in newspapers/journals and awaiting job application results.

Source: Preliminary 1990 LFS estimates

Figure 4 Unemployment rates by age and level of highest qualification held: spring 1990



* The upper age limit is 64 for men and 59 for women.
† Including highest qualification level not stated.
** Above GCE A-level or equivalent: see footnote to table 13.
‡ Includes YTS certificate.

Source: Preliminary 1990 LFS estimates (see also table 13)



Most unemployed women said they would consider working part-time.

Photo: Joanne O'Brien/format

Table 13 Numbers unemployed and unemployment rates, by highest qualification level, age, sex and marital status for women: spring 1990

Level of highest qualification held, and age group	Numbers unemployed					Unemployment rates**				
	All	Males	Females			All	Males	Females		
			All	Married	Non-married			All	Married	Non-married
	Thousands	Thousands	Thousands	Thousands	Thousands	Per cent	Per cent	Per cent	Per cent	Per cent
All qualifications‡										
16-59/64†	1,834	1,073	762	448	314	6.7	6.9	6.6	5.7	8.5
16-24	575	338	237	75	162	10.0	10.8	9.0	10.3	8.5
25-44	822	440	382	281	101	6.0	5.7	6.5	6.0	8.3
45-59/64†	437	295	143	92	51	5.6	6.2	4.6	3.7	8.7
Higher qualifications††										
16-59/64†	109	51	58	37	21	2.5	2.1	3.2	2.9	4.1
16-24	17	*	*	*	*	4.3	*	*	*	*
25-44	60	22	37	27	10	2.2	1.4	3.2	3.1	3.7
45-59/64†	32	20	12	*	*	2.7	2.7	2.8	*	*
GCE A-level or equivalent qualifications										
16-59/64†	383	265	118	66	52	5.2	4.9	6.2	5.7	6.8
16-24	122	73	49	17	33	7.5	7.5	7.5	8.7	7.0
25-44	170	113	57	43	14	4.5	3.9	6.0	5.9	6.0
45-59/64†	90	79	11	*	*	4.8	5.0	3.9	*	*
GCE O-level or equivalent qualifications										
16-59/64†	291	122	170	103	67	5.7	5.7	5.7	5.7	5.8
16-24	133	67	66	23	43	6.9	7.7	6.2	8.4	5.5
25-44	132	42	90	71	19	5.5	4.5	6.1	6.0	6.6
45-59/64†	26	13	14	*	*	3.4	3.7	3.2	*	*
CSE below grade 1†† and other qualifications										
16-59/64†	259	138	122	76	46	8.3	8.4	8.1	7.1	10.4
16-24	91	53	38	13	25	12.6	13.9	11.1	11.3	11.1
25-44	110	47	64	49	15	7.3	6.0	8.6	8.1	11.1
45-59/64†	57	38	20	14	*	6.4	8.0	4.6	4.0	*
No formal qualifications										
16-59/64†	772	483	289	164	126	10.9	12.8	8.7	6.4	15.9
16-24	203	130	73	19	54	20.2	20.0	20.5	26.5	19.0
25-44	341	209	132	90	41	11.1	13.4	8.7	7.2	16.1
45-59/64†	229	144	85	54	30	7.6	9.2	5.8	4.5	12.0

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

† The upper age limit is 64 for males and 59 for females.

** Unemployment rates are derived by dividing the relevant total of unemployed people (shown in this table) by the corresponding economically active population.

‡ Includes those who did not state their highest qualification level (19,000 in all).

†† Higher qualifications are those above GCE A-level or equivalent. For further information on qualification levels, see article on economic activity and highest qualifications held in *Employment Gazette*, October 1988 (pp 549-563).

‡‡ Includes YTS certificate.

Source: Preliminary 1990 LFS estimates

Unemployed women tend to have been out of work and looking for a job for shorter periods than unemployed men: 78 per cent for less than a year (in 1990) and only 8 per cent for three years or more, compared with 58 and 23 per cent respectively for men. This pattern also held in each age group. Married women were likely to have experienced shorter periods of unemployment than other women.

Unemployment of long duration also declined progressively between 1984 and 1990 when expressed as a rate, related to the changing size of the labour force (not shown in table 10). Thus, unemployed people out of a job and seeking work for a year or more comprised nearly 6 per cent of the economically active population aged 16 and over in 1984, falling steadily to 2 per cent in 1990. There were also steady falls over the six years in the rates for men and women, which reached 3 per cent for men in 1990 and just half this level for women.

There was much less change over time in the rate of short duration unemployment. People out of work and looking for a job for less than three months accounted for a little over 2 per cent of the economically active population in 1990, a similar proportion as in 1984: in each year the rate for women was about half as high again as for men, 3 per cent against 2 per cent in 1990.

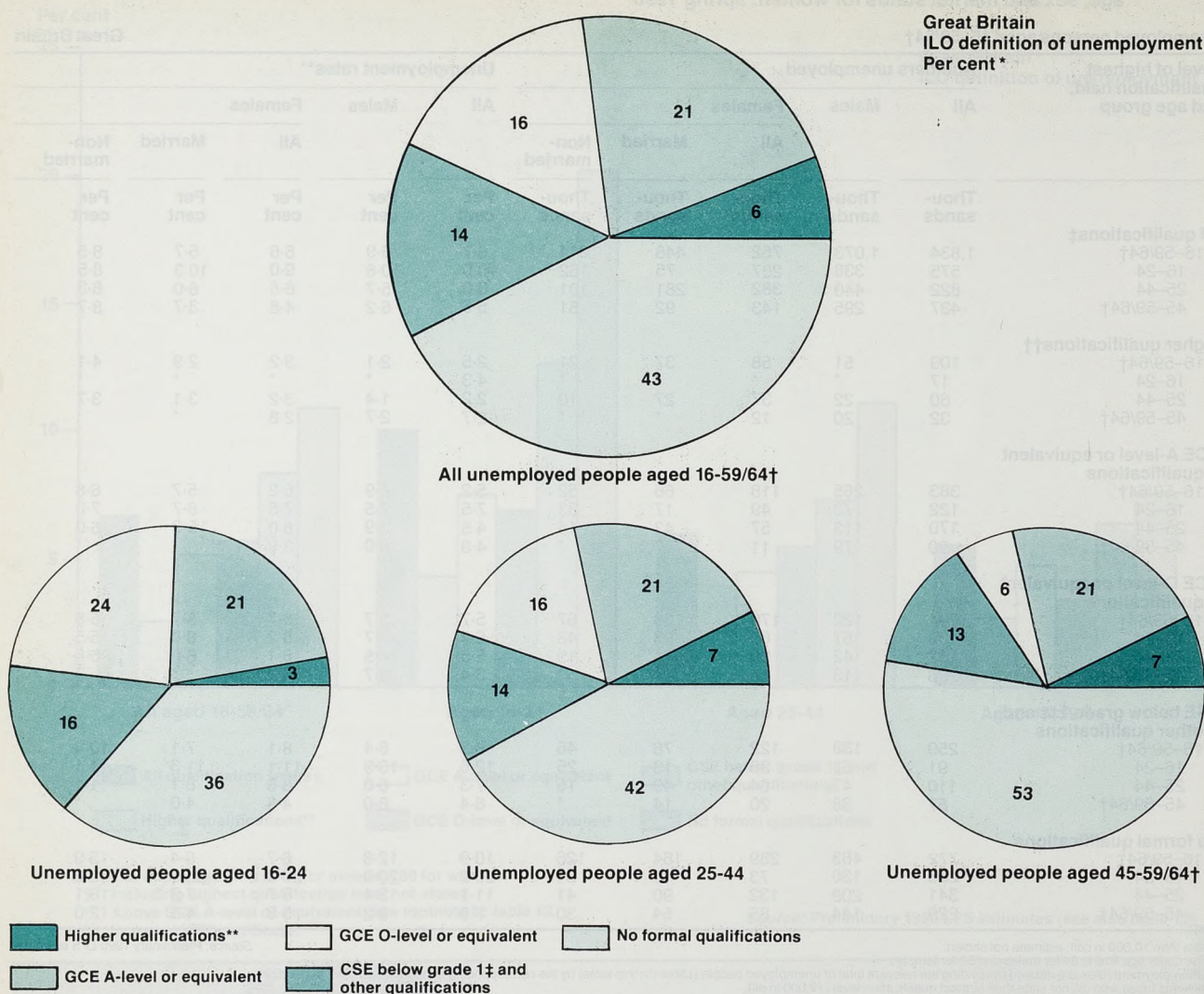
Job search methods

The main methods by which unemployed men and women sought work in spring 1990 are summarised in table 11, while the job search methods of unemployed people previously in manual and non-manual jobs are explored in table 12. For comparison, the latter analysis also covers the job search methods of the large group of the unemployed for whom a previous occupation was not reported (see above).

The two most frequent main methods of job search were visiting a jobcentre or government employment office (30 per cent) and studying situations vacant columns in newspapers (33 per cent), with the latter having gained ground in recent years as the general level of unemployment declined: in spring 1989 these two methods had each been reported by 32 per cent of the unemployed. The next most frequently quoted search methods were the use of personal contacts (11 per cent) and answering newspaper or journal advertisements (10 per cent): these methods had been reported by 10 and 11 per cent respectively of the unemployed a year earlier.

Situations vacant columns in newspapers were by a large margin the main reported avenue of job search in spring

Figure 5 Highest qualification levels of the unemployed, by age: spring 1990



* Percentages are based on totals which exclude those not stating highest qualification level.
 † The upper age limit is 64 for men and 59 for women.
 ** Above GCE A-level or equivalent: see footnote to table 13.
 ‡ Includes YTS certificate.

Source: Preliminary 1990 LFS estimates (see also table 13)

1990 for married women (47 per cent) and for unemployed people who had left their last job at least three years before (40 per cent).

There were appreciable differences between the main job search methods used by those who reported that they had worked in different occupations previously. Non-manual workers were less likely than manual ones to report visiting a jobcentre or government employment office, use of personal contacts or applying directly to employers: conversely, those previously in non-manual occupations were more likely to use newspapers or private employment agencies.

Unemployment and highest qualifications held

The relationship between unemployment and qualification levels for people of working age in spring 1990 is illustrated in table 13 and figure 4.

Unemployment rates

Unemployment rates were higher for people with lower

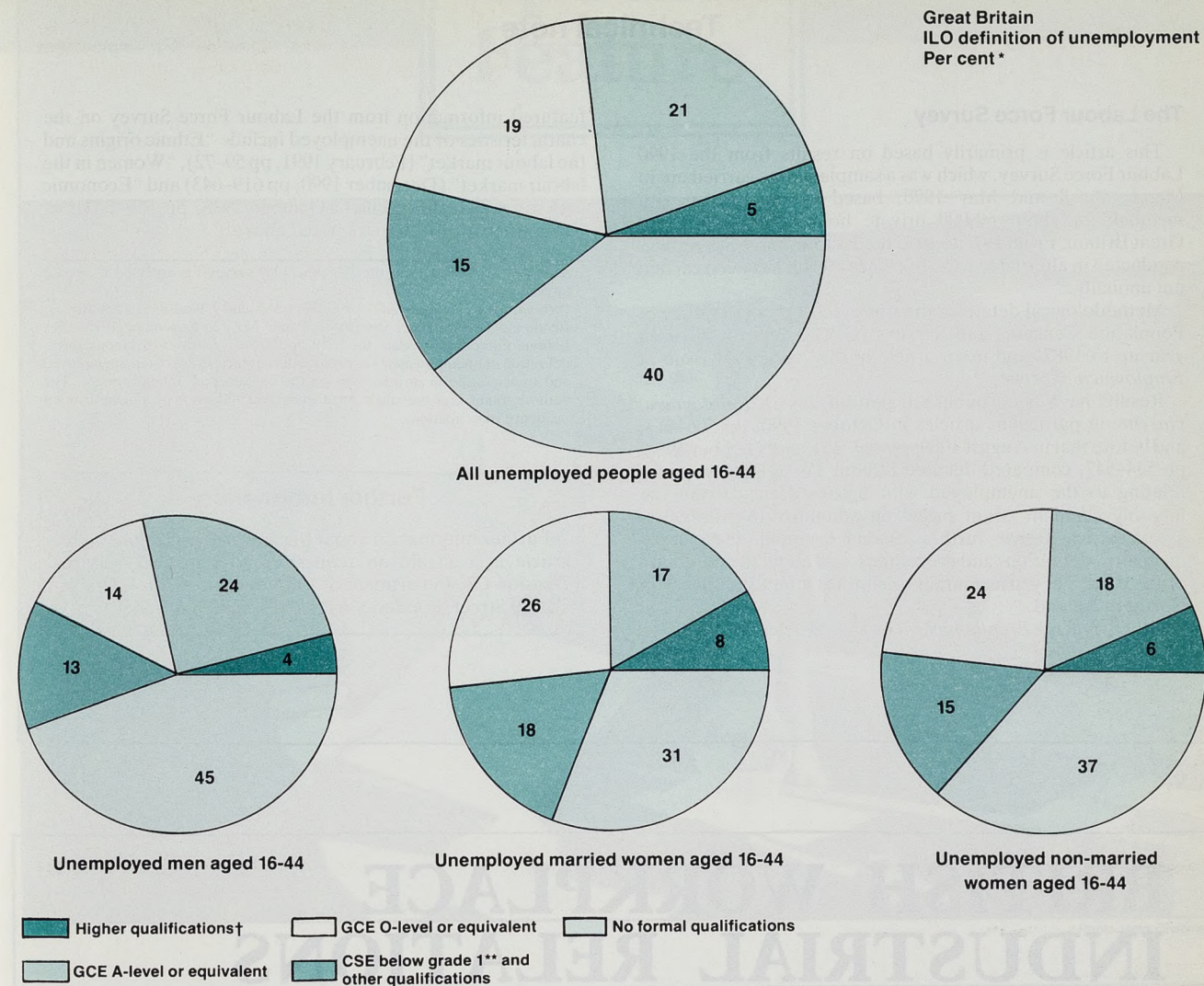
levels of qualification than for well qualified people. Nearly 11 per cent of economically active people of working age with no formal qualifications were unemployed in 1990, whereas among graduates and others with qualifications above GCE A-level or equivalent the unemployment rate was less than 3 per cent.

The overall pattern of unemployment rates becoming lower as qualification levels rise also held broadly within each age group, and for men and women. Unemployment rates were particularly high among unqualified young people aged 16-24 (20 per cent) and among non-married women aged 25-44 without formal qualifications (16 per cent).

Qualifications of unemployed people

Figures 5 and 6 present the levels of highest qualifications held by the unemployed in 1990 in a different way. Overall, more than two-fifths of the unemployed said they had no formal qualifications (43 per cent) compared with a quarter

Figure 6 Highest qualification levels of the unemployed aged 16-44: spring 1990



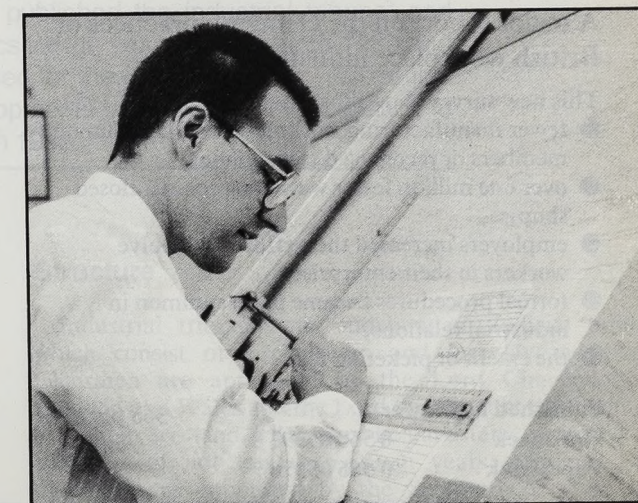
* Percentages are based on totals which exclude those not stating highest qualification level.
 † Above GCE A-level or equivalent: see footnote to table 13.
 ** Includes YTS certificate.

Source: Preliminary 1990 LFS estimates (see also table 13)

of all employed people of working age (not illustrated). Conversely, nearly three-fifths of all unemployed people of working age held a formal qualification (57 per cent), many at the higher levels: see also table 13.

Qualification levels are closely related to age, with younger people tending to have higher levels. Among the 16-24 age group, for example, only 16 per cent of people in employment were without formal qualifications in 1990, whereas the proportion rose to 38 per cent among employed people between 45 and State retirement age. Likewise, among the unemployed, the proportion with no qualifications rose from 36 per cent for 16-24 year olds to 53 per cent for those between 45 and State retirement age.

Fewer unemployed married women were unqualified in 1990 (37 per cent) than non-married women (40 per cent) or men (43 per cent), and similar patterns applied in the 16-24 and 25-44 age groups separately. Among older unemployed people, however, the proportion of men without formal qualifications was lower, 49 per cent against 60 per cent for women. ■



Younger people tended to have higher levels of qualification.

Photo: Margaret Robinson

Technical note

The Labour Force Survey

This article is primarily based on results from the 1990 Labour Force Survey, which was a sample survey carried out in March, April and May 1990, based on interviews with members of about 60,000 private households throughout Great Britain. From 1973 to 1983 the Labour Force Survey was conducted in alternate years, but since 1984 it has been carried out annually.

Methodological details of the surveys are given in Office of Population Censuses and Surveys (OPCS) reports for each year up to 1987¹ and in an article in the April 1991 issue of *Employment Gazette*.

Results have been published periodically in *Employment Gazette*: in particular, articles in October 1990, pp 506-513, and before that in August 1989, pp 443-451, and October 1988, pp 534-547, compared detailed Labour Force Survey results relating to the unemployed with figures derived from the monthly claimant count based on administrative statistics. These articles give further guidance about the survey questions, definitions and procedures, and about the reliability of the data. They also contain brief notes about the survey in Northern Ireland.

Other recent *Employment Gazette* articles which have

featured information from the Labour Force Survey on the characteristics of the unemployed include "Ethnic origins and the labour market" (February 1991, pp 59-72), "Women in the labour market" (December 1990, pp 619-643) and "Economic activity and qualifications" (October 1988, pp 549-563), as well as the April 1991 piece noted above².

¹ A further report, covering the 1988 and 1989 surveys, is expected to appear later this year.

² "Who are the Unemployed?" by C Pissarides and J Wadsworth (Centre for Economic Performance, Discussion Paper No 12, November 1990) uses Labour Force Survey data for 1979 and 1986 (on the 'GB labour force' definition of unemployment) to explore the characteristics of the unemployed and to assess the main influences on the incidence of unemployment. The authors found that the single most important influence on unemployment incidence is occupation.

Further information

Further information about the analyses presented in this article is available on request from Statistical Services Division C3, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (tel 071-273 5588).

Special Feature



Photo Jacky Chapman

Industrial Tribunals — an update

In April 1990 *Employment Gazette* published the industrial tribunal and Employment Appeal Tribunal statistics for the year ending March 1989 and outlined future developments proposed for the tribunal system. This article follows the progress of those developments and updates the statistics to March 1990.

Industrial tribunals are the chief avenue of redress for those involved in disputes in the employment field. In 1989-90 tribunals dealt with nearly 32,000 cases in Great Britain, most of which were brought under the unfair dismissal provisions of the Employment Protection (Consolidation) Act 1978. Other cases which the tribunals resolve include complaints about redundancy payments, deductions from pay, equal pay and sex and race discrimination, maternity rights in employment, trade union membership and non-membership rights, and health and safety at work.

Structure

Industrial tribunals are independent judicial bodies which consist of a chairman and two lay members. Chairmen are appointed by the Lord Chancellor in England and Wales and the Lord President of the Court of Session in Scotland. They must be barristers, advocates or solicitors of not less than seven years standing. Lay members are appointed by the Secretary of State for Employment after consultation with organisations representing employers and employees. They are required

BRITISH WORKPLACE INDUSTRIAL RELATIONS 1980-1984

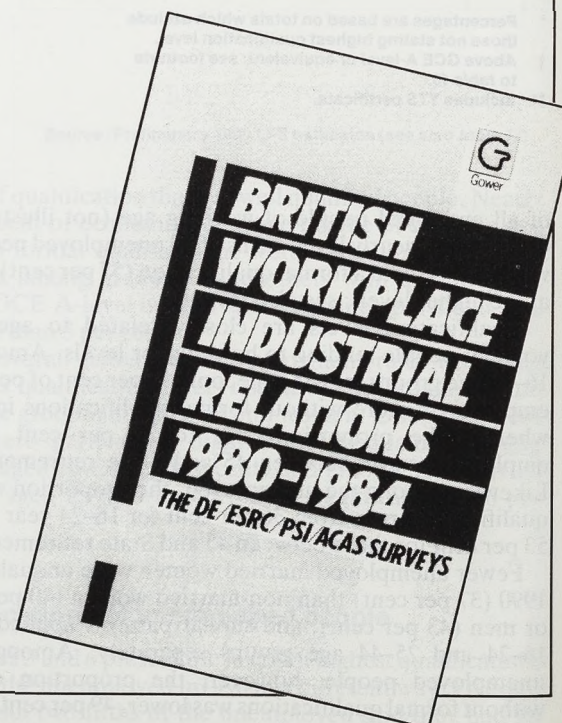
Neil Millward and Mark Stevens
The DE/ESRC/PSI/ACAS Surveys

A major report on the changing practices of British workplace industrial relations.

This new survey shows that between 1980 and 1984:

- fewer manufacturing workplaces had trade union members or recognised trade unions;
- over one million fewer workers were in a closed shop;
- employers increased their efforts to involve workers in their enterprises;
- formal procedures became more common in industrial relations;
- the extent of picketing fell.

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to have recent practical experience of industrial relations in the workplace. In race discrimination cases, the tribunal includes a member with special knowledge or experience of race relations in employment wherever possible.

The administration of the industrial tribunals in Great Britain is divided between two separate offices—each known as the Central Office of the Industrial Tribunals (COIT). The tribunals in England and Wales are under the presidency of His Honour Judge Timothy Lawrence, who succeeded His Honour Judge Sir David West-Russell in January 1991, and have COITs at 93 Ebury Bridge Road, London and at Southgate Street, Bury St Edmunds, Suffolk, where the applications are registered. The COIT covering the Scottish tribunals is at 141 West Nile Street, Glasgow, with Mr Ian Thomson WS as its president.

The regional office (or in Scotland, the Central Office) sends a copy of the application to the respondent—the person against whom the complaint is made—who has 14

days to complete the 'notice of appearance' stating whether the application will be contested and, if so, on what grounds. Like all other documents relating to a case, the notice of appearance is copied to the other party.

For most jurisdictions, copies also go to the Advisory, Conciliation and Arbitration Service (ACAS) conciliation officer, who has a duty to attempt to promote a settlement without the complaint having to go to a hearing. (There is no provision for ACAS conciliation in cases about redundancy pay and insolvency pay, written statements of terms of employment, interim relief, paid time off for safety representatives and certain health and safety matters.) In redundancy payment cases the Secretary of State for Employment is notified. A hearing date is then fixed.

Only one-third of all cases reach a hearing. The remainder are either settled through ACAS or withdrawn or settled privately. In cases where ACAS has a duty to

conciliate, 40 per cent of tribunal cases were settled by conciliation.

Hearings take place in the 20 offices in England and Wales and the four offices in Scotland. They are located in the principal centres of population. Tribunals also sit in other centres if the need arises.

Procedure

People who believe they have grounds for a complaint can make an application to the appropriate COIT. The application form is available, together with an explanatory leaflet, from Employment Service offices and Citizens' Advice Bureaux. If the complaint is within the time limit and the jurisdiction of the industrial tribunals, and if the individual, where necessary, has completed the minimum qualifying period of continuous employment, the application is sent to the appropriate regional office in England and Wales. In Scotland, it is held at the Central Office until the notice of appearance has been received. It is then transferred to the appropriate office.

Table 1 shows the number of cases by jurisdiction and outcome for 1988-89 and 1989-90. Industrial tribunals have a wide range of jurisdictions. The majority of complaints (57 per cent) in 1989-90 were for unfair dismissal, but this represents a lower proportion than in 1988-89 (61 per cent) and 1987-88 (73 per cent). At the

Table 1 Outcome of cases

	Total number of cases		ACAS conciliated settlements*		Withdrawal			
	1988-89	1989-90	1988-89	1989-90	1988-89	1989-90		
Other provisions of the Employment Protection (Consolidation) Act 1978	1,723	1,797	536	578	583	612		
Redundancy provisions of Employment Protection Act 1975	152	212	43	42	66	72		
Equal pay	813	397	95	64	350	210		
Insolvency pay	171	127	6	0	48	44		
Redundancy pay	3,223	3,837	0	0	1,737	2,309		
Race discrimination	839	939	162	204	316	350		
Sex discrimination	935	1,046	366	384	269	370		
Unfair dismissal	17,870	18,098	6,935	7,269	4,879	4,717		
Wages Act	3,244	4,878	646	1,687	2,131	1,746		
Others	347	582	2	14	257	342		
All	29,317	31,913	8,791	10,242	10,636	10,772		
	Successful at tribunal hearing		Dismissed at tribunal hearing (out of scope)		Dismissed at tribunal hearing (other reasons)		Disposed of otherwise	
	1988-89	1989-90	1988-89	1989-90	1988-89	1989-90	1988-89	1989-90
Other provisions of the Employment Protection (Consolidation) Act 1978	308	322	67	36	192	203	37	46
Redundancy provisions of Employment Protection Act 1975	29	69	4	1	8	24	2	4
Equal pay	14	33	2	2	47	20	305	68
Insolvency pay	26	40	8	5	45	11	38	27
Redundancy pay	919	948	83	82	418	396	66	102
Race discrimination	54	61	41	56	229	219	37	49
Sex discrimination	78	86	20	18	152	176	50	12
Unfair dismissal	2,166	2,276	927	723	2,693	2,865	270	248
Others	214	690	90	333	113	324	50	98
Wages Act	21	73	11	15	44	122	12	16
All	3,829	4,598	1,253	1,271	3,941	4,360	867	670

* ACAS does not conciliate in all jurisdictions

Table 2 All unfair dismissal cases proceeding to a tribunal hearing

	Number		Percentage of cases proceeding to a hearing		Percentage of all applications	
	1988-89	1989-90	1988-89	1989-90	1988-89 100% = 17,870	1989-90 100% = 18,098
Cases dismissed						
Out of scope	927	723	16.0	12.3	5.2	4.0
Other reasons	2,693	2,865	46.5	48.9	15.1	15.8
All cases dismissed	3,620	3,588	62.5	61.2	20.3	19.8
Cases upheld						
Reinstatement or re-engagement	58	59	1.0	1.0	0.3	0.3
Remedy left to parties	797	866	13.8	14.8	4.5	4.8
Compensation	1,272	1,310	22.0	22.3	7.1	7.2
No award made	39	41	0.7	0.7	0.2	0.2
All cases upheld	2,166	2,276	37.5	38.8	12.1	12.5
All cases proceeding to a hearing	5,786	5,864	100.0	100.0	32.4	32.3

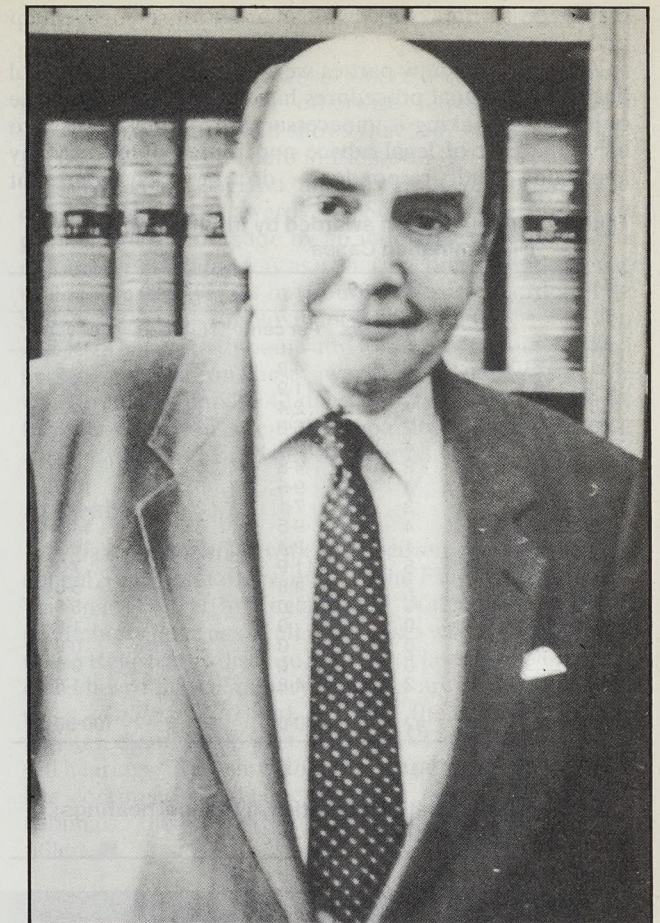
Table 3 Compensation awarded by tribunals—Unfair Dismissal Cases*

	1988-89		1989-90	
	Numbers	Per cent	Numbers	Per cent
Less than £100	8	0.63	11	0.85
£100-£149	10	0.78	12	0.93
£150-£199	20	1.58	14	1.09
£200-£299	34	2.69	37	2.87
£300-£399	38	3.01	33	2.56
£400-£499	44	3.49	39	3.02
£500-£749	95	7.53	92	7.13
£750-£999	86	6.81	92	7.13
£1,000-£1,499	149	11.81	136	10.54
£1,500-£1,999	112	8.87	109	8.45
£2,000-£2,499	81	6.42	89	6.90
£2,500-£2,999	55	4.36	64	4.96
£3,000-£3,999	98	7.77	105	8.14
£4,000-£4,999	54	4.28	59	4.57
£5,000-£5,999	39	3.09	30	2.33
£6,000-£6,999	29	2.30	32	2.48
£7,000-£7,999	19	1.51	14	1.09
£8,000-£8,999	32	2.54	22	1.70
£9,000 and over	69	5.47	67	5.20
Unspecified	190	15.06	233	18.06
All	1,262	100.00	1,290	100.00
Median award	£1,732		£1,786	

* These figures do not cover unfair dismissal on grounds of trade union membership or activities, or non-membership of a trade union; pregnancy, or refusal of the right to return to work after pregnancy; or in a strike or lock out situation.

Table 4 Compensation awarded by tribunals—Race Discrimination Cases

	1988-89		1989-90	
	Numbers	Per cent	Numbers	Per cent
Less than £100	0	0	1	4.8
£100-£149	2	8	1	4.8
£150-£199	0	0	0	0.0
£200-£299	4	16	1	4.8
£300-£399	5	20	2	9.6
£400-£499	1	4	1	4.8
£500-£749	2	8	2	9.6
£750-£999	1	4	0	0.0
£1,000-£1,499	4	16	3	14.2
£1,500-£1,999	0	0	4	19.0
£2,000-£2,999	1	4	3	14.2
£3,000 and over	5	20	3	14.2
All	25	100	21	100.00



Mr Ian Thomson WS, President of the Central Office of Industrial Tribunals for Scotland. Photo Alan Crumlish

same time, both the number and proportion of cases brought under the Wages Act 1986 has continued to increase. In 1987-88 there were only 522 Wages Act complaints, representing 1.5 per cent of all applications. In 1988-89 this rose to 3,244 (11 per cent) and in 1989-90 there were 4,878 applications (15.3 per cent). The total number of applications in 1989-90 increased by 8.9 per cent over the previous year to 31,913.

Table 2 shows the outcomes of all unfair dismissal cases heard. Less than half of all applications heard by a tribunal normally succeed. At the hearing they may be dismissed for being outside jurisdiction or because the tribunal finds that the dismissal was fair. Where a complaint succeeds, a successful applicant is usually entitled to some sort of remedy, the nature of which depends on the nature of the original complaint.

For cases of unfair dismissal, the tribunal can either make an order of reinstatement or re-engagement or award compensation to the employee (to be paid by the employer). Compensation is subject to certain maximum and minimum amounts which are changed from time to time. The amounts awarded in 1989-90 are shown in tables 3-5. Compensation in unfair dismissal cases will normally consist of a basic award and a compensatory award. The basic award is intended to compensate for loss of job security and may be a maximum of 30 weeks' pay. As the limit on a week's pay is £198, the maximum basic award is currently £5,940. A compensatory award of up to £10,000 is also normally payable to compensate for loss of earnings and benefits. Special awards and additional awards can also be made where individuals are dismissed because of their membership or non-membership of a trade union, or where

employers do not comply with an order for re-engagement or reinstatement.

Table 6 shows how parties were represented at tribunal hearings. Tribunal procedures have been framed with the objective of making it unnecessary for parties to cases to incur the cost of legal advice and representation. Many applicants and respondents do in fact represent

Table 5 Compensation awarded by tribunals—Sex Discrimination Cases

	1988-89		1989-90	
	Numbers	Per cent	Numbers	Per cent
Less than £100	2	4.8	2	3.6
£100-£149	5	11.9	4	7.3
£150-£199	1	2.4	1	1.8
£200-£299	7	16.6	3	5.5
£300-£399	4	9.5	3	5.5
£400-£499	2	4.8	5	9.1
£500-£749	4	9.5	6	10.9
£750-£999	3	7.1	2	3.6
£1,000-£1,499	4	9.5	8	14.5
£1,500-£1,999	1	2.4	9	16.3
£2,000-£2,999	5	11.9	4	7.3
£3,000-£3,999	2	4.8	3	5.5
£4,000-£4,999	0	0	3	5.5
£5,000-£5,999	0	0	1	1.8
£6,000-£6,999	0	0	0	0.0
£7,000-£7,999	0	0	0	0.0
£8,000 and over	2	4.8	1	1.8
All	42	100.0	55	100.00

Table 6 Representation of parties at tribunal hearings: (all jurisdictions)

1988-89*

Cases successful at tribunal hearing:

	Applicant self	TU	Legal	Other	All
Respondent					
Self	927	282	442	369	2,020
Legal	284	217	706	209	1,416
Other	116	74	122	70	382
All	1,327	573	1,270	648	3,818

Cases dismissed at tribunal hearing:

	Applicant self	TU	Legal	Other	All
Respondent					
Self	985	236	320	266	1,807
Legal	848	411	1,165	394	2,818
Other	171	118	159	100	548
All	2,004	765	1,644	760	5,173

* The 1988-89 figures exclude 11 successful and 21 unsuccessful cases for which no details are available.

1989-90

Cases successful at tribunal hearing:

	Applicant self	TU	Legal	Other	All
Respondent					
Self	1,267	296	449	499	2,511
Legal	411	252	709	252	1,624
Other	162	89	139	73	463
All	1,840	637	1,297	824	4,598

Cases dismissed at tribunal hearing:

	Applicant self	TU	Legal	Other	All
Respondent					
Self	1,329	186	309	357	2,181
Legal	942	455	1,072	407	2,876
Other	245	83	130	102	560
All	2,516	724	1,511	866	5,617

themselves. However, parties to tribunal proceedings are, of course, free to choose whoever they wish to represent them. Some use solicitors or other professional advisers; others use voluntary agencies, trade union representatives or friends.

Pre-hearing assessments (PHAs) were introduced in 1980 to deal with the problem of ill-founded cases. They

Table 7 Pre-hearing assessments:

	1988-89	1989-90
Number of pre-hearing assessments ordered		
Initiated by applicant	6	7
Initiated by respondent	318	334
Initiated by chairman	193	204
All	517	545
Outcome of pre-hearing assessments		
Costs warning against applicant	244	269
Costs warning against respondent	27	5
All	271	274
Destination of cases with costs warning against applicant		
Withdrawn/settled after PHA	193	224
Case went to full hearing	42	42
All	235	266
Destination of cases where no warning was given against applicant		
Withdrawn/settled after PHA but before full hearing	110	111
Case went to full hearing	162	161
All	272	272
Outcome of full hearing in cases where applicant was warned		
Applicant won	5	9
Applicant lost	37	33
All	42	42
Costs awarded against applicant	13	12
Outcome of full hearing in cases where applicant was not warned		
Applicant won	42	46
Applicant lost	120	115
All	162	161
Costs awarded against applicant	5	3

Table 8 Costs awarded—all jurisdictions

	No of cases 1988-89	No of cases 1989-90
£0-£25	19	25
£26-£50	20	31
£51-75	8	3
£76-£100	29	14
£101-£150	14	17
£151-£200	39	14
£201-£300	20	21
£301-£400	12	10
£401-£500	15	15
£501-£1,000	10	19
Over £1,000	9	4
Unspecified	12	12
Total	207	185

Table 9 Appeals to EAT registered by jurisdiction

Jurisdiction	1988-89		1989-90	
	No. of cases registered	Per cent	No. of cases registered	Per cent
Unfair dismissal	497	76.9	357	68.1
Redundancy pay	25	3.9	22	4.2
Sex discrimination	34	5.3	19	3.6
Equal pay	9	1.4	13	2.5
Race relations	49	7.6	70	13.4
Others	32	4.9	43	8.2
All	646	100.0	524	100.0

Table 10 Preliminary hearings disposed of by EAT: (England and Wales only)*

	Appeals by employers		Appeals by employees		Total appeals	
	1988-89	1989-90	1988-89	1989-90	1988-89	1989-90
Dismissed at preliminary hearing	15	26	83	78	98	104
Allowed to proceed to full hearing	15	28	34	31	49	59
Total appeals at preliminary hearing	30	54	117	109	147	163

* No preliminary hearings were held in Scotland.

Table 11 EAT appeals registered and disposed of

	Appeals by employers		Appeals by employees	
	1988-89	1989-90	1988-89	1989-90
Appeals registered	282	213	364	311
Appeals disposed of of which:	238	191	254	208
Withdrawn	88	72	104	98
Dismissed at hearing	82	63	96	78
Allowed/remitted	68	56	54	32

have not been widely used. Table 7 shows that in 1989-90 less than 2 per cent of cases had a PHA. A new procedure, pre-hearing reviews (PHRs), will be introduced in the next few months. This will allow tribunal chairmen (and, exceptionally, a full tribunal), to require either party to pay

up to £150 deposit as a condition of proceeding further with a case.

Tribunals may award costs where a case is held to be frivolous, vexatious or otherwise unreasonable. Such awards are rare: Table 8 shows that they occurred in only 1.8 per cent of cases heard in 1989-90.

Tribunals in England and Wales have no power to enforce their own awards. In Scotland, any orders for payment of a sum made by an industrial tribunal may be enforced in the same way as a Sheriff Court Order. In order to encourage payment of tribunal awards, an order under Schedule 9 of the Employment Protection (Consolidation) Act 1978 has recently come into force, whereby interest has become payable on these awards. Any outstanding sum which remains unpaid 42 days after the day on which the tribunal's decision is sent to the parties will carry interest, currently at a rate of 15 per cent per annum.

Appeals

A party dissatisfied with the decision of a tribunal may appeal, on a point of law only, to the Employment Appeal Tribunal (EAT). In England and Wales the EAT holds preliminary hearings of all those cases which do not appear to the Registrar to disclose an error of law. Two-thirds of all cases heard at preliminary hearings are dismissed at that stage. Tables 9, 10 and 11 show the number of cases registered and dealt with by the EAT at preliminary and full hearings. They show that the overall number of appeals has continued to decline and that, as in the industrial tribunals, the proportion of unfair dismissal cases has fallen. ■



His Honour Judge Timothy Lawrence, President of the Central Office of Industrial Tribunals for England and Wales.

Photo Jim Staggs

Special Feature



1989 Census of Employment Results for Great Britain

Detailed results of the 1989 Census of Employment by industry and region within the United Kingdom were published in the April 1991 issue of *Employment Gazette*. This feature presents results for Great Britain alone.

Results of the September 1989 Census of Employment for Great Britain show an estimated 22,234,000 employees in employment, an increase of 4½ per cent (nearly 1 million employees) since the previous Census of Employment held in September 1987. The number of employees in the service sector increased by 6½ per cent (almost 940,000) and those in manufacturing by a little under 1 per cent (37,000). There were 6½ per cent (65,000) more employees in construction, 7½ per cent (25,000) fewer in agriculture, forestry and fishing and 10½ per cent (52,000) less in energy and water supply. The Census covers employees in employment only and excludes the self-employed.

Detailed results by industry are presented in the table by gender and according to whether full or part-time. The equivalent table for the United Kingdom was published as *table 4* in the article on the 1989 Census of Employment in the April 1991 issue of *Employment Gazette*. That article also described the census operation, its background and purpose as well as detailing the sampling strategy adopted and the main problems arising.

Access to Census data and enquiries

Further analyses of the Census of Employment estimates, subject to the confidentiality restrictions of the Statistics of Trade Act 1947, can be obtained from the

Employees in employment in Great Britain: by industry (SIC 1980): September 1989

Thousands

Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
			All industries and services*	10,877.5	920.8	11,798.4	5,962.4	4,473.7	10,436.1	22,234.5
0			Agriculture, forestry and fishing†	192.5	29.1	221.6	53.7	28.7	82.4	304.0
1-5			Index of production and construction industries	4,831.4	68.4	4,899.8	1,379.7	377.7	1,757.4	6,657.2
2-4			Manufacturing industries	3,549.7	54.4	3,604.2	1,232.0	307.6	1,539.5	5,143.7
6-9			Service industries*	5,853.5	823.4	6,676.9	4,529.0	4,067.3	8,596.3	15,273.2
0			Agriculture, forestry and fishing†	192.5	29.1	221.6	53.7	28.7	82.4	304.0
	01	010	Agriculture and horticulture†	177.9	28.6	206.6	51.7	27.7	79.4	286.0
	02	020	Forestry	9.5	0.2	9.7	1.4	0.7	2.1	11.8
	03	030	Fishing	5.1	0.3	5.4	0.6	0.4	0.9	6.3
1			Energy and water supply industries	368.2	1.0	369.2	64.2	14.1	78.3	447.5
	11	111	Coal extraction and manufacture of solid fuels	90.9	0.2	91.1	3.8	1.2	5.0	96.0
		1113	Deep coal mines	84.1	0.1	84.2	3.5	1.1	4.6	88.7
		1114	Open cast coal working	5.7	—	5.7	0.3	0.1	0.4	6.1
		1115	Manufacture of solid fuels	1.2	—	1.2	—	—	0.1	1.2
	12	120	Coke ovens	2.0	—	2.0	0.1	—	0.1	2.1
	13	130	Extraction of mineral oil and natural gas	36.8	0.1	36.9	6.0	0.3	6.3	43.2
	14	140	Mineral oil processing	15.4	—	15.4	2.8	0.3	3.0	18.5
		1401	Mineral oil refining	12.2	—	12.2	2.0	0.1	2.1	14.3
		1402	Other treatment of petroleum products (excluding petrochemical manufacture)	3.2	—	3.2	0.8	0.1	0.9	4.2
	15	152	Nuclear fuel production	12.7	—	12.7	2.2	0.2	2.5	15.1
	16		Production and distribution of electricity, gas and other forms of energy	166.3	0.5	166.9	40.2	10.7	50.9	217.8
		161	Production and distribution of electricity	110.9	0.4	111.2	22.9	6.4	29.3	140.5
		162	Public gas supply	55.3	0.1	55.4	17.3	4.3	21.5	77.0
		163	Production and distribution of other forms of energy	0.2	—	0.2	0.1	—	0.1	0.2
	17	170	Water supply industry	44.1	0.2	44.3	9.2	1.3	10.5	54.8
2			Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	553.3	4.1	557.3	147.2	26.9	174.1	731.4
	21	210	Extraction and preparation of metalliferous ores	1.4	—	1.5	0.1	—	0.1	1.6
	22		Metal manufacturing	139.2	0.6	139.8	16.3	2.7	19.0	158.8
		221	Iron and steel industry	50.4	0.1	50.5	3.1	0.3	3.5	53.9
		222	Steel tubes	18.1	0.1	18.1	2.2	0.3	2.5	20.6
		223	Drawing, cold rolling and cold forming of steel	24.0	0.2	24.1	4.0	0.8	4.8	29.0
		2234	Drawing and manufacture of steel wire and steel wire products	14.5	0.1	14.7	3.2	0.6	3.9	18.5
		2235	Other drawing, cold rolling and cold forming of steel	9.4	—	9.5	0.8	0.1	1.0	10.5
		224	Non-ferrous metals industry	46.8	0.3	47.0	7.0	1.2	8.2	55.3
		2245	Aluminium and aluminium alloys	22.3	0.1	22.4	2.7	0.5	3.3	25.7
		2246	Copper, brass and other copper alloys	12.8	0.1	12.9	2.2	0.5	2.7	15.5
		2247	Other non-ferrous metals and their alloys	11.7	0.1	11.8	2.1	0.2	2.3	14.1
	23		Extraction of minerals nes	28.8	0.3	29.1	3.1	0.9	4.0	33.1
		231	Extraction of stone, clay, sand and gravel	26.7	0.3	26.9	3.0	0.9	3.8	30.7
		233	Salt extraction and refining	0.3	—	0.3	0.1	—	0.1	0.4
		239	Extraction of other minerals nes	1.8	—	1.8	0.1	—	0.1	2.0
	24		Manufacture of non-metallic mineral products	157.0	1.5	158.6	39.0	7.9	46.9	205.4
		241	Structural clay products	19.3	0.1	19.4	1.7	0.4	2.1	21.4
		242	Cement, lime and plaster	7.3	—	7.4	0.6	0.1	0.7	8.1
		243	Building products of concrete, cement or plaster	35.6	0.5	36.1	3.9	1.3	5.2	41.3
		2436	Ready mixed concrete	8.1	0.1	8.2	1.1	0.3	1.4	9.6
		2437	Other building products of concrete, cement or plaster	27.6	0.3	27.9	2.8	1.0	3.8	31.7
		244	Asbestos goods	6.9	—	6.9	1.5	0.2	1.6	8.5
		245	Working of stone and other non-metallic minerals nes	9.8	0.2	9.9	1.3	0.6	1.9	11.8
		246	Abrasive products	5.2	—	5.2	1.2	0.2	1.4	6.6
		247	Glass and glassware	37.2	0.4	37.6	9.3	2.3	11.6	49.2
		2471	Flat glass	14.0	0.1	14.1	3.3	0.9	4.2	18.3
		2478	Glass containers	6.6	0.1	6.7	1.3	0.2	1.5	8.2
		2479	Other glass products	16.6	0.2	16.8	4.8	1.2	6.0	22.8
		248	Refractory and ceramic goods	35.8	0.3	36.1	19.5	2.9	22.4	58.5
		2481	Refractory goods	7.5	0.1	7.5	1.0	0.2	1.3	8.8
		2489	Ceramic goods	28.3	0.3	28.6	18.4	2.7	21.1	49.6
	25		Chemical industry	220.9	1.6	222.5	87.9	15.4	103.3	325.8
		251	Basic industrial chemicals	95.6	0.5	96.1	18.5	3.0	21.5	117.5
		2512	Inorganic chemicals except industrial gases	46.4	0.2	46.5	9.0	1.2	10.1	56.7
		2513	Basic organic chemicals except specialised pharmaceutical chemicals	9.6	—	9.7	2.1	0.2	2.3	12.0
		2514	Fertilisers	3.6	—	3.6	0.7	0.1	0.8	4.4
		2515	Synthetic resins and plastics materials	28.5	0.2	28.7	5.4	1.3	6.7	35.4
		2516	Synthetic rubber	0.8	—	0.8	0.1	0.1	0.2	1.0
		2517	Dyestuffs and pigments	6.7	—	6.7	1.1	0.2	1.3	8.0
		2551	Paints, varnishes and printing ink fillings	21.1	0.2	21.3	5.3	0.8	6.1	27.4
		2552	Printing ink	16.2	0.2	16.4	4.2	0.6	4.8	21.2
				4.9	—	4.9	1.1	0.2	1.3	6.1

Employees in employment in Great Britain: by industry (SIC 1980): September 1989

Thousands

Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
			Chemical industry (continued)							
		256	Specialised chemical products mainly for industrial and agricultural purposes	30.7	0.2	30.9	8.7	1.2	9.9	40.8
		2562	Formulated adhesives and sealants	7.1	0.1	7.2	1.9	0.3	2.3	9.5
		2563	Chemical treatment of oils and fats	0.1	—	0.1	—	—	—	0.1
		2564	Essential oils and flavouring materials	1.9	—	2.0	0.9	—	1.0	3.0
		2565	Explosives	2.8	—	2.8	1.6	—	1.6	4.4
		2566	Miscellaneous chemical products for industrial use	16.1	0.1	16.3	3.4	0.5	3.9	20.2
		2568	Formulated pesticides	0.8	—	0.8	0.3	0.1	0.4	1.2
		2569	Adhesive film, cloth and foil	1.8	—	1.8	0.6	0.1	0.7	2.5
		2570	Pharmaceutical products	47.8	0.4	48.2	33.8	5.6	39.4	87.6
		258	Soap and toilet preparations	16.5	0.3	16.8	17.6	4.0	21.6	38.4
		2581	Soaps and synthetic detergents	7.6	0.1	7.7	3.9	1.0	4.9	12.6
		2582	Perfumes, cosmetics and toilet preparations	8.9	0.2	9.1	13.7	3.0	16.7	25.8
		259	Specialised chemical products mainly for household and office use	9.2	0.1	9.3	4.0	0.8	4.7	14.0
		2591	Photographic materials and chemicals	5.9	—	5.9	2.0	0.2	2.2	8.1
		2599	Chemical products nes	3.3	0.1	3.4	2.0	0.6	2.6	5.9
	26	260	Production of man-made fibres	5.9	—	5.9	0.7	0.1	0.8	6.7
3			Metal goods, engineering and vehicles industries	1,809.4	19.5	1,828.9	415.0	82.9	497.9	2,326.8
	31		Manufacture of metal goods nes	253.8	3.9	257.7	57.7	15.4	73.1	330.8
		311	Foundries	54.7	0.5	55.2	6.3	1.7	8.1	63.3
		3111	Ferrous metal foundries	37.2	0.3	37.5	3.5	1.0	4.5	42.0
		3112	Non-ferrous metal foundries	17.5	0.2	17.7	2.9	0.7	3.6	21.3
		312	Forging, pressing and stamping	22.3	0.2	22.6	5.0	0.9	5.9	28.5
		313	Bolts, nuts, etc.; springs; non-precision chains; metals treatment	35.0	0.7	35.7	9.2	2.7	11.9	47.6
		3137	Bolts, nuts, washers, rivets, springs and non-precision chains	14.2	0.2	14.4	4.9	1.1	6.0	20.4
		3138	Heat and surface treatment of metals including sintering	20.9	0.4	21.3	4.3	1.5	5.9	27.2
		314	Metal doors, windows, etc.	23.5	0.4	23.9	4.4	1.4	5.9	29.8
		316	Hand tools and finished metal goods	118.2	2.0	120.2	32.7	8.7	41.3	161.6
		3161	Hand tools and implements	7.3	0.1	7.4	2.1	0.5	2.6	10.0
		3162	Cutlery, spoons, forks and similar tableware; razors	3.4	0.1	3.4	1.9	0.3	2.2	5.7
		3163	Metal storage vessels (mainly non-industrial)	1.6	—	1.6	0.2	—	0.3	1.9
		3164	Packaging products of metal	16.5	0.2	16.8	5.2	1.6	6.9	23.6
		3165	Domestic heating and cooking appliances (non-electrical)	5.9	—	5.9	1.9	0.2	2.1	8.0
		3166	Metal furniture and safes	8.3	0.1	8.4	1.8	0.4	2.2	10.7
		3167	Domestic and similar utensils of metal	1.8	—	1.9	1.1	0.2	1.3	3.2
		3169	Finished metal products nes	73.3	1.4	74.8	18.3	5.4	23.7	98.4
	32		Mechanical engineering	629.0	7.5	636.6	94.2	26.5	120.8	757.4
		320	Industrial plant and steelwork	89.3	0.9	90.2	8.3	3.6	11.8	102.0
		3204	Fabricated constructional steelwork	63.5	0.7	64.2	5.7	2.5	8.2	72.5
		3205	Boilers and process plant fabrications	25.8	0.2	25.9	2.6	1.0	3.6	29.5
		321	Agricultural machinery and tractors	23.1	0.3	23.4	2.8	0.8	3.6	27.0
		3211	Agricultural machinery	19.5	0.3	19.8	2.5	0.8	3.3	23.1
		3212	Wheeled tractors	3.6	—	3.6	0.2	—	0.3	3.9
		322	Metal-working machine tools and engineers tools	59.8	1.1	60.9	8.3	3.3	11.6	72.5
		3221	Metal-working machine tools	18.8	0.3	19.1	2.5	1.0	3.5	22.6
		3222	Engineers small tools	41.0	0.8	41.8	5.8	2.3	8.1	49.9
		323	Textile machinery	8.5	0.1	8.6	1.5	0.5	2.0	10.6
		324	Machinery for the food, chemical and related industries; process engineering contractors	32.8	0.4	33.2	5.7	1.6	7.3	40.5
		3244	Food, drink and tobacco processing machinery; packaging and bottling machinery	16.4	0.3	16.7	3.3	1.0	4.3	21.0
		3245	Chemical industry machinery; furnaces and kilns; gas, water and waste treatment plant	8.1	0.1	8.2	1.4	0.3	1.7	9.9
		3246	Process engineering contractors	8.3	0.1	8.4	1.0	0.3	1.3	9.6
		325	Mining machinery, construction and mechanical handling equipment	67.4	0.5	67.8	8.3	1.6	9.9	77.7
		3251	Mining machinery	9.6	—	9.6	1.0	0.1	1.2	10.8
		3254	Construction and earth moving equipment	12.6	—	12.6	1.1	0.2	1.3	13.9
		3255	Mechanical lifting and handling equipment	45.2	0.4	45.6	6.2	1.3	7.4	53.0
		326	Mechanical power transmission equipment	18.7	0.1	18.8	3.4	0.5	3.9	22.7
		3261	Precision chains and other mechanical power transmission equipment	7.7	0.1	7.7	1.0	0.3	1.3	9.0
		3262	Ball, needle and roller bearings	11.0	—	11.0	2.4	0.2	2.6	13.6
		327	Machinery for the printing, paper, wood, leather, rubber, glass and related industries; laundry and dry-cleaning machinery	20.7	0.2	20.9	3.5	1.2	4.7	25.6
		3275	Machinery for working wood, rubber, plastics, leather and making paper, glass, bricks and similar materials; laundry and dry cleaning machinery	10.3	0.2	10.5	1.6	0.7	2.3	12.8
		3276	Printing, bookbinding and paper goods machinery	10.4	0.1	10.4	1.9	0.5	2.4	12.8
		328	Other machinery and mechanical equipment	296.0	3.9	299.9	48.9	13.2	62.1	362.0
		3281	Internal combustion engines (except for road vehicles, wheeled tractors primarily for agricultural purposes and aircraft) and other prime movers	27.8	0.1	27.9	3.6	0.7	4.3	32.2
		3283	Compressors and fluid power equipment	28.6	0.2	28.8	5.0	0.9	5.9	34.7

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Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
			Mechanical engineering (continued)							
			Refrigerating machinery, space heating, ventilating and air conditioning equipment	34.0	0.2	34.2	6.7	1.6	8.2	42.5
			Scales, weighing machinery and portable power tools	9.0	0.1	9.1	3.1	0.6	3.7	12.7
			Other industrial and commercial machinery	23.5	0.3	23.7	4.7	1.1	5.8	29.6
			Pumps	5.3	—	5.3	1.3	0.1	1.5	6.8
			Industrial valves	4.4	—	4.4	0.8	0.1	0.9	5.4
			Mechanical, marine and precision engineering nes	163.4	3.0	166.3	23.7	8.2	31.9	198.2
			Ordnance, small arms and ammunition	12.8	—	12.9	3.6	0.3	3.9	16.7
	33	330	Manufacture of office machinery and data processing equipment	57.2	0.4	57.6	22.6	2.0	24.6	82.2
			Office machinery	8.3	—	8.3	4.0	0.3	4.3	12.6
			Electronic data processing equipment	48.9	0.4	49.3	18.6	1.7	20.3	69.6
	34		Electrical and electronic engineering	375.5	3.6	379.1	162.5	26.7	189.2	568.2
			Insulated wires and cables	20.3	0.1	20.5	6.8	1.0	7.8	28.3
			Basic electrical equipment	76.5	0.7	77.2	24.1	4.3	28.4	105.6
			Electrical equipment for industrial use and batteries and accumulators	43.9	0.7	44.6	16.8	3.8	20.6	65.2
			Batteries and accumulators	5.1	—	5.1	1.3	0.2	1.5	6.7
			Alarms and signalling equipment	15.1	0.4	15.5	4.5	0.9	5.4	20.9
			Electrical equipment for motor vehicles, cycles and aircraft	14.4	0.1	14.5	8.8	2.2	11.0	25.5
			Electrical equipment for industrial use nes	9.3	0.2	9.5	2.1	0.5	2.7	12.1
			Telecommunication equipment, electrical measuring equipment, electronic capital goods and passive electronic components	110.9	0.8	111.8	48.1	5.6	53.7	165.4
			Telegraph and telephone apparatus and equipment	21.0	0.1	21.1	10.0	0.8	10.8	31.9
			Electrical instruments and control systems	25.8	0.3	26.1	11.0	1.7	12.7	38.8
			Radio and electronic capital goods	47.4	0.2	47.6	16.1	1.3	17.4	65.0
			Components other than active components mainly for electronic equipment	16.7	0.2	16.9	11.1	1.7	12.8	29.7
			Other electronic equipment	75.6	0.8	76.3	43.9	7.5	51.4	127.7
			Gramophone records and pre-recorded tapes	2.4	—	2.4	1.8	0.6	2.4	4.9
			Active components and electronic sub-assemblies	31.9	0.3	32.2	21.1	3.7	24.8	57.0
			Electronic consumer goods and other electronic equipment nes	41.3	0.4	41.7	21.0	3.1	24.1	65.9
			Domestic-type electric appliances	27.7	0.2	27.9	12.5	2.5	15.0	42.9
			Electric lamps and other electric lighting equipment	10.7	0.2	10.8	8.3	1.6	9.9	20.7
			Electrical equipment installation	9.9	0.1	10.0	1.9	0.4	2.4	12.4
	35		Manufacture of motor vehicles and parts thereof	221.2	0.9	222.1	27.8	3.4	31.2	253.3
			Motor vehicles and their engines	95.1	0.2	95.3	8.3	0.6	8.9	104.1
			Motor vehicle bodies, trailers and caravans	46.4	0.3	46.7	3.3	0.9	4.2	50.9
			Motor vehicle bodies	34.9	0.2	35.1	2.2	0.5	2.7	37.8
			Trailers and semi-trailers	5.4	—	5.4	0.6	—	0.6	6.2
			Caravans	6.1	0.1	6.2	0.5	0.2	0.7	6.9
			Motor vehicle parts	79.7	0.4	80.1	16.2	1.9	18.2	98.3
	36		Manufacture of other transport equipment	210.5	1.8	212.4	25.4	2.6	28.0	240.3
			Shipbuilding and repairing	46.4	0.5	46.9	3.2	1.1	4.2	51.2
			Railway and tramway vehicles	17.3	—	17.3	1.2	0.1	1.4	18.7
			Cycles and motor cycles	2.7	0.1	2.7	0.5	0.1	0.6	3.3
			Motor cycles and parts	0.6	—	0.6	0.1	—	0.1	0.7
			Pedal cycles and parts	2.1	—	2.1	0.4	—	0.5	2.6
			Aerospace equipment manufacturing and repairing	142.0	1.2	143.2	19.1	1.1	20.3	163.4
			Other vehicles	2.2	0.1	2.2	1.3	0.2	1.5	3.7
	37		Instrument engineering	62.2	1.3	63.6	24.8	6.3	31.1	94.6
			Measuring, checking and precision instruments and apparatus	33.6	0.4	34.0	11.7	3.1	14.8	48.8
			Medical and surgical equipment and orth							

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				Full-time	Part-time	All	Full-time	Part-time	All	
Food, drink and tobacco manufacturing industries (continued)										
	413	4130	Preparation of milk and milk products	23.6	0.3	23.9	6.8	1.7	8.5	32.4
	414	4147	Processing of fruit and vegetables	11.9	0.5	12.4	8.9	5.0	13.9	26.3
	415	4150	Fish processing	5.9	0.2	6.2	6.0	2.2	8.2	14.4
	416	4160	Grain milling	5.3	0.1	5.4	1.6	0.3	1.9	7.3
	418	4180	Starch	0.7	—	0.7	0.1	—	0.1	0.8
	419		Bread, biscuits and flour confectionery	56.4	5.0	61.3	31.7	36.3	67.9	129.3
	4196		Bread and flour confectionery	46.4	4.4	50.8	22.0	28.1	50.1	100.9
	4197		Biscuits and crispbread	10.0	0.5	10.5	9.7	8.2	17.8	28.4
	420	4200	Sugar and sugar by-products	5.4	—	5.4	1.2	0.1	1.3	6.8
	421		Ice cream, cocoa, chocolate and sugar confectionery	22.4	0.6	23.0	13.8	10.8	24.6	47.6
	4213		Ice cream	3.6	0.2	3.8	2.0	0.8	2.8	6.6
	4214		Cocoa, chocolate and sugar confectionery	18.8	0.4	19.2	11.8	10.0	21.8	41.0
	422		Animal feeding stuffs	13.8	0.2	14.0	3.6	0.7	4.3	18.3
	4221		Compound animal feeds	8.5	0.1	8.6	2.1	0.4	2.5	11.1
	4222		Pet-foods and non-compound animal feeds	5.4	—	5.4	1.5	0.3	1.8	7.2
	423	4239	Miscellaneous foods	37.4	1.2	38.6	23.2	10.4	33.5	72.2
	424	4240	Spirit distilling and compounding	9.5	0.1	9.5	5.1	0.7	5.8	15.3
	426	4261	Wines, cider and perry	2.7	—	2.7	0.9	0.2	1.1	3.8
	427	4270	Brewing and malting	31.6	0.3	31.9	7.4	1.6	8.9	40.8
	428	4283	Soft drinks	11.9	0.2	12.1	3.8	0.8	4.6	16.8
	429	4290	Tobacco industry	6.6	—	6.6	4.6	0.2	4.8	11.5
43			Textile industry	108.2	1.8	110.0	78.6	15.6	94.2	204.2
	431	4310	Woolen and worsted industry	21.0	0.3	21.3	10.8	2.3	13.2	34.4
	432		Cotton and silk industries	15.8	0.2	16.0	8.4	1.8	10.3	26.3
	4321		Spinning and doubling on the cotton system	9.1	0.1	9.2	4.4	1.0	5.4	14.6
	4322		Weaving of cotton, silk and man-made fibres	6.8	0.1	6.9	4.1	0.9	4.9	11.8
	433	4336	Throwing, texturing, etc of continuous filament yarn	—	—	—	—	—	—	—
	434	4340	Spinning and weaving of flax, hemp and ramie	0.4	—	0.4	0.4	0.1	0.5	0.9
	435	4350	Jute and polypropylene yarns and fabrics	2.0	—	2.1	0.8	0.1	0.9	2.9
	436		Hosiery and other knitted goods	21.1	0.4	21.5	36.2	6.6	42.7	64.3
	4363		Hosiery and other knit goods and fabrics	20.0	0.4	20.4	35.8	6.5	42.3	62.7
	4364		Warp knitted fabrics	1.1	—	1.1	0.3	0.1	0.4	1.5
	437	4370	Textile finishing	23.9	0.6	24.5	9.7	2.6	12.2	36.7
	438		Carpets and other textile floor coverings	12.2	0.1	12.3	5.0	0.6	5.6	17.9
	4384		Pile carpets, carpeting and rugs	11.9	0.1	12.0	4.9	0.6	5.5	17.5
	4385		Other carpets, carpeting, rugs and matting	0.3	—	0.3	0.1	—	0.1	0.4
	439		Miscellaneous textiles	11.8	0.2	12.0	7.3	1.5	8.8	20.8
	4395		Lace	2.1	—	2.1	1.8	0.4	2.3	4.3
	4396		Rope, twine and net	1.7	—	1.7	1.1	0.2	1.3	3.0
	4398		Narrow fabrics	4.3	0.1	4.4	3.1	0.7	3.8	8.2
	4399		Other miscellaneous textiles	3.7	—	3.8	1.3	0.2	1.5	5.2
44			Manufacture of leather and leather goods	10.8	0.3	11.0	6.9	1.7	8.6	19.7
	441	4410	Leather (tanning and dressing) and fellmongery	6.9	0.1	7.1	1.5	0.4	1.9	8.9
	442	4420	Leather goods	3.8	0.1	4.0	5.4	1.3	6.8	10.7
45			Footwear and clothing industries	76.5	3.1	79.6	177.1	27.5	204.5	284.2
	451	4510	Footwear	20.8	0.6	21.4	21.0	2.5	23.4	44.8
	453		Clothing, hats and gloves	37.4	2.0	39.4	134.1	20.4	154.5	193.9
	4531		Weatherproof outerwear	2.4	0.1	2.5	8.5	1.3	9.8	12.3
	4532		Men's and boys' tailored outerwear	5.9	0.3	6.2	16.7	1.9	18.6	24.8
	4533		Women's and girls' tailored outerwear	5.0	0.2	5.3	13.8	1.8	15.7	20.9
	4534		Work clothing and men's and boys' jeans	2.8	0.1	2.9	9.1	1.1	10.2	13.1
	4535		Men's and boys' shirts, underwear, and nightwear	2.0	0.1	2.1	9.6	0.9	10.5	12.6
	4536		Women's and girls' light outerwear, lingerie and infants' wear	15.3	1.0	16.3	64.3	11.3	75.6	91.8
	4537		Hats, caps and millinery	1.3	—	1.3	2.3	0.4	2.7	4.0
	4538		Gloves	0.4	—	0.4	0.7	0.4	1.2	1.6
	4539		Other dress industries	2.4	0.1	2.5	9.1	1.3	10.3	12.8
	455		Household textiles and other made-up textiles	17.8	0.5	18.3	21.8	4.5	26.3	44.6
	4555		Soft furnishings	4.0	0.2	4.2	6.9	1.9	8.8	12.9
	4556		Canvas goods, sacks and other made-up textiles	3.2	0.1	3.3	2.6	0.8	3.5	6.8
	4557		Household textiles	10.6	0.2	10.8	12.2	1.8	14.0	24.8
	456	4560	Fur goods	0.6	—	0.6	0.2	0.1	0.3	0.9
46			Timber and wooden furniture industries	195.4	3.5	198.9	36.9	12.6	49.5	248.4
	461	4610	Saw-milling, planing, etc, of wood	10.8	0.2	11.0	1.1	0.5	1.6	12.6
	462	4620	Manufacture of semi-finished wood products and further processing and treatment of wood	6.2	0.1	6.3	0.9	0.3	1.2	7.5
	463	4630	Builders' carpentry and joinery	53.8	0.9	54.8	5.5	3.1	8.5	63.3
	464	4640	Wooden containers	10.4	0.2	10.7	2.1	0.9	3.0	13.6
	465	4650	Other wooden articles (except furniture)	6.3	0.1	6.5	2.1	0.5	2.7	9.1
	466		Articles of cork and plaiting materials, brushes and brooms	3.3	0.1	3.5	2.8	0.9	3.7	7.1
	4663		Brushes and brooms	2.9	0.1	3.0	2.5	0.8	3.3	6.3
	4664		Articles of cork and basketware, wickerwork and other plaiting materials	0.5	—	0.5	0.3	—	0.4	0.8
	467		Wooden and upholstered furniture and shop and office fittings	104.5	1.8	106.3	22.5	6.4	28.9	135.2
	4671		Wooden and upholstered furniture	76.9	1.4	78.3	18.3	4.7	23.0	101.3
	4672		Shop and office fitting	27.6	0.4	28.0	4.2	1.7	5.8	33.9
47			Manufacture of paper and paper products, printing and publishing	300.6	8.6	309.3	143.4	37.0	180.4	489.7
	471	4710	Pulp, paper and board	32.7	0.2	32.9	7.2	1.4	8.6	41.5
	472		Conversion of paper and board	63.2	0.8	64.0	29.1	6.3	35.4	99.3
	4721		Wall coverings	4.4	—	4.4	1.4	0.2	1.5	6.0

Employees in employment in Great Britain: by industry (SIC 1980): September 1989

Thousands

Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
Manufacture of paper and paper products, printing and publishing (continued)										
			4722 Household and personal hygiene products of paper	4.8	—	4.8	2.9	0.6	3.5	8.3
			4723 Stationery	12.2	0.2	12.4	7.9	1.4	9.3	21.7
			4724 Packaging products of paper and pulp	5.9	0.1	5.9	2.4	0.5	2.9	8.8
			4725 Packaging products of board	28.1	0.2	28.3	10.1	1.9	11.9	40.3
			4728 Other paper and board products	7.8	0.3	8.1	4.5	1.7	6.2	14.3
		475	4751 Printing and publishing	204.7	7.6	212.4	107.1	29.3	136.5	348.8
			4752 Printing and publishing of newspapers	44.0	3.1	47.1	24.5	8.3	32.7	79.9
			4753 Printing and publishing of periodicals	10.7	0.6	11.3	10.1	1.7	11.8	23.1
			4754 Printing and publishing of books	7.3	0.2	7.5	8.5	0.8	9.3	16.8
			4754 Other printing and publishing	142.7	3.8	146.4	64.1	18.6	82.6	229.1
		48	Processing of rubber and plastics	154.8	2.3	157.2	48.8	13.4	62.2	219.4
			481 Rubber products	44.6	0.7	45.2	10.6	2.3	12.9	58.1
			4811 Rubber tyres and inner tubes	18.0	0.4	18.4	1.7	0.2	1.9	20.2
			4812 Other rubber products	26.5	0.3	26.9	8.9	2.1	11.0	37.9
			482 Retreading and specialist repairing of rubber tyres	1.5	—	1.5	0.2	0.1	0.2	1.8
			483 Processing of plastics	108.7	1.7	110.4	38.1	11.0	49.1	159.5
			4831 Plastic coated textile fabric	1.1	—	1.1	0.4	0.1	0.5	1.5
			4832 Plastics semi-manufactures	10.0	0.1	10.0	2.5	0.5	3.0	13.0
			4833 Plastics floorcoverings	2.6	—	2.6	0.5	0.1	0.6	3.1
			4834 Plastics building products	22.3	0.4	22.6	4.8	1.4	6.1	28.7
			4835 Plastics packaging products	20.8	0.3	21.0	6.6	2.2	8.8	29.8
			4836 Plastics products nes	52.1	1.0	53.1	23.4	6.8	30.3	83.4
		49	Other manufacturing industries	41.0	1.5	42.5	30.3	8.8	39.1	81.6
			491 Jewellery and coins	7.9	0.3	8.2	5.4	1.5	6.9	15.1
			492 Musical instruments	1.9	0.1	2.0	0.5	0.2	0.7	2.7
			493 Photographic and cinematographic processing laboratories	8.2	0.5	8.7	6.1	2.0	8.1	16.8
			494 Toys and sports goods	11.1	0.3	11.4	9.1	2.5	11.6	23.1
			4941 Toys and games	5.2	0.1	5.3	6.0	1.6	7.6	13.0
			4942 Sports goods	5.9	0.2	6.1	3.1	0.9	4.0	10.1
			495 Miscellaneous manufacturing industries	11.9	0.3	12.2	9.1	2.6	11.8	24.0
			4954 Miscellaneous stationers goods	3.8	0.1	3.8	3.3	0.9	4.1	8.0
			4959 Other manufactures nes	8.1	0.3	8.4	5.9	1.7	7.6	16.0
5		50	Construction	913.5	13.0	926.4	83.5	56.0	139.6	1,066.4
			500 General construction and demolition work	301.5	5.0	306.5	26.9	19.8	46.7	353.3
			501 Construction and repair of buildings	200.0	2.7	202.8	20.1	12.3	32.4	235.2
			502 Civil engineering	170.7	1.5	172.2	15.2	6.1	21.4	193.6
			503 Installation of fixtures and fittings	154.6	2.0	156.6	14.4	10.7	25.2	181.8
			504 Building completion work	86.7	1.6	88.3	6.9	7.0	13.9	102.2
6			Distribution, hotels and catering; repairs	1,740.8	380.4	2,121.2	1,080.0	1,484.8	2,564.8	4,686.0
		61	Wholesale distribution (except dealing in scrap and waste materials)	611.6	26.2	637.8	221.			

Employees in employment in Great Britain: by industry (SIC 1980): September 1989

Thousands

Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
			Retail distribution (continued)							
		652	6520 Filling stations (motor fuel and lubricants)	20.6	9.2	29.8	15.6	13.4	29.0	58.8
		653	6530 Retail distribution of books, stationery and office supplies	26.0	2.3	28.3	20.5	14.3	34.8	63.1
		654	6540 Other specialised retail distribution (non-food)	79.4	9.9	89.3	62.9	42.9	105.9	195.1
		656	6560 Mixed retail businesses	57.1	19.7	76.8	101.5	140.0	241.5	318.4
66			Hotels and catering	253.3	176.9	430.2	246.9	543.6	790.6	1,220.8
		661	6610 Restaurants, snack bars, cafes and other eating places	71.2	46.2	117.5	55.4	122.5	177.9	295.4
		6611	6611 Eating places supplying food for consumption on the premises	61.6	38.3	99.9	47.7	97.7	145.5	245.4
		6612	6612 Take-away food shops	9.6	7.9	17.5	7.7	24.8	32.4	50.0
		662	6620 Public houses and bars	40.3	59.0	99.3	40.3	189.5	229.8	329.1
		663	6630 Night clubs and licensed clubs	20.2	35.4	55.7	12.9	74.7	87.6	143.3
		664	6640 Canteens and messes	31.4	7.8	39.2	46.5	56.7	103.2	142.4
		665	6650 Hotel trade	77.1	25.2	102.4	81.9	88.2	170.1	272.5
		667	6670 Other tourist or short-stay accommodation	13.0	3.2	16.2	10.0	11.9	22.0	38.2
67			Repair of consumer goods and vehicles	165.0	8.6	173.6	25.9	18.5	44.4	218.0
		671	6710 Repair and servicing of motor vehicles	147.5	7.9	155.3	21.9	15.8	37.7	193.0
		672	6720 Repair of footwear and leather goods	2.7	0.2	2.9	0.7	0.8	1.5	4.5
		673	6730 Repair of other consumer goods	14.8	0.5	15.3	3.2	2.0	5.2	20.5
7			Transport and communications	1,001.7	39.0	1,040.7	240.4	73.3	313.7	1,354.4
		71	7100 Railways	117.9	0.4	118.4	9.3	0.9	10.2	128.6
		72	7200 Other inland transport	347.0	19.2	366.2	37.5	21.5	59.0	425.2
		721	7210 Scheduled road passenger transport and urban railways	139.0	8.0	147.0	14.8	5.3	20.1	167.0
		722	7220 Other road passenger transport	7.1	4.2	11.3	2.5	3.4	5.9	17.2
		723	7230 Road haulage	200.3	7.0	207.3	20.2	12.7	32.9	240.2
		726	7260 Transport nes	0.6	—	0.6	0.1	0.1	0.2	0.8
		74	7400 Sea transport	26.7	0.4	27.1	5.6	0.5	6.1	33.2
		75	7500 Air transport	37.3	0.5	37.8	20.6	2.2	22.8	60.6
		76	7600 Supporting services to transport	70.3	3.0	73.3	13.5	2.6	16.1	89.5
		763	7630 Supporting services to inland transport	14.4	2.1	16.5	1.6	1.1	2.7	19.2
		764	7640 Supporting services to sea transport	28.4	0.5	28.9	2.5	0.6	3.1	32.0
		764	7640 Supporting services to air transport	27.5	0.4	27.9	9.5	0.9	10.4	38.3
		77	7700 Miscellaneous transport services and storage nes	97.2	3.5	100.7	67.4	16.9	84.3	185.0
		79	7900 Postal services and telecommunications	305.4	11.8	317.2	86.5	28.6	115.1	432.3
		7901	7901 Postal services	150.9	11.2	162.1	25.4	18.8	44.3	206.4
		7902	7902 Telecommunications	154.5	0.6	155.1	61.1	9.7	70.8	225.9
8			Banking, finance, insurance, business services and leasing	1,227.4	64.9	1,292.3	1,036.9	321.0	1,357.9	2,650.2
		81	8100 Banking and finance	243.0	4.2	247.2	299.3	79.1	378.3	625.5
		814	8140 Banking and bill discounting	189.1	1.9	191.0	220.5	52.3	272.8	463.7
		815	8150 Other financial institutions	53.9	2.3	56.3	78.8	26.8	105.6	161.8
		82	8200 Insurance, except for compulsory social security	129.0	5.4	134.4	104.3	17.5	121.8	256.1
		83	8300 Business services	709.9	43.1	753.0	564.2	192.4	756.6	1,509.6
		831	8310 Activities auxiliary to banking and finance	26.6	0.6	27.2	16.6	2.3	18.9	46.1
		832	8320 Activities auxiliary to insurance	42.9	1.6	44.6	42.1	15.1	57.2	101.7
		834	8340 House and estate agents	40.1	4.2	44.3	41.2	25.5	66.7	111.0
		835	8350 Legal services	38.6	3.6	42.2	113.0	31.4	144.4	186.6
		836	8360 Accountants, auditors, tax experts	70.4	2.7	73.1	72.0	20.7	92.7	165.8
		837	8370 Professional and technical services nes	183.1	4.2	187.4	62.7	23.8	86.6	273.9
		838	8380 Advertising	24.3	0.6	24.9	21.7	6.2	27.9	52.8
		839	8390 Business services	283.8	25.7	309.4	194.9	67.3	262.3	571.7
		8394	8394 Computer services	89.4	1.3	90.7	37.5	9.5	47.0	137.7
		8395	8395 Business services nes	174.2	23.5	197.7	145.1	55.4	200.4	398.2
		8396	8396 Central offices not allocatable elsewhere	20.1	0.8	21.0	12.3	2.5	14.8	35.8
		84	8400 Renting of movables	85.1	4.6	89.7	25.4	10.0	35.4	125.1
		841	8410 Hiring out agricultural and horticultural equipment	0.3	—	0.3	—	—	0.1	0.4
		842	8420 Hiring out construction machinery and equipment	38.1	0.6	38.7	4.3	2.0	6.2	44.9
		843	8430 Hiring out office machinery and furniture	0.7	—	0.7	0.6	0.1	0.6	1.3
		846	8460 Hiring out consumer goods	10.4	0.4	10.8	7.7	4.0	11.7	22.5
		848	8480 Hiring out transport equipment	17.1	2.8	20.0	8.0	2.0	10.0	30.0
		849	8490 Hiring out other movables	18.5	0.7	19.2	4.9	1.9	6.7	26.0
		85	8500 Owning and dealing in real estate	60.5	7.6	68.1	43.7	22.1	65.8	133.9
9			Other services	1,883.5	339.2	2,222.7	2,171.7	2,188.3	4,359.9	6,582.6
		91	9100 Public administration, national defence and compulsory social security†	728.2	50.3	778.6	506.4	224.1	730.4	1,509.0
		911	9110 National and local government services nes‡	398.0	33.8	431.9	342.7	191.3	534.0	965.8
		9111	9111 National government service nes‡	183.5	5.8	189.3	171.4	48.9	220.3	409.6
		9112	9112 Local government service nes‡	214.5	28.0	242.5	171.3	142.4	313.7	556.2
		912	9120 Justice	36.3	1.2	37.5	15.0	4.2	19.2	56.7
		913	9130 Police	136.9	2.0	138.9	42.8	12.0	54.8	193.7
		914	9140 Fire services	44.5	12.4	56.8	3.5	2.4	6.0	62.8
		915	9150 National defence	78.1	0.7	78.8	33.1	4.2	37.3	116.1
		919	9190 Social security	34.4	0.3	34.7	69.3	9.9	79.2	113.9
		92	9200 Sanitary services	102.3	40.3	142.6	37.5	197.2	234.7	377.3
		921	9210 Refuse disposal, sanitation and similar services	68.6	1.3	69.9	9.0	5.1	14.1	84.1
		9211	9211 Refuse disposal, street cleaning, fumigation, etc	61.1	1.3	62.4	8.5	4.8	13.3	75.7

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Division	Class	Group	Activity	Male			Female			Male and female
				Full-time	Part-time	All	Full-time	Part-time	All	
			Sanitary services (continued)							
		923	9212 Sewage disposal	7.5	—	7.5	0.6	0.3	0.8	8.3
		923	9230 Cleaning services	33.8	38.9	72.7	28.4	192.1	220.6	293.2
93			Education	407.3	102.4	509.7	509.3	631.6	1,140.9	1,650.6
		931	9310 Higher education	102.7	19.9	122.6	56.9	50.8	107.7	230.3
		932	9320 School education (nursery, primary and secondary)	209.2	47.3	256.5	366.7	488.5	855.1	1,111.6
		933	9330 Education nes and vocational training	94.2	34.9	129.1	85.1	92.1	177.2	306.3
		936	9360 Driving and flying schools	1.2	0.2	1.5	0.6	0.3	0.9	2.4
94			Research and development	64.2	0.8	65.1	27.0	5.2	32.2	97.2
95			Medical and other health services: veterinary services	218.9	44.7	263.5	593.4	555.3	1,148.7	1,412.2
		951	9510 Hospitals, nursing homes, etc	178.3	34.5	212.8	475.7	404.6	880.3	1,093.1
		952	9520 Other medical care institutions	31.4	4.6	35.9	53.9	47.0	100.9	136.9
		953	9530 Medical practices	3.3	2.9	6.2	23.5	65.7	89.2	95.4
		954	9540 Dental practices	2.1	1.1	3.2	27.6	17.4	45.0	48.2
		955	9550 Agency and private midwives, nurses, etc	1.2	1.2	2.5	4.9	15.5	20.3	22.8
		956	9560 Veterinary practices and animal hospitals	2.6	0.4	3.0	7.8	5.0	12.9	15.8
96			Other services provided to the general public	133.9	37.5	171.3	278.0	390.1	668.1	839.4
		961	9611 Social welfare, charitable and community services	88.3	21.6	109.8	235.3	351.5	586.8	696.7
		963	9631 Trade unions, business and professional associations	14.2	1.2	15.4	17.5	4.4	21.9	37.3
		966	9660 Religious organisations and similar associations	10.5	3.6	14.1	4.5	7.8	12.4	26.4
		969	9690 Tourist offices and other community services	20.9	11.1	32.0	20.7	26.3	47.0	79.0
97			Recreational services and other cultural services	189.2	55.7	245.0	122.1	133.4	255.5	500.5
		971	9711 Film production, distribution and exhibition	12.8	2.9	15.7	10.2	7.5	17.8	33.5
		974	9741 Radio and television services, theatres, etc	40.9	3.4	44.3	25.5	7.8	33.3	77.6
		976	9760 Authors, music composers and other own account artists nes	6.4	0.7	7.1	4.7	1.3	6.1	13.1
		977	9770 Libraries, museums, art galleries, etc	18.5	3.4	21.9	22.3	23.1	45.4	67.3
		979	9791 Sport and other recreational services	110.6	45.4	156.0	59.3	93.7	153.0	308.9
98			Personal services*	39.4	7.5	46.9	98.0	51.5	149.4	196.3
		981	9810 Laundries, dyers and dry cleaners	15.3	2.8	18.1	19.4	20.0	39.4	57.5
		9811	9811 Laundries	8.6	1.0	9.6	12.0	8.4	20.4	30.0
		9812	9812 Dry cleaning and allied services	6.7	1.8	8.5	7.4	11.6	19.0	27.5
		982								

Department of Employment or via the National Online Manpower Information System (NOMIS). A charge is made for the work involved in providing additional data.

NOMIS is a comprehensive, detailed and up-to-date source of data about UK population and employment, including Census of Employment data for Great Britain. With customised software, clients can use microcomputers in conjunction with NOMIS to send and receive information, print locally and produce graphics.

For more detailed information on NOMIS and how to join, contact:

NOMIS, Training, Enterprise and Education Division, Employment Department, Room W815, Moorfoot, SHEFFIELD S1 4PQ (Telephone 0742 594086).

There are two versions of the Census of Employment on NOMIS. One is the 'Public Domain' file available to all users; this gives limited access to some levels of detail and the output is rounded. The full file is accessible to authorised users under the provisions of the Employment and Training Act 1973 (as amended). Enquiries about access and cost, and about other aspects of this article and the Census of Employment should be addressed to:

Department of Employment, Statistical Services Division, Branch D4 (Census enquiries), Exchange House, 60 Exchange Road, WATFORD WD1 7HH.

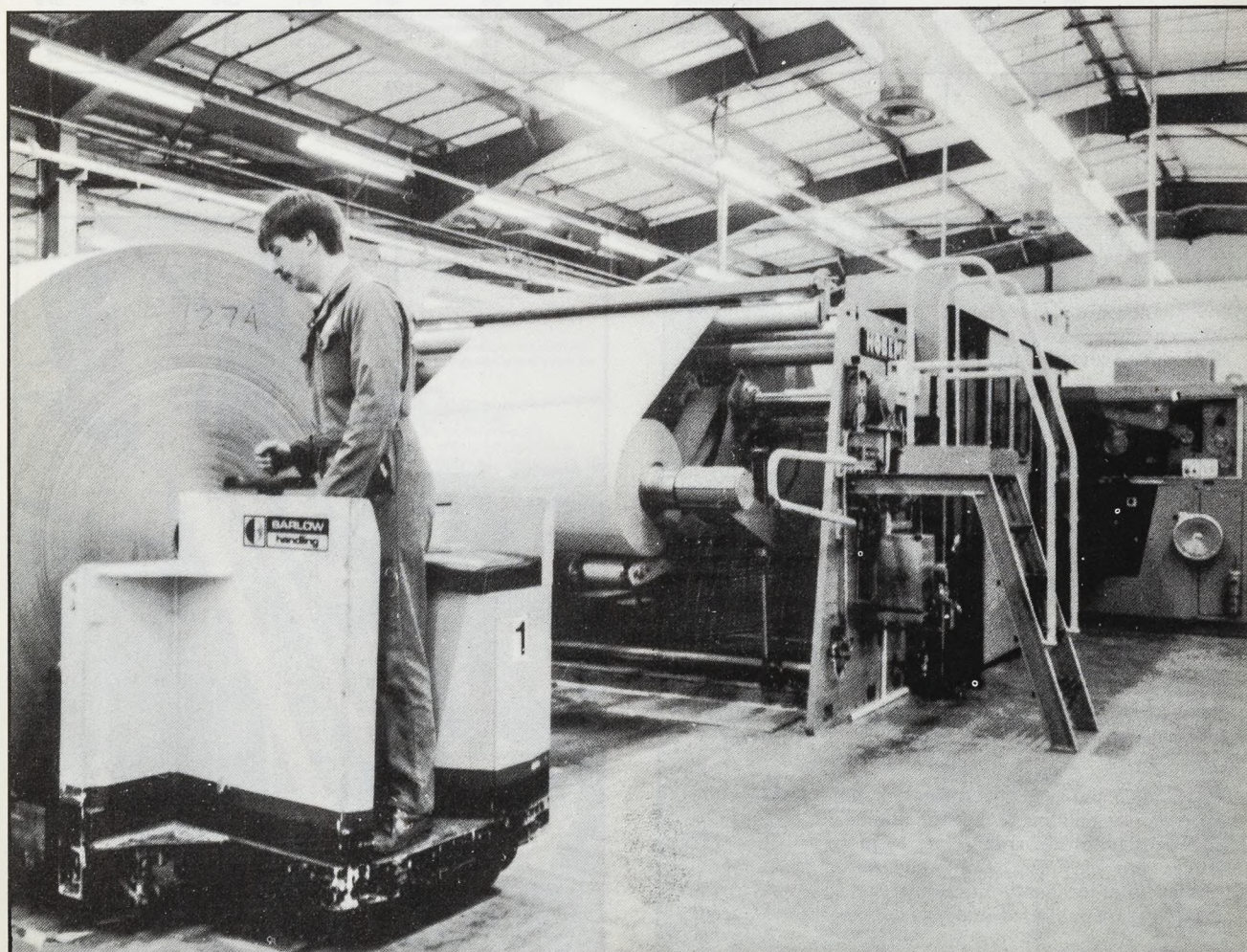
Information about the separate Census of Employment in respect of Northern Ireland is available from:

Department of Economic Development, Statistics Branch, Room 122, Netherleigh, Massey Avenue, BELFAST BT4 2JP. ■

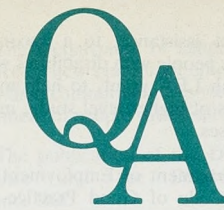
Bibliography

Results of earlier periodic censuses of employment, held in September of each relevant year, were published in the following issues of *Employment Gazette*:

Results for 1987	Date published
United Kingdom and regions	October 1989, pp 540-558
Great Britain	November 1989, pp 624-632
Results for 1984	
Great Britain and regions	January 1987, pp 31-53
United Kingdom	September 1987, pp 444-454
Article: '1984 Census of Employment'	August 1987, pp 407-408 describes changes which took place in the 1984 Census of Employment, the first of the periodic sample surveys.
Results for 1981	
United Kingdom, Great Britain and regions	December 1983 (Supplement No 2)



Questions in



Parliament

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



Department of Employment Ministers
Secretary of State: **Michael Howard**
Parliamentary Under Secretaries of State:
Robert Jackson, Eric Forth and
Viscount Ullswater

Tourism

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will list for the financial years 1987 to 1991-92, all monies given by Central Government to tourism and the tourist industry under its different headings, including grant assistance to the tourist boards and section 4 grants.

Eric Forth: The Government's financial support for the Statutory Tourist Boards is as follows:

	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92
British Tourist Authority	20.4	22.0	23.7	25.6	27.5	29.5
English Tourist Board (grant in aid)	10.3	11.3	12.6	13.4	14.8	14.7
Section 4 (ETB)	9.5	12.0	13.2	8.4	2.3	1.1
Scottish Tourist Board	6.1	6.1	6.8	7.9	8.6	9.1
Section 4 (STB)	3.0	3.0	3.1	3.3	3.6	3.5
Wales Tourist Board	5.4	5.5	5.9	6.5	7.25	7.7
Section 4 (WTB)	2.5	3.1	3.3	3.4	3.2	3.6
Northern Ireland	2.64	3.05	3.37	3.69	4.72	**
Section* 4 (NI)	3.03	1.93	2.04	2.01	2.15	**

* The Development of Tourism Act does not extend to Northern Ireland. The figures shown are for grants made to develop the Northern Ireland tourism industry.

** These figures not yet available. The Government's support for other tourism related activity in 1988-89, the last year for which figures are available, is estimated to be about £380 million (excluding expenditure by local authorities).

Tony Lloyd (Stretford) asked the Secretary of State for Employment what proportion of the British Tourist Authority's expenditure in the financial years 1987 to 1991-92 has been provided directly by the Government as grant in aid.

Eric Forth: The proportions are as follows:

	Per cent
1987-88	59
1988-89	63
1989-90	65
1990-91	69
1991-92	68

The figures for 1990-92 are estimates by the British Tourist Authority.

(March 13)



Michael Howard

Value for money

Tim Devlin (Stockton South) asked the Secretary of State for Employment what measures of performance are employed by his department to ensure value for money.

Robert Jackson: My department has a wide range of performance indicators designed to measure value for money. The recently published Departmental Report lists the performance indicators used in the Employment Department Group and includes specific sections on value for money initiatives and the cost effective use of resources. A copy has been placed in the House of Commons library. Each part of the Group identifies annual efficiency gains of at least one and a half per cent of running costs. In 1989-90 the total gain across the Group was £30 million, more than 3 per cent of running costs.

(March 12)

Payment of small firms

Ken Hargreaves (Hyndburn) asked the Secretary of State for Employment how he intends to ensure that government departments pay small business suppliers promptly.

Michael Howard: All government departments are committed to ensuring that the timing of payment is normally stipulated in all contracts. If, however, there is no contractual provision or other understanding or accepted practice governing the timing of payment, departments' practice is to pay within 30 days of receipt of goods and services or the presentation of a valid invoice or similar demand for payment, whichever is the later.

I would also draw attention to the recent CBI/Cork Gully survey which found that national public sector bodies cause less significant problems than large private sector firms. Indeed, of those who deal with such bodies, a significant proportion of respondents said that they cause no problem.

However, we are not complacent about this record. During the 1991-92 financial year major spending departments will be monitoring their payment performance and will make an annual return to my department. The results will be published.

(March 22)

Employment of disabled people

David Nicholson (Taunton) asked the Secretary of State for Employment if he will list the measures taken by Her Majesty's Government since 1979 to assist in the employment of disabled people.

Robert Jackson: The Government has an impressive record over recent years on measures which assist people with disabilities to find and keep employment and to develop within it. My department has lead responsibility within government for this matter, and in 1989-90 the department spent around £400 million on helping 225,000 people with disabilities through its general and special programmes and services.

Initiatives aimed at improving the prospects for people with disabilities, including their employment prospects, are promoted by government departments in co-operation with a range of agencies and organisations. Measures taken since 1979 by my department and other government departments are listed below. Other measures introduced before 1979 have also been continuing since then. People with disabilities can also participate alongside non-disabled people wherever possible in much mainstream provision that is not mentioned here.

1979: The Fit for Work Award Scheme was introduced by the Department of Employment Group.

1981: The Department of Employment Group replaced Disablement Advisory Committees by Committees for the Employment of Disabled People.

1981: A review of the Department of Employment Group's Employment Rehabilitation Service was undertaken.

1982: Report by the Department of Employment Group on its Review of Assistance to Disabled People.

1982: The Department of Social Security's Mobility Allowance, for people who are unable to walk or virtually unable to walk due to physical disablement, was made tax free.

1982: The Department of Trade and Industry introduced support for Information Technology projects for people with disabilities.

1983: The Department of Employment Group guaranteed a one year training place under the Youth Training Scheme to all those leaving school without a job to go to regardless of race, sex, religion, or disability up to the age of 18 years.

1983: The Department of Employment Group introduced the Disablement Advisory Service which helps advise employers on how to integrate people with disabilities into their workforce and promote good employment and development policies.

1983: The Department of Employment Group's Individual Training Throughout with an Employer scheme was introduced, under which people with disabilities were placed with an employer and given training in a skill or semi-skill on an individual basis.

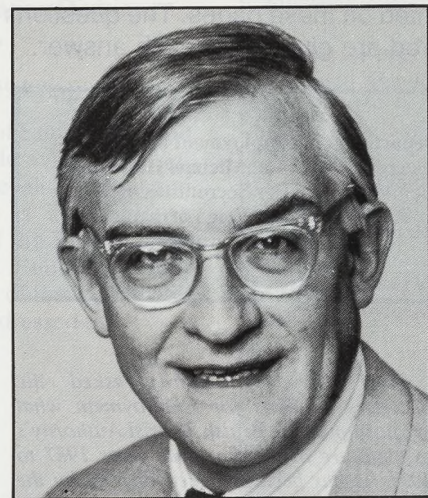
1983: The Department of Employment Group introduced its Release For Training Scheme which provided support for people with disabilities already in employment who were experiencing difficulties which required a period of essential training.

1983: The Department of Employment Group introduced the Professional Training Scheme

which provided assistance, to a maximum of three years, for people with disabilities who had been refused an LEA grant, to help meet the costs of courses of higher level study, including university courses.

1984: The Department of Employment Group launched the Code of Good Practice on the Employment of Disabled People.

1984: The Department of Employment Group published a report on proposals for the Development of the Employment Rehabilitation Service.



Robert Jackson

1984: The Department of Employment Group's Asset Centres were set up to provide assessment and rehabilitation services in areas not well served by Employment Rehabilitation Centres.

1984: Introduction in Scotland under the Building Standards (Scotland) Amendment Regulations 1984 of Part T 'Facilities for Disabled Persons' which ensures that account is taken of the needs of people with disabilities in the construction of most new buildings and during alterations and extensions of certain existing buildings.

1985: The Department of Employment Group introduced the Sheltered Placement Scheme to enable individuals with severe disabilities to work in open employment alongside non-disabled workers.

1985: The Department of Employment Group introduced the Wider Opportunities Training Programme aimed to help unemployed people, including people with disabilities, to improve their competitiveness for employment or further vocational training.

1985: The Department of Employment Group introduced the Job Training Scheme which provided vocational training to those who were unemployed to help them compete in the labour market and had relaxed eligibility rules for people with disabilities.

1985: The Department of Employment Group set up the Residential Training Unit to provide funds centrally for Residential Training. Four residential training colleges and a number of private training colleges are supported to provide training in a wide range of courses and catering for a variety of disabilities, most offering qualifications.

1985: The Department of Employment Group introduced the Other Training Arrangements scheme which provided additional funding to

purchase training for people with disabilities where mainstream training precluded certain skill areas or specialist provision was needed.

1985: The Building (Fourth Amendment) Regulations 1985 require new offices, shops, single storey independent educational buildings and other single storey buildings in England and Wales to which the public is to be admitted to be constructed with suitable means of access for people with disabilities.

1985: The Companies Act introduced a requirement for Directors' Reports for companies with over 250 employees to state company policy on the recruitment, retention and development of staff with disabilities.

1985: The Office for the Minister for the Civil Service issued a Code of Practice on the Employment of People with Disabilities in the Civil Service which aimed to help departments and agencies to achieve equality of opportunity for people with disabilities and to make full use of the skills and abilities they possess.

1986: The Department of Trade and Industry launched the 'Concerned Technology' scheme which supported Information Technology projects such as information provision (eg through computer databases) for people with disabilities and the purchase of home work units for people with disabilities.

1986: The Department of Employment Group introduced the two-year Youth Training Scheme providing vocational training leading to specific qualifications. Premium grants were available for a number of high quality training places for young people with special needs, with additional funding for young people with disabilities with particular training needs. Other special arrangements for people with disabilities included extension of the YTS guarantee up to the age of 21 years for people with disabilities who needed to stay in full time education, relaxed eligibility criteria and residential training where appropriate.

1986: The Health and Safety Commission's action programme on occupational health encouraged employers to have access to occupational health advice. This assists job retention and job adaptation when people in work become disabled.

1987: The Building (Disabled People) Regulations 1987 came into force applying access regulations for people with disabilities to three additional categories of multi-storey premises: namely, factories, independent educational establishments and premises to which the public is admitted.

1987: Under the Department of Employment Group's New Job Training Scheme four special schemes were introduced to help people with disabilities gain maximum benefit from training. These were:

- Special Aids to Employment;
- Adaptations to Premises and Equipment;
- Personal Reader Service for the Blind; and
- Communication Service for the Deaf.

1987: The Department of Employment Group published its Asset Evaluation Report which identified the strength and weakness of Assets and Employment Rehabilitation Centres.

1987: The Department of Employment Group published its report on the Development of the Employment Rehabilitation Service.

1988: The Department of Health made available sophisticated 'Environmental Control'

equipment designed to be used in employment or education with the users' own computer.

1988: The Department of Employment Group evaluated its Sheltered Placement Scheme.

1988: Employment Training was introduced by the Department of Employment Group to help unemployed people gain the skills and experience needed to compete for jobs locally. Aspects of Employment Training which particularly assist people with disabilities, include relaxed eligibility criteria; individual training plans; in depth assessment; part-time training; residential training; and special help and provision where necessary.

1988: The Department of Employment Group's Special Training Provision was introduced as part of Employment Training to pay for the more specialised assessment and training needs of people with disabilities and could also be used for training lasting up to a maximum of two years where extra time was necessary.

1989: Local housing authorities were given wide discretion under the Local Government Housing Act 1989 to approve disabled facilities grants for works to make a dwelling or building suitable for the accommodation, welfare or employment of a disabled occupant.

1989: The Department of Transport's *Transport and Disability—A Statement of Aims and Priorities* was issued setting out the improvements to public and private transport which have opened up new opportunities for people with disabilities and identifies the aims for the future.

1989: The Department of Employment Group published *Building on Ability*, a guide for training people with disabilities.

1990: The Department of Employment Group introduced Youth Training with new flexibilities for young people with disabilities.

1990: The Office for the Minister for the Civil Service updated its Code of Practice on the Employment of People with Disabilities in the Civil Service.

1990: The Department of Employment Group published a consultative document *Employment and Training for People with Disabilities* aimed at ensuring the Department's services meet the needs of people with disabilities in the 1990s.

1990: The Department of Employment Group published an evaluation of its special schemes for people with disabilities and consulted on the need for change.

1990: *Employment and Handicap* was published, reporting on research funded by the Department of Employment Group which was undertaken by the Social and Community Planning Research to estimate the size of the population of people with disabilities who might be eligible for or need help from Department of Employment Group services.

1990: The Department of Employment Group published a research paper on the policies and practices of employers entitled *The Employment of People with Disabilities*.

1990: The Department of Social Security published *The Way Ahead* announcing its proposals for a new benefit (Disability Working Allowance) to provide better help and opportunities for people with disabilities wishing to work.

1990: The Department of Employment Group introduced a new symbol for employers to adopt to show their commitment to good policies for the employment of people with disabilities.

1990: The publication of the Disability Living Allowance and the Disability Working Allowance Bill.

1990: The Department of Employment Group announced its aim to make an offer of a place to unemployed people with disabilities on one of its four main employment and training programmes—Employment Training, the Enterprise Allowance Scheme, the Job Interview Guarantee and Jobclubs.

1991: The Scottish Office Education Department commissioned research into the post-school placement of children and young persons with Record of Needs, including how different educational placements influence a young persons later changes of employment.

Gulf personnel

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what plans have been made to provide suitable jobs for service personnel permanently disabled in the Gulf.

Robert Jackson: It is too soon to say how many UK service personnel who sustained injuries in the Gulf crisis might be discharged on medical grounds.

Service personnel who are medically discharged because retention in the relevant service is not a possible option are helped by the resettlement officers of each service both before and after discharge. These officers work in close liaison with Disablement Resettlement Officers (DROs) from the Employment Service, and as well as with a variety of other organisations which can provide resettlement, rehabilitation and training assistance, to ensure that the needs of the service personnel when re-entering civilian life are met most effectively.

In particular, DROs are invited to resettlement panels run by the services and can offer advice and guidance there. Anyone who requires further help, perhaps in their home area, in identifying, gaining and retaining suitable work can obtain it from the Employment Rehabilitation Service and from DROs and other Employment Service staff.

Loan guarantees

Tom Cox (Tooting) asked the Secretary of State for Employment when he last met the chairmen of Barclays, Lloyds, National Westminster, Royal Bank of Scotland and Midland banks to discuss their involvement in the Loan Guarantee Scheme; and if he will make a statement.

Eric Forth: I meet or correspond with senior banking representatives on a regular basis to discuss their general services to small firms, including their involvement in the Loan Guarantee Scheme. I have also met the Small Firms Sub Committee of the Committee of London and Scottish Bankers.

Between June 1981 and March 1991 over 27,900 guarantees have been issued under the Scheme corresponding to lending of £891 million. The Scheme continues to have a significant role in assisting small firms that cannot otherwise raise finance for viable business activities.

(March 15)

Tom Cox (Tooting) asked the Secretary of State for Employment if he will list the number of loan guarantees granted by (a) Barclays, (b) Lloyds, (c) National Westminster, (d) Royal Bank of Scotland and (e) the Midland banks in each of the last three years.

Eric Forth: The number of guarantees issued for each of the banks is as follows:

	1988	1989	1990
Barclays	586	625	640
Lloyds	352	370	263
National Westminster	430	1,127	1,387
Royal Bank of Scotland	61	74	69
Midland	375	521	1,087

(March 15)



Eric Forth

Training and Enterprise Councils

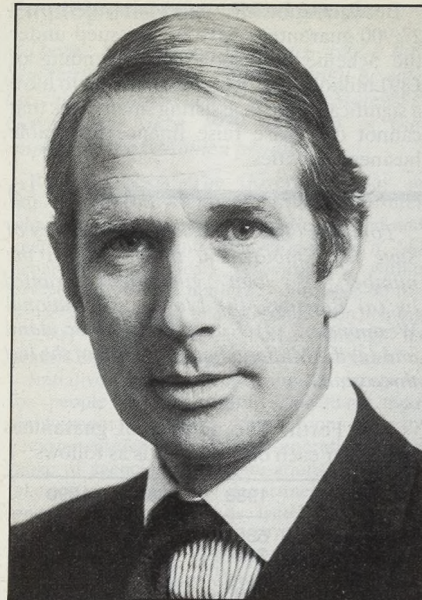
Max Madden (Bradford West) asked the Secretary of State for Employment what is the total budget for television, newspaper and other advertising for the launch of Training and Enterprise Councils; what is the total budget for advertising for each TEC so far established; what is the cost of such advertising nationally and locally, expressed in terms of each person now undertaking training; and if he will make a statement.

Robert Jackson: The total budget for television, newspaper and other advertising for the launch of Training and Enterprise Councils is £10 million.

The overall budget for local publicity and marketing by TECs in 1990-91 is £4 million. The amount allocated to individual TECs is adjusted during each financial year according to changing requirements.

The figures on the cost of TECs advertising nationally and locally, expressed in terms of training can be only be provided at disproportionate cost.

(March 18)



Viscount Ullswater

Training and Enterprise Councils

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what are the criteria by which TECs will be paid their output related funding for 1991-92 for (a) Youth Training, (b) Employment Training or (c) EAS; on what evidence their performance will be assessed; who is responsible for collecting and evaluating this evidence; and if he will make a statement.

Robert Jackson: For Youth Training (YT), TECs will be paid output related funding in 1991-92 for National Vocational Qualifications (NVQs), or equivalent qualifications, at Level II and above gained by those trainees who have remained in training for a minimum period of one month. Additionally, payment will be made for NVQs, or equivalent qualifications, gained at Level I by some Special Training Needs trainees.

For Employment Training (ET), TECs will be paid output related funding for NVQs, or equivalent qualifications, gained by those trainees (other than trainees in skill shortage occupations or who are returning to the labour market) who have remained in training for a minimum period of one month. Payment will also be made for such trainees who are in a job, self-employment, or full-time education or training three months after leaving ET.

Payment will be made for trainees in skill shortage occupations or who are returning to the labour market who gain NVQs, or equivalent qualifications, at Level II and above and are in a job, self-employment, or full-time education three months after leaving ET.

For the Enterprise Allowance Schemes, TECs will be paid output related funding for Scheme entrants and for 12-week and 26-week business survivors.

Evidence that outputs have been achieved will be collected and held by TECs and training providers and will be available for audit by the Employment Department.

(March 12)

YTS accidents

John Bowis (Battersea) asked the Secretary of State for Employment if he will publish the Report by the Robens Institute at Surrey University into accidents in the Youth Training Scheme; and if he will make a statement.

Robert Jackson: I have placed a copy of the report in the Library of the House.

We have recently been giving further attention to the needs of trainees in the new training environment created by the advent of Training and Enterprise Councils, and other initiatives such as the introduction of ET, YT, and training credits.

Our policy for the health and safety of trainees has been in place for a number of years, as YOP and YTS, followed by ET and YT, have evolved. The foundations of this policy are that the primary legal and moral responsibility for the health, safety and welfare of trainees rests with those who are providing the training, whether in a college or in the workplace. To this end we have provided in the Health and Safety (Training for Employment) Regulations 1990 for unemployed trainees in training with an employer to have the same legal protection under the Health and Safety at Work Act as they would if they were employees. The Government will use its best endeavours to ensure that those responsible for arranging and delivering training understand their obligations and are given appropriate help and support in carrying them out.

It is our aim to promote quality training programmes which enjoy the full confidence of the public. This includes firm policies for accident prevention and occupational health protection. As part of the training objective we aim to provide each trainee with health and safety skills and knowledge which they can carry forward into their working life.

Through their contracts with my department TECs are contractually bound to have satisfactory systems to ensure their providers and their sub-contractors have adequate health and safety arrangements. My department through its regional offices, appraises TEC proposals in these respects and monitors performance when contracts are signed. To enhance the ability of the regional offices to perform this task their professional resources (Regional Safety Advisers) are being strengthened overall.

We are also embarking on a range of other new measures. The existing publications and training materials provided by the department are being reviewed, evaluated and then revised to provide relevant and up-to-date support and guidance to trainers and trainees alike. Gaps in existing provision will be identified and new products developed.

For TECs we will be examining a targeted approach to their health and safety activities. Our aim is to establish standards they can work to and by which their performance can be measured.

With the Health and Safety Executive we will be looking at the consequences of coming European Community legislation

for health and safety training and the health and safety content of National Vocational Qualifications.

Finally, taking into account the recommendations of the Robens Institute Report, a working group including representatives of TECs is looking at the needs of accident data collection in relation to ET and YT in the TEC era.

Altogether this represents a very considerable commitment of public resources to the health and safety of trainees.

(March 27)

Employment Training

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment if he will give the latest information he has, for each region and for Great Britain as a whole, on the number of Employment Training participants who fall either within (a) the Guarantee group and (b) the Aim Group; if he will give comparable data for one year ago; and if he will make a statement about how he intends to monitor participation by both groups when ET is delivered by Training and Enterprise Councils.

Robert Jackson: The Government's Guarantee and Aim covers a range of options to help unemployed people back to work: from Employment Training provided through TECs to others offered by the Employment Service. My department monitors the provision offered by TECs in the light of the overall position.

The information requested is provided in the following table.

Region	Employment Training Aim and guarantee group entrants (estimated)			
	April-Sept 1989		April-Sept 1990	
	Guar- antee	Aim antee	Guar- antee	Aim antee
South East	8	26	9	16
London	11	32	12	21
South West	13	25	13	16
West Midlands	13	30	13	26
East Midlands and Eastern	15	31	15	20
Yorkshire and Humberside	16	27	15	21
North West	14	31	13	23
Northern	18	28	16	24
Wales	16	26	14	21
Scotland	17	33	15	28
Great Britain	15	30	14	23

Note: Great Britain total includes a small number of trainees covered by national contracts and residential training colleges not included in regional totals. The table shows the latest information for this financial year and comparable data for the previous year.
Source: ET Management information system and ET Starts database.

(March 20)

Seven in ten get a taste of work

Seven out of ten young people in their last year of compulsory education now have the chance to try work experience, says Employment Minister Robert Jackson.

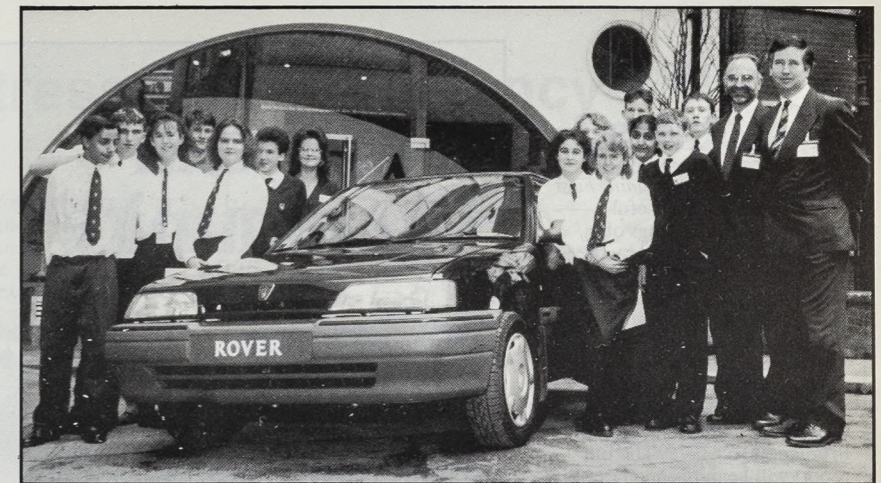
Schemes involving an element of work experience include the Technical and Vocational Education Initiative and Compacts. In such schemes a pupil carries out a particular job more or less as would a regular employee.

Speaking at the final in London of the Rover Awards for Quality in Work Experience, Mr Jackson said:

"When young people leave school it is vital that they are prepared for the world of work, that they have the motivation and the confidence to succeed. It is in the interests of employer and individual alike that young people should have an insight into how industry operates", said the Minister.

Mr Jackson commended the company for its active involvement in education and business partnerships.

"Rover has clearly recognised that links with education are a catalyst for making education more relevant to the world of



Pupils from Sharples School take delivery of their brand new Rover from Rover Group chairman, Sir Graham Day (second right) and Schools Minister Michael Fallon.

work. Their active involvement in the National Record of Achievement pilots, their comprehensive Education Partnership Programme, and these awards represent a substantial investment in education."

The Rover Awards Scheme, introduced in 1989, is a nationwide initiative designed to promote good practice and improved standards in school-work experience programmes.

Sharples School, Bolton, drove off with the main award—a Rover 214 Si. The school is an 11-16 mixed comprehensive which offers a two-week work experience placement to all 850 pupils.

For the two runners-up—Carlton-Bolling College, Bradford, and Sherbourne Fields School, Coventry—there was the consolation of £500 each to support their work-related curricula.

More analyses available from 'New Earnings Survey'

The Employment Department's annual New Earnings Survey (NES) is the only comprehensive source of information on the levels, distribution and make-up of earnings in Great Britain. The results of each year's Survey are published in six volumes by HMSO, and summarised in an article in *Employment Gazette*, most recently in November 1990 (pp 571-575).

Publication of NES results is restricted to figures which the Department's statisticians feel are derived from a sufficiently large number of employees, and which have a sufficiently small standard error (a measure of the extent to which an estimate from a sample may differ from the true value), to ensure continuing confidence in the Survey.

Some users have felt that the effects of this policy are too restrictive on the range of data available, and it has recently been reviewed to see if the criteria used can be relaxed. The conclusion of the review is that they can. Specifically:

- figures will be published if they are based on 50 or more employees and have a standard error of 5 per cent or less (previously this was 4 per cent or less); and
- if figures fail the criteria in any one year, it will no longer be necessary for them to

satisfy more stringent criteria in order to be published in future years (previously such figures had to be based on 100 or more employees with a standard error of 2 per cent or less).

It is estimated that these changes will mean a large increase in the amount of industrial detail published, with smaller but still appreciable increases in the size of the available analyses by agreement, occupation and area.

The intention is to implement the relaxation in the criteria in full for the 1991 NES Report. In order to limit the resultant increase in the bulk (and cost) of the published volumes, it may be decided to omit or aggregate some other tables, either in 1991 or at a future date.

The changes will also apply with immediate effect to *ad hoc* analyses of the NES produced by the Department. However, the resources available to provide such analyses are limited, and there can be no guarantee that requests for analyses based on the new criteria will be dealt with speedily, especially if they involve extensive past series.

It is hoped that the relaxed criteria, while preserving the reputation of the NES, will increase the value of the Survey to users inside and outside Government.

Tables 1-4 and 1-15

1 Data on the numbers of apprentices and trainees, which has appeared annually in tables 1-14 and 1-15 of the *Employment Gazette*, will not be collected from March 1991 onwards.

2 A recent pilot survey among employers (see *Employment Gazette*, March 1990, page 166) highlighted problems of defining these groups and of providing reliable figures for them. Comparisons of these statistics with other sources of data confirm that their quality has become less reliable in recent years, and as a result they are no longer widely used.

3 The Labour Force Survey offers a more reliable source of data which covers the whole economy and all forms of training. As it is a household survey conducted through personal interview, it will be possible to probe respondents' understanding of the questions. From 1992 the enhanced LFS, as announced by the Secretary of State in March 1990, will furnish information on a quarterly basis.

Enquiries to: Mr Gerry Swan
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Room 135F, East Lane
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Rights for mothers

Maternity Rights in Britain: First Findings provides a useful summary of the findings of a recent study sponsored by the Employment Department, the Department of Social Security and the Equal Opportunities Commission.

The study was set up to assess the impact on employees and employers of the maternity rights legislation in the Employment Protection Act 1975. The full report will be published later this year. In the interim, *First Findings* summarises the main changes that have taken place in the working patterns of women with young children over the past decade.

These include a substantial increase in the number of mothers who return to work soon after having a baby. Nearly half of the women who worked during pregnancy were back in work within nine months of the birth of the baby, and many of these returned to the same job and the same employer.

The research also shows that employers have fewer difficulties with maternity arrangements than previously, and that women in the public sector are more likely than those in the private sector to continue working, especially as the public sector does more to encourage women to return. On the much-discussed issue of childcare, the research shows an increase in the use of childminders but women still call for more formal childcare provision.

Maternity Rights in Britain: First Findings. Published by Policy Studies Institute, 100 Park Village East, London NW1 3SR. Freephone 0800 262260, price £5 incl p&p.

Are we being served?

If this is the era of the service economy, why is service so awful? This is the question raised in *Making Customers Count*. Although many companies claim to have customer-care programmes, the vast majority are, at best, only partially successful. It is not easy, say the authors, to create the customer-orientated organisation without overcoming barriers such as misconceptions of what is involved, organisational inertia, and public perception.

The book discusses these



Midland/HongkongBank

European Community

Guide to the EC

Taxation, export regulations, the European monetary system, geography and the goals of the Single Market are among the subjects covered in this new guide to the European Community by Midland Bank, in HongkongBank's business profile series.

The 88-page business profile of the world's largest trading bloc also discusses the measures to achieve economic and monetary

issues and provides guidance on developing successful customer care programmes. It also includes the findings of detailed studies of 15 major UK companies (including Kwik-Fit Holdings, British Airways, Marks and Spencer, and Rank Xerox) which provide ideas and lessons to improve the effectiveness of a customer-orientated strategy.

Making Customers Count by David Clutterbuck and Susan Kernaghan. Published by Mercury Books, 862 Garratt Lane, London SW17 0NB, tel 081-682 3859. Price £16.95 hbk.

Caring corporate values

Details of the social and environmental policies of Britain's top consumer companies are revealed in a new report produced by the public interest research organisation, New Consumer.

Using data obtained from questionnaires and other research, *Changing Corporate Values* analyses the activities of 128 top British companies across key areas of public concern such as: environmental policy; animal testing; military sales; involvement in nuclear power; equal opportunities; disclosure of information; and political involvement.

The research was triggered by the growing demand from British consumers to know more about the companies behind the products they buy. The report argues that, as consumers have a spending power of £290 billion per year, companies wishing to prosper cannot afford to ignore their influence on corporate social and environmental policies.

The 650-page report also shows who owns whom; gives case studies of companies which have successfully integrated genuine social concern into their sales and marketing strategies; and examines the links between sound management, social and ethical concerns and business success.

Changing Corporate Values by Richard Adams, Jane Carruthers, Sean Hamill and New Consumer. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £48.

1992 Survival Kit

The arrival of the Single Market in 1992 will cause marked changes in business life. As trade competition increases, there will be company takeovers and relocations around the EC.

All this will have important consequences (and possible benefits) for the lives and working conditions of millions of people. If you are wondering how your job will be affected by these changes, you may find useful answers in *1992 and YOU*, a new information pack from the City Centre information and

1992 and YOU is available from City Centre, 32-35 Featherstone Street, London EC1Y 8QX, price £4 incl p&p.

Less stress, more efficiency

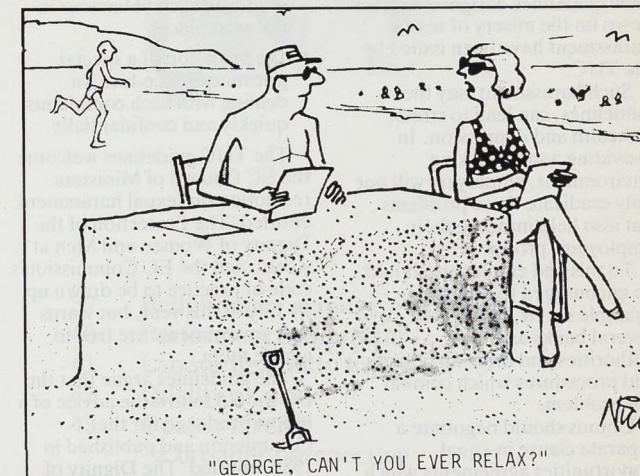
In an average lifetime the average employee loses one and a half years from work because of stress-induced illness. This works out at a cost to their company of £1,000 per employee per year.

These figures form the basis for *Stress Management Techniques* by Dr Vernon Coleman. The purpose of the book (first published in 1988 but now available in paperback) is to encourage companies to make sure their staff are not unnecessarily exposed to stress and, by so doing, improve company efficiency and profitability.

In straightforward, jargon-free terms the author explains how, why and when stress causes problems. He uses proverbial, often humorous, examples to give practical advice on how to control the amount of stress in a company and minimise the damage it does.

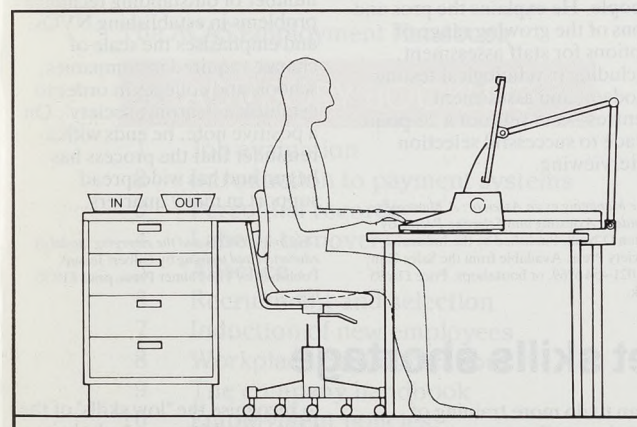
The book, though by no means a comprehensive guide to the subject, should prove a useful aide memoire for both employers and employees.

Stress Management Techniques: Managing People for Healthy Profits by Dr Vernon Coleman. Published by Mercury Books, 862 Garratt Lane, London SW17 0NB, tel 081-682 3859. Price £6.99 pbk.



New from HSE

Are you sitting comfortably?



Employers who provide suitable seating at work are not only fulfilling their legal responsibilities but are contributing to the efficiency of their workforce, says *Seating at Work*, a new HSE guidance booklet.

The booklet says seating is part of a workstation, which should be designed as a whole so that each task can be carried out safely, comfortably and efficiently. Seating should be supportive and suited to the height of the working surface and layout of furniture and equipment. It should also take

into account any disability the individual worker may have.

The booklet provides advice on the design of seating, including suggested dimensions and ranges of adjustment, and gives examples of seating and workstation layout for work with machinery, process and assembly work, precision work, keyboard work and checkout points. The information should prove useful to employers, health and safety staff, designers, manufacturers and suppliers.

Seating at Work, HS (G) 57, ISBN 0 11 8854313, is available from HMSO and bookshops, price £2.25.

Down with dust

The Health and Safety Executive has issued a revised Guidance Note on the risks to health which may arise from exposure to dust at work and the appropriate preventive action. It has been updated to ensure consistency with the Control of Substances Hazardous to Health (COSHH) regulations.

The potential dangers of dusts such as asbestos, silica and cotton are well recognised, but there are many other substances and work activities in a wide range of industries which can generate dusts hazardous to health.

The guidance note identifies a variety of work activities which can create dust. It explains how dust can affect health, and describes a number of

procedures for checking whether a dust problem exists and, if so, monitoring exposure levels.

Advice is also given on how to provide employees with information, instruction and training to ensure that they know and understand the risks, and the precautions which need to be taken.

This guidance note replaces the version published in August 1984 and supplements the information provided in the HSE leaflet, *Down with Dust—a guide for employers*.

Dust: General principles of protection, Guidance Note EH44 (rev) ISBN 0 11 885595 6, is available from HMSO or bookshops, price £2.25. (*Down with dust—a guide for employers*, IND(G)60(L), is available free of charge from HSE public enquiry points in London, tel 071-221 0870 and Sheffield, tel 0742 752539.)

HSE Forward Plan

Information about some 500 research and investigation projects planned by the Health and Safety Executive for 1991-92 is now available in *Programme of Research and Related Services*. It covers such diverse topics as fires and explosions, human behaviour, construction safety, microbiology protection, and nuclear safety.

Many of the projects will be carried out in-house by HSE's Research and Laboratory Services Division, while others will be undertaken through contracts with external research bodies.

Programme of Research and Related Services 1991-92 is available free from HSE public enquiry points in London, tel 071-221 0870 and Sheffield, tel 0742 752539.

Harassment guidelines

New guidelines designed to crack down on the misery of sexual harassment have been issued by the TUC.

Such harassment, say the guidelines, can lead to stress, ill-health and depression. In providing a safe working environment, employers will not only eradicate these problems but also help improve their employees' productivity.

To this end employers should be encouraged to follow the example set by British Rail, several banks and local authorities and draw up policies and procedures which combat the problem.

Unions should negotiate a separate clause in equal opportunities agreements which includes:

- a definition of sexual harassment and examples of unwelcome behaviour;
- a commitment on both sides to

eradicate such behaviour in the workplace;

- the provision of a special grievance procedure for dealing with such complaints quickly and confidentially.

The TUC guidelines welcome the EC Council of Ministers resolution on sexual harassment, entitled 'The Protection of the Dignity of Women and Men at Work', and the EC Commission's code of practice to be drawn up by July of this year, but warns that governments are free to ignore them.

The guidelines argue that the EC should follow the advice of a report produced for the Commission and published in 1988, entitled 'The Dignity of Women at Work', which argues the case for a Directive and binding legislation on sexual harassment.

Copies of the report are available, priced £1, from the TUC, Congress House, Great Russell Street, London WC1B 3LS. Tel: 071-636 4030.

New leaflet on AIDS

The booklet *AIDS and the workplace*, which the Employment Department distributed to every company last year, proved so popular that a second edition has now been published.

In an innovative move, the replacement *AIDS and Work* leaflet has been printed on an A4 sheet which can be easily photocopied. This will allow employers to distribute a copy to

every member of their staff.

The leaflet contains facts about HIV and AIDS and information on the methods by which the infection can be transmitted. It also gives a guide to first aiders on safety procedures and describes the employment rights of people who have, or may have, AIDS or HIV infection.

Copies of the leaflet are available free from ISCO 5, The Paddock, Frizinghall, Bradford BD5 4H9 and are also included in every copy of *Employment News* this month.

Employers act to meet skills shortage

The search for skills means that more than four out of five companies expect to hold or raise spending on staff training in 1991, according to a new survey produced by the Industrial Society.

This is in sharp contrast to the recession of the early 1980s when training activity slumped.

A total of 150 private sector employers took part in this, the first of a series of Industrial Society surveys designed to monitor training trends and developments.

It discovered that although four out of five employers have a written commitment to developing all their employees, fewer than half actually give this

policy statement to their staff.

The survey also revealed that nearly two-thirds of responding organisations increased spending on training in 1990 as compared with the previous year. This trend is expected to continue over the next three years, with the majority of employers prepared to increase their training of most groups of employees.

These companies are looking to meet the skills shortfall, particularly in management, through the training of existing staff.

So, while only one in five employers expect to meet their skills shortfall through recruitment, nearly two-thirds

plan to do more training of existing staff.

However, the divisions in training provision persist. Only one in five employers place strong emphasis on the training of blue collar workers. Graduates and trainees remain the typical training priority among employers.

Recognised national standards of training, such as National Vocational Qualifications, are being given greater emphasis among nearly two-thirds of respondents.

The Society sees reason for optimism, with training rising up the boardroom agenda. However, the survey concludes that the failure of employers

to recognise the 'low skills' of the labour workforce as a whole is 'alarming'.

This may in part be attributed to the reluctance of employers to regard their human resources as an essential asset to be taken into account during the planning process. Only 16 per cent actually feed training and development information into the planning process.

Training is not yet an integral part of business planning. Instead most companies merely look at the training and development implications of their business plan.

Copies of *IS Training Survey No 1: Training Policy and the Boardroom* are available price £6.50 from the Policy Unit, Industrial Society, 3 Carlton House Terrace, London SW1 5DG.

The successful assessor

As the intellectual demands of jobs grow, so will the use of mental ability and personality tests. So forecasts a new handbook on personnel selection.

The book, *The Manager as Assessor* is written for line managers who are increasingly acquiring more direct responsibility for staff recruitment and promotion. Assessment is the key to selecting, maintaining and developing the right people for the organisation. And in terms of both the personal development of the candidates or staff being appraised and the financial investment a new postholder represents, it is critical that the assessment methods used are effective.

The author, a chartered occupational psychologist, says that the traditional job interview is the most popular but one of the least reliable ways of assessing people. He explains the pros and cons of the growing range of options for staff assessment, including psychological testing, biodata, and assessment centres—and sets out a 20-point grade to successful selection interviewing.

The Manager as an Assessor: A Manager's Guide to Assessing and Selecting People by Brian O'Neill. Published by the Industrial Society Press. Available from the Sales Unit, tel 021-454 6769, or bookshops. Price £16.95 hbk.

Developing NVQs

Outcomes is an authoritative, personal perspective on the thinking behind National Vocational Qualifications (NVQs) and the emerging model of education and training.

Written by the Director of Research, Development and Information at the National Council for Vocational Qualifications, it provides a lucid, systematic account of the history, structure and methodology of the NVQ model, and explains how NVQs relate to a wide range of issues in education and training.

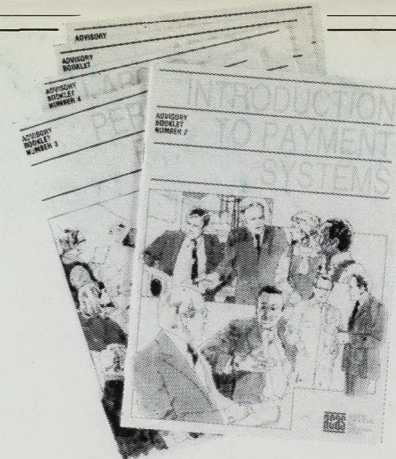
The book is divided into three parts, starting with an overview of the NVQ model and the work of the Standards Programme. Information is also provided on the National Curriculum and Core Skills.

Part 2 discusses the implications of this model on further education and training, higher education, employers and the individual participants.

In Part 3 the author considers a number of outstanding technical problems in establishing NVQs, and emphasises the scale of change required in companies, schools and colleges in order to establish a 'learning society'. On a positive note, he ends with a reminder that the process has begun and has widespread support in many quarters.

Outcomes: NVQs and the emerging model of education and training by Gilbert Jessup. Published by The Falmer Press, price £10.95 pbk.

ACAS ADVISORY CONCILIATION AND ARBITRATION SERVICE



This is ACAS

Using ACAS in Industrial Disputes

The ACAS Role in Conciliation, Arbitration and Mediation

Advice and Help

Individual conciliation - a short guide

Individual employment rights - ACAS conciliation between individuals and employers

WRU Information Leaflet

Summary of publications (a listing of WRU and other titles regularly updated)

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ADVISORY HANDBOOKS

Employing People - a handbook for small firms

Discipline at Work

The ACAS Employment Handbook

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- 2 Introduction to payment systems
- 3 Personnel records
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- 5 Absence
- 6 Recruitment and selection
- 7 Induction of new employees
- 8 Workplace communications
- 9 The company handbook
- 10 Employment policies
- 11 Employee appraisal
- 12 Redundancy handling
- 13 Hours of work
- 14 Appraisal-related pay
- 15 Health and employment

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(a selection)

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- 36 Job evaluation in transition

- 37 Redundancy arrangements
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- 42 Quality at work
- 43 Quality circles - a broader perspective
- 45 Developments in payment systems
- 46 Self regulating work groups: an aspect of organisational change
- 47 State of the art technology and organisational culture
- 48 Increasing effectiveness through people: learning from abroad
- 49 Consultation and communication

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(a selection)

- 15 Work stress
- 37 Motivation
- 42 Quality circles
- 46 Performance appraisal
- 50 Management of change
- 53 Organisational culture
- 54 Managing quality in manufacturing and service systems
- 55 Payment systems

CODES OF PRACTICE

- 1 Disciplinary practice and procedures in employment
- 2 Disclosure of information to trade unions for collective bargaining purposes
- 3 Time off for trade union duties and activities (Codes of Practice are available only from HMSO)



RESEARCH PAPERS

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

No 72: Long-term Unemployment: JUVOS analysis

Anne Green and David Owen, University of Wales, Cardiff

A study of the geographical distribution of long-term unemployment across different types of local labour markets and its concentration in certain types of neighbourhoods within these local labour market areas. It looks at how the composition and nature of long-term unemployment varies depending on local labour market conditions. The paper also discusses the individual characteristics of those who were long-term unemployed in the mid-1980s. The analysis is based both on unemployed claimant statistics (JUVOS) and data from the Labour Force Survey.

No 73: Ethnic Minorities and the Careers Service: an investigation into processes of assessment and placement

Malcolm Cross, John Wrench and Sue Barnett, Centre for Research in Ethnic Relations, University of Warwick

This paper reports the findings of a research project which explored Careers Officers' assessments of the abilities of young Afro-Caribbean and South Asian clients, and compares these assessments with those made of indigenous white clients with similar levels of attainment. Subsequent placements are also reported. The report concludes with a series of recommendations of Careers Service good practice.

No 74: An Evaluation of the Loan Guarantee Scheme

National Economic Research Associates (Nera)

In exchange for a small premium, the LGS provides a government guarantee to banks on loans to potentially viable small firms who would not otherwise receive debt finance on commercial terms.

This study, based on a detailed analysis of 125 cases where small firms had used the LGS, assesses the extent to which the scheme generated additional finance and economic activity for small firms. It also examines the economic principles which underpin the LGS and the possible effects of the scheme on the conduct of lenders.

No 75: An analysis of women's employment patterns in the UK, France and the USA: the value of survey based comparisons.

Angela Dale, City University and Judith Glover, University of Surrey

International comparisons on employment-related topics have long been a prime concern of bodies such as the OECD and the EC. This paper explores the extent to which it is possible to make viable international comparisons using the French and British Labour Force Surveys and the US General Social Survey. Using data mainly from the 1980s, it provides a comprehensive description of the similarities and differences in patterns of women's labour force participation in these three countries.

No 76: Ethnic Minorities and Employment Practice: a study of six organisations

Nick Jewson, David Mason, Sue Waters and Janet Harvey, Ethnic Minority Employment Research Group, University of Leicester

This study explores present-day employment patterns and practices in respect of ethnic minorities in six large organisations which had previously been researched in the late 1960s and early 1970s. It shows that in a context of management devolution and a drift away from formal procedures, equal opportunities issues did not figure prominently, and are difficult for top management to promote. The report concludes by charting a clear way forward for organisations, with specific recommendations for implementing effective equal opportunities policies.

No 77: The Employment of People with Disabilities: Research Into the Policies and Practices of Employers

Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled). Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 071-273) 4883. Papers will be sent as soon as they are available.

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