Topics

One stop guide to training

Information on 15,000 training opportunities is now available through the PICKUP training directory, funded by the Department of Education and Science.

The directory replaces the time-consuming searches of printed directories, brochures and leaflets with a single one-stop source of information on training opportunities. Its computerised database contains concise, up-to-date details on work-related short courses.

Designed to answer four key questions: Who is providing training? Where? When? and at What cost? the directory covers the full spectrum of subjects, such as management, commerce, finance, safety, office work, technology, and service industries.

In addition to listing courses available, the directory also shows which training establishment, whether private institution or public sector, can provide tailor-made training to meet a client's requirements.

The directory is available on Prestel by keying *8881881, and also on IBM PC floppy disc.

Managing knowhow



The new companies riding the wave of information exchange and technology present distinct problems in management. Harnessing the creative energies of people whose output is not easy to quantify in terms of physical production but in the quality of solutions, is the subject of Managing Knowhow-an Anglo-

Streetwise franchising



Streetwise Franchising is subtitled Everything You Need to Know about Taking up and Running a Successful Franchise. Over the last

However, as she points out, among the wealth of franchising success stories there have also been some disasters

number of franchises has doubled.

two years, says the author, the

If this book has one message, it is that still too many would-be franchisers enter the business without careful market research and without first seeing if a

franchise works.

The book covers many of the legalities of the subject, directing the reader towards what organisations to consult, giving examples of various financing operations available and an analysis of a number of the most common contracts and methods of trading.

Streetwise Franchising by Danielle Baillieu, published by Hutchinson Business, Century Hutchinson Ltd. Brookmount House, Chandos Place, London WC2N 4NW. Price £16.95. ISBN 009 1736803.

Advice for work problems

The Advisory Conciliation and Arbitration Service (ACAS) has issued a booklet Advice and Help to illustrate its range of industrial relations services.

The ways in which help is given,

Swedish venture by Karl Sveiby and Tom Lloyd.

The book breaks new ground in arguing that any company failing to take into account the special factors inherent in 'knowhow driven' companies does so at its peril and warns that reliance on traditional key financial indications can be dangerous.

In a provocative and stimulating book, the authors argue that new ideas in management are needed to successfully develop the business interests of such companies. Creativity can be focussed to increase profits.

Managing Knowhow by K Sveiby and T Lloyd is published by Bloomsbury Publishing Ltd, 2 Soho Square, London W1V 5DE. Price £7.99. ISBN 07475 0331 1.

contact, ACAS, 27 Wilton Street, London SW1X 7AZ. **Job hunting**

along with examples of ACAS

are clearly outlined.

work in circumventing problems,

The 12-page booklet Advice and Help is available free from any ACAS office or

guide for the blind

The Royal National Institute for the Blind has produced a job-hunting guide for visually handicapped people.

The booklet gives advice on the do's and don'ts of looking for work, paying particular attention to the problems faced by blind or visually-impaired people.

Get that job is free to individuals (£1 for organisations) and is available in large print, tape or braille from RNIB Employment Services, 224 Great Portland Street, London

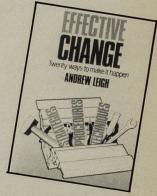
Working for vourself

The latest edition of Working for Yourself by Godfrey Golzen has been revised and updated to reflect the growing emphasis successive governments have placed on self-employment and small business as a means of enterprise

The book looks at homeworking, freelance activity. sole-trading and small business partnerships and is particularly useful for its comprehensive overview of all aspects of small business development. Each subject is taken step by step, giving advice on the options available

As a point of reference for anyone considering selfemployment, Working for Yourself is a good starting point.

Working for Yourself is published by Kogan Page Ltd, 120 Pentonville Road, London N1 9JN. Price £7.95, ISBN 1850915628.



Effective change

Effective Change outlines underlying social factors for change and the blocking mechanisms to it within organisational structures.

The author makes a distinction in personal style between 'management' and 'leadership' and goes on to discuss ways in which effective change is more likely to occur through a clear analysis of tactics

Effective Change is an interesting and quite complex book, tackling the subject of management psychology from the viewpoint of a strategist. Interestingly, the author has sent a copy of the book along with a covering letter to Mr Gorbachev. Results are awaited.

Effective Change by Andrew Leigh is available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW18 4UW. Price £7.16 (members) £8.95 (non-members) plus £1.13 p and p. ISBN 0 85292 412 7.

Employment Gazette "STATISTICS" READING

HA301)

ROOM

STATISTICS BACK-UP 421

February 1989 Volume 97 No 2 Department of Employment

Occasional Supplement No 1

Health and Safety Statistics 1986–87



BRITISH LIBRARY 1 O. FEB 89 OF POLITICAL AND ECONOMIC SCIENCE

Health and Safety Statistics 1986–87

Introduction

Since 1975, the principal source for statistics on health and safety at work has been the annual publication, Health and Safety Statistics¹

This supplement to Employment Gazette continues that role. It presents statistics prepared by the Health and Safety Executive based on reports of occupational injuries and diseases, dangerous occurrences made to, and enforcement notices issued by, its own inspectorates and other enforcement authorities operating under the Health and Safety at Work Act 1974, including local authorities.

The data in this supplement, representing statistics for 1986-87, include the first full year of statistics based on

reports made under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR). Where appropriate, some summary provisional 1987-88 statistics are also presented. These are given more fully in the 1987–88 HSC/E Annual Report², which also contains some detailed mining and quarrying statistics, extending over some years.

Information given in reports made under RIDDOR is richer in content than that available previously; but because of definitional changes it is only partly comparable with the statistical information for earlier years. Wherever it is possible to construct a meaningful series, this has been

It has therefore been possible to give more detailed information about injuries notified in 1986-87 than in previous years and what is presented here augments and finalises the provisional information given in the 1986-87 HSC/E Annual Report³.

Contents

	Page		Page
Introduction	2	Dangerous occurrences	35
introduction		Gas safety statistics	35
Section 1 The overall picture	3	Enforcement activity	36
Section 2 Tables and general notes	5	Section 4 Occupational diseases	37
General notes on the tables	5	Prescribed diseases—general	37
List of tables	5	Specified prescribed diseases	37
Tables	6	Disablement benefit—general	37
Tables	0	Occupational deafness	37
		Mesothelioma	38
Section 3 Detailed discussion	32	Pneumoconiosis and byssinosis	38
The new regulations	32	Occupational asthma	38
Reporting injuries	32	Industrial death benefit	38
Reports to local authorities	32	Industrial disease reported under RIDDOR	38
Classification of injury reports	33	Information recorded on death certificates	39
Fatal injuries 22 22 0 f	33	Lead workers under medical surveillance	39
Major injuries	33	Bedd workers under medical surveniance	37
Over three-day injuries	34		
Kind of accident	34	Section 5 Lists of formal definitions	40
Nature and site of injury	35	Major injuries	40
Age and injuries at work	35	Dangerous occurrences	40
Occupation	35	The Health and Safety (YTS) Regulations, 1983	40

Section 1 The overall picture

This supplement presents statistics of occupational injuries in 1986-87, the first year of operation of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR). Previous publications (those for 1981-82, 1983, 1984-85 and 1985-86) have presented statistics based on the preceding Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR), which were superseded by RIDDOR in April 1986.

The most recent of these publications presented statistics for the whole period 1981 to 1985, together with the first quarter of 1986, and classified in terms of the Standard Industrial Classification 1980 (SIC 80), thereby facilitating comparison with the RIDDOR statistics in the present report, which from the beginning are thus classified.

In other ways, however, comparison is made difficult because RIDDOR, among other matters:

- widened the definition of major injuries from that in NADOR; and
- reinstituted the requirement to report injuries causing absence from work of more than three days. The duty to do this had ceased with the coming into force of NADOR in 1981; and alternative relevant information ("indirect reports") had effectively ceased in April 1983. Thus the source of "over three-day injuries" was: up to 1981 both employer and employee, from January 1981 to April 1983 the employee, from April 1983 to March 1986 no source, and thereafter the

Some statistics are unaltered in form by the coming into force of RIDDOR. In particular, the series of fatal injuries is undisturbed, as are details of prosecutions and enforcement notices, of ill health resulting in certain forms of compensation, or death, and gas safety statistics.

Reports of "over three-day injuries" and of certain notifiable diseases under RIDDOR are, however, effectively a new source of data not comparable with previous years, while the series for "major injuries" is broken because of the widening of the definition in April 1986. It will be some years before it is possible to discern any trends from the new series.

Nonetheless it is possible to make some estimate of the proportion of major injuries reported under RIDDOR that would have qualified for reporting under NADOR, although such estimates are necessarily uncertain.

In compensation, RIDDOR provides a much richer source of data than its predecessor. The principal benefit of this will be to aid the targeting of inspection and enforcement; and in detailed analyses by inspectorates and HSE policy branches, of sources of occupational danger.

In the published statistics it is now possible for the first time to present analyses of reported injuries by occupation and by age; while the restoration of information on "over three-day injuries" now enables information to be given on these for the first time for some years. Moreover the HSE is now able to assign to SICs injury reports received by local authorities, which it could not do in previous reports.

Salient features

Reported injuries

The tables of statistics are in section 2 of this supplement and are discussed in detail in section 3. The salient features of the statistics of reported injuries are:

- The total number of reported fatal injuries to employees rose slightly between 1981 and 1982 and has reduced each year since: it was 356 in 1986-87 (table 2). The provisional estimate for 1987–88 (340) appears to continue this trend though it will be subject to (usually upward)
- During the same period, there has been a reduction (table 2) in the rate of fatal injuries among employees from 2·1 per 100,000 in 1981 to 1·7 per 100,000 in 1986-87 (and 1.6 provisional for 1987–88). This continues a longer-term established downward trend in the fatal injury rate from 5.6 in 1965 and 3.6 in 1971.
- Detailed analysis of these fatal injury rates since 1981, as in table 2, in broad industry divisions—such as "agriculture, forestry and fishing," "energy and water supply," "total manufacturing industries," "construction," etcshows that within each of those broad divisions, the fatal injury rate has remained fairly steady. The main reason for the overall reduction noted in the last paragraph is therefore the shift of numbers in employment, away from heavy manufacturing industry, etc and towards the service industries. Whatever may have happened before 1981, employment since then has become less likely to lead to fatal injuries, mainly because of changing industrial structure.
- Reports of major non-fatal injuries to employees (a concept introduced by NADOR in 1981) continued to grow in number from 1981 to 1985; a matter noted in previous Health and Safety Statistics reports. The overall growth of 7 per cent concealed within it greater increases in numbers, and still more in rates, for construction and for manufacturing. It is possible, as in table 3, to estimate the number of major injuries—and corresponding injury rates—reported under RIDDOR, that would have been reported under NADOR, but this estimate is made as a bracket of numbers because of uncertainties described in section 3.

In broad terms, in manufacturing industry, the "reported quasi NADOR major injuries" are at roughly the same level of number and of rate as that in 1985; the figures for agriculture (subject always to heavy under-reporting) are higher, and those for construction are lower. Provisional figures for 1987–88 suggest that those for manufacturing and construction will be at much the same level as 1986–87, while those for agriculture, etc will have continued to rise. The apparent trend for construction is probably a consequence of under-reporting.

- The reasons for the previous increase were analysed in "Occupational Accident Statistics 1981–85" on p 15 of the January 1988 issue of Employment Gazette. In part, this increase may be due to an increased propensity to report, following a duty to report newly created in 1981, combined with a genuine worsening of the safety situation, particularly in certain areas of manufacturing industry. While comparison with previous years is difficult, this increase now seems to have levelled off, at least for manufacturing industry; though the situation will need to continue
- The total reported number of "over three-day (including major) injuries" to employees was 179,000 (172,000 provisionally in 1987–88). It is known that the total number of equivalent industrial injury benefit claims (for which a similar qualifying period existed) in the last complete year was about 390,000. While it is impossible to be certain of underlying trends over the last four to five years, this seems

¹ Health and Safety Statistics 1985-86, published by HMSO and available from

HMSO bookshops, price £9.

HMSO and available from HMSO bookshops, price £9.50.

Health and Safety Commission/Executive Annual Report 1987–88, published by HMSO and available from HMSO bookshops, price £9.50.

Health and Safety Commission/Executive Annual Report 1986–87, published by the safety Commission/Executive Annual Report 1986–87, published by the safety Commission/Executive Annual Report 1986–87, published by the safety Commission of HMSO and available from HMSO bookshops, price £11.50.

strong evidence of under-reporting—continuing a well established pattern noted before 1981. Such underreporting is probably greatest in agriculture, and lowest in sectors such as engineering, with construction coming somewhere in between.

- The small number of reported fatal injuries to the self-employed (table 2) continues to fluctuate between 48 and 71; it was 57 in 1986-87. The number of reported injuries to the non-employed rose somewhat during the period; too much should not be read into this because of definitional problems for injuries to members of the public which arise "out of or in connection with work activities."
- Non-fatal major injuries to members of the public continue to include a large number of reports of injuries to school children in playing fields, inmates of old age homes, etc. We believe these account for many if not most of those reports in SIC orders 91–93 (78 per cent of the total). More generally, because of the definitional problems referred to and genuine ignorance of the duty to report, all reports of major injuries to members of the public are almost certainly subject to under-reporting.
- For the first time it is possible to analyse age of injured parties (as in table 7) and their occupations (table 8).

Other statistics

The salient features of other statistics in this report are:

- Records for prosecutions and enforcement notices continue to be produced as in previous years (tables 11–15). The number of prosecutions is at much the same level as in preceding years; but the number of enforcement notices issued shows signs of continuing its long-term increase after a temporary fall in 1985. Appeals against these notices are rare (less than 1 per cent) and only 3 per cent of these appeals are successful.
- Reports of statistics of dangerous occurrences are presented at table 9 in a similar form to that of previous years;

but comparison with previous years is impossible because of changed and widened definitions.

- Gas safety statistics are presented at table 10, though show no clear trends from 1981 to 1986-87.
- For the first time, it is possible to show the number of reports of occupational disease received under RIDDOR (table 22)—which requires certain defined diseases to be notified to the HSE by employers. There is evidence of substantial under-reporting.
- The other available statistics on occupational diseases show continuing downward trends for pneumoconiosis and byssinosis, and an increasing number of death certificates mentioning mesothelioma, reflecting the increasing use of asbestos through the 1940s and 1950s.

Pattern

The general pattern emerging in these statistics of injuries must be interpreted with more than usual care, because of the changed basis of reporting.

While there seems to be some levelling off of the number of reported major injuries, after the previous increase which caused some concern, any satisfaction must be strongly qualified by the possibility that the numbers of major injuries may well continue to be under-reported (as certainly is the case for "over three-day" injuries).

The reduction in the rate of fatal injuries, while on the face of it encouraging, seems mainly if not entirely due to the shift from manufacturing to service industries; and the constant level of fatal injury rate within construction and particularly within manufacturing (where the proportion of heavy industry has diminished) certainly does not suggest that the situation is improving.

The study of statistics such as these can never by itself pinpoint specific causes. But as in previous years the Health and Safety Commission and Executive note that the current figures must remain a matter of continuing

Section 2 Tables and general notes

General notes on the tables

All the tables in this supplement refer to Great Britain. Except where indicated otherwise, the figures are based either on calendar years or on 12-month periods beginning

Incidence rates for injuries are based on quarterly employment estimates from the Department of Employment, averaged over the year.

The following abbreviations and symbols are used in the tables:

** not available

— nil

nes not elsewhere specified p provisional

HMAI Her Majesty's Agricultural Inspectorate HMFI Her Majesty's Factory Inspectorate

List of tables

- 1 Injuries to employees and non-employees reported under RIDDOR to enforcement authorities, including local authorities, analysed by industry and by severity of injury, 1986-87.
- 2 Fatal injuries to employees and non-employees reported to enforcement authorities, including local authorities, analysed by industry, 1981 to 1987-88p.
- 3 Non-fatal major injuries to employees in selected industries reported to HM Factory and Agricultural Inspectorates, 1981 to 1987–88p.
- 4 (i-v) Injuries to employees, by type of injury and kind of accident reported under RIDDOR, 1986-87:
- 4 (i) Reported to enforcement authorities including local authorities.
- 4 (ii) In the agriculture, forestry and fishing sector, reported to HMFI and HMAI.
- 4 (iii) In the manufacturing industries, reported to HMFI and HMAI.
- 4 (iv) In the construction industry, reported to HMFI and HMAI.
- 4 (v) In the local authority enforced sector.
- 5 (i–iii) Non-fatal major injuries to employees and the self-employed reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87:
- 5(i) In the agriculture, forestry and fishing sector.
- 5(ii) In the manufacturing industries.
- 5(iii) In the construction industry.
- 6 (i–iii) Over three-day injuries to employees reported under RIDDOR to HMFI and HMAI by nature and site of injury, 1986–87:
- 6(i) In the agriculture, forestry and fishing sector.
- 6(ii) In the manufacturing industries.
- 6(iii) In the construction industry.
- 7 (i and ii) Injuries reported under RIDDOR to HMFI and HMAI, by severity, age, gender and employment status, 1986-87:
- 7(i) In all industries.
- 7(ii) In the agriculture, forestry and fishing sector.
- 8 Injuries to employees by type of injury and occupation of injured person, reported under RIDDOR to HMFI and HMAI, 1986-87.
- Dangerous occurrences reported to enforcement authorities, including local authorities, 1986–87 (RIDDOR) and 1981–85 (NADOR equivalents)
- 10 Incidents relating to supply and use of flammable gas.

- 11 Enforcement action, prosecutions and notices, 1981 to
- 12 Proceedings instituted by subject (offence classification or requirement) (HMFI and HMAI only) and results for hearings completed in 1986-87.
- 13 Appeals against prosecutions taken by HMFI and HMAI, 1983 to 1986-87.
- 14 Notices issued by subject (offence classification or requirement) (HMFI and HMAI only) and result,
- 15 Appeals against notices issued, by result of appeal, 1983 to 1986-87.
- 16 Prescribed industrial diseases other than those assessed by Special Medical Boards: new cases qualifying for disablement benefit by disease, 1983–84 to 1986-87.
- Prescribed industrial diseases assessed by Special Medical Boards: new cases qualifying for disablement benefit, by disease, 1981-87.
- 18 Pneumoconiosis and byssinosis: new cases diagnosed by Medical Boarding Centres (Respiratory Diseases) by industry to which the disease was attributed, 1981-
- 19 Pneumoconiosis: New Industrial Injuries Scheme cases diagnosed by Medical Boarding Centres (Respiratory Diseases) in coal mining, asbestos and other industries, by age and percentage disablement,
- 20 Occupational asthma: new cases qualifying for disablement benefit by causative agent and percentage disability, 1982-87.
- 21 Deaths resulting in award of industrial death benefit, etc by scheme and main disease, 1978-86.
- Cases of occupational disease reported under RIDDOR, 1986-87 and 1987-88.
- 23 Death certificates mentioning specified asbestos related diseases, 1970-86.
- 24 Death certificates mentioning mesothelioma, by age and sex, 1968–86.
- 25 Mesothelioma crude death rates (per million) by region, 1978-86.
- 26 Lead workers under medical surveillance, 1982–86.
- 27 Lead workers under medical surveillance by sex, blood lead level and industry section, 1986.

Table 1 Injuries to employees and non-employees reported under RIDDOR to enforcement authorities, including local authorities, analysed by industry and by severity of injury, 1986–87

Class	Standard Industrial Classification (SIC 80)	Employe	es (includin	g trainees)	MACHINE CONTRACTOR			Self-employed			
		Fatal injuries	Non-fatal injuries	major	Over three-day injuries	All reporte injuries	ed	Fatal injuries	Non-fatal major injuries	Over three-day injuries	All reporte injuries
			Number	Rate per 100,000		Number	Rate per 100,000				
1 2 3	Agriculture, forestry and fishing* Agriculture and horticulture Forestry	28 25 3	414 386 27	131·6 129·8 241·1	1,028 897 127 4	1,470 1,308 157 5	467·3 439·8 1,401·8	22 20 2	71 55 16	107 79 28	200 154 46
	Fishing* Energy and water supply industries†** Coal extraction and manufacture of solid fuels,†	30	1,702 1,050	331·1 616·6	19,590 11,659	21,322 12,728	4,148-2 7,473-9	=	4	7	11
13	of which: Coal mines	18	982	750-8	11,535	12,535	9,583-3	_	_	_	_
14	Open cast coal workings Coke ovens	_1	49 11	703·0 314·3	160	171	4,885.7				
	Extraction of mineral oil and natural gas** Mineral oil processing	4	92 41	347·2 275·2	589 147	685 189	2,584·9 1,268·5				2
	Nuclear fuel production Production and distribution of electricity,	1	19	119-5	363	383	2,408-8			1	1
	gas and other forms of energy Water supply industry	4	376 113	162·3 220·7	5,126 1,546	5,506 1,660	2,376·3 3,242·2	=	3	3	6 2
	Extraction of minerals and ores other than fuels, manufacture of metals, mineral products and chemicals†	42	1,648	214.7	11,052	12,742	1,660-0		15	21	36
23	Extraction and preparation of metalliferous ores and extraction of minerals nes†	13	145	477.0	23	181	595.4		_		_
	Metal manufacturing Manufacture of non-metallic mineral products	10	529 402	312·3 179·9	3,810 3,158	4,349 3,571	2,567·3 1,598·5	E	5	3 12	8
	Chemical industry Production of man-made fibres	8	554 18	164·7 225·0	3,890 171	4,452 189	1,323·4 2,362·5	=	4	6	10
	Metal goods, engineering and vehicles industries	38 5	2,616 605	114·6 200·4	19,312 3,884	21,966 4,494	962-6 1,488-6	_1	30 9	32 5	63 14
	Manufacture of metal goods nes Mechanical engineering	18	818	114-3	5,281	6,117	854.7	1	14	15	30
	Manufacture of office machinery and data processing equipment	1 4	26 452	28·1 80·9	133 3,375	160 3,831	173·2 685·3	=	1 2		1 5
	Electrical and electronic engineering Manufacture of motor vehicles and parts thereo Manufacture of other transport equipment Instrument engineering		351 331 33	143·3 125·1 31·9	3,451 2,937 251	3,805 3,274 285	1,553·1 1,237·8 275·1	Ξ	1 3 —	1 7 1	10 1
	Other manufacturing industries	29	2,967	143-6	23,403	26,399	1,278-1	_	32	45 14	77 20
12	Food, drink and tobacco manufacturing Textiles	12	1,232 296	224·5 128·9	12,238 2,016	13,482 2,320	2,456·6 1,010·5	Ξ	6 3	1	4
	Manufacturing leather/leather goods Footwear and clothing	1	30 125	165·7 42·8	127 875	158 1,001	872·9 342·5	=	14	1 12	1 26
	Timber and wooden furniture Manufacture of paper and paper products,	2	442	212-6	2,094	2,538	1,220-8			10	18
	printing and publishing Processing of rubber and plastics Other manufacturing industries	1 2 2	440 349 53	91·2 171·5 64·2	3,074 2,566 413	3,515 2,917 468	728·2 1,433·4 566·6		8 1 —	4 2	5 2
	TOTAL MANUFACTURING INDUSTRIES	109	7,231	141-4	53,767	61,107	1,194-6	1	77	98	176
	Construction	99	2,570	263-5	16,260	18,929	1,940-8	26	412	687	1,125
	Distribution, hotels, catering, repairs	22	1,862	42.9	10,559	12,443	286-8	3	13	24	40
52	Wholesale distribution (including dealing in scrap and waste materials)	11	428 851	46·0 40·7	2,076 5,291	2,515 6,146	270·6 293·7		3 2	6	9 9
65	Retail distribution Hotels and catering	4 1 6	222 360	21·2 150·2	952 2,236	1,175 2,602	112·0 1,085·5	1	1 7	3 8	5 16
	Repair of consumer goods and vehicles Transport and communication	34	1,128	85.2	11,475 5,502	12,637 5,918	954-2 1,369-0	_1	8	10	19
	Postal services and telecommunications Banking, finance, insurance, business	4	412	95.3	1,056	1,261	56.7		5	4	9
	services and leasing Banking and finance	8	197 59 18	8·9 11·0 7·6	341 110	400	74·5 54·4	Ξ			1
	Insurance, except compulsory social security Business services Renting of movables	5 3	83 27	6·8 24·7	353 56	441 86	36·3 78·5	Ξ	3 2	2	5 3
92	Other services Public administration, national defence, compulsory social security and sanitary	16	4,760	74-8	42,666	47,442	745-4	4	35	35	74
	services Education	12	2,375 1,250	122·2 77·8	30,005 4,358	32,392 5,608	1,666-0 349-0	2	13 4	13 7	28 11
	Medical and other health services, veterinary services Other services provided to general public	_	583 237	46·1 31·1	5,627 1,412	6,210 1,649	491·4 216·1	Ξ	2 4	2 3	4 7
	Unclassified	10	382		1,943	2,335		_	1	5	6
	ALL INDUSTRIES 1986–87	356	20,246	95.6	158,344	178,946	845-3	57	626	977	1,660
	Reported to local authorities††	26	2,081		13,094	15,201		3	17	17	37
	Reported to HSE inspectorates and HSC agencies YTS trainees included under "All industries"	330 8	18,165 313		145,250 1,271	163,745 1,592		54	609	960	1,623
	ALL INDUSTRIES 1987–88p	340	18,904	88-2	153,080	172,324	803-8	83	668	1,091	1,842

* Excludes sea fishing.
† Excludes over three-day injuries reported to the Mines and Quarries Inspectorate for non-British Coal Corporation coal mines and for other mining and all quarrying activities; figures not ready available.
†* Includes figures for the oil and gas industry collected under the Mineral Working (Offshore Installations) Act 1971. These are published in the Department of Energy's report, Development of Oil and Gas Resources of the United Kingdom. Figures are for accidents rather than injuries but, in general, one accident represents one injury.
†† Injuries reported to local authorities are shown by industry for the first time.

Table 1 continued

Non-employed	d	Employees, se	elf-employed and non-em	ployed combined		Standard Industrial Classification (SIC 80)	Class
atal njuries	Non-fatal major injuries	Fatal injuries	Non-fatal major injuries	Over three-day injuries	All reported injuries		
16 15	91 89	66 60	576 530	1,135 976	1,777 1,566	Agriculture, forestry and fishing* Agriculture and horticulture	0 01
1	2	6	45 1	155 4	206 5	Forestry Fishing*	02 03
7	90 5	37 19	1,796 1,055	19,597 11,659	21,430 12,733	Energy and water supply industries†** Coal extraction and manufacture of solid fuels,† of which:	1 11
	2	18	984 49	11,535	12,537	Coal mines Open cast coal workings	1113 1114
	1 2	4	12 94	160 589	172 687	Coke ovens Extraction of mineral oil and natural gas**	12 13
-	10	1 1	51 19	149 364	201 384	Mineral oil processing Nuclear fuel production	14 15
5	58	9	437	5,129	5,575	Production and distribution of electricity, gas and other forms of energy	16
2	14	3	128	1,547	1,678	Water supply industry	17
3	111	45	1,774	11,073	12,892	Extraction of minerals and ores, other than fuels, manufacture of metals, mineral products and chemicals† Extraction and preparation of metalliferous	21/23
2	5 28	15 10	150 562	23 3,813	188 4,385	ores and extraction of minerals nes† Metal manufacturing	22
1	28 22 56	12 8	430 614	3,170 3,896	3,612 4,518	Manufacture of non-metallic mineral products Chemical industry	24 25
			18	171	189	Production of man-made fibres Metal goods, engineering and vehicles	26 3
2	145	41 6	2,791 639	19,344 3,889	22,176 4,534	industries Manufacture of metal goods nes	31
_	25 46	19	878	5,296	6,193	Mechanical engineering Manufacture of office machinery and data	32 33
- 488	3	1 4	30 486	133 3,378	164 3,868	processing equipment Electrical and electronic engineering	34
1	32 9 23	3 7	361 357	3,452 2,944	3,816 3,308	Manufacture of motor vehicles and parts thereof Manufacture of other transport equipment	35 36
	7	1	40	252	293	Instrument engineering	37
	179 82	29 12	3,178 1,320	23,448 12,252	26,655 13,584	Other manufacturing industries Food, drink and tobacco manufacturing	4 41/42
	10	8	309 33	2,017 128	2,334 162	Textiles Manufacturing leather/leather goods	43
	4 17	1 2	129 473	876 2,106	1,006 2,581	Footwear and clothing Timber and wooden furniture	45 46
_	36	1	484	3,084	3,569	Manufacture of paper and paper products, printing and publishing	47
	19 8	2 2	369 61	2,570 415	2,941 478	Processing of rubber and plastics Other manufacturing industries	49
5	435	115	7,743	53,865	61,723	TOTAL MANUFACTURING INDUSTRIES	2–4
14	594	139	3,576	16,947	20,662	Construction	5
10	781	35	2,656	10,583	13,274	Distribution, hotels, catering repairs Wholesale distribution (including dealing in	6 61/62
1 7	26 499	12 12	457 1,352	2,082 5,297	2,551 6,661	scrap and waste materials) Retail distribution	64/65
2	235 21	7	458 388	955 2,244	1,417 2,639	Hotels and catering Repair of consumer goods and vehicles	66 67
2	69 10	37 4	1, 205 422	11,485 5,505	12,727 5,931	Transport and communication Postal services and telecommunications	7 79
	,,,					Banking, finance, insurance, business	8
1	33 12	9	235 71	1,060 342	1,304 413	services and leasing Banking and finance	81
	3 12	5	21 98	110 355	131 458	Insurance, except compulsory social security Business services	82 83
	2	3	31	57	91	Renting of movables	84
8	13,792 3,014	50 22	18,587 5,402	42,701 30,018	61,338 35,442	Other services Public administration, national defence, compulsory social security and sanitary services	9 91/92
4	9,411	4	10,665	4,365	15,034	Education Medical and other health services, veterinary	93 95
5 6	646 438	5 6	1,231 679	5,629 1,415	6,865 2,100	services Other services provided to general public	96
7	54	17	437	1,948	2,402	Unclassified	
92	15,939	505	36,811	159,321	196,637	ALL INDUSTRIES 1986–87	
21	787	50	2,885	13,111	16,046	Reported to local authorities†† Reported to HSE inspectorates and HSC	
71	15,152	455	33,926	146,210	180,591	agencies YTS trainees included under "All industries"	
102	14,174	525	33,746	154,171	188,442	ALL INDUSTRIES 1987–88p	

Table 2 Fatal injuries to employees and non-employees reported to enforcement authorities, including local authorities, analysed by industry (SIC 80), 1981 to 1987–88p

Employment status	Year	Agriculture, forestry and fishing*	Energy and water supply industries† **	Extraction of mineral ores other than fuels; manufacture of metals, mineral products and chemicals**	Metal goods engineering and vehicle industries	Other manu- facturing industries	Total manu- facturing industries	Construction	Service industries	Unclassified	All industries
		0	1	2	3	4	2-4	5	6-9		
Numbers											
Employees	1981 1982 1983 1984 1985 1986 Q1 1986–87 1987–88p	31 27 29 29 20 3 28 18	54 76 47 48 45 12 30 33	49 57 32 58 41 19 42 41	41 50 36 49 46 8 38 33	33 30 50 35 37 9 29 22	123 137 118 142 124 36 109 96	105 100 118 100 104 24 99	102 117 111 105 99 21 80 93	29 14 24 14 7 2 10	444 471 447 438 399 98 356 340
Self-employed††	1981 1982 1983 1984 1985 1986 Q1 1986–87 1987–88p	25 22 26 25 44 4 22 29	1 - - - -	1 1 1 = =	3 -4 3 1 2	2 2 6 1 — —	6 2 10 5 - 1 4	11 18 21 17 22 2 2 26 41	10 6 7 13 5 4 8	2 	54 48 65 60 71 10 57 83
Non-employed	1981 1982 1983 1984 1985 1986 Q1 1986–87 1987–88p	13 17 9 7 11 1 16 8	3 1 6 23 17 1 7 2		3 - - - 2	5 2 7 1 1 2 —	5 7 3 5 2 5	12 13 11 7 13 1 1 14	38 47 52 61 110 18 43 76		71 83 85 105 159 24 92 102
Incidence rate	es (per 10	00,000)									
Employees	1981 1982 1983 1984 1985 1986–87 1987–88p	8·8 7·8 8·6 8·8 6·1 8·9 5·8	7·8 11·4 7·4 7·9 7·8 5·8 6·9	5·3 6·6 4·0 7·3 5·2 5·5 5·4	1·4 1·9 1·4 2·0 1·9 1·7	1.4 1.4 2.4 1.7 1.8 1.4	2.0 2.4 2.2 2.7 2.4 2.1 1.9	9·7 9·7 11·6 9·8 10·5 10·2	0·8 0·9 0·8 0·8 0·7 0·6		2·1 2·3 2·2 2·1 1·9 1·7 1·6

Excludes sea fishing.
 Includes figures for the oil and gas industry collected under the Mineral Working (Offshore Installations) Act 1971. These are published in the Department of Energy's report, Development of Oil and Gas Resources of the United Kingdom. Figures are for accidents rather than injuries but, in general, one accident represents one injury.
 Fatal injuries to the self-employed and the non-employed reported to the Mines and Quarries Inspectorate for the years 1981–84 are included with injuries to employees.
 Fatal injuries to the self-employed reported to local authorities for the years 1981–85 are included with injuries to employees.

Table 3 Non-fatal major injuries to employees in selected industries reported to HM Factory and Agricultural Inspectorates, 1981 to 1987–88p

SIC 80 Class	Industry		NADOR†					RIDDOR** 1986-	87	RIDDOR** 1987–88	Зр
			1981	1982	1983	1984	1985	Adjusted to NADOR	Actual	Adjusted to NADOR	Actual
1/02	Agriculture and forestry	Number Rate*	162 46·9	145 42·5	199 59·9	271 83·5	233 72·5	275 - 328 89·1- 106·3	413 133-8	321 - 374 106·2- 123·7	473 156-4
-4	Manufacturing	Number Rate*	4,051 66·6	4,008 70·1	4,180 77·2	4,599 86·6	4,746 90·0	3,984 -5,076 77·9- 99·2	6,953 135-9	3,655 -4,797 72·5- 95·1	6,685 132·6
2	Metal manufacturing	Number Rate*	483 176-9	421 173·5	416 198-2	461 238·7	452 242·0	316 - 403 186·5- 237·9	529 312·3	248 - 316 152·2- 194·0	419 257-2
5	Chemical industry	Number Rate*	304 82·6	330 94·6	354 106-2	349 104·9	368 109·2	359 - 396 106·7- 117·7	531 157·8	344 - 380 102·5- 113·3	525 156·5
	Mechanical engineering	Number Rate*	494 54·7	486 58·2	500 65·2	564 75·3	595 79⋅5	450 - 586 62·9- 81·9	806 112-6	426 - 572 60·7- 81·5	759 108·1
/42	Food, drink and tobacco manufacturing	Number Rate*	495 74·6	530 83·8	523 87·0	584 100·4	599 104-9	641 - 796 116·8- 145	1,170 213·2	594 - 734 110·0- 135·9	1,091 202·0
	Construction	Number Rate*	1,687 155·3	1,949 188-4	2,176 213-0	2,286 225·0	2,239 225·8	1,633 -1,758 167·4- 180·3	2,546 261·0	1,603 -1,738 161·5- 175·1	2,574 259·3

Per 100,000 employees
† Injuries reported under the Notification of Accidents and Dangerous Occurrences Regulations 1980.
** Injuries reported under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985.

Special articles

published in

Health and Safety Statistics Reports

The following special articles appeared in former issues of Health and Safety Statistics:

1. In Health and Safety Statistics 1983

Head injuries at work Major injuries by occupation to employees in the construction industry Eye injuries to employees notified to HM Factory Inspectorate

2. In Health and Safety Statistics 1984-85

Major injuries by size of manufacturing establishment Accidents, icebergs and statistics: the administrative basis of HSE's statistics The age of people injured at work

3. In Health and Safety Statistics 1985-86

Looking for trends in health and safety statistics during the 1980s: a note on the limited scope for continuous time series under NADOR and RIDDOR.

Table 4(i) Injuries to employees, by type of injury and kind of accident, reported under RIDDOR to enforcement authorities m40.00including local authorities 1986–87

Kind of accident to employees	Type of injury			
	Fatal	Non-fatal major	Over three-day	All reported injuries
Contact with moving machinery or material being machined Struck by moving, including flying or falling, object	34	1,930	7,025	8,989
Struck by moving, including flying or falling, object	31	2,387	22,460	24,878
Struck by moving vehicle	49	619	3,151	3,819
Struck against something fixed or stationary		855	10,765	11,620
njured while handling, lifting or carrying	_	1,279	48,504	49,783
Slip, trip or fall on same level	5	5,410	27,730	33,145
fall from a height: Up to and including two metres	10	1,830	7,283	9,123
Over two metres	69	1,319	2,024	3,412
Height not stated	6	771	3,023	3,800
All heights	85	3,920	12,330	16,335
rapped by something collapsing or overturning	38	203	578	819
rapped by something collapsing or overturning Drowning or asphixiation	19	31	34	84
xposure to or contact with a harmful substance	6	931	3,697	4,634
xposure to fire	3	123	558	684
Exposure to an explosion	8	97	218	323
Contact with electricity or an electrical discharge	23	328	532	883
njured by an animal	and the second	69	595	664
ther kind of accident	9	480	6,496	6,985
	310	18,662	144,673	163,645
otal classified by kind njuries not classified by kind*	46	1 584	13,671†	15,301
				170.040
	356	20,246	158,344†	178,946

^{*}Mainly injuries reported to the Mines and Quarries Inspectorate and the Petroleum Engineering Division of the Department of Energy.
† Injuries reported to the Mines and Quarries Inspectorate are in respect of British Coal Corporation coal mines only.

Table 4(ii) Injuries to employees, by type of injury and kind of accident, in the agriculture, forestry and fishing* sector (SIC 80 Division 0) reported under RIDDOR to HMFI and HMAI, 1986—87

Kind of accident to employees	Type of injury			
	Fatal	Non-fatal major	Over three-day	All reported injuries
Contact with moving machinery or material being machined Struck by moving, including flying or falling, object Struck by moving vehicle Struck against something fixed or stationary	6 2 6 —	89 69 24 5	112 194 34 54	207 265 64 59
njured while handling, lifting or carrying Slip, trip or fall on same level		16 58	209 125	225 183
≂all from a height: Up to and including two metres Over two metres Height not stated All heights	3 - 3	47 37 5 89	91 34 3 128	141 71 8 220
rapped by something collapsing or overturning Drowning or asphixiation Exposure to or contact with a harmful substance Exposure to fire	4 5 —	7 16 —	1 <u>6</u> 1 <u>9</u> 7	27 5 35 7
Exposure to an explosion Contact with electricity or an electrical discharge njured by an animal Other kind of accident			3 4 56 61	3 8 87 68
Total classified by kind njuries not classified by kind*	28 —	413 1	1,022 1	1,463 2
All	28	414	1,023	1,465

^{*} Excludes sea fishing.

Table 4(iii) Injuries to employees, by type of injury and kind of accident, in the manufacturing industries (SIC 80 Divisions 2-4) reported under RIDDOR to HMFI and HMAI, 1986–87

Type of injury							
Fatal	Non-fatal major	Over three-day	All reported injuries				
23	1,455	5,447	6,925				
	950	9,452	10,414				
		1,290	1,512				
	317	4,475	4,792				
	469	15.551	16,020				
			9,941				
•	1,510	0,122					
	637	2 370	3,011				
4			961				
13			587				
1			4,559				
18	1,076	3,465	4,559				
	7/	241	321				
6			19				
5			2,511				
5		011	266				
1	54	211	200				
	20	80	123				
			247				
	93		15				
	4		1,924				
	143	1,701	1,924				
05	6.950	52.544	59,589				
95	0,555		42				
	3	The state of the s					
95	6 953	52.583	59,631				
	Fatal 23 12 11 3 4 13 1 18 6 5 5 1 4 7 95	23	23				

Table 4(iv) Injuries to employees, by type of injury and kind of accident, in the construction industry (SIC 80 Division 5) reported under RIDDOR to HMFI and HMAI, 1986–87

Kind of accident to employees	Type of injury		70	
	Fatal	Non-fatal major	Over three-day	All reported injuries
Contact with moving machinery or material being machined Struck by moving, including flying or falling, object Struck by moving vehicle	1 9	97 396 89	271 2,910 255	369 3,315 355
Struck by moving vehicle Struck against something fixed or stationary	<u>11</u>	86	1,116	1,202
njured while handling, lifting or carrying Sin. trip or fall on same level	<u></u>	195 382	5,933 2,359	6,128 2,742
Fall from a height: Up to and including two metres Over two metres	2 43	339 599	1,276 662	1,617 1,304
Height not stated All heights	45	79 1,017	288 2,226	367 3,288
Trapped by something collapsing or overturning Drowning or asphixiation	21 5	70 8	105 3	196 16
Exposure to fire Exposure to fire	· =	41 12	250 61	291 73
Exposure to an explosion Contact with electricity or an electrical discharge	1 4	12 77	20 113	33 194
Officer with research of an electrical destriction in injured by an animal Other kind of accident		1 61	31 509	32 570
Total classified by kind Injuries not classified by kind*	98 —	2,544 2	16,162 7	18,804 9
All	98	2,546	16,169	18,813

Table 4(v) Injuries to employees, by type of injury and kind of accident, reported under RIDDOR in the local authority enforced sector, 1986–87

(ind of accident to employees	Type of injury			
	Fatal	Non-fatal major	Over three-day	All reported injuries
contact with moving machinery or material being machined struck by moving, including flying or falling, object struck by moving vehicle struck against something fixed or stationary	2 1 7	49 222 95 110	275 1,932 765 933	326 2,155 867 1,043
njured while handling, lifting or carrying Slip, trip or fall on same level	=	108 715	3,350 2,879	3,458 3,594
all from a height: Up to and including two metres	-	-	_	
Över two metres Height not stated All heights	4 4	390 390	1,098 1,098	1,492 1,492
rapped by something collapsing or overturning Drowning or asphixiation Exposure to or contact with a harmful substance Exposure to fire	Ξ	1 3 54 2	1 269 6	2 3 323 8
Exposure to an explosion Contact with electricity or an electrical discharge injured by an animal Other kind of accident		8 29 5 8	12 27 99 53	20 58 104 61
Total classified by kind njuries not classified by kind*	16 10	1,799 282	11,699 1,395	13,514 1,687
411	26	2,081	13,094	15,201

Table 5(i) Non-fatal major injuries to employees and the self-employed in the agriculture, forestry and fishing sector* (SIC 80 Division 0) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

Site of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
Evo		2			- Contracting	5	3	7	
ye ar						_	_	_	_
other parts of face			1			1	_		
lead (excluding face)			10		1	4	1		
everal locations of head			2			_	_		
otal: Head locations		2	13	-	1	10	4	7	
eck			2	_	_	1	_	_	
ack			10		_		2		
runk	_	_	19	_	4		1	1	1
everal locations of torso		_					_	_	
otal: Torso locations	-	_	31		4	1	3	1	1
ne or more finger/thumb(s)	53	_	3		_	8	1	_	
and	2	_			_	3	2		
Vrist		_	57		_	2			
est of upper limb	2		68			3		The same of	
everal locations of upper limb	_		4	_		-	-		
otal: Upper limb locations	57	_	132			16	5		
ne or more toes	6	_	2		_	1	_	_	-
oot	3	-	5	_	_	2	3		
nkle		_	32			1	_		
est of lower limb	8	_	68	2		5	3		
everal locations of lower limb	_	_	3		_			1	
otal: Lower limb locations	17	_	110	2	9. -	9	6	1	
everal locations			11			_	1	3	=
eneral locations	-								4
nspecified locations		-	1						
otal: All locations	74	2	298	2	5	36	19	12	6

^{*} Excluding sea fishing.

Table 5(ii) Non-fatal major injuries to employees and the self-employed in the manufacturing industries (SIC 80 Divisions 2-4) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

Site of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
Evo.		7			3	57	30	228	3
ye ar	2		_			_	1	1	_
Other parts of face	1		28			4	1	18	4
lead (excluding face)			69		27	17	7	5	
everal locations of head	1		1		1	2	1	23	
otal: Head locations	4	7	98	_	31	80	40	275	7
eck			10	_	_	1	<u> </u>	3	_
ack			68	1	4		12	3	
runk	_	_	190	_	13	5	11	6	14
everal locations of torso			5			_	1	12	14
otal: Torso locations		_	273	1	17	6	24	12	14
ne or more finger/thumb(s)	1,079		91	1	_	151	49	14	-
land	17	_	35	1		57	17	34	
/rist			1,238			13	2	3 19	
est of upper limb	4		930	5	_	37	17	11	
everal locations of upper limb		_	41		-	3	2 87	81	
otal: Upper limb locations	1,100	-	2,335	7	-	261	8/	81	
ne or more toes	19	_	32		_	2	3	-	_
oot	2		81	1		5	11	16 2	
nkle	_		651		-	_	2	16	
est of lower limb	5		542			18	17	8	
everal locations of lower limb	_	_	22			-	1	42	
otal: Lower limb locations	26	_	1,328	1		25	34		
everal locations	_	_	80	_	1	4	10	123	28 97
eneral locations	- 1		_	-	4	-		2 7	5
nspecified locations	-	-	2		2	2			
otal: All locations	1,130	7	4,116	9	55	378	195	542	152

Table 5(iii) Non-fatal major injuries to employees and the self-employed in the construction industry (SIC 80 Division 5) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

Site of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
		7				25	20	21	-
ye ar						2		-	
ar			20			4	2	12	
Other parts of face			79		12	11	6	3	- Marie - Mari
lead (excluding face)			1				2	2	_
Several locations of head			100		12	42	30	38	_
Total: Head locations		7	100		12				
leck			9	_		1		-	_
Back			81		5		9	_	1
Frunk			134		7		4	2	
Several locations of torso			2	_		_			1
Total: Torso locations			226		12	1	13	2	
otal: Torso locations									
One or more finger/thumb(s)	129	_	10			25 5	4	14	
Hand	8		12	_		5	3	14	
Wrist			491	1		3	2		
Rest of upper limb	2		399	4	_	12 2 47	4	11	
Several locations of upper limb			23		_	2		4	
Total: Upper limb locations	139		935	5		47	13	31	
total: Opper limb locations	103								
One or more toes	6		9		_	_	3	2	
oot	1		54	1		2	3	2	
Ankle		_	383	1		2		2	2
Rest of lower limb	1	_	353	1	-	3	5	3	
Several locations of lower limb			24	-		1		10	2
Total: Lower limb locations	8		823	3	-	8	9	10	-
otal. Loner milb locations								43	3
Several locations	1		115		1	3	6	43	18
General locations						_		1	10
Unspecified locations			2		3	2			
					00	102	72	125	24
Total: All locations	148	7	2,201	8	28	103	12	120	

T-61- E(i)	continued
Table 5(1)	continued

Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye	20						3	
	_	_					3	-
Other parts of face	2	_						-
Head (excluding face) Several locations of head	18	1	_				-	-
Several locations of head	3		1					-10000000000000000000000000000000000000
Total: Head locations	43	1	1	_		_	4	
Neck	3							
Back	14						_	
Trunk	28							2
Several locations of torso	2			2			1	1
Total: Torso locations	28 2 47	_	_	2			-	-
One or more finger/thumb(s	60							3
Hand	69 9			1			2	
Wris	50					-	1	
Rest of upper limb	59 76							
Several locations of upper limb	6	1		1			1	
Several locations of upper limb Total: Upper limb locations	219	3		2			-	_
							4	-
One or more toe	9							
Foo	13							
Ankl	34		_					-
Rest of lower lim	86	_	_					1
Several locations of lower lim	5	1	_					-
Total: Lower limb location	147	1		_				_
Several location	01							1
General location	21 5			6				
Unspecified location	2				1	_	_	
						7		-
Total: All location	484	5	1	10	1		9	4

Table 5(ii) continued

Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye Ear Other parts of face Head (excluding face) Several locations of head Total: Head locations	428 4 62 140 34 668	22 1 7 30	10 10	- - 3 2 5			67 5 5 3 80	1
Neck Back Trunk Several locations of torso Total: Torso locations	18 131 256 10 415	1 20 10 3 34	=	_ _ 2 1 3		_ _ 1 _ 1	= - 1 -	3 23 3 —
One or more finger/thumb(s) Hand Wrist Rest of upper limb Several locations of upper limb Total: Upper limb locations	1,428 189 1,267 1,027 64 3,975	12 12 3 2 3 2	1 - 1 - - 2	4 1 1 3 3	1 1 - 2 1 5		25 13 2 6 —	1 4 2 - 7
One or more toes Foot Ankle Rest of lower limb Several locations of lower limb Total: Lower limb locations	58 126 664 613 37 1,498	- 7 3 7 2 19		1 - - 2 2 5		_ _ _ _ 1	1 1 - 3 - 5	2 6 3 —
Several locations General locations Unspecified locations	317 127 27	11 1 7	1 8 1	49 2 —	4 11 1		6 _ _	_
Total: All locations	7,027	134	22	76	21	4	138	48

Table 5(iii) continued

Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye Ear	110	11	6	1			19	
Other parts of face	2						_	
Head (excluding face)	40		_			_	2	
Several locations of head	126	10	2				2 3	
Total: Head locations	8		_	1			2	
Total: Head locations	286	21	8	2	_		26	-
Neck	16	2					2	2
Back	117	8	2	1			2	11
Trunk	166	8	1	2				6
Several locations of torso	5	1		2				0
Total: Torso locations	304	19	3	5		_	3	19
One or more finger/thumb(s)	176	5			1			
Hand	46	2		2			1	
Wrist	503	2					2	-
Rest of upper limb	440	4	1	1			2	2
Several locations of upper limb	30	1						-
Total: Upper limb locations	1,195	14	1	3	1		3	3
One or more toes	16							
Foot	65							
Ankle	393	1						3
Rest of lower limb	377	3					1	3
Several locations of lower limb	28	1		1				
Total: Lower limb locations	879	5		2			2	7
Several locations	232	14	3	38				
General locations	32	1	1	30	2			2
Unspecified locations	26	15			11 2	_'		
Total: All locations	2,954	89	16	50	16	1	35	31

Table 6(i) Over three-day injuries to employees in the agriculture, forestry and fishing sector* (SIC 80 Division 0) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

ite of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
ivo.				_		8	5	4	-
ye ar							1	_	
Other parts of face			9		_	5	1	5	
Ined (evaluding foce)					11	11	8	1	
lead (excluding face)						1		1	-
Several locations of head			9		11	25	15	11	
otal: Head locations			3						
			_		_	2	1	_	
leck			3	1	3	_	24	_	
lack			19		8	2	31	1	1
runk			19		1		1	1	_
Several locations of torso			22	1	12	4	57	2	1
otal: Torso locations			22		12				
			37	1		56	31	1	_
One or more finger/thumb(s)			15			27	15	1	1
Hand			13			9	5	1	_
Vrist				8		10	13		
Rest of upper limb				0			1	1	
Several locations of upper limb	_		-	9		102	65	4	1
otal: Upper limb locations			52	9		102			
			OF.			6	9	_	
One or more toes			25 31			13	24	1	
oot						1	9	1	
Ankle				3		26	35	1	
Rest of lower limb	-			3		1	2		
Several locations of lower limb	-	9-		_		47	79	3	
otal: Lower limb locations	_		56	3					
			5			3	19	4	
Several locations	-					_			1
General locations			_				1		
Inspecified locations									
otal: All locations			145	13	23	181	236	24	3

^{*} Excluding sea fishing.

Table 6(ii) Over three-day injuries to employees in the manufacturing industries (SIC 80 Divisions 2-4) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

Site of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
		2			- 6	134	167	215	13
ye					3	9	4	9	
ar			82	1	1	134	72	101	
Other parts of face					111	451	307	19	2
lead (excluding face)			3		2	16	22	56	3
everal locations of head		2	85	1	123	744	572	400	18
otal: Head locations		2	00						
			6	_	11	12	38	21	1
leck			32	23	106	13	678	15	
ack			335	20	131	32	694	53	51
runk	_		6		131	_	41	13	
Several locations of torso			379	23	248	57	1,451	102	52
otal: Torso locations	_		3/9	23	240	31	1,401		
			0.007	92		3,609	1,751	173	3
ne or more finger/thumb(s)	_		2,327	4		1,230	873	373	2
land			599	7		242	248	44	
Vrist			-			404	1,010	242	2
lest of upper limb	-			130		44	112	59	
several locations of upper limb	_		12			5,529	3,994	891	7
otal: Upper limb locations	-	_	2,938	233		5,529	3,334	031	
			077	8		62	461	5	_
one or more toes	_		977			179	1,360	266	_
oot		_	925			76	433	49	
nkle	_			11		421	1,446	175	1
test of lower limb	_		_	36		13	143	51	
everal locations of lower limb			19			751	3,843	546	1
otal: Lower limb locations	_	_	1,921	55		191	3,043	340	
					10	61	719	352	7
Several locations	_		32	4	10		713	1	100
General locations	<u> </u>	-		_	5	2	20	3	7
Inspecified locations	-		5	1	4	2	20	,	
otal: All locations		2	5,360	317	390	7,144	10,599	2,295	192

Table 6(iii) Over three-day injuries to employees in the construction industry (SIC 80 Division 5) reported under RIDDOR to HMFI and HMAI, by nature and site of injury, 1986–87

lite of injury	Amputations	Loss of sight of eye	Fractures	Dislocations	Concussion and internal injuries	Lacerations and open wounds	Contusions	Burns	Poisoning, gassing and asphyxiation
		2				36	- 66	36	
Eye Ear		_			1	6	1		
ar			30			36	12	28	
Other parts of face			30		33	167	77	6	
Head (excluding face)			_		_	6	5	12	_
Several locations of head			3		34	251	161	82	
Total: Head locations	_	2	33		34	231			
lt-			4	1	1	4	15	9	-
leck			23	6	54	6	237	6	1
Back			141		42	15	274	2	1
Frunk			171		1		15	2	_
Several locations of torso			168	7	98	25	541	19	2
otal: Torso locations			100	,	30				
f (th			490	21		557	320	25	2
One or more finger/thumb(s)			180			325	200	94	1
Hand			100	6		65	62	6	_
Vrist				56		84	244	52	_
Rest of upper limb			7	_		9	10	11	_
Several locations of upper limb				83		1,040	836	188	3
otal: Upper limb locations	-		677	83		1,040	000		
			238			10	75	1	
One or more toes			349			54	281	32	_
oot			343	4		19	113	2	
inkle				15		126	427	29	1
Rest of lower limb			_	15		1	50	4	
Several locations of lower limb		_	8			210	946	68	1
otal: Lower limb locations	-	_	595	16		210	340	00	
			25	_	2	28	192	58	2
Several locations					1	-		_	10
eneral locations			4		2	2	20	4	3
Inspecified locations									
otal: All locations		2	1,499	106	137	1,556	2,696	419	21

Table	6(i)	con	tinued
Ianie	DIII	COIII	unueu

Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye Ear	31	2	2				10	
	2	_	1				10	
Other parts of face	25 37		1				3	
Head (excluding face) Several locations of head	37		_	1			5	
Several locations of head	3						1	
Total: Head locations	98	2	4	1	_	_	19	1
Neck	9							
Back	159	7		1				6
Trunk	71	_		1		1		119
Several locations of torso	4		_					6
Total: Torso locations	243	7	_	2		1	2	132
One or more finger/thumb(s)	160	4						132
Hand	76	1	1				27	2
Wrist	22						13	2
Rest of upper limb	67	5						7
Several locations of upper limb	2	_					4	27
Total: Upper limb locations	327	10	1	1			44	38
One or more toes	41	1						30
Foot	81							_
Ankle	57	2					8	4
Rest of lower limb	118	8	1				2	41
Several locations of lower limb	4	1					9	35
Total: Lower limb locations	301	12	1		1	10000000000000000000000000000000000000	19	80
Several locations	47	THE THE TORIN						80
General locations	2			11			3	1
Unspecified locations	5	2			_1		_	-
Total: All locations	1,023	34	6	15	2	1	88	252

Table 6(ii) continued

Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye	1,450	124	33	4	1		750	
	49	7	4				13	1
Other parts of face	535	22	3	3			114	-
Head (excluding face) Several locations of head	1,355	155	15	5	3	2	281	2
Total: Head locations	147	9		6			26	4
Total: Head locations	3,536	317	55	18	4	2	1,184	11
Neck	532	75	10	2				
Back	8,686	843	27	Ā	3		19	337
Trunk	2,339	243	21	1	3		87	6,854
Several locations of torso	145	14		2	1		69	705
Total: Torso locations	11,702	1,175	58	9	7	2	3 178	65 7,961
One or more finger/thumb(s)	11,405	533	28	63				
Hand	4,356	190	25	19	1		2,602	223
Wrist	1,669	206	22	3	8	2	866	165
Rest of upper limb	4,049	437	46	22	6		146	751
Several locations of upper limb	386	34	3	22 17	0		317	1,433
Total: Upper limb locations	21,865	1,400	124	124	16	2	44 3,975	60 2,632
One or more toes	1,722	83	1	10				
Foot	3,609	278	5	12 12			98	12
Ankle	2,707	183	12	11			291	293
Rest of lower limb	4,551	529	35	00			110	1,822
Several locations of lower limb	337	35		23 17			531	1,354
Total: Lower limb locations	12,926	1,108	56	75			30	29
		1,100	30	/5			1,060	3,510
Several locations	2,238	266	16	274			230	267
General locations	190	22	37	6	19		230	201
Unspecified locations	126	42	11	3	6	1	5	16
Total: All locations	52,583	34	357	509	52	-	6,632	14,397

Table 6(iii) continued

							continuca	Table o(III)
Site of injury	Total	Injuries not known	Injuries not elsewhere classified	Injuries of more than one of the other natures listed	Other injuries caused by contact with electricity	Natural causes	Superficial injuries	Sprains and strains
Eye Ear	483	45	9	1			288	
	15	3	1				3	
Other parts of face	157	9	1	4	1		35	1
Head (excluding face)	405	35	10	2	2		66	7
Several locations of head	47	6		2	2		00	1
Total: Head locations	1,107	98	21	9	3		9	12
Neck	217	18	3					
Back	3,798	296	14	_			9	153
Trunk	923	84		3			36	3,116
Several locations of torso	67	04	6	6	1		18	333
Total: Torso locations		4		1	1	-	2	40
Total. Torso locations	5,005	402	24	10	2	_	65	3,642
One or more finger/thumb(s)	2,049	103	9	17	1		455	49
Hand	1,179	66	8	9			238	57
Wrist	499	50	1	3				260
Rest of upper limb	1,333	154	10	3 5 6	2		46	627
Several locations of upper limb	84	15	2	5	2		99	
Total: Upper limb locations	5,144	388	2 30	40	4		5 843	19 1,012
One or more toes	365	18	,					
Foot	1,116	92	7	1			16	2
Ankle	946	64	4	3			192	109
Rest of lower limb	1,590		4	1			30	712
Several locations of lower limb	125	192	18	6			184	592
Total: Lower limb locations		8		13 24			10	31
Total. Lower limb locations	4,142	374	30	24		_	432	1,446
Several locations	646	61	6	95	2		75	100
General locations	42	7	9	1	13	1	75	
Unspecified locations	83	32	4	1			5	9
Total: All locations	16,169	1,362	124	180	24	1	1,821	6,221

Table 7(i) Injuries in all industries reported under RIDDOR to HMFI and HMAI, by severity, age, gender and employment status of injured person, 1986–87*

Employment status	Severity	Under 16		16–19		20-24		25–34		35-44	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees	Fatal Non-fatal major Over three-day Total	1 26 21 48	9 4 13	23 1,126 5,652 6,801	172 1,261 1,433	31 1,678 14,115 15,824	2 253 2,426 2,681	60 2,773 28,236 31,069	382 3,193 3,575	60 2,736 23,915 26,711	595 4,585 5,180
Self-employed	Fatal Non-fatal major Over three-day Total	=	Ē	1 25 43 69	= 1	1 66 126 193	<u>-</u> 1 1	9 132 190 331		14 137 185 336	- 3 4 7
Non-employed	Fatal Non-fatal major Total	27 6,339 6,366	3,979 3,983	2 671 673	1 208 209	4 257 261	 55 55	4 305 309	2 66 68	1 232 233	2 70 72
All		6,414	3,996	7,543	1,643	16,278	2,737	31,709	3,647	27,280	5,259

*Year commencing April 1.
† Includes people whose age was not known but excludes those whose gender was not recorded.

Table 7(ii) Injuries in the agriculture, forestry and fishing sector* (SIC 80 Division 0), reported under RIDDOR to HMFI and HMAI, by severity, age, gender and employment status of injured person, 1986–87**

Employment status	Severity	Under 16		16–19		20—24		25–34		35–44	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees	Fatal	1		9		3		6		4	
	Non-fatal major	3		57	5	63	5	64	6	54	6
	Over three-day			111	22	134	30	177	22	122	28
	Total	4	-	177	27	200	35	247	28	180	34
Self-employed	Fatal			1	<u> </u>	_		3		4	
	Non-fatal major		_ Nerse	1		13	_	9		18	_
	Over three-day			11		10		16	1	24	2
	Total		_	13	-	23	-	28	1	46	2
Non-employed	Fatal	8	1	2		2		1	_	_	
	Non-fatal major	27	6	10	1	6	2	6	3	6	_
	Total	35	7	12	1	8	2	7	3	6	-
All		39	7	202	28	231	37	282	32	232	36

*Excluding sea fishing.

*Year commencing April 1.

† Includes people whose age was not known but excludes those whose gender was not recorded.

Table 7(i) continued

45-54	THE RESERVE	55-59		60-64		65+		All ages†		Severity	Employment
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		status
51 2,373 19,087 21,511	1 870 5,456 6,327	33 979 7,844 8,856	592 2,187 2,779	12 640 4,638 5,290	3 178 517 698	1 56 94 151	— 39 21 60	276 13,298 108,915 122,489	6 3,380 21,100 24,486	Fatal Non-fatal major Over three-day Total	Employees
12 80 103 195	_ _ 2 2	8 18 37 63	$\frac{-1}{1}$	3 13 31 47	_ _ 3 3	5 5 11 21	=======================================	54 601 940 1,595	- 8 18 26	Fatal Non-fatal major Over three-day Total	Self-employed
2 160 162	1 62 63	1 51 52	43 43	2 44 46	1 55 56	7 281 288	8 1,248 1,256	50 8,948 8,998	19 6,187 6,206	Fatal Non-fatal major Total	Non-employed
21,868	6,392	8,971	2,823	5,383	757	460	1,316	133,082	30,718		All

Table 7(ii) continued

45-54		55–59		60-64		65+		All ages†		Severity	Employment
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		status
1 42 115 158	11 27 38	3 27 63 93	3 13 16	17 60 77	1 3 1 5	- 4 3 7	4 1 5	27 361 866 1,254	1 53 155 209	Fatal Non-fatal major Over three-day Total	Employees
3 14 17 34	Ξ	4 2 4 10	- <u>1</u> - <u>1</u>	3 4 5 12	<u>-</u> 1 1	4 1 4 9	=	22 68 103 193		Fatal Non-fatal major Over three-day Total	Self-employed
1 1 2	1 1 2	Ξ	Ξ	_ 1 1	Ξ		_ 2 2	14 73 87	2 17 19	Fatal Non-fatal major Total	Non-employed
194	40	103	17	90	6	20	7	1,534	234		All

Table 8 Injuries to employees by type of injury and occupation of injured person, reported under RIDDOR, to HM Factory and Agricultural Inspectorates, 1986–87

Foresty worker	Occupation	Fatal	Non-fatal major	Over three-day	Total reported	
Horlicultral worker	Forestry worker	2	41	207	250	
Poultryman	Horticultural worker		220			
Stockman 2				56	87	
Other agriculture	Stockman	2	45	90		
Other agriculture		5	59			
Carpenter/joiner	Other agriculture	9	193	531		
Carpenterjoiner 5 390 4,261 4,656 Demolition worker 16 56 134 206 Electrician 3 311 2,043 2,357 Glazier 11 33 389 403 Worker 11 33 389 403 Painter, decorator 4 212 275 1391 Painter, decorator 4 212 275 1391 Painter, decorator 4 212 275 1391 Paivour, roadman 3 85 1892 1980 Plaster - 36 476 512 Plumber, pipe-fitter 3 186 2,581 2,770 Scalfolder 6 105 411 522 Stater, cod worker 12 106 489 607 Stell erector 4 33 101 15 51 Steller, color worker 12 28 275 305 51	Bricklayer		159	1.874	2 033	
Demolition worker	Carpenter/joiner	5	390	4.261		
Electrical 3 311 2,043 2,357 Glazier 1 332 369 403 Ground worker 10 52 325 337 Fairler, decoration 4 21 1,275 1,491 Fairler, decoration 4 21 1,275 1,491 Flasterer	Demolition worker	16	56	134	206	
Glazier 1 3 33 369 403 Ground worker 10 52 325 387 Painter, decorator 4 2 122 1.275 1.491 Payour, roadman 3 85 1.882 1.980 Payour, roadman 3 85 1.882 1.980 Plumber, pipe-fitter 6 105 4.11 2.52 Statiotider 6 105 4.11 2.52 Statiotider 6 105 4.11 2.52 State, root worker 12 106 489 607 State leveror 4 53 101 158 Welder 4 53 101 158 Welder 4 169 1.139 1.312 Univer construction trades 5 324 1.104 1.433 Electrical lines and 2 2 28 275 305 Electrical lines and 1 86 97 1.55 Electrical jointer 3 189 1.665 1.827 Electrical jointer 3 189 1.666 692 7.53 Diver - 10 70 80 Labourer 41 1.788 13.893 15.722 Maintenance personnel 32 1.099 8.214 9.345 Maintenance personnel 32 1.099 8.214 9.345 Maintenance personnel 41 3.765 3.297 Diver - 10 70 80 Labourer 41 1.788 13.893 15.722 Maintenance personnel 32 1.099 8.214 9.345 Managerial, administrative, supervisory, clerical 22 1.266 5.860 7.148 Managerial, administrative, supervisory, clerical 1 2.2 1.266 5.860 7.148 Managerial, administrative, supervisory 1 68 11 1.798 Polivery (emilk, post) — 148 1.844 1.992 Polivery (emilk, post) — 148 1.844 1.993 Polivery		3	311	2.043		
Ground worker 10 52 325 387 Painter, decorator 4 212 1,275 1,491 Paviour, roadman 3 85 1,892 1,990 Plasterer — 36 476 512 Plasterer — 36 476 512 1,990 Plasterer — 370 1,990 Plasterer — 370 1,990 Plasterer — 370 1,990 Plasterer — 370 1,990 Plasterer Morker 12 1,990 Plastered 14 1,199 1,312 Plasterer 15 1,199 1,313 Plasterer 15 1,199 1,314 Plasterer 15 1,199 1,315 Plasterer 15 1,	Glazier		33		403	
Painter, decorator Painter, deco		10	52	325		
Paviour, roadman 3	Painter, decorator	4	212	1.275		
Plasterer		3		1.892		
Plumber, pipe-fitter 3	Plasterer		36	476	512	
Scaffolder 6 105 411 522 106 489 607 518 107 106 12 106 489 607 518 107 106 12 106 489 607 518 107 107 108 108 108 109 109 109 109 109 109 109 109 109 109		3	186	2 581		
State Footworker 12 106 489 607 60	Scaffolder	6	105			
Steel erector		12			607	
Welder 4 169 1,139 1,312 Other construction trades 5 324 1,104 1,433 Electrical linesman 2 28 275 305 Electrical filter 3 198 1,626 1,827 Electrical jointer - 18 97 115 Communications engineer 1 60 692 753 Diver - 10 70 80 Labourer 41 1,788 13,893 15,722 Maintenance personnel 32 1,099 8,214 9,345 Managerila, administrative, supervisory, clerical 22 1,266 5,860 7,148 Manual production 41 3,765 32,971 36,777 Driver 28 953 7,965 8,946 Delivery (eg milk, post) - 148 1,844 1,992 Refuse collector 2 156 4,746 4,904 Sales staff, mobile 1 <					158	
Other construction trades			169			
Telectrical jointer			324			
Telectrical jointer	Electrical linesman	2	28	275	205	
Electrical jointer		3			1 827	
Diver		_			1,027	
Labourer 41 1,788 13,893 15,792 Maintenance personnel 32 1,099 8,214 9,345 Managerial, administrative, supervisory, clerical 22 1,266 5,860 7,148 Manual production 41 3,765 32,971 36,777 Driver 28 953 7,965 8,946 1,844 1,992 Refuse collector 2 148 1,844 1,992 Refuse collector 2 156 4,746 4,904 Sales staff, mobile 1 25 114 140 Peter reader 1 222 2,393 2,616 Peter remergency services 1 68 1,041 1,110 Peter remergency services 1 68 1,041 1,110 Peter remergency services 1 68 1,041 1,110 Peter reducation 1 2,29 337 Peter remergency services 1 1 68 1,041 1,110 Peter reducation 1 2,29 334 Peter reducation 1 2,29 344 Peter reducation 1 2,29 345 Peter		1				
Labourer 41 1,788 13,893 15,792 Maintenance personnel 32 1,099 8,214 9,345 Maintenance personnel 32 1,099 8,214 9,345 Managerial, administrative, supervisory, clerical 22 1,266 5,860 7,148 Manual production 41 3,765 32,971 36,777 Driver 28 953 7,965 8,946 2,000 Maintenance personnel 41 3,765 32,971 36,777 Maintenance personnel 41 3,765 32,971 36,777 Maintenance personnel 41 1,844 1,992 Maintenance personnel 41 1,845 1,992 Maintenance personnel 41 1,992 Maintenance personnel 41 1,992 Maintenance personnel 41 1,993 Maintenance personnel 41 1,993 Maintenance personnel 42 1,993 Maintenance personnel 42 1,993 Maintenance personnel 43 1,993 Maintenance personnel 43 1,993 Maintenance Personnel 43 1,993 Maintenance personnel 43 1,993 Maintenance 1,993 Main	Diver		10	70	90	
Maintenance personnel 32 1,099 8,214 9,345 Managerial, administrative, supervisory, clerical 22 1,266 5,860 7,148 Manual production 41 3,765 32,971 36,777 Driver 28 953 7,965 8,946 Delivery (9g milk, post) — 148 1,844 1,992 Refuse collector 2 156 4,746 4,904 Sales staff, mobile 1 25 114 140 Fireman 1 222 2,393 2,616 Other emergency services 1 68 1,041 1,110 Meter reader — 17 320 337 Academic staff — 438 851 1,289 Technician — 70 264 334 Other education — 77 217 294 Doctor — 31 48 79 Nurse — 213 2,277 2,490 Other health service — 38 352 390 Welfare, social worker — 260 1,923 2,183 Window cleaner 1 7 10 18		41				
Managerial, administrative, supervisory, clerical 22 1,266 5,860 7,148 Manual production 41 3,765 32,971 36,777 Oriver 28 953 7,965 8,946 Delivery (eg milk, post) — 148 1,844 1,992 Jefuse collector 2 156 4,746 4,904 Sales Staff, mobile 1 25 114 140 Pireman 1 222 2,393 2,616 Other emergency services 1 68 1,041 1,111 Meter reader — 17 320 337 Academic staff — 438 851 1,289 Fechnician — 70 264 334 Other education — 77 217 294 Octor — 31 48 79 Nurse — 213 2,277 2,490 Other health service — 38 352 390 Nelfare, social worker — 260 1,923 2,183 Mindow cleaner 1 7 10 18 Jaretaker — 135 634 769 <		32		8 214	0.345	
Manual production 41 3,765 32,971 36,777 Driver 28 953 7,965 8,946 Delivery (ge milk, post) — 148 1,844 1,992 Acefuse collector 2 156 4,746 4,904 Sales staff, mobile 1 25 114 140 Irieman 1 222 2,393 2,616 Other emergency services 1 68 1,041 1,110 Weter reader — 17 320 337 Academic staff — 438 851 1,289 Technician — 70 264 334 Other education — 77 217 294 Doctor — 31 48 79 Nurse — 213 2,277 2,490 Other health service — 38 352 390 Velfare, social worker — 260 1,923 2,183 Mindow cleaner 1 7 10 18 Caretaker — 135 634 769 Deaner 3 488 2,706 3,197		22			7 148	
Delivery (eg milk, post)	Manual production					
Delivery (eg milk, post)	river	28	953	7 965	8 946	
Refuse collector 2 156 4,746 4,904 Sales staff, mobile 1 25 114 140 Fireman 1 222 2,393 2,616 Other emergency services 1 68 1,041 1,110 320 337 Academic staff — 438 851 1,289 Fechnician — 70 264 334 Other education — 77 217 294 Other education — 31 48 79 Nurse — 213 2,277 2,490 Other elath service — 38 352 390 Other health service — 260 1,923 2,183 Welfare, social worker — 260 1,923 2,183 Window cleaner 1 7 10 18 Caretaker — 135 634 769 Caleaner 3 488 2,706 3,197		20		1,905	1,000	
Sales staff, mobile 1 25 114 140 140 1410 1410 1410 1410 1410 1	Refuse collector	2	156	1,044		
Eireman 1 222 2,393 2,616 Other emergency services 1 68 1,041 1,110 Meter reader - 17 320 337 Academic staff - 438 851 1,289 Jechnician - 70 264 334 Obetor - 31 48 79 Jurse - 213 2,277 2,490 User public relatives - 38 352 390 Velfare, social worker - 260 1,923 2/183 Vindow cleaner 1 7 10 18 Caretaker - 135 634 769 Jeaner 3 488 2,706 3,197			25			
Other emergency services 1 68 1,041 1,110 Meter reader - 17 320 337 Academic staff - 438 851 1,289 Fechnician - 70 264 334 Other education - 77 217 294 Occtor - 31 48 79 Vurse - 213 2,277 2,490 Other health service - 38 352 390 Welfare, social worker - 260 1,923 2,183 Window cleaner 1 7 10 18 Caretaker - 135 634 769 Ieleaner 3 488 2,706 3,197			20			
Meter reader						
Academic staff Fechnician Fechnic	Meter reader	_				
Fechnician — 70 264 334 Obether education — 77 217 294 Doctor — 31 48 79 Nurse — 213 2,277 2,490 Dibre health service — 38 352 390 Velfare, social worker — 260 1,923 2/183 Window cleaner 1 7 10 18 Caretaker — 135 634 769 Deaner 3 488 2,706 3,197						
Other education — 77 217 294 Doctor — 31 48 79 Nurse — 213 2,277 2,490 Ubther health service — 38 352 390 Welfare, social worker — 260 1,923 2,183 Window cleaner 1 7 10 18 Caretaker — 135 634 769 Cleaner 3 488 2,706 3,197			438		1,289	
Octor — 31 48 79 Jurse — 213 2,277 2,490 Other health service — 38 352 390 Velfare, social worker — 260 1,923 2/183 Vindow cleaner 1 7 10 18 Jaretaker — 135 634 769 Jeaner 3 488 2,706 3,197			70		334	
Jurse — 213 2.277 2,490 Dither health service — 38 352 390 Velfare, social worker — 260 1,923 2,783 Vindow cleaner 1 7 10 18 Jaretaker — 135 634 769 Jeaner 3 488 2,706 3,197	other education		//	217	294	
Other health service — 38 352 390 Velfare, social worker — 260 1,923 2,183 Vindow cleaner 1 7 10 18 Caretaker — 135 634 769 Dleaner 3 488 2,706 3,197			31	48		
Welfare, social worker — 260 1,923 2,183 Vindow cleaner 1 7 10 18 Jaretaker — 135 634 769 Jeaner 3 488 2,706 3,197			213			
Vindow cleaner 1 7 10 18 Caretaker - 135 634 769 Cleaner 3 488 2,706 3,197					390	
Caretaker — 135 634 769 Cleaner 3 488 2,706 3,197	Velfare, social worker		260	1,923	2,183	
Caretaker — 135 634 769 Cleaner 3 488 2,706 3,197	Vindow cleaner	1				
Cleaner 3 488 2,706 3,197	aretaker		135	634	769	
		3	488	2,706	3,197	
2,255 2.012	atering staff	1	378	2,233	2,612	
eisure services 1 36 146 183	eisure services	1	36	146	183	
Porter 44 518 562	orter		44	518	562	
Prison warder — 21 62 83			21	62	83	
Gales staff, in stores — 22 81 103			22		103	
Ither personal service — 119 870 989						
Other including not known 7 1,619 12,097 13,723	ther including not known	7	1,619	12,097	13,723	
Ul 282 16,683 130,058 147,023						

Table 9 Dangerous occurrences reported to enforcement authorities (including local authorities), 1986–87 (RIDDOR) and 1981–85 (NADOR equivalents)

ode	Type of dangerous occurrence (RIDDOR)	ı	Reported	under NADO	R			Reported under RIDDO
	2012/08 - TRANSPORT		1981	1982	1983	1984	1985	1986–87
	Failure, collapse or overturning of lifting machinery, excavator, pile-driving frame or mobile powered		,				→	886
	access platform Failure or collapse of passenger-carrying amusement device or safety arrangement at a fair		~		•			16
	Explosion, collapse or bursting of any closed vessel including boiler, above of below almospheric pressure		341 184	277 153	246 169	252 186	235 128	247 202
	Electrical fault causing ine or approximately plant is explosion or fire due to ignition of process materials, waste or finished products and stoppage for over 24 hours Uncontrolled release or escape of one tonne or more of highly flammable liquids or flammable gas		378 91	340 106	279 64	298 71	275 64	343 80
	Collapse or part collapse of scaffold over five metres high						\longrightarrow	76
	tonnes of materials or (b) any floor or wall of a building used as a place of work Uncontrolled or accidental release of potentially harmful substance or pathogen from certain							820
	equipment or sites Unintentional ignition or explosion of explosives Unintentional ignition of explosion of explosives		51 30	86 10	63 16	64 27	83 27	76 16
	Bursting, explosion or collapse of a pipeline or any part thereof or the ignition of anything in a		137	97	78	85	69	114
	Overturning or serious damage to the tank while conveying by road prescribed dangerous substances or the uncontrolled release or fire involving the substance being conveyed		-				\longrightarrow	69
	Uncontrolled release or escape of a dangerous substance, or a fire involving the dangerous substance, when being conveyed by road in a vehicle		=		:_		3	32 31
	Plant or equipment coming into contact unintentionally with overhead electric cables of causing an		-					252
	electrical discharge Accidental collision between locomotive or train and other vehicle liable to have caused a reportable injury				*	and the same		23
art 1	(Notifiable in relation to any place of work) (Notifiable in relation to mines)	All All	*		<u>=:=</u>		}	3,368 349 27
art 3	(Notifiable in relation to quarries) (Notifiable in relation to railways)	All	~				0.000	→
art 4	Other not elsewhere classified		2,900	2,384	2,138	1,965	2,223	
	All dangerous occurrences		4,112	3,453	3,053	2,948	3,104	4,183

Table 10 Incidents relating to supply and use of flammable gas

Financial year	Number of inc	idents		Number of fat	alities*	Number of non-fatalities*			
	Explosion/ fire	Carbon monoxide poisoning	Total	Explosion/ fire	Carbon monoxide poisoning	Total	Explosion/ fire	Carbon monoxide poisoning	Total
1981–82	164	112	276	37	98	135	168	94	262
1982–83	152	67	219	28	42	70	116	70	186
1983–84	141	92	233	27	57	84	124	117	241
1984–85	173	90	263	41	60	101	181	118	299
1985–86	148	97	245	27	65	92	166	107	273
1986–87†	46	39	152	8 9	15	48	34	46	121
1987–88p†	51	40	175		22	54	36	42	121

* Some of the injuries shown are included elsewhere in tables embracing injuries reported to HMFI. † Includes incidents where the cause was not classified.

	1981†	1982†	1983	1984	1985	1986–87
PROSECUTIONS HSE inspectorates and HSC agencies* Total informations laid Informations where result recorded of which: convictions Average penalty per conviction (£)	1,892 1,838 1,654 189	2,351 2,261 2,065 233	2,238 2,133 1,941 252	2,209 2,130 1,944 313	2,321 2,258 1,915 436	2,199 2,120 1,771 410
Local authorities** Informations laid of which: convictions	516 466	468 402	511 421	585 525	451 417	613 530
NOTICES ISSUED HSE inspectorates and HSC agencies* Improvement Deferred prohibition Immediate prohibition Total of which: HMFI and HMAI	5,921 212 1,906 8,039 8,024	5,620 198 1,906 7,724 7,708	6,070 213 2,326 8,609 8,594	6,038 214 2,549 8,801 8,788	5,585 250 2,193 8,028 8,018	6,577 196 2,707 9,480 9,462
Local authorities Improvement Deferred prohibition Immediate prohibition Total	6,394 196 873 7,463	7,410 274 888 8,572	6,195 197 1,069 7,461	6,200 185 790 7,175	5,466 203 832 6,501	6,740 300 1,060 8,100
All authorities Improvement Deferred prohibition Immediate prohibition Total	12,315 408 2,779 15,502	13,030 472 2,794 16,296	12,265 410 3,395 16,070	12,238 399 3,339 15,976	11,051 453 3,025 14,529	13,317 496 3,767 17,580

* Data exclude the Pollution Inspectorates. † HM Factory, Agricultural and Mines and Quarries Inspectorates only. ** Penalty data not available.

Table 12 Proceedings instituted by subject (offence classification or requirement) (HMFI and HMAI only) and results for hearings completed in 1986–87*

Offence or requirement	Result								
	Informations laid	Convictions	Informations withdrawn†	Informations dismissed	Not proven (Scotland)	Result not known	Fines (£) Lowest**	Highest	Average
Notifications and records Notification of occupation, out-work									
commencement of construction operation, use of radiation, overtime, etc	38	35	1	1	_	1	_	1,000	310
Notification of accident, case of disease, overdose of radiation, dangerous occurrences, etc	76	62	7	3	_	4	_	750	170
Affixing of notices, keeping of registers, etc Total	29 143	17 114	5 13	3 2 6	=	5 10	50	1,000	268 227
Safety organisations Failures in safety organisation									
matters relating to safety committees, appointment of competent people	23	18	2	3	_	_	100	2,000	556
Giving of information to employees or public safety policy, company report defects	16	14	2	_	_	-	25	1,000	261 399
Giving of instruction and training Giving of supervision	51 11	40 10	6 —	4	=	<u>1</u>	150	1,500	465
Carrying out of work by unqualified person Total	108	89	10	8	Ξ	1		1,000	321 410
Health Cleanliness — general provisions	10	9	_		_	1	50	1,000	411
Precautions against inhalation or contact with dust, fume, vapour, gas or other toxic substances:									
Carcinogens, mutagens and teratogens Dusts:	_	-	_	_	_	_	_	_	_
Crocidolite Asbestos other than crocidolite	15 39	10 28	2 4	3 6	Ξ	<u>_</u>	100 50 25	500 1,000	285 386
Silica Silicates	6	6	Ξ	_		_		200	154
Cotton and vegetable dusts Man-made inorganic fibres	_	Ξ	Ξ	_	=	Ξ	Ξ	=	\equiv
Other fibrogenic dusts Other dusts nes	8	<u></u>	<u>_</u> 1	1	Ξ	Ξ	=	400	138
Pathogens Other toxic and corrosive substances			- 3		Ξ	<u>_</u> 1	60	2,000	498
Labelling of toxic and corrosive substances Supply, manufacture, import or use of unsafe or	4	1	_	3	_	_	250	250	250
prohibited substances Medical examination requirements	3		三	=	=	1	100	195	148
Matters connected with the working environment nes Noise			=		\equiv			1,000	850
Matters involving ionising radiations Matters involving non-ionising radiations	5 - 2	5	_	=	=	_	175	1,000	588
Other matters of the external environment Total	121	92 92	10	15	Ξ	4	1/5	1,000	397
Safety Design, manufacture, import or supply of unsafe									
machinery, plant or appliance Matters connected with the fencing and	34	25	2	7	_	_	_	1,000	450
construction of machinery Use of lifts, hoists, cranes and other lifting machines,	545	486	42	12		5	_	5,500	366
lifting gear or devices Matters connected with the use of unsafe plant	62 108	54 91	1 11	4 3	_	3	=	2,000 5,000	585 495
Precautions against falls from height Transport matters	223 16	184 13	18 2	15 1	_	6	25	1,600 1,500	329 494
Safe handling and custody of livestock Handling methods, storage methods nes	4 9	4 8	=	_			250 50	250 1,500	250 606
Use of electricity Dangerous buildings and structures	62 40	52 29	7 2	2 9			50	5,000 2,000	697 591
Unsafe systems of work (nes) other than handling or storage	157	128	8	12	_	9	_	5,000	739
Other safety matters nes Total	68 1,328	52 1,126	10 103	5 70	Ξ	29	_	5,000	619 461
Fire Matters connected with the use of flammable									
substances Matters concerned with the storage of flammable	11	9	1	_	_	1	100	1,500	553
substances Other fire precautions	10	10 1		_	_		100 1,000	1,000 1,000	513 1,000
Total	22	20	1	_	_	1			555
Dangerous materials Matters concerning the handling and transport of dangerous materials	3	3	_		_	_	250	1,000	500
Matters concerning the supply, testing, etc, of substances, labelling, giving information about	Ü								
precautions Total	5 8	3 6	Ξ	Ξ	Ξ	2 2	100	500	367 433
Licensing offences									
Matters concerning licensing conditions under Nuclear Installations Act 1965	_	_	=		_	=	-		287
Other licensing matters Total	19 19	19 19	Ξ	Ξ	=	=		750	287
Explosives All matters in connection with explosive substances	4	3		_		1	_	1,000	500
Total	4	3 3		_	_	1			500
Welfare Washing and bath accommodation	16	11	_	5	-	-	25 25	500	198
First-aid and medical arrangements Other welfare matters	5 8	5	Ξ	1	Ξ	1	50 50	150 1,000	85 238
Total	29	22		6	_	1			183
Protective equipment and clothing The provision of protective clothing nes	28	23	2	2	_	1	30	1,500 500	246
The provision of protective equipment nes Total	9 37	9 32			Ξ	1		500	150 219
Hours of employment		0				2	25	300	208
Employment of children Employment of young people	11 21	9 18		E		3	25 50	500	103
Employment of women Total	32	27	Ξ	=	_	5			138
Prosecutions against employed people									
Taking forbidden articles into mines, explosives stores, etc	-	-	=		=	Ξ	100	100	100
The use of protective equipment Other offences by employed people Total	37 38	26 27	2 2	9	_			250	53 54
Total	30	21							

Table 12 continued

Offence or requirement	Result								
	Informations	Convictions	Informations	Informations	Not proven	Result not	Fines (£)		
and the second	laid		withdrawn†	dismissed	(Scotland)	known	Lowest**	Highest	Average
Failure to comply with notice Failure to comply with improvement or prohibition notice	110	100	3	3	_	4		4,000	247
Insurance The insurance of employed people Other††	4 165	2 71	2 46		Ξ	<u></u>	250 —	500 2,500	375 594
All offences (HMFI and HMAI)	2,168	1,750	192	147	_	79			413
ocal authorities	613 31	530 21	9	ï	<u>-</u>				181
All inspectorates and agencies	2,812	2,301							

Table 13 Appeals against prosecutions taken by HMFI and HMAI, 1983 to 1986–87

	Number	of appeals aga	inst outcome	of informations								
	Against	conviction			Against p	enalty			Total			
	1983	1984	1985	1986–87	1983	1984	1985	1986-87	1983	1984	1985	1986-87
Lanneals	14	11	7	5	23	13	12	26	37	24	19	31
l appeals uccessful	5		6	3		10	9	10	5	10	15	13
nsuccessful	9	11	1	2	23	3	3	16	32	14	4	18

^{*}Year commences April 1.
† Includes withdrawal of alternative information.
**Convictions for which the minimum fine is shown as zero, include convictions where the result was either:
(1) Guilty — conditional discharge/admonished and order made; or
(2) Guilty — conditional discharge/admonished (Scotland only); or
(3) Guilty — absolute discharge.

†† "Other" means any offence not mentioned elsewhere.

Table 14 Notices issued by subject (offence classification or requirement) (HMFI and HMAI only) and result, 1986–87

Offence or requirement	Type of notice Improvement	Deferred	Immediate	Total	Result of notic		with extension b
	improvement	prohibition	prohibition	Total	compliance	Inspector	Tribunal
otifications and records otification of occupation, out-work commencement of construction							
operation, use of radiation, overtime, etc otification of accident, case of disease, overdose of radiation,	14	-	3	17	14	1	-
dangerous occurrences, etc ffixing of notices, keeping of registers, etc otal	7 227 248		5 5 13	12 232 261	10 207 231		1
afety organisation	240		13	201	231	9	
allures in safety organisation matters relating to safety committees, appointment of competent people	40	2	3	45	32	2	_
iving of information to employees or public safety policy, company report defects	230 55	_	3	230	202	12	-
iiving of instruction and training iiving of supervision arrying out of work by unqualified person	9	1 	1	59 1 10	44 	7	
otal	334	3	8	345	288	21	-
ealth leanliness — general provisions	177	3	2	182	142	11	_
recautions against inhalation or contact with dust, fume, vapour, gas or other toxic substances: Carcinogens, mutagens and teratogens	16		1	17	10	1	
Dusts: Crocidolite	1	4	26	31	27	_	
Asbestos other than crocidolite Silica	32 19	1	124	157 21	124 13	12	
Silicates Cotton and vegetable dusts	4	_	_	4	2	=	=
Man-made inorganic fibres Other fibrogenic dusts Other dusts nes	111		1 47	1 160	124	_ _ 13	Ξ
Other dusts ries Pathogens Other toxic and corrosive substances	4 291	2 2 14	26	6 331	6 264	- 47	Z
abelling of toxic and corrosive substances upply, manufacture, import or use of unsafe or prohibited substances	1	_		_1	1 _	_	
edical examination requirements atters connected with the working environment nes	84	_	2 9	93	2 67	7	Ξ
oise atters involving ionising radiations	69 18 6	2 _ _	2 7 5	73 25 11	54 16 11	6 6	
atters involving non-ionising radiations ther matters of the external environment tal	7 840	28	1 255	1,123	6 869	1 107	Ξ
afety				,,,			
esign, manufacture, import or supply of unsafe machinery, plant or appliance	50	9	23	8	70	6	_
atters connected with the fencing and construction of machinery se of lifts, hoists, cranes and other lifting machines, lifting gear or devices	4,168 75	9	1,873	6,182	5,327	316 5	8
devices atters connected with the use of unsafe plant ecautions against falls from height	636 279	15	209 1,126	860 1,409	730 1,290	42 47	1
ansport matters Ife handling and custody of livestock	31 19	1 1	7 2	39 22	32 18	2 3	Ξ
andling methods, storage methods nes se of electricity	235 320	6 20	9 184	250 524	194 428	41 22	_
angerous buildings and structures nsafe systems of work (nes) other than handling or storage ther safety matters nes	528 414 148	26 7 7	415 347 60	969 768 215	917 647 190	20 37 4	3
otal	6,903	246	4,499	11,648	10,132	545	12
re atters connected with the use of flammable substances	80	3	9	92	62	14	-
atters concerned with the storage of flammable substances ther fire precautions	149 16	6 3	8 15	163 34	129	22	_
otal angerous materials	245	12	32	289	220	38	_
atters concerning the handling and transport of dangerous materials atters concerning the supply, testing, etc, of substances labelling,	62	7	5 7	74 7	59 1	4	Ξ
giving information about precautions	62	7	12	81	60	4	_
censing offences							
atters concerning licensing conditions under Nuclear Installations Act 1965 ther licensing matters	-	_	-	-	_	_	_
stal	=	=	=	_	Ξ	=	Ξ
I matters in connection with explosive substances	7	2	1	10	8	2	-
elfare ashing and bath accommodation	361	-	7	368	270	43	_
rst-aid and medical arrangements ther welfare matters	60 93 514	1 - 1	4	61 97 526	61 75 406	_ 43	=
otal rotective equipment and clothing	314		"	320	400	40	
ne provision of protective clothing nes ne provision of protective equipment nes	328 69	10	34 8	372 78	308 64	6 2	Ξ
otal Control of the C	397	11	42	450	372	8	_
purs of employment nployment of children	_	_	_	_	_	_	_
nployment of young people nployment of women tal	Ξ	=	Ξ	\equiv	Ξ	Ξ	Ξ
otices against employed people							
king forbidden articles into mines, explosives stores, etc e use of protective equipment		_	Ξ	_	=	T T	Ξ
her tal	Ξ	Ξ	Ξ	=	Ξ	Ξ	Ξ
silure to comply with improvement or prohibition notice	-	_	-	-	_	-	- 1
surance le insurance of employed people						_	
thert	22	_	-	22	22	_	_
etal offences quoted etual number of notices	9,572 6,568	310 195	4,873 2,699	14,755 9,462	12,608 7,799	777 517	13 7

"Other" results are mainly unknown for 1986-87. They include a few notices agai Such details of appeals against notices, as are available, are shown in table 15. † "Other" offence means any offence not mentioned elsewhere.

Table 14 continued

Result of notice	e					Offence or requirement
Notice withdraw		Prosecutions	No further action	Continuing requirement	Other*	
Inspector	Tribunal		action			
	_	_	1	_	1	Notifications and records Notification of occupation, out-work commencement of construction operation, use of radiation, overtime, etc Notification of accident, case of disease, overdose of radiation,
_	=	2 4			-	dangerous occurrences, etc Affixing of notices, keeping of registers, etc
1	-	6	-	_	12	Total
		2		1	6	Safety organisation Failures in safety organisation matters relating to safety committees, appointment of competent people
2		2	4	1	7	Giving of information to employees or public safety policy, company report defects
2	Ξ	1 -	<u>i</u>	1	5	Giving instruction and training Giving supervision
4	Ξ	5	5	4	18	Carrying out of work by unqualified person Total
1	2	3	4		19	Health Cleanliness — general provisions
						Precautions against inhalation or contact with dust, fume, vapour, gas or other toxic substances:
-	-	_	1	_	5	Carcinogens, mutagens and teratogens Dusts: Crocidolite
	=	= 1	Ξ	13 1	8 3	Asbestos other than crocidolite Silica
2		Ė	=		=	Silicates Cotton and vegetable dusts
	=		_	1		Man-made inorganic fibres Other fibrogenic dusts Other dusts one
2	三		9 —	Ξ	12	Other dusts nes Pathogens Other dusts nese pathogens
4	Z	Ξ	2 —	3	<u>11</u>	Other toxic and corrosive substances Labelling of toxic and corrosive substances
	_	Ę	=	=	_ _ 10	Supply, manufacture, import or use of unsafe or prohibited substances Medical examination requirements Matters connected with the working environment nes
1	2 -	5	1 1	Ξ	10 12	Matters connected with the working environment nes Noise Matters involving ionising radiations
	Ξ		3	Ξ		Matters involving non-ionising radiations Other matters of the external environment
10	4	9	21	18	85	Total
						Safety Design, manufacture, import or supply of unsafe machinery, plant or
1 24	4	1 40	— 66	3 181	216	appliance Matters connected with the fencing and construction of machinery Use of lifts, hoists, cranes and other lifting machines, lifting gear or
1	_	8	1	8	16 23	devices Matters connected with the use of unsafe paint
5	1 -	14 6 —	5 5	39 26 2	35	Precautions against falls from height Transport matters
1	Z Z	_ _ 1	Ξ	- 1	- 8	Safe handling and custody of livestock Handling methods, storage methods nes
5 2 7	\equiv	33	4 4	11 11	24 10	Use of electricity Dangerous buildings and structures
12			_	18 4	51 16	Unsafe systems of work (nes) other than handling or storage Other safety matters nes
59	5	103	85	304	403	Total
3	_	-	2 3		11 6	Fire Matters connected with the use of flammable substances Matters concerned with the storage of flammable substances
_ _ 3		-	5		3 20	Other fire precautions Total
The street of					_	Dangerous materials Matters concerning the handling and transport of dangerous materials
1			_	4	5	Matters concerning the supply, testing, etc, of substances labelling, giving information about precautions
1	-	1	-	4	11	Total
						Licensing offences Matters concerning licensing conditions under Nuclear Installations
_			三		=	Act 1975 Other licensing matters Total
_	_	\bar{z}			_	All matters in connection with explosive substances
						Welfare
3	-	9	8	_1	34	Washing and bath accommodation First-aid and medical arrangements
3	Ξ	2	1 9	<u>_</u>	19 53	Other welfare matters Total
					04	Protective equipment and clothing
7 2	1	2	9 9	19 3 22	21 6 27	The provision of protective clothing nes The provision of protective equipment nes Total
9	1	2	9	22	21	Hours of employment
	_	-	_		=	Employment of children Employment of young people
			Ξ	= =	= 1	Employment of women Total
						Notices against employed people
_	Ξ		=		Ξ	Taking forbidden articles into mines, explosives stores, etc The use of protective equipment
=	2	=	I I		=	Other Total
_	_		_	_	-	Failure to comply with improvement or prohibition notice
			0000			Insurance The insurance of employed people
-			=	_	-	Other†
90 64	10 7	138 84	135 96	355 260	629 428	Total offences quoted Actual number of notices

Table 15 Appeals against notices issued, by result of appeal*, 1983 to 1986-87

	1983	1984	1985	1986–87
ISE inspectorates and HSC agencies Appeals against notices of which:	20	40	41	32
of which:	12	24	31	25
Withdrawn	2	9	5	3
Dismissed completely Dismissed with modification	4	4	2 3	3
Dismissed with modification Upheld	2	3	3	1
ocal authorities oppeals against notices	76	81	72	121
of which:	57	51	55	83
Withdrawn	37	18	13	5
Dismissed completely Dismissed with modification	11	4	4	29
Dismissed with modification Upheld	4	8	_	4
Total Appeals against notices	96	121	113	153
of which:	69	75	86	108
Withdrawn	13	27	18	8
Dismissed completely	8	8	6	32
Dismissed with modification Upheld	6	11	3	5

^{*} Figures relate to England and Wales

Table 16 Prescribed industrial diseases other than those assessed by Special Medical Boards*: new cases qualifying for disablement benefit by disease, 1983–84 to 1986–87†; new cases of assessed disablement, by percentage ssessment and disease, 1986–87

isease	Disease	1983–84	1984–85	1985–86	1986–87	Claims made at 1986–87	nd assessed in
0						Assessment 1–13 per cent (No benefit)	Assessment 14 per cent+ (Benefit paid)
ondition	ns due to physical agents (physical cause)					_	_
	Radiation effects			1	2		
2	Heat cataract			4			
3	Decompression sickness	3	3	3	11	2	_
1	Cramp of hand or forearm	64	73	79	14		-
5	Beat hand	29	47	82	24	13	
6	Beat knee	38	60	59	5	1	-
7	Beat elbow shouths	30					
8	Inflammation of tendons of the hand, forearm or associated tendon sheaths	337	390	619	289	87	4
	(Tenosynovitis)		1	-		_	
9	Miner's nystagmus	1,468	1,492	1,179	1,381	X	X 11
10	Occupational deafness	X	3	641	1,066	300	H
11	Vibration white finger**						
onditio	ns due to biological agents (caused by animal, plant or other living agent)			1			
1	Anthrax	2				1	
3	Infection by leptospira	6	7	3	9	1	4
5	Tuberculosis	3			2	_	
7	Brucellosis	3	5	9	3	2	
18	Viral hepatitis *	1	_		3	-	
9	Infection by streptococcus suis**						
oisonin	og by:			2	3		
1	Lead or compound of lead	2	2 2	1	3		
7	Benzene or a homologue of benzene		2	2	3	1	
21a	Localised new growth of skin	1		2	3	1	_
21b	Squamous celled carcinoma of skin	-	5	5	21		4
23	Papilloma of the bladder	5		_	2	_	1
25	Occupational vitiligo	3					
iecella	neous conditions			17	25	11	
4	Inflammation/ulceration of mucous membrane of upper respiratory tract or mouth	12	9 619	785	359	105	5
5	Dermatitis	611	019	5	2	2	
6	Adeno-carcinoma of nasal cavity/nasal carcinoma	2		,			
		2,594	2,721	3,500	3,230	527	29

* See table 17.
† Years starting October 1.
** The following diseases were prescribed after October 1, 1983:
Disease No Date prescribed A11 April 1, 1985 B9 October 3, 1983 x Not applicable.

24 FEBRUARY 1989 EMPLOYMENT GAZETTE OCCASIONAL SUPPLEMENT No. 1

Table 17 Prescribed industrial diseases assessed by Special Medical Boards: new cases of assessed disablement by disease, 1981–87

Disease No	Disease	1981	1982	1983	1984	1985	1986	1987
B6	Farmer's lung	12	11	8	4	6	11	8
C15	Poisoning by nitrous fumes		4	1				3
C17	Beryllium poisoning	1	2	1	_		2	4
C18	Cadmium poisoning	2	3	4	1	2	3	3
C22b	Primary carcinoma of bronchus or lung in nickel workers			1	5	2	3	
D1	Pneumoconiosis*	734	733	670	577	702	747	652
D2	Byssinosis*	108	133	72	56	37	26	23
D3	Diffuse mesothelioma	93	123	148	201	245	305	399
D7	Occupational asthma† **	X	95	183	137	166	166	199
D8	Lung cancer in asbestos workers†	X	X	X	X	8	34	55
D9	Bilateral pleural thickening†	x	x	x	x	61	111	115
Total		950	1,104	1,088	981	1,160	1,408	1,461

* See also tables 18 and 19. † Prescribed from March 29, 1982: Disease No Date prescribed

Table 18 Pneumoconiosis and Byssinosis: new cases diagnosed by Medical Boarding Centres (Respiratory Diseases)* by industry to which the disease was attributed†, 1981–87

	1981	1982	1983	1984	1985	1986	1987	
Industrial injuries scheme cases								
Pneumoconiosis								
Coal mining	493	467	402	330	364	357	325	
Other mining and quarrying:								
Slate	27	24	12	8	7	11	6	
Other — except refractories	15	13	5	7	1	12	12	
Asbestos**	140	172	199	186	273	312	247	
Foundry workers								
Iron foundry workers	9	10	10	13	17	17	13	
Steel foundry workers	2 2	3	7		1	1	5	
Non-ferrous foundry workers	2	4	0	1		1	1	
Steel dressers	3	2	5	3	6	2	2	
Pottery manufacture	10	17	14	9	14	10	18	
Refractories††	5	3	5	5	3	6	3	
Other attributable industries	28	18	11	15	16	18	20	
Total	734	733	670	577	702	747	652	
Byssinosis								
Cotton	400	124	67	53	36	25	23	
Flax	108	9	5	3	1	1	23	
Total	108	133	72	56	37	26	23	
	108	133	12	30	31	20	20	
Cases diagnosed by Medical Appeal Tribunals								
Pneumoconiosis (excluding asbestosis)	26	25	25	30	21	28	36	
Asbestosis	13	13	13	14	28	17	35	
Byssinosis	2	2	2	7	_	1	2	
Total	41	40	40	51	49	46	73	
PBMDB scheme cases‡								
Pneumoconiosis	37	25						
Byssinosis	37	25	44	30	18	17	28	
Overall total: Pneumoconiosis and Byssinosis	923	931	826	714	806	836	776	
- Total total. Fileumocomosis and Byssmosis	323	331	020		000	030	.,,	

* Formerly known as Pneumoconiosis Medical Panels.
† The industry to which the disease is attributable is in some cases defined occupationally.

**Cases where diffuse mesothelioma was also diagnosed are excluded, and shown in table 17.
†† Including the mining, quarrying and processing of refractory material.

† The figures of Pneumoconiosis, Byssinosis and Miscellaneous Diseases Benefits scheme cases refer to years ending September 30.

Source: DHSS

Source: DHSS

Table 19 Pneumoconiosis. New Industrial Injuries scheme cases diagnosed by Medical Boarding Centres* (Respiratory Diseases) in coal mining, asbestos and other industries, by age and percentage disablement 1981–87

Sector	1981					1982				
Age	Percent	age disablem	ent assesse	d		Percent	age disablem	ent assesse	d	
	10 or less	20 30 40	50 60 70	80 90 100	Total	10 or less	20 30 40	50 60 70	80 90 100	Total
Coal mining										
Under 30							Ξ		Ξ	
80-34 85-39	1				1	1				1
10–44	17	2		1	20	7				7
5-49	17	3	_	<u> </u>	20	12	1	_	_	13
0-54	33	8	-	1	42	40	8			48
5-59	108	30	-	-	138	106	23		1	130 75
0–64	52	29	1	1	83	47 37	26 34	1	1	75
5-69	33 28	31	3	3	67 58	24	41	2	10 TH 10 TH 10 TH 10 TH	73 66
0-74	28 18	24 42	3 3	1	64	11	39	1	1	52
5 and over	307	169	10	7	493	287	172	5	3	467
II ages	307	103	.0		430					
sbestos workers**										
Inder 30	1									
0-34 5-39				1	1	2			1	3
0-44	5	3			9		2			2
5-49	5 5 6	5		3	13	4	2		2	3 2 8
0-54	6	8	1		15	7	12	1	1	21
5-59	10	19	2	1	32	18	23	4	5	50
0-64	11	22	3	4	40	13	18	4	6	41
5-69	7	8	1	-	16	6	19	2	2	29
0-74		8	-	1	9	3	7		4	14
5 and over	2 47	2 75	7	11	4 140	53	3 86	11	22	172
All ages	47	/5			140	33	00			1/2
Other										
Jnder 30	_	-	-	-			-	_		-
30–34		_	-	-				_	-	3
5–39	3	_			3	1	1	1		1
0-44	3 3 2 5	1			3 3	1 2		1		3
5–49 0–54	5	2			7	5	3			8
5-59	9	6	2		17	15	6			21
60-64	19	14		1	34	14	10		_	24
5–69	4	9	_		13	9	3	1	<u>-</u>	13
0-74	3	4	1	2	10	4	5	1	_	10
5 and over	1	8	1	1	11	4	5	1	1	11
All ages	49	44	4	4	101	55	33	5	1	94
otal										
Inder 30		_						-		_
0-34	1	-	-	_	1	2				2 7
5–39	4		_	1	5	4 8	1 2	1	_1	10
0-44	25	5 9	-	2 3	32 36	18	3	1	2	24
5–49	24 44	18	1	3	64	52	23	1	1	77
0–54 5–59	127	55	4		187	139	52	4	6	201
5-59 0-64	82	65	4	6	157	74	54	5	7	140
5–69	44	48	4		96	52	56	5	2	115
0-74	31	36	4	6	77	31	56 53	2	4	90
5 and over	21	52	4	2	79	15	47	2	3	67
Il ages	403	288	21	22	734	395	291	21	26	733

* See footnote* to *table 18.*† Under a statutory provision a person found to be suffering from pneumoconiosis qualifies for a pension at the 10 per cent rate even if he or she has no discernible respiratory disablement arising from the disease.

** Cases where mesothelioma was also diagnosed are excluded.

Table 19 continued

S	a solar est est					1984			A Part of the		1983
				ent assessed	ge disablem	Percenta		d	ent assesse	ge disablem	Percenta
		Total	80 90 100	50 60 70	20 30 40	10 or less	Total	80 90 100	50 60 70	20 30 40	10 or less
Coal m Und 75 an Al							2 7 18 31 88 65 59 62 70 402				
Asbestos wor Un 75 ar Al											
Ur 75 aı A							2 1 3 3 8 22 12 14 4 69	- - - - - - 1 - 1 - 2	- - - - - - 2 4 1 - 7	2 1 2 10 6 9 3 33	1 2 3 6 9 2 3 1 27
Ui 75 a A					 1 4 6 11 40 66 36 41 54 259	1 1 9 19 34 64 67 34 35 13 277		 1 3 6 5 2 6 3 26			 3 10 23 39 93 63 38 28 24 321

Table 19 continued

Sector	1985					1986					1987				
Age	Percen	tage disab	lement ass	sessed		Percen	tage disabl	ement ass	sessed		Percent	age disabl	ement ass	essed	
	10 or less	20 30 40	50 60 70	80 90 100	Total	10 or less	20 30 40	50 60 70	80 90 100	Total	10 or less	20 30 40	50 60 70	80 90 100	Total
oal mining Inder 30 0-34 5-39 0-44 5-49 0-54 5-59 0-64 5-69 0-74 5 and over			- - - - - - - - - - - - - - 10 19				 4 6 20 24 37 48 139						- - - - - - - 1 8 9	- - - - 1 - 2 3 1 7	1 2 7 18 17 46 68 68 98 325
sbestos workers** nder 30	 1 5 6 13 17 15 8 7 7				3 8 19 33 55 56 38 37 24 273	2 4 9 24 20 18 7 5 89		1 2 2 5 1 5 3 6 25			- 3 3 5 11 11 13 6 3 55	 1 8 8 8 24 36 29 20 13 139		 3 4 9 11 7 8 42	
Other Inder 30 0-34 5-39 0-44 5-49 0-54 9-5-59 0-64 5-69 0-74 5 and over Ill ages			- - - - 1 - 2 1 - 4	1 - - - - 1 1 1 - 4	1 2 3 1 4 8 13 15 15 14 4 65	1 7 4 3 4 4 16 5 6		- - - - - - 3 - 1	- 1 - - - - 2 - 1 2 6	1 2 7 4 4 7 14 21 16 18 10			- - - - - - 1 2 1 4	- - 1 - - - 1 - - - - 1 3	
Fotal Jnder 30 30-34 35-39 10-44 15-49 30-55-59 30-64 55-69 70-74 75 and over						1 -7 10 22 42 45 70 51 49 31 328		- - 1 2 2 6 3 10 6 17 47		1 2 9 14 31 68 93 163 129 135 128 773		 1 3 8 11 33 64 62 60 73 315			

Source: DHSS

Table 20 Occupational asthma: new cases qualifying for disablement benefit, by causative agent and percentage disability, 1982–87

Agent	1982	1983	1984	1985	1986	1987
1 Isocyanates	42	71	49	49	52	53
of which: 10 per cent or less	33	49	39	31	29	27
50 per cent or more	1	-	2	1	_	_
2 Platinum salts	3	10	4	9	12	8
of which: 10 per cent or less	3	9	4	8	10	4
50 per cent or more				-	28	15
3 Hardening agents	7	10	15	18	13	15
of which: 10 per cent or less	4		9	10	2	
50 per cent or more	_	1	27	25	20	19
4 Soldering flux	23	23		16	8	7
of which: 10 per cent or less	16	13 2	19	10	2	
50 per cent or more		3		6		6
5 Proteolitic enzymes	4	3		3		1
of which: 10 per cent or less	4	3			_	1
50 per cent or more	_	6	8	6	12	6
6 Animals/insects	5 1	5	6	3	9	2
of which: 10 per cent or less		_	1	1		
50 per cent or more	21	52	32	57	47	47
7 Flour/grain of which: 10 per cent or less	16 1	34	24	37	25	15
50 per cent or more		1	1	2	1	3
8 Antibiotics						29
of which: 10 per cent or less						12
50 per cent or more						
10 Wood dust						15
of which: 10 per cent or less						5
50 per cent or more						
14 Azodicarbonamide						4
of which: 10 per cent or less						
50 per cent or more						
Totals						
Agents 1 to 7*	105	175	136	170	171	154
Agents 8 to 14†		_		946.		48 202
All agents	105	175	136	170	171	78
of which: 10 per cent or less	80	120	101	108	94 5	18
50 per cent or more	1	4	5	5	5	

* Agents prescribed from the start of the prescription.
† Agents added to prescribed list with effect from September 1, 1986. There have been no awards for the following new agents: (9) Cimetidine, (11) Ispaghula, (12) Castor bean dust, (13) Ipecacuanha.

Table 21 Deaths resulting in award of industrial death benefit, etc, by scheme and main disease

	1978	1979	1980	1981	1982	1983	1984	1985	1986
ndustrial Injuries Scheme									
Asbestosis	41	74	78	65	70	92	79	85	94
Other pneumoconiosis	548	535	510	474	482	480	367	435	373
Byssinosis	14	9	12	10	9	10	5	12	11
Farmer's lung	_	3	2 15	2	3	8	3	5	4
Papilloma of the bladder	8	10	15	7	12	13	9	9	8
Vesothelioma	109	131	133	175	190	201	245	279	265
Other prescribed diseases	16	16	13	23	16	33	30	42	36
Total Total	736	778	763	756	782	837	738	867	791
Pneumoconiosis, Byssinosis and Miscellaneous Diseases Benefit Asbestosis Other pneumoconiosis Byssinosis	Scheme 2 63 1	— 61 1	2 67	1 40	44	38	48	31	25
Other diseases	15	15	12	9	10	11	19	9	21
Total ,	81	15 77	81	50	54	49	67	40	46
Certification that death was due to the disease (Workers' Compens	ation Scheme)								
Other pneumoconiosis	54	60	66	68	48	60	50	40	42
Total	54	60	66	68	48	60	50	40	42
Total all schemes	871	915	910	874	884	946	855	947	879
of which pneumoconiosis (including asbestosis and byssinosis)	723	740	735	658	653	680	549	603	545

Table 22 Cases of occupational disease reported under RIDDOR

Disease	1986–87	1987–88	Corresponding DHSS PD No
Poisoning by:	201		
Acrylamide			C19 C4
Arsenic		1	C4
Benzene		1	C7
Beryllium			C17
Cadmium	1	1	C18
Carbon disulphide Diethylene dioxide			C6
Diethylene dioxide	[1] : [1] :		C6 C11
Ethylene oxide			
Lead	6	2	C1
Manganese			C2
Mercuny	3	1	CE
Mercury Methyl bromide Nitrochlorobenzenes	1		C5 C12
Nitrochlorohonzonos	3	2	C8
Oxides of nitrogen	3	4	C15
Phosphorus	3	2	C3
Phosphorus	3	2	C3
hrome ulcer	15	14	
olliculitis	5	1	
cne	1	1	
kin cancer	3		C21
adjation skin injuny		6	part A1
adiation skin injury ccupational asthma	71	42	D7
xtrinsic alveolitis		12	B6
neumoconiosis	4	13	
leumoconiosis	13	5	part D1
yssinosis			D2
lesotheliomia estate and the second estate a	8	10	D3
ung cancer (asbestos) sbestosis	1	1	
sbestosis	10	14	part D1
ung cancer (nickel)		AND THE PROPERTY OF SHAPE	C226
entosnirosis	5	10	B3
eptospirosis epatitis	28	25	B8
uberculosis	15	10	B5
athogenic infection			
nthrax	19	7	B1
one cancer		- ,	
lood dyscrasia		= {	part A1
Cataract			
Pataract	3	6	A2
Decompression sickness		-	A3
arotrauma lasal/sinus cancer		- 1	C22a + D6
ngiosarcoma			C24a
rinary tract cancer	2	4	C23
ibration white finger	69	91	A11
otal	290	273	

* These three RIDDOR categories form part of DHSS PD D5 (dermatitis), not separately identifiable in DHSS figures. Dermatitis in general is not reportable under RIDDOR.

Table 23 Death certificates mentioning specified asbestos related diseases, 1970–86

	Year of d	leath							
	1970	1971	1972	1973	1974	1975	1976	1977	1978
sbestosis				40	00	49	53	59	60
a) Together with lung cancer	26	32	44 40	43 30	33 65	50	74	53	85
b) Together with mesothelioma	40	29	24	34	41	48	63	73	49
c) Alone or together with other diseases	21	33		77	74	97	116	132	109
otal: a) + c)	47	65	68	107	139	147	190	185	194
otal asbestosis deaths: a) + b) + c)	87	94	108	107	139	147	190	165	134
esothelioma					The second	100	400	212	235
of Pleura	115	104	125	138	146	169	198 31	22	31
of Peritoneum	11	12	19	25	20	19	31	6	13
of Pleura and Peritoneum	2	4		3	3 76	5 78	82	96	111
e not specified	64	58	67	57	76	78	82	90	
Total mesothelioma deaths (includes b above)				101	407	010	258	276	327
Male	143	139	168	181	187	219	256 57	60	63
Female	49	39	43	42	58	52	315	336	390
Total	192	178	211	223	245	271	315	330	330
otal number of deaths: a) + c) + d)	239	243	279	300	319	368	431	468	499

Table 24 Death certificates mentioning mesothelioma, by age and sex, 1968-86

Age group	1968–70	1971–73	1974–76	1977–79	1980-82	1983-85	1986
Males 0-44	25	27	30	45	57	50	20
0-44	25 61	90	132	159	156	199	71
15-54	165	166	226	279	382	523	183
55–64	94	153	213	320	389	477	203
65–74	165 94 36	52	63	141	181	296	117
75+	381	488	664	944	1,165	1,545	594
Total	361	400					
emales			10	13	19	15	8
0–44	15 22 34 38 14	6	12	15	20	17	8
5–54	22	20	22		29 83	66	25
5-64	34	40	49	71	94	107	25 36 24
5-74	38	39	64	73		60	24
75+	14	19	20	44	44	265	101
otal	123	124	167	216	269	205	101
Total	504	612	831	1,160	1,434	1,810	695

Table 25 Mesothelioma crude death rates (per million), by region, 1978–86

Region	Males		Females			
	1978-80	1981–83	1984–86	1978-80	1981–83	1984-86
Northern	24-3	29-7	45·7 16·7	4·2 2·9	4·6 4·5	6·5 3·5
Yorkshire and Humberside North West	12·5 14·9	15·9 14·8	18-6	4·7 2·0	3·8 2·0	3·6 2·0
West Midlands East Midlands	6·7 7·8	8·8 14·8	8·0 12·7	2.6	2.9	3·4 2·0
South West	14·9 9·8	19·4 14·2	25·8 14·9	1·6 2·1	1·3 3·8	3.3
East Anglia Greater London	9-4	13.0 19.3	15·9 29·3	3·2 4·1	2·9 3·4	4·1 3·3
South East (not Greater London) Wales	15·5 7·1	8-3	13-4	1-6	1·4 2·6	1.6 1.3
Scotland Great Britain	15·3 12·8	18-3 16-1	21·1 20·6	2·4 3·1	3.1	3.1

Source: HSE, OPCS

Table 23 continued

Year of d	eath							
1979	1980	1981	1982	1983	1984	1985	1986	
46 76 56 102 178	56 68 46 102 170	77 65 60 137 202	75 79 53 128 207	60 89 61 121 210	60 86 69 129 215	66 87 74 140 227	83 64 82 165 229	Asbestosis a) Together with lung cancer b) Together with mesothelioma c) Alone or together with other diseases Total a) + c) Total asbestosis deaths: a) + b) + c)
264 34 6 130	259 38 7 154	308 24 5 135	325 28 16 135	408 33 9 123	472 43 11 96	411 32 13 159	375 40 12 268 594	Mesothelioma of Pleura of Peritoneum of Pleura and Peritoneum Site not specified d) Total mesothelioma deaths: (includes b above) Male
93 434	354 104 458	398 74 472	413 91 504	478 95 573	536 86 622	531 84 615	101 695	Male Female Total
536	560	609	632	694	751	755	860	Total number of deaths: a) + b) + d)

Source: HSE, OPCS

Table 26 Lead workers under medical surveillance*, 1982–86

Maximum measured blood-lead (μg/100ml)	1982		1983		1984		1985		1986	
	Male	Female								
<40 40<80 60<80 80 and over	12,080 5,996 2,527 345	1,011 217 36 5	14,894 4,930 2,037 260	1,170 133 28 2	14,785 5,482 2,138 366	1,436 179 28 8	16,072 5,314 1,749 247	1,389 128 30 3	15,912 5,206 1,667 217	1,375 138 26 4
Total under surveillance of which: 70 and over†	20,948	1,269	22,121	1,333	22,771	1,651	23,382	1,550	23,002 694	1, 543 15
Suspensions from work	258	33	198	20	254	62	183	37	351	57

* Under the Control of Lead at Work Regulations (1980). † Revision of upper level to 70 and over for 1986.

Table 27 Lead workers under medical surveillance, by sex, blood-lead level and industry sector, 1986

Sector	Males					Females		
	Percentage in blood-lead category (μg/100ml)				Total under	Percentage (μg/100ml)		Total under surveillance
	<40	40–59	60–69	70+	surveillance	<40	40+	survemance
Smelting, refining, alloying, casting Lead battery industry	58·5 48·8	29·6 35·9	8·2 8·8	3·7 6·5	5,798 3,486	89·8 68·5	10·2 31·5	166 289
Badge and jewellery enamelling and other vitreous enamelling Glass making	88·2 47·1	9·4 43·3	2·4 6·7	0·0 3·0	85 975	90·9 95·0	9·1 5·0	220 121
Manufacture of pigments and colours Potteries, glazes and transfers Manufacture of inorganic and organic	81·8 81·1	16·2 15·6	1.5 1.3	0·5 2·0	785 556	97·4 91·2	2·6 8·8	77 251
lead compound Shipbuilding, repairing and breaking	96·5 88·8	3-0 8-0	0·3 2·4	0·1 0·8	2,033 249	100.0	0.0	16 0
Demolition and scrap industries Painting, building and vehicles Work with metallic lead and lead	58·0 90·4	28·0 8·4	7·8 1·0	6·2 0·2	2,511 521	100-0	0.0	24 0
containing alloys Other processes	76·3 88·4	18·7 10·1	3·3 1·1	1.7 0.4	1,876 4,127	100·0 96·8	0·0 3·2	66 313
Total	69-2	22.6	5.2	3.0	23,002	89-1	10.9	1,543

Section 3 Detailed discussion

The new regulations

This is the first substantive report of injuries under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations¹ 1985 (RIDDOR), which came into effect in April 1986. Provisional figures for some of the injuries reported under RIDDOR were quoted in the annual report of the Health and Safety Commission/ Executive for 1986–87. The 1987–88 annual report also includes some detailed mining and quarrying statistics extending back over several years.

Events reportable under RIDDOR are:

- death, specified major injury or condition or over three-day injury to an employee at work, a person receiving training for employment, or a selfemployed person at work in premises under the control of someone else. A note on the reporting of injuries to YTS trainees is given in Section 5;
- specified major injury or condition or over threeday injury of a self-employed person at work in premises under his or her control;
- death or specified major injury or condition of a person who is not himself/herself at work but is affected by the work of someone else-for example, a member of the public, a student, a resident of a nursing home;
- dangerous occurrences as specified in the regulations.

RIDDOR superseded the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR), and changed the basis of Health and Safety statistics by:

- extending the definition of notifiable major injuries;
- reinstating the employer's duty to report accidents causing more than three days' absence from work;
- making cases of specified occupational disease reportable by employers; and
- extending the schedule of dangerous occurrences.

Reporting injuries

Not all injuries to people arising from work activity are reportable under RIDDOR. Thus the statistics exclude:

- injuries giving rise to three or fewer days off work;
- road traffic accidents involving people travelling in the course of their work. They are covered by road traffic legislation, and statistics are published by the Department of Transport;
- accidents reportable under separate merchant shipping, civil aviation and air navigation legislation;
- accidents to members of the armed forces;
- assaults on staff:
- fatal injuries to the self-employed except when they are working at premises under the control of someone else at work, for example as subcontractors; and
- those accidents notified under the Poisonous Substances in Agriculture Regulations 1984 which are exempt from RIDDOR.

Detailed guidance on RIDDOR is contained in A Guide to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985: HSE Booklet HS(R)23, 1986, published by HMSO price £4.

The duty to report injuries rests with the 'responsible person'. In the case of a reportable accident to an employee, this would be the employer; and for a self-employed sub-contractor, it would be the main employer or main contractor. Depending on the type of premises, the report has to be made to the Health and Safety Executive or to certain enforcing authorities, such as local authorities.

The need to report fatal injuries to some responsible authority is recognised by everybody and thus, directly or indirectly, it is believed they all become known to the

The situation is very different for major injuries—a term first defined under NADOR and now used to refer to the wider list of specified injuries or conditions under RIDDOR. Major injuries are relatively rare events for companies in most industries, and so they may lack formal reporting procedures or be unaware of their duty to report. Under-reporting is, therefore, a very real possibility.

It is unlikely that the change in reporting regulations for 1986-87, from NADOR to RIDDOR, changed the basic attitudes of companies to injury reporting, but they may take time to adapt to the extension of the category of major injuries and to the re-creation of a duty to report over three-day injuries.

The extent of under-reporting varies between industries and its magnitude is really a matter of speculation. The HSE will be seeking additions to the annual Labour Force Survey of households to provide more reliable estimates of the number of injuries and is considering other means of obtaining new insights into current statistics.

Until 1983, statistics of over three-day injuries rested on industrial injury benefit claims to the DHSS which had the advantage of a built-in incentive to employees to report. Up to 1981, these could be compared with the numbers of reports made directly by employers to the HSE, varying with industry groups.

Assuming the overall true number of over three-day injuries is unchanged from 1982-83, it suggests the under-reporting of RIDDOR over three-day injuries is still of the order of 50 per cent.

The true level of under-reporting might be somewhat less, but is very unlikely to be zero. The under-reporting of major injuries, however, is believed to be less severe, though probably as much in some areas of industrial

Reports to local authorities

Local authorities are responsible for enforcing health and safety legislation in offices, shops, petrol retail outlets, catering, residential accommodation, warehousing, zoos and certain consumer services. The results of injury reports received by local authorities are copied, by agreement, to the HSE's Local Authority Unit (LAU), and are now an important contributory source of the injury statistics in table 1.

The LAU estimates that over 90 per cent of the reports which local authorities receive are copied to it. However, it is believed there is significant under-reporting by employers, perhaps even higher than the figure of 50 per cent, averaged over all employers, referred to above.

The Executive would like to thank the local authorities for providing the injury reports in addition to summary data they have provided for many years.

The classification of injury reports

The prime purpose of a report is to provide an account of an accident from which judgements can be made as to the need to inspect, and details built up of certain kinds of specific accident. The resulting statistics, which come into the category known as 'administrative statistics', therefore must be regarded as a by-product.

When an injury report is received, it is treated in the first instance as an incident report. It is linked to the HSE's existing record for the establishment which includes such details as its predominant economic activity, coded by reference to the Standard Industrial Classification (SIC). It is from these records that the various statistics of injuries associated with an industry in the SIC (as in table 1) are made.

However, the local environment around the scene of an accident may be of more relevance to understanding accident patterns; for example, a food processing establishment may have within it a printing shop for producing labels. Under the new regulations—for the first time—both the immediate environment and the actual process under way when the accident happened are coded. The codification allows the identification of cases for more detailed accident studies associated with specific processes. Extending the above example, the environment would be printing, the process might be trimming but the SIC would be food, drink and tobacco.

These extra descriptions are at present being used only for internal purposes but it is hoped to use them for more detailed statistical analysis which might be published in the future.

The accidents are given a coded description based on how the injury or condition was inflicted, the nature of the injury and the part of the body affected. Further detail is added by recording the agent or agents involved; for example, a power tool being used up a ladder.

The injured party is described by age, sex and occupation, this latter coded according to the HSE's own scheme.

Fatal injuries

An analysis of reported fatal injuries to employees, self-employed and members of the public in the 12 months from April 1, 1986 by classes of the 1980 Standard Industrial Classification is given in table 1. The requirement to report fatal injuries was not affected by the change of regulations from NADOR to RIDDOR, so that comparisons of the number of fatalities over time are possible. Comparisons with earlier years and, for employees, incidence rates for industry divisions are shown in table 2.

Across the whole economy the number of fatalities per 100,000 employees seems to have declined during the 1980s, from 2·1 in 1981 to 1·7 in 1986-87. The provisional estimate of 1.6 per 100,000 for 1987-88 supports this view, even though it may need to be revised upwards. Fatal injuries include deaths occurring within one year of an accident. This continues the long established decline; overall rates were, for example, 5.6 in 1965 and 3.6 in 1971, though comparison is made difficult by definitional changes in 1981 which may have increased the numbers of reported fatal accidents by 10 per cent or less.

Concentrating on the apparent overall decline since 1981, this is not necessarily a statement that employment is becoming safer, but a reflection of changing industrial structure. This can be seen from the relatively steady fatal injury rate in each broad division. During the period, employment has transferred from the higher risk energy and manufacturing sectors to the lower risk service sector. Moreover, many of the new jobs are part-time, thus further reducing the exposure to risk.

The higher number of fatalities among the selfemployed in the calendar year 1985, attributable to an unusually high number in agriculture and forestry, has been followed by a more normal figure for 1986-87. As noted earlier, not all fatal injuries to the self-employed are reportable, only those where they are acting as subcontractors, but in agriculture all fatalities are recorded.

Fatal injuries to the non-employed were relatively low in 1986-87. There has always been more uncertainty about what is, and what is not, a reportable injury for this group and, although the requirement to report fatalities has not changed, the introduction of the new regulations may have affected the level of reporting. The high figure in 1985 is explained by the inclusion of 56 members of the public killed in the Bradford Football Club fire. This illustrates the problem of deciding what is reportable and thereafter trying to identify trends.

Major injuries

A breakdown by SIC division of major injuries in 1986-87, reported under RIDDOR as occurring to employees, self-employed, and members of the public, is given in table 1.

The concept of a 'major injury' was first introduced in NADOR but the new reporting regulations, RIDDOR, widen the definition significantly by including fractured wrists and ankles, and amputated digits (see the earlier section on the new regulations). Some of these may have been included in the count of major injuries under previous regulations if, for example, the injured person spent a night in hospital.

Table 3 shows the numbers and rates of reported major injuries under NADOR 1981-85, by broad industry division (which in manufacturing and construction show a notable increase) and compares them with the HSE's estimate of those RIDDOR injuries that would have qualified as reportable under NADOR. A precise comparison of the figures under the old and new regulations is not possible, as it would require reexamination of each injury report for 1986-87, which is beyond HSE resources.

Some limited comparison is possible. An upper bound to what the major injury count might have been under the old regulations has been calculated by deducting fractured ankles and wrists from the 1986-87 total, since few of them were likely to involve a stay in hospital.

Some of the amputated digits would have involved a stay and thus been counted among the major injuries under the old regulations. Further deducting all the amputated digits from the remaining 1986-87 total thus produces a lower bound for the comparable estimates.

The results of these calculations produce a range of figures for what would have been reportable under NADOR and are shown in table 3 for comparison with major injury counts for earlier, calendar years. In addition the corresponding provisional figures for 1987-88 are shown on the same basis.

Previous experience suggests that the introduction of changed reporting regulations initially leads to more injuries being left unreported. There is, therefore, the distinct possibility that the number of reported injuries to employees—in construction and other parts of industry may well be artificially depressed in 1986-87 but will increase in subsequent years, reflecting the gradual spread of knowledge of the widened duty to report, rather than necessarily reflecting any slow worsening of the situation.

This is more likely to apply to major injuries newly specified as reportable under RIDDOR but some such effect could conceivably apply to those major injuries reportable since 1981.

Given the difficulties of comparison, all that can be said of the latest figures is that they provide no strong evidence of a change in the level of reported major injuries in manufacturing industry. The apparent increase in reported major injuries in agriculture occurred against a background of substantial and variable under-reporting.

For construction, the adjusted RIDDOR figures are significantly below those for earlier years. Although under-reporting is widespread, it is difficult to believe that only in construction has the introduction of new

regulations changed its degree.

One factor may be a change in the perception of who is responsible for reporting injuries. Until RIDDOR came into force, it is believed that many main contractors felt that it was their duty to report all injuries on their sites. The increased fragmentation of the industry means that main contractors have fewer direct employees and selfemployed people working for them. Smaller contractors, who predominate on sites, are less likely to be aware of the duty to report or they may be more unwilling to report. The fragmentation of site management probably creates genuine uncertainty over who is the responsible person to report injuries.

It is also possible that the assumption made in calculating the adjusted figures that fractured wrists and ankles do not involve a stay in hospital of more than 24 hours, may be less valid in construction than other industries, perhaps because of secondary conditions such as concussion. This would mean that these fractures were included in the 1985 and earlier figures and that some at least should be included in the adjusted figures for the last

The provisional figures for 1987–88, also shown here, suggest that the situation has not changed from 1986-87. These are, of course, subject to revision but the overall impression is that the rise in reported major injuries in manufacturing industry from 1981 to 1985 may have levelled off.

Turning now to the more detailed breakdown of injury rates among SICs shown in table 1, the highest incidence of major injury—as before—occurs in mining and quarrying, with the extraction of mineral oil and natural gas, metal manufacturing, mineral oil processing and construction all well above average. In contrast, insurance and hotels and catering were well below average.

The numbers of reported injuries to members of the public and the self-employed are even more subject to under-reporting and to shades of interpretation on what is reportable.

Examples involving members of the public would include residents of nursing homes, or school children in playgrounds, who are injured in situations which might, or might not, be regarded by those making the report as arising out of someone else's work activities. These explain the very high numbers of reports of major injuries to non-employees in SIC classes 91, 92 and 93, amounting to 78 per cent of the total. Injuries to children at play cause the education sector to be responsible for nearly two-thirds of the reported major injuries to the nonemployed.

When received, such reports may be regarded as useful indicators of a possible need for inspection but their totals (recorded in tables 1 and 2) are not a reliable basis for inferences about the overall level of such occurrences.

Among the self-employed, two-thirds of the reported

major injuries were in the construction industry, which accounts for about one-fifth of self-employed people. This may reflect the particular hazards of construction but could also represent an even lower propensity to report major injuries among the self-employed in other industries, such as agriculture.

Over three-day injuries

Table 1 shows, as well, the number of reports received from employers of injuries to employees causing absence from work of over three days, classified by SIC. It also shows injury rates. This information appears for the first time since April 1983, as the duty to report such injuries was re-created by RIDDOR. Some under-reporting may be expected; and this is confirmed by previous history.

Under the Factories Act 1961, and other acts, there was until 1981 a duty for most—but not all—employers to report injuries to employees leading to more than three days' absence from work. It was known from comparison with claims for Industrial Injury Benefit that such reports were subject to some substantial degree of underreporting, larger in some sectors of industry than others. Reporting in National Coal Board mines and under the Railway Acts approached 100 per cent; for manufacturing establishments subject to the Factories Act it is estimated to have been at 75 per cent; the construction industry was only about 50 per cent; and under the Offices, Shops and Railway Premises Act it may have been as low as 25 per

From 1981, NADOR no longer required employers directly to report such injuries to the HSE; instead copies of claims by employees for Industrial Injury Benefit were sent to enforcing authorities. These formed the basis for judgement as to those cases in which inspection was necessary, a basis for some limited studies of the prevalence of certain kinds of accidents, and a basis for statistics of over three-day injuries. However, with the coming into force of the Social Security and Housing Benefit Act, this source of information and associated statistics ceased in April 1983.

RIDDOR restored the duty for employers to report accidents leading to employees' absence from work of more than three days, applying to all employees. Substantial under-reporting may be expected following the reimposition of this duty, or for some areas the creation of a new duty, until it is more widely known and is built into companies' reporting procedures.

A rough estimate of the extent of under-reporting of all 'over three-day injuries' can be calculated from a comparison of the number of reported non-fatal injuries with the earlier numbers of Industrial Injury Benefit claims available from DHSS until April 1983. Thus, in 1982 there were just under 390,000 such claims.

The number of reports received in 1986-87 suggests something of the order of 50 per cent under-reporting if the underlying number of over three-day accidents is assumed broadly unchanged since 1983. The precise current level of under-reporting is unknown, but is believed to be substantial, and varies significantly between industries.

Kind of accident

Under this heading the causes of injuries are categorised and, in table 4, related to the seriousness of the outcome for the victim: fatal, major and over three days. The analysis in table 4 (i) covers all enforcing authorities, with separate tables for agriculture, forestry and fishing (4(ii)), manufacturing (4(iii)), construction

(4(iv)), and the local authority enforced sector (4(v)).

More than a quarter of all injuries occur in the course of handling, lifting or carrying an object, but people are very unlikely to be killed by such activity. On the other hand, if they are trapped by something collapsing or overturning, or come into contact with electricity or an electrical discharge, the consequences are far more likely to be severe. By definition the results of drowning or asphyxiation will probably be very damaging and there is a significant risk that they will not walk away after being struck by a moving vehicle or falling more than two

The categories for kind of accident on the RIDDOR report form differ from those previously used, so that it is not yet possible to comment on trends.

Nature and site of injury

Tables 5 and 6 categorise, respectively, reported major iniuries and reported over three-day injuries, according to nature and site of injury for those injuries reported in agriculture, fishing and forestry, in manufacturing and in construction. Nature of injury distinguishes between such things as burns and fractures, loss of sight and asphyxiation, etc. Cases of multiple injury are counted only once: on the basis of the most severe injury, if it can be identified. Only if it cannot, does it come under the 'injuries of more than one type' heading.

The body of the victim is described by four principal sites within which there are sub-locations. The 'several locations' category is used when more than one of the

principal sites is affected.

Two-thirds of reported major injuries are fractures, nearly half of them to the arms, particularly the wrist, and about a third to the legs, particularly the ankle. In manufacturing more than 1,000 people lost one or more fingers or thumbs and half the burn injuries—the next most common category—were to the eyes, fortunately without loss of sight.

The pattern of over three-day injuries is different, reflecting the generally less severe nature of the injuries. Thus, 30 per cent were described as sprains and strains, half of them affecting the back. 13,000 people were reported to have sufficient bruising from an accident as to require more than three days off work, with another 8,000 suffering the same consequences due to lacerations, half of them to the fingers.

Age and injuries at work

A special study in the 1984-85 edition of Health and Safety Statistics compared injury rates for men and women in various age bands, using benefit claims data for 1982 and data on major injuries in manufacturing industries reported under NADOR in 1984. On both counts, a higher proportion of employees under 25 years received injuries compared to those aged 25 years and older. Injury rates for women were lower than for men of the same age group. However, occupation and industry of employment also vary with age, and between sexes, providing at least part of the explanation for the relative injury rates.

In discussing major injuries, reference was made to reports of injuries to school children which might or might not be regarded as arising from someone's work activities. These are not, of course, injuries received during the school child's own work but rather arise from someone else's work activities. Such reports are counted in the under 16, non-employed sector of table 7. Although more than 10,000 major injuries were reported this should not

be regarded as a full measure of the extent of such occurrences because of uncertainty about the need to report among those responsible. Similar considerations apply to the over 65 years old, non-employed, many of whom are residents of nursing and old people's homes.

Occupation

Table 8 shows fatal, major and over three-day injuries reported to the Factory and Agricultural Inspectorates analysed, for the first time, by occupation.

Injury reports for the year 1986-87 were the first to record an injured person's occupation for all industries. In previous years this has been done only for construction.

Some occupations carry a greater risk of injury than others. This is reflected in the choice of titles specifically identified in the coding scheme designed to support the HSE's enforcement activity. A more comprehensive scheme which avoids general categories such as manual production personnel would be costly to devise and difficult to apply.

As it is, occupation coding is generally nowhere near so well developed as industry coding, although there are moves to improve the situation. One consequence is the absence of reasonable comparable employment figures for occupations, so that table 8 is restricted to a simple count of injuries without incidence rates.

As in other tables in this supplement, the count excludes road traffic accidents which occur in the course of work, a factor of particular importance in assessing the statistics for drivers, delivery workers and others in mobile occupations.

Dangerous occurrences

Incidents which are reportable as dangerous occurrences are defined and listed in the current RIDDOR Regulations. The list is selective, the aim being to obtain information about those incidents which have a high potential to cause death or serious injury, but which happen relatively infrequently. A dangerous occurrence is reportable whether or not someone is injured.

The year 1986-87 is the first for reports based on the RIDDOR list of dangerous occurrences. For some incidents the definition is the same as under the NADOR regulations which applied from 1981 to 1985 and these are shown as a continuous statistical series in table 9. Other incidents are either newly defined as reportable or wider in scope than similar categories in NADOR and, as yet, it is not possible to assess trends. In any case, there are no estimates of the extent to which reportable dangerous occurrences are left unreported; and in what are reported, no clear trends are evident.

Gas safety statistics

The statistics in table 10 for years from 1981-82 to 1985-86 were compiled from notifications under the Gas Act 1972. Those for 1986-87 were compiled under Regulation 6(1) of RIDDOR and are not comparable. In the earlier years, the number of incidents includes some which did not cause death or injury but only property damage and under RIDDOR there is no requirement to

Under the Gas Act the figures were revised to take account of people whose injuries were originally classified as non-fatal but later proved fatal. It is possible that some of these late deaths may not be notified to the reporting authority or the HSE under RIDDOR.

Stronger evidence of carbon monoxide poisoning is

required for it to be classified as such under RIDDOR compared to the requirement under the Gas Act.

Finally, an injured person must be admitted to hospital for more than 24 hours for an incident to qualify for notification under RIDDOR, whereas an overnight stay was sufficient for notification under the Gas Act.

Apart from the change in regulations, the publicity given to the dangers of carbon monoxide and open flued water heaters in bathrooms, by both British Gas and the HSE, may have contributed to the lower figures for 1986-87.

Enforcement activity

Health and safety legislation is enforced by the HSE, by local authorities who principally inspect shops, warehouses and a variety of service industries, and by certain agencies including the Railways Inspectorate and the Petroleum Engineering Department of the Department of Energy (North Sea Safety). Much of the enforcement work is done through inspectors offering advice, guidance and persuasion, and its extent is not easily measured. Only that part of the work which leads to the formal sanctions of enforcement notices and prosecutions is covered in tables 11 to 15.

It is possible to show a complete, unbroken series of data from 1981, since the change of reporting regulations from NADOR to RIDDOR—which has frustrated comparison of 1986-87 injury statistics with those for 1981-85—had no direct effect on definitions of enforcement notices.

Table 11 shows the total number of prosecutions and

notices issued by HSE inspectorates, HSC agencies, and local authorities.

Prosecutions are counted by reference to the number of informations laid, which are equivalent to charges against companies or individuals, and at 2,199 for 1986-87 were at much the same level as in the preceeding four years. Of those where the result is known, 84 per cent were convictions, little different to 1985 (85 per cent) but significantly less than the 90 per cent of earlier years. The average fine was only £410, including as zero those few cases where there was a conviction but no fine. The maximum fine is £2,000 and unlimited on indictment.

Both HSE inspectorates/HSC agencies and local authorities increased the number of notices issued in 1986-87 compared to the calendar year 1985, by 18 per cent and 25 per cent respectively. From table 14, safety matters, as opposed to health, fire, welfare, etc, were HMFI's and HMAI's prime concern in issuing a notice, and of these 53 per cent were connected with the fencing and construction of machinery.

Tables 13 and 15 respectively show the numbers of appeals against prosecutions and notices and their outcome. An appeal against an immediate prohibition notice does not delay its effect. Subject to the qualification that delays in hearing an appeal cause slippage from one year to another, it seems that only a small proportion of prosecutions taken—which result in convictions—and notices issued lead to an appeal (1³/₄ per cent and 1 per cent respectively) and the majority of those against notices are withdrawn before being heard. In all, 42 per cent of appeals against prosecutions and 3 per cent of those against notices are upheld.

Section 4 Occupational diseases

There are difficult problems in quantifying the extent of ill-health caused or contributed to by people's working conditions. These problems are of two sorts:

- defining what is meant by occupationally related ill-health: and
- then devising methods reliably to count (or estimate) those occurrences of ill-health falling within the definition.

Both kinds of problems are becoming increasingly difficult. As the obvious examples of specific occupational disease (for instance, lead poisoning, pneumoconiosis) are identified, controlled and so become rarer, the focus of interest then turns towards diseases with a more mixed aetiology, in which occupational factors can play a major role (for example, lung cancer in asbestos workers). Such statistics as are available on a routine basis relate only to the more obvious categories of industrial disease.

Figures from three sources are presented here:

- cases of prescribed disease compensated under the Industrial Injuries Scheme run by the DHSS;
- death certificates mentioning either asbestosis or mesothelioma, which are copied to the HSE by the Office of Population Censuses and Surveys (OPCS); and
- maximum levels of blood-lead recorded in the course of medical surveillance of lead workers under the 1981 Lead Regulations.

Prescribed diseases—general

The Industrial Injuries Scheme compensates workers (or their dependents) injured or killed by an accident at work or suffering from a prescribed disease. The selfemployed are not covered by the scheme. Diseases are only 'prescribed' in connection with defined occupations or occupational conditions. For example, tuberculosis is a prescribed disease, but only in respect of individuals whose occupation involves contact with a source of tuberculous infection. Diseases are only prescribed if some occupational cause is well established, and if terms of prescription can be framed in such a way that most cases falling within the terms will be of genuine occupational origin.

Where there is a long delay between the cause of a disease and its appearance, it is difficult both to identify and prove occupational causes, and to frame satisfactory terms of prescription. Even when this is done, the numbers of awards will probably understate the disease's incidence, because individuals may be unaware of the possible occupational origin of their disease.

Two principal benefits are payable under the Industrial Injuries Scheme:

- Disablement Benefit is paid in cases where the disease has led to some long-term loss of function;
- Industrial Death Benefit is paid to a worker's dependents where death is caused or materially accelerated by the prescribed disease.

Until March 1983, a special, higher rate of sickness benefit was payable to people absent from work because of prescribed disease. Issues of Health and Safety Statistics up to the 1981-82 issue published figures relating to such spells of sickness absence. The abolition of this special

rate of benefit from April 1983 means that this information is no longer available.

The information that can now be drawn from the Industrial Injuries Scheme relates only to cases of prescribed disease leading to some degree of long-term disability (Disablement Benefit) or to Industrial Death Benefit. For claims lodged after October 1, 1986, and for all diseases except pneumoconiosis, byssinosis and occupational deafness, benefit is only paid if disablement is assessed at 14 per cent or more. This restriction will substantially reduce the number of cases qualifying for benefit, but the full impact of this change is not reflected in the 1986-87 figures because of the time lapse between the lodging of a claim and the final decision on assessment and award.

In order to illustrate the impact of the rule change, two supplementary figures are shown for 1986-87. These figures show the claims made after the rule change and before the end of 1986-87 with assessments of 1-13 per cent (no benefit paid) and 14+ per cent (benefit paid) shown separately. (The benefit paid cases are, of course, also included in the main 1986–87 total). Overall, only 1 in 20 cases with some level of disability reach the benefit threshold of 14 per cent.

Specified prescribed diseases

Disablement benefit—general

The figures for awards of disablement benefit are derived differently for different diseases. In particular, figures for diseases where compensation is assessed by a 'Special Medical Board' (SMB) are compiled on a calendar year basis and have been available for some years (table 17). Statistics for other diseases (table 16) are compiled for years starting on October 1 and (with the exception of occupational deafness) became available on the current basis from October 1983 after re-organisation of statistical record keeping within the DHSS in the wake of the abolition of Industrial Injury Benefit.

The effect of this was that figures for total awards of Disablement Benefit for non-SMB diseases (other than deafness) then became available for the first time (previously most Disablement Benefit awards were not counted separately from Injury Benefit awards). As Injury Benefit was never payable for occupational deafness, the statistical basis for this disease was not affected.

The following paragraphs comment in detail on the figures for some SMB diseases and the trends in series which can now be constructed.

Occupational deafness

The most numerous single category of new awards for Disablement Benefit is for occupational deafness, with nearly 1,500 cases in 1983-84 and 1984-85. The numbers fell in 1985-86, then rose slightly to nearly 1,400 in 1986–87 (table 16). The 1984–85 peak arises from a change in qualifying conditions introduced on October 1, 1983. From that date, claimants need only have worked ten or more years in prescribed noisy conditions—previously it was 20 years. This change created a backlog of newly eligible claimants, which is now evidently clearing. A previous widening of the terms of prescription took place in 1979, and the additional claims due to this reached a peak in 1981.

Mesothelioma

The numbers of awards for this asbestos related cancer have risen steeply in recent years, though they still fall well short of the numbers recorded on death certificates (currently over 600 a year). Although both sources are imperfect, the death certificate series (table 23) probably gives a more reliable picture of trends in the incidence of this disease than the numbers of Disablement Benefit awards (table 17), since death certification will not be affected by changes in compensation rules or their application, nor by changes in individuals' propensity to claim compensation.

Pneumoconiosis and byssinosis

The totals for pneumoconiosis and byssinosis awards are shown for completeness in *table 17*; more detailed information on these diseases are given in *tables 18* and 19

Pneumoconiosis is a disease that takes a long time to develop. Only in exceptional cases will the disease be produced in less than ten years, and most cases appear between 15 and 30 years from first exposure. This means that the cases now coming forward largely reflect the working conditions of ten and more years ago.

Due to the long and variable delay from first exposure to the onset of detectable disability, the broad trend of the figures is more important than any detailed fluctuations from year to year in drawing conclusions about changes in the incidence of these diseases; and, by implication, changes in the conditions that produced them. In these broad terms, the figures show a steady decline in pneumoconiosis other than asbestosis.

Asbestosis awards (*table 18*) have followed a more erratic path, fluctuating between 115 and 175 per year through the 1970s, climbing from 140 in 1981 to 312 in 1986, then falling to 247 in 1987.

From 1981 to 1986 the proportions of awards falling into the different percentage disablement categories (table 19) remained very stable: there was some change in 1987 when the proportion of awards at 10 per cent or less fell. The median age at diagnosis has increased steadily from about 50 in 1980 to about 64 in 1987.

Some years ago it was generally believed that the development of byssinosis took place on a very similar timescale to that of the other dust diseases of the lung, with a majority of cases showing delays of ten or more years from exposure to disease; but it is now accepted that a significant minority can develop more rapidly. Consequently the prescribed conditions for byssinosis have been revised several times in recent years, most recently in 1979. Before April 1979 a claimant had to have at least five years' exposure to cotton dust; after this date there was no minimum qualifying period. Allowing for the distortions produced by changes in the conditions of prescription, the long-term trend of byssinosis cases is downwards. There were 25 newly compensated cases in

Occupational asthma

Table 20 gives figures for occupational asthma. Benefit became payable for this condition when linked with a specified range of substances (numbers 1 to 7 of the table) from March 1982. From September 1986, seven new categories of sensitising agents were added to the list; totals for the original list and for the additional categories are shown separately in the table.

Occupational asthma has a much more rapid onset than

the pneumoconioses, and awards can be expected to reflect working conditions within a much shorter timescale. However, the numbers of compensated cases in the early years of prescription will be affected by the spread of knowledge of the possibility of compensation and by the fact that awards can be made retrospectively within ten years of exposure to prescribed conditions.

For the original list of agents, the highest single year's figure of 175 in 1983 probably reflects some retrospective claims. The average figure for the following four years is 158. The extension of the list of prescribed agents in September 1986 produced 48 awards in 1987.

Three main categories account for over 80 per cent of cases: isocyanates, soldering flux, and flour/grain. Most cases (70 per cent overall) are assessed at 10 per cent disability or less, and very few at more than 50 per cent. The pattern of severity is similar for all sensitising agents.

Industrial Death Benefit

Table 21 shows figures for deaths resulting in the awards of Industrial Death Benefit. The basis for the compilation of these figures has been changed in this table from that used in the past. There can be considerable delays between a death occurring, a claim being lodged and an award being centrally notified. The practice in the past has been to count awards to the year of death, provided the central notification was received in the same or the next year. If the notification was delayed by longer than this, it was counted to the year prior to the year of notification. The proportion of awards with late notifications varies from year to year and has tended to increase in recent years.

To remove the consequent distortion, *table 21* now counts awards in the actual year of death from 1983 onwards. For years prior to 1983, accurate year of death figures cannot be recovered from the records and the figures shown are compiled on the old basis.

Overall, the picture is dominated by the pneumoconioses (with mesothelioma becoming increasingly prominent recently). Over the period shown, awards for pneumoconioses and byssinosis have declined slowly from 723 in 1978 to 545 in 1986. Despite this fall, the total of awards for all diseases has remained fairly level. This is because there has been a marked increase in awards for mesothelioma from 109 in 1978 to 279 in 1985 and 265 in 1986. Both these figures, and particularly that for 1986, will increase as further notifications are received. Awards for "other" diseases also show some signs of an upward trend in recent years.

Industrial disease reported under RIDDOR

Table 22 shows the numbers of reports of occupational disease received under RIDDOR. These regulations require employers to report all cases of a defined list of diseases occurring among their employees where:

- they receive a doctor's written diagnosis; and
- the affected employee's current job involves the work activity specifically associated with the disease.

The diseases and their associated occupational conditions are listed in schedule 2 to the Regulations. The schedule is very largely derived from the DHSS Prescribed Diseases List, though with some omissions—notably the five most common diseases: dermatitis, tenosynovitis, and the 'beat' conditions. Most of the RIDDOR disease categories can be related to a

corresponding DHSS prescribed disease in *table 16* or *table 17*. Comparison of these figures suggests substantial under-reporting under RIDDOR, particularly for diseases with long induction periods (for example, the pneumoconioses and occupational cancers).

Information recorded on death certificates

The figures in *table 23* are derived from information on death certificates. They show the numbers of death certificates issued each year on which either asbestosis or mesothelioma (or both) are mentioned. Both these diseases are associated with exposure to asbestos, and both display long delays from exposure to diagnosis, typically 15 to 25 years for asbestosis, and 20 to 40 years for mesothelioma.

Some death certificates mentioning both conditions do so in ways that suggest that the word 'asbestosis' is being used to indicate the role of asbestos in the causation of the mesothelioma, rather than the existence of an asbestos induced lung fibrosis. Consequently, the trends in mortality from asbestosis *per se* are probably better reflected by the figures for asbestosis without mesothelioma, rather than the total of certificates mentioning asbestosis.

These figures for asbestosis without mesothelioma rose rapidly up to the mid-1970s and have remained broadly static up to 1984, with between 100 and 130 deaths per year. In 1985 and 1986 there have been increased numbers of deaths, with 140 and 165 respectively.

The figures for mesothelioma itself show a strong and continuing increase throughout the period, with 695 deaths in 1986. Part of this increase up to the early 1970s may be due to increasing awareness of mesothelioma and its significance. The typically long delay between first exposure to asbestos and death from mesothelioma means that the deaths now occurring are, in the main, due to exposures in the 1940s and 1950s. The major reductions in exposure levels which took place in the early 1970s, and the more recent contraction of the asbestos-exposed workforce, will not show up in the numbers of deaths from mesothelioma for some years to come. The levelling off of the upward trend in 1985 has been followed by a sharp increase in 1986.

Table 24 gives figures on the age and sex structure of deaths from mesothelioma for six three-year periods and for 1986. The proportion of deaths that were males rose from 76 per cent in 1968–70 to 86 per cent in 1983–85, reflecting the higher rate of increase in male deaths over the period. Comparing 1968–70 with 1983–85, there was a four-fold increase in male deaths while female deaths doubled

Although numbers of deaths in males aged 15 to 44 years have declined over the last two periods, there are still strong increases in the other male age groups. The deaths to males aged 75 and over increased by 64 per cent over the last two periods. For females the last two periods show some signs that the number of deaths is levelling off overall and there have been declines in three of the age groups. The levelling off in the number of female deaths

may stem from the cessation of asbestos exposure of women drafted into industrial jobs during the war.

Mesothelioma crude death rates (per million) are given for Great Britain and the standard regions in *table 25* for 1978–86. The trend in the male rates for Great Britain is still strongly upwards, while for females the rates have remained steady.

For both males and females the rates in the Northern region are the highest. There is some suggestion that, in those regions with the lower male death rates, these rates have stabilised or declined slightly; the exception to this is in Wales. With the lower numbers the pattern of female death rates is more variable but most of the regions appear to have stable or declining rates, with the Northern region and Greater London being the exception.

Lead workers under medical surveillance

Table 26 gives a series of figures detailing the blood-lead levels (μg/100ml) of workers under medical surveillance under the Control of Lead at Work Regulations 1980. Under these regulations when a male's blood-lead level falls in the highest category (over 79 μg/100ml from 1982 to 1985 and revised to over 69 μg/100ml in 1986), the doctor will consider whether the worker should be suspended from working with lead. For females of reproductive capacity, the level above which a doctor will consider suspension is 39 μg/100ml.

After a significant increase in 1984 the number of males with blood-lead levels of 80 μg/100ml and over declined in both 1985 and 1986. However, the number of males over the level at which suspension would be considered was 694 in 1986 compared with 247 in 1985. This was caused by the revision to the regulation which lowered the level at which suspension could be considered. In 1985, 74 per cent of males with blood-lead levels of 80 μg/100ml and over were suspended; and in 1986, 51 per cent of males with blood-lead levels of 70 μg/100ml and over were suspended.

The number of females with blood-lead levels in excess of 39 μg/100ml remained constant between 1985 and 1986. Just under 11 per cent of females had blood-lead levels in excess of 39 μg/100ml in 1986.

Table 27 shows the distribution of blood-lead data by sector for 1986. For males the smelting, lead battery and other processes were the major employers. The employment levels for females were considerably lower than for the males, with other processes and the lead battery industry being the two largest.

In terms of the distribution of blood leads, the lead battery and the demolition and scrap sectors had the highest proportion of their workers in the highest bloodlead range (70 µg/100ml and over), 6.5 per cent and 6.2 per cent respectively.

For females, the figures are only shown for below 40 μ g/100ml and 40 μ g/100ml and over because of the small numbers in the higher blood-lead ranges. The lead battery sector had a far higher proportion of females with blood-lead levels of 40 μ g/100ml and over compared with the other sectors.

SALES POINT

Health and Safety Commission and Health and Safety Executive priced publications, journals and bulletins can be obtained from:



Health and Safety Executive Sales Point
Room 414, St Hugh's House
Stanley Precinct
Trinity Road
Bootle L20 3QY (tel 051-951 4225)



Section 5 Lists of formal definitions

Major injuries

Under the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR), the following extract from Regulation 2(1) states:

"... unless the context otherwise requires—'major injury' means:

(a) fracture of the skull, spine or pelvis;

(b) fracture of any bone:

- (i) in the arm, other than a bone in the wrist or
- (ii) in the leg, other than a bone in the ankle or foot;
- (c) amputation of a hand or foot;

(d) the loss of sight of an eye; or

(e) any other injury which results in the person injured being admitted into hospital as an in-patient for more than 24 hours, unless that person is detained only for observation."

This is the definition used for all reported major injury accidents occurring over the period for which NADOR was in force—January 1981 to March 1986.

Counts of major injuries occurring from April 1986 are based on the definition given in the RIDDO Regulations. This was referred to in Section 3 and is given in full here for reference. Regulation 3(2) of RIDDOR lists the following injuries or conditions:

(a) fracture of the skull, spine or pelvis;

(b) fracture of any bone:

(i) in the arm or wrist but not in the hand; or

(ii) in the leg or ankle, but not in the foot;

(c) amputation of:

(i) a hand or foot; or

Now replaced by the Training Agency.

(ii) a finger, thumb or toe, or any part thereof if the joint or bone is completely severed;

(d) the loss of sight of an eye, penetrating injury or chemical or hot metal burn to an eye;

(e) injury including burns requiring immediate medical treatment, or loss of consciousness, resulting from an electric shock from any electrical circuit or equipment, whether or not due to direct contact;

(f) loss of consciousness resulting from lack of oxygen;

(g) decompression sickness requiring immediate medical

treatment (unless 1981 Diving Operations at Work regulations apply);

(h) acute illness or loss of consciousness resulting from absorption of substance by inhalation, ingestion or through the skin;

(i) acute illness requiring medical treatment where there is reason to believe that this resulted from exposure to a pathogen or infected material;

(j) any other injury which results in the person injured being admitted immediately into hospital for more than 24 hours.

Dangerous occurrences

Those which are reportable under RIDDOR are defined in Regulation 2(1). Details of these occurrences are given in schedule 1 which is divided into four parts: Part I applie to occurrences wherever they may happen; Part II applie additionally to occurrences at a mine; Part III to occurrences at a quarry; and Part IV to occurrences on railway.

The Health and Safety (YTS) Regulations 1983

The explanatory note to these Regulations, Statutor Instrument 1983 no 1919, states:

"These Regulations give to those trainees under the Youth Training Scheme who are not employees the protection for and the duties of employees under the relevant statutory provisions as defined in the Health and Safety at Work etc

For the purposes of those provisions, Regulation 3 extends the meaning of "work" and "at work" to include training as defined in Regulation 2 and Regulation 4 provides that such trainees shall be treated as if they were employees of the person whose undertaking is the provider of training at the relevant time.

The Regulations do not apply in relation to training under the Scheme on a course at an educational establishment or technical institute unless it is a skillcentre, training centre or other training establishment run by the Manpower Services Commission."

Inquiries

Inquiries about statistics for injuries arising from work activity, dangerous occurrences, enforcement action and gas safety should be addressed to:

Economics and Statistics Unit Room 006 Health and Safety Executive Magdalen House Stanley Precinct Bootle Merseyside L20 3QZ (tel 051-951 4604/4862)

Inquiries about occupational ill health statistics should be addressed to:

Epidemiology and Medical Statistics Room 137 at the above address (tel 051-951 4542/4540)

Inquiries about Social Security statistics should be addressed to: Department of Health and Social

Security Central Office Newcastle-upon-Tyne NE981YX (tel 091-285 7111)

Inquiries about domestic accident statistics should be addressed to:

Department of Trade and Industry Room 271 Millbank Tower Millbank London SW1P 4QU (tel 01-211 6032)

Inquiries about road traffic accident statistics should be addressed to:

Department of Transport Romney House 43 Marsham Street London SW1 3PY (tel 01-212 6763)



Employment Gazette

BRITISH LIBRARY

1 O. FFB 89

OF POLITICAL AND ECONOMIC SCIENCE

February 1989

Volume 97 No 2 pages 63-108

Employment Gazette is the official journal of the Department of Employment. published monthly by HMSO © Crown copyright 1989

Editor JOHN ROBERTS Deputy Editor **DAVID MATTES** Assistant Editors **EVELYN SMITH BRIAN McGAVIN** Studio CHRISTINE HOLDFORTH Editorial office ROSE SPITTLES 01-273 5001

opy for publication should be addressed to the Editor, Employment Gazette, Department of Employment Caxton House, Tothill Street, London SW1H 9NF

Statistical and factual inquiries 01-273 6969

ADVERTISING

Advertising inquiries should be made to Ken Hook, ercival Moon and Son Ltd, 147 Fleet Street, London EC4A 2HN, tel, 01-353 5555

The Government accepts no responsibility for any of the tements in non-governmental advertisements and the clusion of any such advertisement is no guarantee that he goods or services concerned have official approval)

REPRODUCTION OF ARTICLES Brief extracts from articles may be used (in a nonadvertising context) provided the source is acknowledged; requests for more extensive oduction should be made to the Copyright Section P6A). Her Majesty's Stationery Office, St Crispins, Duke Street, Norwich NR3 1PD

SUBSCRIPTIONS AND SALES

HMSO subscription inquiries 01-873 8499

All communications concerning sales of Employment Gazette should be addressed to Her Majesty's Stationery Office at any of the following addresse 9 High Holborn, London WC1V 6HB, tel. 01-873 0011

(counter service only); Chichester Street, Belfast BT1 4 JY, tel. (0232) 238451: 71 Lothian Road, Edinburgh EH39AZ, tel. 031-228 4181:

258 Broad Street, Birmingham B1 2HE, tel. 021-643 3740; Southey House, 33 Wine Street, Bristol BS1 2BQ,

tel. (0272) 264306; 9/21 Princess Street, Manchester M60 8AS, tel. 061-834 7201.

ere are also HMSO agents in many other cities—for dresses and telephone numbers see Yellow Pages telephone directories

Annual subscription including postage £39.50; single issues, £3.80 net



COVER PICTURE

Jigsaw from Museum of the Moving Image, an all-weather attraction creating jobs, referred to in an article on training in tourism. See p 85.

Photo: David Robinson Collection/ Museum of the Moving Image.



A feature on p 73 describes schemes under Employment Training to help people set up their own businesses.



into the cause of the King's Cross fire.

CONTENTS

NEWS BRIEF

TECs—'powerful agents for change 65

HSE gets tough with building bosses 67

New scheme helps small businesses 71

SPECIAL FEATURES Enterprise in Employment Training 73

King's Cross—Diary of a disaster

Training in tourism

Situations people face and fudge: Employee attitudes, attributes and acceptability

Practical ethnic and sex monitoring—the Calderdale experience 94

> **OUESTIONS IN PARLIAMENT**

> > TOPICS

LABOUR MARKET DATA Commentary S2

Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge from employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment.

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to Publications, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

Note: This list does not include the publications n or its associated divisions nor does it include

any priced publications of the	Department of E	mployment.
General information		The Employment Act 1988 A guide to its industrial relations
Your guide to our employment t enterprise progammes	raining and	and trade union law provisions
Details of the extensive range of D employment and training program		A guide to the Trade Union Act 1984
business help	PL856	Industrial action and the law.
Action for jobs		A brief guide taking account of the
The above booklet translated into:	DI 942 (Bangali)	Employment Acts 1980 and 1982 and the Trade Union Act 1984
Bengali Cantonese PL	PL843 (Bengali) -843 (Cantonese)	and the frade Offich Act 1964
Gujerati	PL843 (Gujerati)	The law on unfair dismissal—
Hindi	PL843 (Hindi)	guidance for small firms
Punjabi Urdu	PL843 (Punjabi) PL843 (Urdu)	Fair and unfair dismissal—
	343 (Vietnamese)	a guide for employers
Firm facts notice board kit		
A do-it-yourself aid to help employe essential information to employees		Individual rights of employees— a guide for employers
=		Offsetting pensions against
Employment legislat	ion	redundancy payments—a guide
A series of leaflets giving guidance	on current	for employers RPLI
employment legislation. 1 Written statement of main	on our one	Code of practice—picketing
terms and conditions of	DI 700 (4 - 1 - 1)	Code of practice—closed shop
employment	PL700 (1st rev)	agreements and arrangements
2 Redundancy consultation		Taking someone on?
and notification	PL833 (3rd rev)	A simple leaflet for employers, summarising
3 Employee's rights on		employment law
insolvency of employer	PL718 (4th rev)	Factobactor and analysis and a
4 Employment rights for the		Fact sheets on employment law A series of ten, giving basic details for employe
expectant mother	PL710 (2nd rev)	and employees
5 Suspension on medical grou	nds under	Facing an unfair dismissal claim?
health and safety regulations	;	A leaflet describing an audio visual programme
	PL705 (1st rev)	available on video cassette
6 Facing redundancy? Time of		
hunting or to arrange training	PL703	Employment form (in packs of five) A form to assist employers to provide a written
7 Union membership rights and		statement of an employee's main terms and
closed shop including the un	ion	conditions
labour only provisions of the Employment Act 1982	PL754 (1strev)	
		Race relations
8 Itemized pay statement	PL704 (1st rev)	Tiace relations
9 Guarantee payments	PL724 (3rd rev)	The Race Relations Employment Advisory Service. A specialist
10 Employment rights on the transfer of an undertaking	PL699 (2nd rev)	service for employers
transier of all undertaking	F L099 (2110 TeV)	
11 Rules governing continuous employment and a week's pa	y PL711	Industrial tribunals
12 Time off for public duties	PL702	Industrial tribunals procedure—
13 Unfairly dismissed?	PL712 (5th rev)	for those concerned in industrial tribunal proceedings ITL1 (
14 Rights of notice and reasons for dismissal	PL707 (2nd rev)	Industrial tribunals—appeals concerning improvement or prohibition notices
15 Union secret ballots	PL701 (1strev)	under the Health and Safety at Work, etc, Act 1974
		AU 13/4

s of the Small Firms Service, the Trainin mployment.	ng Commission
The Employment Act 1988 A guide to its industrial relations and trade union law provisions	PL854
A guide to the Trade Union Act 1984	PL752
Industrial action and the law. A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984	PL753
The law on unfair dismissal— guidance for small firms	PL715
Fair and unfair dismissal— a guide for employers	PL714
Individual rights of employees— a guide for employers	PL716
Offsetting pensions against redundancy payments—a guide for employers	RPLI (1983)
Code of practice—picketing	
Code of practice—closed shop agreements and arrangements	
Taking someone on? A simple leaflet for employers, summarisis employment law	ng
Fact sheets on employment law A series of ten, giving basic details for empand employees	oloyers
Facing an unfair dismissal claim? A leaflet describing an audio visual progra available on video cassette	amme PL734
Employment form (in packs of five) A form to assist employers to provide a wr statement of an employee's main terms a conditions	
Race relations	

Recoupment of benefit from

industrial tribunal awards-a

ITL1 (1986)

PL720

Overs	eas workers	
	nent of overseas workers	
	on on the work permit sche	
Gibraltaria	e to nationals of EC members	er states or O
Gibraitari	2113	O
	nent of overseas workers	in the UK
	and work experience	
schemes		OW21(19
A quide fo	or workers from abroad	
	ent in the UK	OW
C		
Sex ed	quality	
Sex discr	imination in employmen	t
Collective	e agreements and sex	
discrimin	nation	
Equal pay	,	
A guide to	the Equal Pay Act 1970	PL7
Equal pay	for women—what you	
should kr	now about it	
Informatio	n for working women	PL7
Wage	s legislation	
The law o	n payment of	
waaaaaa	d deductions	
	part 1 of the Wages Act 19	86 PL8

Miscellaneous								
Johshare								

Act 1986 in six languages

A share opportunity for the unemployed

The Employment Agencies Act 1973 General guidance on the Act, and regulations for use of employment agency and employment business services

Prompt payment please PL 832 (1st rev) A guide for suppliers and buyers

A.I.D.S. and employment This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information

Career development loans A scheme offering loans for training or vocational courses. Open to people over 18.

News

TECs—'powerful agents for change'

Training and Enterprise Councils are a once in a generation opportunity to shape the training and enterprise system for the rest of this century and into the next," **Employment Secretary Norman Fowler told** a meeting of chambers of commerce in Birmingham.

He said they would affect materially and for the better the lives of hundreds of thousands in the workforce, helping to forge a new partnership between business. the community and government.

Budgets

TECs will operate four budgets, one for youth training, one for training unemployed people for jobs and skills in demand, one for developing small and medium-sized businesses, and one for the promotion of training and enterprise in their communities. Eventually, TECs will directly manage the training of over 400,000 young people in training, over 250,000 unemployed people in Employment Training and some 90,000 new business start-ups as well as running the Government's small business services.

A Birmingham TEC would have an annual budget of £50 million and would be managing the training of 10,500 YTS trainees, 3,000 Employment Training participants (a figure which will continue to increase), and 2,500 people on the Enterprise Allowance Scheme. It would also supervise the West Midlands Small Firms Information and Advice Centre and oversee all the local enterprise agencies in

TECs will bring together business growth and training programmes, have executive responsibility for developing those programmes and policies, and for the first ime, local business and local community leaders will control these programmes.

Initiative

While the Government is not prescribing geographical areas or the Councils' composition (except that two-thirds of the members should be business leaders) or local community developments, it does insist that they are run by acknowledged community leaders.

Mr Fowler added: "Five years ago Government could not have launched this radical new initiative. But in the last years we have seen Business in the Community taking shape, the CBI Task Forces, Business Action Teams and some leading chambers of commerce paving the way for the business leadership we now seek.

"The Councils will be powerful agents for change and progress.



Pointing the way, Employment Secretary Norman Fowler indicates just two of the organisations which have recognised the unique opportunity that Employment Training can offer. Sainsbury's Mothercare and John Menzies are among the retailers, and Wimpey, Laing, Jarvis and Mowlem are among the construction firms taking part in FT

Top team for training

"The best team on training ever put together" is how Employment Secretary Norman Fowler described the National Training Task Force when he announced the appointment of its members.

The 14-strong Task Force will oversee the development of more than 100 local employer-led Training and Enterprise Councils over the next four years.

The team, which will meet under the chairmanship of Brian Wolfson, includes ten chairmen and chief executives from leading private sector companies.

The members are: Sir James Ackers,



Brian Wolfson.

president of the Association of British Chambers of Commerce and chairman of the Ackers Jarrett Group; Sir Peter Bowness, chairman of the London Boroughs Association, leader of Croydon Borough Council and member of the Audit Commission; Tony Cleaver, chief executive of IBM (UK); Bill Jordan, president of the Amalgamated Engineering Union: Prudence Leith, managing director of Prudence Leith Ltd; Sophie Mirman, chairman and joint managing director of Sock Shop International; Sir David Nickson, former president of CBI, chairman of the Scottish Development Agency and chairman of Scottish and Newcastle Breweries; Sir Eric Pountain, chairman and chief executive of Tarmac; Sir Melvyn Rosser, chairman of the HTV group; Michael Rowarth, principal of Newcastle College; Allen Sheppard, chairman and chief executive of Grand Metropolitan; Linbert Spencer, chief executive of Fullemploy; Sir Peter Thompson, chairman of the National Freight Consortium.

Roger Dawe, director general of the Training Agency will be secretary to the

As well as establishing the Councils, the Task Force will promote training by employers to improve the skills of the working population.

Mr Fowler commented: "The members of the Task Force have been asked to serve because of their personal commitment to

PL808

16 Redundancy payments

17 Limits on payments

Managers 'failing' in human resource planning

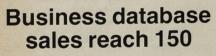
Many personnel managers are "failing miserably" in their long-term human resource planning, states a report from the **Institute of Personnel Management.**

The authors, Philip Darling and Peter Lockwood, members of the IPM's National Committee for Organisation and Human Resource Planning, charge that the attitude of too many UK organisations today is: "Providing you pay enough over the odds, you can recruit the right types anytime and, if you've got too many, you sack 'em."

Implications

The report Planning for the skills crisis—a chance to score states that in an age when the state of the art of human resource planning is breaking new ground, little account appears to have been taken of fundamentals, such as demographic trends, and their implication for the supply side of the labour market and the future shape and design of organisations.

The number of firms complaining that output is already being affected by skills reveals that the occupations principally affected are machinists, mechanics, welders, professional engineers, and computer and management services. It is commonly known that there are shortages most important way of ensuring its in managerial and professional staff but continued efficiency. Emphasis also needs investigations revealed that recruitment to be placed on the development and



The Small Firms Service's National Reference Book (a computerised database containing the type of business information sought by small businesses and those advising them) has reached a significant milestone: 150 copies have now been sold since the database was put on sale in July last year.

The NRB has been purchased mainly by local enterprise agencies; other purchasers include banks, local authorities, libraries, accountants (such as Ernst and Whinney) and chambers of commerce.

Anyone wishing to purchase the National Reference Book (£70 plus VAT for non-commercial bodies, £250 plus VAT for commercial organisations) can obtain an order form and further information from: Small Firms Service, Department of Employment, Room 112, Steel House, Tothill Street, London SW1H 9NE. Tel 01-273 4798. Those interested in a prepurchase demonstration can arrange an appointment with their local Small Firms Centre (dial 100 and ask for Freefone Enterprise).



A trainee at work in a joinery class

shortages has risen dramatically in the last construction industry as well as affecting year. Lockwood and Darling's research the employment of electrical/electronic engineers, computer programmers/systems analysts and accountants.

"With the increasing age of the average workforce, training is likely to be the single processes," Lockwood and Darling report. They say that firms have not developed long-term strategies for greater flexibility, but have used the recession in the early 1980s to push through just piecemeal changes.

Attitudes

The results have been less job security, intensification of work, excessive use of overtime and inadequate training. An even more worrying point, the report says, is the likelihood of hardening the attitudes of employees against the adoption of more flexible patterns of working, both now and n the future. "There is a danger that the term 'flexibility' may become a euphemism for short-term solutions to the problems of organising and deploying labour."

Investment

The report concludes that personne managers have got to assess the quality of their organisation's human resources, and develop policies and plans for their development to ensure their increasing effectiveness in the future. Training should be seen as an investment and not as an expense. Thought and action is needed now the two authors declare. "In dramatic contrast to the 1980s, the driving force for this change will be fuelled not just by the cost of having human resources, but also by difficulties are worsening in the application of more rigorous selection the opportunity cost of not having them.'

Bigger loans for small firms

extended and expanded with the maximum continued co-operation will greatly assis guaranteed loan increased from £75,000 to the relaunch of the scheme this March.

Designed to help small businesses which find it difficult to raise conventional loans because of lack of security or track record, the scheme has, since 1981, provided over £680 million to over 20,000 small firms.

Through the scheme, the Department of Employment acts as guarantor to the lender for 70 per cent (85 per cent in Inner City Task Force areas) of the loan in return for a premium payment of 2.5 per cent.

Businesses such as Sock Shop and Waterstones Bookshops were helped to get started by the Loan Guarantee Scheme.

The scheme was due to end next month, but an increase in usage last year (an average of 180 loans are authorised each month), and positive reports have led to its

Small Firms Minister John Cope said: "Much of the success of the scheme is due to the close co-operation between the Department of Employment and the

The Loan Guarantee Scheme is to be lenders, principally the clearing banks. This



Sock Shop-a Loan Guarantee Scheme

HSE gets tough with building bosses



Safety first. HSE inspector Mark Rowlands necks on a building site

Situations requiring action

	Per cent
Defective scaffold (inc cradles)	28
Roofwork (poor or no edge protection)	19
Ladders (poor use/defective)	10
Fragile roof/rooflights *	2
Other unsafe place of work	10
Unsafe access (excl ladders)	4
Excavations (poor support)	2
Collapse of structure	1
Disposal of material, bombing, no fans	1
Buried services	0.5
Dangerous electrics	
(excl underground cables)	5
Dangerous lifting plant	3
Other dangerous plant	2
Asbestos (health only)	0.5
Non-use of protective equipment	3
Other	10
All	100

Note: There may be different subjects of concern on the same site. It is therefore not strictly true to say, for instance that 28 pecent of all sites had scaffold problems.

Directors of construction companies could face personal prosecution and possible jail sentences in a move by the HSE to improve health and safety in the construction industry.

The decision follows the Health and Safety Executive's "blitz campaign" which closed down one in four building sites visited until dangerous situations were put

The 18-month-long campaign, which ended last September, produced 2,046 prohibition notices following visits to 8,272

It focused on smaller building sites because it had been found that some 50 per cent of fatalities happened on these. In fact, over half of the larger sites visited warranted enforcement action compared with a quarter to a third of smaller sites.

Generally, inspectors, found the standards of health and safety to be poor.

They found potentially dangerous situations to workers and the public; and heard of the campaign. photographed men carrying out roofwork while balanced on too narrow walkways.

It was also found that 65 per cent of sites which should have been notified to the HSE were not. And when inspectors tested health and safety knowledge among agents. foremen and supervisors, they found it 'inadequate' in 33 per cent of those questioned. On 19 per cent of sites they found it difficult to locate someone in charge of the site.

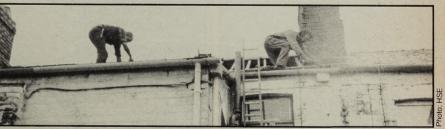
Tony Linehan, the HSE's chief inspector of factories, said: "The poor standard of safety found on so many sites proved we were right to devote resources to carrying out a blitz campaign, but it is essential that contractors take up the initiative and realise the importance of health and safety on

Jeffrey Hinksman, director of the HSE's London south area and head of the construction national interest group, said that half of the 10,002 contractors visited claimed never to have seen a factory inspector before, although 37 per cent had

He added that even where there was with no edge protection, working on awareness of the campaign there was little defective scaffolding, and on demolition evidence of improvement in safe working



Hard hats will be worn. While visiting construction sites in London, Employment Secretary Norman Fowler (second from left) said: "We will be bringing in new regulations this year to require the wearing of safety helmets." Also in the picture are (left) Terry Davis (Taylor Woodrow project manager; (second from right) Dr Joe Gray (HSE principal inspector-construction NE London) and (right) Jeffrey Hinksman (HSE London South Area director and head of the construction national interest group.



Danger! Men at work in a situation which puts them at risk

YTS to be more flexible

The Government is stepping up its drive to provide YTS trainees with nationally recognised vocational qualifications and jobs on completion of their training.

Announcing this, Employment Minister John Cope commented that YTS will become more flexible to ensure its priority is the delivery of suitable qualifications and employment, rather than an outmoded training framework or timetable.

He said: "The Government wants to ensure that more trainees are able to gain vocational qualifications on completion of YTS training to enable them to get jobs. YTS will therefore, increasingly encourage the achievement of nationally recognised vocational qualifications and managing agents with particularly successful records. Paperwork will be simpler."

The Government's guarantee of an offer of a suitable place to all young people under the age of 18 who do not have a job remains unchanged. A two-year programme including at least 20 weeks off-thejob training would remain the norm for most trainees, but impediments would not be put in the way of those who qualified and found jobs sooner.

A new streamlined system of premium grants payable to managing agents who provided places in particular for the disabled, those with learning difficulties, or living in deprived inner cities or remote rural areas, is to be introduced from this April.

Above the basic annual grant of £1,920 paid to agents for each filled place, would be a five-tier structure of premium payments to help fund places for young people with special training needs. Each tier of the premium grant will have a value of £500 per filled place per year, so that a maximum of an extra £2,500 will be paid for places filled by trainees with the most severe problems.

There are to be no other changes in YTS funding, or of the first and second year trainee allowances. The improvements to the scheme reflect the Government's policy of ensuring suitable YTS provision for all 16 and 17 year olds, while encouraging employers to contribute an increasingly larger share of the training costs.

More tourists are going wild

Business is booming at tourist attractions throughout England, with wildlife safari parks and zoos enjoying the biggest jump in popularity says the English Tourist Board.

Its publication Sightseeing in 1987 shows that through substantial investment and better marketing, wildlife attractions have achieved a remarkable turnaround, transforming falling attendances between 1977 and 1982 into a 28 per cent increase over the past five years.

In total, a record 233 million visits were made to over 3,300 attractions in England in 1987-6 per cent up on 1986. Visitor spending was also up-by 10 per cent-to £360 million, supporting over 49,000 jobs.

Overall, historic buildings are still England's most popular attractions, with 65 million visitors in 1987. Next are museums and galleries (57 million), leisure parks (24 million), wildlife attractions (20 million), country parks (19 million) and gardens (10

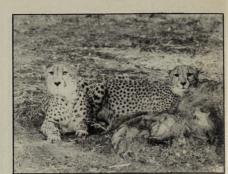
Top two

England's top two attractions are still Madame Tussaud, which retained its number one position among admissioncharging attractions with 2,439,000 visitors, and Blackpool Pleasure Beach, the most popular free attraction, with an estimated 6,450,000 visitors.

Modern technology accounted for the fastest growing numbers of visitors at individual attractions. The Light Fantastic holography exhibition at London's Admission charges Trocadero Centre reported a 159 per cent increase in visitors to 439,701, while British Nuclear Fuels achieved a 101 per cent increase at the Sellafield Exhibition Centre, due largely to an intensive publicity campaign.

Newcomers

Notable newcomers last year were Bridlington Leisure World (427,688 visitors), the American Adventure Theme Park, Ilkeston (400,000) and Lloyds of London Visitor Exhibition (289,353). Of £14, post free.



Just looking. Wildlife safari parks are proving popular with tourists.

the attractions opened since 1983, ten achieved attendances of more than 380,000, topped by the Jorvik Viking Centre in York with 886 855 visitors

Some £87 million was invested in the expansion and improvement of existing attractions in 1987, with £10 million going into the transformation of Chessington Zoo into Chessington World of Adventures. This paid off with visits up 53 per cent to

Other attractions which have reaped the benefit of continued investment include Kew Gardens, which increased visitors by 16 per cent following the opening of its Princess of Wales Conservatory. And the Tate Gallery made the top ten "free" list for the first time after boosting visitors 50 per cent with its new Clore Gallery.

For the first time this year the report includes an analysis of admission charges. The average adult admission charge in 1987 was £1.24, ranging from 80p at museums to £1.88 at wildlife attractions. Only three attractions charged over £5-Alton Towers, Thorpe Park and Chessington World of Adventures, but they stil achieved more than 800,000 visitors.

Sightseeing in 1987 is available from Department D. English Tourist Board, 4 Bromells Road, London, SW4 0BJ, price

'Your country needs you!'

The time has come for the British marginally higher overall than in 1987, holidaymaker to be told 'your country needs vou' according to Tourism Minister John Lee.

Pointing out the tourism deficit of nearly £1,800 million for the first nine for the same period last year. Mr Lee the United Kingdom to date are million augurs well for the future.

the spend per head is down."

The deficit was made worse because more Britons holidayed abroad and spent more while doing so.

He wanted to get across the message months compared with £1,000 million that UK tourism had improved in quality and quantity. "Current tourism and hosadded: "Although visitor numbers into pitality capital expenditure of over £2,000

TU ballots costs

The scheme under which trade unions may reclaim certain costs associated with secret postal ballots has been revised.

The regulations link the conditions for payment to compliance with the Employment Act 1988 on the independent scrutiny of certain ballots and on the contents of voting papers in ballots on strikes and other industrial action.

Section 15 of the Act requires independent scrutiny of political fund ballots and of elections to union principal executive committees. From February 1. 1989, unions conducting these ballots and elections became obliged to submit these to independent scrutiny by appointing a scrutineer specified by the Employment Secretary, or one satisfying certain qualifying conditions.

The specified bodies are the Electoral Reform Society, the Industrial Society and Unity Security Balloting Services Ltd. Each has had to undertake that they will not permit members, officers or employees of the union concerned to assist in scrutinising a ballot or election covered by section 15 of the Act. In addition they have to ensure that no member of their board or other body is involved to any extent in the scrutiny of a ballot or election undertaken by a union of which he or she is a member, officer or

Eligibility

Trade unions will be free to appoint a particular individual or partnership to act as independent scrutineer. Solicitors with a current practising certificate from the Law Society of England and Wales or the Law Society of Scotland will be eligible, as will an accountant—members of the Institute of Chartered Accountants in England and Wales, the Institute of Chartered Accountants of Scotland, the Chartered Association of Certified Accountants and the Institute of Chartered Accountants in

An individual or partnership is not eligible if he or she or a partner has been a member, officer or employee of the union in question in the 12 months preceding the ballot. This exclusion also applies if the services of a member, officer or employee of the union are knowingly used by the scrutineer when performing the functions set out by the Act.

On ballots concerning strikes and other ndustrial action, the Act says that voting papers should contain a question requiring the voter to state whether he or she is prepared to take part in a strike or in industrial action short of a strike. In addition the statement "If you take part in a strike or other industrial action, you may be in breach of your contract of employment" nust appear on every voting paper.

Unemployment drops

Unemployment figures have fallen for 29 year than in any other major industrialised months running to bring a record drop of nearly 1,100,000.

In December, unemployment fell sharply by 66,100 to 2,039,000. In 1988 the count fell by 530,000.

Commenting on the figures, Employment Secretary Norman Fowler said:

'The unemployment rate is now down to 7.2 per cent, a fall of 1.9 percentage points over the last year. All regions of the country are sharing in this fall with the largest falls in unemployment rates being in the West Midlands, down 2.5 percentage points, followed by the North West, down 2.2 percentage points and Wales, down 2.1 percentage points.

'The United Kingdom unemployment rate is lower than many other EC countries, including France, Italy, Belgium, Netherlands, Spain and Ireland. It is now also lower than Canada. The rate of unemployment has fallen faster in the past

Mr Fowler said there had also been a sustained growth in jobs. The figures showed that—even after excluding trainees on work-related programmes-employment in the United Kingdom was now at its highest level ever.

Opportunities

Over the year to September 1988 the total workforce in employment stood at 25,858,000, over 400,000 more than a year earlier, and some 2,297,000 more than in March 1983 when the current rising trend began. In September 1988 there were 11.146,000 women in employment and they accounted for 43 per cent of the total employed workforce.

Mr Fowler added: "The opportunities for a further reduction in unemployment

Chance to star

Six British companies are being sought by BBC Television to take part in a new series which will feature industrialist and former head of ICL, Sir John Harvey-Jones.

The BBC2 programme will enable companies to benefit from his managerial experience and advice.

"We are looking for a wide range of larger companies, private, public or state run, employing from around 50 people upwards, who see themselves at a dramatic turning point in their development and feel they could benefit from some honest advice from one of Britain's best known and charismatic business leaders," said producer Robert Thirkell.

"They could be facing a new challenge from competitors, pressure to invest in new technology, a loss of markets, the prospects of rapid expansion into new areas, or just a problem in knowing where to go next," he added.

Sir John said: "My role will be to observe and help to develop new ideas and insights into different ways of handling the problems of exploiting opportunities."

Interested companies should contact Robert Thirkell, Producer, Science & Features, Room 4064, BBC Television, Kensington House, Richmond Way, London W14 0AX (tel 01-895 6066).

Room at the top



Going up. Lorraine Allen of Manchester is, at 16, CITB's first trainee steeplejill. Part of her course necessitates climbing a 130ft chimney. "I love climbing," she said, "and although this is physically hard work, I have no regrets that I decided to do it." Lorraine also had to conquer opposition from her boyfriend and mother

Lining up a new future



Anthony Laidler dressed for the part at the Rosedene

While working as a part-time gardener for a Sunderland public house, Anthony Laidler heard about Employment Training.

He joined the programme following an interview with Ann Maddison, training manager for ET at Vaux Brewery, and now has a practical training placement at the Rosedene public house.

Anthony, 20, previously in the demolition industry, had been unemployed for six months after redundancy.

He feels he is learning quickly through ET, and that the clear structure given to his practical training—"we've all got a clear plan"—was particularly useful.

He has the opportunity to cover all aspects of work in the pub, including

The prospect of gaining a qualification through ET appeals to Anthony—he will be able to take a course leading to a City and Guilds certificate.

More tourists come to the UK

In the first ten months of 1988 there were abroad, an increase of 13 per cent. The 13.8 million visits to the United Kingdom from residents in other countries, 2 per cent more than in the same period in 1987.

The number of visits from North America fell by 3 per cent while those by residents of increased by 4 per cent and by 2 per cent respectively.

Visits abroad by United Kingdom residents during the first ten months of 1988 numbered 26.2 million, 6 per cent more Western Europe rose by 4 per cent and those to North America and the rest of the world by 20 per cent and 16 per cent respectively.

Kingdom residents spent £7,468 million million.

deficit on the travel account of the balance of payments was £2,064 million compared with a deficit of £1,161 million in the first ten months of 1987.

The 1988 Overseas Visitors Survey Western Europe and of other countries produced by the London Tourist Board in co-operation with the British Tourist Authority, London Regional Transport and London Transport Advertising indicates that an estimated 9.2 million overseas visitors came to London in 1988. This than in the same period in 1987. Visits to compared well with the record year of 1987 when 9.3 million overseas visitors stayed in the capital. The proportion of North American visitors fell from 28 per cent in 1987 to 23 per cent and this was attributed to Overseas visitors spent £5,404 million in the strong pound and the presidential the United Kingdom in the period from elections. Overseas visitors spent an January to October 1988, 1 per cent less estimated £3,500 million in London than in the same period of 1987. United compared with the 1987 record of £3,550

A winner in communications

A telecommunications engineer with GEC Plessey has won the 1988 Young Woman Engineer of the Year Award.

Susan Holbrook, 27, from Gomershall. West Yorkshire was awarded £250 and an inscribed rose bowl by Education and Science Secretary Kenneth Baker at the prizegiving in London.

Susan is on secondment as a lecturer to GEC's technical training department in Coventry where she prepares and presents courses for in-house personnel and customers on microprocessor-related subjects, System X telephone exchanges, and man-machine interface appreciation.

Susan finds that her work helps her to improve presentation and communication skills while keeping up-to-date with new technology. She is soon to go to the USA on a year's secondment, commissioning digital central office installations in East Coast

Worthwhile career

The competition focuses attention on electrical and electronic engineering as a worthwhile professional career for women. and highlights the role of the incorporated

Special awards were made to Kathryn Maund, a research and development engineer from Northolt, Middlesex, and Carol Smith, an electrical designer from Warrington, Cheshire, who were joint runners-up in the competition.

This year's most promising younger entrant was Carolyn Mann, 22, an electrical estimator/design engineer with How Engineering Services, West Bromwich West Midlands, who won £100 and a salver.



New scheme helps small businesses

A new and comprehensive package of and medium-sized firms—the companies will help employers improve the training and development of their employees.

Announcing the £55 million programme which is to begin on April 1, Employment Secretary Norman Fowler said: "Reskilling Britain's workforce must be a shared responsibility—a partnership between Government and business at both national and local levels.

Foundation

"Government will continue to invest in training and vocational education programmes to give young people and those with few skills the essential foundation they need to continue learning on the job. But business must accept an equal responsibility for upgrading and retraining its own workforce," continued

"Employers must be prepared to invest time, money and management expertise in their most valuable asset. Certainly, the best companies have already demonstrated the real returns which flow from such investment. I recognise that many small

Looking at

city life

'The regeneration of our inner cities

presents a formidable challenge and one

which the government sees as a top

priority. And tourism, as one of the

country's major growth industries, has a

significant part to play," said Tourism

"It can bring jobs and prosperity to inner

city areas as well as helping to create an

environment which is attractive to both

visitors and local residents. This in turn helps to restore civic pride, promote a

positive regional image and helps to attract

In this way Mr Lee commended a new

initiative by the English Tourist Board

using tourism to help regenerate inner

cities as part of the government's Action

Key to the programme are ETB

seminars and workshops. Two have

already been held in Cleveland (Stockton-

further investment in the area.

Minister John Lee.

for Cities campaign.

E1, March 17).

services called Business Growth Training experiencing the greatest job growth frequently lack the time or expertise to design on-site training for their own personnel "It is for this reason that I am

particularly pleased to announce the new Business Growth Training programme. It is a demonstration that training through life is a key to business success and long-term profitability.'

Special needs

The package is carefully designed to meet the special needs of smaller and medium-sized companies at each point in their development. It includes four major components:

- first, it helps fund training consultancy for firms with fewer than 500 employees. This will enable them to develop a training strategy, to plan the training and development of employees and managers, and to purchase open learning materials. Up to half the costs will be made available with a maximum of £15,000;
- second, it helps develop and

disseminate new training approaches which contribute effectively to business success. It makes available up to half the costs up to £60,000 for demonstration projects showing how these innovative approaches to training and development can be applied;

- third, it helps groups of employers identify and define their skill key needs and devise a strategy to meet them. Up to half the cost is provided, to a maximum of £60,000 for selected projects:
- and for new and small businesses there will be training to give owners and managers of small businesses the skills needed to develop and run their companies.

Free guide

Mr Fowler said: 'We will also be publishing a free guide for business, 'People, Performance and Profit' which will give firms a check-list to review and adapt their current investment in people against their future business objectives.



Focusing on city life. Employment Minister John Lee tries out an exhibit at London's Museum of the

The Vision for Cities scheme has two and Industry Museum, along with Granada projects off the ground; and to give practical guidance on how local interests can become involved in tourism.

The success of tourism in boosting urban revival has been demonstrated by projects on-Tees) and the Black Country such as the popular National Museum (Wolverhampton). To come are events in of Photography, together with Sheffield (Octagon Centre, February 15); redevelopment of the Alhambra Theatre Manchester (Museum of Science and and the Little Germany area, which have Industry, February 23); and London helped to transform Bradford. In Conference Forum, Sedgewick Centre, Manchester the G-Mex exhibition centre, Air and Space Museum, and the Science Lee, ETB (Tel 01-846 9000 x4602)

main aims: to get key tourism development TV's studio tours, have brought new life. jobs and money-spending tourists and businessmen to the Castlefields area. In Liverpool, the new Tate of the North art gallery and Maritime Museum have revitalised the old Albert Dock.

As Mr Lee said: "The growth in these markets provides many opportunities for the innovative developer. Government is anxious to ensure that the opportunities presented are fully taken up.

Further details are available from Anne

British business needs

Weekly export and industrial news from the DTI

... because we have the facts; statistics for that vital insight into the country's economy; news from the Department of Trade and Industry and other government departments about the latest developments affecting business activities at home and abroad; feature articles aimed at keeping you up-to-date with the ever-changing worlds of industry, commerce and management.

See what we mean by filling in the coupon below for a free issue.

together with sub		complimentary copy of	
Name			
Job title			
Company		A STATE OF THE STATE OF	A STATE OF THE STA
Address			

Special Feature



After Employment Training Vicki Ducrot now runs Language Box offering tailor-made French courses for business people.

Enterprise in Employment Training The BEST way into business?

by David Irwin and Judith Ball¹

This article describes the work and successes of the BEST consortium. and organisation, which along with others under the Government's Employment Training programme, has been set up to assist people to start their own businesses.

Bryan Lant and Doug Field are about to launch a Mexican restaurant in Newcastle upon Tyne. Stephen Laidler, although dyslexic, is determined to become a tour guide arranging holidays for American visitors. Vicki Ducrot has spotted an opportunity to teach French to British business people. Melanie Corner has started in business as a mobile hairdresser. Stephen

David Irwin is Director and Judith Ball is Training Manager of the local enterprise gency, Project North East.

Cowlayshaw believes there is scope to launch a home delivery service for disposable nappies. All these people are being helped to start in business through "Enterprise in Employment Training"

Employment Training is the Government's new training programme launched at the beginning of September "to provide training to the people without jobs to fill the jobs without people". ET's main emphasis is on training of the individual, rather than on providing employment for



John Hodkinson: in his 30s, after extensive travelling, has settled in the North East. He is a professional French Polisher and is also a Colour Sergeant in the Territorial Army. It is the latter interest which has helped his career in French polishing. One of his senior officers, upon learning of John's business idea, has offered him premises and support to carry it out. This was a great help and John can now start without having to wait for leases and contracts to be drawn up.

people to do a job which is regarded as being of community benefit. Participants on ET get a training allowance of £10 to £12 per week more than their entitlement to benefit. At least 40 per cent of their time is expected to be taken up with 'off the job' training, while the rest may be 'on the job' training or practical experience.

New initiatives

A number of training programmes to help those people who wish to start their own business have been incorporated into ET, including the Business Enterprise Programme and others. This offered a number of opportunities but also posed some threats for training organisations. As a result, three Newcastle based local enterprise agencies, Project North East, Tyne & Wear Enterprise Trust (Entrust) and Newcastle Youth Enterprise Centre, together with the former Community Programme managing agent, Community Task Force (CFT) launched a new company, the BEST Consortium, to bid for Enterprise Training places.

BEST actually stands for Business-and Enterprise Skills Training; the objective is, however, to live up to its abbreviated description! The three local enterprise agencies already had wide experience of developing and running business skills training programmes. CTF had managed a substantial national Community Programme scheme for several years. In addition, PNE had experience of launching a successful Youth Training Scheme and was an independent sponsor for the Community Programme.

Evidence over the last three years suggested to the Consortium members that it typically takes three to four months from a client coming in for a first counselling session to starting in business. Enterprise in ET offers a major opportunity for clients giving them an additional £10 in their pocket each week while participating in a wide range of training, carrying out their market research, preparing their business plan, etc. Prior to ET, clients sometimes felt they had a problem of no longer being 'available for work' while doing this preliminary work and were often worried about receiving their benefit. Participation in ET means that this is no longer a problem.

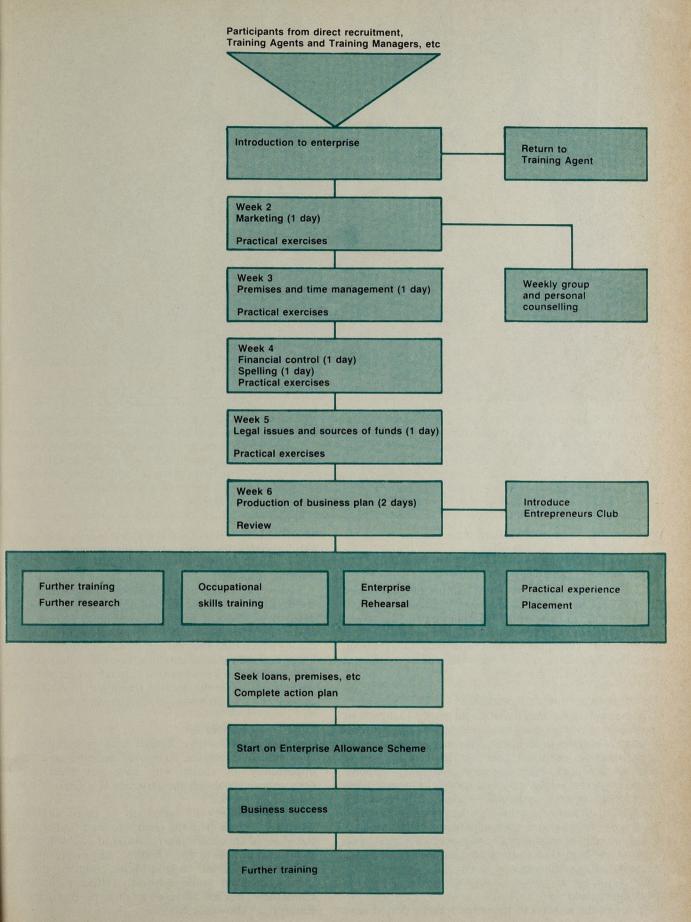
Together, the company members have developed the BEST model, which includes up to seven days of business skills training, spread over five weeks. As an Enterprise Training Manager, the company can recruit participants directly. They then draw up action plans in consultation with their counsellor. Everyone is expected to go through the training programme and, in addition, group counselling sessions every week, as well as individual counselling sessions as required. The group sessions enable participants to get to know each other, which may lead to intra-trading in due course, as well as enabling them to build mutual confidence and provide support to one another. The training includes sessions, for example, on market research, marketing, communication skills, costing and pricing, preparing financial forecasts, book-keeping, legal aspects of starting a business, availability of grants and loans, preparing a business plan, and presenting to a bank. In between the specific training days, participants are set practical training assignments to help them prepare a business plan by the end of the fifth week.

After the initial training period is concluded, there are a number of options available to participants as shown in figure 1. These will have been agreed in advance and set out in an action plan, but there is sufficient flexibility to enable



lan Piercy, Davy Hall and Andrew Day (left to right): in their 20s, belong to a group called 'Soulfood'. Following an ET session on 'Producing a Sales Letter' Davy and Andrew did a mailshot of a sample tape of their music to over 50 record and music companies. As a result a recording contract with a major record company is now in prospect. They have joined EAS and have managed to obtain several 'gigs' for Soulfood at major music venues.

Figure 1: The BEST Consortium — Training flowchart





Steven Cowlayshaw: from being a fabrication plater with Vickers Shipbuilding to running a nappy home delivery service may seem to be a quantum leap, but this is what Steven Cowlayshaw, 21, has done. Following training and other help from the BEST Consortium, Steven put together a business plan indicating that the project was a viable proposition, confirmed by extensive research with prospective customers. He has raised the funding required and transferred to the Enterprise Allowance Scheme. He aims to provide a convenient and regular service for mothers to buy baby essentials at competitive prices. "Dial a Diaper" will home deliver a range of nappies and baby toiletries—a boon to housebound mums—and a worthwhile venture for Steven.

participants to change direction, if necessary.

Options include the following.

Occupational skills training

CTF can offer a number of short training modules geared to up-date skills, rather than necessarily teaching new ones. These modules do not normally last more than four weeks and are designed to refresh participants' knowledge. If clients need a longer period of occupational skills training, then they are likely to have been referred to a different training manager at the outset.

Practical experience placement

Some participants may find it useful to spend a month, or so, in a (non-competitive) small business to find out what running a business is all about. This may also provide an opportunity for clients to gain experience of the sort of business that might be a customer or supplier. Graphic designers, for example, may find it useful to spend a few weeks with a printer, so that they know exactly how to lay out artwork to make the printer's job as simple-as possible. It is also possible that a work experience placement may lead to an offer of employment and especially if linked with a course involving skills training, this can be an enterprising route out of unemployment.

Further training

If any of the sessions of the initial training period have

been missed, or if additional training is required, suitable arrangements can be made with the participant.

Further research

Five weeks is often not enough time in which to carry out the detailed market research required to prepare a business plan, particularly if funding is required. Further time, therefore, may be required to complete the research, during which time the participant will continue to receive group and individual counselling. Once the business plan is complete, it can be forwarded through potential funding sources and, while the decision is awaited, he can continue to seek suitable premises, to identify suppliers, etc.

Enterprise Rehearsal

Although potentially fraught with problems for the consortium, 'Enterprise Rehearsal' provides an excellent opportunity for clients who have not been able to demonstrate absolutely the existence of a market for their product or service.

The opportunity to spend up to three months on 'Rehearsal' gives them the chance to start trading (under the name of the consortium) in order to establish whether they might be able to find a market. Any surplus from the trading activities will be held by the company since any monies received could adversely affect their benefit entitlement, but will be given to them on transfer to the Enterprise Allowance Scheme.



Photo: Moira Conno

Melanie Corner: is only 18, but has already started her own business as a Mobile Hairdresser. A week's work experience in a salon while at school stimulated her to make this her career. She went on to college and gained more experience, she then decided to launch her own business. She is currently working in her home area of Gateshead, and is already making a good living for herself.

Leave

Some clients discover that their idea is not viable, or they have decided that self-employment is not for them, and either leave Employment Training completely, or are referred back to a Training Agent to think again.

Starting in business

The final stage in participants' action plans will be to transfer to the Enterprise Allowance Scheme. Participants join the scheme in the usual way, either when they have finished training, or after a period of 'Enterprise Rehearsal'. By this time, they should have thoroughly researched the market and have their first customers lined up. They should have raised the money that they require and identified suitable premises. This enables the client to have a running start, thereby maximising the benefit of the enterprise allowance, if eligible, rather than spending the first few weeks getting themselves organised. All clients are invited to return regularly for further counselling and other help as they need it.

Other help from consortium members

Between them, the consortium members have a considerable range of other help which is available to clients. Project North East, for example, has a £0.5 million loan fund; Entrust has a £200,000 loan fund. Newcastle Youth Enterprise Centre and Entrust both have considerable managed workspaces.

Entrust and PNE are both developing initiatives to provide continuing marketing support, to develop and

implement marketing strategies. All the enterprise agency members can provide continuing counselling and support for as long as the client requires it.

Enterprising skills

In addition to learning some formal business skills, it is anticipated that participants will also develop a number of enterprising skills such as using their initiative, solving problems, decision making, working with others, planning tasks, and assessing one's own work. These skills will have been greatly enhanced by the time that the business plan is produced.

In addition, however, the BEST Consortium has now become a Royal Society of Arts (RSA) Accredited Training Centre and can offer the RSA Enterprise Skills Profile Certificate. This provides a flexible means of assessing the enterprise skills of learners through their completion of a workbook as they progress through the

And others, besides . . .

Brian Lant: 46, Douglas Field, 27, and Bob Skelly, 36; were respectively a hotel manager, a chef and a chartered accountant. After running a Mexican restaurant in Newcastle the three men felt there was a market to retail Mexican snacks. They intend to start on the Enterprise Allowance shortly with a small factory unit producing the most popular dishes offered by their ex-employer. Eventually, they want to open their own restaurant and to continue to supply traders with Mexican food specialities.

Cecilia Cave: 23, has a degree in theatre design, and after leaving college, thought that she would try freelance work. She attended the Enterprise training course and is now on the Enterprise Allowance Scheme as a designer and prop-maker. It is a difficult area of work to go enter, but once established, work should be easier to find.

Nicola Blair: 23, loves reading and was keen to open a bookshop specialising in children's literature. She has many thoughts about developing the shop, from having a practical activity corner, to visiting local schools to promote the books. Nicola has now completed her business training with BEST, but before producing a business plan, feels that she needs some work experience in a bookshop to discover some of the day-to-day detailed requirements. This should help her to develop a more accurate business plan.

Lynda McKie: 22, is a fully trained make-up artist and lives in Whitley Bay, since moving from her home town of Edinburgh. Lynda and her partner plan to open a shop selling natural beauty and healthcare products produced without cruelty to animals. In addition, they will also be offering a service of facials, make-up and make-up lessons, both on the premises and in the privacy and comfort of the customers' own homes. Lynda also plans to do make-ups for weddings and other special occasions. She plans to start Enterprise Rehearsal soon to prove that her idea is viable, before transferring to the Enterprise Allowance Scheme.

training programme. When the workbooks have been completed, a certificate is issued by the RSA. This can be appended to a business plan as a demonstration that the participant has successfully completed the training programme, but is likely to be of greater benefit to those participants who decide not to become self-employed but wish to have a vocational qualification to demonstrate their achievement to a potential employer.

Successes

In the first three months the BEST consortium filled its initial allocated number of 100 places. It has now negotiated 40 additional enterprise training places and a further 20 places to enable another enterprise agency, Design Works, to join the scheme. There are currently 140 people undergoing training. A further 30 have passed through of which 36 per cent have become self-employed and 21 per cent have achieved other positive outcomes such as employment.

Clients are normally recruited directly, by Entrust or NYEC. Most of the clients come forward for support and training as a result of the promotional work by Entrust and NYEC. It is too early to say how many participants will end up starting their own business as a result of participating in the Enterprise in ET programme. Nevertheless, there has been an increase in the production of business plans from 20 per cent of participants on the old style Business Enterprise Programme to over 50 per cent on the new Enterprise in ET programme. This is a very encouraging sign; the Consortium believes it is due to the continuity of

training, together with the continuing support and advice available.

Other training

In addition to the Enterprise Training places, the Training Agency has agreed to offer up to 16 places as a Management Extension Programme. This is similar to the previous MEPS except that it is anticipated that participants will spend up to six months on an individual programme and, possibly, do projects in more than one

It is hoped that there will be the opportunity to offer places to people who wish to end up in a position working for someone else where they are expected to take the initiative and be responsible, for example, for a department. These people will still be required to demonstrate a range of enterprising skills, but may not wish to work for themselves. This enterprising route into employment is an important one with which to experiment, since it may lead to large numbers of people being offered

Until recently all the places were filled with people wishing to start their own business, so it has not yet been possible to offer either of these programmes. With the extra places now agreed, it may now become possible to do

For further information, contact The BEST Consortium Limited, 60 Grainger Street, Newcastle upon Tyne, NE1 5JG. Tel: (091) 261 7856.

"Time Rates of Wages and Hours of Work" — Loose Leaf

Essential information on the basic rates of pay, hours and holiday entitlement provided for over 200 national collective agreements affecting manual employees, or in statutory wages orders.

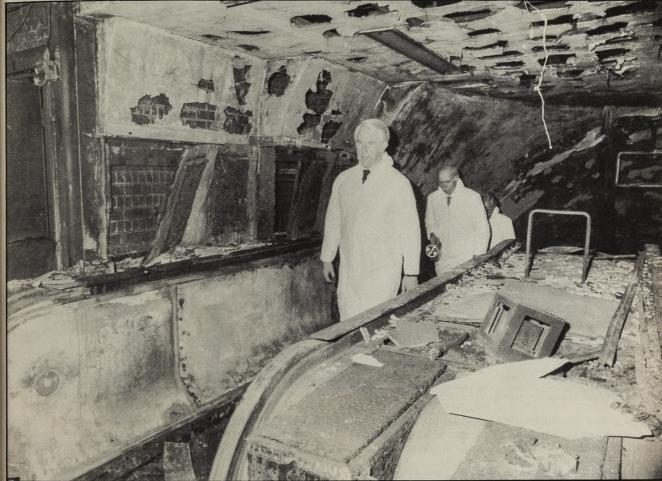
SUBSCRIPTION FORM

To: Department of Employment, (HQ Stats A1), Watford WD1 8FP (No stamp required) Enclosed please find a remittance for £43 being one year's subscription (including U.K. postage) from January 1989, for monthly updates of the loose-leaf publication "Time Rates of Wages and Hours of Work". New subscribers also receive an initial copy of the basic publication fully updated, complete with binder.

The	copies	should	be	sent	to:

Name	The second to the page on the last through the
Company	and the state of t
Address	Market the section of
	Part And Service Consideration Supplies

Special Feature



Desmond Fennell, QC, who headed the inquiry examining the escalator at King's Cross on November 24, 1987.

King's Cross — Diary of a disaster

by Barry Mortimer

Britain's longest disaster inquiry is over and many important lessons have been learned. This feature looks back over the investigations as to the cause of the fire and reviews the evidence.

Nineteen-eighty eight may well be remembered as a year scarred by disasters-both natural and man-

Hurricane Joan rocked Colombia, famine continued to blight many parts of Africa and the Armenian earthquake shattered thousands of lives. While nearer to home, with the Piper Alpha disaster still fresh in our minds, the year

closed with the Clapham rail crash followed by the Lockerbie air disaster.

In each case, commentators posed a simple but all too familiar question; "Why did it happen?" Finding the answer is never easy. As in any detective story the clues, both large and small, need to be patiently pieced together. Apportioning blame before the answers are available is



An injured fireman stretchered away during the blaze.

tempting—but should be resisted. Last month's M1 air crash graphically illustrated this, producing a hero one day and a villain the next, even before the wreckage had been removed for examination.

An inquiry which illustrates the need for patience and highlights the difficulties faced by those whose job it is to seek the answers, was the one held into the King's Cross fire.

Basic errors

When the official report on Britain's longest disaster inquiry was published in November (almost one year after the fire) it concluded that basic errors had led to 31 deaths. London Underground's approach to safety had been seriously flawed. Staff were found to have been uncoordinated and untrained and the Railway Inspectorate had not adequately discharged its duty for passenger safety.

In response the report made over 150 recommendations. These included fitting heat detectors and automatic sprinklers to escalators and a total ban on smoking. Better staff training and a change in management attitudes were also required.

And, the most probable cause of the fire? Simply a dropped flaming match.

Much of the scientific detective work to uncover the cause of the fire and discover why it killed so many people was undertaken by scientists at the Health and Safety Executive (HSE). This is their story.

Solving the riddle

On the day after the fire on Wednesday, November 18, 1987, the HSE's Safety Policy Division offered its full support to the Chief Inspector of Railways into his investigation of the fire. Taking up the offer, scientists from the Explosion and Flame Laboratory (EFL) of the HSE's Research and Laboratory Services Division (RLSD) were asked to help establish the probable cause of the fire and solve the riddle of what caused the fatal flashover, the sudden burst of flame and smoke which killed most of the fire's victims in the ticket hall.

For three days after the fire, the police and emergency services carried out their grim task of searching the debris and removing the bodies, while London Underground staff screened the fire site from the rest of the station in order that the scientific teams could begin their work.

In the following week a team of four scientists from the EFL and a photographer systematically recorded the main details of the fire damage and collected samples for tests and examinations back at the laboratory.

Another team from the HSE's Safety Engineering Laboratory (SEL) inspected the remains of the escalator and removed large pieces of the unburnt lower section for examination and testing.

During this period, a public inquiry was set up by the Department of Transport to be led by Desmond Fennell, OBE OC. Dr Alan Roberts, Director of the EFL was appointed as one of the four Assessors to assist Mr



Mrs Thatcher visiting the scene.

As the HSE set about their task, speculation about the cause of the fire raged in the media. Rumours that the paint, on the escalator shaft ceiling had been responsible in some way for the disaster, received growing attention.

Meanwhile, the first target for the HSE's scientific teams was the production of a detailed damage survey of the affected area. This involved over 20 RLSD staff and took a little under three weeks. In this time, complex blueprints of escalator machinery and layouts were redrawn to show only their essential features. Over 300 photographs were assembled and on-site measurements were related to drawings of the station.

As the preliminary hearing opened, a 34-page report on the most recent annual fire inspection reports in London's deep Tube lines and stations was made available. A 'Catalogue of neglect' and 'Warning they ignored' were two of the headlines. Media attention had also begun to focus on a whole range of other issues, including financial pressures on London Underground and the effect of staff cuts—both to be commented on in the final report.

Programme of tests

As 1988 began, a programme of tests started to take shape at the RLSD in Buxton, Derbyshire. It would be in these tests that the probable cause of the fire would be discovered. The tests, which involved several RLSD sections, were broken into four groups:

• Tests to discover the ignition and combustion properties of samples taken from the fire. This included samples of grease, fluff, plywood and debris found beneath the escalator.

- Tests to discover the source of ignition. This involved simulation tests on a section of escalator haulage mechanism to assess the temperatures developed by frictional heating under a variety of load and lubrication conditions and tests to identify the heat source needed to ignite samples of the combustible materials found on the running tracks of the wheels.
- Tests on the ignition and flame spread on the plywood skirting boards of the escalator. These were carried out to discover how they would burn and how quickly the fire would spread; and
- Tests to measure the surface spread and burning rates of the fire. This required building a mock-up of a six-step length of escalator on which fire spread tests were carried out.

To enable a realistic simulation of the fire a series of ignition tests were first carried out on the remains of the Piccadilly Line escalator at King's Cross station in the early hours of Friday, January 8, 1988.

These tests were carried out by EFL personnel with the co-operation of investigation teams from other interested parties and London Underground.

The tests involved using smouldering cigarettes or flaming matches as potential ignition sources. In four tests, smouldering cigarette dropped on to the running track from the passenger side did not cause a general ignition. However, in the first test with a flaming match, the grease layer on the running track ignited easily and the fire then developed steadily. After nine minutes it was extinguished by the London Fire Brigade who were also in attendance

These tests at King's Cross showed the ease with which

the grease layer beneath the escalator could be ignited by a flaming match.

A central feature of the first part of HSE's evidence to the investigation would be a video film showing the results from their simulation tests. A full scale simulation of the fire was impossible, so small sections of the escalator were built and ignited in the most realistic manner possible and the results filmed.

These tests took place in an underground tunnel at Buxton, using mock-up sections from the unburnt end of the escalator and included the skirting panels, balustrades and deck boards.

In each test the burning escalator was monitored by a computer in order to record the important fire parameters; such as the temperatures at key points, the heat flux and the weight of material burned away.

Following eye-witness reports and findings from the HSE's damage survey, a hypothesis that a flaming match may have caused the fire was formed.

Tests on the combustibility of materials beneath the



The gutted ticket hall.



escalator confirmed that a heat source of this intensity was required to have started the fire. Frictional heating from the escalator machinery was ruled out—following tests on the haulage mechanism.

So a flaming match was dropped through a gap in the escalator onto a grease-bed beneath the tracks in order to test the HSE's hypothesis on the probable sequence of how the fire was ignited and how it developed.

Filmed evidence

In a series of filmed tests, conducted by consultants Cremer and Warner, it was seen that a match could have started the fire, and that after two minutes the heat from the fire would have caused grease to boil. This released volatile gases into the flames which helped the fire to spread to the skirting panel.

After four minutes a fire had grown so that flames were showing through the gap at the side of the step. A minute later and the skirting was burning independently of the



Section of escalator on fire — after four minutes.



Finally

grease-bed.

At just over nine minutes from the start of the test the balustrade began to burn and the flames were half a metre high. After nearly 11 minutes the fire was producing over 500 kilowatts of heat. And, two minutes later, the flames were over 1.7 metres high and beginning to curl across the tunnel ceiling.

Did the ceiling paint in the real fire cause a flashover at this point? The scientist could only ponder over the question at this stage—the answers would not come until

Surprisingly, 13½ minutes after ignition, the fire in the simulation had only travelled less than half a metre across the first step and was spreading at less than 6 cm per minute. However, with the fire temperature at over 750°C conditions approached those required for a spontaneous ignition of the opposite balustrade.

Once this had happened, and both sides of the escalator were burning the fire began to spread more rapidly. The test results revealed that within a minute of this happening a four to five metre long section of the whole escalator could have been fully alight and giving a power output in excess of seven megawatts. The heat alone from such a fire could have raised the air temperature in the booking hall to 150°C during this period.

The simulation tests were completed towards the end of February 1988 and formed a major part of the technical evidence to the first part of the investigation. Ten major reports were also produced, including an interim progress report and an overview report giving the HSE's conclusions on the investigation.

From Monday, March 28 to Wednesday, March 30, the fire investigation evidence was heard at the inquiry. Keith Moodie, head of the HSE's Fire and Process Hazards section was questioned throughout the Monday and his evidence, presented with visual aids, was well received and survived cross-examination by the various QCs.

Although the HSE's evidence produced substantial agreement over the probable cause of the fire, scientists representing the various interested parties at the inquiry had still failed to agree over the cause of the flashover.

Role of the paint

The fire tests at Buxton had shown that the actual fire must have grown slowly in the initial stages. Three minutes after the start of the fire the escalator had been shut down. It took another 15 minutes before it burst into the booking hall. Indeed, when the first firemen arrived they encountered what appeared to be a blaze no bigger than a "cardboard box on fire," seconds later the fatal flashover had engulfed the booking hall.

In some quarters, the paint on the escalator shaft ceiling, which had been manufactured specially for London Underground and was used in 11 other tube stations, was still under suspicion. In short, the finger of blame was being pointed at the type of paint-made by Prodorite. Experts engaged by London Underground expressed the view at the inquiry, that the Prodorite paint had been responsible to a substantial extent for the flashover—with the paint acting like a trail of gunpowder from the escalator to the booking hall.

With the aim of putting the paint issue to rest, Desmond Fennell accepted a request from Prodorite to make known the court's view about the way in which the fire spread up the escalator.

Argument over the matter was held on Monday, April 11. After submissions from all the interested parties Mr Fennell was invited to answer the following question by the Prodorite company: "Was the paint on the ceiling of



King's Cross — a year on. A fireman stops to look at the flowers.

Photo: Tony Harris, PA

the escalator shaft a substantial cause of the rapidity of the spread of flame from the shaft to the ticket hall, or did it only play a subsidiary role?"

Later that week Mr Fennell made a provisional judgement. He concluded, as had the HSE, that the paint on the ceiling was 'not' a substantial cause of the flashover.

When Britain's longest disaster inquiry ended two months later on June 24, 1988 the flashover riddle had still not been resolved, although some useful pointers were now available.

However, a massive computational effort by the Atomic Energy Authority's Harwell Laboratory revealed that air currents in the escalator shaft may have created a 'trench effect.' Instead of the hot fire gases rising more or less upwards, as would be usual, the computations showed these gases remaining mainly in the trench of the escalator. The aerodynamics of the fire and shaft had then combined to corkscrew the flames up the escalator similar to a massive blow torch travelling at 40 mph.

The final breakthrough was to come in July, nearly eight months after the first, when HSE scientists successfully reproduced the trench effect on a one-third scale model of the escalator shaft and ticket hall at Buxton. The results from the experiments were a total success.

By the end of July 1988 newspaper headlines were announcing that the flashover riddle had been solved. A series of four tests on this model provided a convincing confirmation of the 'trench effect' as a prime cause of the rapidity of fire spread into the ticket hall.

Although this marked the close of the technical investigation into the fire, it had opened a new avenue to explore in fire science.

A couple of months later (November 1988), the 250-page report produced by the 90-day inquiry was published.

HSE Research and Laboratory Services Division

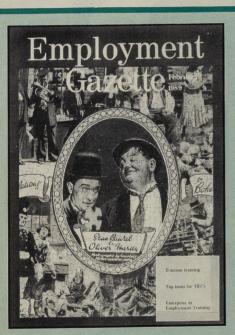
The Research and Laboratory Services Division (RSLD) of the Health and Safety Executive was set up in 1975.

It was formed from a number of existing units, the largest of which was the Safety in Mines Research Establishment. Also included, were hygiene laboratories from the Factory Inspectorate and laboratories from the Employment Medical Advisory Service as well as British Approvals Service for Electrical Equipment in Flammable Atmospheres (BASEEFA). The Explosion and Flame Laboratory is concerned mainly with fires and hazardous subst-

Through its various divisions, RLSD's work has four main objectives.

- establishing the factual basis for new and revised standards, including setting standards;
- evaluating the hazards that may accompany the introduction of new materials;
- improving techniques for monitoring and controlling known hazards;
- developing test methods for accident and incident investigations.

Arguments over the safety of London's underground system were given a fresh impetus. But any speculation over the cause of the fire had been extinguished. Although the costs in terms of human tragedy were dear, vital lessons had been learnt. In the year which had passed waiting for the final report, the HSE scientists at Buxton were working on new projects to improve safety, and the bereaved set about rebuilding their shattered lives.



Return the coupon to: **HM Stationery Office** PO Box 276 London SW85DT

Employment Gazette

If you would like to have a copy of Employment Gazette delivered each month please return the coupon below with payment of £39.50 for one year's subscription.

Please send Employment Gazet	tte each month to:
Name	
Address	

Labour Market Data

Contents

Comm	entary	S2	C2 Earnings chart		S46
	yment	S7			
0.1	Background economic indicators	S8	Earnings		
1.1	Workforce	30		as index; industrial sectors	S47
1.2	Employees in employment:	S8		gs index: industrial sectors	S48
	industry time series	30	5.4 Average earnin	gs index: industries gs and hours: manual workers	S52
1.3	Employees in employment:	S10	5.5 Average earning	le earnings: non-manual workers	S52
	production industries	S10		igs and hours: all employees	S54
1.4	Employees in employment: industries	S13	5.7 Average earnin	lgs and nours. an employees	S55
1.5	Employees in employment by region	S13		magiana	S56
1.8	Output, employment and productivity		5-9 International co	ompansons	330
1.9	International comparisons	S17			
1.11	Overtime and short-time: manufacturing	S18			
1.12	Hours of work: manufacturing	S18	00 D-1-11-1		CEZ
			C3 Retail prices cha		S57
C1 Un	employment chart	S19			
			Retail prices		
Hnom	ployment		6-1 Recent index m	novements	S58
2.1	UK summary	S20	6-2 Detailed indices	S	S58
2.2	GB summary	S20	6-3 Average for sel	ected items	S59
	Regions	S22	6.4 General index:		S60
2.3	Assisted and local areas	S25		year earlier: time series	S62
	Age and duration	S27	6-6 Pensioner house		S62
2.5		S28		for pensioner households	S63
2.7	Age	S28	6-8 International co		S64
2.8	Duration	S29	o o mitorriational oc		
2.9	Counties and local authority districts	S32			
2.10	Parliamentary constituencies	S36			
2.13	Students	S36	Tourism		
2.14	Temporarily stopped	S37	8·1 Employment		S65
2.15	Rates by age	S38	8.2 Earnings and 6	expenditure	S65
2.18	International comparisons	S40	8-3 Visits to UK		S66
2.19	UK flows		8-4 Visits abroad		S67
2.20	GB flows by age	S41			
2.30	Confirmed redundancies: regions	S42			
2.31	Confirmed redundancies: industries	S42			
			Other facts and fig	gures	
			9.1 YTS entrants:		S68
Vaca	ncies		9-2 Numbers bene	efiting from employment measures	S68
3.1	UK summary: seasonally adjusted: flows	S43	9-3 Placement of o	disabled jobseekers	S68
3.2	Summary: seasonally adjusted: regions	S43	9.4 Disabled jobs	eekers and unemployed disabled	
3.3	Summary: regions	S44	people		S68
			Definitions and con	ventions	S69
	trial disputes	S45	Deminitions and Con		030
4.1	Totals; industries; causes	S45 S45	Index		S70
4.2	Stoppages of work: summary	545	IIIdex		0,0

Publication dates of main economic indicators 1989

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes Feb 16, Thursday Mar 16, Thursday April 13, Thursday

Feb 17, Friday Mar 23, Thursday April 14. Friday

Retail Prices Index

Tourism

Feb 8. Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafone Service). Employment and hours: 0928 715151 ext. 2570 (Ansafone Service). Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service). Average Earnings Index: 0923 228500 ext. 408 or 412 Tourism: 01-273 5507

Commentary

Trends in labour statistics

Summary

The workforce in employment is estimated to have grown by 120,000 during the third quarter of 1988, giving a rise of 399,000 for the year to September. As in previous quarters the latest rise was mainly accounted for by further growth in the services sector: the latest figures for manufacturing employment suggest the trend in the sector is still downward, although at a slower rate than in previous years.

Seasonally adjusted unemployment fell sharply, by a further 66,100, between November and December 1988, making the continuous reduction since July 1986 nearly 1.1 million.

The underlying increase in average earnings in the year to November 1988 was 83/4 per cent (provisional estimate). This is a reduction of 1/4 percentage point on the underlying rate of increase for the year to October.

OUTPUT INDICES

Latest productivity figures for the whole economy show that output per head in the third quarter of 1988 was just over 21/2 per cent higher than in the corresponding quarter of 1987.

The annual rate of price inflation was 6.8 per cent in December 1988, compared with 6-4 per cent in November. There were price increases for a wide range of goods and services, the most notable being for foods. The prices of motor vehicles and wines and spirits fell. The annual rate of increase in the index excluding mortgage interest payments, remained unchanged at 5-1 per

It is provisionally estimated that 3.8 million working days were lost through stoppages of work due to industrial disputes in the year to November 1988. This is similar to the 3.6 million days lost in the previous 12-month period. compared with an annual average of 10.4 million days for the ten-year period to November 1987.

Overseas residents made an

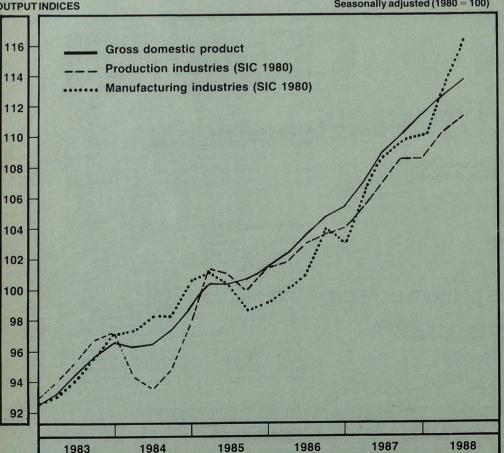
estimated 1,330,000 visits to the United Kingdom in October 1988, 1 per cent fewer than in October 1987. Also in October 1988 UK residents made around 3,080,000 visits abroad, 21 per cent more than in October 1987.

Economic background

The latest output figures for the production sector show further strong growth. Output of the production industries in the three months to November 1988 is provisionally estimated tohave been 1/2 per cent higher than in the previous three months and 31/2 per cent higher than in the corresponding period a year

Manufacturing output in the three months to November was 11/2 per cent higher than in the previous three months and 7 per cent higher than in the same period a year earlier. Between the two

Seasonally adjusted (1980 = 100)



latest three month periods there were increases of 2 per cent in the output of the chemicals and 'other manufacturing' industries and 1 per cent in the output of the engineering and allied industries, food drink and tobacco and 'other minerals' industries. The output of the textiles and clothing industries fell by 1 per cent, and the output of the metals industry by 2 per cent. Output of the energy sector in the three months to November which was affected by the loss of production from Piner Alpha and its associated fields, fel by 2 per cent compared with the previous three months, and was 51/2 per cent lower than in the corresponding period a year earlier

The provisional third quarter

estimates of the three independen measures of Gross Domestic Product-Income Expenditure and Output-show wide discrepancies. In particular, it is believed that one or more components of the Expenditure measure have been subject to serious under-recording, and this should be borne in mind in interpreting the commentary below. The growth in the average measure, GDP(A), between the second and third quarters has therefore been calculated, at constant prices, using the proportional growth in the Output based measure, which is usually the most reliable indicator of short term changes. Calculated in this way, the average measure of GDF at constant factor costs is provisionally estimated to have been 31/2 per cent higher in the third quarter of 1988 than a year

The provisional estimate of the seasonally adjusted index of the volume of retail sales in Decembe 1988 was 140-3 (1980 = 100). This is similar to the level in November but below the figure for October. In the three months October to December the level of sales was 1 per cent above that in the previous three months (after seasonal adjustment) and 51/2 per cent higher than in the corresponding period a year earlier.

Preliminary estimates suggest that consumers' expenditure in the fourth quarter of 1988 was £65.3 billion, at 1985 prices, about 11/2 per cent higher than in the previous guarter and 51/2 per cent higher than a year earlier

Revised estimates of investment in the third quarter show a fall

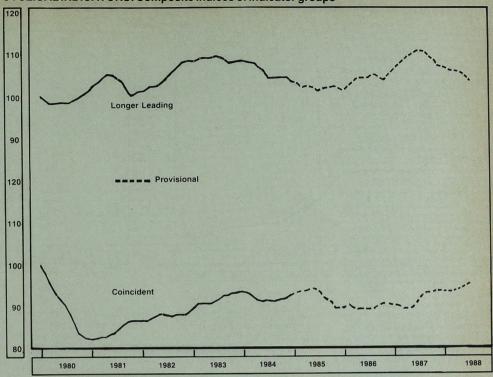
compared with the second quarter, but remain high. Capital expenditure by the manufacturing, construction, distribution, and financial industries (at 1985 prices and seasonally adjusted) was over 4 per cent lower in the third quarter of 1988 than in the preceding quarter, but still nearly 11 per cent higher than in the third quarter last year. Within the total, expenditure by manufacturing industry fell by nearly 3 per cent between the latest two quarters, although still almost 8 per cent higher than in the second quarter of 1987. Investment by the construction, distribution and financial industries was over 6 per cent lower than in the second quarter this year, but almost 121/2 per cent higher than in the third quarter last year.

Revised estimates show that the level of stocks held by UK industry (at 1985 prices and seasonally adjusted) fell by about £110 million in the third quarter of 1988. following an increase of around £800 million in the previous quarter. Manufacturers' stocks fell by almost £140 million in the third guarter of 1988, while wholesalers and retailers increased their stocks by around £145 million and £45 million respectively. Retailers have now been stockbuilding for 14 successive quarters.

The current account of the balance of payments in the three months to November 1988 is estimated to have been in deficit by £4.6 billion, compared with a £4.1 billion deficit in the previous three months. Visible trade in the same. period was in deficit by £6.0 billion. following a £6-1 billion deficit in the previous three months. Over the period the surplus on trade in oil rose slightly, while the deficit on non-oil trade fell by a small amount. The volume of exports fell by 41/2 per cent in the three months to November 1988, but was unchanged on the corresponding period a year earlier. The volume of imports rose by 2 per cent in the three months to November 1988. and was 16 per cent higher than a vear earlie

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in December 1988 is provisionally estimated to have been minus £2.1 billion (that is, a net repayment), bringing the total PSBR for the first nine months of the financial year 1988-89 to minus £8.1 billion. This compares with a PSBR of minus £0.6 billion in the first nine months of the previous financial year, 1987-88. Proceeds from privatisation in December were £1.1 billion. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £2.1 billion in the first nine months of 1988-89. compared with (plus) £4.6 billion in the corresponding period of last

Sterling's effective exchange rate index (ERI) for December 1988 rose by 1 per cent to 78.0 (1975 = 100). The currency rose by 1 per cent against the \$US and CYCLICAL INDICATORS: Composite indices of indicator groups



by 11/2 per cent against the yen. ERI was 3 per cent higher than in the corresponding month a year ago; over that period sterling rose by 71/2 per cent against the deutschemark and fell by 4 per cent against the yen, but was unchanged against the dollar.

The UK base lending rate increased by 1 percentage point to 13 per cent on November 25, 1988. It was 9 per cent to February 1, 1988, fell to a trough of 71/2 per cent by May 17, and then increased to reach 12 per cent on August 25 before moving to its present level on November 25.

Whole economy employment

estimates for September 1988 are

month. Estimates of employees in

employment in manufacturing are

now available for November 1988.

Some estimates for earlier months

have been revised upwards slightly

available for the first time this

following the receipt of late

The GB workforce in

employment (which comprises

employees in employment, self-

employed people, members of

HM Forces and participants in

trend. There was an estimated

increase of 120,000 in the third

quarter of 1988, 339,000 in the

2,294,000 between March 1983

year to September 1988 and

and September 1988.

work-related government training

programmes) maintains its upward

Employment

and September 1988 is made up of estimated increases of 1.114.000 in the number of employees in employment, 809,000 selfemployed and 377,000 participants in work-related government training programmes, together with a decrease of 6,000 in members of HM Forces.

The third quarter increase of 120,000 consists of a projected increase of 31,000 in selfemployment, an estimated increase of 46,000 employees in employment, an increase of

42,000 participants in work-related government training and a fall of 1,000 in HM Forces. Among employees in employment an increase of 75,000 in the service sector was partially offset by decreases in the manufacturing, energy and water supply, and other industries (agriculture and construction) of 18,000, 4,000 and 6,000 respectively.

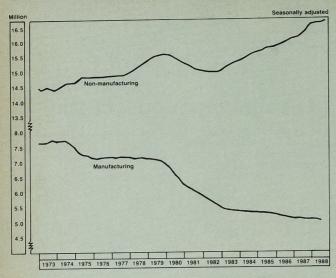
The substantial increase in the number of participants in workrelated government training programmes reflects a seasonal

WORKFORCE AND WORKFORCE IN EMPLOYMENT: Great Britain

25 250 24 750 23.250 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988

This increase in the workforce in employment between March 1983 (when the upward trend began)

MANUFACTURING AND NON-MANUFACTURING **EMPLOYEES IN EMPLOYMENT: Great Britain**

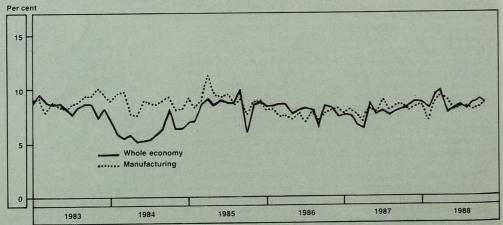


at 102.0 for November. This gives an average over the three-month period ending November 1988 of 101.7, compared with an average of 100.9 in the three months to November 1987

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by 66,100 between November and December 1988 to 2,039,100, 7.2 per cent of the total workforce and the lowest level for nearly 8 years on the current coverage. The continuous fall over the 29 consecutive months since July 1986 has now reached nearly 1.1 million, the largest sustained fall on record. The fall has averaged 47,500 per month over the past six months

The fall in 66,100 in December is exceptionally large and seems likely to have been partly erratic. In particular, the relatively mild weather for the time of year means that there is likely to have been less than the usual seasonal slow-down in recruitment and fewer than



Overtime working in manufacturing industries was very high in November 1988, with an estimated 15-07 million hours per week being worked. This is the highest level recorded since December 1979: the next few months will show whether this represents a substantive increase

in the level of overtime being worked or merely a short-term fluctuation Hours lost through short-time

growth in YTS. Participants on

Employment Training (ET) will be

beginning of September when this

count was taken ET had not begun

employees in the service sector

has however been affected by the

summer, in preparation for ET. It is

estimated that without this change

service sector in September 1988.

It is expected that the estimates of

employees will be reduced further

overall, this will be broadly offset in

numbers of people on ET included

government training programmes.

The number of employees in

risen by 3,000 in November 1988

following a fall of 9,000 in October

and a fall of 18,000 during the third

quarter of 1988. Despite this small

increase the overall trend in

manufacturing employment

probably remains downward.

as CP comes to an end but that,

the figures for the workforce in

as participants in work-related

employment in manufacturing

industries is estimated to have

employment by increasing

there would have been about

20,000 more employees in the

included in this series, but at the

to take effect. The number of

run-down of Community

Programme (CP) during the

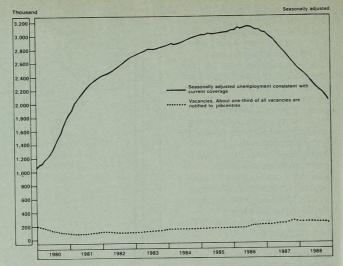
working in manufacturing remained low at 0.22 million hours per week in November 1988. The index of average weekly hours worked by operatives in manufacturing industries (which

takes account of overtime and

normal basic hours) was estimated

short-time working as well as

UNEMPLOYMENT AND VACANCIES: United Kingdom



average lay-offs, for example, in the construction industry. The larger than average falls over the past two months cannot yet be taken to represent a significant improvement in the downward trend, and are not necessarily inconsistent with a continuing average fall of around 40,000 per month as experienced since the beginning of 1988.

Unemployment continues to fall in all regions. Over the 12 months to December the seasonally adjusted unemployment rate for the UK has fallen by 1.9 percentage points. The largest falls in the regional rates over this period were in the West Midlands (2.5 percentage points), North West (2.2 points) and Wales (2.1 points).

The unadjusted total of unemployed claimants in the UK fell by over 20,000 to 2,047,000 in December

The stock of vacancies at Jobcentres (seasonally adjusted) fell back further by 6,900 to 238,300 between November and December. Nevertheless the level of Jobcentre vacancies remains relatively high. Moreover, the inflow of newly reported vacancies remains fairly stable at around 230,000 per month, as it has done for much of the past two years.

Average earnings

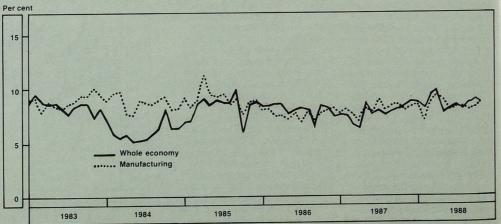
The underlying rate of increase of average earnings in the year to November 1988 was 83/4 per cent (provisional estimate). This is 1/4 percentage point lower than the underlying rate for the year to October (9 per cent) and 1/2 percentage point below the recent peak rate of 91/4 per cent recorded in August and September

average earnings in the year to November was 9 per cent, 1/4 manufacturing was up 1/4 percentage point on the revised October figure, at 83/4 per cent. was about 10 per cent higher (in hours per operative terms) than a year earlier and continued to contribute to the increase in average manufacturing earnings,

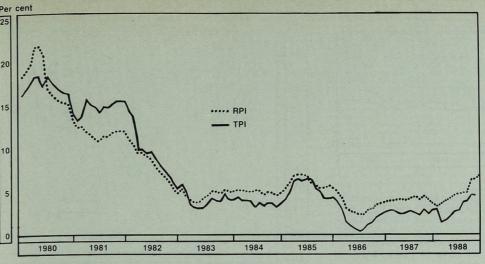
In the production industries the provisional underlying increase in

percentage point above the figure for the year to October. Within this sector the underlying increase for Overtime working in manufacturing

AVERAGE EARNINGS INDEX: Increases over the previous year



CONSUMER PRICES INDICES: Increases over the previous year



although increased settlement levels and slightly higher bonuses also played a part.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to November was 81/2 per cent. This is ½ percentage point below the underlying increase estimated for the year to October, and results from a continuation of the effects noted last month for the 1/4 percentage point reduction in October, namely the removal from the calculation of the high 1987 pay settlements for teachers and local authority manual employees

The average earnings index series by industry shown in table 5.3 of this issue has been extended to give a complete run of figures back to 1980 on a 1985 = 100 basis. This complements the extended run of earnings indices at whole economy and sector level given in table 5.1 of the January 1989 issue of Employment Gazette

The average level of actual earnings in manufacturing (seasonally adjusted) in the three months to November was 81/4 per cent higher than the average for the same three months a year earlier. Over the same period there was an increase in productivity of 73/4 per cent. As a result wages and salaries per unit of output in manufacturing in the three months to November 1988 were about 1/2 per cent higher than a year earlier. The corresponding rates of increase for September and October have been revised downward, with the consequence that they are now lower than the 1/2 per cent November figure. Nonetheless, the trend in unit wage costs in manufacturing continues to suggest an annual rate of growth of 1 to 11/2 per cent.

The latest unit wage cost figures for the whole economy, for the third quarter of 1988, show an increase of 53/4 per cent over the third

quarter of 1987. This is higher than the corresponding figure of 5 per cent for the previous quarter. It is estimated that about 1/2 percentage point of the increase is accounted for by the effect of the Piper Alpha disaster on third quarter output. Wages and salaries per head rose by about 8 per cent in the year to the third quarter of 1988; this was partially offset by an increase in productivity for the whole economy of just over 21/2 per

Productivity

Latest productivity figures for the whole economy show that output per head in the third quarter of 1988 was just over 21/2 per cent higher than in the corresponding quarter of 1987. While this increase in productivity is lower than that recorded in the year to the previous quarter, it is estimated that it would have been 1/2 percentage point higher but for the loss of output due to the Piper Alpha disaster

Since the first quarter of 1987. output growth in the manufacturing sector has been particularly rapid and, when combined with slowly declining employed labour force figures, this has resulted in estimates of productivity growth at an annual rate of over 7 per cent. Productivity in the three months to November 1988 is provisionally estimated to have been 73/4 per cent higher than in the corresponding period of 1987.

Prices

The annual rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 6-8 per cent for December 1988 compared with the 6.4 per cent recorded for November.

The overall level of prices was 0.3 per cent higher in December than in November, compared with a decrease of 0.1 per cent between the corresponding months last year (when mortgage interest rates fell by 1 point to around 101/4 per cent). There were price increases

for a wide range of goods and services the most notable being for foods. The prices of motor vehicles and wines and spirits fell.

The Index for prices, excluding mortgage interest payments. showed an annual increase of 5.1 per cent in the 12 months to December, the same as recorded for the 12 months to November

The average inflation rate for the last quarter of 1988 was 6.5 per

The annual increase in the price index for home sales of manufactured products was 4.9 per cent in December, the same as in November. This rate has been fairly stable—in the range of 43/4 to 5 per cent-for the past six months.

Prices for materials and fuels purchased by manufacturing industry rose by 2.8 per cent between November and December, mainly reflecting the second (and final) instalment of the normal winter increase in costs of industrial electricity: in seasonally adjusted terms the index rose by only 1/2 per cent. The annual change in these input prices is now 4.8 per cent (more than half of which is due to higher prices for

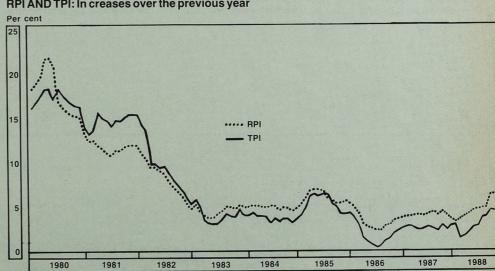
The tax and price index increased by 4.8 per cent in the year to December compared with the 4.4 per cent recorded for November

Industrial disputes

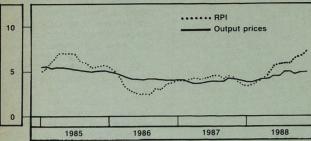
It is provisionally estimated that 173,000 working days were lost through stoppages of work due to industrial disputes in November 1988. This figure compares with 49,000 days lost in October 1988. 127,000 in November 1987 and an average of 733,000 for the month of November during the ten-year period 1978 to 1987

In the 12 months to November 1988 a provisional total of 3.8 million working days were lost. compared with 3.6 million days in the previous 12 months and an

RPI AND TPI: In creases over the previous year







annual average over the ten-year period ending November 1987 of 10.4 million days. Included in the figure for the latest 12 month period are 1.3 million days lost by postal workers, 0-8 million days in the shipbuilding industry, and 0.5 million as the result of several strikes in the motor industry.

During the 12 months to November 1988 a provisional total of 746 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 1.040 stoppages in the 12 months to November 1987 and an annual average in the ten-year period ending November 1987 of 1,464 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that overseas residents made 1.330.000 trips to the UK in October 1988, of which 730,000 were by West European residents. 330,000 by North American residents and 270,000 by residents of other areas.

In the same month an estimated 3 080 000 visits abroad were made by UK residents. This total was made up of 230,000 trips to North America, 2.610,000 trips to Western Europe and 240,000 trips to other parts of the world.

Overseas residents spent an

esimated £590 million in the UK in October 1988, while UK residents spent £890 million abroad. This resulted in an estimated deficit of £300 million on the travel account of the balance of payments for the month.

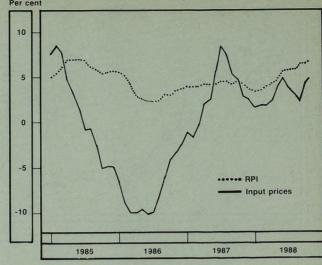
Estimates for the three-month period August to October of 1988 indicate that overseas residents made 5.1 million visits to the UK, 1 per cent more than in the same period of 1987. UK residents made an estimated 11.0 million visits abroad in the period August to October 1988, 10 per cent more than a year earlier

Overseas residents' expenditure in the UK in the period August to October 1988 fell by 4 per cent compared with the previous year, to £2,110 million. UK residents spent £3,220 million abroad in the period August to October, an increase of 11 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the period August to October of 1988 was £1,110 million, compared with a deficit of £688 million for the same period of 1987.

International comparisons

Latest figures show the number of people in employment continuing to rise in the major OECD countries. Recent data are not yet available for France but

RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over the previous year



figures for the other six major OECD economies indicate that civilian employment rose by, on average, 1.9 per cent in the year to the third quarter of 1988. Canada, with 3.1 per cent, experienced the largest rise. The United States and Japan each recorded increases of 2-1 per cent. The rise in Italy was the past year in most of the major 1.8 per cent, in the United Kingdom industrialised countries. 1.6 per cent, while West Germany showed the smallest increase, of 0.6 per cent.

The latest international comparisons of unemployment show that the unemployment rate in the UK remains lower than that of many of our European partners (France, Italy, Belgium, the Netherlands, Spain and Ireland) and is now also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other industrialised country. More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country, as shown in table 2.18) unemployment has fallen faster in the UK than in any other industrial

country, except Belgium. In several countries the unemployment rate has been stable (for example, France and Canada) or has risen (for example, Italy). The rate of increase of unit wage

costs in manufacturing industries has displayed a mixed pattern over Comparisons of the changes in unit wage costs in the year to the third quarter of 1988 with the equivalent period for 1986-87 show a reduction from a 4 per cent increase to an estimated 1 per cent decrease in West Germany, and from a 6 per cent increase to an estimated 1 per cent decrease in Canada. There were estimated rises in the United States from a 1 per cent decrease to no change, and in Japan from a 4 per cent decrease to an estimated 2 per cent decrease. Over the same period the change in unit wage costs in manufacturing in the UK improved from a 1 per cent increase in 1986-87 to no change in 1987-88 as strong productivity growth more than offset the higher rate of earnings growth.

BACKGROUND ECONOMIC INDICATORS'

Seasonally adjusted

		GDP		Output								Income					
		average measure ^{2,4}		GDP ^{3,4}		Index of out	put UK ⁵			Index of production		Real person	al	Gross trad	ing		
						Production industries ^{1,5}		Manufacturi industries 1,6	ng	OECD countries1		disposable income		companies	7		
		1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1980 = 100	%	1985 = 100	%	£ billion	%		
1982 1983 1984 1985 1986 1987		91.4 94.7 96.3 100.0 103.2r 107.6	1.9 3.6 1.7 3.8 3.2 4.3	90.9 94.0 96.6 100.0 103.0r 107.8	2.1 3.4 2.8 3.5 3.0 4.7	94.7 94.9 100.0 102.3 106.2R	0.2 5.4 2.3 3.8	93.8 97.7 100.0 101.0 106.7R	4.2 2.4 1.0 5.6	107.2 109.6 111.0 114.3R	2.2 1.3 3.0	93.2 95.8 97.7 100.0 103.0r 106.3	-0.3 2.8 2.0 2.4 3.0 3.2	21.3 24.7 28.0r 38.0 46.1 55.2	24.6 16.0 13.4 35.7 21.3 19.7		
1987	Q3 Q4	108.7r 108.9	5.8 4.0	108.9r 110.0	5.3 5.1	106.8r 108.4	4.0 4.6	107.8r 109.5	6.9 5.3	117.6r		105.8r 107.9	2.5 3.7	14.7r 14.1	27.8 18.5		
1988	Q1 Q2 Q3	110.8 111.1 112.4P	4.5 4.0 3.4	111.3 112.3 113.6	5.7 5.1 4.3	108.4 110.1 111.2	4.2 4.4 4.1	111.0 112.8 116.3	7.8 6.1 7.9	118.9 119.9 121.9		110.1 108.1 109.5	4.4 2.1 3.5	16.0 15.5 17.2	24.0 14.8 17.0		
1988	May June					110.2r 110.5	3.9 4.4	113.0r 113.3	6.5 6.1	119.3r 120.9							
	July Aug Sep	::		::		110.8 111.1 111.7	4.4 4.3 4.2	115.6 116.4 116.8	6.8 7.1 7.9	121.3 121.8 122.8		::		::			
	Oct Nov					111.1 111.0	3.7 3.4	116.5 116.4	7.4 7.2					::			

		Expenditu	re												
		Consumer		Retail sales		Fixed inve	stment ⁸					General		Stock	Base lending
		expenditur 1985 price		volume ¹		Whole economy 1985 price	S	Manufact industries 1985 pric		Construct distribution and finance industries 1985 price	on cial 10,11	governme consumpt at 1985 pr	ion	changes 1985 prices ¹²	rates† ¹³
		£ billion	%	1980 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1982 1983 1984 1985 1986 1987		195.6 204.3 207.9 215.3 227.7 240.5	1.8 3.6 5.8 5.6	102.1 107.4 111.3 116.4 122.6 129.8	1.9 5.2 3.6 4.6 5.3 5.9	37.33 38.48 42.52 45.37 44.85 47.39	5.4 5.1 7.9 3.1 -0.3 3.9	8.9 10.3 9.6 10.1	15.0 -6.6 4.9	13.1 14.8 15.1 17.6	12.6 2.2 16.1	71.8 73.3 74.0 74.0 75.4 76.1	1.0 — 1.9 0.9	1.31 1.07 0.57 0.62 0.94	10–10.25 9 9.5–9.75 11.5 11
1987	Q4	61.9	7.1	133.3	5.6	12.52	11.5	2.6	13.2	4.9	23.7	19.1	0.5	-0.23	
1988	Q1 Q2 Q3 Q4	62.9r 63.0 64.4 65.3P	7.5 5.9 6.1 5.5	135.3 137.0 139.2 140.6	7.8 6.4 5.9 5.5	12.37 12.79	9.5 9.0 	2.6 2.9 2.8	13.3 12.5 8.1	4.7 5.1 4.9	15.6 19.8 12.9	19.0 19.2 19.1	1.1 1.1 -0.5	0.07 0.80 -0.11	
1988	June			137.0	6.4										9.5
	July Aug Sept		::	140.0 139.5 138.4	7.1 6.3 6.0	::				::					10.5 12 12
	Oct Nov Dec		::	141.2 140.4 140.3P	5.7 5.4 5.5	::								::	12 13 13

		Visible tra	de			Balance of	of payments	3		Competitiv	eness	Prices					
		Export vol	ume ¹	Import volu	me ¹	Visible	Current	Effective	exchange	Normal un	it 1 15	Tax and p	rice	Producer p	rices inc	dex† ^{6,17}	
						balance	balance	rate†1,14		labour cos	ts	index†16'		Materials a	nd fuels	Home sale	es
		1985 = 100	%	1985 = 100	%	£ billion	£ billion	1975 = 10	0 %	1980 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	0 %
1982 1983 1984 1985 1986 1987		85.6 87.6 94.7 100.0 103.6 109.0	2.7 2.4 8.3 5.5 3.6 5.2	80.1 87.0 96.9 100.0 107.0 114.4	5.6 8.6 11.1 3.3 7.0 7.0	-1.1 -4.6 -2.3 -8.7 -10.2	3.8 2.0 3.3 -0.2 -2.7	90.5 83.2 78.6 78.3 72.8 72.7	-4.6 -8.1 -5.5 -0.4 -7.0 -0.1	101.4 95.3 93.0 93.7 89.4 92.3	-4.4 -6.0 -2.4 0.8 -4.6 3.2	167.4 174.1 180.8 190.3 193.8 100.4	9.8 4.0 3.8 5.3 1.8 2.6	100.0 126.6 130.6	26.6	95.0 100.0 104.3 103.3	5.3 4.3 -1.0
1987	Q4	111.9	2.9	120.8	7.0	-3.3	-2.0	74.9	9.8	96.9	13.6	101.3	2.4	96.4	3.4	109.8	4.1
1988	Q1 Q2 Q3 Q4	106.5 111.1 110.5	-2.1 4.6 1.2	117.8 127.4 135.6	11.2 14.5 13.5	-4.0 -4.5 -5.6	-2.9 -2.8 -3.6	75.4 77.6 75.9 77.1	7.9 6.7 4.4 2.9	99.5 103.8	13.7 13.2	101.8 101.9 103.5	1.4 2.1 3.5	96.9 97.8 98.8 100.1P	1.8 3.7 3.7 3.8	111.0 112.6 113.9 115.2P	3.8 4.3 4.9 4.9
1988	June	111.8	4.6	131.0	14.5	-1.6	-1.0	76.2	6.6			102.3	2.5	99.5	4.8	113.0	4.4
	July Aug Sept	107.8 104.8 118.9	3.4 1.7 1.3	145.3 130.3 131.2	17.7 15.4 13.5	-2.7 -1.8 -1.1	-2.0 -1.2 -0.4	75.6 76.5 75.5	5.2 4.8 4.3			102.4 103.7 104.3	2.7 3.7 3.9	99.4 98.8 98.2	4.3 3.5 3.3	113.5 113.9 114.3	4.7 4.9 5.0
	Oct Nov Dec	107.2 110.1	0.5	146.1 136.4	13.6 15.5	-2.9 -2.0	-2.5 -1.6	76.3 77.1 78.0	4.2 3.1 2.9		•	105.4 106.0 106.3	4.5 4.4 4.8	98.0 99.8P 102.6P	2.5 4.4 4.8	114.9 115.2P 115.4P	4.8 4.9 4.9

P=Provisional
R=Revised
r=Series revised from indicated entry.
*For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.

**The appearage change series for the monthly data is the percentage change between the same period a year earlier.

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. For description of this measures see *Economic Trends* October 1988 p 79. For details of this series see *Economic Trends*, July 1984 p 72. GDP at factor cost.

Production Industries: SIC divisions 1 to 4.

Manufacturing Industries: SIC divisions 2 to 4.

Industrial and commercial companies (excluding North Sea oil companies) net of

(8) Gross domestic fixed capital formation
(9) Including leased assets.
(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
(11) Excluding assets leased to manufacturers.
(12) Value of physical increase in stocks and work in progress.
(13) Base lending rate of the London clearing banks on the last Friday of the period shown.
(14) Average of daily rates.
(15) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends* 304, February 1979, p 80.
(16) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes in Section 6.
(17) Annual and quarterly figures are averages of monthly indices.

(17) Annual and quarterly figures are averages of monthly indices.

Quarter	Employees in	employment*		Self-employed	HM Forces**	Work related govt, training	Workforce in	Workforce‡
	Male	Female	All	(with or without employees)†	Forces	programmes††	employment‡‡	
UNITED KINGDOM								
Unadjusted for seasonal variati	ion							00.075
1986 Sept	11,934 11,866	9,715 9,852	21,649 21,718	2,685 2,744	323 320	285 278	24,942 25,060	28,275 28,289
1987 Mar	11,800	9,775	21,575	2,802 2,861	320 319	255 311	24,952 25,306	28,095 28,211
June	11,883	9,932	21,816 21,922	2,892	319	383	25,516	28,211 28,386 R
Sept	11,964	9,959 10,115	22,058	2,923	317	366	25,665	28,360 R
Dec	11,943	10,115	22,030	2,020				
1000 14	11,903 R	10,053	21,957	2,954	317	343	25,570	28,162
1988 Mar June	11,945	10,158	22,103	2,985	316	343 R	25,746 R	28,087 R
Sept	12,000	10,203	22,203	3,016	315	386	25,920	28,231 §
UNITED KINGDOM								
Adjusted for seasonal variation	14.074	9,717	21,590	2,685	323	285	24,883	28,165
1986 Sept	11,874 11,850	9,791	21,641	2.744	320	278	24,982	28,196
Dec	11,000	3,731	21,011	7111				
1987 Mar	11,860	9,842	21,702	2,802	320	255	25,079	28,206
June	11,889	9,917	21,806	2,861	319	311	25,296	28,288
Sept	11,902	9,959	21,862	2,892	319	383	25,455 R	28,291
Dec	11,927	10,052	21,979	2,923	317	366	25,585 R	28,265
			00.004	0.054	317	343	25,697 R	28,264
1988 Mar	11,963	10,121	22,084	2,954 2,985	316	343 R	25,736 R	28,161 R
June	11,950	10,143 10,204	22,093 22,141	3,016	315	386	25,858	28,115 §
Sent	11 937	10.204	CC, 141	0,010		NAME AND ADDRESS OF THE OWNER, WHEN PERSON		THE RESERVE THE PARTY OF THE PA

Definitions of terms used will be found at the end of the section.

Workforce in employment plus claimant unemployed.

Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (Employment Gazette, January 1987, p. 31). For all dates individuals with two jobs as employees of different employers are counted twice. Sample inquiries (Employment Gazette, January 1987, p. 31). For all dates individuals with two jobs as employees of different employers are counted twice. Sample inquiries (Employment Gazette, January 1987, are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985, 1986, and 1987 Labour Force Surveys. The provisional estimates from September 1987 are based on the assumption that the average rate of increase between 1981 and 1987 has continued subsequently. A detailed description of the current estimates is given in the article on p. 159 of the March 1988 edition of Employment Gazette.

** HIM 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.

• 2 EMPLOYMENT Employees in employment: industry* **EMPLOYMENT**

GREA BRIT	AIN	All indu		Manufa industr	cturing ies	Producti industrie		Product constru industri	ction	Service industri	es							
		All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Division Clas		0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1982	lune	20,916	20,896	5.751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983		20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984		20,741	20.722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786
1985		21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986	June	21,088	21,079	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,114	310	230	300	425	343	723	758
	Nov Dec	21,224	21,147	5,120 5,105	5,092 5,084	5,630 5,614	5,602 5,593	6,585	6,562	14,326	14,272	313	212 211	299 298	423 421	347 343	712 710	752 751
1987	Jan Feb Mar	21.084	21,212	5,042 5,033 5,029	5,065 5,062 5,053	5,543 5,532 5,523	5,566 5,561 5,548	6,498	6,527	14,287	14,373	299	205 203 200	296 296 294	414 417 417	340 341 342	704 701 703	746 745 746
	April May June	21,325	21,315	5,021 5,027 5,044	5,046 5,052 5,056	5,508 5,513 5,532	5,533 5,538 5,544	6,515	6,529	14,508	14,475	302	194 194 196	293 292 292	417 414 415	341 342 342	699 703 705	739 736 742
	July Aug Sept	21,429	21,369	5,054 5,059 5,069	5,048 5,043 5,034	5,538 5,542 5,554	5,532 5,526 5,518	6,550	6,510	14,550	14,550	329	193 192 194	291 291 291	416 419 420	342 344 344	703 705 702	742 746 747
	Oct Nov Dec	21,562	21,483	5,065 5,062 5,051	5,032 5,033 5,028	5,544 5,540 5,528	5,511 5,510 5,505	6,520	6,496	[14,735]	[14,681]	307	190 188 189	289 289 289	420 420 420	344 343 342	700 702 701	745 744 743
1988	Jan Feb Mar	21,461	21,589	5,010 5,005 5,004	5,034 5,035 5,029	5,482 5,472 5,466	5,505 R 5,501 R 5,491	6,463	6,492 R	[14,706]	[14,792]	292	183 180 178	289 287 284	418 419 419	340 341 341	702 701 699	735 735 737
	April May June	21,607	21,597	4,990 4,989 4,995	5,016 5,015 5,007	5,441 5,439 5,445 R	5,467 5,465 5,458	[6,440]	[6,454]	[14,873]	[14,841]	294	168 167 168 R	283 283 282	419 418 419	340 340 342	697 701 701	733 729 726
	July Aug Sept	21,705	21.643	5,014 5,023 5,025	5,008 5,008 4,989	[5,460 R] [5,469 R] [5,471 R]	[5,455] [5,454 R] [5,436]	[6,465]	[6,426]	[14,918]	[14,916]	[322]	[165 R] [165] [166]	281 281 [280]	421 422 423	345 347 347	705 708 711	729 734 731
	Oct	21,700	21,040	5,015 5,016	4,982 4,985	[5,456 R] [5,456]	[5,423 R] [5,426]	The State of the London					[163] [162]	[278] [278]	422 423	346 346	707 707	733 733

* See footnote to table 1-1.

S8 FEBRUARY 1989 EMPLOYMENT GAZETTE

EMPLOYMENT 4 Workforce#

Quarter	Employee	es in employr	ment*			Self-employed	НМ	Work related	Workforce	Workforce‡	
	Male		Female	11111	All	 (with or without employees 	Forces**	govt training programmes††	in employment‡‡		
	All	Part-time	All	Part-time							
GREAT BRITAIN Unadjusted for sea	conal variation										
1986 Sept Dec	11,671 11,604	843 866	9,485 9,620	4,118 4,237	21,157 21,224	2,625 2,684	323 320	276 268	24,380 24,496	27,578 27,596	
1987 Mar June Sept Dec	11,541 11,623 11,703 11,682	869 888 882 921	9,544 9,701 9,726 9,880	4,207 4,277 4,246 4,368	21,084 21,325 21,429 21,562	2,742 2,801 2,832 2,863	320 319 319 317	245 303 373 356	24,392 24,746 24,953 25,098 R	27,408 27,526 27,693 27,674	
1988 Mar June Sept	11,643 11,684 11,738	914 R 935 R 909	9,818 9,923 9,967	4,339 R 4,393 R 4,356	21,461 21,607 21,705	2,894 2,925 2,956	317 316 315	334 335 R 377	25,005 25,181 R 25,353	27,480 27,407 R 27,548 §	
GREAT BRITAIN											
Adjusted for seaso 1986 Sept Dec	11,611 11,588		9,487 9,559		21,098 21,147	2,625 2,684	323 320	276 268	24,321 24,418	27,473 27,502	
1987 Mar June Sept Dec	11,601 11,628 11,642 11,667		9,611 9,686 9,727 9,817		21,212 21,315 21,369 21,483	2,742 2,801 2,832 2,863	320 319 319 317	245 303 373 356	24,519 24,736 24,892 25,019	27,519 27,601 27,602 27,577	
1988 Mar June Sept	11,703 11,688 R 11,676		9,886 9,908 9,967		21,589 21,597 21,643	2,894 2,925 2,956	317 316 315	334 335 R 377	25,133 25,171 R 25,591	27,581 27,479 R 27,433 §	

The 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. 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.

Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics see page S6 of the August 1988 issue of Employment Gazette.

The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2:1 and 2:2 and their footnotes.

EMPLOYMENT 4 **Employees in employment: industry***

		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	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc. #	Education	Medical and other health services:	Other services†
		35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1982	June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983	June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984	June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985	June	266	278	320	573	548	474	480	996	1,169	2,044	1,046	900	426	2,055	1,903	1,559	1,262	1,487
1986	June	252	268	302	552	549	488	474	967	1,184	2,068	1,070	892	429	2,174	1,928	1,597	1,260	1,549
	Nov Dec	243 241	261 263	304 302	555 551	542 541	497 496	485 484	971	1,197	2,162	1,036	884	431	2,230	1,953	1,639	1,253	1,540
1987	Jan Feb Mar	238 238 238	258 256 254	298 299 294	539 533 532	531 530 528	491 491 493	482 482 483	975	1,200	2,067	1,021	882	433	2,256	1,965	1,653	1,264	1,547
	Apr May June	238 239 238	253 250 251	292 293 295	537 543 543	528 528 531	494 496 498	482 483 484	984	1,212	2,074	1,095	888	438	2,299	1,980	1,646	1,266	1,609
	July Aug Sept	237 237 240	250 249 250	297 295 297	546 545 547	532 532 530	504 505 509	485 484 484	996	1,215	2,080	1,109	897	443	2,349	2,000	1,579	1,270	1,607
	Oct Nov Dec	241 240 239	249 247 246	295 295 296	548 548 542	531 529 527	511 511 512	482 483 482	992	1,216	2,193	1,077	893	445	2,379	[2,002]	1,680	[1,271]	1,578
1988	Jan Feb Mar	237 237 236	243 242 241	294 294 293	534 526 529	523 521 521	507 511 511	478 478 477	997	1,221	2,098	1,071	897	445	2,406	[2,009]	1,696	[1,274]	1,588
	April May June	236 236 235	237 236 235	290 292 291	527 528 532	520 517 517	516 516 518	475 476 478	[995]	1,239	2,085	1,144	[903]	451	[2,440]	[2,016]	1,678	[1,275]	1,643
	July Aug Sept	235 234 235	231 229 231	289 288 290	537 538 538	519 515 512	522 525 527	480 482 480	[994]	1,246	2,106	1,155	[913]	459	[2,499]	[2,018]	1,594	[1,277]	1,652
	Oct Nov	234 234	228 227	290 290	539 537	507 505	529 535	479 479											

† Excludes private domestic service.

‡ 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. FEBRUARY 1989 EMPLOYMENT GAZETTE \$9

EMPLOYMENT Employees in employment*: production industries

GREAT BRITAIN	Division	Nov 198	37 R		Sept 198	8 R		Oct 1988	R		[Nov 19	[88]	
SIC 1980	class or group or AH	Males	Females	All	Males I	Females	All	Males	Females	All	Males	Females	All
	1-4	3,945-6	1,593-9	5,539-5	[3,878-9	1,592-3	5,471-2]	3,863-5	1,592-8	5,456-3	3,863-3	1,592-4	5,455-7
Production industries			1,522.0	5.062-3	3,502-9		5,024-7	3,492-5	1,522-8	5,015-2	3,493-0	1,522-5	5,015-5
Manufacturing industries	2-4	3,540-2				70.5	446.5	371.0	70.0	441-0	370-2	69.9	440-2
Energy and water supply Coal extraction and solid fuels Electricity Gas	1 111 161 162	405·4 141·7 115·3 60·0	71·8 5·5 28·1 21·4	477·2 147·2 143·4 81·4	[376·0 122·0 [113·3 57·1	4.1	126·1 141·7 78·1	120·8 113·1 57·0	3·9 28·3 21·0	124·6 141·4 78·0	120·3 113·2 57·0	3·7 28·4 21·0	124·0 141·6 78·0
Other mineral and ore extraction, etc	2	586-5	176-6	763-0	588-2	181-5	769-7	587.5	181-0	768-5	587-3		157-7
Metal manufacturing	22	142-8	20-1	162-9	138-9	19-9	158-8	138-6	19-5	158-0	138-1	19-6	
Non-metallic mineral products	24	176-7	51.9	228-6	182-8	54.4	237-2	182-3	54.7	237-0	182-8	54.8	237-6
Chemical industry/man-made fibres Basic industrial chemicals Other chemical products and preparations	25/26 251 255-259	241·5 103·7 137·8	101·2 21·0 80·2	342-8 124-7 218-1	243-0 104-7 138-3	21.3	126-0	104.7	103·5 21·3 82·3	346·2 126·0 220·3	242·5 105·0 137·5	21.5	346·4 126·5 219·9
Metal goods, engineering and vehicles	3	1,755-5	472-7	2,228-2	1,728-4	469-5	2,198-0	1,722-9	468-9	2,191.7	1,721-4	469-6	2,191.0
	31	228-6	66-2	294-8	226-8	63-5	290-3	226-1	63-4	289-5	226-6	63-4	290.0
Metal goods nes	32	589-1	113-4	702-5	595-0	115-7		592.3	114-9	707-3	591.7		707 ·0
Mechanical engineering Industrial plant and steelwork	320 325	67·4 63·1	7·7 9·1	75-2 72-2	68·3				7·9 8·9	76·1 72·0	67·6 63·2		72.0
Mining and construction machinery, etc Other machinery and mechanical equipment	321-324/ 327/328		87-6	512.0	429-	4 90-	0 519	5 427-2	89-2	516-4	427-0	0 89.7	516-
Office machinery, data processing equipment	33	67-8	29.1	96-8	70	3 30	5 100-	9 70-4	30-6	100-9	70-	7 30.9	101-
Electrical and electronic engineering	34	373	172-8	545-9	361	3 169	0 530-	3 361.5	169-2	530-7	361	3 169-9	531-
Wires, cables, batteries and other	341/342/ 343	138-3	52-3	190-6	133	1 52			51-6				185- 157-
electrical equipment Telecommunication equipment	344 345-348	110-0	50.9						49·8 67·8				188-
Other electronic and electrical equipment	345-340								30-				234
Motor vehicles and parts	35 351	210- 81-	3 8.9	90.3	3 78	.5 8	.8 87	.2 78.3	8-8 21-4				86 147
Motor vehicles and engines Bodies, trailers, caravans and parts	352/353	129-	1 21.0	150-1	1 126								226
Other transport equipment Aerospace equipment	36 364	217- 132-							28: 19:		8 122	.8 19.0	141
Ship and other transport equipment	361-363 365	84-	4 9.3	93.7	7 77	.7 9	.3 87	0 75.9	9.	3 85-	2 75	-5 9-3	84
Instrument engineering	37	69	5 31-4	100-9	9 68	3-0 32	2-1 100	-1 68-7	32-	2 100	9 68	4 31.5	99
Other manufacturing industries	4	1,198	2 872-8	3 2,071-0	0 1,186	6-3 870	0-8 2,057	1,182-1	872-	9 2,055	0 1,184	4 871-3	2,055
	41/42	318	7 229	1 547-	8 309	9.7 221	3-1 537		229				
Food, drink and tobacco Meat and meat products, organic oils and fats Alcoholic and soft drink manufacture	411/412 424-428	54 68	2 37.	9 92-	1 53	3.6 37	7-9 91	53-2 9-8 64-6		9 91-		2·6 37·6 1·4 24·8	89
All other food, drink and tobacco manufacture	413-423 429	196	1 166-	4 362-	5 190	0.9 16	5-6 356	6-4 191-9	167	5 359	4 191	1-3 166-0	
Textiles	43	113	7 107-	6 221	2 10	9-6 10	3-8 213	3-4 107-6	103	9 211			
Footwear and clothing	45	77	1 213-	1 290-	2 7	5.6 20	7.0 28	2.6 74.4	205	7 280	1 7	4-8 204-4	
Timber and wooden furniture	46	171	-5 41-	3 212-	8 17	2.0 4	1-1 21:	3.1 171.7	40	9 212	-6 173		
Paper, printing and publishing Pulp, paper, board and derived products	47 471/472 475	312 95 217	.9 44.	0 139-	9 9	4.7 4	4·7 48 4·5 13 0·2 34	9-2 94-7	44	4 139	-1 94	4-2 174-8 4-3 44-8 9-8 130-1	13
Printing and publishing	48	147						2.5 153.2	68	2 221	4 15	4-1 69-2	2 22
Rubber and plastics								1.8 53.9	40	7 94	.7 5	5-1 42-0) 9
Other manufacturing	49	49	2 38	0 87	2 3	3						The Parket of th	

* See footnotes to table 1-1.

EMPLOYMENT 1 · 4

GREAT BRITAIN	Division	Sept 1987	R				June 1988	BR		Sept 198	8 R			
	Class or Group	Male		Female		All	Male	Female	All	Male		Female		All
NO 1090		All	Part- time§	All	Part- time					All	Part- time§	All	Part- time	
All industries and services ‡	0-9	11,703-0	881-8	9,726-3	4,246-4	21,429-3	11,683-5	9,923-1	21,606-7	11,738-2	908-6	9,967-3	4,356-1	21,705-5
Agriculture, forestry and fishing	0	240-2	33.0	88-3	31-2	328-5	213-3	80-4	293-7	[235-3	32.7	86-8	31.5	322-1]
ndex of production and construction		4.040.4	70.7	1 710 0	261.2	6 550.4	[4.748.0	1,692-1	6,440-1]	[4,754-8	75.3	1,710-6	353-4	6,465.4]
industries	1-5	4,840·1 3,962·1	72·7 58·5	1,710-2	361·2 308·2	6,550·4 5,553·9	3,871.7	1,573.7	5,445-4	[3,878-9		1,592-3	299-4	5,471.2]
Index of production industries of which, manufacturing industries	2-4	3,550-4	57.3	1,518-9	294-3	5,069-3	3,491-8	1,503-3	4,995-1	3,502-9	59.9	1,521-8	285-2	5,024-7
Service industries ‡	6-9	6,622-6	776-1	7,927-8	3,853-9	14,550-4	[6,722-2	8,150-7	14,872-9]	[6,748-2		8,169-8	3,971-3	14,918-0]
Agriculture, forestry and fishing Agriculture and horticulture	0 01	240·2 225·5	33·0 32·3	88.3 85.7	31·2 30·4	328-5 311-3	213·3 198·6	80·4 77·8	293.7 276.4	[235·3 [220·5	32·7 32·1	86.8 84.3	31·5 30·6	322·1] 304·8]
Energy and water supply Coal extraction and solid fuels	1 111	411·8 144·7	1·2 0·1	72.9 6.2	13·9 1·4	484·6 150·9	379·9 123·4	70.4 4.5	450·4 127·9	[376·0 122·0	1·2 0·1	70·5 4·1	14-2	446·5 126·1
Electricity Gas	161 162	115·4 60·6	0·4 0·1	27·9 21·5	6·5 4·0	143·3 82·1	113·3 57·8	28·2 20·9	141·4 78·7	113·3 57·1	0·4 0·1	28.4 21.1	6·7 4·1	141·7 78·
Other mineral and ore extraction, etc	2	587-2	4.3	177-2	28-4	764-3	583-1	177-9	761-0	588-2	5.1	181-5	27.6	769-7
Metal manufacturing	22	143-8	0.7	20-1	2.8	163-9	140-5	20-1	160-6	138-9	0.9	19-9	2.5	158-8
Non-metallic mineral products	24	175-7	1.2	51.9	10-6	227-6	178-9	53-4	232-3	182-8	1.4	54-4	10-5	237-2
Chemical industry Basic industrial chemicals	25 251	235·7 103·3	•	101·2 20·9	13·8 2·9	336·9 124·2	235·4 104·0	100·7 21·1	336·1 125·1	237·9 104·7	•	103-3 21-3	13·3 2·9	341-1 126-0
Other chemical products and preparations	255-259	132-4		80-3	11.0	212-7	131-4	79-6	211.0	133-2		82-0	10.5	215-
Metal goods, engineering and vehicles	3	1,764-9	16.0	470-6	72.8	2,235-6	1,726-9	461-7	2,188-6	1,728-4	17-6	469-5	70-6	2,198
Metal goods n.e.s. Hand tools and finished metal goods	31 316	231·4 117·1	3·6 1·8	65·7 40·5	12·1 5·8	297·1 157·6	227·3 115·2	63-6 39-0	290·9 154·2	226·8 114·0	3·7 1·7		11·3 5·2	290- 152-
Other metal goods	311-314	114-3	1.8	25.2	6.3	139-5	112-0	24.6	136.7	112-8	2.1	24.7	6-1	137-
Mechanical engineering Industrial plant and steelwork Machinery for agriculture, metal	32 320	589·4 66·7	6.2	112.8 7.9	25 ·1 2·2			112·9 7·6	701.4 74.0	595.0 68.2		115·7 7·7	26·3 2·1	710 -75
working, textile, food and printing, etc. industries	321-324/327	147-6		29.5	7.4	177-1	148-2	29-3	177-6	152-0		31.1	8-2	183
Mining and construction machinery, etc Other machinery and mechanical	325	62.8		9-1	1.8			9.3	72.2	63.3		9.1	1.6	72-
equipment	328	278-3	3.1	57-4	12-9	335-6	277.4	58-0	335-4	277-5	3.7	58-9	13.7	336
Office machinery, data processing equipment	33	67-6		28-5	1.9	96-1	70.0	30-1	100-1	70-3		30.5	1.9	100
Electrical and electronic engineering Wires, cables, batteries and other	34	376-9		171-8	21.8	548-7	361-2	165-0	526-2	361-3			19-3	530
electrical equipment Telecommunication equipment	341/342/343 344	139·6 112·0		52·9 50·5	6·9 4·8			52·2 48·8	186·5 156·1	133·1 107·4		40 0	6·5 4·7	185 156
Other electronic and electrical equipment	345-348	125-3		68-4	10-2	193-6	119-6	64.0	183-5	120-8		67-1	8-1	187
Motor vehicles and parts	35 351	209.7	1.0	30·1 8·9	2·4 0·4			29·4 8·7	235·4 87·9	204·8 78·5		30·0 8·8	2·3 0·4	234 87
Motor vehicles and engines Bodies, trailers, caravans and parts	352/353	81·7 128·0		21.2	2.0			20.7	147-5	126.4		21.2	1.9	147
Other transport equipment	36	219-6	1.2		3.2			29.0	234-6	202-3			3.1	230
Aerospace equipment Ship and other transport equipment	364 361-363/	133.9		20.8	1.1	154-7		19.7	146-8	124-6		. 19-3	1.0	144
	365	85.6		9.3	2.1			9.3		77.7		9.3	2.2	87
Instrument engineering	37	70·3 1,198·3	1·3 37·0		193			31·6 863·7		1,186-3			6·5 186·9	2,057
Other manufacturing industries Food, drink and tobacco	41/42	318-5	8.7		81-6			223-5		309-7			79-9	537
Meat and meat products, organic oils and fats	411/412	54.2		37.6	9.2				90-4	53.6		07.0		91
Bread, biscuits and flour confectionery Alcoholic and soft drink manufacture	419 424-428	62·1 68·2		66·7 24·7	37·3 4·0	128-8	61.0	67.3	128-3 90-5	61.5	5 .			129
All other food, drink and tobacco manufacture	413-418/	134-1		99-3	31-2	2 233-4	1 128-5	94-8	223-3	129-4	1 .	. 97-4	31.6	226
Textiles	420-423/429 43	114-4	2.6	106-7	15	1 221-	1 111-2	105-3	3 216-5	109-	6 2	1 103-8	13-5	213
Footwear and clothing	45	77.0		4000								. 207-0		282
Clothing, hats, gloves and fur good		40.9												
Timber and wooden furniture	46	171.6	3.7											213
Paper, printing and publishing Pulp, paper, board and derived products	47 471/472	312·6 95·4	14-4	44.0								44.5		139
Printing and publishing	471/4/2	217.3		400 0					339-1	210-	5 .	. 130-2	28.7	340
Rubber and plastics	48	146-7	2.0									2 68-7		
Other manufacturing	49	48-8	2:									2 38-8		
Construction Distribution, hotels, catering, repairs	6	878-0 1,988-2	326							CONTRACTOR OF STREET				
Wholesale distribution	61	618-0	320	000								. 311		
Agriculture and textile raw materials, fuels, ores, metals, e	tc 611/612	88-1		. 31.3	7.	3 119-	4 86.9	31-	8 118-8	87.	1 .	. 32-9	7-8	12
Imber and building materials Machinery, industrial equipment,	613	98-4		. 30.5	10.	2 128-	9 100-6	30.	7 131-3	99.	4 .	. 30.9	9.7	13
vehicles and parts Food, drink and tobacco	614 617	128·5 163·8	9.1	48.8								. 50·1 3 86·8		
Other wholesale distribution	615/616/ 618/619	139-2		103-7	30-	7 242-	9 141.7	107-5	249-2	144-	2	. 110-4	34.9	25

1 · 4 EMPLOYMENT Employees in employment*: Sept 1988

T	10	0	п	п	0	^	п	5

GREAT BRITAIN	Division	Sept 1987	7 R				June 198	88 R		Sept 19	88			
	Class or Group	Male		Female		All	Male	Female	All	Male		Female		All
SIC 1980		All	Part- time§	All	Part- time						Part- time§	All	Part- time	
letail distribution	64/65	765-3	142-7	1,314-8	786-1	2,080-1	762-0	1,323-4	2,085-4	767-3	153-0	1,338-2	802-5	2,105-5
Food Confectioners, tobacconists, etc	641 642	215·5 34·3	57·8 14·4	381·1 97·4	261·7 72·5	596-6 131-6	215·5 34·9	385·6 95·3	601·1 130·2	210·3 34·9	57·9 17·1	389·4 97·5	268·9 72·3	599-1 132-1
Dispensing and other chemists	643	16.2	4.6	95-4	52.6	111-5	16-4	94.8	111-2	18-6	6.5	95·4 204·0	54·5 124·5	114-0 258-
Clothing, footwear and leather goods Household goods, hardware,	645/646	54-4	9.9	200.0	121-2	254-4	52-4	203-1	255.6	54-4	12.6		52.8	210
ironmongery	648	107-1		97.9	51.6	205.0	107-8	99.0	206-8	106-4		103.7	25.9	210.
Motor vehicles and parts, filling stations	651/652	168-2	14.8	64-7	24.0	232-8	167-1	67.8	234-9	171-7	14-5	68.8	24.9	240 · 529 · 1
Other retail distribution	653-656	159-8	29.3	367-6	198-2	527.5	157-6	366-6	524-2	160-7	32.0	368-3	199-8	
otels and catering	66	376-0	148-9	733-5	486-4	1,109-5	379.7	764-6	1,144-3	382·2 93·0	155·5 35·4	773·1 154·5	503-5 102-1	1,155-
Restaurants, snack bars, cafes, etc Public houses and bars	661 662	94·5 78·2	34·6 45·0	144·4 206·0	97·4 170·3	238·9 284·2	96·3 79·7	155-3 210-5	251·5 290·1	82-4	49-2	215-6	175-4	298-
Night clubs and licensed clubs	663	57.4	36-5	93-0	77.8	150-3	58-3	97.8	156-1	57·7 35·7	36·9 5·5	96·8 107·8	80·8 52·0	154- 143-
Canteens and messes Hotel trade	664 665	34·3 96·3	5·7 24·6	102-8 169-9	50·5 82·5	137·1 266·2	34·0 96·2	105·9 178·3	139·9 274·4	98-9	26.1	180-5	85.4	279-
	000	000												
Repair of consumer goods and vehicles	67	196-8	7.9	52-3	25-4	249-2	201-8	54-5	256-4	202-3	8.5	55·3 47·5	28·3 24·2	257- 226-
Motor vehicles	671	172-4		44.7	21.5	217.0	177-4	46-8	224-2	179.3		District of the last of the la		
ransport and communication	7	1,058-4	32-6	281-6	65-0	1,340.0	1,064-6	288-7	1,353-3	1,072-9	34.7	299-1	75.3	1,372
Railways	71	126-4	0.2	10-3	0.4	136-7	120-1	9-7	129.7	119-9	0.1	9-6	0.4	129
Other inland transport	72	390-1	20.0	60.8	20.7	450-9	400-2	61-8	462-0	406-1	20.5	63-2	21.3	469-
Road haulage	723 721/722/	209.5		32.5	12.9	242.0	218-6	34.1	252.8	220.7		34.5	13.9	255-
Other	726	180-6		28.3	7.7		181-6	27.6	209-2	185-5		28-8	7.5	214
Sea transport	74	15-3	0-2	5.8	0.9	21.1	12.4	5.9	18-3	12-1	0.2	6-1	1.0	18
Air transport	75	33-1	0-5	16-7	1.6	49-8	36-0	18-7	54.7	35-1	0-4	21.6	5-5	56
Supporting services to transport	76	73-3	1.4	13-0	1.6	86-4	[72-7	12-8	85.5]	[72-9	1-4	12-8	1.6	85
Miscellaneous transport and storage	77	83-7	2.8	68-6	15-2	152-3	81-6	70-5	152-1	81-8	3.4	71-9	17-3	153
												4400	00.0	459
ostal services and telecommunications	79	336-3	7.4	106.5	24.6		341·5 175·7	109·3 43·3	450·8 219·0	345·1 175·2	8-6		28-2 18-2	222
Postal services	7901 7902	172·6 163·7	6·8 0·6	41·2 65·3	15·6 9·0		165.8	66-0	231-8	169-9	0.6	67.0	10.0	237
Telecommunications	8	1,185-6	66-2	1,163-5	312-3	2,349-2	[1,225-4	1.214-2	2,439-6	[1,253-8	70-1	1,245-2	338-3	2,499-0
Banking, finance, insurance, etc			16.9	310-3	72-6		258-8	318-5	577-3	263-1	16-9	327-7	78-7	590
Banking and finance Banking and bill discounting	81 814	253·5 197·1	11.5	224.3	48-3	421.4	200.8	226.5	427-3	205.5	11.4	234.0	52·2 26·5	439 151
Other financial institutions	815	56.5	5.5	86.0	24-3	142.5	58.0	92-0	150-0	57.7	5-4	93.7		
nsurance, except social security	82	128-2	2-2	116-4	16-1	244-6	129-2	123-5	252.7	132-0	2.3	127-9	17-6	259
Business services	83	652-4	36-1	647-6	186-8		683-6	680-4	1,364-0	701-6			201-7	1,397
Professional business services	831-837 838/839	384·0 268·4		403-4	109·7 77·2	787·4 512·6	400·1 283·5	416·8 263·7	816·9 547·2	408·4 293·2		424·1 271·7	117·0 84·7	564
Other business services					12.3	111-8	[82-2	31.0	113-3	[84-0	3.0	32-3	14-5	116-
Renting of movables	84	81-4	3.0					60.7	132-3	73-1			25.9	134
Owning and dealing in real estate	85	70-1	8.0	58-8	24.5		71.6							
Other services	9	[2,390-3	351-2	4,066-0	2.083-3	6,456-3]	[2,429.0	4,182-6	6,611.7]	[2,409-6	348-7	4,130-6	2,121-6	6,540
Public administration and defence	91	875-1	72-6	725-9	249-9	1,601.0	875-4	721-3	1,596-7	869-7	66-4	719-4	254-1	1,589
National government n.e.s./ Social security**	9111/919	257-7	20.8	299-6	67-5		[258-0	298-3	556-3	[258-1	20-8	3 298.0	67-9	556-
National government n.e.s.**	9111	222·9 293·4	20·7 31·4	225.9	62-6 156-6	448·8 605·6	292.3	309-3	601.6	286-0	25.	307.7	160-1	593
Local government services n.e.s. Justice, police, fire services	9112 912-914	243-6	19-2	75.8	21.4	319-3	[245-9	76-7	322-6	[246-3	19-3	3 76-8	21.9	323 116
National defence	915	80·5 34·8	1·2 0·1	38·4 73·7	4.3		79.2	37-0	116-1	79-2	2 1.3	36.9	4-2	110
Social security**	919				210-2		162-9	256-1	419-0	165-	8 47-	2 263-0	226-8	42
Sanitary services	92	156-1	42.1							490-			634-3	1,59
Education	93	495-0	87-2		619-7				1,678-3					
Research and development	94	78-0	1.3	30-1	4.6	108-1	75.5		105-2				4.6	10
Medical and other health services	95	[254-9	33.9	1,015.1	468-6	1,270.0	[254.7	1,020-4	1,275.1	[254:			474-9	1,277
Other services	96	204-6	51.4		356-4			607-8	819-5	210-				82 67
Social welfare, etc	9611	128-8	33.2	515.5	314-6	644-3	130-4		661-6					
Recreational and cultural services	97	270-5	56-4	239-4	121-	5 509-8	278-0	248-1	526-1	286-				52
Personal services ±	98	56-1	6.4	141-0	52-4	1 197-1	54-3	137-4	191.7	56-	5 7.	0 141-2	54-1	19

Note: Figures for carrian industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.

* See footnotes to table 1-1.

* Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed by type of service, are published in table 1-7 on a quarterly basis.

* Domestic servants are excluded. Locally engaged staff working in diplomatic and other overseas organisations are included.

* The new estimates of males in part-time employment may be subject to greater revisions than other estimates as more data are acquired.

* Since the creation of the Employment Service in October 1987 it is no longer possible to produce separate estimates of employment in AH's 9111 and 9190 since the functions of Unemployment Benefit Offices (previously included in AH 9190) cannot be separated from other Employment Service functions (included in AH 9111).

EMPLOYMENT 1 Employees in employment by region*

Standard	Male	Female	Park Sala	Total	Index	Produc-	Index	Produc-	Index	Manu-	Index	Service	Index
region		All	Part- time		Sept 1984 = 100	tion and construc-	Sept 1984 = 100	tion in- dustries	Sept 1984 = 100	facturing industries	Sept 1984 = 100	industries	Sept 1984 = 100
SIC 1980						dustries		1-4		2-4		6-9	
South East 1987 June Sept Dec 1988 Mar June Sept	4,028 4,060 4,062 4,056 4,052 4,082	3,420 3,436 3,491 3,491 3,516 3,529	1,384 1,383 1,421 1,423 R 1,441 1,416	7,448 7,496 7,553 7,547 7,568 7,611	103·2 103·8 104·6 104·5 104·8 105·4	1,753 1,770 1,758 1,744 1,710 R 1,716	91·9 92·8 92·2 91·4 89·7 90·0	1,464 1,479 1,469 1,454 1,422 1,429	91·7 92·6 92·0 91·1 89·0 89·5	1,359 1,374 1,365 1,353 1,321 1,328	91·5 92·5 91·8 91·0 88·9 89·4	5,630 5,654 5,731 5,743 5,794 R 5,823	107·6 108·0 109·5 109·7 110·7 111·2
Greater London (Included in South East) 1987 June Sept Dec 1988 Mar June Sept	1,936 1,956 1,956 1,954 1,937 1,946	1,538 1,547 1,572 1,569 1,559 R 1,561	507 506 513 511 R 515 505	3,474 3,504 3,528 3,523 3,496 R 3,507	100·3 101·2 101·9 101·7 101·0 101·3	670 687 681 675 644 R 653	88-2 90-5 89-7 88-9 84-9 86-1	548 565 561 555 526 536	88·4 91·1 90·4 89·4 84·7 86·4	498 514 510 506 477 487	87·4 90·4 89·7 89·0 83·9 85·6	2,803 2,815 2,846 2,847 2,851 2,852	103·7 104·2 105·3 105·3 105·5 105·5
East Anglia 1987 June Sept Dec 1988 Mar June Sept	458 469 471 472 483 489	339 341 349 347 351 356	160 158 165 165 165 165	796 810 820 820 834 845	111·0 113·0 114·3 114·3 116·3 117·8	254 259 261 261 266 269	107·4 109·6 110·5 110·5 112·7 113·8	214 219 220 220 225 227	107·5 109·8 110·8 110·5 112·9 114·1	206 211 213 213 218 220	108·8 111·2 112·3 112·1 114·7 116·0	509 514 525 527 536 541	115·2 116·3 118·8 119·3 121·3 122·3
South West 1987 June Sept Dec 1988 Mar June Sept	866 873 865 858 864 874	728 720 723 715 735 742	333 322 329 320 330 331	1,594 1,593 1,588 1,573 1,599 1,617	102·7 102·6 102·3 101·3 103·0 104·1	456 456 454 451 452 454	96·5 96·5 95·9 95·3 95·5 R 96·1	392 392 390 386 388 391	97·4 97·2 96·7 96·0 96·4 97·1	368 367 365 362 364 367	97·7 97·5 97·0 96·3 96·8 97·6	1,096 1,091 1,090 1,080 1,106 1,117	106·3 105·8 105·7 104·8 107·3 108·3
West Midlands 1987 June Sept Dec 1988 Mar June Sept	1,156 1,163 1,168 1,168 1,172 1,175	896 903 926 916 924 929	398 399 414 410 417 R 412	2,052 2,065 2,094 2,084 2,096 2,104	103-6 104-3 105-7 105-2 105-8 106-2	827 829 830 822 830 835	97·7 97·9 98·0 97·1 98·0 98·6	736 736 737 728 736 740	97·3 97·3 97·4 96·3 97·3 97·9	696 696 697 689 697 702	98·2 98·1 98·3 97·2 98·3 99·0	1,197 1,207 1,236 1,234 1,240 1,240	108·5 109·3 111·9 111·8 112·3 112·3
East Midlands 1987 June Sept Dec 1988 Mar June Sept	852 860 854 844 863 864	676 680 699 685 696 700	301 298 309 308 313 314	1,528 1,540 1,552 1,530 1,559 1,564	104·9 105·7 106·6 105·0 107·0 107·4	616 620 619 608 612 611	97·6 98·2 98·0 96·3 96·9 R 96·8	554 557 556 545 549 548	97·2 97·7 97·6 95·6 96·2 96·1	491 494 495 487 493 493	100·5 101·2 101·3 99·8 101·0 100·9	883 889 902 892 918	111.6 112.2 113.9 112.7 116.0 116.4
Yorkshire and Humberside 1987 June Sept Dec 1988 Mar June Sept	988 996 989 989 986 993	816 814 830 824 833 833	403 394 409 404 406 401	1,803 1,810 1,819 1,813 1,819 1,826	101·7 102·0 102·5 102·2 102·6 103·0	611 616 609 601 598 603	90·1 90·9 89·8 88·7 88·2 88·9	522 526 519 511 508 513	89·2 90·0 88·8 87·5 86·9 87·7	447 453 448 443 443 448	92·2 93·5 92·4 91·4 91·3 92·4	1,166 1,165 1,183 1,185 1,196 1,195	109·3 109·2 110·9 111·1 112·1 112·1
North West 1987 June Sept Dec 1988 Mar June Sept	1,191 1,197 1,196 1,187 1,185 1,179	1,072 1,073 1,092 1,077 1,079 1,084	500 496 513 501 501 503	2,263 2,269 2,288 2,265 2,264 2,263	98·6 98·9 99·7 98·6 98·6 98·6	769 767 764 756 754 754	91·5 91·3 90·9 89·9 89·8 89·8	656 653 650 641 640 640	90·6 90·2 89·8 88·6 88·4 88·4	612 609 607 600 600 601	91·2 90·8 90·5 89·5 89·5 89·6	1,479 1,485 1,508 1,494 1,494 R 1,491	102·9 103·3 104·9 103·9 103·9 103·7
North 1987 June Sept Dec 1988 Mar June Sept	599 601 603 603 605 610	491 492 497 494 500 507	235 233 237 236 241 R 241	1,090 1,093 1,100 1,097 1,105 1,116	102·8 103·1 103·7 103·4 104·2 105·2	370 370 369 368 368 368 368	93-6 93-6 93-2 93-2 93-0 93-0	314 313 312 311 311 311	93·7 93·5 93·2 93·0 92·9 93·0	263 262 261 261 261 262	95·4 95·1 94·6 94·5 94·7 94·8	708 709 719 717 725 735	108·8 108·9 110·4 110·1 111·5 R 112·9
Wales 1987 June Sept Dec 1988 Mar June Sept	479 482 479 476 477 480	384 391 392 390 396 396	183 181 182 185 190 187	864 873 871 866 874 876	97·4 98·5 98·3 97·7 98·6 98·8	282 287 286 283 283 287	90·9 92·5 92·3 91·5 91·4 R 92·8	239 244 243 241 241 246	91·0 92·7 92·6 91·7 91·7 93·4	206 211 211 210 213 218	97·1 99·4 99·5 99·0 100·4 102·7	561 563 563 562 570 566	101·3 101·7 101·7 101·4 103·0 102·2
Scotland 1987 June Sept Dec 1988 Mar June Sept	1,006 1,001 996 989 996 992	880 878 881 879 892 892	379 383 389 387 389 389	1,886 1,879 1,877 1,868 1,888 1,884	99·0 98·7 98·6 98·1 99·2 99·0	579 577 572 570 568 R 569	90·8 90·5 89·7 R 89·3 R 89·1 R 89·2	441 437 432 428 R 427 427	88·4 87·6 86·6 85·9 85·6 R 85·6	395 392 388 386 385 387	91·2 90·4 89·5 89·1 88·8 89·1	1,277 1,274 1,278 1,271 1,292 1,287	103·9 103·6 104·0 103·4 105·1 104·7
Great Britain 1987 June Sept Dec 1988 Mar June Sept	11,623 11,703 11,682 11,643 11,684 11,738	9,701 9,726 9,880 9,818 9,923 9,967	4,277 4,246 4,368 4,339 R 4,393 R 4,356	21,325 21,429 21,562 21,461 21,607 21,705	102-3 102-8 103-4 102-9 R 103-6 R 104-1	6,515 R 6,550 R 6,520 R 6,463 R 6,440 R 6,465	93·7 94·2 93·7 92·9 92·6 93·0	5,532 5,554 R 5,528 5,466 R 5,445 R 5,471	93·3 93·7 93·2 92·2 91·8 92·3	5,044 5,069 R 5,051 5,004 4,995 5,025	94·7 95·2 94·8 93·9 93·8 94·3	14,508 R 14,550 14,735 R 14,706 R 14,873 R 14,918	107·1 107·4 108·8 108·6 109·8 110·2

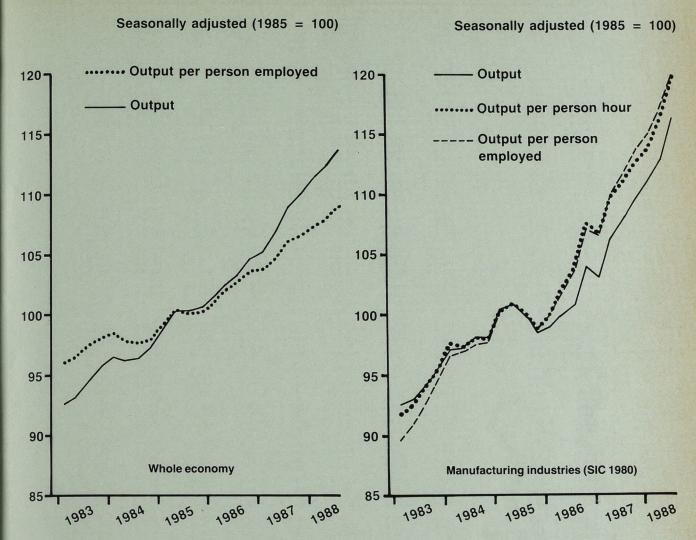
See footnotes to table 1.1.

EMPLOYMENT Employees in employment by region*

Standard region	Agricul- ture, forestry and fishing	Energy and water supply	Metal manufac- turing and chemicals	Metal goods, engineer- ing and vehicles	Other manufac- turing	Construc- tion	Wholesale distribu- tion, hotels and catering	Retail distribu- tion	Transport and communi- cation	Banking insurance and finance	Public adminis- tration and defence	Education, health and other services
SIC 1980	0	_1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
South East 1987 June Sept Dec 1988 Mar June Sept	65 72 64 60 64 71	105 104 104 101 101 101	163 164 164 162 164 166	654 668 661 655 637 632	542 542 540 536 520 529	289 292 290 290 288 R 287	793 796 794 788 810 817	759 762 805 773 769 772	573 579 577 581 582 595	1,142 1,172 1,188 1,207 1,221 1,248	756 763 765 770 770 775	1,607 1,583 1,603 1,624 1,641 1,616
Greater London Included in South East) 1987 June Sept Dec 1988 Mar June Sept	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	51 50 50 48 48	57 57 57 54 58 60	186 204 200 201 188 186	254 254 253 251 232 241	122 122 121 120 119 118	371 369 374 369 373 376	334 332 349 336 332 334	329 331 330 331 330 334	701 719 727 736 743 754	392 394 394 395 394 394	676 671 672 678 680 661
East Anglia 1987 June Sept Dec 1988 Mar June Sept	34 37 34 32 32 32 35	8 8 7 7 7 7	32 33 34 34 35 36	79 81 81 82 85 87	95 97 98 96 98	40 40 41 41 41 42	83 83 81 82 87 85	80 83 88 83 83 83	63 65 66 67 68 72	70 73 74 76 78 80	53 54 54 54 54 55	159 156 162 165 166 161
South West 1987 June Sept Dec 1988 Mar June Sept	42 47 44 42 41 45	25 25 25 25 24 24 24	49 50 51 51 51 52	183 181 180 180 179 181	136 136 134 132 134 134	64 65 64 64 64 63	203 200 183 184 203 207	155 154 166 154 152 155	85 86 87 85 86 89	162 168 172 173 175 180	159 161 162 164 166 R 166	332 321 320 321 325 319
West Midlands 1987 June Sept Dec 1988 Mar June Sept	27 30 29 27 27 27	40 40 39 39 38 38	118 119 119 119 120 122	389 386 388 381 381 385	189 190 190 189 196 195	91 93 93 94 94 94	211 213 216 215 220 222	163 164 176 166 164 166	86 86 86 87 89 86	181 185 189 192 194 R 200	167 169 171 172 172 172	390 389 399 403 402 393
East Midlands 1987 June Sept Dec 1988 Mar June Sept	29 32 32 30 28 31	64 63 61 57 55 55	59 61 61 60 61 62	176 175 174 171 172 171	256 259 260 256 260 260	62 63 63 63 63 R 64	151 152 153 155 163 164	141 143 149 139 142 144	80 82 82 82 82 83 86	93 97 96 96 98 99	142 144 145 145 147 148	276 271 276 275 285 281
Yorkshire and Humberside 1987 June Sept Dec 1988 Mar June Sept	26 29 27 26 26 28	75 73 71 68 65 65	80 79 78 77 76 76	147 148 147 148 147 149	221 226 223 218 220 223	89 90 90 90 90 90	218 221 218 220 229 231	171 169 181 172 168 172	104 107 107 108 110	146 144 143 149 151 154	130 133 130 131 132 132	398 391 403 405 405 396
North West 1987 June Sept Dec 1988 Mar June Sept	16 17 16 15 16	45 44 43 41 40 39	93 94 94 93 93 93	249 247 247 243 240 241	269 268 267 264 267 266	112 114 114 114 114 114	256 261 262 258 260 266	236 240 250 242 241 239	129 129 129 130 132 130	199 203 204 202 205 211	212 213 212 212 211 209	447 438 450 451 446 436
North 1987 June Sept Dec 1988 Mar June Sept	12 14 13 12 12 12	50 51 51 50 50 50	59 59 59 60 59 60	108 105 104 104 104 103	97 98 98 97 99	57 57 57 57 57 57	104 106 106 106 109 114	98 99 98 96 96 98	57 57 57 57 57 58 58	77 78 80 80 81 81	91 92 92 92 92 92	280 278 285 286 289 288
Wales 1987 June Sept Dec 1988 Mar June Sept	21 23 22 21 20 23	33 33 32 31 28 28	57 58 57 57 57 57	70 71 71 71 71 71 75	79 82 83 82 85 86	42 43 42 42 42 42 42	89 90 85 86 93 91	85 84 90 88 84 86	42 41 41 41 41 41	64 65 67 67 68 69	93 93 93 92 92 91	188 189 188 188 191 188
Scotland 1987 June Sept Dec 1988 Mar June Sept	30 28 27 27 28 28	45 45 44 42 42 41	46 46 46 46 45 45	177 175 173 172 173 175	172 171 169 168 167 166	138 140 140 141 141 R 142	198 202 194 199 208 203	185 182 191 184 185 185	108 108 106 105 105 103	165 164 166 165 169 174	177 179 179 180 181 178	444 439 442 439 444 443
Great Britain 1987 June Sept Dec 1988 Mar June Sept	302 329 307 292 294 322	488 485 477 R 463 450 R 447	757 764 763 760 761 770	2,231 2,236 2,226 2,206 2,189 2,198	2,055 2,069 2,062 2,039 2,046 2,057	984 996 R 992 R 997 995 R 994	2,307 2,325 2,293 2,292 2,383 2,401	2,074 2,080 2,193 F 2,098 2,085 2,106	1,326 1,340 3 1,338 1,343 1,353 R 1,372	2,299 2,349 2,379 R 2,406 2,440 R 2,499	1,980 R 2,000 2,002 2,009 2,016 2,018	4,520 4,455 4,528 4,557 4,595 4,521

* See footnotes to table 1-1.

Indices of output, employment and productivity 1.8



Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole eco	nomy		Production Divisions	n industries 1 to 4		Manufacturi Divisions 2	ng industries 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**	Output per person hour
1983	94·0	96·9	97·0	94·7	102·8	92·2	93·8	102·0	92·0	93·4
1984	96·6	98·6	98·0	94·9	100·8	94·2	97·7	100·5	97·3	97·8
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·0 R	100·6	102·4	102·3	97·3	105·1	101·0	98·0	103·1 R	103·3
1987	107·8 R	102·3	105·4 R	106·2	95·5	111·1 R	106·7 R	96·6	110·4 R	110·0 R
1983 Q1	92·6 R	96·5	96·0	93·0	104-2	89·2	92·6	103·3	89·6	91·8
Q2	93·2 R	96·6	96·5 R	94·0	103-1	91·2	93·0	102·3	90·6	92·6
Q3	94·5 R	97·0	97·5 R	95·3	102-2	93·3	94·0	101·5	92·7	94·0
Q4	95·6	97·5	98·1 R	96·5	101-6	95·0	95·5	100·9	94·7	95·4
1984 Q1	96·5	98·0	98·5	97·2	101·1	96·2	97·1	100·5	96·7	97·6
Q2	96·2 R	98·3	97·8 R	94·3	100·9	93·5	97·3	100·4	97·0	97·4
Q3	96·4 R	98·7	97·7 R	93·5	100·6	92·9	98·2	100·6	97·6	98·1
Q4	97·3 R	99·2	98·0	94·8	100·6	94·3	98·1	100·4	97·8	98·0
1985 Q1	98·8 R	99·6	99·2 R	97·8	100·4	97·4	100·5	100·2	100·2	100·3
Q2	100·3 R	99·9	100·4 R	101·3	100·2	101·1	101·0	100·1	100·9	101·0
Q3	100·3 R	100·2	100·1 R	100·9	99·9	101·0	100·1	100·0	100·1	100·0
Q4	100·6 R	100·3	100·3 R	99·9	99·4	100·5	98·5	99·7	98·8	98·7
1986 Q1	101·4	100·3	101·1 R	101·3	98·7	102·7	99·0	99·2	99·9	99·9
Q2	102·5	100·4	102·1	101·7	97·6	104·2 R	100·0	98·3	101·8	102·1
Q3	103·4	100·6	102·8	102·7	96·8	106·1	100·8	97·4	103·5	103·8
Q4	104·7	101·0	103·7	103·6	96·3	107·6	104·0	97·1	107·1	107·5
1987 Q1	105·3	101·5	103·8 R	104·0 R	95·8	108-6 R	103-0 R	96·7	106·6 R	106·7 R
Q2	106·9	102·1	104·7	105·5 R	95·6	110-3	106-3	96·7	109·9	109·7
Q3	108·9	102·5	106·2	106·3	95·4	111-9 R	107-8 R	96·6	111·5 R	111·1 R
Q4	110·0	103·1	106·7	108·4 R	95·2	113-8 R	109-5 R	96·5	113·5 R	112·6 R
1988 Q1	111·3	103·6	107·4	108-4 R	95·1	114·0 R	111-0 R	96-6	114·8 R	113-8 R
Q2	112·3	103·9	108·0	110-1 R	94·7	116·2 R	112-8 R	96-4	117·0	116-2 R
Q3	113·6	104·2	109·0	111-2 R	94·4	117·9 R	116-3 R	96-3	120·8 R	119-8 R

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

‡ Gross domestic product for whole economy.

1.8 EMPLOYMENT Indices of output† employment and output per person employed

1985 = 100

	Whole	Total	Manufactu	ring industri	es						Construc-
	economy	produc- tion indus- tries	Total manufac- turing	Metals	Other minerals and min- eral pro- ducts	Chemicals and man- made fibres	Engineer- ing and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	tion
Class		Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5
Output‡ 1983 1984 1985 1986 1987	94·0 96·6 100·0 103·0 R 107·8 R	94·7 94·9 100·0 102·3 106·2	93-8 97-7 100-0 101-0 R 106-7 R	93-9 93-6 100-0 99-6 108-7 R	96-6 100-3 100-0 101-3 106-5 R	91·5 96·9 100·0 102·0 109·1 R	92·4 96·9 100·0 99·3 104·0 R	100·0 100·8 100·0 100·9 R 103·4	92·6 96·0 100·0 100·8 103·2	93·5 98·5 100·0 104·6 114·8 R	93-9 98-5 100-0 100-8 R 108-7
1984 Q1	96·5	97·2	97·1	98·5	100·2	95·4	96·0	100·8	95·0	97·9	97·6
Q2	96·2	94·3	97·3	91·6	100·4	95·3	96·0	102·7	95·4	98·9	98·7
Q3	96·4	93·5	98·2	93·5	101·5	97·7	98·0	100·7	96·1	98·1	99·5
Q4	97·3	94·8	98·1	91·0	99·4	99·0	97·7	99·2	97·3	99·1	98·2
1985 Q1	98·8	97-8	100-5	94·9	99·2	101·4	101·3	101·3	98·2	99·6	100·5
Q2	100·3	101-3	101-0	103·2	100·2	100·9	102·2	99·9	100·2	98·9	99·8
Q3	100·3	100-9	100-1	102·2	99·8	100·0	99·7	99·9	100·5	100·6	98·7
Q4	100·6	99-9	98-5	99·7	100·8	97·7	96·8	98·9	101·1	100·9	101·1
1986 Q1	101·4 R	101·3	99·0	96·5 R	98·1	99·5	98·1	99·1	99·8	101·4	96·7 R
Q2	102·5 R	101·7 R	100·0	99·0	101·2	101·6	98·0	100·2 R	101·6	103·0 R	101·0 R
Q3	103·4 R	102·7 R	100·8	98·9 R	101·8	102·2	98·4	101·0 R	100·3	105·8 R	101·7
Q4	104·7 R	103·6	104·0 R	104·2	103·9	104·6	102·5	103·4 R	101·5 R	108·3	103·8
1987 Q1	105·3 R	104-0 R	103-0 R	103-6 R	102·1 R	106·0 R	99·9 R	102-0 R	101-6 R	110-3 R	107·3 R
Q2	106·9 R	105-5 R	106-3	108-3	106·4 R	107·6 R	103·8 R	103-6 R	103-5 R	113-9 R	105·6 R
Q3	108·9	106-8 R	107-8 R	110-4 R	108·4 R	110·9 R	104·7 R	103-6 R	104-5 R	116-9 R	109·2 R
Q4	110·0	108-4 R	109-5 R	112-3 R	109·2 R	112·0 R	107·7 R	104-3 R	103-0 R	118-0 R	112·8
1988 Q1	111-3 R	108·4 R	111·0 R	119·0 R	118-2 R	111-4 R	107-4 R	104·0 R	104·8 R	122-8 R	118·5 R
Q2	113-3 R	110·1 R	112·8	120·8 R	115-2 R	113-7 R	110-4 R	106·3	101·5 R	124-4 R	115·9 R
Q3	113-6	111·2	116·3	123·5	115-5	117-5	114-8	107·2	102·4	129-5	115·5
Employed labo 1983 1984 1985 1986 1987	96.9 98.6 100.0 100.6 102.3	102·8 100·8 100·0 97·3 95·5	102·0 100·5 100·0 98·0 96·6	112·4 103·7 R 100·0 92·2 87·8	94·6 97·6 100·0 99·7 101·0 R	100·2 99·4 100·0 99·6 99·1	104·1 101·4 R 100·0 96·6 93·9 R	104·2 101·5 100·0 96·9 95·2 R	98·4 99·1 R 100·0 99·5 97·5 R	96·3 98·1 R 100·0 101·2 R 103·7 R	98·0 100·5 100·0 99·5 103·6
1984 Q1	98·0	101·1	100-5	105·1	97·1	98·9	101·9	102·1	98·8	96·9	99·9
Q2	98·3	100·9	100-4	103·9	96·8	99·2	101·5	101·6	99·0	97·5	100·4
Q3	98·7	100·6	100-6	103·5	97·2	99·7	101·0	101·2	99·0	98·3	100·9
Q4	99·2	100·6	100-4	102·1	99·0	99·8	100·8	101·0	99·2	99·1	101·0
1985 Q1	99·6	100·4	100-2	102·4	100·1	99·6	100·6	100·7	99·2	99·0	100·8
Q2	99·9	100·2	100-1	100·6	100·3	99·8	100·2	100·4	99·6	99·2	100·3
Q3	100·2	99·9	100-0	99·3	99·9	100·2	99·9	99·7	100·5	100·5	99·6
Q4	100·3	99·4	99-7	97·6	99·7	100·4	99·3	99·1	100·8	101·3	99·3
1986 Q1	100·3	98·7	99·2	94·5	100·2	100·1	98·3 R	98-2	100·7	100·8 R	99·1
Q2	100·4	97·6	98·3	92·6	99·7	99·5	96·9	97-1	100·3 R	100·4 R	99·0
Q3	100·6	96·8	97·4	91·4	99·0	99·4	95·9	96-3	98·8 R	101·2 R	99·5
Q4	101·0	96·3	97·1	90·2	99·9 R	99·4 R	95·2 R	96-2 R	98·4 R	102·3 R	100·5
1987 Q1	101·5	95·8	96·7	88·6	100·4 R	99·2	94·3	95·4	97·7 R	102·7 R	102·0
Q2	102·1	95·6	96·7	87·6	100·4 R	99·1	94·0 R	95·4 R	97·8 R	103·3 R	103·4
Q3	102·5	95·4	96·6	88·7	100·8	99·0	93·7	95·0 R	97·5	104·0 R	104·4
Q4	103·1	95·2	96·5	87·4	102·4	99·1	93·6	94·9	97·2 R	104·6	104·9
1988 Q1	103·6	95·1	96·6	86·3	103·4	99·1	93·3	94·8	96·9	104-9	105·8
Q2	103·9	94·7	96·4	85·6	104·1	99·1	92·7	94·3	96·5 R	105-4 R	106·2 R
Q3	104·2	94·4	96·3	84·9	105·9	100·0	92·6	94·6	95·6	106-3	106·2
Output per per 1983 1984 1985 1986 1987	rson employed* 97.0 98.0 100.0 102.4 R 105.4 R	* 92·2 94·2 100·0 105·1 111·1 R	92·0 97·3 100·0 103·1 R 110·4 R	83·6 90·3 100·0 108·1 123·7 R	102·1 102·8 R 100·0 101·6 105·5 R	91·3 97·4 100·0 102·4 110·1	88-8 95-7 100-0 102-8 110-8 R	96·0 99·3 R 100·0 104·1 R 108·7	94·1 96·9 100·0 101·3 105·8 R	97·1 100·4 R 100·0 103·4 110·7 R	95·8 98·0 100·0 101·4 104·9
1984 Q1	98·5	96·2	96·7	93·6	103·1	96-5	94·2	98·7	96·1	101·0	97·7
Q2	97·8	93·5	97·0	88·1	103·6	96-1	94·6	101·1	96·4	101·4	98·3
Q3	97·7 R	92·9	97·6	90·3	104·4	98-0	97·0	99·5	97·1	99·7	98·6
Q4	98·0	94·3	97·8	89·1	100·3	99-3	96·9	98·3	98·1	100·0	97·2
1985 Q1	99·2	97·4	100·2	92·6	99·1	101·9	100·8	100·6	99·1	100·6	99·7
Q2	100·4	101·1	100·9	102·5	99·8	101·1	102·0	95·5	100·6	99·7	99·5
Q3	100·1	101·0	100·1	102·8	99·9	99·8	99·8	100·2	100·0	100·1	99·0
Q4	100·3	100·5	98·8	102·0	101·1	97·3	97·5	99·8	100·3	99·6	101·8
1986 Q1	100·1 R	102·7	99·9	102·1	98·0 R	99·4	99·8	100·9	99·1 R	100-6 R	97·7
Q2	102·1 R	104·2 R	101·8	106·8 R	101·6 R	102·1	101·2 R	103·2 R	101·3 R	102-6 R	102·1 R
Q3	102·8 R	106·1 R	103·5 R	108·2 R	102·8	102·8	102·6	104·8	101·5 R	104-6	102·3 R
Q4	103·7 R	107·6	107·1 R	115·4 R	104·1	105·3	107·8	107·6 R	103·2 R	105-9 R	103·4 R
1987 Q1	103·8 R	108-6 R	106·6 R	116·9 R	101·7 R	106-8 R	105-9 R	106·9 R	104·0	107·4 R	105-3 R
Q2	104·7 R	110-3 R	109·9	123·6	106·0 R	108-5 R	110-5 R	108·6 R	105·9 R	110·2 R	102-2 R
Q3	106·2 R	111-9 R	111·5 R	125·8	107·6 R	112-0 R	111-7 R	109·1 R	107·2 R	112·4 R	104-7 R
Q4	106·7	113-8 R	113·5 R	128·5 R	106·7 R	113-0 R	115-2 R	110·0 R	106·0 R	112·8 R	107-6 R
1988 Q1	107·4 R	114·0 R	114·8 R	137·8 R	114-4 R	112·4 R	115·2 R	109·8 R	108·1 R	117·1 R	112·1 R
Q2	108·0 R	116·2 R	117·0	141·1 R	110-6 R	114·7 R	119·1 R	112·8 R	105·2 R	118·1 R	109·2 R
Q3	109·0	117·9	120·8	145·4	109-1	117·5	124·0	113·4	107·2	121·8	108·8

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

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3) (6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6) (7)	Irish Republic (6) (9)	Italy (10)	Japan (5)	Nether- lands (6) (11)	Norway (5)	Spain (12)	Sweden (5)	Switzer- land (2)(5)	United States
QUARTERLY FIGURES: seas	onally adjuste	ed unless sta	ited	45557										THE STATE OF				Thousand
Civilian labour force 1985 Q4	27,642	7,397	3,364		12,773			27,392			22,998	59,665		2,097	13,621	4,375	3,202	116,187
1986 Q1 Q2 Q3 Q4	27,687 27,742 27,843 27,876	7,432 7,514 7,557 7,598	3,365 3,374 3,402 3,394		12,851 12,862 12,859 12,908		::	27,434 27,462 27,512 27,546			23,175 23,226 23,109 23,410	60,095 60,050 60,370 60,291	::	2,106 2,125 2,132 2,148	13,684 13,770 13,807 13,899	4,389 4,392 4,378 4,386	3,221 3,231 3,242 3,254	116,962 117,642 118,203 118,557
1987 Q1 Q2 Q3 Q4	27,886 27,970 27,972 27,948	7,637 7,696 7,745 7,741	3,418 3,416 3,436 3,432		13,024 13,094 13,138 13,224			27,597 27,669 27,717 27,726			23,391 23,378 23,479 23,415	60,527 60,760 60,888 61,204	::	2,161 2,166 2,176 2,179	13,988 14,337 14,469 14,517	4,415 4,418 4,416 4,441	3,267 3,273 3,285	119,151 119,626 120,053 120,568
1988 Q1 Q2 Q3	27,947 27,846 R 27,799	7,800 7,894	3,438		13,322 13,358			27,761 27,884			23,570 23,939	61,423 61,609		2,175 2,178	14,575 14,653	4,463 4,470		121,142 121,258
Civilian employment 1985 Q4	24,394	6,801	3,247		11,474		20,921	25,093			20,520	58,029		2,045	10,602	4,259	3,175	107,984
1986 Q1 Q2 Q3 Q4	24,375 24,424 24,561 24,662	6,849 6,917 6,935 6,958	3,253 3,272 3,305 3,285	::	11,605 11,629 11,620 11,683	::	20,930	25,165 25,223 25,310 25,374			20,625 20,615 20,558 20,659	58,471 58,422 58,651 58,630		2,066 2,083 2,091 2,104	10,693 10,789 10,840 10,937	4,267 4,272 4,265 4,272	3,185 3,204 3,217 3,230	108,760 109,223 109,973 110,434
1987 Q1 Q2 Q3 Q4	24,759 24,977 25,136 25,268	7,026 7,056 7,123 7,117	3,280 3,286 3,303 3,311		11,778 11,909 11,993 12,138	::	20,940	25,421 25,444 25,472 25,484			20,657 20,584 20,590 20,526	58,761 58,966 59,189 59,526		2,112 2,126 2,136 2,131	11,023 11,364 11,493 11,594	4,326 4,328 4,336 4,362	3,244 3,246 3,260 3,260	111,271 112,147 112,854 113,486
1988 Q1 Q2 Q3	25,380 R 25,421 R 25,543	7,233 7,304	3,320		12,271 12,332		::	25,549 25,578		::	20,694 21,010	59,792 60,112		2,124 2,111	11,684 11,730	4,389 4,391		114,214 114,642
LATEST ANNUAL FIGURES: Civilian labour force: Male Female All	1987 unless s 16,235 11,657 27,893	tated 4,616 3,089 7,705	2,052 1,375 3,427	2,428 1,694 4,122	7,427 5,694 13,121	1,500 1,284 2,784	13,296 10,226	16,607 11,077	2,505 1,383	902 393	14,747 8,669	36,550 24,290	3,709 2,031	1,209 962	9,553 4,772	2,300 2,122	2,039 1,206	Thousan 66,207 53,658
Civilian employment: Male Female All	14,212 10,775 24,987	4,256 2,822 7,079	1,978 1,319 3,297	2,231 1,414 3,644	6,793 5,161 11,954	1,438 1,192 2,630	23,522 12,153 8,822 20,976	27,684 15,400 10,056 25,456	3,888 2,378 1,223 3,601	729 339 1,068	23,416 13,519 7,065 20,584	60,840 35,510 23,600 59,110	5,740 3,365 1,770 5,135	2,171 1,188 938 2,126	7,901 3,470 11,370	4,421 2,256 2,081 4,337	3,244 2,025 1,193 3,219	119,865 62,107 50,334 112,440
Civilian employment: propor Male: Agriculture Industry Services	3.4 40.2 56.4	7·0 35·0 58·0	7·7 48·7 43·6	3.6 38.5 57.9	::	::		4·5 50·1 45·4	24·0 33·6 42·4		10·5 37·8 51·7	7·2 38·1 54·7	::	8·5 38·0 53·5	16·2 39·0 44·8	5·5 43·9 50·5	7·6 47·1 45·3	Per cer 4·3 36·3 59·3
Female: Agriculture Industry Services	1·1 17·0 81·9	4·1 13·9 82·0	10·1 21·2 68·8	1·6 14·1 84·3				6·2 25·8 68·0	37·3 17·3 45·3		10·7 22·7 66·6	9·9 27·2 62·9		4·1 12·0 83·9	12·6 17·2 70·2	2·3 14·4 83·3	4·7 21·8 73·6	1·4 15·7 82·9
All: Agriculture Industry Services	2·4 30·2 67·4	5·8 26·6 67·6	8·6 37·7 53·7	2·8 29·1 68·2	4·9 25·3 69·8	5·9 28·2 65·9	7·1 30·8 62·1	5·2 40·5 54·3	28·5 28·1 43·4	15·7 28·7 55·6	10·5 32·6 56·8	8·3 33·8 57·9	4·8 26·8 68·4	6·5 26·5 66·9	15·1 32·4 52·5	3·9 29.8 66·2	6·5 37·7 55·8	3·0 27·1 69·9

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

Notes:

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

4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1986.
7 Annual figures relate to second quarter.
8 Civilian employment figures include apprentices in professional training.
9 Annual figures relate to April.
10 Quarterly figures relate to January, April, July and October.
11 Annual figures relate to January.

1.11 EMPLOYMENT Overtime and short-time operatives in manufacturing industries

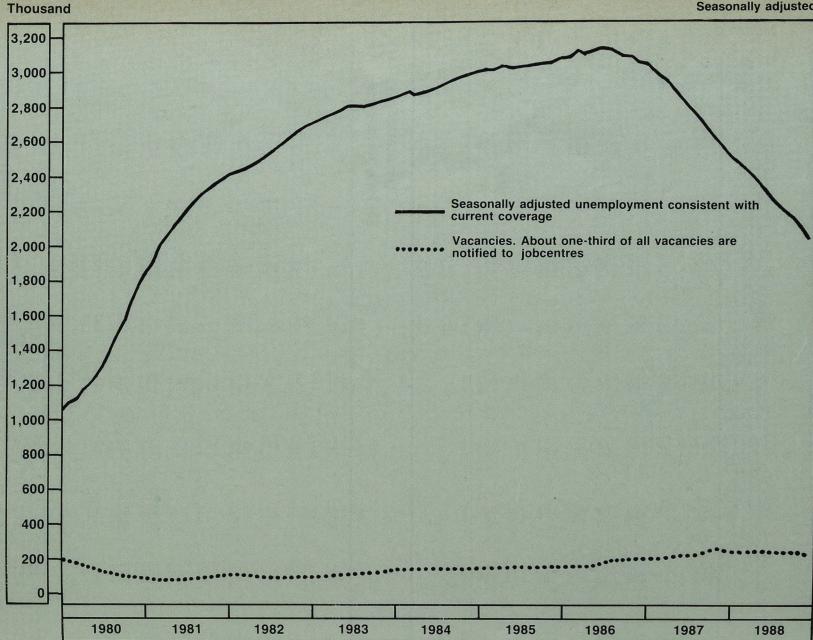
GREAT	OVERTI	ME				SHORT	-TIME								
BRITAIN	Opera- tives	Percent- age of all	Hours of o	vertime w	orked	Stood o		Working	part of w	eek	Stood o	ff for whole	or part o	of week	
	(Thou)	opera- tives	Average	Actual	Season-	Opera-	Hours	Opera-	Hours	ost	Opera-	Percent-	Hours le	ost	
			per operative working over- time	(million)	ally adjusted	(Thou)	lost (Thou)	tives (Thou)	(Thou)	Average per operative working part of the week	(Thou)	age of all opera- tives	Actual (Thou)	Season- ally adjusted	Average per opera- tive on short- time
1981 1982 1983 1984 1985 1986 1987	1,137 1,198 1,209 1,297 1,329 1,304 1,359	26·6 29·8 31·5 34·3 34·0 34·2 36·1	8·2 8·3 8·5 8·9 9·0 9·0	9·37 9·93 10·19 11·39 11·98 11·72 12·68		16 8 6 6 4 5	621 320 244 238 165 192 148	320 134 71 40 24 29 21	3,720 1,438 741 402 241 293 207	11·4 10·7 10·2 10·4 10·2 10·1 10·0	335 142 77 43 28 34 25	7·8 3·5 2·0 1·5 0·7 0·9	4,352 1,776 1,000 645 416 485 364		12·6 12·4 12·9 14·4 15·1 14·4 14·8
Week ended 1986 Nov 15 Dec 13	1,393 1,354	36·9 35·8	9·1 9·2	12·69 12·49	12·06 11·62	5 4	184 164	33 26	319 256	9·7 9·9	37 30	0·9 0·8	503 420	482 511	13·5 14·0
1987 Jan 10	1,136	30·6	8·6	9·75	11·47	11	423	28	281	9·9	39	1·0	704	568	18-1
Feb 14	1,305	35·1	9·3	11·97	12·09	4	172	34	341	10·0	38	1·0	514	417	13-4
Mar 14	1,354	36·3	9·2	12·44	12·27	3	109	35	339	9·8	37	1·0	448	357	12-0
Apr 11	1,329	35·8	9·2	12·25	12·44	4	103	29	273	9·5	33	0·9	435	406	13·3
May 16	1,353	36·4	9·3	12·65	12·38	3	129	23	229	10·1	26	0·7	358	369	13·9
June 13	1,396	37·2	9·3	12·97	12·68	3	129	14	132	9·4	17	0·5	262	306	15·2
July 11	1,334	35·3	9·4	12·54	12·49	4	172	16	153	9·9	20	0·5	325	355	16·4
Aug 15	1,268	33·5	9·4	11·88	12·70	3	116	15	124	8·4	18	0·5	240	281	13·6
Sept 12	1,377	36·0	9·5	13·09	12·96	2	89	12	104	8·7	14	0·4	193	236	13·6
Oct 10	1,468	38·4	9·7	14·10	13-66	3	117	15	140	9·5	18	0·5	264	287	14·5
Nov 14	1,516	39·6	9·5	14·24	13-58	3	105	15	245	15·9	18	0·5	395	376	19·5
Dec 12	1,476	38·6	9·7	14·32	13-42	3	106	14	118	8·5	17	0·4	224	276	13·5
1988 Jan 16	1,370	36·1	9·3	12·72	14·48	3	127	19	179	9·6	22	0·6	306	246	14·0
Feb 13	1,433	37·7	9·3	13·33	13·44	3	102	23	237	10·5	25	0·7	339	276	13·5
Mar 12	1,452	38·2	9·4	13·59	13·40	2	80	20	206	10·4	22	0·6	286	227	13·2
Apr 16	1,445	38·1	9·1	13·14	13·33	2 1 1	72	19	170	8·9	21	0·5	241	225	11·6
May 14	1,500	39·5	9·2	13·85	13·59		49	17	171	9·9	19	0·5	221	240	11·9
June 11	1,424	37·4	9·5	13·47	13·18		47	17	157	9·1	18	0·5	203	240	11·0
July 16	1,423	37·1	9·8	13·95	13·91	4 2 2	148	14	150	10·8	18	0·5	298	324	17·0
Aug 13	1,351	35·2	9·6	12·99	13·83		91	13	142	10·6	16	0·4	234	273	14·9
Sept 10	1,413	36·7	9·6	13·63	13·49		70	11	97	8·4	13	0·3	167	206	12·6
[Oct 15]	1,571	40·9	9·8	15·46	15·00	3 3	115	13	118	8·8	16	0·4	233	252	14·3
[Nov 12]	1,592	41·4	9·9	15·74	15·07		101	12	126	10·8	14	0·4	227	215	15·9

1.12 EMPLOYMENT Hours of work—operatives in: manufacturing industries

Seasonally adjusted 1985 AVERAGE = 100

GREAT BRITAIN		OTAL WEEKLY F	Motor	Textiles,	Food	All manu-	Metal	Motor	Textiles,	Food,
	All manu- facturing industries	goods, engineering and	vehicles and other transport	leather, footwear, clothing	drink, tobacco	facturing industries	goods, engineering and	vehicles and other transport	leather, footwear, clothing	drink, tobacco
SIC 1980 classes	21-49	shipbuilding 31-34, 37, Group 361	equipment 35, 36 except Group 361	43-45	41, 42	21-49	shipbuilding 31-34, 37, Group 361	equipment 35, 36 except Group 361	43-45	41, 42
1981 1982 1983 1984 1985 1986	107-6 102-1 99-7 100-5 100-0 96-7 96-5	107·8 102·5 99·5 101·7 100·0 94·8 93·7	115·9 107·3 103·3 98·4 100·0 91·9 89·5	103·7 98·2 98·6 100·5 100·0 98·5 96·9	113·2 107·5 104·9 101·2 100·0 99·2 97·7	95·6 97·4 98·3 99·5 100·0 99·9 100·5	94·4 96·3 97·3 98·8 100·0 99·1 101·1	93·6 95·6 97·6 99·0 100·0 98·7 101·1	96·2 98·4 100·0 100·2 100·0 99·1 99·9	98·5 99·0 99·7 99·7 100·0 99·5 99·5
Veek ended 986 Nov 15 Dec 13	95·5 95·5	93.9	88.7	97.3	97.8	99·7 99·7	99.5	99-1	99-1	99.5
987 Jan 10 Feb 14 Mar 14	94·9 95·5 95·7	93-0	89-2	97.0	98-6	99·6 100·0 100·2	100-2	100-4	99-6	99-3
Apr 11 May 16 June 13	95·7 95·9 96·3	93.4	89-2	97.5	97-6	100·3 100·2 100·5	100.8	101.0	99-8	99.5
July 11 Aug 15 Sept 12	96·1 96·3 96·5	93.7	89.7	97-0	97-3	100·4 100·6 100·7	101.1	101-2	100-0	99-9
Oct 10 Nov 14 Dec 12	99·5 99·3 96·8	94-6	89.9	96-1	97-3	101·1 101·0 101·2	102-4	101.9	100.1	99-4
988 Jan 16 Feb 13 Mar 12	97·5 96·8 96·9 R	95.3	87-3	95.6	97-4	101·7 101·1 101·2	102-7	103-4	99.9	99.2
Apr 16 May 14 June 11	96·6 R 96·7 R 96·3 R	94.9	86-1	93-1	97-8	101·0 101·1 R 100·9	101.6	106-6	99.0	99.7
July 16 Aug 13 Sept 10	96·8 96·9 96·5	96-1	84-8	92.5	94-0	101·3 101·3 101·1	101.5	101.9	99.7	99-8
Oct 15 Nov 12	100·0 99·9					102·0 102·0				

EMPLOYMENT GAZETTE



THOUSAND

UNITED	MALE AND I	EMALE							
KINGDOM	UNEMPLOYI	ED	SEASONALL	Y ADJUSTED ‡			UNEMPLOY	ED BY DURATIO	ON
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and ove
984) 985) Annual	3,159.8 3,271.2	11.7 11.8	2,920.6 3,035.7	10.7 10.9		Lilling			
986*) averages 987)	3,289.1 2,953.4	11.8 10.6	3,107.2 2,822.3	11.1 10.0					
986 Dec 11	3,229.2	11.6	3,059.0	10.9	-27.6	-18.4	290	2,870	69
987 Jan 8	3,297.2	11.9	3,051.3	10.8	-7.7	-15.0	297	2,930	71
Feb 12	3,225.8	11.6	3,007.0	10.7	-44.3	-26.5	291	2,867	68
Mar 12	3,134.4	11.3	2,973.1	10.5	-33.9	-28.6	261	2,815	67
Apr 9	3,107.1	11.1	2,953.9	10.5	-19.2	-32.5	284	2,758	65
May 14	2,986.5	10.7	2,890.5	10.2	-63.4	-38.8	246	2,677	63
June 11	2,905.3	10.4	2,857.2	10.1	-33.3	-38.6	243	2,601	62
July 9	2,906.5	10.4	2,812.6	10.0	-44.6	-47.1	337	2,510	60
Aug 13	2,865.8	10.3	2,766.6	9.8	-46.0	-41.3	287	2,522	57
Sept 10	2,870.2	10.3	2,718.1	9.6	-48.5	-46.4	358	2,457	55
Oct 8	2,751.4	9.9	2,663.9	9.4	-54.2	-49.6	311	2,386	54
Nov 12	2,685.6	9.6	2,604.4	9.2	-59.5	-54.1	282	2,353	51
Dec 10	2,695.8	9.7	2,568.6	9.1	-35.8	-49.8	264	2,382	50
988 Jan 14	2,722.2	9.8	2,519.4	8.9	-49.2	-48.2	270	2,402	51
Feb 11	2,665.5	9.6	2,485.0	8.8	-34.4	-39.8	262	2,356	48
Mar 10	2,592.1	9.3	2,453.9	8.7	-31.1	-38.2	235	2,311	46
Apr 14	2,536.0	9.1	2,402.9	8.5	-51.0	-38.8	256	2,235	46
May 12	2,426.9	8.8	2,363.8	8.4	-39.1	-40.4	207	2,176	44
June 9	2,340.8	8.3	2,324.1	8.2	-39.7	-43.3	206	2,093	42
July 14	2,326.7	8.2	2,267.3	8.0	-56.8	-45.2	283	2,003	41
Aug 11	2,291.2	8.1	2,225.6	7.9	-41.7	-46.1	237	2,013	40
Sept 8** ***	2,311.0	8.2	2,191.7	7.8	-33.9	-44.1	266	2,005	40
Oct 13	2,118.9	7.5	2,157.9	7.7	-33.8	-36.5	241	1,839	39
Nov 10	2,066.9	7.3	2,105.2	7.5	-52.7	-40.1	224	1,805	37
Dec 8 P	2,046.5	7.3	2.039.1	7.2	-66.1	-50.9	212	1,797	37

UNEMPLOYMENT **GB Summary**

1984 1985) Annual	3,038.4 3,149.4	11.5 11.7	2,810.4 2,923.0	10.6 10.8					
1986* 1987) averages	3,161.3 2,826.9	11.7 10.4	2,984.6 2,700.2	10.9 9.8					
986	Dec 11	3,100.4	11.4	2,934.0	10.7	-27.5	-18.5	282	2,751	67
987	Jan 8	3,166.0	11.6	2,926.2	10.6	-7.8	-14.9	288	2,809	69
	Feb 12	3,096.6	11.4	2,882.8	10.5	-43.4	-26.2	283	2,748	66
	Mar 12	3,016.5	11.1	2,849.8	10.4	-33.0	-28.1	253	2,698	65
	Apr 9	2,979.9	11.0	2,830.3	10.3	-19.5	-32.0	275	2,641	64
	May 14	2,860.3	10.5	2,766.8	10.1	-63.5	-38.7	237	2,561	62
	June 11	2,779.8	10.2	2,734.2	9.9	-32.6	-38.5	234	2,486	60
	July 9	2,778.5	10.2	2,690.2	9.8	-44.0	-46.7	325	2,395	58
	Aug 13	2,738.5	10.1	2,644.7	9.6	-45.5	-40.7	278	2,405	55
	Sept 10	2,740.2	10.1	2,596.9	9.4	-47.8	-45.8	344	2,343	54
	Oct 8	2,626.7	9.7	2,543.6	9.2	-53.3	-48.9	301	2,274	52
	Nov 12	2,564.6	9.4	2,485.9	9.0	-57.7	-52.9	274	2,242	49
	Dec 10	2,575.2	9.5	2,451.0	8.9	-34.9	-48.6	256	2,270	49
988	Jan 14	2,600.4	9.6	2,402.9	8.7	-48.1	-46.9	261	2,290	49
	Feb 11	2,545.9	9.4	2,369.7	8.6	-33.2	-38.7	254	2,245	46
	Mar 10	2,474.6	9.1	2,339.2	8.5	-30.5	-37.3	228	2,202	45
	Apr 14	2,417.7	8.9	2,288.4	8.3	-50.8	-38.2	247	2,126	44
	May 12	2,310.7	8.4	2,249.2	8.2	-39.2	-40.2	200	2,068	42
	June 9	2,225.1	8.1	2,210.1	8.0	-39.1	-43.0	197	1,987	41
	July 14-	2,208.5	8.0	2,153.6	7.8	-56.5	-44.9	272	1,896	40
	Aug 11	2,173.7	7.9	2,112.8	7.7	-40.8	-45.5	230	1,905	39
	Sept 8** ***	2,195.2	8.0	2,080.1	7.6	-32.7	-43.3	257	1,899	39
	Oct 13	2,008.4	7.3	2,047.3	7.4	-32.8	-35.4	232	1,738	38
	Nov 10	1,958.0	7.1	1,994.6	7.3	-52.7	-39.4	217	1,705	36
	Dec 8 P	1,938.5	7.0	1,930.2	7.0	-64.4	-50.0	206	1,697	36

*Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.

**Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.

***The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT **UK Summary**

MALE				FEMALE			1000	N. C. L. C. C. C.	UNITED	
UNEMPLOYE	D	SEASONALL	Y ADJUSTED ‡	UNEMPLOYE	D	SEASONALI	LY ADJUSTED ‡	MARRIED	- KINGD	ОМ
Number	Per cent cent work- force †	Number	Per cent cent work- force †	Number	Per cent cent work- force †	Number	Per cent cent work- force †	Number		
2,197.4 2,251.7	13.5 13.7	2,058.2 2,114.3	12.6 12.8	962.5 1,019.5	8.9 9.1	862.4 921.4	7.9 8.2		1984 1985) Annual
2,252.5 2,045.8	13.7 12.5	2,148.3 1,971.0	13.0 11.9	1,036.6 907.6	9.1 7.9	958.9 851.3	8.4 7.3		1986* 1987) averages
2,221.5	13.5	2,118.0	12.8	1,007.6	8.9	941.0	8.2	431.1	1986	Dec 11
2,272.4	13.9	2,113.4	12.8	1,042.8	8.9	937.9	8.0	433.2	1987	Jan 8
2,233.9	13.7	2,090.4	12.6	991.9	8.6	916.6	7.9	416.8		Feb 12
2,181.0	13.3	2,068.9	12.5	962.3	8.3	904.2	7.7	406.5		Mar 12
2,158.2	13.2	2,055.0	12.4	948.9	8.2	898.9	7.7	404.2		Apr 9
2,080.4	12.7	2,017.5	12.2	906.1	7.9	873.0	7.5	383.7		May 14
2,023.0	12.4	1,996.0	12.1	882.4	7.7	861.2	7.4	373.3		June 11
2,008.5	12.3	1,968.3	11.9	898.0	7.8	844.3	7.2	368.4		July 9
1,970.3	12.0	1,936.3	11.7	895.5	7.8	830.3	7.1	369.0		Aug 13
1,973.8	12.1	1,907.2	11.5	896.4	7.8	810.9	6.9	356.9		Sept 10
1,903.6	11.6	1,870.3	11.3	847.8	7.4	793.6	6.8	343.4		Oct 8
1,865.8	11.4	1,828.3	11.1	819.7	7.1	776.1	6.7	332.1		Nov 12
1,878.7	11.5	1,800.4	10.9	817.1	7.1	768.2	6.6	334.0		Dec 10
1,892.7	11.6	1,759.5	10.6	829.5	7.2	759.9	6.5	337.0	1988	Jan 14
1,852.1	11.3	1,731.3	10.5	813.3	7.1	753.7	6.5	330.5		Feb 11
1,803.1	11.0	1,709.9	10.3	789.0	6.8	744.0	6.4	322.5		Mar 10
1,765.7	10.8	1,674.1	10.1	770.3	6.7	728.8	6.2	316.0		Apr 14
1,692.1	10.5	1,648.8	10.0	734.8	6.4	715.0	6.1	301.6		May 12
1,632.0	9.9	1,624.0	9.8	708.7	6.1	700.1	6.0	291.8		June 9
1,606.3	9.7	1,586.7	9.6	720.4	6.2	680.6	5.8	287.7		July 14
1,576.5	9.5	1,562.7	9.4	714.6	6.1	662.9	5.7	286.9		Aug 11
1,594.4	9.6	1,543.1	9.3	716.6	6.1	648.6	5.6	287.9		Sept 8** ***
1,484.2	9.0	1,522.4	9.2	634.6	5.4	635.5	5.4	265.2		Oct 13
1,454.8	8.8	1,484.6	9.0	612.2	5.2	620.6	5.3	254.9		Nov 10
1,451.5	8.8	1,440.5	8.7	595.1	5.1	598.6	5.1	249.9		Dec 8 P

UNEMPLOYMENT **GB Summary**

2,109.6	13.4	1,977.4	12.4	928.8	8.8	833.0	7.8		1984)
2,163.7	13.5	2,031.9	12.6	985.7	9.0	891.1	8.1		1985) Annual
2,159.6 1,953.8	13.5 12.3	2,058.7 1,881.8	12.8 11.7	1,001.7 873.1	9.0 7.8	925.9 818.4	8.3 7.2		1986* 1987) averages
2,127.4	13.3	2,026.8	12.6	972.9	8.8	907.2	8.1	416.4	1986	Dec 11
2,176.5	13.6	2,022.1	12.5	989.5	8.8	904.1	7.9	418.2	1987	Jan 8
2,139.2	13.4	1,999.8	12.4	957.4	8.5	883.0	7.8	402.1		Feb 12
2,088.2	13.0	1,979.2	12.3	928.4	8.2	870.6	7.6	391.9		Mar 12
2,065.1	13.0	1,964.9	12.2	914.8	8.1	865.4	7.6	389.3		Apr 9
1,988.0	12.5	1,927.3	12.0	872.3	7.7	839.5	7.4	369.2		May 14
1,931.5	12.1	1,906.2	11.8	848.3	7.5	828.0	7.3	358.9		June 11
1,916.5	12.0	1,878.8	11.7	862.1	7.7	811.4	7.1	353.3		July 9
1,879.1	11.8	1,847.2	11.5	859.5	7.6	797.5	7.0	353.7		Aug 13
1,880.8	11.8	1,818.6	11.3	859.4	7.6	778.3	6.8	342.1		Sept 10
1,813.4	11.4	1,782.2	11.1	813.3	7.2	761.4	6.7	329.2		Oct 8
1,777.3	11.1	1,741.2	10.8	787.3	7.0	744.7	6.5	318.5		Nov 12
1,789.9	11.2	1,714.0	10.6	785.3	7.0	737.0	6.5	320.6		Dec 10
1,803.3	11.3	1,674.1	10.4	797.1	7.1	728.8	6.4	323.5	1988	Jan 14
1,764.0	11.1	1,646.9	10.2	781.9	6.9	722.8	6.3	317.3		Feb 11
1,716.6	10.8	1,626.2	10.1	757.9	6.7	713.0	6.3	309.3		Mar 10
1,678.9	10.5	1,590.5	9.9	738.8	6.6	697.9	6.1	302.5		Apr 14
1,606.8	10.0	1,565.2	9.7	703.9	6.2	684.0	6.0	288.3		May 12
1,547.7	9.6	1,540.8	9.6	677.5	5.9	669.3	5.9	278.6		June 9
1,521.5	9.4	1,503.8	9.3	687.0	6.0	649.8	5.7	273.7		July 14
1,492.5	9.3	1,480.5	9.2	681.2	6.0	632.3	5.5	272.8		Aug 11
1,511.0	9.4	1,461.5	9.1	684.3	6.0	618.6	5.4	274.4		Sept 8** ***
1,404.1	8.7	1,441.5	8.9	604.3	5.3	605.8	5.3	252.1		Oct 13
1,375.3	8.5	1,404.0	8.7	582.6	5.1	590.6	5.2	242.1		Nov 10
1,371.9	8.5	1,360.8	8.4	566.6	5.0	569.4	5.0	237.7		Dec 8 P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision mainly in the following month.

† National and regional unemployment rates are calculated by expressing the number of unemployed 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-1987. See Employment Gazette, August 1988, page S6.

‡ The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See Employment Gazette, December 1988, p 660. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see p 422 of the October 1986 Employment Gazette for the list of previous discontinuities taken into account).

						Region	15	L U
	10000		1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -					THOUSAN
ENT	WORKFO	DRCE †	SEASONA	LLY ADJU	JSTED			
	Male	Female	Number	Per cent	Change since	Average change	Male	Female

		UNEMPL	OYED		PER CE	NT WORKFO	RCE †	SEASONA	ALLY ADJU	STED			
		All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
	MIDLANDS	245.4	243.0	102.4	13.6	15.6	10.5	322.2	12.7			220.7	92.5
984	Annual	345.4 349.7	243.1	102.4 106.6	13.6	15.5	10.6	326.9	12.7			229.7 230.2	96.7
986* 987) averages	346.7 305.9	236.8 211.1	108.0 94.8	13.3 11.6	15.2 13.3	10.4 9.0	327.7 292.1	12.6 11.1			228.1 203.5	99.6 88.6
987	Dec 10	275.3	189.6	85.6	10.4	12.0 12.0	8.1	263.9	10.0	-3.5 -6.0	-1.2 -2.0	183.1	80.8 79.6
988	Jan 14 Feb 11 Mar 10	276.0 269.4 262.0	189.8 185.1 179.6	86.2 84.3 82.5	10.5 10.2 9.9	11.7 11.4	8.2 8.0 7.8	257.9 253.1 249.3	9.6 9.5	-4.8 -3.8	-1.6 -1.3	178.3 174.5 171.3	78.6 78.0
	Apr 14 May 12 June 9	255.9 244.8 237.4	174.8 167.4 162.6	81.2 77.4 74.9	9.7 9.3 9.0	11.0 10.6 10.3	7.7 7.3 7.1	243.8 238.1 233.7	9.3 9.0 8.9	-5.5 -5.7 -4.4	-1.8 -1.9 -1.5	167.0 163.4 160.7	76.8 74.7 73.0
	July 14 Aug 11	235.9 233.0	160.2 158.0	75.7 75.0	9.0 8.8	10.1 10.0	7.2 7.1	228.2 223.7	8.7 8.5	-5.5 -4.5	-1.8 -4.8	157.0 154.4	71.2 69.3
	Sept 8** ***	233.5	158.3	75.2	8.9	10.0	7.1	218.3	8.3	-5.4	-5.1	151.1	67.2
	Oct 13 Nov 10 Dec 8 P	209.4 201.0 197.1	144.1 138.9 137.4	65.4 62.1 59.8	7.9 7.6 7.5	9.1 8.8 8.7	6.2 5.9 5.7	211.7 205.7 198.3	8.0 7.8 7.5	-6.6 -6.0 -7.4	-5.5 -6.0 -6.7	146.8 142.4 137.7	64.9 63.3 60.6
AST 984	MIDLANDS)	194.4	134.1	60.3	10.6	12.1	8.3	180.8	9.8			126.3	54.6
985 986*) Annual) averages	202.3	136.9	65.3 66.8	10.5	11.9	8.4	- ^{188.2} 191.3	9.9			128.7 129.4	59.5 61.9
987)	183.9	125.2	54.4	9.4	10.8	7.4	175.8	9.0	2.2	2.2	120.6	55.2 49.3
987 988	Dec 10 Jan 14	166.5 169.8	114.7	51.8 53.1	8.6 8.7	9.9	6.6	159.8 156.5	8.2	-2.2 -3.3	-3.2 -3.1	110.5	48.7
	Feb 11 Mar 10	166.9 162.0	114.9 111.6	52.0 50.4	8.6 8.3	9.9 9.7	6.6 6.4	155.0 152.7	8.0 7.8	-1.5 -2.3	-2.3 -2.4	106.3 104.9	48.7 47.8
	Apr 14 May 12 June 9	160.2 152.6 146.2	110.9 105.5 100.9	49.3 47.1 45.3	8.2 7.8 7.5	9.6 9.1 8.7	7.0 6.0 5.7	150.3 148.1 145.3	7.7 7.6 7.5	-2.4 -2.2 -2.8	-2.1 -2.3 -2.5	103.7 102.4 100.6	46.6 45.7 44.7
	July 14 Aug 11	145.7 142.9	99.5 97.3	46.2 45.6	7.5 7.3	8.6 8.4	5.8 5.8	142.0 139.3	7.3 7.2	-3.3 -2.7	-2.8 -2.9	98.5 97.1	43.5 42.2
	Sept 8** ***	143.7	97.9	45.8	7.4	8.5	5.8	137.1	7.0	-2.2	-2.7	95.7	41.4
	Oct 13 Nov 10 Dec 8 P	130.6 126.6 125.9	90.5 88.3 88.8	40.1 38.2 37.1	6.7 6.5 6.5	7.8 7.6 7.7	5.1 4.8 4.7	134.6 130.6 126.6	6.9 6.7 6.5	-2.5 -4.0 -4.0	-2.5 -2.9 -3.5	94.2 91.3 88.7	40.4 39.3 37.9
984	SHIRE AND HUMBER	291.8	204.8	87.0	12.7	14.8	9.6 9.8	268.4 281.5	11.7 12.0			191.5 199.0	76.9 82.5
985 986*) Annual) averages	305.8	212.9	92.9 95.8	13.4	15.2	10.0	294.3	12.4			207.8	86.5
987 987) Dec 10	286.0 262.5	201.2 185.6	84.8 76.9	12.0	14.3	8.7 7.9	270.5 248.1	11.4	-3.2	-4.4	192.4 176.7	78.1 71.4
988	Jan 14 Feb 11	266.0 260.6	187.7 183.6	78.3 77.0	11.2 10.9	13.3 13.0	8.0 7.9	243.9 240.7	10.2 10.1	-4.2 -3.2	-4.1 -3.5	173.1 170.3	70.8 70.4
	Mar 10 Apr 14	254.8 252.1	179.6 177.9	75.2 74.1	10.7	12.8 12.6	7.7 7.6	238.7 236.0	10.0	-2.0 -2.7	-3.1 -2.6	168.9	69.8
	May 12 June 9	242.1 233.9	171.0 164.9	71.1 69.0	10.2 9.8	12.1 11.7	7.3 7.1	232.3 229.5	9.8 9.6	-3.7 -2.8	-2.8 -3.1	164.9 162.9	67.4 66.6
	July 14 Aug 11	231.7 228.2	162.0 158.9	69.8 69.2	9.7 9.6	11.5 11.3	7.2 7.1	224.4 221.5	9.4 9.3	-5.1 -2.9	-3.9 -3.6	159.3 157.8	65.1 63.7
	Sept 8** ***	230.7	161.2	69.5	9.7	11.5	7.1	218.1	9.2	-3.4	-3.8	155.8	62.3
	Oct 13 Nov 10 Dec 8 P	209.7 205.5 203.1	149.2 147.2 146.2	60.5 58.3 56.9	8.8 8.6 8.5	10.6 10.5 10.4	6.2 6.0 5.8	214.5 209.5 203.0	9.0 8.8 8.5	-3.6 -5.0 -6.5	-3.3 -4.0 -5.0	153.7 150.1 145.5	60.8 59.4 57.5
	TH WEST						10.1	447.7	10.0			2000	1101
1984	Annual	443.0 452.0	313.3 317.1	129.7 134.9	14.6 14.8	17.5 17.7	10.4 10.7	417.7	13.8 14.0			298.6 302.3	119.1
1986* 1987	averages	448.3 403.3	313.2 284.3	135.1 118.6	14.8 13.4	17.8 16.3	10.7	428.5 389.7	14.1 12.9			301.8 276.5	126.1
1987	Dec 10	371.1	263.1	107.9	12.3	15.1	8.4	358.4	11.9	-3.4	-5.9 5.1	255.0	103.4
988	Jan 14 Feb 11 Mar 10	375.6 367.3 358.1	265.0 259.4 253.5	110.6 107.9 104.6	12.4 12.2 11.9	15.2 14.9 14.6	8.7 8.4 8.2	354.0 348.5 344.6	11.7 11.5 11.4	-4.4 -5.5 -3.9	-5.1 -4.4 -4.6	251.2 247.1 244.6	102.8 101.4 100.0
	Apr 14 May 12 June 9	352.6 340.3 329.4	249.4 241.1 233.5	103.2 99.2 96.0	11.7 11.3 10.9	14.3 13.9 13.4	8.1 7.8 7.5	337.9 333.0 328.0	11.2 11.0 10.9	-6.7 -4.9 -5.0	-5.4 -5.2 -5.5	239.6 236.0 232.7	98. 97. 95.
	July 14 Aug 11	328.8 325.7	231.3 228.5	97.4 97.2	10.9 10.8	13.3 13.1	7.6 7.6	321.2 317.4	10.6 10.5	-6.8 -3.8	-5.6 -5.2	228.1 225.8	93. 91.
	Sept 8** ***	329.3	231.1	98.2	10.9	13.3	7.7	312.7	10.4	-4.7	-5.1	223.2	89.
	Oct 13 Nov 10	301.0 294.7	214.9 211.4 211.5	86.1 83.3	10.0	12.4 12.2 12.2	6.7 6.5	307.4 300.5 292.8	10.2 10.0	-5.3 -6.9 -7.7	-4.6 -5.6	220.3 215.5 210.5	87. 85. 82.

See footnotes to tables 2.1 and 2.2.

		NUMBER	RUNEMPLOY	ED	PER CE	NT WORKFO	RCE †	SEASONA	LLY ADJUS	STED			
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Charige since previous month	Average change over 3 months ended	Male	Female
SOUT	TH EAST						See 1			A. In			
1984 1985 1986* 1987	Annual averages	747.5 782.4 784.7 680.5	511.0 527.1 524.7 460.8	236.5 255.2 260.0 219.7	8.4 8.6 8.6 7.3	9.7 9.9 9.8 8.6	6.5 6.8 6.8 5.6	691.0 728.5 750.2 657.9	7.8 8.0 8.2 7.1			477.5 495.4 505.2 448.3	213.5 233.1 245.0 209.7
987	Dec 10	603.5	411.8	191.7	6.5	7.6	4.9	582.0	6.3	-12.2	-15.1	399.1	182.9
988	Jan 14 Feb 11 Mar 10	597.6 586.9 570.4	407.7 399.9 389.4	189.9 187.0 181.0	6.4 6.3 6.1	7.6 7.4 7.2	4.9 4.8 4.6	563.5 555.1 547.0	6.1 6.0 5.9	-18.5 -8.4 -8.1	-16.3 -13.0 -11.7	384.3 378.0 372.5	179.2 177.1 174.5
	Apr 14 May 12 June 9	549.7 523.1 501.6	374.8 357.2 342.6	174.9 165.8 159.0	5.9 5.6 5.4	7.0 6.6 6.4	4.5 4.2 4.1	528.6 518.1 505.8	5.7 5.6 5.4	-18.4 -10.5 -12.3	-11.6 -12.3 -13.7	359.4 353.1 345.4	169.2 165.0 160.4
	July 14 Aug 11	494.8 486.7	335.2 328.1	159.5 158.6	5.3 5.2	6.2 6.1	4.1 4.1	486.1 470.9	5.2 5.1	-19.7 -15.2	-14.2 -15.7	333.2 324.7	152.9 146.2
	Sept 8** ***	494.2	333.3	160.9	5.3	6.2	4.1	461.9	5.0	-9.0	-14.6	318.9	143.0
	Oct 13 Nov 10 Dec 8 P	448.1 428.5 422.2	306.4 294.4 292.5	141.8 134.1 129.8	4.8 4.6 4.5	5.7 5.5 5.4	3.6 3.4 3.3	455.3 439.6 421.7	4.9 4.7 4.5	-6.6 -15.7 -17.9	-10.3 -10.4 -13.4	314.5 303.3 290.9	140.8 136.3 130.8
REA	TER LONDON (inclu												
984 985 986* 987	Annual averages	380.6 402.5 407.1 363.8	265.4 278.4 280.9 254.4	115.2 124.1 126.1 109.4	9.0 9.4 8.3 8.5	10.5 10.8 11.1 10.0	6.8 7.3 6.0 6.2	353.1 376.3 391.3 353.0	8.4 8.8 8.0 8.2			248.8 262.7 272.0 248.3	104.3 113.6 119.4 104.7
987	Dec 10	332.2	233.9	98.3	7.7	9.2	5.6	322.4	7.5	-4.4	-5.8	228.3	94.1
988	Jan 14 Feb 11 Mar 10	325.3 324.3 319.9	229.1 228.1 225.4	96.2 96.2 94.5	7.6 7.5 7.4	9.0 9.0 8.9	5.5 5.5 5.4	313.7 313.3 311.3	7.3 7.3 7.2	-8.7 -0.4 -2.0	-6.7 -4.5 -3.7	221.8 220.9 219.4	91.9 92.4 91.9
	Apr 14 May 12 June 9	311.2 299.9 290.8	219.1 211.5 205.0	92.1 88.4 85.8	7.2 7.0 6.8	8.6 8.3 8.1	5.3 5.1 4.9	302.2 296.5 289.2	7.0 6.9 6.7	-9.1 -5.7 -7.3	-3.8 -5.6 -7.4	212.7 208.9 203.7	89.5 87.6 85.5
	July 14 Aug 11	288.1 284.5	201.5 198.0	86.5 86.4	6.7 6.6	7.9 7.8	4.9 4.9	280.2 273.1	6.5 6.4	-9.0 -7.1	-7.3 -7.8	197.9 193.4	82.3 79.7
	Sept 8** ***	290.5	201.8	88.8	6.8	7.9	5.1	269.4	6.3	-3.7	-6.6	190.7	78.7
	Oct 13 Nov 10 Dec 8 P	265.4 253.3 249.3	186.7 178.7 176.8	78.8 74.6 72.5	6.2 5.9 5.8	7.3 7.0 6.9	4.5 4.3 4.1	267.2 259.7 250.1	6.2 6.0 5.8	-2.2 -7.5 -9.6	-4.3 -4.5 -6.4	189.1 183.6 176.9	78.1 76.1 73.2
AST	ANGLIA												
984 985 986* 987) Annual) averages	77.4 81.3 83.4 72.5	52.0 53.2 53.9 47.4	25.3 28.1 29.5 25.1	8.6 8.6 8.6 7.1	9.4 9.2 9.1 6.2	7.3 7.6 7.8 6.2	71.3 75.3 78.8 69.4	7.9 8.0 8.1 6.8			48.7 49.8 51.4 45.8	22.7 25.4 27.4 23.7
987	Dec 10	63.1	41.1	22.0	6.2	6.7	5.4	60.0	5.9	-1.1	-2.0	39.2	20.8
988	Jan 14 Feb 11 Mar 10	64.6 63.5 60.7	41.8 41.4 39.5	22.8 22.1 21.2	6.4 6.2 6.0	6.9 6.8 6.5	5.6 5.4 5.2	58.4 57.2 55.7	5.7 5.6 5.5	-1.6 -1.2 -1.5	-1.9 -1.3 -1.4	37.8 37.0 36.0	20.6 20.2 19.7
	Apr 14 May 12 June 9	58.3 55.1 50.9	37.8 35.5 32.8	20.5 19.6 18.1	5.7 5.4 5.0	6.2 5.8 5.4	5.0 4.8 4.5	53.9 52.9 51.4	5.3 5.2 5.1	-1.8 -1.0 -1.5	-1.5 -1.4 -1.4	34.7 34.1 33.3	19.2 18.8 18.1
	July 14 Aug 11	49.3 48.0	31.4 30.5	18.0 17.5	4.9 4.7	5.1 5.0	4.4 4.3	49.6 48.4	4.9 4.8	-1.8 -1.2	-1.4 -1.5	32.1 31.5	17.5 16.9
	Sept 8** ***	47.9	30.4	17.5	4.7	5.0	4.3	47.1	4.6	-1.3	-1.4	30.7	16.4
	Oct 13 Nov 10 Dec 8 P	43.0 41.6 41.5	27.5 26.9 27.2	15.5 14.7 14.3	4.2 4.1 4.1	4.5 4.4 4.5	3.8 3.6 3.5	45.7 43.3 41.2	4.5 4.3 4.1	-1.4 -2.4 -2.1	-1.3 -1.7 -2.0	29.8 28.3 26.9	15.9 15.0 14.3
	H WEST											4400	00.0
984 985 986* 987	Annual averages	193.7 204.9 205.7 178.9	127.2 132.8 131.6 115.0	66.5 72.2 74.2 63.9	9.7 10.0 10.0 8.6	10.8 11.0 10.8 9.4	8.2 8.7 8.6 7.3	179.1 190.5 195.8 172.3	9.0 9.3 9.5 8.3			118.9 124.5 126.1 111.4	60.2 66.0 69.7 60.9
987	Dec 10	165.2	106.4	58.8	7.9	8.7	6.8	153.9	7.4	-2.0	-3.4	99.8	54.1
988	Jan 14 Feb 11 Mar 10	167.6 163.3 156.0	107.7 104.8 100.1	59.9 58.5 55.8	8.0 7.8 7.5	8.8 8.6 8.2	6.9 6.7 6.4	151.2 148.4 145.3	7.2 7.1 7.0	-2.7 -2.8 -3.1	-2.8 -2.5 -2.9	97.5 95.4 93.4	53.7 53.0 51.9
	Apr 14 May 12 June 9	148.9 139.7 130.9	95.8 89.9 84.4	53.1 49.8 46.5	7.1 6.7 6.3	7.9 7.4 6.9	6.1 5.7 5.3	141.7 139.3 137.1	6.8 6.7 6.6	-3.6 -2.4 -2.2	-3.2 -3.0 -2.7	90.7 89.3 88.2	51.0 50.0 48.9
	July 14 Aug 11	129.0 127.6	82.5 81.2	46.5 46.4	6.2 6.1	6.8 6.7	5.3 5.3	132.5 128.8	6.3 6.2	-4.6 -3.7	-3.1 -3.5	85.5 83.7	47.0 45.1
	Sept 8** ***	130.3	83.2	47.1	6.2	6.8	5.4	126.1	6.0	-2.7	-3.7	82.2	43.9
	Oct 13 Nov 10 Dec 8 P	120.6 119.1 117.9	78.0 77.0 77.0	42.7 42.0 40.9	5.8 5.7 5.6	6.4 6.3 6.3	4.9 4.8 4.7	122.9 118.3 113.1	5.9 5.7 5.4	-3.2 -4.6 -5.2	-3.2 -3.5 -4.3	80.4 77.3 73.8	42.5 41.0 39.3

NORTH 1984	234.9 213.1 198.0 200.9 196.6 192.9 190.8 183.3 178.9 176.7 172.5	165.8 169.3 167.3 155.1 144.7 146.4 142.9 140.4 133.6 130.6 128.1 124.5	64.6 68.4 67.6 58.0 53.3 54.5 53.8 52.5 51.7 49.7 48.3	16.4 16.5 16.1 14.7 13.6 13.8 13.5 13.3	19.5 19.5 19.5 19.3 18.0 16.8	11.7 11.9 11.5 9.9	209.0 215.3 216.1	Per cent work-force † 14.9 15.0 14.8	Change since previous month	Average change over 3 months ended	Male - 153.4 156.3	55.6 59.0
1984) Annua 1985) Annua 1987 Dec 10 1987 Dec 10 1988 Feb 11 Mar 10 Apr 14 May 12 June 9 July 14 Aug 11 Sept 8************************************	al 237.6 ages 234.9 213.1 198.0 200.9 196.6 192.9 190.8 183.3 178.9 176.7 172.5 174.7	169.3 167.3 155.1 144.7 146.4 142.9 140.4 139.0 133.6 130.6	68.4 67.6 58.0 53.3 54.5 53.8 52.5 51.7 49.7	16.5 16.1 14.7 13.6 13.8 13.5 13.3	19.5 19.3 18.0 16.8 17.0	11.9 11.5 9.9	- 215.3 216.1	15.0			153.4 156.3	55.6 59.0
1985) Annua 1986) average 1987) Dec 10 1988 Jan 14 Feb 11 Mar 10 Apr 14 May 12 June 9 July 14 Aug 11 Sept 8** **** Oct 13 Nov 10 Dec 8 P	al 237.6 ages 234.9 213.1 198.0 200.9 196.6 192.9 190.8 183.3 178.9 176.7 172.5 174.7	169.3 167.3 155.1 144.7 146.4 142.9 140.4 139.0 133.6 130.6	68.4 67.6 58.0 53.3 54.5 53.8 52.5 51.7 49.7	16.5 16.1 14.7 13.6 13.8 13.5 13.3	19.5 19.3 18.0 16.8 17.0	11.9 11.5 9.9	- 215.3 216.1	15.0			156.3	59.0
1987) 1987 Dec 10 1988 Jan 14 Feb 11 Mar 10 Apr 14 May 12 June 9 July 14 Aug 11 Sept 8** Oct 13 Nov 10 Dec 8 P WALES 1984) 1985) Annua	213.1 198.0 200.9 196.6 192.9 190.8 183.3 178.9 176.7 172.5 174.7	155.1 144.7 146.4 142.9 140.4 139.0 133.6 130.6	58.0 53.3 54.5 53.8 52.5 51.7 49.7	14.7 13.6 13.8 13.5 13.3	18.0 16.8 17.0	9.9		149				
1988 Jan 14 Feb 11 Mar 10 Apr 14 May 12 June 9 July 14 Aug 11 Sept 8***** Oct 13 Nov 10 Dec 8 P WALES 1984) Annua	200.9 196.6 192.9 190.8 183.3 178.9 176.7 172.5 174.7	146.4 142.9 140.4 139.0 133.6 130.6	54.5 53.8 52.5 51.7 49.7	13.8 13.5 13.3	17.0	0.1	199.3	13.7			156.4 146.9	59.8 52.3
Feb 11 Mar 10 Apr 14 May 12 June 9 July 14 Aug 11 Sept 8***** Oct 13 Nov 10 Dec 8 P WALES 1984) Annua	196.6 192.9 190.8 183.3 178.9 176.7 172.5 174.7	142.9 140.4 139.0 133.6 130.6	53.8 52.5 51.7 49.7	13.5 13.3		9.1	185.1	12.8	-2.0	-3.0	136.7	48.4
May 12 June 9 July 14 Aug 11 Sept 8** *** Oct 13 Nov 10 Dec 8 P WALES 1984) Annua	183.3 178.9 176.7 172.5 174.7	133.6 130.6 128.1	49.7	40	16.3	9.3 9.1 8.9	182.2 180.7 179.4	12.6 12.4 12.4	-2.9 -1.5 -1.3	-2.8 -2.1 -1.9	134.1 132.5 131.5	48.1 48.2 47.9
Aug 11 Sept 8** Oct 13 Nov 10 Dec 8 P WALES 1984) Annua	172.5 174.7 163.0			13.1 12.6 12.3	16.1 15.5 15.1	8.8 8.4 8.2	176.0 173.3 172.2	12.1 11.9 11.9	-3.4 -2.7 -1.1	-2.1 -2.5 -2.4	129.0 127.0 126.7	47.0 46.3 45.5
Sept 8** *** Oct 13 Nov 10 Dec 8 P WALES 1984) 1985) Annua	163.0		48.6 47.9	12.2 11.9	14.8 14.4	8.2 8.1	169.5 166.9	11.7 11.5	-2.7 -2.6	-2.2 -2.1	124.9 123.2	44.6 43.7
Nov 10 Dec 8 P WALES 1984) 1985) Annua		125.9	48.8	12.0	14.6	8.3	165.9	11.4	-1.0	-2.1	122.4	43.5
1984) 1985) Annua	160.5	119.2 118.9 119.0	43.8 42.8 41.5	11.2 11.1 11.1	13.8 13.8 13.8	7.4 7.3 7.0	165.6 163.5 160.1	11.4 11.3 11.0	-0.3 -2.1 -3.4	-1.3 -1.1 -1.9	121.9 120.3 118.3	43.7 43.2 41.8
	173.3 ial 180.6	123.2 127.7	50.1 52.9	14.2 14.8	16.5 17.0	10.7 11.2	161.1 168.4	13.2 13.8			116.1 120.5	45.0 47.9
	ages 179.0	126.1	52.9 45.2	14.7	16.9 15.6	11.4 9.5	169.3 149.9	13.9 12.5			120.5 107.7	48.8 42.2
1987) 1987 Dec 10	157.0 146.1	111.8	45.2	12.2	14.6	8.6	137.9	11.5	-2.1	-2.5	99.6	38.3
1988 Jan 14 Feb 11 Mar 10	148.5 145.5 141.4	106.1 103.6 101.1	42.3 41.8 40.4	12.4 12.2 11.8	14.8 14.8 14.1	8.8 8.7 8.4	135.7 134.3 133.3	11.4 11.2 11.2	-2.2 -1.4 -1.0	-2.3 -1.9 -1.5	97.7 96.1 95.4	38.0 38.2 37.9
Apr 14 May 12 June 9	140.1 133.0 127.1	100.2 95.2 91.1	39.9 37.8 36.0	11.7 11.1 10.6	14.0 13.3 12.7	8.3 7.9 7.5	131.7 129.2 127.7	11.0 10.8 10.7	-1.6 -2.5 -1.5	-1.3 -1.7 -1.9	94.3 92.5 91.4	37.4 36.7 36.3
July 14 Aug 11	126.1 124.1	89.5 87.6	36.6 36.5	10.6 10.4	12.5 12.2	7.6 7.6	124.6 122.4	10.4 10.2	-3.1 -2.2	-2.4 -2.3	89.4 88.1	35.2 34.3
Sept 8** ***		89.0	36.9	10.5	12.4	7.7	120.6	10.1	-1.8	-2.4	87.1	33.5
Oct 13 Nov 10 Dec 8 P	117.7 115.8 114.5	84.6 83.4 82.9	33.1 32.4 31.6	9.8 9.7 9.6	11.8 11.6 11.6	6.9 6.8 6.6	119.6 116.9 113.1	10.0 9.8 9.5	-1.0 -2.7 -3.8	-1.7 -1.8 -2.5	86.6 84.3 81.7	33.0 32.6 31.4
SCOTLAND				100	100	10.5	309.8	12.6			216.7	93.0
1984) 1985) Annua	341.6 353.0	235.2 243.6	106.4 109.3	13.9 14.1	16.2 16.6	10.5 10.6	322.0	12.9			225.2	96.8
1986*) avera	ages 359.8 345.8	248.1 241.9	111.8 103.8	14.4 13.9	16.9 16.8	10.9 10.0	332.8 323.4	13.3 13.0			232.1 228.9	100.6
1987 Dec 10	324.0	228.2	95.8	13.1	15.8	9.2	302.3	12.2	-2.8	-3.8	214.5	87.8
1988 Jan 14 Feb 11 Mar 10	333.7 326.0 316.3	234.3 228.5 222.0	99.4 97.5 94.4	13.4 13.1 12.7	16.2 15.8 15.4	9.6 9.4 9.1	299.7 296.6 293.3	12.1 11.9 11.8	-2.6 -3.1 -3.3	-3.2 -2.8 -3.0	212.4 209.7 207.7	87.3 86.9 85.6
Apr 14 May 12 June 9	309.1 296.8 288.8	218.2 210.4 204.4	90.9 86.4 84.4	12.5 12.0 11.6	15.1 14.6 14.2	8.7 8.3 8.1	288.4 284.8 279.7	11.6 11.5 11.3	-4.9 -3.6 -5.1	-3.8 -3.9 -4.5	204.6 202.5 199.0	83.8 82.3 80.7
July 14 Aug 11	290.5 285.1	201.8 197.8	88.7 87.3	11.7 11.5	14.0 13.7	8.5 8.4	275.9 273.4	11.1	-3.8 -2.5	-4.2 -3.8	196.0 194.3	79.9 79.
Sept 8** **	285.2	200.7	84.5	11.5	13.9	8.1	272.3	11.0	-1.1	-2.5	194.2	78.
Oct 13 Nov 10 Dec 8 P	265.2 263.6 262.9	189.8 188.9 189.3	75.5 74.7 73.5	10.7 10.6 10.6	13.1 13.1 13.1	7.3 7.2 7.1	270.1 266.5 260.3	10.9 10.7 10.5	-2.2 -3.6 -6.2	-1.9 -2.3 -4.0	193.4 191.0 186.8	76.7 75.9 73.9
NORTHERN IRELA			-00-7	47.5	20.7	12 F	110.2	15.9			80.8	29.
1984 1985) Annu	ual 121.4 121.8	87.7 88.0	33.7 33.8	17.5 17.4	20.7	12.5 12.7	110.2	15.9 16.1			82.4	29.4 30.3
1986*) avera	ages 127.8 126.5	92.9 92.0	34.9 34.5	18.3 18.2	22.0 21.9	12.9 12.7	122.6 122.1	17.6 17.5			89.6 89.2	33.0 32.9
1987 Dec 10	120.6	88.8	31.8	17.3	21.1	11.5	117.6	16.9	-0.9	-1.2 -1.3	86.4	31.
1988 Jan 14 Feb 11 Mar 10	121.8 119.6 117.5	89.4 88.1 86.5	32.3 31.5 31.0	17.5 17.2 16.9	21.3 21.0 20.6	11.7 11.4 11.3	116.5 115.3 114.7	16.7 16.6 16.5	-1.1 -1.2 -0.6	-1.3 -1.1 -1.0	85.4 84.4 83.7	31. 30. 31.
Apr 14 May 12 June 9		86.8 85.2 84.3	31.5 30.9 31.3	17.0 16.7 16.6	20.7 20.3 20.1	11.4 11.2 11.4	114.5 114.6 114.0	16.5 16.5 16.4	-0.2 0.1 -0.6	-0.7 -0.2 -0.2	83.6 83.6 83.2	30. 31. 30.
July 14 Aug 11	118.3 116.2 115.6			17.0	20.2 20.0	12.1	113.7	16.3 16.2	-0.3	-0.3 -0.6	82.9	30. 30.

11.7

11.0 10.7 10.3

111.6

110.6 110.6 108.9

-1.2

-1.0 -1.7

-0.8

81.6

30.0

29.7 30.0 29.2

See footnotes to tables 2.1 and 2.2..

ent in regions by assisted area status †† and in travel-to-work areas* at December 8, 1988

Unemployment in re-	gions by	assisted	area stat	us †† and	in travel-to-work areas*	at Decer	nber 8,	1988	
	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and					† per cent employees and
ASSISTED REGIONS ††				unemployed					unemployed
South West Development Areas Intermediate Areas Unassisted All	6,160 12,072 58,807 77,039	3,236 6,123 31,546 40,905	9,396 18,195 90,353 117,944	15.1 10.3 5.9 6.7	Bury St Edmunds Buxton Calderdale Cambridge Canterbury	517 771 3,955 2,287 1,855	415 512 1,958 1,186 881	932 1,283 5,913 3,473 2,736	2.8 5.8 7.4 2.4 5.7
West Midlands Intermediate Areas Unassisted All	112,827 24,558 137,385	46,382 13,380 59,762	159,209 37,938 197,147	9.6 5.5 8.4	Carlisle Castleford and Pontefract Chard Chelmsford and Braintree Cheltenham	2,428 4,726 271 2,114 2,006	1,253 1,640 178 1,360 982	3,681 6,366 449 3,474 2,988	6.5 11.8 5.1 3.4 4.1
East Midlands Development Areas Intermediate Areas Unassisted All	1,270 2,700 84,800 88,770	786 1,386 34,945 37,117	2,056 4,086 119,745 125,887	8.1 7.8 7.3 7.4	Chesterfield Chichester Chippenham Cinderford and Ross-on-Wye	5,999 1,155 786 1,167	2,199 629 568 755	8,198 1,784 1,354 1,922	10.6 3.0 4.7 8.0 3.1
Yorks and Humberside Development Areas Intermediate Areas Unassisted	17,161 74,706 54,349 146,216	6,084 27,227 23,542 56,853	23,245 101,933 77,891 203,069	13.9 11.0 7.9 9.7	Cirencester Clacton Clitheroe Colchester Corby	1,483 192 2,214 1,202	589 166 1,381 739	2,072 358 3,595 1,941	10.5 3.7 4.9 7.9
North West Development Areas Intermediate Areas Unassisted All	96,244 63,185 52,091 211,520	34,842 24,014 22,455 81,311	131,086 87,199 74,546 292,831	14.5 9.7 8.7 11.0	Coventry and Hinckley Crawley Crewe Cromer and North Walsham Darlington Dartmouth and Kingsbridge	2,261 2,215 862 3,688 404	6,687 1,131 1,154 458 1,464 248	20,951 3,392 3,369 1,320 5,152 652	8.8 1.8 7.2 7.2 10.6 8.3
North Development Areas Intermediate Areas Unassisted All	95,522 13,499 9,971 118,992	31,327 4,831 5,308 41,466	126,849 18,330 15,279 160,458	13.8 11.0 7.1 12.3	Derby Devizes Diss Doncaster Dorchester and Weymouth	8,643 278 317 10,529 1,395	3,170 209 202 4,051 703	11,813 487 519 14,580 2,098	7.4 3.7 4.2 14.4 5.7
Wales Development Areas Intermediate Areas Unassisted All	33,223 43,042 6,647 82,912	12,191 15,925 3,505 31,621	45,414 58,967 10,152 114,533	12.9 10.8 8.8 11.3	Dover and Deal Dudley and Sandwell Durham Eastbourne Evesham	2,099 18,222 4,524 1,507 640	840 7,692 1,655 712 529	2,939 25,914 6,179 2,219 1,169	7.8 9.6 9.3 3.9 3.9
Scotland Development Areas Intermediate Areas Unassisted All	114,479 29,828 45,038 189,345	39,935 13,531 20,078 73,544	154,414 43,359 65,116 262,889	14.0 13.5 8.1 11.8	Exeter Fakenham Falmouth Folkestone	3,197 418 959 1,894 908	1,654 218 435 765 373	4,851 636 1,394 2,659 1,281	5.5 6.4 13.9 8.3 10.4
South East East Anglia	292,466 27,215	129,751 14,286	422,217 41,501	5.2 4.8	Gainsborough Gloucester Goole and Selby Gosport and Fareham Grantham	2,345 1,779 1,874 994 3,112	1,084 930 1,297 490 1,531	3,429 2,709 3,171 1,484 4,643	5.0 9.8 5.6 6.9 10.0
GREAT BRITAIN Development Areas Intermediate Areas Unassisted All	364,059 351,859 655,942 1,371,860	128,401 139,419 298,796 566,616	492,460 491,278 954,738 1,938,476	13.9 10.3 6.0 8.0	Great Yarmouth Grimsby Guildford and Aldershot Harrogate Hartlepool	6,316 2,712 1,044 5,041	2,255 1,513 535 1,563	8,571 4,225 1,579 6,604 636	10.5 2.4 3.7 16.5 9.0
Northern Ireland United Kingdom	79,618 1,451,478	28,444 595,060	108,062 2,046,538	17.5 8.3	Harwich Hastings Haverhill Heathrow Helston	2,141 232 17,361 583	972 200 8,600 478	3,113 432 25,961 1,061	6.1 2.9 3.9 15.5
England Accrington and Rossendale Alfreton and Ashfield Alnwick and Amble Andover	2,488 4,061 1,241 382	1,259 488 290	3,659 5,320 1,729 672	8.0 8.4 14.5 2.3	Hereford and Leominster Hertford and Harlow Hexham Hitchin and Letchworth Honiton and Axminster Horncastle and Market Rasen	1,767 4,883 636 1,242 640 622	1,016 2,729 351 813 396 317	2,783 7,612 987 2,055 1,036 939	6.2 3.1 6.0 3.4 6.3 8.1
Ashford Aylesbury and Wycombe Banbury Barnsley Barnstaple and lifracombe	1,037 2,368 766 8,420 1,407 1,927	1,349 393 2,590 793	1,565 3,717 1,159 11,010 2,200 3,024	4.6 2.2 4.6 13.7 9.2 7.9	Huddersfield Hull Huntingdon and St Neots Ipswich Isle of Wight	4,605 14,181 925 2,677 3,259	2,175 5,423 783 1,364 1,799	6,780 19,604 1,708 4,041 5,058	7.6 10.6 3.6 3.6 10.4
Barrow-in-Furness Basingstoke and Alton Bath Beccles and Halesworth Bedford	1,058 1,946 528 1,781	508 1,126 3 318 808	1,566 3,072 846 2,589	2.1 5.0 5.1 3.2 7.3	Keighley Kendal Keswick Kettering and Market Harborough Kidderminster	1,571 540 172 954 1,550	810 342 125 531 924	2,381 882 297 1,485 2,474	7.3 3.8 9.6 3.4 6.2
Berwick-on-Tweed Bicester Bideford Birmingham Bishop Auckland Biackburn	520 195 643 53,424 3,754 4,320	161 3 350 4 20,814 4 1,393	730 356 993 74,238 5,147 5,798	2.2 10.7 9.7 12.5 9.0	King's Lynn and Hunstanton Lancaster and Morecambe Launceston Leeds Leek	1,710 3,654 312 18,841 331	928 1,502 221 7,376 193	2,638 5,156 533 26,217 524	5.9 10.5 8.7 7.7
Blackpool Blandford Bodmin and Liskeard Bolton and Bury Boston	8,634 187 1,489 12,700 1,213	3,425 7 146 9 945 0 5,216	12,059 333 2,434 17,916 1,736	11.0 3.8 11.1 10.7 6.9	Leicester Lincoln Liverpool London Loughborough and Coalville	10,403 3,914 55,953 165,444 2,306	4,516 1,711 19,104 66,879 1,075	14,919 5,625 75,057 232,323 3,381	8.4 15.9 6.7
Bournemouth Bradford Bridgwater Bridlington and Driffield Bridport	3,932 13,772 1,498 1,400 312	2 4,791 8 915 3 737	5,634 18,563 2,413 2,140 506	5.9 8.7 7.9 10.2 5.9	Louth and Mablethorpe Lowestoft Ludlow Macclesfield Malton	1,154 1,849 436 1,502 206	997 268 836	1,702 2,846 704 2,338 339	7.8 5.7 4.3
Brighton Bristol Bude Burnley Burton-on-Trent	6,76 14,26 44 2,37 2,98	6 6,757 1 239 6 936	9,999 21,023 680 3,312 4,340		Malvern and Ledbury Manchester Mansfield Mattock Medway and Maidstone	822 52,285 5,850 604 7,225	19,329 1,806 348	952	9.7 12.3 2 4.6

83.4

32.3

16.6

19.9

19.1 18.9 19.0

UNEMPLOYMENT 2.4

Unemployment in regions by assisted area status †† and in travel-to-work areas* at December 8, 1988

Unemployment in reg					in travel-to-work areas		ember 8,	1988	D-12
	Male	Female	All	† per cent employees and unemployed		Male	Female	All	† per cent employees and unemployee
Melton Mowbray Middlesbrough Milton Keynes Minehead Morpeth and Ashington	576 15,218 2,247 519 5,294	452 4,634 1,223 320 1,721	1,028 19,852 3,470 839 7,015	5.0 15.5 4.1 11.5 13.6	Wigan and St Helens Winchester and Eastleigh Windermere Wirral and Chester Wisbech	16,127 1,045 198 18,784 992	6,546 539 144 7,102 390	22,673 1,584 342 25,886 1,382	12.8 1.9 4.8 13.2 7.2
Newark Newbury Newcastle upon Tyne Newmarket Newquay	1,259 616 34,024 573 853	598 309 11,269 475 697	1,857 925 45,293 1,048 1,550	7.8 2.6 12.0 4.0 17.4	Wolverhampton Woodbridge and Leiston Worcester Workington Worksop	11,255 463 2,097 2,217 2,174	4,309 238 1,070 1,057 757	15,564 701 3,167 3,274 2,931	11.0 3.9 5.1 11.9 11.6
Newton Abbot Northallerton Northampton Northwich Norwici	1,035 423 2,800 2,248 5,081	603 254 1,438 1,199 2,312	1,638 677 4,238 3,447 7,393	7.1 4.2 3.9 7.5 5.2	Worthing Yeovil York	1,868 1,146 3,852	913 766 1,949	2,781 1,912 5,801	3.8 4.6 6.9
Nottingham Okehampton Oldham Oswestry Oxford	21,812 239 5,311 621 3,405	7,859 128 2,426 351 1,544	29,671 367 7,737 972 4,949	8.8 7.8 10.2 6.9 2.7	Wales Aberdare Aberystwyth Bangor and Caernarfon	2,254 680 2,545	720 311 1,026	2,974 991 3,571	17.6 8.5 13.8
Pendle Penrith Penzance and St Ives Peterborough Pickering and Helmsley	1,626 387 1,806 3,851 176	717 313 825 1,772 125	2,343 700 2,631 5,623 301	7.8 4.9 15.4 5.7 4.9	Blaenau, Gwent and Abergavenny Brecon Bridgend Cardiff	3,515 287 3,962 13,647 826	1,154 190 1,562 4,444 391	4,669 477 5,524 18,091	14.1 6.7 10.9 9.2 18.7
Plymouth Poole Portsmouth Preston Reading	9,234 1,736 6,749 7,547 2,764	4,329 858 3,043 3,266 1,130	13,563 2,594 9,792 10,813 3,894	10.3 4.3 6.3 7.4 2.6	Cardigan Carmarthen Conwy and Colwyn Denbigh Dolgellau and Barmouth	885 2,188 583 350	397 1,095 296 160	1,217 1,282 3,283 879 510 463	7.2 11.1 8.5 11.0 16.3
Redruth and Camborne Retford Richmondshire Ripon Rochdale	1,959 1,380 494 287 4,832	801 679 436 191 2,023	2,760 2,059 930 478 6,855	14.2 9.6 7.7 4.9 10.8	Fishguard Haverfordwest Holyhead Lampeter and Aberaeron Llandeilo Llandrindod Wells	305 1,829 2,040 603 204	158 806 985 232 130 214	2,635 3,025 835 334 589	14.4 18.1 15.0 10.5 7.6
Rotherham and Mexborough Rugby and Daventry Salisbury Scarborough and Filey Scunthorpe	12,333 1,438 1,026 2,097 3,924	4,148 1,084 630 926 1,530	16,481 2,522 1,656 3,023 5,454	15.9 4.9 4.0 9.7 10.2	Llanelli Machynlleth Merthyr and Rhymney Monmouth	375 2,845 224 5,339 244	1,154 170 1,562 129 1,123	3,999 394 6,901 373 4,379	13.0 11.3 14.1 10.8 10.9
Settle Shaftesbury Sheffield Shrewsbury Sittingbourne and Sheerness	167 372 22,798 1,624 1,840	114 245 8,810 931 947	281 617 31,608 2,555 2,787	5.0 4.0 11.1 5.6 7.0	Neath and Port Talbot Newport Newtown Pontypool and Cwmbran Pontypridd and Rhondda	3,256 5,602 347 2,635 5,578	2,174 203 1,192 1,690 268	7,776 550 3,827 7,268 723	9.7 6.5 10.4 12.4 11.3
Skegness Skipton Sleaford Slough South Molton	1,458 296 452 3,330 160	583 212 282 1,610 91	2,041 508 734 4,940 251	17.8 4.4 6.5 2.9 7.2	Porthmadoc and Ffestiniog Pwllheli Shotton, Flint and Rhyl South Pembrokeshire Swansea	455 649 5,077 1,515 8,568	288 2,169 664 2,853	937 7,246 2,179 11,421	20.0 10.7 18.5 11.9
South Tyneside Southampton Southend Spalding and Holbeach St Austell	8,263 7,447 9,962 725 1,338	2,603 3,087 5,027 456 733	10,866 10,534 14,989 1,181 2,071	18.8 5.7 5.9 4.9 9.7	Welshpool Wrexham Scotland	280 3,220	210 1,501	490 4,721	6.6 10.2
Stafford Stamford Stockton-on-Tees Stoke Stroud	2,184 520 7,332 8,852 1,043	1,296 348 2,707 4,187 744	3,480 868 10,039 13,039 1,787	5.0 5.0 12.9 6.1 5.0	Aberdeen Alloa Annan Arbroath Ayr	6,349 1,884 479 810 3,292	2,704 725 314 414 1,430	9,053 2,609 793 1,224 4,722	5.3 16.1 9.5 14.7 11.2
Sudbury Sunderland Swindon Taunton Telford and Bridgnorth	492 19,932 2,973 1,368 4,039	306 6,222 1,578 687 1,876	798 26,154 4,551 2,055 5,915	5.1 15.0 4.7 5.0 9.1	Badenoch Banff Bathgate Berwickshire Blairgowrie and Pitlochry	319 552 4,252 337 666	213 277 1,655 177 356	532 829 5,907 514 1,022	15.0 9.4 12.1 10.3 9.9
Thanet Thetford Thirsk Tiverton Torbay	3,208 712 186 375 3,407	1,381 439 110 240 1,664	4,589 1,151 296 615 5,071	11.2 4.6 7.2 5.7 12.3	Brechin and Montrose Buckie Campbeltown Crieff Cumnock and Sanquhar	733 290 383 237 2,644	468 188 177 108 929	1,201 478 560 345 3,573	9.7 11.6 14.6 10.1 23.9
Torrington Totnes Trowbridge and Frome Truro Truro Tunbridge Wells	222 348 1,276 1,163 1,282	145 232 867 602 628	367 580 2,143 1,765 1,910	8.1 7.5 4.6 7.8 2.1	Dumbarton Dumfries Dundee Dunfermline Dunoon and Bute	3,003 1,148 8,075 4,283 894	1,419 649 3,316 1,771 483	4,422 1,797 11,391 6,054 1,377	16.1 7.5 11.9 11.6 17.7
Uttoxeter and Ashbourne Wakefield and Dewsbury Walsall Wareham and Swanage Warminster	314 8,278 10,289 271 207	249 2,960 4,246 188 185	563 11,238 14,535 459 392	4.5 9.9 9.3 4.7 6.1	Edinburgh Elgin Falkirk Forfar Forres	18,754 919 4,755 524 387	7,106 582 2,294 303 247	25,860 1,501 7,049 827 634	8.7 9.5 11.8 8.2 20.7
Warrington Warwick Watford and Luton Wellingborough and Rushden Wells	3,684 2,117 8,834 1,275 668	1,743 1,465 3,890 824 479	5,427 3,582 12,724 2,099 1,147	7.5 4.3 3.8 4.6 4.9	Fraserburgh Galashiels Girvan Glasgow Greenock	393 577 418 64,386 5,643	162 262 210 21,366 1,820	555 839 628 85,752 7,463	7.9 5.5 20.1 13.7 16.1
Weston-super-Mare Whitby Whitchurch and Market Drayton Whitehaven Widnes and Runcorn	2,058 713 630 1,906 5,380	1,207 332 396 975 2,090	3,265 1,045 1,026 2,881 7,470	8.4 14.7 7.0 8.8 13.6	Haddington Hawick Huntly Invergordon and Dingwall Inverness	718 366 188 1,694 2,825	351 156 98 645 1,099	1,069 522 286 2,339 3,924	7.8 6.5 7.6 17.4 9.5

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at December 8, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployed
Irvine Islay/Mid Argyll Keith Kelso and Jedburgh Kilmarnock	5,769 314 340 203 3,040	2,123 206 206 111 1,151	7,892 520 546 314 4,191	16.5 12.4 12.3 6.1 13.7	Stranraer Sutherland Thurso Western Isles Wick	812 482 481 1,662 512	395 281 271 495 154	1,207 763 752 2,157 666	17.0 18.0 10.8 21.9 12.6
Kirkcaldy Lanarkshire Lochaber Lockerbie Newton Stewart	5,924 16,857 704 259 352	2,553 5,742 488 152 215	8,477 22,599 1,192 411 567	13.2 14.4 14.1 10.3 17.1	Northern Ireland Ballymena Belfast Coleraine	1,979 37,982 4,857	864 14,938 1,580	2,843 52,920 6,437	11.5 15.2 20.1
North East Fife Oban Orkney Islands Peebles Perth	908 529 477 299 1,677	556 410 247 130 693	1,464 939 724 429 2,370	8.7 11.4 10.7 9.5 8.2	Cookstown Craigavon Dungannon Enniskillen	1,798 6,681 2,659 2,877	958 889	2,446 9,408 3,617 3,766	29.4 15.5 24.5 20.9
Peterhead Shetland Islands Skye and Wester Ross Stewartry Stirling	813 396 557 514 2,287	437 235 402 353 1,064	1,250 631 959 867 3,351	10.3 6.4 18.4 11.2 10.1	Londonderry Magherafelt Newry Omagh Strabane	8,992 1,758 4,966 2,363 2,706	2,135 679 1,668 795 563	11,127 2,437 6,634 3,158 3,269	24.4 23.4 25.7 19.4 28.9

*Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in *tables 2.1*, 2.2 and 2.3.
‡Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT Age and duration

UNITE	D	18-24				25-49				50 and 6	over			All ages			
KINGI	DOM	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE 1986	AND F	EMALE 494.5	163.7	300.9	959.0	543.1	259.5	679.8	1,482.4	163.9	101.5	343.8	609.2	1,341.1	555.0	1,341.0	3,237.2
1987	Jan Apr July Oct	500.3 413.7 431.1 428.9	181.7 213.5 173.4 126.0	288.5 271.5 254.6 229.0	970.6 898.6 859.1 783.8	592.1 534.6 480.5 472.2	268.3 277.4 244.5 213.9	679.7 663.3 637.9 595.9	1,540.0 1,475.2 1,362.9 1,282.0	172.8 157.7 138.4 131.6	100.3 102.1 94.3 86.3	351.4 346.2 335.5 332.8	624.4 605.9 568.2 550.7	1,384.8 1,180.4 1,123.7 1,136.0	578.0 631.6 544.4 443.1	1,334.5 1,295.1 1,238.3 1,172.2	3,297.2 3,107.1 2,906.5 2,751.4
1988	Jan Apr July	429.4 352.6 359.5	141.4 165.2 140.6	203.0 179.9 163.3	773.9 697.7 663.4	515.4 473.5 419.5	210.6 217.2 202.1	564.7 528.0 483.6	1,290.7 1,218.7 1,105.1	138.7 127.3 113.9	78.3 73.2 67.7	321.1 313.1 295.2	538.1 513.6 476.8	1,175.0 1,023.1 944.9	446.5 483.6 433.5	1,100.6 1,029.2 948.2	2,722.2 2,536.0 2,326.7
	Oct	346.7	108.6	151.0	606.3	405.0	186.0	446.4	1,037.4	115.3	64.0	287.6	466.9	873.0	360.4	885.5	2,118.9
MALE 1986	Oct	291.2	97.2	200.8	589.1	333.6	157.7	546.7	1,038.0	129.0	80.8	256.5	466.3	833.1	353.2	1,013.5	2,199.8
1987	Jan Apr July Oct	304.5 255.9 260.0 259.6	108.8 128.6 105.0 77.2	193.7 182.7 171.6 154.5	607.0 567.2 536.7 491.3	383.8 347.3 301.0 298.0	160.0 167.4 151.7 133.3	549.4 537.9 517.6 483.6	1,093.1 1,052.6 970.2 914.9	137.3 126.6 109.2 102.2	78.9 79.4 74.2 69.3	263.6 259.9 251.7 249.1	479.8 465.9 435.0 420.7	893.4 772.3 712.6 718.7	363.9 397.2 349.0 289.6	1,015.2 988.7 946.8 895.4	2,272.4 2,158.2 2,008.5 1,903.6
1988	Jan Apr July	264.3 219.0 218.3	88.0 102.8 87.0	137.8 122.2 110.4	490.0 444.0 415.7	335.4 306.5 264.4	129.2 136.0 126.8	460.7 429.9 393.9	925.2 872.4 785.0	107.4 97.9 86.6	61.7 56.2 51.4	241.3 235.5 221.4	410.4 389.5 359.5	758.1 662.9 599.0	288.3 310.6 278.0	846.3 792.2 729.3	1,892.7 1,765.7 1,606.3
	Oct	214.8	67.8	102.8	385.5	262.1	116.0	363.8	741.8	88.2	48.6	215.4	352.3	568.5	233.4	682.3	1,484.2
FEM / 1986		203.3	66.5	100.1	369.9	209.5	101.8	133.1	444.5	34.9	20.7	87.3	142.9	508.0	201.8	327.5	1,037.4
1987	Jan Apr July Oct	195.8 157.8 171.1 169.3	72.9 84.8 68.4 48.8	94.9 88.8 83.0 74.5	363.5 331.4 322.4 292.5	208.3 187.2 179.6 174.1	108.3 110.0 92.7 80.6	130.3 125.4 120.3 112.4	446.9 422.6 392.6 367.1	35.5 31.1 29.2 29.3	21.3 22.7 20.2 17.0	87.8 86.2 83.8 83.7	144.6 140.0 133.2 130.0	491.5 408.0 411.1 417.3	214.1 234.4 195.4 153.6	319.3 306.4 291.4 276.9	1,024.8 948.9 898.0 847.8
1988	Jan Apr July	165.1 133.6 141.2	53.5 62.4 53.6	65.3 57.8 52.9	283.9 253.7 247.7	180.1 167.0 155.1	81.4 81.2 75.3	104.0 98.1 89.7	365.5 346.3 320.1	31.3 29.4 27.2	16.6 17.1 16.3	79.8 77.7 73.7	127.7 124.1 117.2	416.9 360.3 346.0	158.2 173.0 155.5	254.3 237.0 218.9	829.5 770.5 720.
	Oct	131.9	40.8	48.2	220.8	142.9	70.0	82.7	295.6	27.1	15.4	72.2	114.7	304.5	127.0	203.2	634.

* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.

UNEMPLOYMENT	20
Area statistics	2.9

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 1987 Oct 2,616.6 544.2 394.5 499.8 387.8 489.3 61.4 239.6 1988 Jan Apr July 2,110.7 177.9 428.4 320.4 399.9 317.1 421.0 45.9 2,118.9 * Oct Thousand 1,903.6 MALE 1987 Oct 1,826.9 371.5 360.3 139.5 351.8 263.9 279.4 1,892.7 1,765.7 1,606.3 1988 Jan Apr July 1,479.6 280.6 216.8 298.3 226.7 307.4 1,484.2 * Oct 104.9 FEMALE 1987 Oct 789.7 192.4 128.3 100.1 631.1 73.0 147.8 103.6 101.6 634.6 *

Including some aged under 18. These figures from October 1988, are affected by new benefit regulations for under 18 year olds introduced in September. See also note ** to tables 2.1 and 2.2.

UNEMPLOYMENT Duration

UNIT	ED 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
MALI 1987	AND FEMALE Oct	312.2	823.8	443.1	416.0	218.4	537.9	2,751.4	Thousand 1,172.2
1988	Jan Apr July	270.2 256.5 283.7	904.9 766.6 661.3	446.5 483.6 433.5	373.4 342.0 311.3	211.3 193.1 170.6	516.0 494.1 466.3	2,722.2 2,536.0 2,326.7	1,100.6 1,029.2 948.2
	Oct**	241.0	632.0	360.4	290.6	151.9	443.0	2,118.9	885.5
1987	Oct	Proportion of number	unemployed 29.9	16.1	15.1	7.9	19.5	100.0	Per cent 42.6
1988	Jan Apr July	9.9 10.1 12.2	33.2 30.2 28.4	16.4 19.1 18.6	13.7 13.5 13.4	7.8 7.6 7.3	19.0 19.5 20.0	100.0 100.0 100.0	40.4 40.6 40.8
	Oct**	11.4	29.8	17.0	13.7	7.2	20.9	100.0	41.8
MALE 1987		197.9	520.8	289.6	297.9	164.0	433.5	1903.6	Thousand 895.4
1988	Jan Apr July	167.2 167.3 173.3	590.9 495.6 425.7	288.3 310.6 278.0	270.2 247.8 224.8	159.9 146.4 129.3	416.2 398.0 375.2	1892.7 1765.7 1606.3	846.3 792.2 729.3
	Oct**	158.3	410.3	233.4	212.0	115.2	355.2	1484.2	682.3
1987	Oct	Proportion of number 10.4	unemployed 27.4	15.2	15.6	8.6	22.8	100.0	Per cen 47.0
1988	Jan Apr July	8.8 9.5 10.8	31.2 28.1 26.5	15.2 17.6 17.3	14.3 14.0 14.0	8.4 8.3 8.0	22.0 22.5 23.4	100.0 100.0 100.0	44.7 44.9 45.4
	Oct**	10.7	27.6	15.7	14.3	7.8	23.9	100.0	46.0
F EM /1987		114.3	303.0	153.6	118.1	54.4	104.4	847.8	Thousand 276.9
1988	Jan Apr July	103.0 89.2 110.4	314.0 271.0 235.6	158.2 173.0 155.5	103.2 94.2 86.4	51.4 46.7 41.4	99.7 96.2 91.1	829.5 770.3 720.4	254.3 237.0 218.9
	Oct**	82.8	221.7	127.0	78.6	36.7	87.8	634.6	203.2
1987	Oct	Proportion of number	unemployed 35.7	18.1	13.9	6.4	12.3	100.0	Per cen 32.7
1988	Jan Apr July	12.4 11.6 15.3	37.9 35.2 32.7	19.1 22.5 21.6	12.4 12.2 12.0	6.2 6.1 5.7	12.0 12.5 12.6	100.0 100.0 100.0	30.7 30.8 30.4
	Oct**	13.0	34.9	20.0	12.4	5.8	13.8	100.0	32.0

** See notes to tables 2.1 and 2.2.

Unemployment in counties and local authority districts at December 8, 1988

Onempreyment in co	Male	Female	All	Rate		Male	Female	All	Rate
SOUTH EAST				† per cent employees and unemployed					† per cent employees and unemployee
Bedfordshire Luton Mid Bedfordshire North Bedfordshire South Bedfordshire	7,007 3,797 640 1,638 932	3,172 1,465 484 698 525	10,179 5,262 1,124 2,336 1,457	4.3	Kent Ashford Canterbury Dartford Dover	21,682 1,067 1,855 1,032 2,099	10,482 546 881 470 840	32,164 1,613 2,736 1,502 2,939	5.7
Berkshire Bracknell Newbury Reading Slough Windsor and Maidenhead Wokingham	6,279 675 753 1,886 1,497 871 597	2,868 395 394 591 666 423 399	9,147 1,070 1,147 2,477 2,163 1,294 996	2.7	Gillingham Gravesham Maidstone Rochester-upon-Medway Sevenoaks Shepway Swale Thanet Tonbridge and Malling Tunbridge Wells	1,360 1,590 1,151 2,393 909 1,894 1,840 3,208 723	796 870 572 1,348 448 765 947 1,381 344	2,156 2,460 1,723 3,741 1,357 2,659 2,787 4,589 1,067	
Buckinghamshire Aylesbury Vale Chiltern Milton Keynes South Buckinghamshire Wycombe	4,765 869 449 2,047 379 1,021	2,609 546 250 1,070 195 548	7,374 1,415 699 3,117 574 1,569	2.8	Oxfordshire Cherwell Oxford South Oxfordshire Vale of White Horse	561 4,473 887 1,714 793 603	274 2,131 493 621 374 327	6,604 1,380 2,335 1,167 930	2.8
East Sussex Brighton Eastbourne Hastings Hove Lewes Rother Wealden	10,277 4,033 1,077 1,439 1,638 749 726 615	4,860 1,732 469 636 808 504 354 357	15,137 5,765 1,546 2,075 2,446 1,253 1,080 972	5.6	West Oxfordshire Surrey Elmbridge Epsom and Ewell Guildford Mole Valley Reigate and Banstead	5,807 613 485 652 416 752 402	316 2,730 335 178 273 187 321 240	792 8,537 948 663 925 603 1,073 642	
Essex Basildon Braintree Brentwood Castle Point Chelmsford	18,859 2,564 956 545 930 1,125	9,988 1,362 637 259 535 752	28,847 3,926 1,593 804 1,465 1,877	5.3	Runnymede Spelthorne Surrey Heath Tandridge Waverley Woking	569 336 462 523 597	299 213 212 227 245	868 549 674 750 842	
Colchester Epping Forest Harlow Maldon Rochford Southend-on-Sea Tendring Thurrock Uttlesford	1,701 1,226 1,197 447 598 2,683 2,159 2,365 363	1,073 687 591 271 347 1,155 956 1,163 200	2,774 1,913 1,788 718 945 3,838 3,115 3,528 563		West Sussex Adur Arun Chichester Crawley Horsham Mid Sussex Worthing	4,704 322 1,059 632 615 514 568 994	2,435 170 500 371 292 259 343 500	7,139 492 1,559 1,003 907 773 911 1,494	2.5
Greater London Barking and Dagenham Barmet Bexley Brent Bromley Camden City of London City of Westminster	176,799 2,827 4,200 2,850 8,116 3,596 7,060 50 5,408	72,518 1,182 2,066 1,590 3,491 1,754 2,852 18 2,153	249,317 4,009 6,266 4,440 11,607 5,350 9,912 68 7,561	6.5	EAST ANGLIA Cambridgeshire Cambridge East Cambridgeshire Ferland Huntingdon Peterborough South Cambridgeshire	7,521 1,335 324 1,235 1,024 3,106 497	3,859 531 220 638 852 1,237 381	11,380 1,866 544 1,873 1,876 4,343 878	3.9
Croydon Ealing Enfield Greenwich Hackney Hammersmith and Fulham Haringey Harrow Havering	5,113 5,960 4,503 6,626 10,691 5,767 8,530 2,396 2,800	2,301 2,774 1,999 2,765 3,882 2,222 3,566 1,284 1,453	7,414 8,734 6,502 9,391 14,573 7,989 12,096 3,680 4,253		Norfolk Breckland Broadland Great Yarmouth North Norfolk Norwich South Norfolk West Norfolk	12,525 1,068 828 2,922 1,210 3,605 898 1,994	6,283 659 540 1,423 591 1,419 592 1,059	18,808 1,727 1,368 4,345 1,801 5,024 1,490 3,053	6.2
Hillingdon Hounslow Islington Kensington and Chelsea Kingston-upon-Thames Lambeth Lewisham Merton Newham Redbridge Richmond-upon-Thames	2,328 3,225 7,943 3,752 1,235 12,522 8,969 2,342 8,322 3,455 1,770	1,250 1,609 3,257 1,596 601 4,555 3,396 1,029 2,936 1,715 967	3,578 4,834 11,200 5,348 1,836 17,077 12,365 3,371 11,258 5,170 2,737		Suffolk Babergh Forest Heath Ipswich Mid Suffolk St Edmundsbury Suffolk Coastal Waveney SOUTH WEST	7,169 686 387 1,826 537 694 852 2,187	4,144 429 326 808 386 568 447 1,180	11,313 1,115 713 2,634 923 1,262 1,299 3,367	4.2
Southwark Sutton Tower Hamlets Waltham Forest Wandsworth Hampshire Basingstoke and Deane	11,217 1,542 8,696 6,127 6,861 20,046 957	3,783 739 2,392 2,450 2,891 9,662 426	15,000 2,281 11,088 8,577 9,752 29,708 1,383	4.6	Avon Bath Bristol Kingswood Northavon Wansdyke Woodspring	18,205 1,443 11,042 1,115 1,304 755 2,546	9,026 691 4,660 655 959 535 1,526	27,231 2,134 15,702 1,770 2,263 1,290 4,072	6.4
East Hampshire Eastleigh Fareham Gosport Hart Havant New Forest Portsmouth Rushmoor	627 829 859 1,094 410 2,008 1,719 4,255 645	421 487 588 778 236 917 925 1,833 422	1,048 1,316 1,447 1,872 646 2,925 2,644 6,088 1,067		Cornwall Caradon Carrick Isles of Scilly Kerrier North Cornwall Penwith Restormel	11,447 1,372 1,994 36 2,456 1,447 2,036 2,106	6,287 834 986 31 1,259 905 919 1,353	17,734 2,206 2,980 67 3,715 2,352 2,955 3,459	12.2
Southampton Test Valley Winchester Hertfordshire Broxbourne Dacorum East Hertfordshire Hertsmere North Hertfordshire	5,360 621 662 8,509 910 1,046 669 862 963	1,994 337 298 4,497 560 549 409 380 610	7,354 958 960 13,006 1,470 1,595 1,078 1,242 1,573	3.0	Devon East Devon Exeter Mid Devon North Devon Plymouth South Hams Teignbridge Torbay	20,818 1,386 1,874 714 1,608 7,870 1,022 1,403 3,330	10,599 846 862 445 920 3,489 658 841 1,598	31,417 2,232 2,736 1,159 2,528 11,359 1,680 2,244 4,928	8.5
St Albans Stevenage Three Rivers Watford Welwyn Hatfield	963 863 923 564 925 784	397 503 263 378 448	1,260 1,426 827 1,303 1,232		Torridge West Devon Dorset Bournemouth Christchurch	927 684 7,966 2,993 417	530 410 3,853 1,215 180	1,457 1,094 11,819 4,208 597	5.2
Isle of Wight Medina South Wight	3,259 1,788 1,471	1,799 936 863	5,058 2,724 2,334	10.4	East Dorset North Dorset Poole	498 345 1,483	310 223 708	808 568 2,191	

Unemployment in counties and local authority districts at December 8, 1988

	Male	Female	All	Rate		Male	Female
				† per cent employees and unemployed			
Durham Chester-le-Street Darlington Derwentside Durham Easington	20,144 1,609 3,382 3,674 2,315 3,745	7,090 610 1,270 1,146 900 1,069	27,234 2,219 4,652 4,820 3,215 4,814	12.1	Dumfries and Galloway Region Annandale and Eskdale Nithsdale Stewartry Wigtown	3,868 738 1,452 514 1,164	2,234 466 805 353 610
Sedgefield Teesdale Wear Valley	2,638 484 2,297	1,052 276 767	3,690 760 3,064		Fife Region Dunfermline Kirkcaldy North East Fife	11,264 4,247 5,855 1,162	4,997 1,735 2,510 752
Northumberland Alnwick Benwick-upon-Tweed Blyth Valley Castle Morpeth Tynedale Wansbeck	9,168 965 661 2,799 1,066 843 2,834	3,481 410 255 1,074 435 445 862	12,649 1,375 916 3,873 1,501 1,288 3,696	11.5	Grampian Region Banff and Buchan City of Aberdeen Gordon Kincardine and Deeside Moray	10,364 1,758 5,264 810 596 1,936	5,025 876 1,977 513 436 1,223
Tyne and Wear Gateshead Newcastle upon Tyne North Tyneside South Tyneside Sunderland	52,858 8,603 13,739 7,230 8,263 15,023	16,842 2,713 4,375 2,568 2,603 4,583	69,700 11,316 18,114 9,798 10,866 19,606	13.3	Highlands Region Badenoch and Strathspey Caithness Inverness Lochaber Nairn Ross and Cromarty Skye and Lochalsh Sutherland	7,574 319 953 2,151 704 436 2,093 396 522	3,553 213 411 806 488 182 889 269
WALES Clwyd Alyn and Deeside Colwyn Delyn	9,828 1,415 1,286 1,532	4,422 771 612 566	14,250 2,186 1,898 2,098	10.4	Lothian Region City of Edinburgh East Lothian Midlothian West Lothian	23,903 14,755 2,271 2,446 4,431	9,247 5,599 940 918 1,790
Glyndwr Rhuddlan Wrexham Maelor Dyfed	774 1,952 2,869 9,792	445 761 1,267 4,301	1,219 2,713 4,136 14,093	12.9	Strathclyde Region Argyll and Bute Bearsden and Milngavie City of Glasgow Clydebank	106,809 1,977 597 46,464	37,27 1,17 31 13,70
Carmarthen Ceredigion Dinefwr Llanelli Preseli South Pembrokeshire	1,339 1,665 885 2,089 2,299 1,515	583 722 476 817 1,039 664	1,922 2,387 1,361 2,906 3,338 2,179		Clydebank Clydesdale Cumbernauld and Kilsyth Cumnock and Doon Valley Cunninghame Dumbarton East Kilbride	2,374 1,609 2,121 2,626 5,812 3,003 2,159	71 70 1,02 84 2,16 1,41 1,23
Gwent Blaenau Gwent Islwyn Monmouth Newport Torfaen	13,165 2,992 1,842 1,311 4,457 2,563	5,035 930 687 698 1,599 1,121	18,200 3,922 2,529 2,009 6,056 3,684	11.1	Eastwood Hamilton Inverclyde Kilmarnock and Loudoun Kyle and Carrick Monklands	725 4,026 5,516 3,040 3,424 5,042	48 1,37 1,71 1,15 1,57 1,62
Gwynedd Aberconwy Arfon Dwyfor Meirionnydd Ynys Mon - Isle of Anglesey	7,429 1,240 2,112 846 785 2,446	3,487 639 807 398 449 1,194	10,916 1,879 2,919 1,244 1,234 3,640	14.2	Motherwell Renfrew Strathkelvin Tayside Region Angus City of Dundee	6,180 7,897 2,217 12,587 2,132 7,752	2,04 3,05 96 5,48 1,22 3.03
Mid Glamorgan Cynon Valley Merthyr Tydfil	17,216 2,567 2,154	5,345 801 642	22,561 3,368 2,796	13.1	Perth and Kinross Orkney Islands	2,703 477	1,21
Ogwr Rhondda Rhymney Valley Taff-Ely	3,562 2,661 3,536 2,736	1,264 816 953 869	4,826 3,477 4,489 3,605		Shetland Islands Western Isles	396 1,662	49
Powys Brecknock Montgomery Radnor	1,710 686 701 323	1,043 406 462 175	2,753 1,092 1,163 498	7.5	NORTHERN IRELAND Antrim	1,922	87
South Glamorgan Cardiff Vale of Glamorgan	12,331 9,382 2,949	4,192 2,965 1,227	16,523 12,347 4,176	8.9	Ards Armagh Ballymena Ballymoney Banbridge	1,812 2,315 1,979 1,210 979	90 88 86 35 52
West Glamorgan Afan Lliw Valley Neath Swansea	11,441 1,466 1,551 1,790 6,634	3,796 424 575 699 2,098	15,237 1,890 2,126 2,489 8,732	11.6	Belfast Carrickfergus Castlereagh Coleraine Cookstown Craigavon Derry Down	20,447 1,113 1,712 2,686 1,798 3,387 7,216 1,815	6,36 55 87 95 64 1,31 1,63
SCOTLAND Borders Region Berwick Ettrick and Lauderdale Roxburgh Tweedale	1,782 337 577 569 299	836 177 262 267 130	2,618 514 839 836 429	6.9	Dungannon Fermanagh Larne Limevady Lisburn Magherafelt Moyle	2,659 2,877 1,217 1,776 3,530 1,758	95 88 50 1,52
Central Region Clackmannan Falkirk Stirling	8,659 1,737 4,576 2,346	3,918 660 2,159 1,099	12,577 2,397 6,735 3,445	12.0	Newry and Mourne Newtownabbey North Down Omagh Strabane	4,966 2,800 1,614 2,363 2,706	1,66 1,32 1,09 75

rel-to-work areas. percentage rates given in tables y self-contained labour markets.

Unemployment in counties and local authority districts at December 8, 1988

Unemployment in co	unties and	local	authority	districts at	December 8, 1988				
	Male	Female	<u>All</u>	† per cent employees and unemployed		Male	Female	All	† per cent employees and unemployee
Purbeck West Dorset Weymouth and Portland	378 776 1,076	246 441 530	624 1,217 1,606	unemployed	Northampton South Northamptonshire Wellingborough	2,551 330 910	1,223 246 525	3,774 576 1,435	
Gloucester Stroud Tewkesbury	6,677 1,470 447 1,033 1,814 1,072 841	3,675 630 319 679 764 789 494	10,352 2,100 766 1,712 2,578 1,861 1,335	4.8	Nottinghamshire Ashfield Bassetlaw Broxtowe Gedling Mansfield Newark Nottingham	31,473 3,544 3,329 1,901 2,104 3,851 2,511 12,808	11,048 1,042 1,362 919 983 1,146 1,003 3,836	42,521 4,586 4,691 2,820 3,087 4,997 3,514 16,644	9.2
Somerset Mendip Sedgemoor Taunton Deane West Somerset Yeovil	5,817 1,002 1,572 1,292 583 1,368	3,693 749 970 653 336 985	9,510 1,751 2,542 1,945 919 2,353	5.7	Rushcliffe YORKSHIRE AND HUMBERSIDE Humberside Beverley	1,425 26,817 1,477	757 10,436 928	2,182 37,253 2,405	10.5
Witshire Kennet North Wiltshire Salisbury Thamesdown West Wiltshire	6,109 509 1,020 1,010 2,476 1,094	3,772 384 795 588 1,232 773	9,881 893 1,815 1,598 3,708 1,867	4.5	Boothferry Cleethorpes East Yorkshire Glanford Great Grimsby Holderness Kingston-upon-Hull Scunthorpe	1,476 2,063 1,542 1,290 3,936 904 11,735 2,394	671 878 874 692 1,209 566 3,885 733	2,147 2,941 2,416 1,982 5,145 1,470 15,620 3,127	
WEST MIDLANDS Hereford and Worcester Bromsgrove Hereford Leominster Malvern Hills Redditch South Herefordshire Worcester	9,776 1,448 916 473 1,056 1,332 640 1,501	5,507 806 550 274 523 758 345 678	15,283 2,254 1,466 747 1,579 2,090 985 2,179	6.0	North Yorkshire Craven Hambleton Harrogate Richmondshire Ryedale Scarborough Selby York	11,164 521 997 1,407 501 902 2,785 1,312 2,739	5,970 365 562 781 445 567 1,249 868 1,133	17,134 886 1,559 2,188 946 1,469 4,034 2,180 3,872	6.5
Wychavon Wyre Forest Shropshire Bridgnorth North Shropshire	950 1,460 7,274 608 727	708 865 3,784 408 473	1,658 2,325 11,058 1,016 1,200	7.4	South Yorkshire Barnsley Doncaster Rotherham Sheffield	52,900 9,490 12,254 10,076 21,080	18,981 2,868 4,487 3,676 7,950	71,881 12,358 16,741 13,752 29,030	13.0
Oswestry Shrewsbury and Atcham South Shropshire The Wrekin	547 1,464 443 3,485	283 813 281 1,526	830 2,277 724 5,011		West Yorkshire Bradford Calderdale Kirklees	55,335 13,536 3,955 8,268 19,251	21,466 4,710 1,958 3,601 7,570	76,801 18,246 5,913 11,869 26,821	8.4
Staffordshire Cannock Chase East Staffordshire Lichfield Newcastle-under-Lyme South Staffordshire Stafford Staffordshire Moorlands Stoke-on-Trent Tamworth	19,173 2,025 1,728 1,269 2,119 1,993 1,576 1,089 5,712 1,662	9,938 1,152 891 820 1,104 1,105 928 757 2,291 890	29,111 3,177 2,619 2,089 3,223 3,098 2,504 1,846 8,003 2,552	6.8	Leeds Wakefield NORTH WEST Cheshire Chester Congleton Crewe and Nantwich Ellesmere Port and Neston Halton	21,049 2,968 891 2,008 2,396 5,142	9,710 1,247 646 1,024 1,005 1,956	30,759 4,215 1,537 3,032 3,401 7,098 2,791	8.1
War vickshire North Warwickshire Nuneaton and Bedworth Rugby Stratford-on-Avon Warwick	7,351 999 2,675 1,170 877 1,630	4,683 694 1,484 806 635 1,064	12,034 1,693 4,159 1,976 1,512 2,694	5.9	Macclesfield Vale Royal Warrington Greater Manchester Bolton	1,836 2,124 3,684 83,028 8,058 8,058	955 1,134 1,743 32,258 3,089 1,684	3,258 5,427 115,286 11,147 5,118	10.2
West Midlands Birmingham Coventry Dudley Sandwell Solihull Walsall Wolverhampton	93,811 42,994 10,332 7,434 10,892 4,190 8,015 9,954	35,850 15,060 4,390 3,505 4,190 2,123 2,966 3,616	129,661 58,054 14,722 10,939 15,082 6,313 10,981 13,570	9.8	Bury Manchester Oldham Rochdale Salford Stockport Tameside Trafford Wigan	3,434 24,504 5,810 6,251 9,231 5,312 5,779 5,191 9,458	7,645 2,712 2,687 2,985 2,584 2,616 2,098 4,158	32,149 8,522 8,938 12,216 7,896 8,395 7,289 13,616	
EAST MIDLANDS Derbyshire Amber Valley Bolsover Chesterfield Derby Erewash High Peak North East Derbyshire South Derbyshire West Derbyshire	23,924 2,253 2,394 3,552 7,252 2,140 1,384 2,863 1,206 880	9,575 912 848 1,209 2,506 887 862 1,231 587 533	33,499 3,165 3,242 4,761 9,758 3,027 2,246 4,094 1,793 1,413	8.6	Lancashire Blackburn Blackpool Burnley Chorley Fylde Hyndburn Lancaster Pendle Preston Ribble Valley Rossendale South Ribble	34,166 4,150 5,929 2,358 1,570 959 1,545 3,666 1,626 4,203 380 1,124 1,576	14,201 1,354 2,230 918 891 449 764 1,509 717 1,329 303 523 902	48,367 5,504 8,159 3,276 2,461 1,408 2,309 5,175 2,343 5,532 683 1,647 2,478	9.0
Leicestershire Blaby Charnwood Harborough Hinckley and Bosworth Leicester Melton North West Leicestershire Oadby and Wigston	14,633 658 1,591 402 862 8,328 431 1,617 458 286	6,761 410 963 277 574 3,138 319 610 259 211	21,394 1,068 2,554 679 1,436 11,466 750 2,227 717 497	5.3	West Lancashire Wyre Merseyside Knowsley Liverpool Sefton St Helens Wirral	3,191 1,889 73,277 10,216 31,897 10,732 6,975 13,457	1,454 858 25,142 3,215 10,466 4,036 2,539 4,886	4,645 2,747 98,419 13,431 42,363 14,768 9,514 18,343	15.9
Rutland Lincolnshire Boston East Lindsey Lincoln North Kesteven South Holland South Kesteven	12,108 1,092 3,322 2,990 1,055 751 1,470	5,801 483 1,475 1,131 702 476 828	17,909 1,575 4,797 4,121 1,757 1,227 2,298	8.3	NORTH Cleveland Hartlepool Langbaurgh Middlesbrough Stockton-on-Tees	26,963 4,672 6,524 8,435 7,332	8,699 1,479 2,150 2,363 2,707	35,662 6,151 8,674 10,798 10,039	14.9
West Lindsey Northamptonshire Corby Daventry East Northamptonshire Kettering	1,428 6,632 1,115 414 470 842	706 3,932 693 434 345 466	2,134 10,564 1,808 848 815 1,308	4.4	Cumbria Allerdale Barrow-In-Furness Carlisle Copeland Eden South Lakeland	9,859 2,490 1,675 2,197 2,018 477 1,002	5,354 1,277 922 1,119 1,005 368 663	15,213 3,767 2,597 3,316 3,023 845 1,665	7.5

UNEMPLOYMENT

Area statistics

6,102 1,204 2,257 867 1,774

16,261 5,982 8,365 1,914

15,389 2,634 7,241 1,323 1,032 3,159 11,127 532 1,364 2,957 1,192 618 2,982 665 817 33,150 20,354 3,211 3,364 6,221

144,084 3,156 908 60,170 3,093 2,311 3,148 3,467 7,977 4,422 3,391 1,205 5,396 7,231 4,191 4,996 6,666 8,252 10,953 3,177

18,069 3,360 10,791 3,918

724

631 2,157

2,793 2,719 3,198 2,843 1,569 1,505 26,815 1,667 2,583 3,640 2,446 4,427 2,727 8,849 2,278 5,278 5,278 6,634 4,127 2,710 3,158 3,269

10.8

12.1

6.7

12.6

9.1

14.2

10.8

10.7

UNEMPLOYMENT 2.10

Unemployment in Parliamentary constituencies at December 8, 1988

	Male	Female -	- All	** ** ** ** ** ** ** ** ** ** ** ** **	Male	Female	All
SOUTH EAST				Newham North West Newham South	2,645 2,810	906 986	3,551 3,796
Bedfordshire	2,630	909	3,539	Norwood Old Bexley and Sidcup	3,993 631	1,461 407	5,454 1,038
Luton South Mid Bedfordshire	718 1,409	495 571	1.213	Orpington Peckham	863 4,674	415 1,581	1,278 6,255
North Bedfordshire North Luton	1,342	686	1,980 2,028	Putney	1.394	668 408	2,062 1,066
South West Bedfordshire	908	511	1,419	Ravensbourne Richmond-upon-Thames and Barnes	658 960	544	1,504
Berkshire East Berkshire	838	463	1,301	Romford Ruislip-Northwood	906 564	458 301	1,364 865
Newbury Reading East	649 1,185	336 386	985 1,571	Southwark and Bermondsey Streatham	4,262 3,146	1,265 1,202	5,527 4,348
Reading West Slough	916 1,497	319 666	1,235 2,163	Surbiton Sutton and Cheam	427 607	246 338	673 945
Windsor and Maidenhead Wokingham	708 486	355 343	1,063 829	Tooting Tottenham	2,461 5.051	1,076 1,978	3,537 7,029
	100	0.0		Twickenham Upminster	810 996	423 494	1,233 1,490
uckinghamshire Aylesbury	634	407 255	1,041	Uxbridge Vauxhall	838 5,383	408 1,892	1,246 7,275 2,859
Beaconsfield Buckingham	511 665	361 248	766 1,026	Walthamstow Wanstead and Woodford	2,060 828	799 445	2,859 1,273
Chesham and Amersham Milton Keynes	462 1,740	953	710 2,693	Westminster North	3,388	1,400	4,788
Wycombe	753	385	1,138	Wimbledon Woolwich	912 2,898	414 1,248	1,326 4,146
ast Sussex Bexhill and Battle	645	311	956	Hampshire			
Brighton Kemptown Brighton Pavilion	2,093 1,940	794	2,887 2,878	Aldershot Basingstoke	833 828	529 333	1,362 1,161
Eastbourne Hastings and Rye	1,151 1,592	938 505 719	1,656 2,311	East Hampshire Eastleigh	726 1,225	477 664	1,203 1,889
Hove	1,638 787	808 514	2,446 1,301	Fareham Gosport	934 1,185	592 863	1,526 2.048
Lewes Wealden	431	271	702	Havant	1,779 809	784 406	2,563 1,215
sex			0.051	New Forest North West Hampshire Portsmouth North	459	298 750	757 2,264
Basildon Billericay	1,992 978	959 631	2,951 1,609	Portsmouth South	1,514 2,970	1,216	4,186
Braintree	817 691	575 319	1,392 1,010	Romsey and Waterside Southampton Itchen	1,201 2,693	651 992	1,852 3,685
Brentwood and Ongar Castle Point Chelmsford	930 900	535 559	1,465 1,459	Southampton Test Winchester	2,271 619	825 282	3,096 901
Epping Forest Harlow	942 1,335	540 678	1,482 2,013	Hertfordshire			
Harwich	1,904	804 709	2,708 1,982	Broxbourne Hertford and Stortford	987 569	605 328	1,592
North Colchester Rochford	1,273 717	445	1,162	Hertsmere	910	417 586	897 1,327 1,514
Saffron Walden South Colchester and Maldon	608 1,130	357 787	965 1,917	North Hertfordshire South West Hertfordshire	928 659	335	994
Southend East Southend West	1,593 1,090	648 507	2,241 1,597	St Albans Stevenage	702 1,011	308 578	1,010 1,589
Thurrock	1,959	935	2,894	Watford Welwyn Hatfield	1,061 785	453 444	1,514 1,229
eater London Barking	1,536	571	2,107	West Hertfordshire	897	443	1,340
Battersea	3,006 1,169	1,147 527	4,153 1,696	Isle of Wight Isle of Wight	3,259	1,799	5,058
Beckenham Bethnal Green and Stepney	4,429	1,088	5,517		0,200	1,100	0,000
Bexleyheath Bow and Poplar	817 4,267	486 1,304	1,303 5,571	Kent Ashford	1,067	546	1,613
Brent East Brent North	3,389 1,436	1,391 738	4,780 2,174	Canterbury Dartford	1,418 1,215	676 586	2,094 1,801
Brent South Brentford and Isleworth	3,291 1,596	738 1,362 740	2,174 4,653 2,336	Dover Faversham	1,970 1,756	769 908	2,739 2,664
Carshalton and Wallington Chelsea	935 1,513	401 619	1,336 2,132	Folkestone and Hythe Gillingham	1,894 1,386	765 808	2,659 2,194
Chingford	1,211	577 434	1,788 1,217	Gravesham Maidstone	1,590	870 422	2,460 1,305
Chipping Barnet Chislehurst	906	404	1,310	Medway Medway Mid Kent	1,390 1,271	782 716	2,172 1,987
City of London and Westminster South	2,070	771 503	2,841	North Thanet	2,056	880 332	2,936
Croydon Central Croydon North East	1,307 1,550	721	1,810 2,271	Sevenoaks South Thanet	726 1,776	804	1,058 2,580
Croydon North West	1,632 624	705 372	2,337 996	Tonbridge and Malling Tunbridge Wells	723 561	344 274	1,067 835
Croydon South Dagenham	1,291 2,281	611 937	1,902 3,218	Oxfordshire			
Dulwich Ealing North	1,563	728	2,291 3,037 3,406	Banbury Henley Oxford East	832 423	454 213	1,286 636
Ealing Acton Ealing Southall	2,150 2,247	887 1,159 808	3,406	Oxford East	1,358 869	496 369	636 1,854 1,238
Edmonton Eltham	1,817 1,544	654	2,625 2,198	Oxford West and Abingdon Wantage	460	244	704
Enfield North Enfield Southgate	1,450 1,236	665 526 697	2,115 1,762	Witney	531	355	886
Erith and Crayford Feltham and Heston	1,402 1,629	697 869	2,099 2,498	Surrey Chertsey and Walton	516	286	802
Finchley	1,102	583	1,685	East Surrey Epsom and Ewell	462 646	212 250	674 896
Fulham Greenwich	2,341 2,184	1,038 863 1,907	3,379 3,047	Esher	402	210 197	612 696
Hackney North and Stoke Newington Hackney South and Shoreditch	5,076 5,615	1,975	6,983 7,590	Guildford Mole Valley North West Surrey	499 452	198	650
Hammersmith Hampstead and Highgate	3,426 2,711	1,184 1,242	4,610 3,953	Reigate	488 591	320 249	808 840 657
Harrow West	1,434 962	788 496	2,222 1,458	South West Surrey Spelthorne	451 569 731	206 299	868
Hayes and Harlington Hendon North	926 1,145	541 559	1,467 1,704	Woking	731	303	1,034
Hendon South	1,170	490 1,610	1,660 5,959	West Sussex Arundel	887	429	1,316
Holborn and St Pancras Hornchurch	4,349 898	501	1,399	Chichester	632	371	1,003
Hornsey and Wood Green Ilford North Ilford South	3,479 1,038	1,588 573	5,067 1,611 2,286	Crawley Horsham	700 514	344 259	1,044 773 774
Ilford South Islington North	1,589 4,295	697 1,747	2,286 6,042	Mid Sussex Shoreham	483 494	291 241	735
Islington South and Finsbury	3,648	1,510	5,158 3,216	Worthing	994	500	1,494
Kensington Kingston-upon-Thames	2,239 808	977 355	1,163 3,015	EAST ANGLIA			
Lewisham East	2,204	811 1,050	3,015 3,603	Cambridgeshire			
Lewisham West	2,553	1,000	The state of the s		AGE OF THE PARTY	100	
Lewisham West Lewisham Deptford Leyton	2,553 4,212 2,856 1,430	1,535 1,074 615	5,747 3,930 2,045	Cambridge Huntingdon North East Cambridgeshire	1,229 917 1,412	480 723 765	1,709 1,640 2,177

II laymant	in	Darliamenton	aanatitus malaa		December 0	1000
Unemployment		raillailleillaiy	constituencies	al	December o.	1900

	Male	Female	All		Male	Female	All
South East Cambridgeshire South West Cambridgeshire	450 689	343 508	793 1,197	Warwickshire North Warwickshire	1,823	1,217	3,040
		000	1,101	Nuneaton Rugby and Kenilworth	1,943 1,289	1,027	2,970 2,203
Norfolk Great Yarmouth	2,922	1,423	4,345 1,290	Stratford-on-Avon Warwick and Leamington	877	635	1,512
Mid Norfolk North Norfolk	800 1,210	490 591	1,801		1,419	890	2,309
North West Norfolk Norwich North	1,616 1,433	795 698	2,411 2,131	West Midlands Aldridge-Brownhills	1,488	767	2,255
Norwich South South Norfolk	2,494 898	929 592	3,423 1,490	Birmingham Edgbaston Birmingham Erdington	2,546 3,770	1,035 1,342	3,581 5,112
South West Norfolk	1,152	765	1,917	Birmingham Hall Green Birmingham Hold Green Birmingham Ladywood Birmingham Northfield Birmingham Perry Barr Birmingham Small Heath	2,649 3,849	1,030 1,251	3,679 5,100
Suffolk Bury St Edmunds	864	698	1,562	Birmingham Ladywood	5,039 4,161	1,609 1,454	6,648
Central Suffolk	938	544	1,482	Birmingham Perry Barr	3,855	1,440	5,615 5,295
Ipswich South Suffolk	1,425 903	650 625	2,075 1,528	Birmingham Small Heath Birmingham Sparkbrook	5,735 4,869	1,659 1,347	7,394 6,216
Suttolk Coastal Waveney	852 2,187	447 1,180	1,299 3,367	Birmingham Yardley Birmingham Selly Oak	2,218 2,980	935 1,172	3,153 4,152
SOUTH WEST				Birmingham Sparkforok Birmingham Yardley Birmingham Selly Oak Coventry North East Coventry North West Coventry South East Coventry South West Dudley East Dudley East	3,687 1,964 2,924	1,475 930 1,100	5,162 2,894 4,024
Avon Bath	1,443	691	2,134	Coventry South West Dudley Fast	1,757 3,319	885 1,357	2,642 4,676
Bristol East Bristol North West	2,031 2,076	986	3,017 2,944	Dudley West Halesowen and Stourbridge	2,261 1,854	1,203 945	3,464 2,799
Bristol South Bristol West	3,326	868 1,305	4,631	Meriden	2,982	1,319	4,301
Kingswood	3,080 1,422	1,240 785 826	4,320 2,207	Solihull Sutton Coldfield	1,208 1,323	804 786	2,012 2,109
Northavon Wansdyke	1,107 980	664	1,933 1,644	Walsall North Walsall South	3,360 3,167	1,084 1,115	4,444 4,282
Weston-super-Mare Woodspring	1,751 989	970 691	2,721 1,680	Warley East	2,798 2,330	1,092 955	3,890 3,285
Cornwall				Warley West West Bromwich East West Bromwich West	2,693 3,071	1,057 1,086	3,750 4,157
Falmouth and Camborne	2,729 2,234	1,139	3,868	Wolverhampton North East	4,002	1,263	5,265
North Cornwall South East Cornwall	1,684	1,529 1,031	3,763 2,715	Wolverhampton South East Wolverhampton South West	3,121 2,831	1,066 1,287	4,187 4,118
St Ives Truro	2,708 2,092	1,460 1,128	4,168 3,220	EAST MIDLANDS			
Devon				Derbyshire			
Exeter Honiton	1,874 1,191	862 739	2,736 1,930	Amber Valley Bolsover	1,922 2,837	775 1,019	2,697 3,856
North Devon Plymouth Devonport	1,663 2,906	948 1,142	2,611 4,048	Chesterfield Derby North	3,177 2,550	1,082 919	4,259 3,469
Plymouth Drake Plymouth Sutton	3,128 1,836	1,328 1,019	4,456 2,855	Derby South	4,032 2,048	1,300 846	5,332 2,894
South Hams	1,700	993	2,693	Erewash High Peak	1,480	924	2,404
Teignbridge Tiverton	1,288 988	993 751 625	2,039 1,613	North East Derbyshire South Derbyshire	2,795 1,876 1,207	1,187 874	3,982 2,750
Torbay Torridge and West Devon	2,633 1,611	1,252 940	3,885 2,551	West Derbyshire	1,207	649	1,856
Dorset				Leicestershire Blaby	832	526	1,358
Bournemouth East Bournemouth West	1,805 1,514	769 575 350	2,574 2,089	Bosworth Harborough	921 686	606 420	1,527 1,106
Christchurch North Dorset	687 665	350 416	1,037 1,081	Harborough Leicester East Leicester South	2,148 3,015	963 1,108	3,111 4,123
Poole South Dorset	1,157 1,377	579	1,736 2,110	Leicester West	3,165	1,067	4,232
West Dorset	761	733 431	1,192	Loughborough North West Leicestershire Rutland and Melton	1,231 1,731 904	685 691 695	1,916 2,422
Gloucestershire Cheltenham	1 563	702	2 265	Lincolnshire	904	090	1,599
Cirencester and Tewkesbury	1,563 820	702 532	2,265 1,352	East Lindsey	3,068	1,357	4,425
Gloucester Stroud	1,855 1,089	813 788	2,668 1,877	Gainsborough and Horncastle Grantham	1,682 1,676	824 954	2,506 2,630
West Gloucestershire	1,350	840	2,190	Holland with Boston Lincoln	1,508 3,280	717 1,308	2,225 4,588
Somerset Bridgwater	1,679	980	2,659	Stamford and Spalding	894	641	1,535
Somerton and Frome Taunton	818	633	1,451	Northamptonshire Corby	1,380	872	2 252
Wells Yeovil	989 997	680 722 678	1,711 1,675	Daventry Kettering	600 898	872 554	2,252 1,154
	997	0/8	1,075	Northampton North	1,470	520 663	1,154 1,418 2,133 1,801
Wiltshire Devizes	900	663	1,563	Northampton South Wellingborough	1,169 1,115	632 691	1,801 1,806
North Wiltshire Salisbury	1,020 965	795 567	1,815 1,532	Nottinghamshire Ashfield			
Swindon Westbury	2,085 1,139	953 794	3,038 1,933	Ashfield Bassetlaw	2,948 3,104	886 1,126	3,834 4,230
				Broxtowe Gedling	1,486 1,712	767 836	4,230 2,253 2,548
WEST MIDLANDS				Mansfield	3,379	998	4.377
Hereford and Worcester				Newark Nottingham East	1,914 5,310	928 1,624	2,842 6,934
Bromsgrove Hereford	1,448 1,417	806 818	2,254 2,235	Nottingham North Nottingham South	4,025 3,473	1,122 1,090	5,147 4,563
Leominster Mid Worcestershire	1,019 1,774	541 1,042	1,560 2.816	RushcĬiffe Sherwood	1,425 2,697	757 914	2,182 3,611
South Worcestershire Worcester	1,050 1,608	677 758	1,560 2,816 1,727 2,366	YORKSHIRE AND HUMBERSIDE	2,507		0,011
Wyre Forest	1,460	865	2,325	Humberside			
Shropshire Ludlow	1.051	600	1.740	Beverley	1,391	845	2,236
North Shropshire	1,051 1,491	689 917	1,740 2,408	Booth Ferry Bridlington	1,783 2,225	931 1,263	2,714 3,488
Shrewsbury and Atcham The Wrekin	1,464 3,268	813 1,365	2,277 4,633	Brigg and Cleethorpes Glanford and Scunthorpe Great Grimsby	2,848 2,899	1,290 1,013	4,138 3,912
Staffordshire				Great Grimsby Kingston-upon-Hull East	3,936 3,785	1,209 1,120	5,145 4,905
Burton Cannock and Burntwood	1,728 1,883	891 1,063	2,619 2,946	Kingston-upon-Hull North	4,279 3,671	1,375	5,654 5,061
Mid Staffordshire	1,450	959	2,409	Kingston-upon-Hull West	3,071	1,390	5,001
Newcastle-under-Lyme South East Staffordshire South Staffordshire	1,633 1,936	787 1,084 1,105	2,420 3,020	North Yorkshire Harrogate	1,049	541	1,590
Stafford	1,993 1,366	1,105 739	3,098 2,105	Richmond Ryedale	1,049 1,378 1,242	937 700	2.315
Staffordshire Moorlands Stoke-on-Trent Central	1,993 1,366 1,089 2,303	739 757 875	1,846 3,178	Scarborough Selby	2,491 1,386	1,140 914	1,942 3,631 2,300
Stoke-on-Trent North Stoke-on-Trent South	2,070 1,722	924 754	2,994 2,476	Skipton and Ripon York	879	605 1,133	2,300 1,484 3,872
or Front South	1,122	734	2,470	TOIN	2,739	1,133	3,072

UNEMPLOYMENT 2.10

Unemployment in Parliamentary constituencies at December 8, 1988

Unemployment in Parliam	Male	Female	All		Male	Female	All
South Yorkshire Barnsley Central Barnsley East Barnsley West and Penistone Don Valley Doncaster Central Doncaster North Rother Valley Rotherham Sheffield Central Sheffield Attercliffe Sheffield Brightside Sheffield Hallam	3,431 3,064 2,995 3,791 4,137 4,326 2,943 3,662 5,592 2,906 4,281 2,069	922 874 1,072 1,409 1,548 1,530 1,238 1,218 1,696 1,159 1,338 1,106	4,353 3,938 4,067 5,200 5,685 5,856 4,181 4,880 7,288 4,065 5,619 3,175	Liverpool Mossley Hill Liverpool Riverside Liverpool Walton Liverpool West Derby Southport St Helens North St Helens South Wallasey Wirral South Wirral West NORTH Cleveland	4,248 6,888 6,224 5,399 2,121 3,170 3,805 4,105 1,783 2,093	1,658 2,071 1,935 1,656 1,067 1,206 1,333 1,483 849 985	5,906 8,959 8,159 7,055 3,188 4,376 5,138 5,588 2,632 3,078
Sheffield Heeley Sheffield Hillsborough Wentworth West Yorkshire Batley and Spen	3,624 2,608 3,471 2,106 3,736	1,368 1,283 1,220 871 1,132	4,992 3,891 4,691 2,977 4,868	Largeard Hartlepool Langbaurgh Middlesbrough Redcar Stockton North Stockton South	4,672 3,926 5,786 4,483 4,458 3,638	1,479 1,363 1,565 1,338 1,536 1,418	6,151 5,289 7,351 5,821 5,994 5,056
Bradford North Bradford South Bradford West Calder Valley Colne Valley Dewsbury Elmet Halifax Hemsworth Huddersfield	2,632 4,240 1,549 1,644 2,114 1,490 2,406 3,056 2,404	955 1,219 951 806 902 725 1,007 909 1,022	3,587 5,459 2,500 2,450 3,016 2,215 3,413 3,965 3,426	Cumbria Barrow and Furness Carlisle Copeland Penrith and the Border Westmorland Workington	1,879 1,836 2,018 1,181 841 2,104	1,064 883 1,005 800 558 1,044	2,943 2,719 3,023 1,981 1,399 3,148
Leeds Central Leeds East Leeds North East Leeds North West Leeds West Morley and Leeds South Normanton Pontefract and Castleford	1,629 4,133 3,640 2,082 1,741 2,603 2,038 1,771 3,260	814 1,280 1,175 911 762 1,071 808 846 1,099	2,443 5,413 4,815 2,993 2,503 3,674 2,846 2,617 4,359	Durham Bishop Auckland City of Durham Darlington Easington North Durham North West Durham Sedgefield	2,814 2,315 3,196 3,253 3,475 2,833 2,258	1,095 900 1,189 970 1,153 975 808	3,909 3,215 4,385 4,223 4,628 3,808 3,066
Pudsey Shipley Wakefield	1,127 1,299 2,635	638 590 973	1,765 1,889 3,608	Northumberland Berwick-upon-Tweed Blyth Valley Hexham Wansbeck	2,037 2,799 998 3,334	819 1,074 564 1,024	2,856 3,873 1,562 4,358
Cheshire City of Chester Congleton Crewe and Nantwich Eddisbury Ellesmere Port and Neston Halton Macclesfield Tatton Warrington North Warrington South	2,575 943 1,956 1,776 2,582 3,628 1,126 1,265 2,506 2,692	982 710 960 973 1,133 1,563 615 638 1,073 1,063	3,557 1,653 2,916 2,749 3,715 5,191 1,741 1,903 3,579 3,755	Tyne and Wear Blaydon Gateshead East Houghton and Washington Jarrow Newcastle upon Tyne Central Newcastle upon Tyne East Newcastle upon Tyne North South Shields Sunderland North Sunderland South Tyne Bridge	2,583 3,552 4,274 4,105 3,104 4,049 3,273 4,158 6,074 4,675 5,781	894 1,202 1,401 1,230 1,128 1,263 1,150 1,373 1,649 1,533 1,451	3,477 4,754 5,675 5,335 4,232 5,312 4,423 5,531 7,723 6,208 7,232
Greater Manchester Altrincham and Sale Ashton-under-Lyne Bolton North East Bolton South East Bolton West Bury North Bury South Cheadle Davyhulme Denton and Reddish	1,300 2,276 2,762 3,180 2,116 1,623 1,811 870 1,940 2,513	633 922 934 1,209 946 777 907 591 805 1,091	1,933 3,198 3,696 4,389 3,062 2,400 2,718 1,461 2,745 3,604	Tynemouth Wallsend WALES Clwyd Alyn and Deeside Clwyd North West Clwyd South West Delyn Wrexham	3,247 3,983 1,525 2,650 1,676 1,979 1,998	1,149 1,419 825 1,089 862 782 864	4,396 5,402 2,350 3,739 2,538 2,761 2,862
Eccles Hazel Grove Heywood and Middleton Leigh Littleborough and Saddleworth Makerfield	2,713 1,181 2,517 2,866 1,344 2,552	1,002 664 1,178 1,143 856 1,287	3,715 1,845 3,695 4,009 2,200 3,839 8,422	Dyfed Carmarthen Ceredigion and Pembroke North Llanelli Pembroke	2,044 2,089 2,269 3,390	956 929 920 1,496	3,000 3,018 3,189 4,886
Manchester Central Manchester Blackley Manchester Gorton Manchester Withington Manchester Wythenshawe Oldham Central and Royton Oldham West Rochdale	6,666 3,725 4,071 3,686 3,627 2,948 1,996 3,256	1,756 1,235 1,315 1,409 943 1,145 998 1,222 1,189	6,422 4,960 5,386 5,095 4,570 4,093 2,994 4,478 5,678	Gwent Blaenau Gwent Islwyn Monmouth Newport East Newport West Torfaen	2,901 1,842 1,291 2,205 2,491 2,435	895 687 670 849 906 1,028	3,796 2,529 1,961 3,054 3,397 3,463
Salford East Stalybridge and Hyde Stockport Stretford Wigan Worsley	4,489 2,441 1,810 4,680 3,326 2,743	1,120 812 1,647 1,390 1,132	3,561 2,622 6,327 4,716 3,875	Gwynedd Caernarfon Conwy Meirionnydd Nant Conwy Ynys Mon	2,110 1,900 973 2,446	870 857 566 1,194	2,980 2,757 1,539 3,640
Lancashire Blackburn Blackpool North Blackpool South Burnley Chorley Fylde Hyndburn	3,613 2,903 3,026 2,358 1,655 1,138 1,545	1,059 1,064 1,166 918 958 532 764	4,672 3,967 4,192 3,276 2,613 1,670 2,309 2,238	Mid Glamorgan Bridgend Caerphilly Cynon Valley Merthyr Tydfil and Rhymney Ogmore Pontypridd Rhondda	1,736 2,783 2,567 2,907 2,231 2,331 2,661	729 787 801 808 654 750 816	2,465 3,570 3,368 3,715 2,885 3,081 3,477
Lancaster Morecambe and Lunesdale Pendle Preston Ribble Valley	1,562 2,210 1,626 3,710 694	676 926 717 1,050 499	3,136 2,343 4,760 1,193	Powys Brecon and Radnor Montgomery	1,009 701	581 462	1,590 1,163
Rossendale and Darwen South Ribble West Lancashire Wyre	1,661 1,576 3,106 1,783	818 902 1,387 765	2,479 2,478 4,493 2,548	South Glamorgan Cardiff Central Cardiff North Cardiff South and Penarth Cardiff West Vale of Glamorgan	2,965 1,151 2,774 3,048 2,393	1,121 464 770 830 1,007	4,086 1,615 3,544 3,878 3,400
Merseyside Birkenhead Bootle Crosby Knowsley North Knowsley South Liverpool Broadgreen Liverpool Garston	5,476 6,161 2,450 5,218 4,998 4,853 4,285	1,569 1,715 1,254 1,517 1,698 1,745 1,401	7,045 7,876 3,704 6,735 6,696 6,598 5,686	West Glamorgan Aberavon Gower Neath Swansea East Swansea West	1,895 1,584 1,956 2,909 3,097	561 657 781 845 952	2,456 2,241 2,737 3,754 4,049

Unemployment	in	Parliamentary	constituencies	at	December 8	1988

	Male	Female	All	and the second s	Male	Female	All
SCOTLAND				Dumbarton	3,003	1,419	4,422
				East Kilbride	2,159	1,232	3,391
orders Region				Eastwood	1,598	760	2.358
Roxburgh and Berwickshire	906	444	1,350	Glasgow Cathcart	2,421	843	3,264
Tweeddale, Ettrick and Lauderdale	876	392	1,268	Glasgow Central	4,680	1,416	6,096
				Glasgow Garscadden	3,926	978	4,904
entral Region				Glasgow Govan	3,805	1,170	4,975
Clackmannan	2,407	956	3,363	Glasgow Hillhead	3,248	1,412	4.660
Falkirk East	2,395	1,049	3,444	Glasgow Maryhill	4,951	1,532	6,483
Falkirk West	1,946	949	2,895	Glasgow Pollock	4,639	1,150	5,789
Stirling	1,911	964	2,875	Glasgow Provan	5,297	1,374	6,671
Curing				Glasgow Rutherglen	3,904	1,175	5,079
umfries and Galloway Region				Glasgow Shettleston	4,298	1,131	5,429
Dumfries	1,731	1,011	2,742	Glasgow Springburn	5,295	1,525	6,820
Galloway and Upper Nithsdale	2.137	1.223	3.360	Greenock and Port Glasgow	5,038	1,389	6,427
Galloway and Opper Milliodale	2,107	1,220	0,000	Hamilton	3,222	1,076	4,298
4- Design				Kilmarnock and Loudoun	3,040	1,151	4,191
ife Region	2,787	1,298	4.085	Monklands East	3,262	1,058	4,320
Central Fife Dunfermline East	2,626	1,016	3,642	Monklands West	2.597	898	3,495
Duniermine East	1,956	832	2,788	Motherwell North	3,280	1,093	4,373
Dunfermline West	2,733	1,099	3,832		2,900	953	4,3/3
Kirkcaldy				Motherwell South			3,853
North East Fife	1,162	752	1,914	Paisley North	2,983	1,114	4,097
				Paisley South	2,895	1,049	3,944
rampian Region	0.455	004	0.070	Renfrew West and Inverclyde	1,624	939	2,563
Aberdeen North	2,455	821	3,276	Strathkelvin and Bearsden	1,683	809	2,492
Aberdeen South	1,940	760	2,700				
Banff and Buchan	1,758	876	2,634	Tayside Region			
Gordon	1,090	705	1,795	Angus East	1,810	1,095	2,905
Kincardine and Deeside	1,185	640	1,825	Dundee East	4,120	1,510	5,630
Moray	1,936	1,223	3,159	Dundee West	3,383	1,329	4,712
				North Tayside	1,353	745	2,098
ighlands Region				Perth and Kinross	1,921	803	2,724
Caithness and Sutherland	1,475	706	2,181				
Inverness, Nairn and Lochaber	3,430	1,568	4,998	Orkney and Shetland Islands	873	482	1,355
Ross, Cromarty and Skye	2,669	1,279	3,948				
				Western Isles	1,662	495	2,157
othian Region							
East Lothian	2,271	940	3,211				
Edinburgh Central	3,003	1,145	4.148	NORTHERN IRELAND			
Edinburgh East	2,480	843	3,323	NOTHIE III III EEAND			
Edinburgh Leith	3,759	1,285	5,044	Belfast East	3,017	1,282	4,299
Edinburgh Pentlands	1,812	712	2,524	Belfast North	5,491	1.752	7,243
Edinburgh South	2,237	892	3,129	Belfast South	3,637	1,597	5,234
Edinburgh West	1,187	522	1,709	Belfast West	8,596	1,865	10,461
Edinburgh West	2,473	970	3,443	East Antrim	3,626	1,564	5,190
Linlithgow	2,473	1,020	3,255		5,893	1,974	
Livingston	2,233	918		East Londonderry Fermanagh and South Tyrone	5,893	1,974	7,867 7,383
Mid Lothian	2,446	918	3,364			1,847	1,383
				Foyle	8,617	1,929	10,546
rathclyde Region	4.075	1.170	0.450	Lagan Valley	3,617	1,575	5,192
Argyll and Bute	1,977	1,179	3,156	Mid-Ulster Mid-Ulster	5,793	1,871	7,664
Ayr	2,463	1,044	3,507	Newry and Armagh	5,758	1,875	7,633
Carrick Cumnock and Doon Valley	3,587	1,369	4,956	North Antrim	4,150	1,490	5,640
Clydebank and Milngavie	2,688	849	3,537	North Down	2,424	1,432	3,856
Clydesdale	2,413	996	3,409	South Antrim	3,426	1,698	5,124
Cumbernauld and Kilsyth	2,121	1,027	3,148	South Down	3,722	1,761	5,483
Cunninghame North	2,671	1,106	3,777	Strangford	2,333	1,267	3,600
Cunninghame South	3,141	1.059	4,200	Upper Bann	3.982	1,665	5,647

		South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE 1987	AND FEMALE Dec 10	785	663	25	78	139	64	110	202	68	72	195	1,738		1,738
1988	Jan 14 Feb 11 Mar 10	578 546 508	463 440 410	23 26 32	91 85 89	118 116 126	79 74 76	94 76 80	173 163 176	68 68 75	374 55 54	185 174 175	1,783 1,383 1,391	Ξ	1,783 1,383 1,391
	Apr 14 May 12 June 9	637 582 900	473 444 676	47 32 65	128 91 136	189 182 364	118 99 199	145 128 343	260 229 523	113 107 260	94 82 171	492 454 2,826	2,223 1,986 5,787	2,099	2,223 1,986 7,886
	July 14 Aug 11 Sept 8	16,519 17,885 20,634	8,233 9,633 10,629	1,989 1,775 2,112	5,625 5,487 6,421	9,886 9,700 11,253	5,927 5,980 7,106	11,116 10,737 12,600	14,284 14,853 17,351	6,564 6,224 7,333	7,672 7,321 8,501	16,433 16,323 16,698	96,015 96,285 110,009	6,580 6,959 7,647	102,595 103,244 117,656
	Oct 13 Nov 10 Dec 8	2,436 724 450	1,677 592 375	119 36 11	462 92 57	874 185 134	446 147 71	745 119 66	1,314 248 135	396 51 26	586 95 55	1,398 283 156	8,776 1,980 1,161	Ξ	8,776 1,980 1,161

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 Temporarily stopped: regions 2.14

	2 to 60 to 6	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE 1987	AND FEMALE Dec 10	66	49	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312
1988	Jan 14	88	40	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
	Feb 11	138	100	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
	Mar 10	147	96	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
	Apr 14	145	92	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506
	May 12	92	70	32	29	355	461	754	224	256	548	1,843	4,594	1,184	5,778
	June 9	72	58	17	17	375	341	666	724	133	270	1,471	4,086	1,403	5,489
	July 14	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
	Aug 11	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206
	Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
	Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
	Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
	Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	0	3,235

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

UNEMPLOYMENT Rates by age 2.15

JNITED KINGDOM	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages
MALE AND FEMALE 1985 Oct	22.6	17.3	12.2	7.5	8.4	13.5	5.1	11.8
1986 Jan	23.5	18.1	12.7	7.9	9.0	14.2	5.5	12.2
Apr*	21.6	17.2	12.5	7.9	8.9	14.3	5.4	11.9
July	20.9	17.8	12.2	7.7	8.8	14.0	5.4	11.7
Oct	20.8	16.6	12.1	7.6	8.8	14.1	5.5	11.6
1987 Jan	22.0	16.8	12.3	7.8	9.1	14.7	5.6	11.7
Apr	20.0	15.7	11.7	7.5	8.8	14.4	5.3	11.0
July	18.3	15.3	10.8	7.0	8.3	13.6	4.8	10.3
Oct	17.7	13.6	10.1	6.6	8.0	13.3	4.4	9.8
1988 Jan	17.0	13.6	10.2	6.6	7.9	13.1	4.1	9.7
Apr	14.9	12.4	9.6	6.3	7.5	12.6	3.7	9.0
July	13.5	12.0	8.7	5.7	6.9	11.7	3.3	8.2
Oct	13.1	10.7	8.2	5.3	6.6	11.5	3.3	7.5
MALE 1985 Oct	24.2	19.0	13.2	9.6	10.5	16.5	7.1	13.5
1986 Jan	25.6	20.3	14.0	10.3	11.4	17.5	7.7	14.2
Apr*	23.6	19.4	13.7	10.2	11.2	17.6	7.6	13.8
July	22.5	19.6	13.3	9.8	11.0	17.2	7.5	13.5
Oct	22.1	18.4	13.1	9.7	11.0	17.2	7.6	13.3
1987 Jan	24.6	18.8	13.6	10.2	11.6	18.4	7.9	13.7
Apr	22.6	17.7	13.1	9.8	11.3	18.0	7.4	13.1
July	20.6	17.0	12.1	9.0	10.5	16.9	6.6	12.1
Oct	19.7	15.3	11.4	8.5	10.1	16.6	6.1	11.5
1988 Jan	19.1	15.4	11.6	8.6	10.0	16.3	5.7	11.4
Apr	16.9	14.1	10.9	8.1	9.5	15.6	5.2	10.7
July	15.3	13.4	9.8	7.3	8.7	14.4	4.6	9.7
Oct	14.8	12.2	9.3	6.9	8.3	14.3	4.5	9.0
FEMALE 1985 Oct	20.7	14.9	10.5	4.5	5.6	8.7	0.3	9.3
1986 Jan	21.2	15.2	10.5	4.6	5.7	9.0	0.3	9.3
Apr*	19.3	14.4	10.4	4.6	5.8	9.1	0.2	9.0
July	19.1	15.4	10.4	4.7	5.8	9.1	0.3	9.1
Oct	19.3	14.2	10.4	4.7	5.8	9.3	0.3	9.1
1987 Jan	19.1	14.1	10.1	4.6	5.9	9.3	0.3	8.8
Apr	17.1	13.0	9.4	4.4	5.7	9.1	0.3	8.1
July	15.7	13.0	8.6	4.2	5.4	8.6	0.3	7.7
Oct	15.5	11.3	8.0	3.9	5.2	8.5	0.3	7.3
1988 Jan	14.6	11.2	8.0	3.9	5.1	8.3	0.2	7.1
Apr	12.8	10.1	7.5	3.7	5.0	8.1	0.3	6.6
July	11.6	10.1	6.9	3.5	4.7	7.6	0.3	6.2
Oct	11.3	8.7	6.4	3.2	4.4	7.4	0.2	5.4

* See footnotes to *tables 2.1* and *2.2.*† Includes those aged under 18. These figures have been affected by the new 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 approximate mid-year estimates of the workforce in the corresponding age groups, and are 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.

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece*
NUMBERS UNEMPLOYED, NAT	TIONAL DEFINIT	TIONS (1) NOT S	EASONALLY A	ADJUSTED						
Monthly 1987 Dec	2,696	620	201	422	1,025	220	124	2,677	2,308	137
988 Jan	2,722	645	227	432	1,161	264	151	2,689	2,519	147
Feb Mar	2,665 2,592	643 642	215 188	428 419	1,126 1,181	259 261	128 131	2,635 2,548	2,517 2,401	143 133
		643	163	407	1,085	250	118	2,478	2,262	111
Apr May	2,536 2,427	592	137	395	1,035	230	121	2,432	2,149	92
June	2,341	569	119	386	973	219	117	2,401	2,131	90
July	2,327 2,291	519 539	118 119	402 395	1,052 1,040	213 229	111	2,470 2,552	2,199 2,167	86 84
Aug Sept***	2,311	555	124	381	960	230	101	2,633	2,100	83
Oct	2,119	508	141	377	963				2,074	90
Nov Dec	2,067 2,047		163	374	1,001	:: >= ?			2,190 2,191	
Dec	2,047									
Percentage rate: latest month	7.3	6.4	5.6	13.6	7.5	8.3	3.9	10.5	7.7	4.7
atest month: change on a year ago	-1.9	-1.1	-0.1	-1.5	-0.3	+0.9	-0.5	-0.3	-0.4	N/C
986 987	3,107 2,822	611 629	152 165	443 435	1,236 1,172	214 217	161 130	2,517	2,223 2,233	110
Monthly							100	2,623	2,233	
987 Dec	2,569	610	174	421	1,070	217	123	2,573	2,258	
987 Dec	2.519	615	168	415	1,072	217 218	123 139	2,573 2,578	2,258 2,224	
987 Dec 988 Jan Feb	2,519 2,485	615 584	168 157	415 413	1,072 1,046	217 218 219	123 139 119	2,573 2,578 2,582	2,258	
987 Dec 988 Jan Feb Mar	2,519 2,485 2,454	615 584 588	168 157 162	415 413 409	1,072 1,046 1,036	217 218 219 217	123 139 119 126	2,573 2,578 2,582 2,535	2,258 2,224 2,230 2,247	
988 Jan Feb Mar Apr May	2,519 2,485 2,454 2,403 2,364	615 584 588 629 593	168 157 162 159 159	415 413 409 404 400	1,072 1,046 1,036 1,025 1,042	217 218 219 217 234 240	123 139 119 126 115 131	2,573 2,578 2,582 2,535 2,539 2,559	2,258 2,224 2,230 2,247 2,265 2,269	
988 Jan Feb Mar	2,519 2,485 2,454 2,403	615 584 588 629 593 585	168 157 162 159 159 159	415 413 409 404 400 368	1,072 1,046 1,036 1,025 1,042 1,011	217 218 219 217 234 240 240	123 139 119 126 115 131 114	2,573 2,578 2,582 2,535 2,539 2,559 2,578	2,258 2,224 2,230 2,247 2,265 2,269 2,268	
987 Dec 988 Jan Feb Mar Apr May June July	2,519 2,485 2,454 2,403 2,364 2,324 2,267	615 584 588 629 593 585	168 157 162 159 159 159	415 413 409 404 400	1,072 1,046 1,036 1,025 1,042	217 218 219 217 234 240	123 139 119 126 115 131	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,264	
987 Dec 988 Jan Feb Mar Apr May June	2,519 2,485 2,454 2,403 2,364 2,324	615 584 588 629 593 585	168 157 162 159 159 159	415 413 409 404 400 368 404	1,072 1,046 1,036 1,025 1,042 1,011	217 218 219 217 234 240 240	123 139 119 126 115 131 114	2,573 2,578 2,582 2,535 2,539 2,559 2,578	2,258 2,224 2,230 2,247 2,265 2,269 2,268	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept Oct	2,519 2,485 2,454 2,403 2,364 2,324 2,267 2,226 2,192 2,158	615 584 588 629 593 585 541 560	168 157 162 159 159 159 152 159 159 159	415 413 409 404 400 368 404 400 388 381	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048	217 218 219 217 234 240 240 240 240 241	123 139 119 126 115 131 114 112 111	2,573 2,578 2,582 2,535 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,241 2,227	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept	2,519 2,485 2,454 2,403 2,364 2,324 2,267 2,226 2,192	615 584 588 629 593 585 541 560 559	168 157 162 159 159 159 152 159 159	415 413 409 404 400 368 404 400 388	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048	217 218 219 217 234 240 240 240 240 242 244 245	123 139 119 126 115 131 114 112 111	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,249 2,241	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec	2,519 2,485 2,454 2,403 2,364 2,364 2,324 2,267 2,226 2,192 2,158 2,105 2,039	615 584 588 629 593 585 541 560 559 548	168 157 162 159 159 159 159 159 159 159 156 156	415 413 409 404 400 368 404 400 388 381 382	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048 1,061	217 218 219 217 234 240 240 240 244 245	123 139 119 126 115 131 114 112 111	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,249 2,241 2,227 2,204 2,157	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Percentage rate: latest month atest three months: change on	2,519 2,485 2,454 2,403 2,364 2,364 2,324 2,267 2,226 2,192 2,158 2,105 2,039	615 584 588 629 593 585 541 560 559 548	168 157 162 159 159 159 159 159 159 159 156 156 156	415 413 409 404 400 388 404 400 388 381 382 	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048 1,061 1,056	217 218 219 217 234 240 240 240 244 245	123 139 119 126 115 131 114 112 111 	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,249 2,241 2,227 2,204 2,157 7.6	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec	2,519 2,485 2,484 2,403 2,364 2,324 2,267 2,226 2,192 2,158 2,105 2,039	615 584 588 629 593 585 541 560 559 548	168 157 162 159 159 159 159 159 159 159 156 156	415 413 409 404 400 368 404 400 388 381 382	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048 1,061	217 218 219 217 234 240 240 240 244 245	123 139 119 126 115 131 114 112 111	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,249 2,241 2,227 2,204 2,157	
987 Dec 988 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Percentage rate: latest month atest three months: change on	2,519 2,485 2,484 2,403 2,364 2,364 2,324 2,267 2,226 2,192 2,158 2,105 2,039 7.2	615 584 588 629 593 585 541 560 559 548 	168 157 162 159 159 159 159 159 159 159 156 156 156	415 413 409 404 400 388 404 400 388 381 382 	1,072 1,046 1,036 1,025 1,042 1,011 1,057 1,069 1,048 1,061 1,056	217 218 219 217 234 240 240 240 244 245	123 139 119 126 115 131 114 112 111 	2,573 2,578 2,582 2,535 2,539 2,559 2,578 2,614 2,610 2,556	2,258 2,224 2,230 2,247 2,265 2,269 2,268 2,264 2,249 2,241 2,227 2,204 2,157 7.6	

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.

2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.

3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.

4 The following symbols apply only to the figures on national definitions.

* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).

**Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

See notes *** and * to tables 2.1 and 2.2.

Irish Republic **	Italy ‡‡	Japan§	Luxem- bourg †	Netherlan	ds † Norway †	Portugal †	Spain**	Sweden §§	Switzer- land †	United States §§	3
		1000				N	UMBERS UNE	MPLOYED, NA	TIONAL DEF	INITIONS (1)	NOT SEASONALLY ADJUSTED
250	3,447	1,500	2.9	697	31	310	3,024	71	22:4	6,526	Monthly 1987 Dec
252 251 247	3,531 3,640 3,635	1,680 1,730 1,800	3.0 3.0 2.7	700 701 687	43 43 43	323 326 321	3,069 3,042 2,996	95 71 78	24.2 23.2 22.0	7,603 7,482 7,090	1988 Jan Feb Mar
242 236 238	3,624 3,638 3,762	1,660 1,560 1,440	2.5 2.3 2.2	664 647 674	43 38 42	313 306 297	2,940 2,878 2,824	70 66 58	21.1 19.8 18.6	6,359 6,553 6,819	Apr May June
242 243 236	3,850 3,870 3,868	1,480 1,570 1,510	2.3 2.2 2.4	686 692 688	45 53 53	294 291 291	2,776 2,745 2,743	77 80 78	18.3 17.5 16.8	6,823 6,659 6,368	July Aug Sept
233 234 234	::	::		678 679	57 			74 	16.8	6,182 6,325 6,142	Oct Nov Dec
18.1	16.7	2.4	1.5	13.9	3.9	6.8	18.8	1.7	0.6	5.0	Percentage rate: latest month
-0.6	+2.4	-0.3	-0.2	N/C	+2.0	+0.2	-1.1	N/C	-0.1	-0.5	latest month: change on a year ago
214 231	2,955 2,959	1,613 1,566		823 762 712	67 52 36		NUMBERS 2,477 2,643 2,759	136 124 98	32.1 27.0 22.8	8,539 8,312 8,237	NS (1) SEASONALLY ADJUSTED Annual averages 1984 1985 1986
236 247	3,173 3,294	1,667 1,731		686	32	319	2,759 2,924	84	22.0	7,410	1987
245	3,414	1,620		685	30	301	2,980	71		6,978	Monthly 1987 Dec
243 245 243	3,422 3,493 3,528	1,660 1,660 1,620		680 683 684	36 36 40	306 307 306	2,981 2,957 2,936	81 72 78	::	7,046 6,938 6,801	1988 Jan Feb Mar
241 240 240	3,603 3,641 3,760	1,570 1,540 1,450	::	683 679 695	43 46 48	303 303 302	2,916 2,918 2,911	78 82 71	::	6,610 6,783 6,455	Apr May June
244 242 241	3,893 3,955 3,922	1,550 1,620 1,530	· · · · · · · · · · · · · · · · · · ·	680 682 683	48 50 56	302 302 302	2,887 2,863 2,817	80 64 62		6,625 6,797 6,614	July Aug Sept
241 239 239		::		679 681	61			77 	::	6,518 6,563 6,554	Oct Nov Dec
18.4	16.9	2.5		14.0	4.2	7.0	19.2	1.8		5.3	Percentage rate: latest month latest three months: change on
-0.1	+1.1	+0.1		-0.1	+0.5	N/C	-0.4	-0.3		-0.1	previous three months
	::	Nov 2.4		Nov 9.5	Aug 2.9	Aug 5.2	Aug 19.2	Nov 1.4	CD STANDAR	Nov 5.3	ES: SEASONALLY ADJUSTED (2) Latest month Per cent

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.

‡ Insured unemployed. Rates are calculated as percentages of total insured population.

‡‡ Labour force sample survey. Rates are calculated as percentages of total labour force.

‡‡ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

§ Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.

§§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.

N/C no change.

UNEMPLOYMENT 2.19 Flows: standardised, not seasonally adjusted*

UNITI	ED	INFLOW†										
KING Monti	h ending	Male and Fo	emale	Male		Female						
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married				
1987	Dec 10	328.6	-28.0	217.6	-18.0	111.0	-10.0	44.8				
1988	Jan 14 Feb 11 Mar 10	344.4 345.2 313.0	-24.3 -53.6 -29.1	214.7 220.5 202.5	-16.8 -42.7 -18.5	129.7 124.6 110.5	-7.4 -11.1 -10.6	52.4 51.0 47.0				
	Apr 14 May 12 June 9	323.9 276.7 273.8	-33.2 -44.1 -41.7	210.3 180.4 178.2	-22.3 -24.4 -23.7	113.6 96.3 95.6	-10.7 -19.7 -18.1	47.9 39.8 39.2				
	July 14 Aug 11	347.5 311.6	-81.6 -72.8	214.9 194.4	-48.4 -43.2	132.6 117.2	-33.2 -29.6	43.4 44.4				
	Sept 8**	327.4	-129.2	209.8	-71.5	117.6	-57.6	43.4				
	Oct 13 Nov 10 Dec 8	319.6 297.8 269.9	-100.6 -77.5 -58.7	206.4 196.1 185.1	-58.5 -45.0 -32.5	113.2 101.6 84.8	-42.1 -32.6 -26.2	42.0 40.8 34.9				
UNITE	ED .	OUTFLOW†										
KING	n ending	Male and Fe	emale	Male		Female						
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married				
1987	Dec 10	317.5	-25.7	203.6	-8.8	113.9	-16.9	42.7				
1988	Jan 14 Feb 11 Mar 10	321.5 406.6 392.5	26.6 -54.2 -38.9	202.6 264.5 255.6	26.2 -32.0 -22.7	119.0 142.1 136.9	0.5 -22.1 -16.2	49.8 57.9 55.7				
	Apr 14 May 12 June 9	372.5 394.9 367.1	-23.9 -30.5 -36.3	242.7 260.2 243.2	-14.6 -12.1 -20.8	129.8 134.7 123.9	-9.3 -18.5 -15.5	53.5 55.5 49.8				
	July 14 Aug 11	359.7 350.1	-68.2 -69.5	237.2 226.6	-41.8 -44.1	122.5 123.4	-26.4 -25.5	46.9 45.3				
	Sept 8**	305.9	-145.9	190.4	-87.2	115.5	-58.7	42.3				
	Oct 13 Nov 10 Dec 8	486.1 354.0 292.0	-62.9 -78.3 -25.5	301.8 228.1 188.7	-39.0 -45.8 -15.0	184.3 126.0 103.4	-23.8 -32.5 -10.5	61.7 52.0 40.3				

*The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures 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. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

See notes ** and * to tables 2.1 and 2.2.

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

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 1988 June 9 July 14 Aug 11	11.4 11.2 10.2	18.6 24.1 22.1	41.8 67.4 52.3	25.8 29.6 28.1	17.2 18.0 17.7	25.3 26.0 25.9	18.1 18.0 18.3	8.3 8.6 8.8	5.5 5.6 5.5	171.9 208.5 188.9
Sept 8** Oct 13 Nov 10 Dec 8	8.4 2.4 1.4 1.2	26.7 28.5 22.6 21.2	53.3 53.2 49.4 46.1	29.9 31.1 31.2 29.8	19.1 19.3 19.6 19.4	28.2 28.3 29.5 29.1	20.9 20.1 20.9 19.4	11.0 10.3 9.9 8.7	6.2 6.3 6.0 5.0	203.6 199.6 190.4 179.8
FEMALE 1988 June 9 July 14 Aug 11	8.0 8.5 7.7	12.0 17.8 15.8	23.8 46.0 33.8	14.8 17.5 16.7	8.3 9.7 9.9	12.8 14.9 15.7	8.6 9.4 10.1	2.7 3.0 3.2	E	91.1 126.8 112.8
Sept 8** Oct 13 Nov 10 Dec 8	6.1 1.9 1.1 0.9	20.0 21.7 15.6 12.9	31.6 31.3 28.4 23.1	16.8 17.4 16.7 14.3	9.6 9.2 8.8 7.9	14.6 13.7 13.7 11.8	10.2 9.6 10.2 8.3	3.7 3.3 3.3 2.7		112.6 108.1 97.8 81.9
Changes on a year ear	lier									
MALE 1988 June 9 July 14 Aug 11	-3.2 -4.1 -4.2	-3.5 -6.5 -5.7	-6.0 -15.9 -13.0	-2.3 -4.3 -5.1	-1.5 -3.4 -3.5	-2.9 -5.4 -5.0	-1.8 -3.7 -3.2	-1.1 -2.1 -1.5	-1.2 -1.9 -1.4	-23.3 -47.4 -42.7
Sept 8** Oct 13 Nov 10 Dec 8	-34.5 -23.8 -16.4 -13.8	-13.9 -4.4 -3.4 -1.1	-8.8 -10.4 -8.8 -5.2	-3.2 -4.3 -3.2 -2.3	-2.3 -2.9 -2.7 -1.9	-3.2 -4.7 -4.6 -3.1	-1.6 -3.4 -2.7 -2.3	-0.4 -1.3 -1.1 -1.2	-0.6 -1.5 -1.2 -1.3	-68.5 -56.9 -44.2 -32.1
FEMALE 1988 June 9 July 14 Aug 11	-2.4 -3.3 -3.0	-2.7 -5.8 -4.4	-5.2 -12.9 -10.6	-2.9 -3.7 -4.7	-1.8 -2.3 -2.3	-1.6 -2.8 -2.9	-0.4 -1.0 -1.0	-0.4 -0.5 -0.4		-17.8 -32.3 -29.3
Sept 8** Oct 13 Nov 10 Dec 8	-25.1 -18.8 -12.6 -10.1	-13.3 -3.6 -2.8 -1.4	-7.5 -8.5 -6.9 -5.5	-3.6 -3.8 -3.7 -3.1	-2.3 -2.4 -2.3 -1.8	-2.6 -2.8 -2.5 -2.3	-0.5 -1.1 -0.9 -1.0	-0.3 -0.4 -0.5 -0.4		-55.2 -41.4 -32.1 -25.7

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 1988 June 9 July 14 Aug 11	11.7 11.3 9.9	21.1 21.2 20.2	52.4 53.2 54.5	33.8 32.6 30.5	22.9 22.1 20.3	35.1 33.6 30.9	23.0 21.7 20.3	9.2 8.3 7.9	7.6 7.0 6.7	216.7 211.0 201.4
Sept 8** Oct 13 Nov 10 Dec 8	9.6 27.6 1.9 1.1	17.5 32.0 21.6 17.7	47.6 70.7 52.6 42.8	26.0 39.2 33.0 27.1	17.3 25.5 22.3 18.4	26.4 37.3 33.7 28.6	17.3 23.2 21.8 19.0	6.7 9.1 8.7 7.6	5.5 7.4 6.9 6.0	173.7 272.0 202.6 168.2
FEMALE 1988 June 9 July 14 Aug 11	8.7 8.8 7.8	14.7 15.2 15.0	29.9 30.9 34.8	18.9 17.9 18.0	10.9 10.3 9.9	15.1 13.9 13.6	10.2 9.4 9.1	3.3 2.8 2.9	0.1 0.1 0.1	111.7 109.5 111.2
Sept 8** Oct 13 Nov 10 Dec 8	7.5 21.1 1.6 0.9	13.2 25.6 17.2 14.2	32.2 47.4 33.6 27.9	15.4 24.1 19.5 15.9	9.4 13.8 10.8 9.0	14.9 19.9 16.1 13.0	9.2 12.4 10.9 9.0	2.6 3.7 3.4 2.8	0.1 0.1 0.1 0.1	104.6 168.1 113.2 92.8
Changes on a year ear	lier									
1988 June 9 July 14 Aug 11	-1.3 -2.5 -2.5	-3.7 -6.1 -5.8	-5.1 -8.9 -10.2	-1.8 -3.7 -4.6	-1.6 -2.6 -2.9	-2.8 -4.5 -4.5	-1.5 -2.7 -2.7	-0.7 -1.4 -1.3	-1.8 -2.3 -2.4	-20.3 -34.6 -36.6
Sept 8** Oct 13 Nov 10 Dec 8	-6.0 0.3 -17.7 -11.2	-10.7 -12.0 -5.4 -1.9	-22.2 -10.8 -7.0 -1.5	-10.3 -1.5 -2.2 0.5	-6.1 -1.5 -0.8 0.9	-8.7 -2.0 -1.5 0.9	-5.1 -1.0 -0.9 0.4	-2.4 -0.8 -0.5 -0.1	-3.2 -2.0 -2.2 -1.3	-74.9 -31.2 -38.4 -13.3
FEMALE 1988 June 9 July 14 Aug 11	-1.3 -1.6 -1.8	-2.7 -4.5 -4.3	-4.8 -6.6 -7.3	-3.1 -5.0 -3.8	-1.7 -2.5 -2.1	-1.6 -2.2 -2.0	-0.2 -0.5 -0.5	-0.1 -0.5 -0.3		-15.3 -23.2 -21.9
Sept 8** Oct 13 Nov 10 Dec 8	-3.9 1.1 -13.0 -8.4	 -8.2 -9.3 -4.3 -0.8	-17.7 -7.2 -5.6 -1.0	-8.6 -2.1 -3.0 -0.7	-5.1 -1.3 -2.0 -0.3	-6.2 -1.0 -1.6 0.5	-3.0 0.5 0.1 0.8	-1.0 0.1 - 0.3	=	-53.8 -19.2 -29.5 -9.7

* 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.

"See notes " and "" to tables 2.1 and 2.2.

		South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	England	Wales	Scotland	Great Britain
985		34,926	23,601	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	234,977
986		39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
987		19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
987	Q3	3,101	1,669	443	3,488	2,620	1,524	3,017	5,277	2,982	22,452	1,182	4,838	28,472
	Q4	3,773	2,343	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	29,420
988	Q1	3,253	1,907	566	1,939	1,519	5,368	5,781	5,131	3,612	27,169	2,289	3,158	32,616
	Q2	3,873	2,755	382	3,468	1,741	1,569	5,212	5,103	2,868	24,216	1,089	2,836	28,141
	Q3	3,092	1,310	306	2,429	886	1,213	2,013	4,017	2,901	16,857	1,450	3,582	21,889
987	Dec	1,355	714	301	715	760	791	1,103	1,728	1,015	7,768	571	1,513	9,852
988	Jan	929	535	135	548	675	1,208	1,140	1,233	1,200	7,148	577	841	8,566
	Feb	906	577	378	593	378	1,516	1,128	1,694	1,011	7,604	359	1,370	9,333
	Mar	1,418	795	53	798	466	2,644	3,513	2,204	1,321	12,417	1,353	947	14,717
	Apr	1,594	1,101	179	1,134	677	1,123	2,461	1,778	827	9,773	639	899	11,311
	May	1,067	771	143	1,556	436	243	1,705	1,364	1,131	7,645	184	864	8,693
	June	1,212	883	60	778	628	203	1,046	1,961	910	6,798	266	1,073	8,137
	July	1,003	450	111	1,128	155	240	750	1,951	819	6,157	398	1,467	8,022
	Aug	896	402	45	311	261	305	603	1,026	1,044	4,491	385	1,553	6,429
	Sept	1,193	458	150	990	470	668	660	1,040	1,038	6,209	667	562	7,438
	OctR	988	448	48	553	242	178	528	1,472	372	4,381	247	1,233	5,861
	Nov*	1,166	430	89	423	147	878	369	747	482	4,301	257	879	5,437

[&]quot; Included in South East. Other notes: see table 2.31.

CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division											
SIC 1980		or Group	1986	1987	1987 Q3	Q4	1988 Q1	Q2	Q3	1988 Oct	Nov*	Dec*
Agriculture, forestry and fishing	0		422	489	213	91	39	74	22	0	0	0
Coal extraction and coke Mineral oil and natural gas extraction Mineral oil processing Nuclear fuel production Gas, electricity and water Energy and water supply industries	1	11-12 13 14 15 16-17	16,430 2,621 1,432 33 591 21,107	13,498 880 551 303 287 15,519	462 469 103 77 85 1,196	1,765 345 9 81 0 2,200	8,116 0 73 124 30 8,343	1,518 0 110 137 9 1,774	213 0 0 81 52 346	126 20 0 27 3 176	77 0 0 27 3 107	360 0 0 27 3 3 90
Extraction of other minerals and ores Metal manufacture Manufacture of non-metallic products Chemical industry Production of man-made fibres Extraction of minerals and ores other than fuels; manufacture of metals,		21,23 22 24 25 26	1,157 7,321 4,159 5,182 37	137 2,983 1,934 3,518 0	20 687 416 786 0	27 505 145 760 0	45 304 314 394 0	196 653 837 476 19	36 210 102 688 0	0 154 8 143 0	0 104 31 64 0	10 48 31 13 0
mineral products and chemicals	2		17,856	8,572	1,909	1,437	1,057	2,181	1,036	305	199	102
Shipbuilding and repairs Manufacture of metal goods Mechanical engineering		30 31 32	3,540 6,884 28,260	1,864 4,918 16,726	245 988 3,110	136 1,256 5,302	139 684 4,255	38 604 3,983	0 302 4,456	0 26 1,059	38 53 983	0 128 686
Manufacture of office machinery and data processing equipment Electrical and electronic engineering Manufacture of motor vehicles		33 ['] 34 35	2,031 16,079 10,932	1,261 13,222 3,842	240 2,572 487	133 2,743 668	29 1,933 523	148 2,526 415	147 820 56	47 418 50	12 339 0	27 497 189
Manufacture of aerospace and other transport equipment Instrument engineering Metal goods, engineering and		36 37	4,239 931	7,053 717	1,662 136	1,694 102	1,430 105	1,656 212	1,026 64	0 15	18	33 86
vehicles industries	3		72,896	49,603	9,440	12,034	9,098	9,582	6,871	1,615	1,446	1,646
Food, drink and tobacco Textiles Leather, footwear and clothing Timber and furniture Paper, printing and publishing Other manufacturing Other manufacturing industries	4	41-42 43 44-45 46 47 48-49	13,378 6,278 6,031 2,583 9,340 5,220 42,830	10,922 4,382 3,167 1,800 4,354 4,177 28,802	2,618 1,276 682 253 1,564 747 7,140	2,164 825 484 425 638 942 5,478	2,893 895 943 354 754 753 6,592	3,309 688 948 332 1,441 328 7,046	1,895 856 972 488 731 722 5,664	406 732 519 129 121 126 2,033	970 277 277 77 174 241 2,016	726 898 191 54 42 131 2,042
Construction	5		19,438	10,615	1,995	2,830	1,850	1,889	2,276	303	424	319
Wholesale distribution Retail distribution Hotel and catering Repair of consumer goods and vehicles Distribution, hotels and catering, repairs	6	61-63 64-65 66 67	6,864 12,311 3,640 1,013 23,828	5,280 8,657 2,342 834 17,113	1,192 1,866 137 79 3,274	1,006 1,913 207 42 3,168	764 2,480 199 25 3,468	1,038 1,458 328 15 2,839	809 1,272 390 30 2,501	434 153 23 14 624	54 297 55 0 406	45 190 0 0 235
Transport Telecommunications Transport and communication	7	71-77 79	17,198 717 17,915	4,256 648 4,904	995 37 1,032	826 10 836	685 114 799	1,473 0 1,473	1299 27 1,326	445 11 456	427 19 446	438 20 458
Insurance, banking, finance and business services	8		4,104	1,789	344	429	526	228	262	37	38	7
Public administration and defence Medical and other health services Other services nes Other services	9	91-94 95 96-99,00	9,060 5,935 0 2,610 17,605	3,569 2,068 1,092 6,729	1,207 651 71 1,929	554 146 217 917	460 157 227 844	767 157 131 1,055	1,099 98 388 1,585	212 73 27 312	341 0 14 355	67 0 4 71
All production industries All manufacturing industries All service industries ALL INDUSTRIES AND SERVICES	1-4 2-4 6-9 0-9		154,689 133,582 63,452 238,001	102,496 86,977 30,535 144,135	19,685 18,489 6,579 28,472	21,149 18,949 5,350 29,420	25,090 16,747 5,637 32,616	20,583 18,809 5,595 28,141	13,917 13,571 5,674 21,889	4,129 3,953 1,429 5,861	3,768 3,661 1,245 5,437	4,180 3,790 771 5,270

Provisional figures as at January 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in December and 7,000 in January. 1 Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

VACANCIES UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITE	D	UNFILLED	VACANCIES		INFLOW		OUTFLOW	of wh	ich PLACINGS	
KING	OOM	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
1983 1984 1985 1986 1987	Annual averages	137.3 150.2 162.1 188.8 235.4			181.7 193.9 201.6 212.2 226.4		179.5 193.7 200.4 208.3 222.3		137.0 149.8 154.6 157.4 159.5	
1986	Dec 5	209.0	-0.9	2.6	221.1	0.2	218.2		162.4	0.2
1987	Jan 9	212.9	3.9	2.0	222.5	0.6	221.5	1.2	162.8	0.2
	Feb 6	212.3	-0.6	0.8	207.9	-5.1	211.5	-2.7	157.2	-2.2
	Mar 6	217.0	4.7	2.7	230.9	3.3	225.8	2.5	166.8	1.5
	Apr 3 May 8 June 5	219.6 231.6 233.7	2.5 12.1 2.0	2.2 6.4 5.5	222.4 223.1 229.8	5.1 -0.4	214.7 215.5 227.0	-2.2 1.4 0.4	156.8 156.8 163.3	-2.0 -0.1 -1.2
	July 3	235.3	1.7	5.2	221.1	-0.4	217.9	1.1	155.3	-0.5
	Aug 7	237.7	2.4	2.0	224.4	0.4	219.4	1.3	155.8	-0.3
	Sept 4	244.4	6.7	3.6	229.3	-0.2	220.4	-2.2	156.7	-2.2
	Oct 2	259.9	15.5	8.2	235.6	4.8	223.8	2.0	157.6	0.8
	Nov 6	265.1	5.2	9.1	234.9	3.5	229.4	3.3	158.9	1.0
	Dec 4	254.9	–10.1	3.5	234.7	1.8	241.1	6.9	165.6	3.0
1988	Jan 8	250.8	-4.2	-3.0	227.3	-2.8	233.4	3.2	165.7	2.7
	Feb 5	249.6	-1.2	-5.2	234.7	-0.1	239.2	3.3	165.3	2.1
	Mar 4	249.4	-0.2	-1.8	236.0	0.5	236.1	-1.7	163.0	-0.9
	Apr 8	255.9	6.6	1.7	230.6	1.1	227.3	-2.1	158.1	-2.5
	May 6	254.5	-1.5	1.6	231.2	-1.2	228.0	-3.7	157.9	-2.5
	June 3	255.1	0.6	1.9	230.8	-1.8	229.7	-2.1	156.3	-2.2
	July 8	249.7	-5.4	-2.1	230.3	-0.1	231.8	1.5	156.4	-0.6
	Aug 5	242.7	-6.9	-3.9	227.0	-1.4	232.6	1.5	156.8	-0.4
	Sept 2	240.3	-2.5	-4.9	227.7	-1.0	229.0	-0.2	155.4	-0.3
	Oct 7 Nov 4	251.2 245.2 238.3	10.9 -6.0 -6.9	0.5 0.8 -0.7	232.8 234.0 230.8	0.8 2.3 1.0	229.3 242.5 233.4	-0.9 3.3 1.5	153.4 162.3 157.6	-1.0 1.8 0.8

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4/3 week month.

*Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P. vacancies with the introduction of Employment Training in September 1988. Figures on the current basis are available back to 1980. For further details, see the October 1985 Employment Gazette, p 143.

VACANCIES Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

		7	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1986	Dec 5	184	80.2	34.7	7.1	18.2	17.4	10.8	13.2	21.7	11.3	10.5	16.8	207.1	1.9	209.0
1987	Jan 9 Feb 6 Mar 6		81.8 80.2 82.4	35.7 35.5 35.6	6.9 7.0 7.5	18.3 18.4 19.0	17.6 18.1 18.3	11.0 11.1 10.9	13.9 14.2 15.0	22.0 21.6 22.6	11.6 11.3 11.3	10.5 10.8 10.3	17.5 17.6 17.9	210.9 210.4 215.1	2.0 2.0 2.0	212.9 212.3 217.0
	Apr 3 May 8 June 5		83.5 87.2 87.9	35.8 36.3 36.3	7.4 7.9 7.9	19.3 21.0 20.2	18.6 20.6 21.0	11.7 12.7 12.5	15.0 15.8 15.7	23.0 24.2 24.5	11.7 11.7 12.1	10.2 10.5 11.5	17.2 18.1 18.3	217.6 229.6 231.6	2.0 2.0 2.0	219.6 231.6 233.7
	July 3 Aug 7 Sept 4		90.5 90.7 94.2	37.7 37.0 38.5	7.9 8.2 8.3	19.2 19.6 20.0	21.5 21.9 22.7	12.4 12.4 12.8	15.3 15.8 16.2	25.0 25.1 25.1	12.3 12.2 12.2	11.0 11.1 11.3	18.4 18.7 19.5	233.3 235.6 242.2	2.0 2.1 2.2	235.3 237.7 244.4
	Oct 2 Nov 6 Dec 4		101.0 107.1 102.3	41.0 43.2 40.4	8.8 9.0 8.8	20.9 20.2 20.1	24.4 24.8 24.2	13.2 12.9 12.7	17.0 16.8 16.4	26.8 26.3 23.7	12.7 12.8 12.1	12.3 11.8 11.1	20.6 21.0 20.6	257.7 262.6 252.0	2.2 2.4 2.9	259.9 265.1 254.9
1988	Jan 8 Feb 5 Mar 4		100.7 100.4 98.5	38.6 36.6 34.3	8.8 8.9 9.1	20.4 19.8 19.8	24.4 24.4 24.0	12.7 13.0 13.2	15.9 15.9 15.7	22.4 22.2 23.9	11.5 11.5 11.6	11.2 11.2 11.1	19.6 19.5 19.8	247.6 246.7 246.6	3.1 2.9 2.8	250.8 249.6 249.4
	Apr 8. May 6 June 3		101.5 100.3 100.8	35.1 34.4 33.6	9.4 9.8 9.9	20.5 20.8 20.9	24.0 23.6 23.8	13.8 13.9 14.0	15.7 15.1 15.1	24.0 24.0 23.9	11.7 11.7 11.9	11.9 12.6 12.4	20.6 20.1 19.6	253.1 251.8 252.5	2.8 2.7 2.6	255.9 254.5 255.1
	July 8 Aug 5 Sept 2		95.9 92.4 88.9	30.5 29.4 27.8	10.4 10.2 10.3	21.1 20.2 20.2	23.7 22.9 23.0	13.8 13.6 13.9	15.2 15.0 15.3	23.3 22.9 23.4	11.2 10.8 10.6	12.5 12.1 12.1	19.8 20.0 20.0	246.9 240.1 237.7	2.7 2.6 2.6	249.7 242.7 240.3
	Oct 7 Nov 4 Dec 2		91.1 87.5 82.7	29.0 28.6 28.4	10.3 10.1 9.5	20.6 19.9 20.2	25.4 25.3 24.8	14.6 14.4 14.2	16.3 15.4 14.9	25.8 25.8 24.7	11.5 11.3 11.6	12.4 12.6 12.4	20.6 20.0 20.5	248.5 242.3 235.3	2.7 2.9 3.0	251.2 245.2 238.3

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

VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

										,				Т	HOUSAND
	Sou Eas		Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1983) 1984) Anni	obcentres: tot 50. ual 59. rages 62. 70. 90.	.8 .4 .3 .8	22.1 26.0 26.6 30.0 37.7	5.1 5.4 5.8 6.2 8.0	12.7 13.6 16.1 18.1 19.7	9.6 10.7 12.2 15.4 21.1	8.0 8.1 9.0 10.3 12.2	8.7 8.2 8.7 11.3 15.6	13.2 14.5 16.0 19.0 24.2	5.9 6.6 7.8 9.8 12.0	6.8 7.3 8.0 9.5 11.0	15.3 14.8 14.6 16.3 18.8	136.1 148.6 160.5 186.8 233.2	1.2 1.2 1.2 1.4 1.6	137.3 149.8 161.7 188.1 234.9
1987 Dec 4	99.	.0	39.4	8.2	17.4	23.5	11.8	15.7	22.0	11.4	10.1	18.9	238.0	1.7	239.7
1988 Jan 8	92.	.6	36.4	7.8	16.5	22.8	11.3	14.6	20.2	10.2	10.1	16.8	223.1	1.7	224.8
Feb 5	91.		33.8	7.8	16.8	23.0	11.7	-14.4	19.9	10.3	10.1	17.0	222.5	1.7	224.2
Mar 4	91.		31.9	8.4	18.5	22.4	12.4	-14.7	22.1	10.8	10.6	18.5	230.2	1.9	232.0
Apr 8	98.	4	33.8	9.3	21.6	23.3	13.9	15.2	23.6	11.6	11.7	20.6	249.1	2.1	251.3
May 6	102.		34.3	10.1	23.2	23.4	14.2	15.5	25.2	11.7	13.1	21.3	260.1	2.1	262.2
June 3	106.		35.1	10.5	23.8	24.2	14.8	16.0	25.6	12.1	13.5	21.0	267.4	2.1	269.5
July 8	98.	1	30.0	11.1	22.9	24.2	13.9	15.5	24.2	11.5	13.1	21.2	256.1	2.1	258.2
Aug 5	92.		27.8	10.5	20.3	22.6	13.6	15.1	23.3	11.3	12.6	20.7	242.1	1.9	244.0
Sept 2	96.		30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1
Oct 7	100.	6	34.2	11.0	21.8	27.7	15.9	17.8	27.4	12.6	12.8	22.0	269.8	2.0	271.8
Nov 4	91.		31.2	10.3	19.7	26.7	15.0	16.2	26.2	11.7	12.4	20.5	250.3	2.0	252.3
Dec 2	79.		27.5	8.9	17.5	24.1	13.2	14.2	23.0	11.0	11.4	18.8	221.4	1.9	223.3
/acancies at c 1983) 1984) Annu 1985) avera 1986) 1987)		6 3 0 6	1.9 2.1 3.2 4.4 7.0	0.2 0.3 0.4 0.4 0.5	0.5 0.6 0.7 0.7 1.2	0.7 0.9 1.2 1.2 1.4	0.5 0.5 0.6 0.7 0.9	0.5 0.6 0.7 0.7 0.9	0.5 0.5 0.7 0.8 1.0	0.3 0.3 0.3 0.3 0.4	0.2 0.2 0.2 0.2 0.2 0.3	0.3 0.3 0.3 0.3 0.4	7.2 8.5 10.8 12.8 18.7	0.3 0.5 0.7 0.6 0.8	7.4 9.0 11.5 13.4 19.5
987 Dec 4	13.3	3	8.0	0.5	1.0	1.6	0.8	0.6	0.9	0.3	0.3	0.5	19.7	0.8	20.5
988 Jan 8	12.1	2	7.5	0.5	0.9	1.3	0.9	0.8	1.1	0.3	0.3	0.5	19.1	0.8	19.9
Feb 5	12.1		7.0	0.5	0.9	1.0	0.9	0.7	1.0	0.3	0.2	0.5	18.0	0.8	18.8
Mar 4	12.1		6.7	0.7	1.1	1.3	1.0	0.7	1.1	0.3	0.3	0.5	19.6	0.8	20.4
Apr 8	13.3	4	6.7-	0.8	1.2	1.5	1.0	1.0	1.3	0.3	0.3	0.4	21.1	1.0	22.1
May 6	15.4		7.0	1.1	1.7	1.8	1.3	1.3	1.6	0.5	0.4	0.7	25.8	1.2	27.0
June 3	17.6		8.2	1.1	2.2	2.3	1.8	1.3	1.8	0.6	0.3	0.7	29.6	1.1	30.7
July 8	19.9	8	10.2	1.3	2.1	2.1	1.8	1.2	1.5	0.5	0.3	0.6	31.3	1.0	32.3
Aug 5	19.8		9.9	1.1	2.1	1.9	1.5	1.3	1.4	0.6	0.4	0.6	30.6	1.0	31.6
Sept 2	19.8		9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9
Oct 7	18.5	0	9.5	1.0	1.9	2.5	1.5	1.3	1.4	0.5	0.4	0.4	29.3	1.2	30.6
Nov 4	16.0		7.8	0.9	1.7	1.9	1.3	1.1	1.1	0.4	0.3	0.5	25.3	1.2	26.5
Dec 2	14.3		7.4	0.8	1.5	1.7	1.1	0.9	0.9	0.3	0.3	0.4	22.2	1.1	23.4

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

Included in South East.

† Excluding vacancies on government programmes. See note to table 3.1. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

Stoppages—industry

United Kingdom	12 mont	ths to Novem	nber 1988	12 mont	hs to Nove	mber 1987
	Stoppa	ges in prog	ress	Stoppag	ges in pro	gress
SIC 1980	Stop- pages	Workers in- volved	Working days lost	Stop- pages	Workers in- volved	Working days lost
Agriculture, forestry				4 3 4 4		
and fishing	-	_		=		
Coal extraction	158	92,000	222,000	327	103,600	223,000
Coke, mineral oil		100				
and natural gas	1	100	+			
Electricity, gas, other	•	0.400	10.000	-	4 500	0.000
energy and water	6	2,100	16,000	5	1,500	9,000
Metal processing		0.000	10.000		1 000	7 000
and manufacture	10	2,000	13,000	6	1,900	7,000
Mineral processing	•	4 000	0.000	10	0.000	11000
and manufacture	8	1,200	8,000	10	2,000	14,000
Chemicals and man-	10	0.000	24 000	7	1 700	9,000
made fibres	10	2,200	24,000		1,700 3,200	29,000
Metal goods nes	21	4,000	34,000			
Engineering	60	20,900	72,000		38,800	202,000 147,000
Motor vehicles	56	67,000	538,000	90	90,700	147,000
Other transport	00	00 000	000 000	00	20 400	79,000
equipment	36	36,000	803,000	29	39,400	79,000
Food, drink and	00	7 700	FO 000	24	0 200	27 000
tobacco	22	7,700	50,000		8,300	37,000
Textiles	10	13,400	73,000		1,900	18,000
Footwear and clothing	10	2,500	15,000	23	5,000	32,000
Timber and wooden		000	4 000		000	1 000
furniture	4	300	1,000	2	200	1,000
Paper, printing and	•	000	4.000	40	1,900	10.000
publishing	6	800	4,000	16	1,900	18,000
Other manufacturing		0.400	0.000	17	1,700	0.000
industries	11	2,100	6,000			
Construction	15	3,900	14,000	25	3,900	21,000
Distribution, hotels	9	600	2.000	13	700	3,000
and catering, repairs	9	600	2,000	13	700	3,000
Transport services	143	269,800	1,538,000	162	191,600	1,683,000
and communication	143	209,000	1,556,000	102	131,000	1,000,000
Supporting and						
miscellaneous	23	10,500	17,000	25	4,200	12,000
transport services	23	10,500	17,000	23	4,200	12,000
Banking, finance,						
insurance, business	2	600	1,000	8	1,100	1,000
services and leasing	-	000	1,000	. 0	1,100	1,000
Public administration,						
education and	122	192,700	296,000	125	394,900	987,000
health services						
Other services	13	2,200	30,000	23	8,700	44,000
All industries	746**	734,500	2 776 000	1,040	* 906,800	3,583,000
and services	740	734,300	3,776,000	1,040	900,800	3,363,000

** 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 500 working days lost.

Stoppages of work 4.1

Stoppages: November 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	72	141,400	173,000
of which, stoppages: Beginning in month Continuing from earlier months	59 13	46,600† 94,800‡	73,000 100,000

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1988 are provisional.

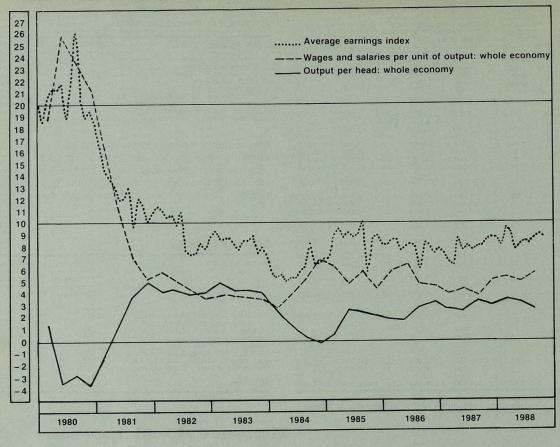
United Kingdom	12 months	to Novemb	er 1988
	Stoppages	in progress	s
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	278	277,100	1,104,000
-extra-wage and fringe benefits	18	24,200	772,000
Duration and pattern of hours worked	18	13,700	32,000
Redundancy questions	37	77,200	250,000
Trade union matters	22	105,600	141,000
Working conditions and supervision	67	21.800	36,000
Manning and work allocation	221	172,300	1,350,000
Dismissal and other disciplinary measures	85	42,500	91,000
All causes -	746	734,500	3,776,000

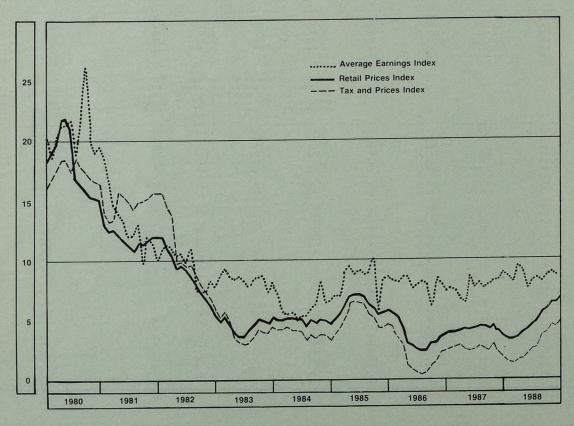
Stoppages of work*: summary

United Kingdom	Number of stoppages		Number of w (Thou)	orkers	Working days	lost in all st	oppages in p	progress in p	period (Thou)		
SIC 1968	Beginning in period	In pro- gress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarry- ing (II)	Metals, engineer- ing and vehicles (VI–XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communi- cation (XXII)	All other industries and services (All other orders)
1976 1977 1978 1979 1980 1981 1982	2,016 2,703 2,471 2,080 1,330 1,338 1,528	2,034 2,737 2,498 2,125 1,348 1,344 1,538	666† 1,159 1,001 4,586 830† 1,512 2,101†	668† 1,166 1,041 4,608 834† 1,513 2,103†	3,284 10,142 9,405 29,474 11,964 4,266 5,313	78 97 201 128 166 237 374	1,977 6,133 5,985 20,390 10,155 1,731 1,458	65 264 179 109 44 39 66	570 297 416 834 281 86 44	132 301 360 1,419 253 359 1,675	461 3,050 2,264 6,594 1,065 1,814 1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineer- ing and vehicles (21–22, 31–37)	Textiles, footwear and clothing (43, 45)	Construction (50)	Transport and communi- cation (71–79)	All other industries and services (All other classes)
1982 1983 1984 1985 1986 1987	1,528 1,352 1,206 887 1,053 1,004	1,538 1,364 1,221 903 1,074 1,016	2,101† 573† 1,436 643 538 884	2,103† 574† 1,464 791 720 887	5,313 3,754 27,135 6,402 1,920 3,546	380 591 22,484 4,143 143 217	1,457 1,420 2,055 590 895 458	61 32 66 31 38 50	41 68 334 50 33 22	1,675 295 666 197 190 1,705	1,699 1,348 1,530 1,391 622 1,095
1986 Nov Dec	89 73	107 91	88 43	98 50	117 97	16 16	28 23	10	1	18 7	43 50
1987 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec	99 102 104 114 78 84 72 57 63 79 97	111 123 120 135 95 104 93 71 84 96 108 72	168 44 209 131 88 45 40 16 22 79 27	171 148 215 155 126 157 61 22 19 24 80 35	889 928 251 336 222 345 214 43 56 76 127 60	9 24 20 28 13 14 70 2 6 7 15	55 59 54 49 30 23 22 19 24 41 65 16	3 17 3 4 - 4 8 1 8 1 2	5 1 2 1 6 1 2 2 1	787 778 8 10 20 9 55 11 2 3 5	35 45 164 244 158 295 54 8 15 23 38 15
1988 Jan Feb Mar Apr May June July Aug Sept Oct Nov	77 95 66 40 63 70 48 43 48 64 59	88 119 93 50 74 86 68 54 58 72 72	44 120 34 14 37 33 17 114 137 24	45 148 48 17 42 42 36 130 139 31 141	106 653 257 64 137 306 349 414 1,211 49	40 146 6 1 1 3 2 2 6 1	21 380 141 10 19 230 282 280 30 26 25	6 1 5 29 34 4 - 5 - 4	3 1 3 2 1 1 1 1	9 58 57 42 65 20 24 115 1,132 5	27 67 47 8 23 16 36 16 37 17

* See page of "Definitions and Conventions" for notes on coverage. Figures for 1988 are provisional. † Figures exclude workers becoming involved after the end of the year in which the stoppages began

[†] includes 40,400 directly involved. ‡ includes 78,500 involved for the first time in the month.





Average earnings index: all employees: main industrial sectors 5.1

GREAT BRITAIN	Whole e				Manufac (Revised (Division	turing indus definition) is 2–4)	stries		Producti (Revised (Division	on industri definition) is 1–4)	es		Service in	ndustries s 6–9)		
	Actual	Seasona	ally adjust		Actual	Seasonal	ly adjuste		Actual	Seasona	lly adjuste	d	Actual	Seasona	illy adjuste	ed
010 1090			% chan previou	ge over is 12 months Under-			% chang previous	12 months			% chang previous	12 months			% chan previou	s 12 montl
SIC 1980				lying*				Under- lying*		0	144	Under- lying*				Under- lying*
1983 1984 1985 1986 1986 1987 Annual averages	87·0 92·2 100·0 107·9 116·3				84·4 91·7 100·0 107·7 116·3				84·9 89·8 100·0 108·0 116·7				88·4 94·0 100·0 107·7 116·0			1985 = 10
1983 Jan Feb Mar	83·1 84·8 85·2	84·1 85·6 85·4	8·7 9·5 8·7	8 8 7 ³ / ₄	80·5 80·9 81·7	81·1 81·5 81·7	9·0 9·1 7·9	9 8 ³ / ₄ 8 ¹ / ₂	81·3 81·6 82·6	81·8 82·2 82·5	8·9 7·9 8·0	8 ³ / ₄ 8 ³ / ₄ 8 ¹ / ₂	84·7 87·3 86·9	85·8 88·4 87·2	8·9 11·6 9·5	
Apr May June	85·1 86·4 87·2	85·8 86·5 86·7	8·6 8·7 8·2	7½ 7½ 7½ 7½	82·6 84·1 84·6	83·0 84·0 83·5	8·8 8·5 8·2	8½ 8½ 8½ 8½	83·5 84·5 85·2	83·6 84·4 84·1	9·0 8·5 7·7	8½ 8½ 8	86·1 88·0 88·6	86·4 88·2 88·5	8·8 9·7 9·1	
July Aug Sept	88·4 87·6 87·7	87·5 87·5 87·6	7.6 8.4 8.7	7½ 7¾ 7¾ 7¾	85·2 84·5 85·0	84·3 85·2 85·7	8·6 9·0 9·6	8 ³ / ₄ 8 ³ / ₄ 9 ¹ / ₄	85·9 85·2 85·7	85·0 85·8 86·5	8·4 8·7 9·1	8½ 8½ 9	90·1 89·4 88·8	89·1 88·7 88·6	7-6 8-6 8-6	
Oct Nov Dec	88·4 89·1 90·4	88·5 88·7 89·4	8·7 7·3 8·2	7 ³ / ₄ 7 ³ / ₄ 8	86·4 88·2 88·5	86·7 87·5 88·1	9·6 10·1 9·6	9½ 9¾ 9¾ 9¾	87·3 88·2 88·3	87-7 87-6 88-1	10·0 8·3 8·2	9½ 9½ 9½ 9½	89·0 89·6 92·0	89·5 89·7 90·6	8·0 6·8 8·4	
1984 Jan Feb Mar	89·0 89·6 89·9	90·0 90·6 90·1	7·0 5·8 5·5	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	87·8 88·7 89·7	88·3 89·3 89·7	8·9 9·6 9·8	9½ 9½ 9½ 9½	87·7 88·7 87·4	88-2 89-4 87-2	7·8 8·8 5·7	9 9	90·3 90·4 91·6	91·4 91·4 91·8	6·5 3·4 5·3	
Apr May June	90·1 90·7 91·8	90·7 90·9 91·2	5·7 5·1 5·2	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	89·0 90·5 92·2	89·4 90·4 91·0	7·7 7·6 9·0	9½ 9½ 9½ 9½	86·9 88·2 89·7	87·0 88·1 88·6	4·1 4·4 5·4	8 ³ / ₄ 8 ³ / ₄ 8 ³ / ₄	92·3 92·6 92·9	92·6 92·8 92·9	7·2 5·2 5·0	
July Aug Sept	93·0 92·8 93·1	92·1 92·6 93·1	5·3 5·8 6·3	7½ 7½ 7½ 7½	92·7 91·7 92·7	91·7 92·5 93·4	8·8 8·6 9·0	9 8 ³ / ₄ 8 ³ / ₄	90·3 89·3 90·4	89·3 89·9 91·2	5·1 4·8 5·4	8½ 8¼ 8¼ 8¼	94·9 95·2 94·7	93·8 94·5 94·5	5·3 6·5 6·7	
Oct Nov Dec	95·6 94·8 96·2	95·7 94·4 95·1	8·1 6·4 6·4	7½ 7½ 7½ 7½	94·2 95·3 95·7	94·8 94·5 95·2	9·3 8·0 8·1	8½ 8½ 8½ 8½	91·9 93·1 93·4	92·4 92·6 93·1	5·4 5·7 5·7	8 8 8	98·4 96·0 98·3	98·9 96·1 96·8	10·5 7·1 6·8	
1985 Jan Feb Mar	95·1 95·8 97·8	96·2 96·9 97·9	6·9 7·0 8·7	7½ 7½ 7½ 7½	96·0 96·1 97·9	96·5 96·8 97·9	9·3 8·4 9·1	8½ 8½ 8¾	94·0 94·2 97·2	94·4 95·0 97·1	7·0 6·3 11·4	8½ 8½ 8½ 8½	96·3 97·0 98·0	97·5 98·2 98·2	6·7 7·4 7·0	7 7 7
Apr May June	98·6 98·6 100·0	99·0 98·7 99·4	9·2 8·6 9·0	7½ 7½ 7½ 7½	99·1 98·9 100·8	99·5 98·9 99·5	11·3 9·4 9·3	8 ³ / ₄ 9 9	98·7 98·7 100·8	98·9 98·6 99·6	13·7 11·9 12·4	8½ 8½ 8½	98·5 98·7 99·1	98·8 98·8 99·1	6·7 6·5 6·7	7 7 6 ³ / ₄
July Aug Sept	101·1 100·9 102·5	100·2 100·7 102·4	8·8 8·7 10·0	7½ 7½ 7½ 7¾	101·5 99·7 101·2	100·4 100·5 101·9	9·5 8·6 9·1	9 9 9	101·8 100·0 101·8	100·7 100·7 102·6	12·8 12·0 12·5	8 ³ / ₄ 8 ³ / ₄ 8 ³ / ₄	100·3 101·5 102·8	99·2 100·7 102·7	5.8 6.6 8.7	6 ³ / ₄ 6 ³ / ₄ 6 ³ / ₄
Oct Nov Dec	101·2 102·9 104·8	101·4 102·5 103·5	6·0 8·6 8·8	7½ 7½ 7½ 7½	101·1 103·6 104·3	102·0 102·7 103·6	7·6 8·7 8·8	8 ³ / ₄ 8 ³ / ₄ 8 ³ / ₄	101·5 103·9 104·4	102·1 103·3 103·9	10·5 11·6 11·6	8 ³ / ₄ 8 ³ / ₄ 8 ³ / ₄	100·6 102·0 105·1	101·1 102·1 103·4	2·2 6·2 6·8	6 ³ / ₄ 6 ¹ / ₂ 6 ¹ / ₂
1986 Jan Feb Mar	102·9 103·5 106·2	104·2 104·9 106·2	8·3 8·3 8·5	7½ 7½ 7½ 7½	103·7 103·9 105·3	104·2 104·6 105·2	8·0 8·1 7·5	8½ 8¼ 8	104·2 104·4 105·7	104·7 105·2 105·6	10·9 10·7 8·8	8 ³ / ₄ 8 ¹ / ₂ 8 ¹ / ₄	102·1 103·0 106·6	103·3 104·2 106·7	5·9 6·1 8·7	6½ 6¾ 7
Apr May June	107·1 106·1 108·1	107·4 106·2 107·4	8·5 7·6 8·0	7½ 7½ 7½ 7½	106·6 106·1 108·6	107·0 106·0 107·2	7·5 7·2 7·7	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	106·7 106·3 108·4	106·9 106·4 107·1	8·1 7·9 7·5	8½ 8¼ 8¼ 8	107·6 106·1 107·7	107·9 106·3 107·8	9·2 7·6 8·8	71/4 71/4 71/4
July Aug Sept	109·4 109·0 108·7	108·3 108·8 108·8	8·1 8·0 6·3	7½ 7½ 7½ 7½	108·4 107·4 108·2	107·3 108·3 109·0	6·9 7·8 7·0	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	108·8 108·0 108·6	107·5 108·8 109·5	6·8 8·0 6·7	8 7 ³ / ₄ 7 ³ / ₄	109·7 109·7 109·7 108·3	108-4 108-9 108-3	9-3 8-1 5-5	71/4 71/4 71/4
Oct Nov Dec	109·6 111·2 112·5	109·9 110·9 111·2	8·4 8·2 7·4	7½ 7¾ 7¾ 7¾	109·2 111·7 113·0	110·0 110·9 112·1	7·8 8·0 8·2	7 ³ / ₄ 7 ³ / ₄ 8	109·6 112·0 113·1	110·3 111·3 112·4	8·0 7·7 8·2	7 ³ / ₄ 8 8	109·3 110·6 112·1	109·9 110·7 110·3	8·7 8·4 6·7	71/4 71/2 71/2
1987 Jan Feb Mar	110·8 111·2 113·2	112·1 112·8 113·2	7·6 7·5 6·6	7½ 7½ 7½ 7½	111·7 112·3 113·2	112-2 113-1 113-2	7·7 8·1 7·6	7 ³ / ₄ 8 8	112·3 112·7 113·6	112·7 113·5 113·4	7.6 7.9 7.4	7 ³ / ₄ 8 8	109·9 110·3 112·8	111-2 111-6 112-9	7·6 7·1 5·8	7½ 7¼ 7¼ 7¼
Apr May June	114·0 115·3 116·4	114·2 115·4 115·7	6·3 8·7 7·7	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	114·0 114·7 117·2	114·4 114·7 115·7	6·9 8·2 7·9	8 8 8 ¹ / ₄	114·4 114·8 117·1	114·6 115·2 115·7	7·2 8·3 8·0	8 8 8 ¹ / ₄	113-8 116-0 115-8	114·0 116·3 116·0	5·7 9·4 7·6	73/4 73/4 71/2
July Aug Sept	118-2 117-3 117-2	117·0 117·1 117·4	8·0 7·6 7·9	7 ³ / ₄ 7 ³ / ₄ 7 ³ / ₄	118·1 116·0 117·2	116·9 117·0 118·2	8·9 8·0 8·4	8½ 8½ 8½ 8½	118·2 116·9 117·6	116·9 117·7 118·6	8·7 8·2 8·3	8 ¹ / ₄ 8 ¹ / ₄ 8 ¹ / ₄	118·2 117·7 116·6	116·8 116·8 116·5	7.7 7.3 7.6	7½ 7¼ 7¼ 7½
Oct Nov Dec	118-4 120-6 122-4	118·8 120·2 121·0	8·1 8·4 8·8	8 8½ 8½	118·8 120·5 122·4	119·4 119·8 121·4	8·5 8·0 8·3	8½ 8½ 8½ 8½	119·1 120·9 122·3	119·9 120·1 121·5	8·7 7·9 8·1	8½ 8½ 8½ 8½	117·7 120·4 122·4	118-2 120-4 120-6	7.6 8.8 9.3	8 8½ 8½ 8½
1988 Jan Feb Mar	120·4 120·3 124·0	121·8 122·0 124·0	8·7 8·2 9·5†	8½ 8½ 8½ 8½	121·1 120·3 123·3	121-7 121-1 123-2	8·5 7·1 8·8	8½ 8½ 8½ 8½	121·3 119·9 123·4	121·7 120·7 123·1	8·0 6·3 8·6	8½ 8½ 8½ 8¼	120·0 120·7 124·4	121-4 122-1 124-4	9·2 9·4	8½ 8½
Apr May June	124·3 124·1 125·9	124·4 124·2 125·1	8·9 7·6 8·1	8½ 8½ 8½ 8¾	124-7 124-9 126-6	125·2 124·9 125·0	9·4 8·9 8·0	8 ³ / ₄ 8 ³ / ₄ 9	125·4 125·5 126·8	125·6 126·0 125·3	9·6 9·4 8·3	8½ 8½	123·5 123·2 125·2	123·8 123·5	8·6 6·2	8½ 8½ 8½ 8½
July Aug Sept	128·3 126·8 127·3	126·9 126·6 127·6	8·5 8·1 8·7	9 9 ¹ / ₄ 9 ¹ / ₄	127-9 125-6 126-4	126-6 126-7 127-6	8·3 8·3 8·0	9 8 ³ / ₄ 8 ³ / ₄	128·4 126·4	127·0 127·2	8·6 8·1	9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	128·1 126·9	125·5 126·6 126·0	8·2 8·4 7·9	9 91/4
Oct [Nov]	128·9 131·2	129·5 130·7	9·0 8·7	9 83/4	128·7 130·9	129·2 130·2	8·2 8·7	8 ¹ / ₂ 8 ³ / ₄	127·1 129·2 131·3	128·3 130·1 130·4	8·2 8·5 8·6	8 ³ / ₄ 8 ³ / ₄	126·7 127·8 130·8	126·6 128·4 130·9	8·6 8·7	91/4 9 81/2

*For the derivation of the underlying change, see Topics, *Employment Gazette*, December 1988.

† March 1988 figures include substantial bonus payments. Allowing for similar payments which were omitted from the return in March 1987, percentage changes reduce to 9·1 for the whole economy and 9·3 for service industries.

EARNINGS Average earnings index: all employees: by industry

GREA	AIN	Agri- culture and forestry	Coal and coke †	Mineral oil and natural gas	Elec- tricity, gas, other energy and water supply	Metal process- ing and manu- factur ing	Mineral extrac- tion and manu- facturing	Chemicals and manmade fibres	Mech- anical engin- eering	Elec- trical and elec- tronic engi- eering	Motor vehicles and parts	Other trans- port equip- ment	Metal goods and instru- ments	Food, drink and tobacco	Textiles
SIC 19	980 S	(01–02)	(11–12)	(14)	(15–17)	(21–22)	(23–24)	(25–26)	(32)	(33–34)	(35)	(36)	(31, 37)	(41–42)	(43)
1980 1981 1982 1983 1984 1985 1986 1987	Annual averages	63·9 71·5 78·2 85·4 92·0 100·0 105·5 112·2	72·1 80·6 89·1 99·6 50·0 100·0 113·3 121·6	58·4 67·1 76·0 82·8 91·0 100·0 109·5 120·0	63·6 73·1 80·9 87·2 93·3 100·0 106·9 115·0	68-6 75-6 83-0 92-0 100-0 106-5 116-5	63·3 70·6 79·4 86·1 92·5 100·0 107·8 116·9	61·3 69·7 77·6 84·9 92·1 100·0 107·9 116·9	62-1 68-1 75-8 82-6 90-6 100-0 106-9 114-7	59·8 67·7 76·4 83·9 91·7 100·0 108·0 117·6	59·5 65·9 74·2 82·1 88·2 100·0 108·7 118·0	65·2 72·6 80·3 83·8 92·1 100·0 107·9 115·7	63·2 71·2 78·8 85·5 92·6 100·0 107·4 116·0	62·3 70·8 78·2 85·5 92·0 100·0 108·7 116·9	1985 = 100 63·3 70·9 77·7 84·6 91·0 100·0 107·2 116·1
1980	Jan Feb Mar	54·2 58·7 60·4	67·9 68·0 74·4	56-0 59-6 56-4	54·7 54·8 66·1		58·0 58·9 59·2	55·8 56·2 58·3	58-0 59-1 60-4	54·9 55·5 57·7	59·2 58·7 59·1	58·5 60·4 71·1	60·9 60·6 60·5	57·2 57·8 61·2	59·0 60·6 61·4
	Apr	63·9	72·6	56·3	61·4	55·1	61·5	57·2	60·9	58·0	58·4	63·7	61-7	59·6	61-9
	May	63·6	70·0	55·9	64·5	64·5	63·2	57·7	61·6	58·9	58·9	62·5	62-8	61·0	62-4
	June	64·3	72·0	58·8	65·4	61·9	66·3	63·9	62·6	60·2	61·3	65·2	63-6	62·8	64-4
	July	63·7	73-3	59-1	66·6	64·9	64·8	63·5	63·0	61·8	60·7	66·4	64·2	62·7	64·3
	Aug	67·2	72-1	59-3	65·5	60·2	64·0	62·5	62·9	60·8	58·2	66·1	63·2	63·0	63·2
	Sept	71·4	73-1	58-7	65·5	60·3	64·8	63·3	63·2	61·2	58·8	65·2	63·9	63·3	64·4
	Oct	69·4	73·9	59·5	66·7	59·0	64·8	62·5	63·6	62·2	58·6	67·0	64·3	64·6	65·4
	Nov	65·1	73·9	59·9	66·6	62·8	66·1	66·6	64·1	63·0	61·0	68·6	66·4	66·5	66·7
	Dec	64·3	73·7	61·8	65·4	63·3	67·7	68·1	65·2	63·4	60·6	67·4	66·2	68·3	65·4
	Jan	64·0	81·9	63·8	65·9	60·6	65·7	64·1	64·6	63·5	60·9	68·1	66·8	67·1	67·5
	Feb	65·0	80·5	65·3	66·7	64·2	65·8	64·7	65·2	64·0	64·8	69·6	67·5	66·8	68·9
	Mar	68·3	82·0	65·2	71·4	62·2	67·3	66·6	66·2	65·6	64·9	69·3	69·0	67·1	69·0
	Apr	72·1	79·5	65·5	70·6	65·1	67·3	65·5	66·0	65·2	64·1	69·9	67·7	67·9	66·5
	May	70·6	77·2	67·3	72·5	67·0	69·4	67·5	67·2	66·8	60·3	72·6	69·7	69·6	69·6
	June	71·4	79·0	66·0	77·0	67·7	72·7	69·4	67·9	68·0	66·4	72·4	70·9	72·0	72·3
	July	70·5	80·7	69·0	77·0	72·6	71·8	69·1	67·9	69·4	67·9	74·1	71·1	71·6	72·2
	Aug	78·0	79·8	67·7	74·2	70·7	72·0	75·0	68·3	68·3	66·5	75·6	71·7	72·0	72·3
	Sept	80·1	80·4	67·8	74·8	72·3	71·9	70·9	69·6	68·7	66·4	72·3	72·9	72·1	72·2
	Oct	77·5	81·7	67·8	75·6	73·7	72·5	73·1	70·8	70·1	67·3	78·3	73·8	72·6	73·6
	Nov	71·3	82·2	68·9	75·8	73·7	73·8	74·4	71·3	70·9	71·9	74·7	77·0	75·2	74·4
	Dec	68·6	81·7	70·7	75·7	72·8	76·5	75·7	71·9	72·0	69·7	73·8	76·1	75·8	72·3
1982	Jan	67·8	81·9	74·9	77·6	75·1	73·5	74·0	71·9	72·3	71·3	76-2	75·1	74·3	75·0
	Feb	73·0	99·6	73·7	77·7	74·0	75·6	73·2	73·0	72·7	71·9	76-7	76·3	74·3	75·2
	Mar	75·3	90·1	74·3	77·0	74·1	78·1	74·3	74·3	75·0	73·2	78-1	78·4	75·2	76·7
	Apr	78·2	87·5	73·9	76·2	75·7	78-2	75·0	74·1	75·1	70·9	80·4	77·6	76·4	76·7
	May	76·2	88·8	74·4	77·3	75·4	79-8	75·4	75·5	75·5	73·9	80·6	79·8	79·6	78·5
	June	78·1	87·0	75·9	83·9	74·7	82-1	78·6	76·4	77·1	74·4	82·7	78·9	78·8	79·1
	July	82·5	87·7	79·7	84·6	80·3	80·6	78·7	77·1	77·2	76·0	80·4	79·1	78-0	78-5
	Aug	83·5	88·5	75·8	82·1	75·1	79·6	77·6	75·9	76·6	73·9	79·8	78·4	78-8	77-6
	Sept	87·2	87·4	76·9	82·9	74·3	80·3	77·6	76·1	76·9	72·1	81·3	79·2	79-7	77-4
	Oct	82·9	79·9	76·7	83·1	77·5	80·7	78-6	77·3	78-6	74·4	82·6	79·8	79·5	78·5
	Nov	77·8	94·8	77·4	86·0	74·9	81·5	83-5	78·6	79-0	76·7	83·3	81·6	81·6	79·9
	Dec	75·7	95·4	78·8	82·3	76·0	82·4	84-3	79·2	80-3	81·6	81·9	81·0	81·8	79·4
1983		74·8 78·7 78·7	104·4 103·1 102·7	81·9 81·8 81·8	80·0 -79·9 85·4	77·6 77·3 78·1	81·9 82·3 82·8	80·2 81·0 80·0	78·4 78·9 80·2	80·6 80·7 82·3	79·3 79·7 79·8	81·0 81·6 84·1	81·4 81·7 83·7	81-3 81-5 82-4	81·3 82·0 82·9
	Apr	84·1	100·9	82·5	87·0	80·5	84·0	81·6	80·6	82·6	79-2	83·5	83·1	83·8	83·5
	May	81·9	97·0	81·9	86·6	81·2	85·0	83·4	82·2	83·5	82-3	84·3	85·9	85·4	84·9
	June	85·0	98·8	83·2	87·6	81·3	88·3	83·9	83·1	84·5	82-3	84·6	84·8	86·3	85·3
	July	90·7	100·1	87·7	90·3	91·6	85·7	84·8	83-2	84·9	82·9	82·8	85·5	86·4	85·6
	Aug	88·2	100·1	83·4	88·6	83·5	86·8	87·7	82-3	83·8	81·2	80·7	85·7	85·6	84·7
	Sept	96·5	101·3	84·5	89·0	83·8	87·8	85·4	83-1	84·1	81·6	83·3	86·6	86·2	85·8
	Oct	94·1	103·5	80·6	92·9	90·2	87·1	85·5	84·3	86·4	82·8	85·5	87·8	86·9	86·4
	Nov	87·0	91·6	78·9	90·4	85·0	91·0	92·0	86·2	86·0	86·4	88·1	90·1	88·9	86·8
	Dec	85·0	91·4	85·1	88·4	85·8	90·8	92·7	88·7	87·1	87·2	86·2	89·3	91·3	86·1

Average earnings index: all employees: by industry 5.3 (not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing		Con- struction	Distri- bution and repairs	Hotels and catering	Transport and communi- cation‡	finance	Public adminis- tration	Education and health services	Other services ††	Whole economy	GREAT BRITAIN	
(44–45)	(46)	(47)	facturing (48–49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.– 84pt.)	(91–92pt.)	(93,95)	(97pt.– 98pt.)		SIC 1980 CLASS	
63-9	65-8	59·7	63·4	65·7	64·9	68·7	65·2	61·0	67·6	69·4	62·1	65·0	1980	Annual averages
72-1	71-6	69·4	71·4	74·2	72·9	76·6	72·5	69·7	76·7	79·0	70·2	73·3	1981	
79-6	78-8	77·3	79·0	81·2	80·2	81·2	79·5	78·2	82·8	83·0	78·8	80·2	1982	
86-2	86-9	84·7	84·8	87·3	86·9	87·7	86·8	85·3	88·4	91·7	85·6	87·0	1983	
92-4	93-3	92·0	92·6	92·5	93·2	94·1	92·7	92·2	94·3	95·5	92·9	92·2	1984	
100-0	100-0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985	
107-4	107-1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9	1986	
114-5	116-5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987	
59·4	62·1	54·1	58·9	59·0	60·5	63·6	60·2	54·1	59·2	56·1	54·9	58·3	1980 Jan	
60·6	65·5	54·6	60·7	61·4	61·7	63·4	59·7	55·0	62·1	61·1	57·0	59·8	Feb	
61·9	62·7	56·2	61·6	63·0	62·5	64·4	59·6	60·7	61·4	63·9	60·7	61·7	Mar	
62·2	63·2	56·0	61·5	63·2	63·4	68·2	62·6	57·5	65·2	63·2	59·6	62·4	Apr	
62·9	63·5	58·8	62·5	62·9	64·3	69·3	63·9	57·4	68·2	64·4	60·1	63·7	May	
63·9	64·7	61·8	64·7	64·9	65·1	67·4	68·8	66·8	67·3	66·2	58·9	65·6	June	
64·8	69·5	61-4	64·3	67·7	66·1	67·7	65-1	62·6	68·8	67·8	64·5	66·1	July	
63·7	68·3	61-1	64·9	66·4	65·4	71·1	64-3	62·0	71·1	74·4	64·2	66·4	Aug	
65·2	68·0	62-6	64·6	68·7	65·9	69·9	69-6	61·4	71·1	86·8	63·7	68·7	Sept	
65·6	66·3	62·8	65·0	68-7	66·0	71·3	68-1	61·6	70·1	76·9	65·3	67·6	Oct	
66·7	67·1	63·9	66·8	69-8	67·3	71·5	71-4	64·0	70·1	75·2	67·4	68·7	Nov	
69·9	68·4	63·5	65·8	73-2	70·3	76·5	69-2	68·8	76·6	77·1	69·4	70·4	Dec	
68·3	72·0	63·6	67·6	69·6	69·2	72·1	68·2	64·4	73·6	73·4	67·1	68·9	1981 Jan	
69·6	69·9	64·0	67·8	71·1	69·9	71·9	68·2	65·3	73·8	73·6	67·4	69·5	Feb	
71·2	67·5	65·3	68·4	73·7	70·3	73·0	69·3	70·7	73·4	73·6	67·7	70·7	Mar	
69·5	69·2	66·0	67·8	72·3	72·0	76·1	70·5	66·4	74·9	76·1	67·8	71·0	Apr	
71·4	69·9	68·0	70·8	72·2	71·6	77·2	70·0	69·1	73·1	79·9	70·5	72·0	May	
72·6	71·0	72·5	72·2	74·8	72·9	76·5	72·1	71·8	73·7	79·2	69·3	73·4	June	
72·0	71·3	71-8	72·5	74·5	73·7	77·5	73-6	69-6	74-4	80·5	69·4	74·0	July	
71·9	73·2	71-0	72·3	73·8	73·2	78·1	73-0	70-0	83-1	83·7	69·8	75·2	Aug	
73·0	73·1	71-9	73·0	75·6	73·6	77·1	77-0	69-3	81-4	82·0	71·7	75·4	Sept	
74·0	73·7	72·3	73·9	75·6	74·1	78·2	74·2	69·7	80·4	82·9	70·9	75·8	Oct	
75·4	76·8	72·8	74·7	77·1	75·6	77·5	76·8	72·9	79·9	80·8	74·0	76·6	Nov	
76·1	71·4	73·5	75·4	80·2	78·1	84·2	77·5	77·7	78·7	82·0	76·7	77·6	Dec	
76·4	76·3	73·5	75·7	76·7	77·5	78·2	76·8	72·1	78-9	79·5	75·8	76·4	1982 Jan	
77·3	75·5	73·6	76·7	78·4	76·9	78·7	75·9	73·4	80-6	81·0	76·8	77·4	Feb	
78·4	76·0	75·9	77·7	80·6	78·8	79·3	76·8	80·8	79-9	80·0	75·9	78·4	Mar	
78·4	76-8	76-2	77·5	79·8	79·2	80·2	78·0	76·1	80·4	79-6	76·8	78·4	Apr	
78·9	79-6	78-5	78·5	80·6	79·5	81·7	77·7	76·6	84·4	80-1	78·0	79·5	May	
79·3	77-5	78-8	80·8	81·8	79·7	82·1	80·9	82·0	82·4	81-7	77·3	80·6	June	
79·6	78-8	78·5	79·6	82·6	80·6	80·8	82·6	77.4	83-0	90·6	79·3	82·0	July	
79·8	79-5	77·4	79·7	80·6	80·3	81·0	79·4	77.4	82-9	87·8	80·2	80·9	Aug	
80·3	82-9	76·5	79·6	81·8	80·6	80·9	80·2	77.4	84-1	83·3	82·3	80·8	Sept	
80·6	81·9	78·5	80·1	82·0	81·5	81·2	80·3	78·1	84·4	84·4	81·5	81·3	Oct	
82·4	82·6	80·0	81·7	83·7	82·7	81·4	83·2	80·6	88·1	83·3	81·7	83·0	Nov	
83·8	78·3	79·7	80·2	85·4	85·5	88·5	82·6	87·0	84·9	84·1	80·4	83·7	Dec	
83-8	88-0	79·2	81·1	83·0	83·9	83·3	81·3	78-9	85·1	89·7	82·1	83·1	1983 Jan	
84-9	89-3	79·7	82·1	84·0	84·1	83·7	82·8	80-6	85·7	98·5	81·3	84·8	Feb	
85-6	83-2	81·0	82·3	87·3	84·7	84·5	84·4	88-9	86·5	90·5	82·4	85·2	Mar	
85·3	85·9	84·6	83·3	85·8	86·1	84·7	85·6	81·7	87·0	87·6	82·2	85·1	Apr	
86·7	86·0	84·6	85·6	86·0	89·2	87·0	85·1	85·6	89·2	88·7	83·4	86·4	May	
86·8	83·7	86·2	85·0	88·9	86·7	87·2	86·9	87·7	88·9	91·5	84·8	87·2	June	
86·3	86·0	85·3	85·2	88·3	87·6	88·5	90·6	85·2	89·1	94·9	85·6	88·4	July	
86·1	89·3	85·1	84·4	87·3	86·7	88·9	87·5	84·6	89·2	94·6	89·6	87·6	Aug	
86·2	87·7	86·5	86·1	87·7	87·4	89·7	88·6	83·0	89·8	91·2	86·6	87·7	Sept	
86·9	87·7	87·8	86·6	88·7	86·8	89·8	88·0	84·4	90·5	91·9	86·7	88·4	Oct	
87·7	93·8	88·4	89·0	90·2	88·1	89·3	90·0	86·2	90·2	90·4	91·6	89·1	Nov	
88·4	82·5	88·3	87·3	90·7	91·6	95·8	91·0	96·2	90·0	91·3	90·7	90·4	Dec	

^{*} England and Wales only.
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.
* Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for "metal processing and manufacturing" to be calculated for 1980, but the best possible estimates have been used in the compilation of the indices for manufacturing and whole economy.

Excluding sea transport.
 Excluding private domestic and personal services.

Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture and forestry *	Coal and coke †	Mineral oil and natural gas	Elec- tricity, gas, other energy and water supply	Metal process- ing and manu- factur- ing	Mineral extrac- tion and manu- facturing	Chemi- cals and man- made fibres	Mech- anical engin- eering	Elec- trical and elec- tronic engi- eering	Motor vehicles and parts	Other trans- port equip- ment	Metal goods and instru- ments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01–02)	(11–12)	(14)	(15–17)	(21–22)	(23–24)	(25–26)	(32)	(33–34)	(35)	(36)	(31, 37)	(41–42)	(43)
1984 Jan Feb Mar	84·2 86·0 84·9	89·8 92·5 40·2	88·5 89·5 90·5	89·1 89·2 90·3	92·1 87·7 89·5	87·8 89·2 90·2	87·0 88·3 88·3	86·4 87·8 89·2	86·8 87·8 89·6	86·3 87·3 87·0	86·8 90·4 90·2	88·5 90·8 92·1	88·9 88·9	1985 = 100 88·3 89·4 90·4
Apr	89·6	41·2	91·8	91·4	94·3	89-4	88·0	87·3	91·6	87·6	88·9	90·1	89·0	85·6
May	88·4	37·7	88·7	93·7	88·9	91-9	89·3	89·1	90·6	88·6	89·1	92·3	90·5	91·5
June	92·8	38·1	90·7	93·1	89·5	94-1	92·0	91·1	91·9	87·4	95·6	92·4	92·7	92·4
July	96·2	37·9	93·6	96·2	100·0	92·8	91·7	92·2	93·0	90·1	89·9	93·2	92·9	92·6
Aug	100·9	37·7	90·8	94·3	90·6	92·0	95·6	90·1	91·2	87·0	89·3	91·8	91·1	90·0
Sept	102·3	42·5	91·8	95·2	90·1	95·2	92·0	90·8	92·3	89·6	92·6	93·2	93·1	91·7
Oct	98·3	42·6	91·1	96·9	97·0	94·3	92·7	93-6	93·6	87·4	101·9	94·3	93·9	93-3
Nov	91·2	49·6	92·0	96·7	90·5	95·8	99·9	94-4	94·8	90·6	94·6	95·9	96·9	94-0
Dec	88·7	50·6	92·8	93·4	94·1	97·1	100·2	95-1	97·0	89·6	95·8	96·0	98·1	93-3
1985 Jan	88·9	50·3	95·5	95·7	97·7	94·5	95·4	95·3	95·3	101·2	94·7	95·5	95·8	96·2
Feb	92·4	53·1	96·9	96·3	93·4	96·0	95·1	96·1	96·3	96·1	96·3	96·7	97·2	96·8
Mar	92·4	83·2	97·2	96·3	96·8	97·7	96·6	98·1	99·5	99·3	98·6	98·7	96·0	98·2
Apr	95·1	93·7	97·1	95·1	103·5	98·6	97·0	98·0	101·6	99·0	98·4	98·5	98·3	98·5
May	94·1	94·8	99·8	96·3	96·3	98·8	97·5	99·0	99·4	99·9	97·7	100·2	99·2	99·6
June	102·1	100·5	99·2	99·9	96·8	101·6	99·8	100·6	100·4	99·6	107·3	100·2	100·9	101·5
July	105·0	101-6	99·9	105·7	109·5	100·3	101·4	101·4	100·7	102·3	100·7	100·4	100·9	101·4
Aug	110·1	102-4	99·2	101·1	97·3	99·8	100·9	99·7	99·3	98·8	98·2	99·4	98·9	99·4
Sept	111·9	103-9	102·9	106·5	108·2	102·4	100·4	101·2	100·2	98·0	99·9	100·9	100·5	101·0
Oct	108·7	104·3	101·7	102·4	97·3	101·9	100·7	101·9	101·2	99·0	102·0	101·5	101·2	101·7
Nov	99·2	108·2	103·9	103·1	97·5	102·4	109·0	104·5	102·2	104·0	101·4	104·6	104·4	102·9
Dec	100·1	107·2	106·4	101·2	105·7	105·6	106·1	104·3	104·0	102·5	104·5	103·4	106·7	102·9
1986 Jan	97·3	116·8	103·6	101·5	103·7	102·3	102·4	103·1	103·9	102·1	105·1	103·4	105·8	104·5
Feb	96·5	113·0	104·9	103·8	99·1	102·7	102·8	104·9	104·1	104·5	104·3	104·0	104·8	104·2
Mar	97·3	115·6	105·4	103·6	101·6	103·7	104·0	105·9	105·7	110·1	106·0	105·9	104·6	105·8
Apr	99·3	111·9	105·3	103·7	111·6	105·9	103·9	106·8	109·4	105·4	105·2	104·9	107·1	104·5
May	100·9	108·4	111·8	104·6	102·4	106·3	105·8	105·8	106·2	107·9	104·5	107·1	107·9	106·1
June	104·8	108·3	109·4	104·8	105·5	111·1	107·6	106·8	109·5	112·8	108·1	107·4	110·3	108·5
July	107·0	109·2	109·1	112·0	113·2	108·2	107·4	108·6	108-0	109-2	106·6	107·8	108·6	108·2
Aug	115·7	109·9	108·7	113·4	104·5	107·6	107·4	106·2	107-4	108-1	110·5	107·4	106·7	106·7
Sept	118·2	114·7	110·5	108·4	104·5	110·5	107·8	106·7	107-8	108-5	107·6	108·1	109·3	107·8
Oct	115·9	116·2	108·9	109·0	114·5	109·5	109·8	107·7	109·7	108·5	108·9	108·6	109·2	108-3
Nov	107·4	117·3	122·8	109·3	105·1	110·8	118·1	109·7	110·9	112·3	114·0	112·6	114·3	111-4
Dec	106·1	118·3	113·7	109·0	112·3	114·4	117·6	111·1	113·7	115·2	113·8	111·2	115·6	110-6
1987 Jan	102·4	118·6	114·1	113·7	113·1	110·3	110·8	109·8	111·9	112·4	113·0	110·4	115·2	111·1
Feb	102·1	119·4	114·1	111·2	108·0	111·7	112·1	111·4	112·2	115·3	113·2	112·5	111·7	113·4
Mar	102·8	121·3	114·9	110·7	108·4	113·4	111·1	112·2	114·4	116·4	118·0	113·0	112·0	114·9
Apr	108·0	125·7	117·5	110·2	121·3	113·6	113·7	111·4	117·1	115·3	112·1	112·7	115·8	110·8
May	106·7	117·3	123·3	111·1	113·3	114·0	114·9	112·4	115·7	117·4	112·1	114·0	117·7	114·2
June	111·7	120·9	119·8	111·0	112·8	119·1	116·6	115·3	119·3	123·5	115·3	116·6	117·0	118·2
July	114·0	120·2	124·9	116·0	129·1	118·9	118·9	116·5	118·9	119·5	114·9	117·1	117·3	119·0
Aug	118·2	121·3	119·0	123·9	110·9	116·7	117·0	115·4	117·8	116·9	114·5	116·3	116·2	116·5
Sept	124·2	120·9	117·2	118·3	114·6	119·6	114·6	115·7	118·8	118·3	115·8	118·0	118·4	117·3
Oct	122·3	123·5	118·1	117·9	130·0	118-2	117·4	116·7	119·6	119·5	115·8	118·5	117·6	118·1
Nov	120·7	124·7	133·5	119·8	114·5	119-9	127·9	119·0	121·2	120·1	118·4	122·4	120·5	120·9
Dec	113·5	125·9	124·1	116·2	122·1	127-0	128·2	120·3	124·4	120·8	125·4	120·4	123·8	118·8
1988 Jan Feb	106·1 105·0 108·0	128·1 116·8 131·9	127·0 125·8 126·9	116·0 115·6 116·0	126·2 115·7 117·6	120·6 121·3 123·5	121·3 120·3 120·5	120·2 121·4 124·6	124·6 125·7 126·1	120·0 102·5 132·9	118·8 119·0 119·9	120-7 123-2 122-7	121·2 121·2 121·2	119·6 120·0 122·6
Apr May	112·4 112·1 115·2	141·9 134·2 133·1	129·6 138·8 128·2	120·2 123·5 122·5	136·5 120·1 124·0	123·9 126·3 127·9	125·1 125·1 126·8	122·9 124·3 123·9	128-5 126-5 129-1	127·1 129·9 137·0	118·9 119·0 112·5	124·3 125·7 126·3	124·8 126·6 128·6	122·6 123·7 125·8
June July Aug	118·7 128·8	139·7 138·5	134·2 131·2 131·4	125·5 125·8 124·0	141·7 129·8 123·4	127·9 124·8 127·4	126·0 125·9 126·1	126·7 124·9 125·4	128·7 127·1 128·0	135·8 129·5 128·5	114·3 111·6 121·8	128·0 127·1 127·3	125·7 125·0 126·0	124·8 123·6 123·9
Sept Oct [Nov]	134·4 136·9	140·9 141·8 142·1	131·4 134·6 147·1	124·9 125·3	142·9 124·2	126·1 127·7	128·4 139·5	127·4 129·4	130·7 131·5	129·0 137·1	124·5 125·7	128·2 131·7	127·0 132·5	124·5 127·2

Average earnings index: all employees: by industry (not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manu- facturing	Con- struction	Distri- bution and repairs	Hotels and catering	Transport and communi- cation‡	finance	Public adminis- tration	Education and health services	Other services††	Whole economy	GREAT BRITAIN	
(44–45)	(46)	(47)	(48–49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.– 84pt.)	(91-92pt.)	(93,95)	(97pt 98pt.)		SIC 1980 CLASS	
89·3	94·0	86·7	88·6	87·3	90·2	90·7	88·3	87·8	90·9	91·0	90·2	89·0	1984 Jan	1985 = 100
90·7	91·0	87·3	89·7	90·0	89·8	89·8	89·5	86·9	91·6	91·3	89·5	89·6	Feb	
93·5	94·5	88·5	89·8	91·6	91·2	90·0	90·0	95·9	91·2	90·5	92·8	89·9	Mar	
88·7	85·1	88·1	88·6	91·7	94·0	93·9	90·0	90·6	92·7	91·7	89·5	90·1	April	14
92·5	90·1	92·1	92·4	91·3	91·9	93·3	90·9	91·1	94·8	92·1	92·3	90·7	May	
94·2	95·0	93·2	93·5	94·4	92·9	93·3	91·3	94·1	93·7	91·8	91·8	91·8	June	
92·2	91·7	92·0	93·9	92·6	95·1	93·6	95·5	90·9	93·8	96·3	91·6	93·0	July	
92·3	97·3	94·9	92·6	91·1	92·7	95·7	92·2	90·3	93·6	102·2	93·9	92·8	Aug	
91·9	97·3	96·2	93·0	93·1	93·5	94·9	95·9	90·2	92·6	99·2	91·8	93·1	Sept	
93·3	94·2	95·2	94·8	93·7	93·4	95·5	95·3	91·0	104·7	104·9	94·4	95·6	Oct	
94·4	96·1	96·0	97·5	95·0	95·4	95·0	96·6	93·6	96·2	97·3	96·2	94·8	Nov	
95·9	92·9	94·0	96·2	97·7	98·0	103·6	97·1	104·2	95·4	97·6	101·1	96·2	Dec	
96·4	99·8	94·2	96·6	93·3	96·6	97·3	95·6	94·5	97·2	95·8	100·1	95·1	1985 Jan	
97·3	97·0	94·7	96·8	95·6	96·7	95·1	95·7	94·3	100·1	97·4	97·6	95·8	Feb	
99·2	95·8	97·1	97·8	99·9	97·8	96·2	97·7	103·0	98·5	96·7	98·5	97·8	Mar	
99·1	98·6	99·0	98·4	98·9	101·3	97·2	99·0	96·3	97·9	97·0	98·0	98·6	April	
99·3	95·4	99·5	100·1	97·6	99·3	99·4	99·0	100·2	97·8	98·0	97·6	98·6	May	
101·7	98·4	101·9	100·9	101·3	99·9	99·4	98·9	100·1	101·1	97·3	94·7	100·0	June	
99·9	100·4	101·2	100·8	101·2	100·4	99·7	101·2	101·2	99·2	100·8	97·2	101·1	July	
99·1	106·6	100·6	100·3	98·6	99·3	101·7	102·3	97·9	99·1	106·6	99·6	100·9	Aug	
100·7	102·6	102·5	100·0	102·7	101·2	101·9	100·5	98·9	102·2	106·7	107·7	102·5	Sept	
100·4	103·4	102·1	101·1	101·8	99·8	101·7	100·1	99·2	101·9	101·0	101·8	101·2	Oct	
101·9	103·0	104·2	103·5	104·1	101·5	101·5	106·8	100·4	102·4	99·4	102·2	102·9	Nov	
105·2	99·0	103·2	103·8	105·3	105·9	108·8	103·1	113·6	102·8	103·0	105·2	104·8	Dec	
104·4	105·4	102-6	104·1	102·5	103·0	100·8	102·5	102·4	102·0	100·7	105·1	102·9	1986 Jan	
105·0	105·2	103-2	104·7	103·1	104·0	101·7	102·7	104·8	103·4	101·2	104·3	103·5	Feb	
106·8	100·0	105-2	105·1	106·7	104·7	101·7	104·0	114·0	104·0	110·7	102·7	106·2	Mar	
106·9	103·8	106·3	106·2	106·1	108·7	104·1	104·8	104·6	103·5	114·2	103·9	107·1	April	
105·6	102·9	107·0	106·2	105·4	105·5	107·8	106·6	109·5	103·7	106·3	106·7	106·1	May	
108·0	103·7	109·6	109·9	109·3	106·8	108·2	105·8	108·9	107·8	109·2	107·0	108·1	June	
107·4	106·5	108·1	109-8	110·0	107·0	106·7	107·6	112·4	106·5	115·6	110·7	109·4	July	
106·5	118·2	106·6	106-8	105·8	106·7	110·8	108·1	109·3	104·7	118·4	106·1	109·0	Aug	
108·3	115·2	109·0	108-1	109·4	107·8	108·6	107·4	107·3	105·4	112·1	109·6	108·7	Sept	
108·4	107·0	109·7	108-6	109·6	107·4	108·8	107·4	109·8	109·6	111·8	111·5	109·6	Oct	
109·2	111·2	110·8	111-5	112·6	108·8	110·0	109·6	120·5	107·7	110·8	112·8	111·2	Nov	
112·1	105·5	111·4	113-2	114·2	113·3	118·8	111·3	117·8	108·8	110·0	114·1	112·5	Dec	
111·1	114·8	111·0	111·9	110·1	111·0	109·3	106·5	113-8	109·0	109·9	113·2	110·8	1987 Jan	
112·0	117·0	112·8	112·3	111·7	109·8	110·2	107·8	113-4	109·1	112·1	111·2	111·2	Feb	
114·7	108·4	113·9	115·3	116·0	112·2	112·1	112·9	125-1	110·1	110·7	110·6	113·2	Mar	
110·7	109·3	114·2	112·7	114·7	116·7	116·3	115-5	117·7	109·8	110·6	112·9	114·0	April	
114·1	114·4	115·5	116·7	113·8	113·7	116·0	114-9	119·9	110·4	122·1	114·2	115·3	May	
115·0	116·8	117·6	117·7	117·6	115·0	114·4	115-0	127·4	111·5	116·0	113·1	116·4	June	
116·0	114·8	116·7	118·5	118·1	114·5	112·5	117·4	120·0	115·8	124·6	118·0	118·2	July	
113·7	117·8	116·5	115·6	115·6	115·0	115·1	114·0	118·5	113·1	127·3	114·0	117·3	Aug	
114·7	118·6	118·9	116·7	117·6	116·2	115·0	114·3	120·6	114·7	118·4	117·3	117·2	Sept	
115-1	128-6	118·1	117·5	118-2	114·8	117·2	117-3	123·4	115·6	120·1	116-8	118·4	Oct	
116-8	123-9	119·2	122·5	121-0	117·3	121·2	121-4	134·0	116·7	119·6	118-9	120·6	Nov	
120-0	113-9	119·6	125·7	123-9	122·0	129·6	121-4	128·1	117·8	123·4	122-8	122·4	Dec	
120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan	
121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb	
124·8	123·5	120·7	123·7	128·1	124·9‡‡	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar	
123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	April	
124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May	
123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June	
126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July	
122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug	
124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sept	
123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9	Oct	
125·4	138·5	127·7	131·5	136·5	126·7	131·9	126·9	141·9	131·8	132·8	124·9	131·2	[Nov]	

^{*} England and Wales only.
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.

EARNINGS AND HOURS Average earnings and hours: manual employees: by industry†

UNITED KINGDOM	Metal process- ing and	Mineral extraction and manu-	Chemicals and man- made fibres	Mechanical engineering	Electrical and electronic	Motor vehicles and parts	Other transport equipment	Metal goods and instrument	Food, drink and tobacco	Textiles
October SIC 1980 CLASS	manu- facturing (21-22)	facturing (23–24)	(25–26)	(32)	engineering, etc (33-34)	(35)	(36)	engineering (31,37)	(41–42)	(43)
MALE (full-time on adult		(23-24)	(23-20)	(02)	(80-04)	(00)	(30)	(31,37)	(41-42)	
Weekly earnings 1983 1984 1985 1986 1987	156·30 168·84 180·15 198·21 219·89	152·57 162·96 172·96 184·98 198·94	162·13 173·63 187·19 201·37 215·84	139-45 152-37 167-86 176-15 192-92	137·78 145·73 160·26 167·36 179·27	146.96 159.01 170.94 184.09 210.58	146·82 159·05 174·76 186·36 197·89	137·93 148·45 156·56 168·16 184·19	148·17 161·86 173·18 186·47 197·82	£ 120-66 128-59 140-50 148-48 162-93
Hours worked 1983 1984 1985 1986 1987	41·7 42·2 41·9 41·8 42·8	45·1 45·1 45·3 45·1 45·3	42·8 43·0 42·7 42·9 43·3	41·7 42·4 43·0 42·3 43·6	41·9 41·9 42·3 41·8 42·6	41·0 41·3 40·4 40·2 41·8	41·1 41·6 42·1 41·8 42·3	42·4 42·8 42·9 42·8 43·6	45·2 45·3 45·1 44·9 45·0	43·9 44·0 44·2 43·7 44·5
Hourly earnings 1983 1984 1985 1986 1987	374·7 400·3 429·6 473·6 513·7	338·6 361·4 382·2 410·5 439·3	379·1 403·5 438·5 469·1 498·3	334·3 359·3 390·6 416·1 442·1	328-5 347-9 379-2 400-6 420-8	358·0 385·1 422·8 457·8 503·5	357·6 382·4 414·8 445·9 467·9	325·3 347·0 364·9 392·6 422·8	327-5 356-9 383-7 415-7 439-2	pence 274·7 292·2 317·9 340·0 366·3
EMALE (full-time on add	ult rates)									2
1983 1984 1985 1986 1987	92·82 103·02 111·45 113·84 124·44	92·40 99·79 106·43 112·92 121·14	101·21 110·09 118·44 130·58 137·88	97·96 106·16 118·10 125·38 131·67	97·18 102·51 109·74 117·27 127·08	109-56 117-14 126-39 140-86 155-14	101·72 110·70 126·63 127·86 138·76	94·00 99·41 105·55 115·19 123·99	99·58 106·35 114·20 123·21 130·64	77.56 82.97 89.52 94.47 102.13
Hours worked 1983 1984 1985 1986 1987	38·5 38·8 38·5 38·9 39·0	38·4 38·5 38·4 38·1 38·8	38·2 38·5 38·5 39·1 39·1	38·7 38·5 39·0 38·8 39·4	38·1 38·3 38·6 38·9 39·0	38·5 38·5 38·1 38·0 39·0	37·7 38·3 38·2 38·9 39·4	38·3 37·9 38·1 38·7 39·3	39·1 38·8 38·7 39·0 38·7	38·1 38·4 37·9 37·6 37·8
Hourly earnings 1983 1984 1985 1986 1987	240·8 265·4 289·2 293·0 319·2	240·7 259·0 277·0 296·1 312·4	264·7 286·1 308·0 333·9 352·5	253·1 275·6 302·9 323·0 334·4	254·8 267·9 284·3 301·5 326·0	284·7 304·6 331·6 370·9 397·9	269·8 288·9 331·2 328·3 352·3	245·7 262·4 277·3 297·3 315·8	254·9 274·2 295·0 316·1 337·7	pence 203·7 215·8 235·9 251·4 270·1
LL (full-time on adult ra	tes)									£
Weekly earnings 1983 1984 1985 1986 1987	154 05 166-50 177-90 195-68 216-75	145·59 155·58 165·23 175·69 189·58	149·79 161·37 174·30 187·43 201·11	136·85 149·78 165·16 173·36 189·24	122·74 129·34 142·68 148·97 159·36	144·12 156·22 167·87 181·07 206·97	144·76 156·85 172·71 183·24 195·23	128·18 137·66 145·58 157·31 172·10	134·32 146·47 156·17 168·55 178·69	102·01 108·56 118·15 124·66 135·89
Hours worked 1983 1984 1985 1986 1987	41·6 42·1 41·8 41·8 42·7	44·3 44·3 44·5 44·2 44·5	41·8 42·2 41·9 42·2 42·5	41·5 42·2 42·8 42·1 43·4	40·5 40·5 41·0 40·7 41·2	40·9 41·1 40·3 40·1 41·6	40·9 41·4 42·0 41·6 42·2	41·5 41·7 41·9 42·0 42·7	43·5 43·5 43·3 43·2 43·2	41.4 41.6 41.5 41.0 41.5
Hourly earnings 1983 1984 1985 1986 1987	370·3 395·9 425·4 468·6 507·8	328-8 351-0 371-6 397-8 426-0	357·9 382·8 416·0 444·4 473·0	329·6 355·1 386·2 411·4 436·2	302·8 319·3 348·1 365·8 386·5	352·8 380·1 416·9 452·0 497·1	353-9 378-5 411-6 440-0 463-1	309·0 330·1 347·8 374·6 403·1	308·9 336·5 360·8 390·2 413·3	pence 246·4 261·2 285·0 304·2 327·4

† More detailed results were published in an article in the April 1988 edition of Employment Gazette. Previous articles can be found in the March 1987 edition and in February editions for earlier years.

EARNINGS

Index of average earnings: non-manual workers

	Manufactur	Manufacturing industries												
	Weights	1981	1982	1983†	1984†	1985†	1986†	1987†	1988†					
Men Women	689 311	451·4 559·5	506·2 625·3	547·3 681·4	604·5 743·9	657·5 807·2	724·7 869·4	776·8 947·0	853·3 1,039·4					
Men and women	1,000	469-1	525.6	569-3	627-3	682-0	748-8	804-6	883-7					

* 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. *Source: New Earnings Survey.

EARNINGS AND HOURS 5-4 Average earnings and hours: manual employees: by industry† 5-4

Leather, foot- wear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	All manu- facturing industries	Electricity, gas, other energy and water supply	Construction	Transport and communication*	All industries covered
(44–45)	(46)	(47)	(48-49)	(21-49)	(15–17)	(50)	(71–72, 75–77,79)	SIC 1980
113-94 119-69 129-72 134-81 142-55	133·35 139·92 154·00 163·40 174·76	184·22 198·43 214·42 235·17 253·77	140-51 151-41 162-57 177-70 190-88	146-19 157-50 170-58 182-25 197-92	169·13 179·77 193·34 208·70 222·22	139·99 147·80 160·37 171·25 180·62	162·43 173·32 	£ 148-63 159-30
42·0 41·8 42·0 41·7 42·0	43·0 42·9 44·1 43·6 44·4	42·1 42·5 42·4 42·1 43·0	43·1 43·3 43·4 43·4 43·7	42·5 42·8 43·0 42·7 43·5	40·8 40·7 41·1 41·3 41·4	43·6 43·3 44·0 44·0 44·1	46·5 46·7 	43·3 43·4
71-6 86-5 09-0 23-6 39-7	309·8 326·3 348·9 374·7 393·9	437·7 467·1 506·1 558·6 590·7	325·9 349·7 374·5 409·6 436·3	343·6 367·7 397·1 426·8 455·1	415·0 441·5 470·0 504·9 536·3	321·2 341·4 364·8 389·3 409·4	349·5 371·2 	pence 343·5 366·7
73·60 78·58 85·22 89·55 96·51	97-36 102-63 113-18 121-09 128-43	112·07 119·71 129·16 139·81 152·00	87·52 92·48 98·23 107·39 113·63	90·32 96·30 103·21 110·48 118·79	112·46 126·00 124·17 157·49 163·79	77·98 87·81 95·86 98·55 104·68	118·08 126·69 	£ 91.26 97.34
37·1 37·0 37·1 36·8 37·2	38·4 38·4 38·7 38·4 39·1	38·6 38·8 38·5 38·7 39·2	38·6 38·6 38·6 38·5 38·7	38·1 38·1 38·1 38·1 38·4	36·1 37·5 36·9 39·4 38·6	39·2 38·8 38·3 37·8 38·0	40·8 41·5 	38·2 38·2
98-6 212-6 229-9 243-3 259-8	253·7 267·2 292·4 315·5 328·3	290·6 308·3 335·9 361·3 387·7	226·6 239·8 254·5 278·8 293·7	237·2 252·9 271·0 289·7 309·5	311·4 336·1 336·4 399·4 424·7	199·0 226·6 250·4 260·8 275·8	289·4 305·4 	pence 239·1 254·9
82·96 88·13 95·10 99·31 106·78	129·37 136·00 149·83 159·09 170·20	170·39 182·49 198·21 215·74 233·61	127-29 136-87 145-72 161-91 171-85	132·98 143·09 155·04 164·74 178·54	168·43 179·22 192·65 208·03 221·48	139·80 147·59 160·11 170·99 180·30	160·58 171·39 181·06 193·47 206·73	£ 138·74 148·69 160·39 171·02 184·10
38·2 38·1 38·2 37·9 38·2	42·5 42·4 43·6 43·1 43·8	41-4 41-7 41-6 41-4 42-2	42·0 42·1 42·2 42·3 42·5	41·5 41·7 41·8 41·6 42·2	40·7 40·7 41·1 41·3 41·4	43·6 43·3 43·9 44·0 44·1	46·2 46·5 46·4 47·0 47·0	42·4 42·5 42·8 42·7 43·1
217·2 231·4 249·2 262·4 279·3	304·2 320·7 343·8 369·4 388·2	411·4 437·2 476·2 521·0 553·3	303·1 324·9 345·7 382·9 404·4	320·5 343·0 370·6 396·1 422·7	413·9 440·5 468·9 503·6 535·0	320·9 341·0 364·4 388·8 409·0	347·3 368·7 390·0 411·3 439·5	pence 327·3 349·5 374·7 400·6 426·7

EARNINGS 5.5

Index of average earnings: non-manual workers
Fixed weighted: April 1970 = 100

All industries and service	es				recipies.				
THE STATE OF THE	Weights	1981	1982	1983	1984	1985	1986	1987	1988
len Vomen	575 425	465·2 547·4	510·4 594·1	556·0 651·6	604·4 697·5	650·1 750·9	708-2 818-8	770·7 883·9	853·4 988·1
Men and women	1,000	487-4	533-0	581-9	629-6	677-4	738-1	801-3	889-8

Note: These series were published in Employment Gazette as Table 124 until September 1980, and are described in detail in articles in the editions of May 1972 (pp 431-434) and January 1976 (p 19).

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACT	URING INDU	STRIES*			ALL INDUS	TRIES AND	SERVICES		
	Weekly earnings (£	:)	Hours	Hourly earnings (pence)	Weekly earnings (£)	Hours	Hourly earnings (pence)
			excluding affected by	those whose				excluding affected by	those whose	
April of each year	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
FULL-TIME MEN† Manual occupations 1982* 1983† 1984 1985 1986 1987 1988	134-8 134-4 142-8 141-0 153-6 167-5 178-4 191-2 206-8	138·1 137·8 147·4 145·5 158·9 172·6 183·4 195·9 212·3	43·8 43·9 43·7 43·6 44·4 44·6 44·5 44·7 45·2	315·1 313·7 336·7 333·0 358·1 386·8 411·6 437·6 468·5	307·9 306·7 329·2 325·5 348·5 373·8 398·5 423·8 451·7	131·4 140·3 138·4 148·8 159·8 170·9 182·0 196·3	133-8 143-6 141-6 152-7 163-6 174-4 185-5 200-6	44·3 43·9 43·8 44·3 44·5 44·6 45·0	302·0 326·5 322·7 345·0 368·0 392·6 416·5 445·7	294-7 319-0 315-2 336-1 356-8 380-8 404-3 431-5
Non-manual occupations 1982* 1983† 1984 1985 1986 1987	180·1 178·5 193·2 191·4 211·7 230·7 254·4 271·9 299·1	181-4 179-8 194-6 192-9 213-5 232-0 255-7 273-7 300-5	38-8 38-9 39-1 39-1 39-3 39-3 39-3 39-4 39-4	457·9 453·4 491·6 487·3 537·8 582·0 641·0 684·1 744·9	457·0 452·5 491·0 486·6 537·1 580·7 640·0 684·0 744·1	177·9 193·7 190·6 207·3 223·5 243·4 263·9 292·1	178·9 194·9 191·8 209·0 225·0 244·9 265·9 294·1	38·2 38·4 38·4 38·5 38·6 38·6 38·7 38·7	462·5 503·4 494·8 537·4 574·7 627·3 679·9 748·8	462·3 502·9 494·2 536·4 573·2 625·8 679·3 748·3
All occupations 1982* 1983† 1984 1985 1986 1987 1988	148·8 147·9 158·6 156·4 171·2 187·2 202·3 217·0 236·3	152-6 151-8 163-3 161-2 176-8 192-6 207-8 222-3 242-3	42·2 42·3 42·2 42·2 42·8 42·9 42·9 43·0 43·3	357-0 354-2 383-0 378-1 409-9 444-3 479-1 511-0 549-8	354·0 351·4 380·0 375·0 406·2 438·6 474·0 506·5 544·1	151·5 163·8 161·1 174·3 187·9 203·4 219·4 240·6	154·5 167·5 164·7 178·8 192·4 207·5 224·0 245·8	41·7 41·5 41·4 41·7 41·9 41·8 41·9 42·1	365-6 399-1 392-6 423-0 452-5 488-9 527-3 573-6	364·6 398·0 391·2 421·4 449·9 486·6 526·2 573·1
**************************************	79.9 79.6 86.7 86.7 91.9 100.1 107.0 113.8 121.2	82·9 82·6 90·3 90·4 96·0 104·5 111·6 119·6 127·9	39·6 39·6 39·7 39·7 39·9 40·0 40·0 40·3 40·5	209·5 208·9 227·3 227·7 240·9 261·7 278·9 297·2 315·5	207-1 206-6 224-9 225-3 238-1 257-3 274-6 291-9 309-6	78·3 85·6 85·8 90·8 98·2 104·5 111·4 118·8	80·1 87·9 88·1 93·5 101·3 107·5 115·3 123·6	39·3 39·3 39·3 39·4 39·5 39·5 39·7 39·8	205·0 224·3 224·9 238·0 256·9 273·0 292·0 310·5	202-7 222-0 222-6 235-1 252-9 269-2 287-4 305-6
Non-manual occupations 1982* 1983† 1984 1985 1986 1987 1988	97·2 97·0 105·5 106·2 115·8 125·5 135·8 147·7 161·6	97·6 97·4 106·2 107·0 117·2 126·8 136·7 149·1 163·3	37·2 37·2 37·2 37·2 37·4 37·4 37·4 37·5 37·6	260-3 259-8 283-3 285-4 310-8 336-5 363-2 391-6 430-0	259·0 258·5 281·9 284·0 308·7 334·7 361·2 389·4 427·5	104·3 114·2 115·1 123·0 132·4 144·3 155·4 172·9	104·9 115·1 116·1 124·3 133·8 145·7 157·2 175·5	36·5 36·5 36·5 36·5 36·6 36·7 36·8 36·9	283·0 310·0 312·9 334·3 359·1 390·6 418·0 467·7	282·2 309·0 311·9 333·1 357·6 388·8 415·9 465·3
All occupations 1982* 1983† 1984 1985 1986 1987 1987	87·1 86·8 94·5 94·7 101·7 110·6 119·2 128·2 138·4	89·7 89·4 97·6 97·9 105·5 114·7 123·2 133·4 144·3	38·5 38·5 38·6 38·6 38·8 38·8 39·0 39·2	232·1 231·4 251·8 252·7 270·9 294·4 316·1 339·2 365·8	230·4 229·7 250·1 251·0 268·8 291·5 313·3 335·9 362·3	97·5 106·9 107·6 114·9 123·9 134·7 144·9 160·1	99·0 108·8 109·5 117·2 126·4 137·2 148·1 164·2	37·1 37·2 37·2 37·2 37·3 37·3 37·5 37·6	263·1 288·5 290·6 310·3 334·0 362·5 388·4 431·3	262·1 287·5 289·5 309·1 332·4 360·7 386·2 429·0
ULL-TIME ADULTS (a) MEN, 21 years and over AND WOMEN, All occupations 1982* 1983	134-0	138-0 137-2 148-0	41·3 41·4 41·4	329·6 327·2 354·1	325·4 323·1 349·9	134·1 145·4	136·5 148·3	40·2 40·0	334·6 365·1	332·1 362·5
(b) MALES AND FEMALES, 18 years and ove All occupations 1982* 1983	132·0 131·2	135·9 135·2 146·0	41·3 41·4 41·4	324·6 322·3 349·1	320·3 318·2 344·8	132·1 143·2	134·5 146·1	40·2 40·1	329·3 359·5	326·7 356·8
(c) MALES AND FEMALES on adult rates 1983 1984 1985 1986 1987 1988	155·2 169·2 183·1 196·0	160·8 174·7 188·6 202·0	41·4 41·9 41·9 41·9 42·0 42·3	351·5 380·6 411·8 444·4 474·1 509·4	347·3 375·4 404·8 437·7 467·6 501·7	144·5 155·8 167·4 181·2 194·9 213·6	147·4 159·3 171·0 184·7 198·9 218·4	40·1 40·3 40·4 40·4 40·4 40·6	362-6 389-9 416-8 450-8 484-7 529-2	360·0 386·7 412·7 446·8 481·1 525·9

LABOUR COSTS All employees: main industrial sectors and selected industries Percentage shares of labour costs*

		labour costs (pence per hour)	Tota wag sala	l es and	of which holiday, sickness and maternity pa	National insurance	Redund paymen	ancy Volun its social paym	welfare	All other labour costs‡
Manufacturing	1975 1978 1981	161-68 244-54 394-34	88·1 84·3 82·1		9·4 9·2 10·0	6·5 8·5 9·0	0·6 0·5 2·1	3·9 4·8 5·2		0·9 1·8 1·6
	1984 1985 1986 1987	509·80 554·20 597·60 625·00	84·0 84·7 84·2 84·5		10·5 10·6 10·5 10·6	7·4 6·7 6·7 6·7	1·3 1·3 1·3 0·9	5·3 5·3 5·8 5·8		2·0 2·0 2·0 2·1
energy (excl. coal) and water supply**	1975 1978 1981	217·22 324·00 595·10	82·9 78·2 75·8		11·1 11·2 11·5	6·0 6·9 7·0	0·6 0·4 1·9	8·5 12·2 13·1		2·1 2·2 2·2
	1984 1985 1986 1987	811·41 860·60 964·60 1,009·50	77-7 78-6 75-4 77-6		11·5 11·5 11·4 11·7	5·5 5·1 4·9 5·0	1·9 1·3 5·3 2·5	12·1 12·2 11·7 12·2		2·8 2·8 2·7 2·8
construction	1975 1978 1981	156·95 222·46 357·43	90·2 86·8 85·0		7·2 6·8 7·8	6·3 9·1 9·9	0·2 0·2 0·6	1·7 2·3 2·8		1·6 1·7 1·7
	1984 1985 1986 1987	475-64 511-20 552-00 594-50	86-6 86-5 86-7		8-0 8-0 8-0 8-1	7·7 7·2 7·2 7·2	0·6 0·5 0·6 0·3	4-1 4-1 4-1 4-1		1·6 1·6 1·6 1·7
			Manufactu	ıring	Energy and water supply	Production industries	Construction	Production and con- struction industries††	Whole economy	
abour costs per unit of output §				per cent change over a year earlier						per cent change over a year earlier
900 = 100	1980 1981 1982 1983 1984 1985 1986 1987		84·3 92·3 95·4 94·3 96·1 100·0 103·9 104·5	22·2 9·4 3·4 -1·2 1·9 4·1 3·9 0·6	106·4 112·7 111·7 104·9 89·6 100·0 96·2 93·9	88-9 95-5 97-3 95-0 96-9 100-0 102-1 103-6	83-5 96-4 93-8 94-8 98-3 100-0 106-0 110-4	87-6 95-2 96-4 94-8 97-1 100-0 102-8 105-0	78·0 86·6 90·2 93·4 96·3 100·0 104·7 108·7	22·9 11·0 4·2 3·5 3·2 3·8 4·7 3·8
	1985	Q1 Q2 Q3 Q4							98·0 98·7 101·0 101·9	3·5 3·2 4·8 3·8
	1986								103·5 104·2 104·6 105·9	5·6 5·6 3·6 4·0
	1987	Q1 Q2 Q3 Q4							106·8 108·3 108·4 110·5	3·2 3·9 3·9 4·3
Wages and salaries per unit of out	1980 1981 1982 1983 1984 1985 1986 1987		80·1 87·5 91·2 91·6 94·2 100·0 104·5 105·4	22·3 9·3 4·2 0·4 2·8 6·2 4·5 0·9	103-7 108-6 108-4 102-3 88-0 100-0 97-7 96-7	86-7 92-6 94-6 93-1 96-1 100-0 103-0 105-3	82·1 94·2 92·2 93·4 97·3 100·0 106·6 111·4	85·5 92·4 93·9 93·0 96·2 100·0 103·6 106·6	76·1 83·4 87·4 90·7 94·9 100·0 105·4 110·0	22·7 9·6 4·8 3·8 4·6 5·4 5·4 4·4
	1986	Q2 Q3	104·8 104·9 104·6	8·3 6·6 3·8				::	104·9 104·9 105·8 106·9	5·9 6·4 4·8 4·5
	1987	Q1 Q2 Q3 Q4	103·6 105·9 104·6 105·2 105·9	-0·4 1·0 -0·3 0·6 2·2					108·1 109·5 110·1 112·3	4·0 4·4 4·1 5·1
	1988		106·2 106·8 105·1	0·3 2·1 -0·1					113·8 115·0 116·4	5·3 5·0 5·7
	1988	July Aug Sept Oct	106·2 105·4 104·9 104·9 106·4	0·8 -0·1 1·0 -1·2 1·1				 		
3 months ending:	1988	Nov 3 June	107.4	1.5						

All the estimates in the two lower sections of the table are subject to revision.

* Source: Department of Employment. See reports on labour cost surveys in Employment Gazette and note in Employment Topics section, October 1986 edition, p 438.

‡ Employers' liability insurance, benefits in kind, subsidised services, training (excluding wages and salaries element) less government contributions.

§ Source: Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.

† Broadly similar to Index of Production Industries for SIC (1968).

§ Source: Season ally adjusted monthly statistics of average earnings, employees in employment and output.

** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

Note: New Earnings Survey estimates.
* Results for manufacturing industries in the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 to 1988 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
† Results for 1982 and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1988 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Repub- lic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States
	(1)(2)	(2)(5)(6)	(7) (8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8) (10)
Annual averages 1977 1978 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987	64·2 73·4 84·9 100·0 113·3 126·0 137·4 149·3 162·9 175·4 189·5	82-9 87-6 92-1 100-0 106-2 112-7 117-8 123-7 131-2 137-0 141-3	79 85 92 100 110 117 122 128 133 136 139	78 83 91 100 112 125 130 136 146 142	73·2·80·7 89·9 100·0 109·5 120·4 128·3 134·4 141·0 147·7 161·5	68·1 76·9 86·9 100·0 112·3 131·9 146·7 158·0 167·1 174·0 179·6	84 89 94 100 105 110 114 117 122 126 132	53 65 79 100 127 170 203 256 307 346 379	62 71 83 100 116 133 149 165 179 193 204	59·1 68·6 81·9 100·0 123·1 144·1 172·3 192·0 212·9 223·1 237·5	118-1 121-7 123-5 125-6	87 92 96 100 103 110 113 114 120 122 124	82 89 91 100 110 121 132 143 153 169 196	185-6 204-2 226-5 243-6	78·5 85·3 91·9 100·0 110·5 119·2 128·6 140·9 151·5 162·7 173·2	90.0 93.1 95.1 100.0 105.1 111.6 119.2	res 1980 = 100 78 85 92 100 110 117 121 126 131 134 136
Quarterly averages 1987 Q3 Q4	191·1 196·2	142·0 144·0	137 142	149 152	162·7 166·2	179·6 181·0	133 133	377 392	205 209	238·8 243·7	125·7 127·4	124 124	197 204	240·8 253·2	172-4 175-8		136 138
1988 Q1 Q2 Q3	199·0 203·6 206·9	144·9 146·1	137 139	155 156 157	166·1 172·3 173·7	182·1 183·6	134 138 139	426 433	212	246·5 251·1 253·8	129·7 130·5 131·3	124 125	205 210	247·4 256·0	181·4 187·8 187·4		138 139 140
1988 Mar Apr May June July Aug Sept Oct	200·7 205·1 202·0 203·7 206·3 206·4 207·9 210·5	147·8 142·0 144·4 152·0 142·9 146·1	137 139 	156 156 156 157 156 156 159	168·3 172·6 172·7 171·6 176·5 170·5 174·0	183-6	134 138 138 138 139		212	247·6 247·8 252·6 253·0 253·5 253·9 253·9	130·4 130·4 129·5 131·7 128·5 133·2 R 132·1	124 125 125 126 125 			183-4 187-6 189-9 185-9 189-8 184-9 187-4		139 139 139 140 140 139 141 141
Increases on a year Annual averages 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987	rearlier 10 14 16 18 13 11 9 9 9 8 8	9 6 6 8 6 6 5 5 6 4 3	9 7 8 9 10 11 4 5 4 2	11 7 9 10 12 12 12 4 5 4 3 3	10 10 11 11 9 10 7 5 5 5	13 13 13 15 15 12 17 11 8 7 4 3	7 5 6 6 5 5 3 3 4 3 5	21 24 20 27 27 27 33 19 26 20 13	15 15 15 21 16 15 12 11 8 8	28 16 19 22 24 17 20 11 11 5 6		7 5 4 3 7 3 1 5 2 R	10 8 3 10 10 10 10 9 11 7 11		7 9 8 9 11 8 10 8 7 6	2 3 2 5 6 7 8	Per cent 9 8 9 9 9 9 7 4 4 4 4 2 1
Quarterly averages 1987 Q3 Q4	8 8	3 4	2 2	3 2	10 10	3 3	4 3	9	6 6	7 7	3 4	1	14 15	6 9	6 6		1 2
1988 Q1 Q2 Q3	8 9 8	5	0 0	4 5	7 6	3 3	4 5 4	15 15		7 6 6	4 5	1	15 8	5 5	4 6		3 2 3
Monthly 1988 Mar Apr May June July Aug Sept Oct	9 9 9 8 8 8 8	5 1 5 6 0 7	0	5 4 4 7 5 5 5	8 7 7 5 7 6 6	 3 	 5 4 			7 6 6 6 6 6 6	5 4 6 3 6 4	1 1 1 2 1 	:: :: :: :: ::	 	7 8 9 7 10 8 8		2 2 2 3 3 2 3 3 3

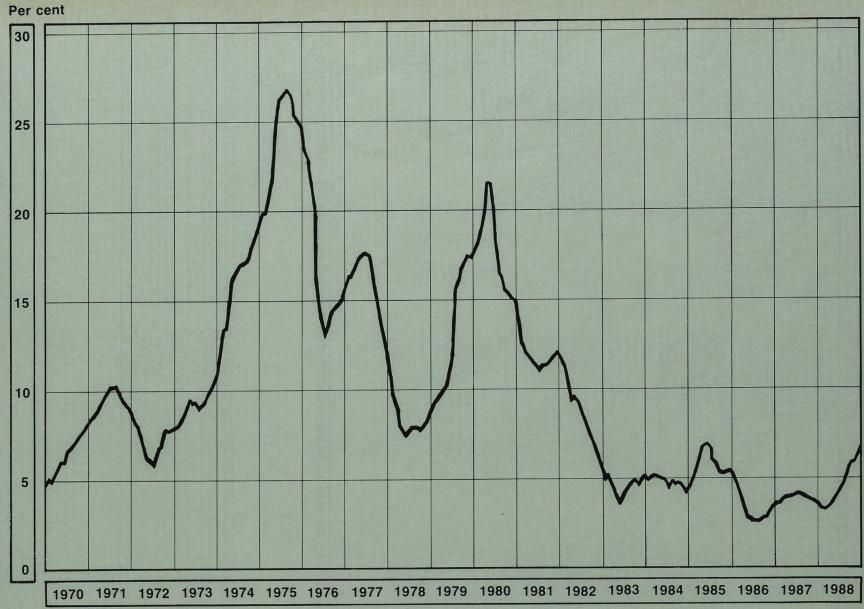
Source: OECD-Main Economic Indicators.

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.





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

	All items				All items except	seasonal foods	
	Index Jan 13,	Percentage chi	ange over		Index Jan 13, — 1987 = 100	Percentage cha	1.5 1.4 1.4 1.4 2.5 2.4 3.5 4.3 4.5 3.9 4.0
	1987 = 100	1 month	6 months	12 months	— 1967 = 100	1 month	6 months
1987 Dec	103-3	-0.1	1-4	3.7	103-3	-0.3	1.5
1988 Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec	103·3 103·7 104·1 105·8 106·2 106·6 106·7 107·9 108·4 109·5 110·0	0·0 0·4 1·6 0·4 1·1 0·4 0·1 1·1 0·5 1·0 0·5	1.5 1.6 1.7 2.8 2.7 3.2 3.3 4.1 4.1 3.5 3.6	3·3 3·5 3·9 4·2 4·6 4·8 5·7 5·9 6·4 6·8	103-3 103-6 104-0 105-7 106-1 106-6 106-9 108-1 108-7 109-8 110-3	0·0 0·3 0·4 1·6 0·5 0·3 1·1 0·6 1·0 0·5	1·4 1·4 2·5 2·4 3·2 3·5 4·3 4·5 3·9

The overall level of prices was 0·3 per cent higher in December than in November. There were increases for a wide range of goods and services, the most notable being for foods. The prices of motor vehicles, wines and spirits fell.

Food: Among seasonal products, salad stuffs increased in price, and cauliflowers were also more expensive. The index for seasonal food increased by around 2½ per cent. There were many price increases among non-seasonal foods, the most notable being for bread. The index for non-seasonal foods increased by a little less than ½ per cent, and for all food by a little more than

non-seasonal foods increased by a little less than ½ per cert, and for all food by a little less than ½ per cert.

Catering: There were price increases throughout this group, and the group index went up by a little more than ¼ per cent.

Alcoholic drink: Although there were further increases in pub prices, these were more than balanced by pre-Christmas discounts for off-sales. The index for the group fell by around ¼ per cent

cent. **Housing:** The index for mortgage interest payments rose, and this was the main factor contributing to an increase of a little more than $\frac{1}{4}$ per cent in the index for the group.

Fuel and light: The price of heating oil continued to show some recovery from recent low prices, and the index for the group increased by around 1/4 per cent.

Household goods: There were many special offers and sales reductions, but also some price increases. The index for the group was virtually unchanged.

Clothing and footwear: Some new stock arrived in shops and brought price increases, but there were also a few pre-Christmas sales reductions. The index for the group rose by a little more than 1/4 per cent.

Personal goods and services: There were small price increases throughout the group, most notably for chemists' goods, and for some personal services. The index increased by a little more than 1/4 per cent.

Motoring expenditure: Secondhand car prices were again down in price due to a glut of vehicles for trade-in. The price of petrol and oil was slightly lower. The index for the group fell by a little more than 1/4 per cent.

Leisure goods: Some prices for audio-visual equipment were down, but other prices in the group rose, and the index for the group showed little change.

RETAIL PRICES Detailed figures for various groups, sub-groups and sections for December 13

	Index Jan 1987	Percent change (months	over		Index Jan 1987 =100	Percent change (months	over
	=100	1	12			1	12
Allitems	110-3	0.3	6.8				
				Tobacco	105-2 105-6	0.1	4.0
Food and catering	107-8	0.7	4-6	Cigarettes Tobacco	102-9		4
Alcohol and tobacco	107.7	-0.1	5.1		122-5	0.3	17-9
Housing and household expenditure	114-3	0.2	11.1	Housing	114.0		8
Personal expenditure	108·3 109·0	0·2 -0·1	4·5 4·5	Rent Mortgage interest payments	139-2		44
Fravel and leisure		0.2	7.0	Rates	116-8		8
All items excluding seasonal food	110·5 111·0	0.1	7.2	Water and other charges	115-6		7 6
All items excluding food Seasonal food	101.5	2.7	-0.9	Repairs and maintenance charges	109-3 109-3		4
Seasonal 1000 Food excluding seasonal	107.4	0.4	4.9	Do-it-yourself materials			
All items excluding housing	108-0	0.2	4.7	Fuel and light	104-1	0.2	6.0
All items excluding mortgage interest	108-9	0.2	5-1	Coal and solid fuels	102·3 108·6		9
lationalised industries	109-3	0.0	7-3	Electricity	101-2		6
Consumer durables	105-9	0.2	2.6	Gas	89-2		-9
	106-5	0.8	4.0	Oil and other fuel	107-9	0.0	3.
Good	110-8	0.0	5	Household goods	108-7		4
Bread Cereals	111.0		8	Furnishings	108-8		3
Biscuits and cakes	107-2		5	Furnishings Electrical appliances	105-6		1
Beef	115-1		11	Other household equipment	108-5		4
Lamb	99-6		-1	Household consumables	111-8		6
of which, home-killed lamb	98.5		-2	Pet care	102-2		2
Pork	104-7		3 4	Household services	108-8	0.1	4.
Bacon	105-4 102-0		-1	Postage	106.5		6
Poultry	101-0		-10	Telephones, telemessages, etc	101·2 111·5		0 7
Other meat	104-1		0	Domestic services	115-1		8
Fish of which, fresh fish	105-2		2	Fees and subscriptions		0.2	4.
Butter	110-3		9	Clothing and footwear	107·9 108·3	0.3	4
Oil and fats	107-2		7	Men's outerwear	106.2		3
Cheese	109-1		7	Women's outerwear	109-0		5
Eggs	106-4		-3	Children's outerwear	109-0		5
Milk, fresh	108·5 112·9		4 7	Other clothing	108-5		6
Milk products	108-5		8	Footwear	109-1	0.3	4
Tea Coffee and other hot drinks	92.7		1	Personal goods and services	103-2		2
Soft drinks	119-9		13	Personal articles	110-1		5
Sugar and preserves	112-1		5	Chemists goods Personal services	113-5		7
Sweets and chocolates	101-5		1		109-8	-0.3	4
Potatoes	99.5		1	Motoring expenditure Purchase of motor vehicles	113-6		6
of which, unprocessed potatoes	94-3		-2 2	Maintenance of motor vehicles	111.0		5
Vegetables	105-8		-3	Petrol and oil	99.8		9
of which, other fresh vegetables	102·2 102·8		2	Vehicles tax and insurance	117-6		100000000000000000000000000000000000000
Fruit of which, fresh fruit	103-9		3	Fares and other travel costs	109-6		6 7
Other foods	107.0		5	Rail fares	107·8 113·7		7
	112-4	0.3	6.2	Bus and coach fares	107-5		5
Catering Restaurant meals	113-3		7	Other travel costs	105-0		1
Canteen meals	111-3		5	Leisure goods	91.7		-5
Take-aways and snacks	111-6		6	Audio-visual equipment	97-8		-6
Alcoholic drink	108-9	-0.2	5.6	Records and tapes	106.9		4
Beer	111.2	3 3 5 5	7	Toys, photographic and sport goods	114-7		6
— on sales	111.8		7	Books and newspapers	110-8	3	7
— off sales	105.9		5	Gardening products	111-7	0.1	7
Wines and spirits	105.7		4 5	Leisure services	103-5		3
— on sales	109-3		5	Television licences and rentals Entertainment and other recreation	117-6	3	11

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels. 2 The structure of the published components of the index was recast in February 1987. (See general notes under table 6-7.)

RETAIL PRICES Average retail prices of selected items

fairly standard items; that is, those which do not vary between retail outlets.

The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

Average prices on December 13, 1988

United Kingdom, are given below.

Average retail prices on December 13 for a number of

important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the

It is only possible to calculate a meaningful average price for

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p			p	p
FOOD ITEMS Beef: home-killed Sirloin (without bone) Silverside (without bone) † Best beef mince	233 309 314	362 251 138	255–434 218–288 110–180	Butter Home-produced, per 250g New Zealand, per 250g Danish, per 250g	291 263 272	57 55 62	54- 63 54- 58 59- 67
Fore ribs (with bone) Brisket (without bone) Rump steak † Stewing steak	214 277 309 307	181 182 327 169	136–229 149–204 278–380 148–198	Margarine Soft 500g tub Low fat spread 250g	270 297	37 40	30- 63 38- 44
				Lard, per 250g	311	16	15- 22
Lamb: home-killed Loin (with bone) Shoulder (with bone) Leg (with bone)	304 283 285	207 102 186	172–260 88–138 156–216	Cheese Cheddar type	310	142	118–174
Lamb: imported Loin (with bone) Shoulder (with bone)	166 170	154 87	136–176 79–105	Eggs Size 2 (65-70g), per dozen Size 4 (55-60g), per dozen	261 203	108 95	84–130 77–114
Leg (with bone) Pork: home-killed	171	156	138–175 98–165	Milk Pasteurised, per pint Skimmed, per pint	296 291	27 26	24- 27 23- 28
Leg (foot off) Belly † Loin (with bone) Fillet (without bone)	239 252 316 242	116 86 147 208	72- 98 130-169 144-290	Tea Loose, per 125g Tea bags, per 250g	306 321	43 104	32- 55 79-119
Bacon Collar † Gammon†	174 267	115 189	99–139 159–217 145–216	Coffee Pure, instant, per 100g Ground (filter fine), per ½lb	545 263	133 135	79–179 115–159
Back, vacuum packed Back, not vacuum packed	213 245	168 168	145–186	Sugar Granulated, per kg	314	54	53- 57
Ham (not shoulder), per 1/4lb	319	60	48- 78	Fresh vegetables Potatoes, old loose			
Sausages	338	89	72–105	White	259	12	8- 15 9- 14
Pork Beef	258	84	64- 98	Red Potatoes, new loose	124	11	
Pork luncheon meat, 12oz can	188	46	42- 54	Tomatoes Cabbage, greens	333 283	53 25	42- 65 15- 40
Corned beef, 12oz can	204	73	59- 85	Cabbage, hearted Cauliflower, each Brussels sprouts	297 300 282	25 23 63 25	15- 38 42- 89 18- 35
Chicken: roasting Frozen, oven ready	234	64	52- 89	Carrots Onions	343 343	19 20	12- 26 14- 29
Fresh or chilled 4lb, oven ready	264	86	70- 95	Mushrooms, per 1/4lb Cucumber,each	322 329	32 58	25- 40 46- 68
Fresh and smoked fish Cod fillets Haddock fillets Mackerel, whole	238 238 200	209 224 74	176–240 180–258 59–109	Fresh fruit Apples, cooking Apples, dessert	322 333 308	36 34 41	26- 45 28- 40 30- 49
Kippers, with bone Canned (red) salmon, half-size	243	106	85–129 142–229	Pears, dessert Oranges, each Bananas Grapes	315 341 310	16 49 69	10- 22 39- 52 55- 85
Can	195	180	142-223	Items other than food	661	91	82–105
Bread White, per 800g wrapped and sliced loaf White, per 800g unwrapped loaf	308 228	48 60	42- 60 57- 65	Draught bitter, per pint Draught lager, per pint Whisky, per nip	661 672 674 676	103 72 72	94–115 66– 82 66– 82
White, per 800g loaf, unsliced Brown, per 400g loaf, unsliced Brown, per 800g loaf, unsliced	274 153 228	39 41 62	36- 42 38- 44 54- 67	Gin, per nip Cigarettes 20 king size filter Coal, per 50kg Smokeless fuel per 50kg	3,186 428 508	150 565 730	139–161 460–675 628–895
Flour Self-raising, per 1½kg	211	53	48- 56	4-star petrol, per litre	678	38	36- 39

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

FEBRUARY 1989 EMPLOYMENT GAZETTE \$59

6.4 RETAIL PRICES General index of retail prices

UNITED H	CINGDOM 15, 1974 = 100	ALL	All items except	All items except			Nationalis industries		Food			Meals bought and	Alcoholic drink
			food	seasonal food					All	Seasonal food	Non- seasonal food	consumed outside the home	
Weights	1975	1,000 1,000	747 768	951·2-92 961·9-96	6.3		80 77		253 232	47·5–48·8 33·7–38·1	204·2-205 193·9-198	·5 51 ·3 48	70 82
	1976 1977 1978	1,000 1,000 1,000	772 753 767	958·0–96 953·3–95 966·5–96	5.8		90 91 96		228 247 233	39·2-42·0 44·2-46·7	186·0–188 200·3–202 199·5–202	-8 45	81 83 85 77
	1979 1980	1,000	768 786	964·0–96 966·8–96	6.6		93 93		232 214	30·4–33·5 33·4–36·0 30·4–33·2	196·0–198 180·9–183	-6 51	77 82
1	1981 1982	1,000 1,000	793 794	969·2–97 965·7–96	1·9 7·6		104		207 206	28·1-30·8 32·4-34·3	176·2-178 171·7-173 174·5-177	.9 42	82 79 77
	1983 1984	1,000 1,000	797 799	971·5–97 966·1–96	4·1 8·7		109 102 Feb-N	lov	203 201	25·9–28·5 31·3–33·9	174·5–177 167·1–169	·1 39 ·8 36	78 75
	1985 1986	1,000 1,000	810 815	970·3–97 973·3–97	3·2 6·0		87 Dec-Ja 86 83 Feb-Na 60 Dec-Ja	ov	190 185	26·8–29·7 24·0–26·7	160·3–163 158·3–161		75 82
1974		108·5 134·8	109·3 135·3	108·8 135·1			108·4 147·5		106·1 133·3	103·0 129·8	106·9 134·3	108-2 132-4	109·7 135·2
1976		157·1 182·0	156·4 179·7	156·5 181·5			185·4 208·1		159·9 190·3	177·7 197·0	156·8 189·1	157·3 185·7	159·3 183·4
1978 1979	Annual	197·1 223·5	195·2 222·2	197·8 224·1			227·3 246·7		203·8 228·3	180·1 211·1	208·4 231·7	207·8 239·9	196·0 217·1
1980	averages	263·7 295·0	265·9 299·8	265·3 296·9			307·9 368·0		255·9 277·5	224·5 244·7	262·0 283·9	290·0 318·0	261·8 306·1
1982 1983 1984		320·4 335·1 351·8	326·2 342·4 358·9	322·0 337·1 353·1			417·6 440·9 454·9		299·3 308·8 326·1	276·9 282·8 319·0	303·5 313·8 327·8	341·7 364·0 390·8	341·4 366·5 387·7
1985		373·2 385·9	383·2 396·4	375·4 387·9			478·9 496·6		336·3 347·3	314·1 336·0	340·9 350·0	413·3 439·5	412·1 430·6
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		172-4	169-3	170.9			198.7		183-1	214-8	177-1	172.3	173·7 188·9
1978 Jan 1979 Jan		189·5 207·2	187·6 204·3	190·2 207·3			220-1		196·1 217·5	173·9 207·6	200-4	199·5 218·7	198-9
1980 Jan		245-3	245-5	246.2			274.7		244-8	223-6	248-9	267-8	241-4
1981 Jan		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		342-6	348-9	343.5			445.8		319-8	321.3	319-8	378-5	376-1
1985 Jan		359-8	367-8	361.8			465·9 489·7		330·6 341·1	306·9 322·8	335·6 344·9	401·8 426·7	397·9 423·8
1986 Jan 1987 Jan		379·7 394·5	390·2 405·6	396-4			502-1		354-0	347-3	355-9	454.8	440.7
UNITED K		ALL	All items	All items	All items	All items	National-	Consumer				Catering	Alcoholic
	3, 1987 = 100	ITEMS	except food	except seasonal food†	except housing	except mortgage interest	ised industries	durables	All	Seasonal†	Non- seasonal food†		drink
Weights 1	987 988	1,000 1,000	833 837	974 975	843 840	956 958	57 54	139 141	167 163	26 25	141 138	46 50	76 78
1987 1988	Annual averages	101·9 106·9	102·0 107·3	101·9 107·0	101·6 105·8	101·9 106·6	100·9 106·7	101·2 103·7	101·1 104·6	101·6 102·4	101·0 105·0	102·8 109·6	101·7 106·9
1987 Jan Feb Mar	10	100·0 100·4 100·6	100·0 100·4 100·6	100·0 100·3 100·6	100·0 100·4 100·6	100·0 100·4 100·6	100·0 100·0 100·0	100·0 100·3 100·8	100·0 100·7 100·7	100·0 103·2 103·0	100·0 100·2 100·3		100·0 100·3 100·6
Apr May June	12	101·8 101·9 101·9	101-8 101-8 101-9	101-6 101-7 101-8	101·2 101·6 101·6	101·6 102·0 102·1	100·8 100·7 100·7	101·0 101·2 101·1	101-6 102-2 101-6	107·4 110·6 105·2	100·5 100·7 100·9	101.8	100·8 101·2 101·4
July Aug Sept	11	101·8 102·1 102·4	102·1 102·4 102·8	101·9 102·2 102·6	101·4 101·7 102·1	101·9 102·2 102·5	100·9 101·3 101·4	99·9 100·3 101·7	100·4 100·7 100·4	97·0 98·6 95·7	101·0 101·0 101·2	103-6	101·7 102·1 102·8
Oct Nov Dec	10	102·9 103·4 103·3	103·3 103·8 103·5	103·1 103·6 103·3	102·6 103·0 103·2	103·0 103·4 103·6	101·5 101·9 101·9	102·2 102·9 103·2	101·1 101·6 102·4	96·8 98·8 102·4	101·8 102·1 102·4	105.3	103·5 103·3 103·1
1988 Jan Feb Mar	16	103·3 103·7 104·1	103·4 103·8 104·2	103·3 103·6 104·0	103·2 103·6 104·0	103·7 104·0 104·4	102·8 103·1 103·0	101·2 101·9 102·6	102·9 103·6 103·9	103·7 106·9 107·1	102·7 103·0 103·4	107-1	103·7 104·2 104·6
Apr May June	17	105·8 106·2 106·6	106·0 106·4 106·9	105·7 106·1 106·6	105·0 105·5 105·9	105·9 106·5 106·9	104·9 106·0 107·3	103·0 104·1 104·2	104·4 104·7 104·8	108·5 106·9 105·3	103·8 104·3 104·7	108-9	106·1 106·6 106·8
July Aug Sept	16	106·7 107·9 108·4	107·2 108·5 109·1	106·9 108·1 108·7	106·0 106·4 106·9	107·0 107·3 107·8	108·2 108·3 109·0	103·1 103·4 104·3	104·0 104·4 104·8	97·9 97·5 97·2	105·0 105·7 106·1	109·7 110·4 111·1	107·1 107·7 108·4
Oct 1 Nov Dec	15	109·5 110·0 110·3	110-4 110-9 111-0	109·8 110·3 110·5	107·4 107·8 108·0	108·3 108·7 108·9	109·2 109·3 109·3	105·3 105·7 105·9	104·9 105·7 106·5	97·1 98·8 101·5	106·4 107·0 107·4	112-1	109·1 109·1 108·9

† 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.

General index of retail prices 6.4

Tobacco	Housing	Fuel and light		able sehold ds	Clothing and footwear	Misc lane good	ous a	ransport nd ehicles	Services			
43 46 46 46 48 44 40 36 41 39 36	124 108 112 112 113 120 124 135 144 137 149	52 53 56 58 60 59 62 62 69 65	- 64 70 75 63 64 64 69 65 64 64		91 89 84 82 80 82 84 81 77 74 70	63 71 74 71 70 69 74 75 72 75	1 1 1 1 1 1 1	35 49 40 39 40 43 551 552 54 559 58	54 52 57 54 56 59 62 66 65 63 65		197- 1976 1976 1977- 1976 1986 1988 1988 1988	6 7 8 9 0 1 1 2 3
37 40	153 153	65 62	65 63		75 75	77 81	1	56 57	62 58		198 198	5
115·9 147·7 171·3 209·7 226·2 247·6 290·1 358·2 440·9 489·0 532·5	105-8 125-5 143-2 161-8 173-4 208-9 269-5 318-2 358-3 367-1 400-7 452-3	110-7 147-4 182-4 211-3 227-5 250-5 313-2 380-0 433-3 465-4 478-8 499-3	107 131 144 166 182 201 226 237 243 256 266	·2 ·2 ·8 ·1 ·9 ·3 ·2 ·4 ·4 ·4 ·7	109-4 125-7 139-4 157-4 171-0 187-2 205-4 208-3 210-5 214-8 222-9	111 138 161 188 206 236 276 300 325 345 364 392 409	·6 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	11.0 43.9 66.0 90.3 207.2 243.1 288.7 282.6 443.5 366.3 374.7 390.1	106·8 135·5 159·5 173·3 192·0 213·9 262·7 300·8 331·6 342·9 357·3 381·3 400·5		Annual averages	1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1984 1985 1986
584·9 124·0	478·1 110·3	506·0 124·9	266		229·2 118·6	125		130-3	115.8		Jan 14	1975
162-6	134-8	168-7	140	0.8	131-5	152		157-0	154-0		Jan 13	1976
193-2	154-1	198-8	157		148-5	176		178.9	166-8		Jan 18	1977
222-8	164·3 190·3	219·9 233·1	175		163·6 176·1	198 216		198·7 218·5	186·6 202·0		Jan 17 Jan 16	1979
269.7	237.4	277-1	216		197-1	258		268-4	246.9		Jan 15	1980
296-6	285-0	355-7	23	1.0	207-5	293	-4	299-5	289-2		Jan 13	1981
392-1	350-0	401-9	239	9.5	207-1	312	.5	330-5	325-6		Jan 12	1982
426-2	348-1	467.0	24!		210.9	337		353.9	337.6		Jan 11	1983
450-8	382-6	469.3	25° 25°		210.4	353 378		370·8 379·6	350·6 369·7		Jan 10 Jan 15	1984
508·1 545·7	416·4 463·7	487·5 507·0	26		225.2	402		393-1	393-1		Jan 14	1986
602-9	502-4	506-1	26		230.8	413	3-0	399-7	408-8		Jan 13	1987
Tobacco	Housing	Fuel and light	Household goods*	Household services*	Clothing and footwear	Personal goods and services*	Motoring expendi- ture*	Fares and other travel*	Leisure goods*	Leisure services*		
38 36	157 160	61 55	73 74	44 41	74 72	38 37	127 132	22 23	47 50	30 29	1987 weights 1988	
100·1 103·4	103·3 112·5	99·1 101·6	102·1 105·9	101·9 106·8	101·1 104·4	101·9 106·8	103·4 108·1	101·5 107·5	101-6 104-2	101·6 108·1	Annual 1987 Averages 1988	
100·0 99·9 99·9	100·0 100·3 100·7	100·0 100·0 99·8	100·0 100·4 101·0	100·0 100·1 100·3	100·0 100·3 100·8	100·0 100·3 100·7	100·0 101·0 101·3	100·0 99·8 99·9	100·0 100·2 100·3	100·0 100·1 100·1	Jan 13 Feb 10 Mar 10	1987
99·8 99·8 99·8	105-0 103-6 103-4	99·9 99·4 99·4	101·5 102·0 101·9	100·9 101·4 101·6	101·0 101·0 100·8	101·3 101·4 101·9	102·1 102·8 103·2	100·2 101·3 101·5	100·9 101·6 102·0	101·5 101·1 101·3	Apr 14 May 12 June 9	
99·7 99·5 99·7	103-8 104-1 104-4	99·1 99·0 98·5	101·6 101·9 102·7	102·0 102·4 102·9	99·2 99·8 101·8	101-9 102-4 101-9	104·4 104·8 105·1	102·2 102·3 102·3	101.6 101.7 101.9	101·4 101·4 101·9	July 14 Aug 11 Sept 8	
100·5 101·1 101·2	104·9 105·6 103·9	98·0 98·3 98·2	103·3 104·2 104·3	103·2 103·8 104·0	102·3 102·9 103·4	102-6 103-9 104-1	105·4 105·4 105·0	102-6 103-1 103-2	102-6 103-1 103-2	103·3 103·7 103·6	Oct 13 Nov 10 Dec 8	
101·4 101·6 101·6	103-9 104-3 104-7	98·3 98·0 97·8	103·3 103·9 104·5	105·0 105·3 105·4	101·1 101·9 102·9	104·3 104·7 105·1	105·1 105·0 105·6	105·1 105·7 105·6	102·8 103·3 103·3	103·6 103·7 103·8	Jan 12 Feb 16 Mar 15	1988
103·2 103·7 103·6	109·9 109·4 109·8	99·1 100·7 102·4	105·0 105·5 105·6	105·7 106·0 106·2	103·1 104·8 105·3	106·0 106·3 106·6	107·0 107·3 108·2	105·8 106·7 106·9	103·9 104·3 104·2	108-3 108-4 108-4	Apr 19 May 17 June 14	
103·4 103·6 103·7	110-2 115-8 116-5	103-6 103-4 103-6	105·9 106·5 107·2	107·1 107·4 107·8	103·3 103·3 104·8	107·1 107·5 107·8	109·2 109·5 109·7	107·9 108·6 108·8	104·4 104·7 104·5	108·3 108·5 110·6	July 19 Aug 16 Sept 13	
104·2 105·1 105·2	120·7 122·1 122·5	103·7 103·9 104·1	107·6 107·9 107·9	108·2 108·7 108·8	106·9 107·6 107·9	108·1 108·8 109·1	110·2 110·1 109·8	109·2 109·5 109·6	105·0 104·9 105·0	110·5 111·6 111·7	Oct 18 Nov 15 Dec 13	

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 edition of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6-7.*)

				THE RESERVE TO SERVE THE PARTY OF THE PARTY								
UNITED	All	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Misce- laneous goods	Transport and vehicles	Services
1974 Jan 15 1975 Jan 14 1976 Jan 13 1977 Jan 18 1978 Jan 17 1979 Jan 16 1980 Jan 15 1981 Jan 13 1982 Jan 12 1983 Jan 11 1984 Jan 11 1985 Jan 15 1986 Jan 15	12·0 19·9 23·4 16·6 9·9 9·3 18·4 13·0 12·0 4·9 5·1 5·0 5·5 3·9	20·1 18·3 25·4 23·5 7·1 10·9 12·6 8·9 11·0 1·9 6·0 3·4 3·2 3·8	20·7 18·7 23·2 17·9 15·8 9·6 22·5 14·8 7·2 7·3 7·0 6·2 6·6	1.7 18.2 26.1 16.6 8.8 5.3 21.4 15.0 15.9 9.9 6.3 5.8 6.5 4.0	0·4 24·0 31·1 18·8 15·3 3·9 16·5 10·0 32·2 8·7 5·8 12·7 7·4 10·5	10·5 10·3 22·2 14·3 6·6 15·8 24·8 20·1 22·8 -0·5 9·9 8·8 11·4 8·3	5.8 24.9 35.1 17.8 10.6 6.0 18.9 28.4 13.0 16.2 0.5 3.9 4.0 -0.2	9-8 18-3 19-0 11-5 11-6 6-9 15-4 6-9 3-7 2-6 2-6 2-1 2-9 0-2	13·5 18·6 10·9 12·9 10·2 7·6 11·9 5·3 -0·2 1·8 -0·3 3·3 3·3 2·5	7.3 25.2 21.6 15.7 12.7 9.0 19.6 6.5 8.0 4.7 7.1 6.5 2.5	9.8 30.3 20.5 13.9 11.1 10.0 22.8 11.6 10.4 7.1 4.8 2.4 3.6 1.7	12:2 15:8 33:0 8:3 11:8 8:3 22:2 17:1 12:6 3:7 3:9 5:4 6:3 4:0

		All	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi- ture	Fares and other travel costs	Leisure goods	Leisure services
1987	Dec 8	3.7	3.7	6.2	4.5	1.2	4.2	-1.6	3.3	4.8	1.9	3.9	5.8	5-1	3.6	3.6
1988	Jan 12 Feb 16 Mar 15	3·3 3·3 3·5	2·9 2·9 3·2	6·4 6·7 6·6	3·7 3·9 4·0	1·4 1·7 1·7	3·9 4·0 4·0	-1·7 -2·0 -2·0	3·3 3·5 3·5	5·0 5·2 5·1	1·1 1·6 2·1	4·3 4·4 4·4	5·1 4·0 4·2	5·1 5·9 5·7	2·8 3·1 3·0	3·6 3·6 3·7
	Apr 19 May 17 June 14	3·9 4·2 4·6	2·8 2·4 3·1	7·0 7·0 7·0	5·3 5·3 5·3	3·4 3·9 3·8	4·7 5·6 6·2	-0.8 1.3 3.0	3.4	4·8 4·5 4·5	2·1 3·8 4·5	4·6 4·8 4·6	4·8 4·4 4·8	5·6 5·3 5·3	3·0 2·7 2·2	6·7 7·2 7·0
	July 19 Aug 16 Sept 13	4·8 5·7 5·9	3·6 3·7 4·4	6·6 6·6 6·5	5·3 5·5 5·4	3·7 4·1 4·0	6·2 11·2 11·6	4·5 4·4 5·2	4.5	5·0 4·9 4·8	4·1 3·5 2·9	5·1 5·0 5·8	4·6 4·5 4·4	5·6 6·2 6·4	2·8 2·9 2·6	6·8 7·0 8·5
	Oct 18 Nov 15 Dec 13	6·4 6·4 6·8	3·8 4·0 4·0	6·7 6·5 6·2	5·4 5·6 5·6	3·7 4·0 4·0	15·1 15·6 17·9	5·8 5·7 6·0	3.6	4·8 4·7 4·6	4·5 4·6 4·4	5·4 4·7 4·8	4·6 4·5 4·6	6·4 6·2 6·2	2·3 1·7 1·7	7·0 7·6 7·8

Notes: See notes under table 6.7.

RETAIL PRICES 6.6 RETAIL PRICES Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-pers	son pension	er househo	lds	Two-per	son pension	er househo	lds	General	index of ret	ail prices (e	xcl. hous
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100 1974 1975 1976 1977 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986	101-1 121-3 152-3 179-0 197-5 214-9 250-7 283-2 314-2 331-1 346-7 363-2 378-4	105·2 134·3 158·3 186·9 202·5 220·6 262·1 292·1 322·4 334·3 353·6 371·4 382·8	108-6 139-2 161-4 191-1 205-1 231-9 268-9 297-2 323-0 337-0 353-8 371-3 382-6	114-2 145-0 171-3 194-2 207-1 239-8 275-0 304-5 327-4 342-3 357-5 374-5 384-3	101-1 121-0 151-5 178-9 195-8 213-4 248-9 280-3 311-8 327-5 343-8 360-7 375-4	105-8 134-0 157-3 186-3 200-9 219-3 260-5 290-3 319-4 331-5 351-4 369-0 379-6	108-7 139-1 160-5 189-4 203-6 231-1 266-4 295-6 319-8 334-4 351-3 368-7 379-9	114·1 144·4 170·2 192·3 205·9 238·5 271·8 303·0 324·1 339·7 371·8 382·0	101-5 123-5 151-4 176-8 194-6 211-3 249-6 279-3 305-9 323-2 337-5 353-0 367-4 377-8	107-5 134-5 156-6 184-2 199-3 217-7 261-6 289-8 314-7 328-7 344-3 361-8 371-0	110-7 140-7 160-4 187-6 202-4 233-1 267-1 295-0 316-3 332-0 345-3 362-6 372-2	116·1 145·7 168·0 190·8 205·3 239·8 271·8 300·5 320·2 335·4 348·5 365·3 375·3
JAN 13, 1987 = 100 1987 1988	100·3 102·8	101·2 104·6	100·9 105·3	102.0	100·3 103·1	101·3 104·8	101·1 105·5	102-3	100·3 103·6	101·5 105·5	101·7 106·4	102-9

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.

Group indices: annual averages 6.7

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durab house goods	hold	Clothing and footwear	Misce laneou goods	is and		Servic	ces
NDEX FOR ONE	-PERSON PEN	SIONER	HOUSEHOLD	S									IAN 15	1974 = 100
1983 1984 1985 1986	336-2 352-9 370-1 382-0	300·7 320·2 330·7 340·1	358·2 384·3 406·8 432·7	366·7 386·6 410·2 428·4	441·6 489·8 533·3 587·2	462·3 479·2 502·4 510·4	255·3 263·0 274·3 281·3		215·3 215·5 223·4 231·0	393·9 417·3 451·6 468·4	422·3 438·3 458·6 472·1		311·5 321·3 343·1 357·0	
1987 January	386.5	344-6	448-5	438-4	605.5	510-5			231.7					
INDEX FOR TWO	-PERSON PEN	SIONER	HOUSEHOLD	S										
1983 1984 1985 1986	333·3 350·4 367·6 379·2	296·7 315·6 325·1 334·6	358·2 384·3 406·7 432·9	377·3 399·9 425·5 445·3	440·6 488·5 531·6 584·4	461·2 479·2 503·1 511·3	257·4 264·3 275·8 281·2		223·8 223·9 232·4 239·5	383·9 405·8 438·1 456·0	429.9		320-6 331-1 353-8 368-4	
1987 January	384-2	338-8	448-8	456.0	602-3	512-2			240.5					
GENERAL INDE	X OF RETAIL P	RICES												
1983 1984 1985 1986	329·8 343·9 360·7 371·5	308·8 326·1 336·3 347·3	364·0 390·8 413·3 439·5	366·5 387·7 412·1 430·6	440·9 489·0 532·5 584·9	465·4 478·8 499·3 506·0	250·4 256·7 263·9 266·7		214·8 214·6 222·9 229·2	345-6 364-7 392-2 409-2	374·7 392·5		342-9 357-3 381-3 400-8	3
1987 January	377-8	354.0	454.8	440.7	602.9	506-1			230-8					
	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi- ture	Fares and other travel costs	Leisure goods	Leisure services
INDEX FOR ONE	E-PERSON PEN	SIONER	HOUSEHOLD	s									JAN 13	3, 1987 = 100
1987	101-1	101-1	102-8	101.8	100-2	99-1	102-1	101.1	101.1	102-3	102-9	102.8	103-5	100-4
INDEX FOR TWO	O-PERSON PEN	ISIONER	HOUSEHOLD	os										
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
GENERAL INDE	X OF RETAIL F	RICES												
1987 1988	101-6 106-9	101·1 104·6	102·8 109·6	101·7 106·9	100·1 103·4		102·1 105·9	101·9 106·8	101·1 104·4	101·9 106·8	103·4 108·1	101·5 107·5	101-6 104-2	101·6 108·1

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

2 The structure of the published components of the index was recast in February 1987. The indices for January 1987 are given for those groups which are broadly comparable with the new groups to enable calculations to be made involving periods which span the new reference date. (See General Notes below.)

GENERAL NOTES—RETAIL PRICES

As reported by the Secretary of State for Employment on December 11, 1987, it has been discovered that from February 1986 to October 1987 a computer program error affected the monthly index. The official figures are always stated to one decimal place and the extent of the understatement of index levels will depend on rounding. The all items index figures for February 1986 to January 1987 will be understated by about 0.06 per cent; the index figure for January 1987 taking January 1974 as 100 was 394-5. The index figures for February to October 1987 were affected by an error of about 0.09 per cent. In most months this will have resulted, with rounding, to an understatement of 0.1 points in the published figures which take January 1987 as 100. However, because the January index link, 394-5, was understated the understatements relative to January 1986 may have rounded to 0.1 or 0.2 per cent.

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100.

Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 edition of *Employment Gazette*.

Calculations of price changes which involve periods spanning the new reference date are made as follows:

9/ shares	Index for later month (Jan 1987=100)	×	Index for Jan 1987 (Jan 1974=100)	-100
% change = -	Index for earlier month	(Jan	1974=100)	-100

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102-9), multiply it by the January 1987 index on the 1974 base (394-5), then divide by the June 1986 index (385-8). Subtract 100 from the result and this will show that the index in-

creased by 5·2 per cent between those months.

A complete set of indices for January 1987 can be found in *table 6·2* on pp 120–121 of the March 1987 edition of *Employment Gazette*.

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

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

Nationalised industries: Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail and bus fares and postage. Telephone charges were included until December 1984 and gas until December

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

RETAIL PRICES O Selected countries: consumer prices indices



	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD*
Annual averages 1975 1976 1977 1978 1979	51·1 59·6 69·0 74·7 84·8	60·5 68·7 77·1 83·2 90·8	77·3 83·0 87·6 90·7 94·0	73·5 80·2 85·9 89·8 93·8	65·8 70·7 76·4 83·2 90·8	61 66 74 81 89	60·8 66·7 72·9 79·5 88·1	81·8 85·5 88·6 91·0 94·8	47·1 53·3 59·8 67·3 80·1	51·8 61·1 69·4 74·7 84·6	46·9 54·8 64·1 71·9 82·5	72·9 79·7 86·1 89·4 92·6	74·7 81·3 86·6 90·1 93·9	67 73 80 86 90	42·6 50·2 62·5 74·8 86·6	61 67 75 82 88	89·1 90·7 91·8 92·8 96·1	65·3 69·1 73·5 79·2 88·1	ces 1980 = 100 63·2 68·7 74·8 80·7 88·6
1980 1981 1982 1983 1984 1985 1986 1987	100·0 111·9 121·5 127·1 133·4 141·5 146·3 152·4	100·0 109·6 121·8 134·1 139·4 148·8 162·4 176·1	100·0 106·8 112·6 116·3 122·9 126·9 129·0 130·9	100·0 107·6 117·0 126·0 134·0 140·5 142·3 144·5	100·0 112·5 124·6 131·9 137·6 143·1 149·0 155·5	100 112 123 132 140 146·4 151·7 157·8	100·0 113·4 126·8 139·0 149·3 158·0 162·2 167·3	100·0 106·3 111·9 115·6 118·4 121·0 120·7 121·0	100·0 124·5 150·6 181·0 214·4 255·8 314·7 366·4	100·0 120·4 141·1 155·8 169·3 178·5 185·2 191·1	100·0 117·8 137·3 157·3 174·3 190·3 201·4 211·0	100·0 104·9 107·7 109·7 112·1 114·4 114·9 114·6	100·0 106·7 113·1 116·2 120·0 122·7 122·8 122·0	100 114 127 137 146 154 165 180	100·0 114·6 131·1 147·0 163·6 178·0 193·7 203·9	100 112 122 133 143 153.7 160.3 167.0	100·0 106·5 112·5 115·9 119·3 123·3 124·2 126·1	100·0 110·4 117·1 120·9 126·1 130·5 133·0 137·9	100·0 110·5 119·1 125·3 131·7 137·7 R 141·2 R 145·8
Quarterly averages 1987 Q4 1988 Q1 Q2 Q3	154·4 155·1 158·9 161·1	180·5 183·8 186·9 190·4	131·4 132·2 132·7 134·7	144·9 144·9 145·9 146·8	157·7 159·0 161·0 162·9	160·4 162·4 164·7 165·4 R	168·7 169·5 171·1 172·7	121·2 121·7 122·4 122·6	386·8 393·0 410·8 418·5 R	191·9 193·3 194·3 195·9	215·3 217·9 220·2 222·3	115·0 114·4 115·1 115·3	122·5 121·8 122·6 123·3	183 188 191 193	207·3 209·9 210·5 215·8	170·5 172·7 175·8 177·8	126·8 127·8 128·3 128·4	140·0 140·8 142·6 144·5	147-7 148-7 150-5 152-2
Monthly July Aug Sept Oct Nov Dec	159·6 161·4 162·2 163·8 164·6 165·0	190·4 193·7	134·7 135·1 134·3 133·9 R 133·8	146·6 146·9 147·1 147·1 147·0	162·5 163·0 163·1 163·9 R 164·4	164·4 165·5 166·4 166·7 167·9	172·2 172·7 173·1 173·5 R 173·8	122·5 122·6 122·6 122·7 123·0	413·6 414·7 427·0 440·3 440·5	195·9 197·1	221·3 222·3 223·4	114-7 115-1 116-1 116-7 116-2	122-8 123-2 123-6 123-6 R 124-4	192 192 194 194 R 194 R	213-7 215-8 217-9 218-2 R 218-1	177·1 177·5 178·8 180·2 R 180·8	128·0 128·5 128·6 128·7 129·2	143-8 144-4 145-4 145-9 R 145-8	151-4 152-1 153-1 153-8 R 154-1
Increases on a y	ear earlie	er																	
1975 1976 1977 1978 1979	24·2 16·5 15·8 8·3 13·4	15·1 13·6 12·3 7·9 9·1	8·4 7·3 5·5 3·6 3·7	12·8 9·2 7·1 4·5 4·5	10·8 7·4 8·1 8·9 9·1	9·6 9·0 11·1 10·0 9·6	11·8 9·7 9·4 9·1 10·8	6·0 4·5 3·7 2·7 4·1	13·4 13·3 12·1 12·6 19·0	20·9 18·0 13·6 7·6 13·3	17·0 16·8 17·0 12·1 14·8	11·8 9·3 8·1 3·8 3·6	10·2 8·8 6·5 4·1 4·2	11.7 9.1 9.1 8.1 4.8	16-9 17-7 24-5 19-8 15-7	9·8 10·3 11·4 10·0 7·2	6·7 1·8 1·3 1·1 3·6	9·1 5·8 6·5 7·7 11·3	Per cent 11·3 8·7 8·9 8·0 9·8
1980 1981 1982 1983 1984 1985 1986 1987	18-0 11-9 8-6 4-6 5-0 6-1 3-4 4-2	10·2 9·6 11·1 10·1 4·0 6·7 9·1 8·4	6·4 6·8 5·5 3·3 5·7 3·3 1·7 1·5	6·6 7·6 8·7 7·7 6·3 4·9 1·3 1·5	10·1 12·5 10·8 5·9 4·3 4·0 4·2 R 4·4	12·3 11·7 10·1 6·9 6·3 4·7 3·6 4·0	13·6 13·4 11·8 9·6 7·3 5·8 2·7 3·1	5·5 6·3 5·3 3·3 2·4 2·2 -0·2	24·9 24·5 20·9 20·5 18·1 19·3 23·0 16·4	18·2 20·4 17·1 10·5 8·7 5·4 3·8 3·2	21·2 17·8 16·6 14·6 10·8 9·2 5·8 4·8	8·0 4·9 2·7 1·9 2·2 2·1 0·4 0·3	6·5 6·7 6·0 2·7 3·3 2·3 0·1 -0·7	10·9 13·6 11·2 8·6 6·6 5·5 7·1 9·1	15·5 14·6 14·4 12·1 11·3 8·8 8·8 5·3	13·7 12·1 8·6 8·9 7·5 7·4 4·3 4·2	4·0 6·5 5·6 3·0 2·8 3·4 0·7 1·5	13·5 10·4 6·1 3·2 4·3 3·5 1·9 3·7	12·9 10·5 7·8 5·3 5·1 4·5 2·6 3·3
Quarterly averages 1987 Q4 1988 Q1 Q2 Q3	4·1 3·3 4·3 5·5	7-1 6-9 7-1 7-3	1·7 2·2 1·7 1·9	1.6 1.0 1.0	4·2 4·1 4·0 4·0	4·0 4·8 4·6 4·4	3·2 2·4 2·5 2·9	1·0 0·8 1·1 1·2	15·4 13·6 12·4 14·0	3·1 1·9 1·8 2·1	5·3 5·2 5·1 5·0	0·4 0·6 0·0 0·5	-0·3 0·3 0·7 1·0	7·0 6·8 7·3 6·6	4·6 4·4 4·1 5·3	4·9 5·0 6·5 5·8	1·9 2·2 2·1 1·9	4·5 4·0 3·9 4·1	4·0 3·4 3·5 4·0
Monthly 1988 July Aug Sept Oct Nov Dec	4·8 5·7 5·9 6·4 6·4 6·8	7:3 7:3	2·1 1·8 1·9 1·8 2·0	1.0 0.9 1.2 1.3 1.6	3·8 4·0 4·1 4·2 4·1	4·1 4·5 4·5 4·2 4·6	2·7 2·8 3·0 3·0 3·0	1·0 1·2 1·4 1·3 1·6	13·2 14·0 14·8 14·8 14·1	2:1 2:7	4·9 5·1 R 4·9 	-0.5 0.6 0.5 1.0 1.1	0·9 0·9 0·9 0·7 1·0	6·8 6·6 6·4 6·4 6·2	4·6 5·7 5·7 5·2 5·4	6·1 5·8 5·6 5·9	1.7 1.7 2.1 1.7 1.7	4·1 4·0 4·2 4·2 4·2	3·8 3·9 4·0 4·2 4·3

Sources: OECD-Main Economic Indicators.
OECD-Consumer Prices Press Notice.

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

* The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

TOURISM **Employment in tourism-related industries in Great Britain**

гн	0	11	2	۸	N	n	

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
Self-employed *	48-1	51.7	1.6	32.6	3.8	0.6	19-7
Employees in employment †							
1982 March	180-6	225.0	137-3	219	.5	309-4	
June	194-1	236.0	138-5	267		336-8	
September	194-9	234.0	134.7	268	2	327.0	
December	184-3	230.8	134-8	209		309-2	
1983 March	174-0	226-7	131-3	203	-2	307-0	
June	197-7	237-1	133-0	262	-2	312-8	
September	203-6	245-3	135-3	265		334-9	
December	200-3	243-8	138-3	211	-0	314-1	
1984 March	200-5	239-5	136-6	202	1	311-2	
June	213-1	251.7	137-6	265	-7	333-6	
September	216-2	259-8	137.0	262	0	330-1	
December	209-3	259-8	139-5	228	.9	315-3	
1985 March	207-1	258-3	138-0	226	-8	320-6	
June	222-2	271.5	142-4	276	-3	379.0	
September	225-4	266-1	142.9	280	-5	372-3	
December	219-9	267-0	145-7	244	-4	335-8	
1986 March	214-2	260-1	142-5	242	-1	334-0	
June	228-0	271-8	144-5	288	•6	384-9	
September	226-3	278-0	145-7	289	.1	378-0	
December	223.6	278-7	147-3	255	-6	349-2	
1987 March	222.0	274-1	147-4	246	-8	348-6	
June	238-1	281.8	146-6	293		396-0	
September	238-9	284-2	150-3	299	-0	388-1	
December	230.0	286-1	155.0	270	-1	354-4	
1988 March	233-1	280-2	151-8	268		359-0	
June	251.5	290-1	156-1	306		401.8	
September	247.6	298.0	154-5	311	.7	402-2	
Change Sept 1988 on Sept 1987							
Absolute (thousands)	+8.7	+13.8	+4.2	+12	-7	+14-1	
Percentage	+3.6	+4.9	+2.8	+4	.2	+3.6	

* Based on Census of Population.
In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981 145
1983 142
1984 169
1985 170
1986 185
1987 180
† These are comparable with the estimates for all industries and services shown in table 1-4.

TOURISM Overseas travel and tourism: earnings and expenditure

	Overseas visito	ors to the UK	UK residents a	broad	Balance (a) less (b)	A PART OF THE PART		
1980 1981 1982 1983 1984 1985 1986 1987 P	2,961 2,970 3,188 4,003 4,614 5,442 5,553 6,237		2,738 3,272 3,640 4,090 4,663 4,871 6,083 7,255		+223 -302 -452 -87 -49 +571 -530 -1,018			
Percentage change 1987/1986	+12		+19					
	Overseas visito		UK residents a		Balance			
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted		
1987 P Q1 Q2 Q3 Q4	1,014 1,491 2,358 1,373	1,489 1,576 1,597 1,575	1,081 1,798 2,977 1,398	1,687 1,868 1,895 1,805	-67 -307 -619 -25	-198 -292 -298 -230		
1988 P Q1 Q2 Q3 (e)	1,061 1,488 2,265	1,538 1,569 1,518	1,342 1,966 3,270	2,042 2,008 2,067	-281 -478 -1,005	-504 -439 -549		
1987 P January February March April May June July August September October November December	412 265 337 413 474 604 741 920 697 583 396 394	523 485 481 499 501 576 531 539 527 528 478 569	356 316 408 480 605 714 840 1,128 1,009 751 369 278	554 570 563 615 632 621 638 625 632 630 577 598	+56 -51 -71 -67 -131 -110 -99 -208 -312 -168 +27 +116	-31 -85 -82 -116 -131 -45 -107 -86 -105 -102 -99 -29		
1988 P January February March April May June July (e) August (e) September (e) October (e)	407 288 366 459 453 576 745 860 660 590	510 497 531 538 499 532 518 514 486 522	416 416 510 547 582 837 940 1,200 1,130 890	651 704 687 677 612 719 663 711 693 721	-9 -128 -144 -88 -129 -261 -195 -340 -470	-141 -207 -156 -139 -113 -187 -145 -197 -207 -199		

P Provisional (e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO. Source: International Passenger Survey.

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted	America		
976	10,808		2,093	6,816	1,899
977	12,281		2,377	7,770	2,134
978 979	12,646 12,486		2,475 2,196	7,865 7,873	2,306 2,417
980	12,486		2,196	7,873	2,417
981	11,452		2,105	7,055	2,291
982	11,636		2,135	7,082	2,418
983	12,464		2 836	7,164	2,464
984	13,644		3,330	7,551	2,763
985	14,449		3,797	7,870	2,782
986	13,897		2,843	8,355	2,699
987 P	15,445		3,394	9,196	2,855
87 P Q1	2,620	3,819	502	1,632	486
Q2 Q3	4,018	3,776	938	2,445	635
Q3	5,576	3,799	1,283 672	3,158 1,960	1,135 599
Q4	3,231	4,051	6/2	1,960	299
88 P Q1	2,746	3,979	519	1,704	524 683
Q2	4,012	3,804	846	2,484 3,410	1,080
Q3 (e)	5,750	3,951	1,260		
87 P January	1,031	1,374	174	640	216
February	672	1,195	127	410	135
March	917	1,250	200 191	582 944	135 168
April	1,304 1,295	1,254 1,254	343	746	207
May June	1,419	1,254	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,270	479	1.316	414
August September	1,497	1,288	376	736	385
October	1,338	1,351	338	740	260
November	940	1,298	163	595	181
December	954	1,402	170	626	158
38 P January	1,009	1,324	158	637	214
February	783	1,364	140	497	146
March	954	1,291	220	570	164
April May	1,323	1,285	202	928 698	194 214
May	1,191	1,225	279 365	698 858	214 275
June	1,498	1,294	365 440	858 1,210	350
July (e)	2,000 2,160	1,316 1,291	440	1,310	380
August (e) September (e)	1,590	1,344	350	890	350
October (e)	1,330	1,339	330	730	270

Notes: See table 8-2.

Visits abroad by UK residents 8.4

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976 1977 1978 1979 1980 1981 1982 1983 1984 1985	11,560 11,525 13,443 15,466 17,507 19,046 20,611 20,994 22,072 21,610		579 619 782 1,087 1,382 1,514 1,299 1,023 919 919	9,954 9,866 11,517 12,959 14,455 15,862 17,625 18,229 19,371 18,944 21,877	1,027 1,040 1,144 1,420 1,670 1,671 1,687 1,743 1,781 1,752 1,905
1986 1987 P	24,949 27,430		1,167 1,559	23,661	2,210
1987 P Q1 Q2 Q3 Q4	4,237 7,311 10,646 5,236	6,915 6,900 6,869 6,746	254 347 583 375	3,400 6,432 9,506 4,324	584 532 558 537
1988 P Q1 Q2 Q3 (e)	4,426 7,308 11,380	7,193 6,870 7,351	250 440 780	3,514 6,300 9,910	662 568 690
1987 P January February March April May June July August September October November December	1,305 1,291 1,642 2,072 2,390 2,848 3,147 4,039 3,460 2,537 1,602 1,097	2,199 2,452 2,264 2,273 2,332 2,295 2,340 2,270 2,259 2,204 2,326 2,326 2,216	120 53 81 104 130 114 118 258 207 227 77 71	975 1,086 1,339 1,722 2,118 2,592 2,921 3,540 3,045 2,124 1,323 876	209 152 222 247 142 142 108 242 208 186 201
1988 P January February March April May June July (e) August (e) September (e)	1,393 1,371 1,662 2,070 2,123 3,115 3,430 4,100 3,850 3,080	2,302 2,577 2,314 2,251 2,134 2,485 2,447 2,433 2,471 2,653	126 54 70 144 135 162 200 320 260 230	1,012 1,109 1,392 1,665 1,844 2,791 3,050 3,510 3,350 2,610	255 207 200 262 144 162 180 270 240

Notes: See table 8-2.

OTHER FACTS AND FIGURES

YTS entrants: regions THOUSAND											THOUSAND
onal figures	South East	London	South West	West Midlands	East Midlands and Eastern	York- shire and Humber- side	North West	Northern	Wales	Scotland	Great Britain
entrants 1988–March 1989	36.4	20.2	23.9	39.7	38.6	38-1	52-0	23-3	19-5	42.7	334-4
to training December 1988	28.6	14.9	20.8	33-6	33.5	32.8	44.9	21.7	17-2	29.5	277-5
training	44.0	22.5	33.0	48.3	50-1	49-1	65-9	32.6	25.5	48.9	419-9

Note: 'Planned entrants' are entrants to YTS only. 'Entrants to training' and 'Total in training' include young people on YTS and Initial Training

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

Measure	Great Britain		Scotland		Wales	Wales		
	December	November	December	November	December	November		
Community Industry Enterprise Allowance Scheme Job Release Scheme Jobstare Jobstart Allowance New Workers Scheme Restart interviews	8,000 92,000 8,000 301 4,000* 2,000	7,000 91,000 9,000 312 3,000† 3,000	1,832 8,116 518 23 515* 356	1,757 8,145 589 21 441† 505	794 6,234 343 27 351* 168	790 6,115 372 27 259† 289e		
(cumulative total)	1,480,218**	1,281,116††	183,068**	157,252††	89,337**	77,922††		

Live cases as at November 25, 1988 Live cases as at October 28, 1988.

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

Employment registrations† taken at jobcentres, November 7 to December 2, 1988 Placed into employment by jobcentre advisory service, November 7 to December 2, 1988*

OTHER FACTS AND FIGURES Jobseekers and unemployed people with disabilities registered† for work at jobcentres and local authority careers offices

GREAT BRITAIN	Disabled peo	Disabled people*											
	Suitable for o	ordinary employr	nent	Unlikely to obtain employment except under sheltered conditions									
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed					
1987 Oct	22.4	19-1	48.4	35.5	4.1	3.6	2.6	2.0					
1988 Jan Apr July Oct	21·5 20·3 20·3 18·5	18-4 16-8 17-1 15-7	45·6 46·6 45·6 43·4	32·9 34·0 33·5 31·6	4·1 4·2 4·0 4·0	3·6 3·6 3·5 3·4	2·5 3·0 2·7 2·3	1·8 2·3 1·9 1·6					

DEFINITIONS

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

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 nouseholds, excluding only those for which the income of the household is n the top 4 per cent and those one and two person pensioner households (covered by separate indices) who depend mainly on state benefits—that more than three-quarters of their income is from state benefits.

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

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

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.

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

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 in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

not elsewhere specified

EC European Community

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

UK Standard Industrial Classification, 1980 edition

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.

The following standard symbols are used:

not available

nil or negligible (less than half the final digit shown)

provisional

break in series

R

revised estimated

^{**} March 28 to November 25, 1988. ** March 28 to October 28, 1988.

[†] For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.

* Not including placings through displayed vacancies.

Includes registered disabled people and those who, although eligible, choose not to register.
† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 18, 1988, the latest date for which figures are available, 374,238 people were registered under the Acts.

Regularly published statistics

Employment and workforce	Fre- * quency	Latest issue	Table number or page	Earnings and hours (cont.)	Fre- * quency	Latest issue	Table number or page
Workforce GB and UK Quarterly series Labour force estimates, projections	M [Q]	Feb 89: Mar 88:	1·1 117	Average weekly and hourly earnings and hours worked (manual workers) Manufacturing and certain other			
Employees in employment Industry: GB		F. b. 00.		industries Summary (Oct)	B (A)	Feb 89:	5.4
All industries: by Division class or group : time series, by order group Manufacturing: by Division class or group	M	Feb 89: Feb 89: Feb 89:	1·4 1·2 1·3	Detailed results Manufacturing International comparisons	A M	Apr 88: Feb 89:	229 5·9
Occupation Administrative, technical and				Aerospace Agriculture	D A	Aug 86: Apr 88:	340 256
clerical in manufacturing Local authorities manpower Region: GB	A Q	Dec 88: Jan 89:	1·10 1·7	Coal-mining Average earnings: non-manual employees Overtime and short-time: manufacturing	A M (A)	Apr 88: Feb 89:	255 5·5
Sector: numbers and indices, Self-employed: by region : by industry	Q	Feb 89: Mar 88: Mar 88:	1·5 162 161	Latest figures: industry Region: summary Hours of work: manufacturing	M Q M	Feb 89: Dec 88: Feb 89:	1·11 1·13 1·12
Census of Employment: Sept 1984 GB and regions by industry UK by industry		Jan 87: Sept 87:	31 444	Output per head Output per head: quarterly and			
International comparisons Apprentices and trainees by industry:	M	Feb 89:	1.9	annual indices Wages and salaries per unit of output	M (Q)	Feb 89:	1.8
Manufacturing industries Apprentices and trainees by region:	A	July 88: July 88:	1.14	Manufacturing index, time series Quarterly and annual indices	M	Feb 89: Feb 89:	5·7 5·7
Manufacturing industries Employment measures Registered disabled in the public sector	M A	Feb 89: Feb 88:	9·2 65	Labour costs Survey results 1984	Triennial	June 86:	212
Labour turnover in manufacturing Trade union membership	Q	Dec 88: May 88:	1·6 275	Per unit of output	М	Feb 89:	5.7
Unampleyment and vecanoise				Retail prices General index (RPI) Latest figures: detailed indices	М	Feb 89:	6.2
Unemployment and vacancies Unemployment Summary: UK	M	Feb 89:	2.1	percentage changes Recent movements and the index	M	Feb 89:	6.2
GB Age and duration: UK	M M (Q)	Feb 89: Feb 89:	2·2 2·5	excluding seasonal foods Main components: time series	M	Feb 89:	6.1
Broad category: UK Broad category: GB	M M Q	Feb 89: Feb 89: Dec 88:	2·1 2·2 2·6	and weights Changes on a year earlier: time series Annual summary	M M A	Feb 89: Feb 89: Apr 88:	6·4 6·5 222
Detailed category: GB, UK Region: summary Age time series UK	Q M (Q)	Dec 88: Feb 89:	2·6 2·7	Revision of weights Pensioner household indices	Â	Apr 88:	248
: estimated rates Duration: time series UK	Q M (Q)	Feb 89: Feb 89:	2·15 2·8	All items excluding housing Group indices: annual averages	M (Q) M (A)	Feb 89: Feb 89:	6·6 6·7
Region and area Time series summary: by region : assisted areas, travel-to-work areas : counties, local areas	M M M	Feb 89: Feb 89: Feb 89:	2·3 2·4 2·9	Revision of weights Food prices London weighting: cost indices International comparisons	A M D M	June 88: Feb 89: May 82: Feb 89:	332 6·3 267 6·8
(formerly table 2·4) : Parliamentary constituencies	M Q	Feb 89: Dec 88:	2·10 2·6				
Age and duration: summary Flows: GB, time series	D	May 84:	2.19	Household spending All expenditure: per household : per person	Q	Sept 88: Sept 88:	7·1 7·1
UK, time series GB, Age time series	M M	Feb 89: Feb 89:	2·19 2·20	Composition of expenditure : quarterly summary	Q	Sept 88:	7.2
GB, Regions and duration GB, Age and duration	9 9 1	Oct 88: Oct 88:	2·23/24/26 2·21/22/25 2·13	: in detail Household characteristics	Q (A) Q (A)	June 88: June 88:	7·3 7·3
Students: by region Disabled jobseekers: GB	M	Feb 89: Feb 89:	9·3/4 2·18	Industrial disputes: stoppages of	work		
International comparisons Ethnic origin	M	Feb 89: Mar 88:	164	Summary: latest figures : time series Latest year and annual series	M M A	Feb 89: Feb 89: July 88:	4·1 4·2 372
Temporarily stopped: UK Latest figures: by region	М	Feb 89:	2.14	Industry Monthly: Broad sector: time series	М	Feb 89:	4.1
Vacancies UK unfilled, inflow outflow and				Annual Detailed Prominent stoppages Main causes of stoppage	A	July 88: July 88:	372 380
placings seasonally adjusted Region unfilled excluding Community	M	Feb 89:	3-1	Main causes of stoppage Cumulative Latest year for main industries	M A	Feb 89: July 88:	4·1 377
Programme seasonally adjusted Region unfilled unadjusted	M	Feb 89: Feb 89:	3·2 3·3	Size of stoppages Days lost per 1,000 employees in	A	July 88:	379
Podundancies				recent years by industry International comparisons	A	July 88: June 88:	376 335
Redundancies Confirmed: GB latest month Regions	M M	Feb 89: Feb 89:	2·30 2·30	Touriem			
Regions Industries Advance notifications	M S (M)	Feb 89: Nov 88:	2·31 622	Tourism Employment in tourism: industries GB Overseas travel: earnings and expenditure	M M	Feb 89: Feb 89:	8·1 8·2
Payments: GB latest quarter	D	July 86:	284	Overseas travel: visits to the UK by overse residents	as M	Feb 89:	8.3
Earnings and hours				Visits abroad by UK residents Overseas travel and tourism	M Q	Feb 89: Jan 89:	8.4
Average earnings Whole economy (new series) index				Visits to the UK by country of residence Visits abroad by country visited Visits to the UK by mode of travel and	Q	Jan 89: Jan 89:	8.6
Main industrial sectors Industry Linderlying trend	M M O (M)	Feb 89: Feb 89: Mar 88:	5·1 5·3 197	purpose of visit Visits abroad by mode of travel and	Q	Jan 89:	8.7
Underlying trend New Earnings Survey (April estimates) Latest key results	Q (M)	Nov 88:	601	purpose of visit Visitor nights	QQ	Jan 89: Jan 89:	8·8 8·9
Time series Basic wage rates: manual workers Normal weekly hours	M (A)	Feb 89: Apr 88:	5·6 230	YTS	M	Ech 90	9.1
Holiday entitlements	Α	Apr 88:	257	YTS entrants: regions	М	Feb 89:	9.1

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

Special Feature



Snacks served to coach passengers, making the journey that much more attractive

Training in tourism

This article examines new career development initiatives in Britain's tourism industry. In particular, it looks at the effect that continuing expansion of the industry is having on the recruitment, retention and career structures of people in tourism related jobs.

"The tourism and leisure sectors are generating more income and more jobs than ever before. If this growth is to continue more managers and owners of companies will need to follow the lead provided by those who are already convinced of the close linkages between profit and a competent and skilled workforce, and between a commitment to continuous training and competence.

There is a lot of good practice around—individuals who seek to improve their skills, colleges with up-to-date and relevant courses, new open and distance learning packages and employers who find that properly organised training helps them get and retain key workers. We can all learn from the experiences of others—that is at the heart of the work of the National Training Task Force."

-Brian Wolfson, chairman of the National Economic Development Council Tourism and Leisure Sector Group, and recently appointed chairman of the National Training Task Force.

The tourism industry is a success story. It generates about £18,000 million for the economy, attracted 15.4 million visitors to the UK in 1987 and employs about 1.5 million people. But it is not an industry that can afford to rest on these laurels, as new challenges are emerging which will stretch its ability to grow and develop at the same rate in the future.

Nevertheless, the tourism industry does have a good track record of responding to change positively, of being an industry with a tradition of diversifying and developing new products. One obvious example is investment in all weather facilities allowing visitors to use attractions throughout the year. This has been important in lengthening the season and attracting new types of tourism business. At the same time, professionalism is increasingly coming to be expected by today's tourist, making development and training of the workforce a priority for the industry. It also means that increased effort has had to be put into ensuring that the right people are recruited in the first place.

As Brian Wolfson points out, there is already much good practice in the industry. This article looks at some of the work already under way, and at the recruitment and retention difficulties facing the industry. In particular it examines the work being undertaken as part of the Tourism Training Initiative—launched in October 1987 by the Employment Secretary and John Lee, Minister for Tourism—and complementary work being undertaken for the National Economic Development Office, the Department of Employment and the Training Agency by the Institute of Manpower Studies on recruitment and retention practices in the tourism industry.

Tourism Training Initiative

The Tourism Training Initiative (TTI) was set up to help develop improvements to the quality and quantity of training in the tourism industry as a whole. Employment Ministers and the Training Agency have been working with the industry to achieve this—and industry involvement has proved to be crucial. Following two national TTI conferences to secure involvement and support from the industry, work is now going on in five key areas:



The English Tourist Board's Classification system has encouraged visitors to stay at places such as Melva Whitehead's bed and breakfast, the Felix Gallery, in Lewes.



Occupational standards, vocational qualifications and common skills

Substantial advances have been made over the past year to increase the development of qualifications across all sectors of tourism and leisure. In October 1988 an employerled working group was established which will provide an overview and monitor progress to ensure that all sectors are covered. It will also be responsible for reporting on the identification of common skills. All major sectors involved in leisure and tourism now have standards development in

Training provision and skill needs

A recent study commissioned by the NEDO Group on Tourism and Leisure, on good practices in recruitment and retention, will be promoted to employers in spring 1989, to help suggest how employers can alleviate skill shortage problems.

A series of regional conferences organised by the Training Agency has begun to encourage employers and training providers to work together to resolve skill needs. By the end of February 1989, eight conferences will have taken place and more are planned.

A group of local employer networks has been approached in one region to organise a training needs analysis to establish a working mode for other areas. Results should be available by mid-1989.

As part of the Work-Related further education programme, visits are under way to a number of local education authorities. They are being asked to provide information on tourism course provision in the public sector with a view to undertaking a wider study next year. The programme of visits started in December 1988.

Employer commitment

A TTI newsletter has been launched to promote good practices and encourage employers to follow suit. The first issue (circulation 44,000) came out in August 1988¹, with a second one (circulation 58,000) three months later.

Commitment to customer care

A specially commissioned induction package for new entrants to the tourism industry is being linked to a national campaign. This campaign encourages employers to subscribe to minimum training standards. A pack will be advertised that will give guidance on customer care

¹Further information is available from Sonia Napier, Level 6, Department of Employment Training Agency, Moorfoot, Sheffield



Concert before a packed audience at G-Mex, Manchester

Career image

The Department of Employment's Small Firms and Tourism Branch is undertaking research on existing careers material to see what is currently available and whether there are any gaps either in sector coverage or particular target groups.

The TTI work shows that there is already a great deal of commitment from the tourism industry to developing and training its workforce. TTI has helped by providing a useful framework for the various initiatives and has helped publicise them across an industry that is relatively fragmented.

Recruiting and retaining people in the tourism industry

Career image is, of course, vital if the industry is to get the right numbers of recruits to match its growth. It is equally important that those recruits are of the right quality, and that employees, once recruited, are retained and developed.

Changes in the labour market mean the traditional recruitment of young people is going to become more difficult as the number of young people decreases. There will be a million fewer young people in 1995 than there are today—a drop of nearly 25 per cent. Far fewer young people will enter the labour market each year in the early 1990s, whereas the hotel and catering sector alone is estimated to be creating nearly 200,000 jobs between 1987 and 1993. There will not be enough young people coming forward to fill all these vacancies, so the tourism industry must look again at its recruitment strategies.

Clearly part of the answer is that efforts need to be made to attract both younger and older people, including people with disabilities, to join the industry if it is to sustain growth. Working practices must help develop effectiveness—and this has a part to play in helping to retain staff, as effective employees are likely to experience greater job satisfaction. Training and retraining must be offered throughout people's working lives to develop their skills in their own job, and to develop professionalism in industry which is increasingly faced with tough international competition.

Recruitment

Given the demographic changes outlined above, the tourism industry needs to compete strongly with other industries to attract young people. The Construction Industry Training Board has recently published a study into the attitudes of young people aged between 12 and 24 towards work.

The study, involving a sample of over 9,000 young people, shows what influences career choices, and when career decisions are made.

It is clear from the survey that most young people know what they would like to do by the time they are aged between 12 and 14, although their final choice may not in fact be made until they start their last year in school.

Marketing to schools is clearly an important way of attracting young people. The tourism industry has already

produced a good deal of material for careers teachers to use. Careers packs have also been produced by the tourist boards. Videos such as Jobs Galore, produced by the Restaurateurs' Association of Great Britain, and A Good Job for Tomorrow, produced by the Hotel Employers

Group, are widely available.

Two further videos, funded by the Training Agency and designed specifically for young people thinking of careers in the tourism, hotel and catering industries, are currently in production. The London Tourist Board and the British Hotels, Restaurants and Catering Association are also considering how to influence young people's views.

Of course, the industry needs to look at other potential sources of recruits to meet its manpower requirements. Of particular importance are women, especially those returning to the labour market. Although women have always traditionally been recruited to the industry—though perhaps not as many to senior positions as their numbers would suggest—there is scope for more. Disabled workers could also offer a great deal to the tourism industry, and not just in the lower-paid jobs, but at all levels.

More older workers of both sexes could be recruited too; the industry has recently been urged to develop strategies for the recruitment of older workers by Brian Wolfson in his capacity as chairman of the Tourism and Leisure Sector Group of the National Economic Development Council. The assistance offered through the Government's Employment Training programme, which provides for up to a year's individually tailored training and work experience, can help with this.

Other industries, notably retail, have been swift to capitalise on the skills and maturity offered by older workers and have particularly aimed recruitment campaigns at this group.

Retention

Moving in and out of the industry enables people to develop their career and develop broad experiences. But in some parts of the tourism industry—particularly the hotel sector, where turnover rates of up to and over 100 per cent have been reported—staff moving away can have a detrimental effect on the smooth running of an operation.

Factors involved in retention of staff are complex and vary between individuals and different sectors of the industry.

Some young people in particular on entering the





All-weather facilities, such as the Rossendale dry ski slope, are successfully extending the tourist season.

industry do find overly hierarchical management structures, lack of responsibility and poor pay and conditions, and these have undoubtedly influenced decisions to move elsewhere.

However, opportunities exist within the tourism industry for swift development and progression, so young people can achieve high levels of responsibility, with accompanying high financial rewards at an early age. Recent examples of posts filled in the industry include a head chef job in Ipswich, paying £16,000 plus living accommodation, taken by someone aged 28; and the managership of a country house hotel, offering £20,000 plus car and other benefits, taken by a 30 year old.

These are examples of people who have done well in the industry, but they are not so unusual. It may be that the industry needs to be more open about opportunities so that there is greater awareness of these at all levels and a sense of opportunity is created. And perhaps it needs to look particularly at the experiences of new recruits to see whether people are being lost unnecessarily through perceived lack of opportunities which do, in reality, exist.

Training and retraining may also help create this sense of opportunity, by developing skills that will allow access to new jobs. The message that training continues right through working life is becoming more and more widely accepted. The Association of British Travel Agents recently announced plans for a £1 million retraining scheme open to all employees in ABTA registered companies. This will mean free training being available for about 8,600 adults to develop new skills in areas as varied as public speaking, managing staff and air-fare ticketing.

Conclusion

A wide range of activities is currently being undertaken to market the tourism industry to potential and existing workers, as well as clients and consumers. The Tourism Training Initiative is designed to help support this work in the short term so that the tourism industry as a whole can go on to meet the opportunities which present themselves over the next few years. By identifying its own best practice in developing people—perhaps its most significant single resource—and adapting it across the industry as a whole, the tourism industry will have every chance to continue to enjoy success and growth.

Special Feature



All reasonable steps should be taken to ensure conduct which prevents either men or women from being harassed on grounds of their sex.

Situations people face and fudge Employee attitudes, attributes and acceptability

by Roger Steel

Partner and head of employment group of solicitors, Frere Cholmeley

In his final article in the series¹, Roger Steel explores personal relationships between employees and their employer in the workplace. This is an area in which employers often fear to tread when difficulties arise, because of the personal nature of the problems, but where a firm-and sensitive--approach at the outset is often the best solution. The aspects discussed are: discrimination (both by the employer and by other employees), sexual harassment, strident views, personal appearance, personality clashes and convictions for criminal offences outside work.

From the point of view both of good personnel practice and of avoiding legal claims, it is important not only that discrimination should not take place but also that it should be seen not to be taking place. In other words, the systems and procedures in place should operate fairly and objectively to eliminate race or sex as a factor.

The views expressed in these articles are the author's own and are not necessarily ose of the Department of Employment. The two earlier articles were published in the July and August 1988 issues of Employment Gazette.

Many of the statutory principles in respect of race and sex discrimination are the same. For ease of reference, therefore, the principles discussed in this article apply equally to race and sex discrimination unless otherwise stated.

The sex discrimination legislation applies to outlaw discrimination not only against men or women (as applicable) but also against married people of either sex.

The proper approach taken by industrial tribunals in

respect of allegations of discrimination, as recently approved by the Court of Appeal, is that, because direct evidence of discrimination is rarely available to the applicant employee, inferences may be drawn from the primary facts. If these indicate that there has been discrimination of some kind, or are consistent with there having been discrimination, the employer must provide an explanation; and unless he or she can do so in clear and innocent terms, the complaint should succeed.

Indirect discrimination

The law prohibits indirect as well as direct discrimination. It defines indirect discrimination as the unjustifiable imposition of a requirement or condition which would be applied equally to other people but is such that the proportion of people of one sex or of a particular racial group who can comply with it is considerably smaller than the proportion of people of the other sex or not of that racial group.



The law prohibits both direct and indirect discrimination in employment.

Discriminatory requirements or conditions are not always readily apparent and can be discriminatory in effect (and therefore unlawful) even if unintentional. Care therefore should always be taken whenever an employer sets up a system of rules, to ensure that they do not unintentionally operate unfavourably against women (or men) as a group, or people of particular racial groups.

The Commission for Racial Equality and the Equal Opportunities Commission have issued Codes of Practice for the elimination of discrimination and the promotion of equality of opportunity in employment. The Codes give practical guidance to employers, trade unions and others, not only on the provisions of the discrimination legislation and its implications, but also on how best to implement policies to eliminate discrimination and enhance equality of opportunity.

The Codes do not impose legal obligations, nor are they authoritative statements of the law. However, their provisions are admissible in evidence in any proceedings under the Acts before an industrial tribunal.

Also if any provisions appear to the tribunal to be relevant to the proceedings, they must be taken into account

FEBRUARY 1989 EMPLOYMENT GAZETTE

The CRE's Code gives two examples of potentially indirect discrimination as follows: a rule about clothing or uniforms with which certain racial groups cannot comply, and a requirement for a higher language standard than necessary for the safe and effective performance of the job.

The EOC's Code warns against the risk of unlawful indirect discrimination in the treatment of part-timers and recommends, for example, that where part-timers do not enjoy pro rata pay or benefits with full-time workers, the arrangements should be reviewed to ensure that they are justified without regard to sex.

The ACAS advisory handbook Discipline at Work gives as a further example of potentially indirect discrimination a requirement about mobility of employment which cannot be justified on operational grounds and is disadvantageous

If the requirement or condition can be shown to be justifiable irrespective of the sex, marriage or racial, ethnic or national origin of the applicant employee, then even though the requirement or condition may operate to the detriment of members of one sex or race, there will be no unlawful discrimination.

Direct discrimination

Direct discrimination, by contrast, is usually intentional (although not for that reason necessarily any easier to prove) in that it consists of treating a person, on racial grounds or grounds of sex or because they are married, less favourably than other people would be treated. Indirect discrimination is to be assessed objectively by reference to the requirement or condition; direct discrimination is more subjective in the sense that it depends upon the alleged wrongdoer's grounds for the treatment.

The law currently prohibits both forms of discrimination in the following areas of the employment relationship: recruitment; terms of employment; access to opportunities for promotion, transfer, training, benefits, facilities or services; dismissal or other detriment and retirement. A notable exception in relation to sex discrimination is benefits relating to death and retirement.

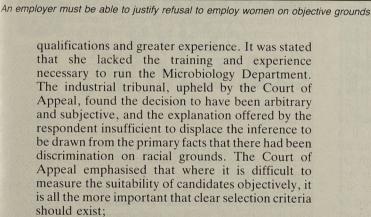
Taking in turn each of the areas of the employment relationship identified by the Act as areas where unlawful discrimination may occur, which are also addressed by the Codes, the following steps are recommended to diminish the risk of discrimination or an appearance of discrimination:

• in general terms, regular review and examination of existing procedures and criteria, which should be changed if found to be actually or potentially discriminatory;

• regular analysis of the workforce and recruitment sources with regard to ethnic origins and sex to identify imbalances in the membership of the workforce or in job applicants;

• selection tests upon recruitment should be checked to ensure that they are related to job requirements and can be justified on objective grounds;

• selection or recruitment procedures should be objective and clear. The more subjective the test, the more likely is discrimination or the appearance of discrimination. A recent racial discrimination case will serve as an example. In Noone v Walsall Health Authority¹, Dr Noone, a Sri Lankan doctor, was shortlisted for but was not offered the post of consultant microbiologist, despite her superior



- similarly, in consideration of transfers and training, there should be clear criteria which staff should be instructed to apply objectively and without discrimination. The criteria should be related to job requirements and justifiable as such:
- terms and conditions of employment and access to benefits may be subject to the fulfilment of qualifying conditions. It should be ensured that these are not such that a smaller proportion of women, married people or people of one racial group are able to comply with them. If they are, and the qualifying conditions cannot be justified on grounds other than sex, marriage or racial, national or ethnic origin, unlawful discrimination will result.

This can be illustrated in relation to refusing to allow women to work part-time upon their return

1987) IRLR 289.

(1987) IRLR 286.



should, therefore, be prepared to justify such a requirement or condition upon practical and sound business grounds; • the Sex Discrimination Act 1986 now prohibits discrimination in relation to retirement ages on grounds of sex. It also makes unlawful terms on which access is afforded to opportunities for promotion, transfer or training, or provisions made for dismissal or demotion, where those terms or

provisions relate to discriminatory retirement ages.

or condition with which a smaller proportion of

women than men can comply. The employer must

therefore be able to justify the refusal upon

objective grounds. It was held in Robertson v

Strathclyde Regional Council that "policy" or

"principle" arguments by themselves did not

provide the necessary justification. The employer

Employers are rendered liable by statute for acts of discrimination committed by employees in the course of their employment, whether or not done with the employer's knowledge or approval, unless the employer can show that he or she took such steps as were reasonably practicable to prevent the discriminatory act. The provision applies equally to sex and race discrimination.

The recent cases of Irving v The Post Office² and Heasmans v Charity Cleaning Co3 illustrate that the employer can escape vicarious liability if the employee was not authorised to do the discriminatory act complained of,

^{1 (1988)} IRLR 195.

even if the employment might have provided the opportunity to do the act. In Irving, for example, a postman wrote a racially abusive remark upon an envelope destined for his neighbour, while sorting the post, and the Post Office was held not to be vicariously liable by the Court of Appeal. This argument may often, therefore, form the employer's first line of defence.

If the discriminatory act of the employee is within the course of his or her employment (that is, it was an act which he or she was authorised to do although the discriminatory manner of it was unauthorised), the employer may be able to make out the statutory defence provided the correct steps are followed. In Balgobin and Frances v London Borough of Tower Hamlets1, a case of alleged sexual harassment by co-employees, which was unknown to the employer, the employer's defence succeeded both before the industrial tribunal and the Employment Appeal Tribunal. It was found that the allegations had not been made known to management, but there was proper and adequate staff supervision, and that the employer had made known its policy of equal opportunities. The employer had also held an inquiry once the complaint had become known.

The Codes encourage the formulation of an equal opportunities policy, overall responsibility for which is allocated to a member of senior management, and which is made known to all employees. Training and guidance for supervisory staff and other relevant decision-makers should be given to ensure that they understand their position in law and under company policy.

The intention of such education would be the eradication of discriminatory conduct by employees as well as the avoidance of liability on the part of the employer if such discrimination were to occur. The ACAS advisory handbook also recommends the distribution of written rules to indicate to managers and employees what is expected of them.

It has been held in Strathclyde Regional Council v Porcelli², that sexual harassment is capable of amounting to direct discrimination if, as a result, the employee suffers a detriment.

In De Souza v Automobile Association³, the Court of Appeal held that there would be a "detriment" if a reasonable employee could justifiably complain about his or her working conditions or environment. Although De Souza was a case brought under the Race Relations Act 1976, the concept of 'detriment' is used also in the Sex Discrimination Act 1975 and, accordingly, the Court of Appeal's ruling in the case would also be relevant to sex discrimination cases. An employer risks vicarious liability for harassment, personal liability for failure to deal with the complaint properly (in circumstances where an equivalent complaint by a man would have been taken more seriously), and an allegation of constructive dismissal. Steps should therefore be taken to investigate and, if the complaint is well founded, put a stop to the harassment.

The EOC Code recommends that particular care be taken to deal effectively with all complaints of discrimination, victimisation and harassment and that it should not be assumed that those who make such complaints are over-sensitive. All reasonable practical steps should be taken to ensure a standard of conduct which prevents members of either sex from being intimidated or harassed on grounds of their sex.

In assessing compensation, the industrial tribunal is

⁵ (1988) IRLR 144. ⁶ (1977) IRLR 395.

expected to take into account whether the applicant was upset by the harassment, since this is relevant to the extent of the detriment he or she has suffered. There has been discussion in two recent cases, Snowball v Gardner Merchant Ltd4 and Wileman v Minilec Engineering Ltd5, about the difference between consensual activities and enforced harassment and the applicant's right to determine

The tribunal will also take into account whether an applicant's behaviour or dress may have encouraged the acts complained of when assessing compensation.

It should also be borne in mind that there are two sides to this coin, the resolution of the complainant's grievance and the disciplining of the person who is guilty of the harassment. The ACAS advisory handbook cites racial and sexual abuse or harassment as clear cases to be treated as disciplinary offences.

Strident views and personal appearance

The law recognises that a balance has to be struck between the need to control, and the interests of, the business as against the reasonable freedom of the employee.

While an employer cannot impose restrictions based upon an unreasonable judgment of what might be offensive, the employer is allowed to decide what could affect the prospects of success of the business.

In the case of Boychuk v H J Symons Holdings Ltd⁶, the employee wore to work badges to which the employer objected and it was held that it was within the employer's discretion to instruct the employee not to wear symbols which he considered on reasonable reflection to be potentially offensive to customers and employees. Thus the appearance of staff, especially when their duties bring them into contact with the public, is a matter over which the employer has a measure of discretion and control.

Personality clashes

Depending upon the facts of the particular case, personality clashes can either be matters relating to conduct or relating to some other substantial reason for dismissal. While it is potentially fair to dismiss an employee because of a personality clash, it is very important that the employer should be able to establish:

(i) that he or she has properly investigated and attempted to conciliate the matter and reasonably form the conclusion that the dismissal of this particular employee was within the range of reasonable responses; and

(ii) that the personality clash is causing disruption or risk to the business and is having an adverse effect upon the manner in which the employee or employees concerned are performing their duties.

In the case of Treganowan v Robert Knee and Co Ltd there was a tense atmosphere arising from a personality clash between women in an office which was seriously affecting the company's business. One of the women was dismissed and on appeal it was confirmed that the dismissal

However, subsequent cases have indicated that there must be an irretrievable breakdown in the working relationship and that action short of dismissal should be considered if possible.

In such a situation, if it has been decided that dismissal is the only solution, the employer must also be able to justify upon objective grounds the choice of which employee to dismiss, based upon a reasonable investigation of the circumstances of the case.

Convictions for criminal offences

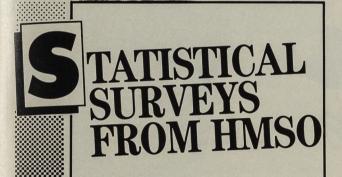
As indicated in the ACAS advisory handbook, disciplinary action will not be justified merely because the employee has been charged with or convicted of a criminal offence. The employee's conduct giving rise to such charge or conviction must additionally warrant action because of employment implications.

The fact that the police may be involved does not obviate the need for the employer to carry out his or her own investigation and reach reasonable decisions based upon reasonable grounds; nor does it oblige the employer to await the outcome of any criminal proceedings.

There will clearly be cases where the employee's off-duty conduct has no bearing on employment and, at the other extreme, cases where the employee's conduct is so inextricably involved with his or her employment that disciplinary action is inevitable. The most difficult situations in which to assess the correct approach are those borderline cases where the bearing upon employment might not be obvious or direct; and those cases where, whatever the criminal charge, and whatever its impact upon employment, the employee refuses to co-operate with the employer's disciplinary procedure.

In relation to the former, in order to justify dismissal, the

(1979) IRLR 220.



GENERAL HOUSEHOLD SURVEY

Examines population, marital history and fertility, housing, employment, education and health (including smoking and drinking). A source of background information for central government decisions on resource allocation between social programmes. Published annually by the Office of Population Censuses and Surveys

New Earnings Survey

In six parts, provides details on earnings and hours for particular wage negotiation groups, industries, occupations, regions, counties and age groups. Includes details on women's parttime work.

Department of Employment

For further details on these and other HMSO periodicals, including current rates, contact PC 13A/2 HMSO Books, PO Box 276, London SW8 5DT. Tel. 01-211 8667/8

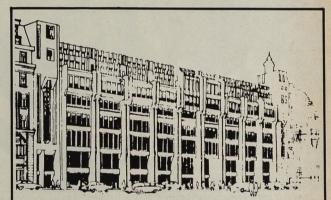
......



criminal offence outside work or other off-duty conduct must have an effect upon the employee's work, service and status, relations with fellow employees or contact with the public; and his or her continued employment must be demonstrably harmful to the employer's business either because it renders the employee unfit to do the job he or she is employed to do or it renders him or her unacceptable to colleagues.

In Norfolk County Council v Bernard¹, a drama specialist who had some contact with school children was convicted of possession and cultivation of cannabis leaves which had been found in his car. The tribunal accepted his evidence that he had been given the leaves by someone else and had smoked two or three cigarettes and then forgotten about them. His dismissal was found to be unfair. The industrial tribunal and Employment Appeal Tribunal were strongly influenced by the applicant's high character and the fact that it was an isolated incident.

In relation to the latter circumstances, the employee must still be given the opportunity to state his or her case. hear the evidence and call witnesses. If the employee refuses to participate, the employer can still be justified in proceeding with a decision to dismiss provided that there are reasonable grounds for believing that the employee has been guilty of the misconduct alleged, and the employee is aware of, and has been given the opportunity to refute the allegations made.



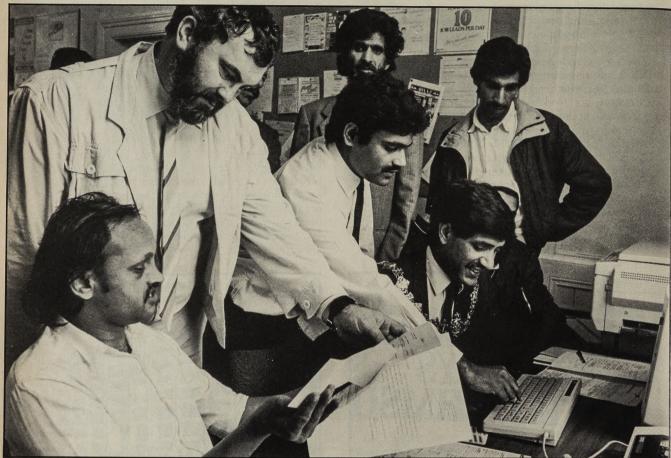
NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor **Employment Gazette** Department of Employment **Caxton House Tothill Street** London SW1H9NF 01-273 5001

¹ (1987) IRLR 401. ² (1986) IRLR 134.

Special Feature



Opening of the first bi-lingual Halifax Jobcentre. David Helliwell, Deputy Leader, Calderdale Council and chairman, Education Committee (standing left), Mohammad Iqbal, Jobclub leader (standing right); Habib Ur Rahman Jobclub member (seated left); Cllr Mohammad Najib, Deputy Mayor, Calderdale (seated right).

Practical ethnic and sex monitoring—the Calderdale experience

by Hilary Harris Senior consultant, Percom Ltd

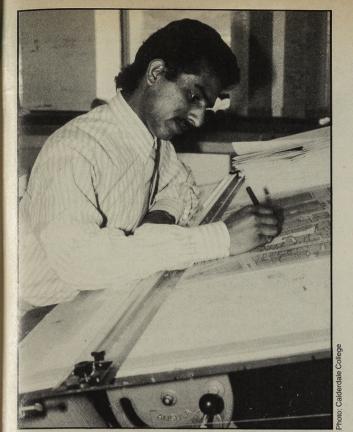
While many 'equal opportunity employers' collect data, very few carry out effective monitoring of ethnic origin, gender and disability of employees and applicants. Calderdale Metropolitan Borough Council uses the facilities of today's human resources software to highlight trends and provide the analysis for the direction of its equal opportunity policy. The authority's experience is described here¹.

Calderdale MBC is a metropolitan district in West Yorkshire with a population of 193,000. Some 3·4 per cent of the population—almost 7,000 people—are from ethnic minorities, almost all of Asian extraction. In 1985

Calderdale adopted an equal opportunities policy, and its new recruitment and selection requirements came into force for all categories of vacancy in October 1986.

Implementation posed a number of problems. Taking the Social Services Department as an example there were:

• over 100 establishments many of which had different recruitment practices (some now



Quyoum Hussain, trainee in Calderdale town planning department.

outlawed), in particular 'word of mouth' recruitment for low hours posts such as cleaners;

• a department which maintained a fairly constant 80 to 100 vacancies; and

 an administrative workforce struggling to keep pace with the demands made upon it and no possibility of significant extra staff resources.

In addition, the need to provide statistics for central departments had also increased dramatically with the expansion of the central personnel section to include staff planning and training. Whereas in 1984 it had been acceptable to supply details to the centre on the number of people employed, the centre now wanted details about their work, their age, their training and other matters.

There had been no real argument about the introduction of the equal opportunities policy since the aim of providing equal opportunities seemed a reasonable concept which most staff appeared to understand and accept. Work had been done to ensure the commitment of politicians, chief officers and trade unions; then a letter signed by the leaders of the three parties represented on the council was sent to every employee. The letter explained the content of the new policy and also its meaning in practical terms.

The problems arose in how to go about changing practice and monitoring the change. Part of the policy document stated: "It is essential that programmes to implement the policy must be based on precise factual information and this necessarily involves some system of collecting and analysing data so as to get a picture of what is happening within the council's activities in terms of employment and service delivery." It added: "In order that monitoring can be carried out, there will be a need to keep records of the ethnic origin, the sex and any disability of employees and for job applicants. Regular analysis of these records should be carried out and reported to the equal opportunities sub-committee."

Problems

Although a monitoring sheet was produced and a number of staff trained in its completion, it created a number of problems:

- the need to re-route application forms in order to collect the data on race, gender, disability and age and also prevent such information reaching the recruiters;
- it was not possible to carry out the exercise along with routine recruitment administration since, for each vacancy, it required analysis across the various categories as well as analysis of the 16 different possible reasons for rejection;
- it was, and is, a tedious job and was difficult to motivate staff to carry it out;
- accuracy was essential because the wrong entering of one set of candidate details could easily wreck the statistical analysis of trends.

Moreover, some personnel practices in recruitment were well overdue for a review since many issues were not being addressed in a systematic way. These included turnround time on filling vacancies, effectiveness in the use of advertising and presentation of recruitment information to prospective applicants.

By Christmas 1986 it had become a struggle as more and more time was put into trying to cope with recruiting while at the same time carrying out a separate monitoring process which seemed to be taking on a life of its own.

It became clear that a system was needed to streamline the whole process so that all the activities could be integrated.

Experiences with new technology in the shape of microcomputerised personnel records led to the consideration of a similar approach to recruitment and by late 1987 Calderdale was, it is believed, one of the first local authorities to introduce a computerised recruitment and selection system.

By May 1988 this had expanded into a micro-computer network. Since then it has been possible to keep an accurate and up-to-date check of the various stages reached by any vacancy or applicant. Personalised letters are now sent to applicants at all stages of the process. The data required for equal opportunities monitoring are collected as part of the on-going process and computer records are being developed to process individual monitoring sheets.

Achievements

The councillors and officers in Calderdale are proud of the efforts made so far towards becoming an equal opportunities employer. Both the chief officers and the Equal Opportunities Sub-committee receive quarterly statistics based on records of the ethnic origin, gender and disability of applicants for jobs and their success in obtaining a shortlist and appointment; a report interpreting the statistics highlights the types of job for which ethnic minority applicants do not apply, the departments to which they do not apply and departments in which they have been more than averagely successful or unsuccessful.

These reports identify a range of considerations for the authority's recruitment practices. In the context of ethnic origin, since the statistics started to be published, ethnic minority applicants have become four times more likely to be shortlisted than they were before and twice as likely to be appointed. The number of ethnic minority employees, for instance, rose from 26 in December 1985 to 129 in December 1988.

Although the proportion of ethnic minority employees in the authority is still small, the fact that the numbers are

increasing shows that the policies, procedures and practices adopted by the council are beginning to have the desired effect. It is looking for continued growth in the employment of ethnic minorities of at least this rate until a realistic representation rate is achieved.

With regard to gender, the volume of applicants is not at issue since two-thirds of the workforce are women. However, imbalances have been identified and continue to be reflected in the quarterly reports concerning the failure rate of women applicants seeking senior or management positions and the lack of women applicants in nontraditional job areas. Some progress has been made in improving gender/grade imbalances and, as a result of the non-identification of gender until the interview, appointments have now been made for women in jobs such as lorry driving and joinery.

Monitoring of applicants with disabilities has revealed a low application rate and an even lower success rate at the appointment stage. In two years the percentage of registered disabled employees has increased from only 0.32 per cent to 0.45 per cent but the authority is confident that as awareness is raised, figures will improve with a target of 3 per cent by 1992.

Other steps taken by Calderdale include revision of job application forms to avoid seeking unnecessary information which might be prejudicial, monitoring of the reasons for rejection of applicants, the banning of word-ofmouth recruiting and the extension of job advertising to include community organisations and shops in the areas in which people from ethnic minorities live. Entry qualifications have been reviewed to remove unnecessarily high ones and every job to be filled must now have a personnel specification with the job description showing what qualifications, experience, and so on are essential and what are merely desirable for the filling of the post.

Members of staff have been involved in the programme: the authority required all departments to produce a oneyear action plan stating what they would do within a year, both as employer and as a deliverer of services, to achieve the council's equal opportunities policy. During this process, the action plans were discussed with staff and re-written to take account of their ideas. This procedure was repeated the following year.

Calderdale as an authority is determined that it will not make the claim to be an equal opportunity authority before it is able to prove that claim.

For Calderdale it was critical that key monitoring data were identified early, that the problems of collation were addressed and that clear report formats with recommendations for their use were agreed.

Role of monitoring

It is generally agreed that monitoring is the key to an effective equal opportunities programme since an organisation claiming to be achieving equality cannot do so without accurate and comprehensive statistics on current workforce and applicants. All too often, however, the compilation of statistics becomes an end in itself, with hundreds of hours devoted to creating tables and tables of figures which are meaningful only to the most dedicated. For lesser mortals, lack of time and more pressing commitments often mean that these statistics are pushed into the nearest filing cabinet and ignored after the most cursory of glances.

In order that monitoring statistics are used as indicators and tools for constructive changes, they must be made:

- easy to collect;
- easy to retrieve;
- easy to manipulate;

· easy to assimilate.

The emphasis on ease of data use does not imply that monitoring statistics have to be simplistic since there is considerable merit in having the ability to analyse data on both a general and a more specific level.

Benefits of a computerised monitoring system

A computerised solution is a cost-effective answer. However, for monitoring to be truly effective, it is vital that such solutions are made available to the 'user' departments, such as the personnel department which has the task of compiling the data in the first place.

Organisations, such as Calderdale, with specialist equal opportunity units can also benefit from a more streamlined approach by holding all data required for monitoring purposes on computerised personnel systems from which reports can be generated or data transferred.

For most organisations, the benefits of such an approach to equal opportunity monitoring are:

- speed and simplicity of data input;
- time savings;
- less duplication;
- greater accuracy;
- fast manipulation of statistics;
- relevant, understandable analysis;
- production of high quality management information reports showing outcomes and trends;
- little or no technical knowledge required.

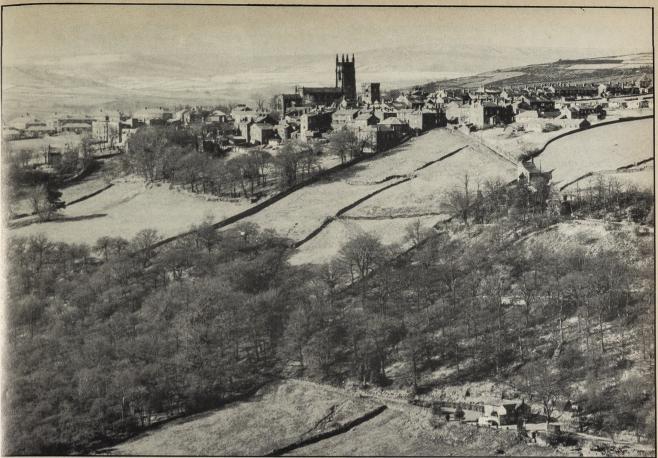
But most important of all is increased staff commitment to the programme.

How should data be held on a computer system?

Considerable debate is still generated on the subject of holding equal opportunity data on computers and as part of general personnel systems and some believe that all such information should be held separately. It is, however, one thing to try to screen applicants and interviewers from potential bias within the job market; but failure to monitor personnel records once a person has joined an organisation may well hide direct and indirect discrimination in promotion, training, redundancy and other employment practices. A committed equal opportunities policy should monitor data before and after recruitment and selection.

Data held as part of the applicant's or employee's record must be with the assurance of management that such information is for "the purpose of monitoring equal





Heptonstall, near Hebden Bridge, Calderdale.

opportunity alone and is protected from misuse." The Data Protection Act must also be borne in mind.

Key data

The key information to be held on a computerised personnel system should include sex, ethnic origin (a set of standard codings should be created), marital status, disability, grade/salary, department and type of job. For recruitment and selection monitoring, the first four items should be held, together with source of application, reason for rejection, and stage in recruitment process reached when rejected.

Additional information for monitoring purposes

Other information may be very useful in determining whether equal opportunity is being achieved, although employment conditions on grounds, for example, of age or mobility can sometimes be justified. The following considerations need to be taken account of:

- Age: Unnecessary age barriers in recruitment and for promotion are often detrimental to women, since many in their twenties and thirties will have
- Mobility: Mobility requirements in relation to recruitment or promotion selection criteria can be discriminatory.
- Contract type: The possibility of discrimination against part-timers in terms of employment prospects, terms and conditions, pay and redundancy selection are particularly high. The majority of part-time workers are women.
- Performance appraisal: Analysis of potential and

performance ratings by sex and ethnic categories may show bias from certain assessors. Performance appraisal records can be analysed to trace career development for different categories of staff and highlight recommendations for training.

- Training records: Indirect discrimination may occur because of a lack of training opportunities for women or ethnic minorities. The holding of training records will allow prompt analysis of training undertaken by the various disadvantaged groups and these records could indeed also contain future intended training/career development plans, etc.
- Promotion: Job history records can highlight the rate of promotion for employees within disadvantaged groups in comparision with other
- Grievance and disciplinary records: Analysis of such records may highlight areas of both direct and indirect discrimination.
- Reasons for leaving: A coded list for reasons for leaving held on the computer can identify potential areas of discrimination within an organisation; for example, lack of opportunity.

Computerised equal opportunity monitoring

Calderdale MBC's equal opportunity reports have been compiled manually, taking data from a variety of sources, including personnel management and personnel recruitment records. The desire to increase the power and effectiveness of the monitoring programme, while simplifying internal administrative procedures, was one of the key reasons behind the decision to computerise personnel records.

Personnel management

Percom's Personnel Management System was installed in the Social Services Division in August 1986—employing some 1,900 staff, this is the second largest division in the authority. Gender, marital status and disability are recorded on the system, together with full details of each employee's job, department, grade and salary plus additional data including training records, sickness absence, holiday records, committee membership, and so on. Because the Council's decision to install the system was made before the adoption of its equal opportunities policy, details about ethnic origin are not at present held; but it is planned to input them as part of the overall equal opportunities programme.

Personnel recruitment

As explained previously, the management recruitment monitoring form has been superceded by direct input on to the computer. Ethnic origin, gender, disability and marital status are held on this system, together with vacancy and source details. In addition, a full progress report through the recruitment stages is created for each applicant.

Immediate analyses can then be generated by the recruitment section using the matrix reports within the computer system. Analyses of ethnic origin by source, stage reached in the recruitment process and reasons for rejection (either for specific vacancies or on an overall basis) provide managers with an immediate picture of the current status and can help them identify potential problem areas and take action accordingly.

Gender and race issues are usually considered separately at Calderdale MBC. However, using the system, the recruitment section can easily analyse the comparative success ratio of ethnic minority to white females, or other criteria, because all the information required is held on one database.

Management information reports

Helping the authority to achieve its equal opportunity aims through powerful and effective management information reports is, of course, a key role of both the Percom systems operated by Calderdale MBC.

These reports are produced by passing data electronically into a Lotus spreadsheet to produce more complex statistical tables and to generate graphical representations of the data.

Even quite straightforward reports such as an analysis of gender by grade within specific divisions, showing a percentage for each category, can be more easily assimilated in a graphic format. This allows rapid interpretation by line managers and council members of the trends of selection.

Benefits of the project

The strength of commitment to equal opportunities at Calderdale, plus the facility to record the data, has created a determination to provide an accurate record, ownership and commitment to the monitoring process and faith among employees and the local community that the council is striving for fair and non-discriminatory recruitment and selection policies.

The act of recording data—and knowledge of the power of retrieval—has focused attention on existing employment policies. No longer does prejudice or gut-feel appear to predominate—a reflection of an uncontrolled process; instead, the system itself has led to questioning of policy, greater standardisation and a wider appreciation of the way the council approaches recruitment.

Please send me sets of discs containing the

Small Firms Service National Reference Book, price

£287.50 (inclusive of VAT) each.

National Reference Book

The Small Firms Service National Reference Book may be purchased for £250 plus VAT. The purchaser receives a set containing a system disc together with disc(s) containing the current edition of the database. The package consists of 3½" discs or 5¼" discs. Quarterly updates will be provided for an annual subscription in succeeding years.

For a demonstration of the database contact your regional Small Firms Centre by dialling 100 and asking for Freefone Enterprise.

To buy the SFS National Reference Book, please complete the order form and post to:

The Department of Employment, Small Firms and Tourism 2A, Room 116, Steel House, Tothill Street, London SW1H 9NF



I require	31/2" discs	
	51/4" discs	delete as appropriate
Departme	ent of Employme	payable to the ent sets of discs at £287.50 each.
Name		
Company	y name	
Address		
Signature	e	
Position i	in company	
		w where you heard about the I Reference Book.
Please st	tate	

A SERVICE BY THE DEPARTMENT OF EMPLOYMENT

New Earnings Survey 1987

The results of the New Earnings Survey 1987 have been published in six separate parts, forming a comprehensive report on the survey. They are available from Her Majesty's Stationery Office, price £9.50 each net. Subscriptions for the set of six, including postage, £55.00.

The contents of the six parts are:

• Part A

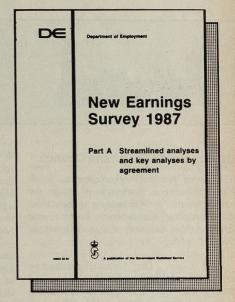
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, etc:
Key results for particular wage negotiation groups.

Part B

Further streamlined analyses giving combined results for full-time adults of both sexes;
Summary analyses for broad categories of employees irrespective of their particular industries, occupations, etc;

Other results for particular wage negotiation groups; Description of survey method, classifications, terminology, etc.

- Part C
 Earnings and hours of particular industries.
- Part D
 Earnings and hours for particular occupations.
- Part E
 Earnings and hours in regions, counties and age groups.
- Part F
 Hours;
 Earnings and hours of part-time women employees;
 Holiday entitlements.



New Earnings Survey 1987

Essential reading for all concerned with earnings and hours of work in Great Britain. Published in six separate parts, price £9.50 net each.

To HM Stationery Office: P.O. Box 276, London SW8 5DT Copies may also be purchased from HMSO Bookshops

Enclosed please find £55 being a subscription (including postage) for all six parts of the 1987 NEW EARNINGS SURVEY

The copies should be sent to

Name _

IMS(

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: Norman Fowler Minister of State: John Cope Parliamentary Under Secretaries of State: John Lee and Patrick Nicholls

Labour and Social Affairs Council

Maureen Hicks (Wolverhampton North East) asked the Secretary of State for Employment if he will make a statement on the European Community Labour and Social Affairs Council held in Brussels on December 16.

John Cope: The Council reached a common position on the proposed framework directive on measures to encourage improvement in the safety and the keystone for setting minimum standards for health and safety at work agreed under the social policy provision of the Single European Act; and is broadly consistent with the existing UK legislation in this area.

Also in the field of health and safety at work, the Council adopted a directive on exposure limits. This provides for the establishment by member states of limit values for toxic substances.

The Council was unable to reach a common position on a proposed directive covering the protection of workers from risks related to exposure to carcinogens at work, because the European Parliament migrant workers. had not yet delivered its opinion. It agreed that benzene which had been the substance of a separate proposal rejected by the European Parliament would come within the scope of this proposal.

There was general discussion on the social dimension of the Single Market in the light of the European Council's conclusions at Hanover in June, and Rhodes in December this year. No resolution was adopted.

A wide measure of agreement was reached on the second phase of the Community Action Programme for Education and Training for Technology (COMETT), on the basis of funding of 200 ecus over five years to encourage community-wide co-operation between institutions and industry in support of the time in the United Kingdom.

development and application of new technologies. This was agreed by a majority vote on the assumption that the legal base was Article 128. The UK voted against as in our opinion the legal base should have included Article 235. Other Member States also voted against.

These states reserved the right to challenge the decision before the European Court of Justice. Consideration of a resolution on continuing training was deferred till the Spanish presidency.

The Council was unable to reach health of workers at the workplace. This is agreement on a proposed directive to reverse the legal burden of proof so that it fell upon the employer in equal pay and equal treatment cases. However, a Resolution was adopted on the reintegration and late integration of women into working life. This emphasizes the importance of measures to help women return to paid work after time at home looking after their families.

An extension was agreed to a Regulation providing financial assistance to Greece for vocational training centres, and centres for the rehabilitation of the mentally ill and mentally handicapped. There was also some discussion on family benefits for

(December 22)

European Community tourism

Sir John Farr (Harborough) asked the Secretary of State for Employment whether the grant facilities outlined in the European Community Document 8794/88 (Proposal for Action Programme for European Tourism Year 1990) will: (a) become available before 1990 and (b) will be available for holiday cottage development.

Sir John Farr (Harborough) asked the Secretary of State for Employment when the European Economic Community Tourist higher level education and training grant will be made available for the first



Sir John Farr (Harborough) asked the Secretary of State for Employment when the European Economic Community Tourist grant will be available to the owners of holiday accommodation; and when the final financial details of the scheme will be

John Lee: The funds available under the action programme for European Tourism Year are available for assisting approaches to the promotion of off-season, cultural. rural and social and other forms of tourism and tourism by young people. The Commission will have 2.5 million ecu (about £1.6 million) available in 1990 to contribute up to 40 per cent of the cost of projects, from anywhere in the Community, which it selects for assistance. All the methods for applying for financial assistance have yet to be finally decided. The Commission intend to start considering applications in 1989.

(January 10)

YTS publicity

Henry McLeish (Fife Central) asked the Secretary of State for Employment if he will estimate the cost of publicity of the YTS programme.

John Cope: The planned YTS Marketing Budget for 1988-89 is £5.9 million.

(December 14)

YTS

Michael Meacher (Oldham West) asked the Secretary of State for Employment how many unfilled places by region there were on YTS at the most recently available date and at the same date one year previously.

John Cope: The number of unfilled YTS places as at October 31, 1987 and 1988 is given in the table below.

Region	1987	1988
South East	20,109	15,698
ondon	16,030	10,064
South West	14,763	11,456
West Midlands East Midlands	26,899	20,663
& Eastern	18,300	13,973
Humberside	15,050	9,245
North West	26,837	14,268
Jorthern	11,761	6,904
Vales	8,365	3,352
Scotland	19,571	12,835
Great Britain	177,685	118,458

(December 13)

Henry McLeish (Fife Central) asked the ecretary for Employment if he will give the otal expenditure on YTS for 1986, 1987 and he estimated expenditure for 1988, 1989 and

John Cope: Figures for Great Britain for financial years are published in the 1988 Public Expenditure White Paper. Taking into account the changes made by the Winter Supplementary Estimates the

£ million

Period	Total expenditure	
1986–87 1987–88 1988–89 1989–90 1990–91	874 1,006 1,145 1,189 1,156	(estimated outturn) (plans) (plans) (plans)

(December 14)

Ron Leighton (Newham North East) asked the Secretary of State for Employment what is the current average length of stay on

John Cope: It is currently estimated that the average length of stay for entrants in 1988-89 will be 71 weeks for two-year entitlement trainees and 41 weeks for one-year entitlement trainees.

(December 12)

Work permits

Jack Aspinwall (Wandsdyke) asked the Secretary of State for Employment whether a decision has vet been made to continue after this year the special annual quota of work permits for workers from the Dependent Territories, whose level of skill is below that required by the general work permit scheme.



John Lee

John Lee: Yes. It has been decided that the Quota for 1989 will be 200—the same as this year. Within the figure of 200 no more than 150 permits will be allowed for any one territory.

(December 21)

Health and safety specialists

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how many Health and Safety Executive specialist inspectors are employed in each of the main specialist disciplines; and how many vacancies there are in each of those disciplines.

Patrick Nicholls: The information required is as follows (December 1, 1988 figures):

Specialist discipline	Number of specialist inspectors	Number of vacancies
Explosives Construction	13	2
engineering Mechanical	20	9
engineering Chemical (including	54	11
biotechnology) Electrical	86	9
engineering	22	4

Following a recent recruitment exercise it is expected that 16 specialists will join HSE. A further exercise is under way.

(December 20)

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment what is the total number of. (a) qualified factory inspectors and (b) trainee factory inspectors, employed by the Health and Safety Executive for the latest date for which information is available; what this is expected to be by March 1989 if current recruitment intentions are followed; and what percentage of factory inspectors were or will be trainee inspectors, at each

Patrick Nicholls: On December 1, 1988 484 qualified factory inspectors and 78 trainee factory inspectors were employed in the Health and Safety Executive's Factory Inspectorate. In addition, 50 qualified factory inspectors are employed elsewhere in HSE.

The number of inspectors in post at the end of the financial year will depend both on the timing of individual recruitment and on whether unforeseen wastage occurs. The Executive's objective is to reach a target of 588 inspectors in post in the Inspectorate early in the next financial

(December 22)

Frank Haynes (Ashfield) asked the Secretary of State for Employment what steps he intends to take to ensure adequate training and supervision and reasonable precautions in the construction industry to prevent falls.

John Cope: New regulations are being prepared which provide for the management and co-ordination of health and safety on multi-contractor sites, increase the number of safety supervisors in smaller companies and amend the site notification procedure to identify sites where there are high risk activities. The introduction of regulations which would make the wearing of safety helmets compulsory on construction sites is also planned.

In addition to concentrating on the more hazardous activities in the construction industry, HSE inspectors will be paying attention to the quality of site management and its ability to manage health and safety. They will be looking at the level of training and supervision that has been provided and the precautions that have been taken to prevent accidents such as those arising from falls.

They will pursue their enquiries and any enforcement action to the highest levels in companies which do not measure up to the standards expected of them.

(December 22)

Employment nursing advisers

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how many employment nursing advisers are employed by the Health and Safety Executive's medical division; and how many posts are currently unfilled.

Patrick Nicholls: On December 1, 1988 24 employment nursing advisers were employed in the Health and Safety Executive's Medical Division and three full-time and four part-time posts were

One successful candidate from a recent recruitment exercise has taken up an offer of employment and offers to two further candidates will be made shortly. Further recruitment is planned.

(December 20)

Employment Training

Frank Field (Birkenhead) asked the Secretary of State for Employment whether he will make a statement on the decision of some local authorities to boycott Employment Training.

Patrick Nicholls: Employment Training has made a very successful start with more than 100,000 people already in training, in many cases with the help of local authorities. About 170 local authorities are already acting as Training Managers and 50 acting as Training Agents for the scheme.

I very much regret that certain Labour controlled local authorities have decided actively to oppose and boycott Employment Training. This deplorable stance serves only to distance those local authorities from the needs of the unemployed people in their communities.

A recent High Court decision made it clear that Liverpool City Council had been using its discretionary powers unlawfully to penalise organisations taking part in Employment Training. I trust that other authorities will take careful note of that judgment in framing their policies for the

(January 11) John Cope

James Paice (SE Cambridgeshire) asked the Secretary of State for Employment if he will update the answer to the hon Member for South East Cambridgeshire on May 9, Official Report, col 47, regarding the final outcome for those managing agents initially awarded provisional Approved Training Organisation status.

John Cope: Of the 1,715 managing agents who had been awarded provisional period (which ended on July 31, 1987):

- 1,586 have been awarded full status;
- 99 have withdrawn;
- 18 were rejected.

12 decisions remain to be made.

(December 22)

Greville Janner (Leicester West) asked the Secretary of State for Employment what percentage of trainees in companies, employing 100 or more YTS trainees, in: (a) the United Kingdom, (b) the East Midlands region and (c) Leicestershire, are from: (i) the Afro-Caribbean Community, (ii) the Asian Community and (iii) ethnic minorities in general.

John Cope: The information is not available in the form requested. Percentages of YTS trainees from Afro-Caribbean, Asian and all ethnic minorities in employer-led schemes are given in the table below.

Percentages of YTS trainees stating their ethnic origin as being from Afro-Caribbean, Asian and all ethnic minorities in employer-led schemes at March 31, 1988.



	Afro- Caribbean	Asian	Ethnic minorities
Great Britain	1.1	1.1	2.6
East Midlands	0.8	1.0	2.3
Leicester	1.1	2.4	4.4

(December 16)

Training Agency injury compensation

Clare Short (Birmingham, Ladywood) ATO status after the first monitoring asked the Secretary of State for Employment if he will give for each year the number of trainees on MSC/Training Commission/ Training Agency programmes who have received payments under the analogous industrial scheme which his Department oversees; and what is the average payment made to each trainee.

> Patrick Nicholls: The number of adult and youth trainees eligible to receive benefits from the Training Agency's Analogous Industrial Injuries Scheme and the annual amounts paid since April 1983 is shown in the following table. Comprehensive information is not available before 1983. It is not possible to provide an accurate estimate of the average payment made because part of the annual amounts shown relate to trainees injured in an earlier

Period	Number of trainees who received benefits	Total amount paid
Apr 1983–Mar 1984 Apr 1984–Mar 1985 Apr 1985–Mar 1986 Apr 1986–Mar 1987	945 779 782 850	£263,799 £363,497 £480,434 £601,339
Apr 1987–Mar 1988	1,057	£607,837

(December 15)

Job-club members

Clare Short (Birmingham Ladywood) asked the Secretary of State for Employment if he will make available the results of the Spring 1988 postal survey of ex-Jobclub members: if he will indicate how many of those surveyed were:

(a) in permanent, full-time jobs;

(b) unemployed; and

(c) in jobs paying more than £120 per week; and if he will make a statement.

John Lee: Copies of the Report 'Jobclubs—Report on the Postal Survey of Individuals who joined Jobclubs in Autumn 1987" have been lodged in the House of Commons Library.

The survey was a follow-up of a sample of people who joined Jobclubs between September 14 and October 23, 1987. At the time of the survey, 11 per cent were still in Jobclubs, 87 per cent had left and the destination of the remaining 2 per cent

Of those who had definitely left Jobclub, 57 per cent had left to go into a job or self-employment and a further 14 per cent had gone into Community Programme, full-time education or training. Of those who left for a job or self-employment, 58 per cent described themselves as in permanent, full-time jobs.

At the time of the survey (some six months after joining Jobelub) 43 per cent of all leavers were still in jobs and 40 per cent described themselves as unemployed. 31 per cent of those entering permanent, full-time jobs were earning over £120 a week.

The survey showed that the majority of those who leave without a job do so very early on and that after one week the proportion of people leaving for jobs increases up to three weeks' stay (69 per cent) and then declines gradually up to nine to 13 weeks' stay (60 per cent). These results demonstrate it is worth giving Jobclub a chance and that persistence

(January 10)

Retail price index

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment if the Retail Prices Index Advisory Committee will review: (i) the implications of the abolition of domestic rates, (ii) the inclusion of holiday expenditure in the index, (iii) progress on recommendations made in the Committee's last report and (iv) the exclusion of mortgage interest payments from the index.

John Lee: The Committee is currently considering the first of the matters mentioned by the hon Gentleman and will shortly be turning its attention to the second and third, but we have no plans to exclude mortgage interest payments from the index and this is not on the Committee's agenda.

(December 22)

Construction enforcement

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment whether he will list the number of enforcement notices and prosecutions undertaken by construction inspectors in the 12 months before the construction blitz, during the blitz and after the blitz

Patrick Nicholls: The Health and Safety Executive's programme of blitzes on construction sites took place between April 1987 and September 30, 1988. The number of prosecutions taken and enforcement notices issued against construction activities in the 12 months before the blitz, during the time the blitz was taking place and since the blitz ended is s follows:

Period	Prosecutions taken	Enforcement notices issued
.4.86 to 31.3.87	375	1,063
.4.87 to 30.9.88	448 (p)	4,521 (p)
.10.88 to 30.11.88	8 (p)	141 (p)

ise figures include action taken during each blitz as well as tine inspections of construction activities.

(December 20)

Food and Environment Protection

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how much time has been spent by the Health and Safety Executive Inspectors on the implementation of the Food and Environment Protection Act.

Patrick Nicholls: In the first year for which the Health and Safety Executive has been the enforcing authority, 1,909.9 inspector days have been expended on work related to the Food and Environment Protection Act.

(December 20)

Mobility of labour

Gareth Wardell (Gower) asked the Secretary of State for Employment what assessment his Department has made of the role of the immobility of labour in perpetuating high levels of unemployment in many areas of the United Kingdom.

John Lee: My Department has sponsored research into the links between unemployment, real wages and mobility of labour between regions. This research has been published. References are: Pissarides are applied in this process. and Wadsworth: Unemployment and the Inter-Regional Mobility of Labour (CLE Discussion Paper no 296): Jackman and Roper: Structural Unemployment (Oxford Bulletin of Economics and Statistics, February 87).

Unemployment has fallen by threequarters of a million since the last General country and has fallen furthest over the last criteria: year in the West Midlands, the North West and Wales.



Dismissal and unemployment benefit

Joan Walley (Stoke-on-Trent North) asked the Secretary of State for Employment what is the current average waiting time for adjudications relating to reasons for dismissal in cases where claimants are waiting for unemployment benefit.

Patrick Nicholls: Information is not available in the precise form requested. However, the speed with which adjudication officers make decisions (that is, the time taken between their receiving a referral and reaching a decision after making all the necessary enquiries), is monitored in a 5 per cent sample of cases.

The sample shows that for the three-month period ending June 30, 1988, the percentage of cases decided within four weeks of referral to an adjudication officer, on whether a claimant was dismissed due to misconduct, was 62.6 per

(December 14)

Community opportunity posts

Thomas Graham (Renfrew West and Inverclyde) asked the Secretary of State for Employment what criteria were operated in deciding how many community opportunities posts were allocated to each training area; what is the decision making process operated by Training Agency area offices whereby host organisations are awarded community opportunities posts; and what value for money measurements

Patrick Nicholls: In developing the arrangements for community opportunities, Training Agency Area Offices took into account the make-up of their area, the likely size of the client group; and the buoyancy of the local labour market.

In selecting host organisations, Area Election. It is falling in all regions of the Office staff considered the following

i proven experience in arranging voluntary activity for individuals;

(December 20) ii ability to access a range of voluntary

activity to meet the differing needs of clients.

iii ability to relate to, and well established links with, voluntary organisations in the community:

iv a local base in the area, together with necessary facilities accommodate a co-ordinator on their premises;

v operation of an Equal Opportunities Policy.

Account was also taken of the effectiveness with which the host organisation could organise the opportunities for Employment Training leavers, and the performance of host organisations will be carefully monitored. (December 14)

Job Clubs

Clare Short (Birmingham Ladywood) asked the Secretary of State for Employment how many job clubs have been: (a) established, and (b) closed or withdrawn since the start of the programme, giving the information separately for those run by: (i) the Employment Service and (ii) external agencies; how many job club members have found jobs or other positive outcomes and how many members have now been attending their job club for over six months

John Lee: Information on the numbers of Jobclubs established and closed or withdrawn since the start of the programme is only available at disproportionate cost.

At November 25, 1988 1,220 Jobclubs were open. Of these 536 were run by Employment Service staff, mainly based in Jobcentres, with 684 run by other organisations working to an annual contract.

Since April 1986, when central records began, 121,494 Jobclub members have found jobs and a further 31,268 have gone into other positive outcomes such as Employment Training, a place on Community Programme, or the Enterprise Allowance Scheme.

Records are not kept of the number of members who have been attending Jobclubs for over six months. However, the Jobelub Postal Survey which was carried out in March 1988 found that around six months after joining, 11 per cent of respondents were still in Jobclubs.

(January 10)

Tourism value to hotel and catering

Robert McGrindle (Brentwood and Ongar) asked the Secretary of State for Employment if he will estimate the value of tourism to the hotel and catering industry in London in 1986-87 and 1987-88; and if he will make a statement.

John Lee: The information is not available in the form requested, but it is estimated that overseas and domestic visitors staying in London for one night or more spent a total of £3.9 billion in 1986 and a total of £4.3 billion in 1987.

(January 11)

BRITISH WORKPLACE INDUSTRIAL RELATIONS 1980-1984

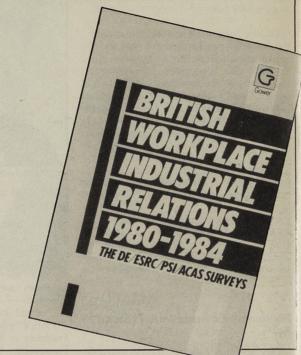
Neil Millward and Mark Stevens The DE/ESRC/PSI/ACAS Surveys

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
- employers increased their efforts to involve workers in their enterprises;
- formal procedures became more common in industrial relations;
- the extent of picketing fell.

Published by Gower		368 page
Hardback	0 566 05391 8	£2
Paperback	0 566 05396 9	£9.9



All you need to know, in just the time you can spare.

It can take hours to wade through the plethora of reading matter on employment issues and trends

Even then, it's easy to miss something important. Especially when the gobbledegook makes your eyes glaze over.

Fortunately, there's a single publication that can put you clearly in the picture.

More readable than many publications, it also makes 'essential' reading a pleasure

Employment News is read by around 40 per cent of manufacturing management, and is also well-received in education, the professions, trade unions and in other sectors.

Conditions of employment, government schemes and services, and training are always given adequate coverage. And enough is as good as a meal.

Especially when it's well-presented and

Employment News. Free to you every month, by sending your business card to:

Employment News, Caxton House, Tothill Street, London SW1H 9NF

Topics

COSHH-legislation for the 21st century



New regulations to protect the health of people at work were greeted by Employment Secretary Norman Fowler as the most far reaching health and safety egislation since the Health and Safety at Work Act 1974.

The Control of Substances Hazardous to Health Regulations, (COSHH), which begin to come nto force on October 1, will apply to virtually all work activities where substances hazardous to health are used or produced.

Mr Fowler told a press conference to launch the regulations and approved codes of practice, that the regulations would be able to adapt readily to changes in the pattern of employment in Britain, changes in industrial processes and new international safety initiatives.

"This is the kind of deregulation we need in the safety and health field. About 50 sets of outdated, restricted and inflexible regulations, some of which date

back to the turn of the century, will be swept away and replaced with a clear statement of good occupational hygiene practice," he

"With COSHH we are getting the best of both worlds: simplification of the law and extension to all employees of the protection afforded by specific health provisions

A key factor in the approach of the new regulations is a requirement for employers to make an assessment of the risks to health which arise from exposure to hazardous substances in the circumstances of their own particular work activities. In the light of that, employers must establish what measures are necessary to prevent or adequately control exposure to hazardous substances and what further precautions need to be taken to protect people's health.

These come under the headings of proper use and maintenance of the control measures, information and training for employees and, in some circumstances, but only where necessary, routine exposure monitoring and health surveillance. This self-assessment would be subject to surveillance by the factory inspectorate.

The chairman of the Health and Safety Commission, Dr John Cullen, said: "These regulations

hard work over a long period. All employers will have responsibilities under these regulations but the action they need to take will not be the same. It will depend on the risks and their own assessment of those risks. The whole package will be kept under review for years to come, so that we can add further guidance where there is a need."

For all employers who need to find out more about COSHH the following free leaflets are available from HSE inquiry points at Sheffield (0742 752539), Bootle, (051-951 4381) and London (01-221 0870) and from Area Offices:

- Introducing COSHH
- Introducing Assessment (iii) Hazard and Risk Explained.

Pan-European recruitment set to increase

Pan-European recruitment is set to increase, according to predictions by Peat Marwick McLintock at a seminar held in London recently The arrival of the single market in Europe in 1992 will revolutionise both executive and graduate recruitment activity as more and more companies seek to internationalise their management

Peat Marwick predicts that graduate recruitment will increasingly operate on an international scale. "UK executives already know that in the 1990s, the supply of graduates will diminish. They may not appreciate that this dearth is projected to be far more serious in Germany and Denmark. Already one German company is developing close links with British universities to facilitate the recruitment of electronic engineers," commented PMM partner, Toby Turl.

According to PMM, British trade unions will increasingly quote European salary and benefit levels to justify their pay claims, as 1992 comes closer, though executives polled by PMM were unclear as to how the single market will affect the influence of trade unions.

Survey reveals personnel directors' North/South divide

Executive recruitment consultants Hoggett Bowers recently commissioned MORI to investigate attitudes, aspirations and prejudices of personnel directors and other senior executives in northern and southern England, to identify whether there is a North/South divide and, if so, how it affects the executive recruitment market.

The personnel directors were asked about their recruitment policies, their preferred recruitment methods and the level of satisfaction with those methods.

The results demonstrate that, for personnel directors at least, the North/South divide clearly exists.

The stereotypes associated with people, jobs and lifestyle were clear and consistent Not only in the perceptions that the two groups have of each other, but equally in their perceptions of themselves.

For example, both northern and southern personnel directors described northerners as down to earth, friendly and careful with money: traits that very few associate with southerners, whom they perceive to be wealthy, snobbish and ambitious.

With regard to recruitment methods for senior staff, use of executive recruitment consultancies was much stronger in the South, where they are used by

42 per cent of personnel directors compared with only 22 per cent in the North

Direct recruitment by the company is still the most common method in the North, chosen by 44 per cent of northern personnel directors compared with only 24 per cent of their southern counterparts. Although personnel directors

aimed to get the best person for the job, the survey revealed around a quarter of the northern respondents admitted that they prefer to recruit executives from their own area. Only 16 per cent of southerners indicated a similar preference.

Key industry looks to future

Government delegates, employers and worker representatives of one of the world's key industries, the metal trades, met at the International Labour Office in Geneva in December to discuss a manufacturing sector undergoing fundamental evolution, with significant changes in the products produced, the production processes, the organisation of production and the materials used.

The meeting discussed in particular the causes and consequences of productivity change and its impact on conditions of employment. It also examined the metal trades' potential for increasing youth employment

A concluding report forecast that future development of the metal trades will be 'knowledge-driven'

Prominent examples of technological advances being applied in the metal trades are computer-aided design/ computer-aided manufacturing and flexible manufacturing systems (FMS). The latter offer a new way of conceiving and organising the production process. "FMS could well herald the end of mass production and more tailored organisation of work instituted," the report predicts.

Reviewing global trends in the distribution of the industries the report points out that developing countries cannot much longer bank on their comparative advantage of relatively cheap unskilled labour.

In advanced manufacturing systems direct labour costs are almost insignificant, ranging from 5 to 15 per cent of total production costs. The gains to be derived from moving production to cheap labour countries thus become marginal. As a result, industrialised countries are likely to satisfy a growing proportion of their demand for industrial products locally or through trade with each other. In these circumstances, the export-oriented industrialisation strategies of developing countries have fewer prospects of success.

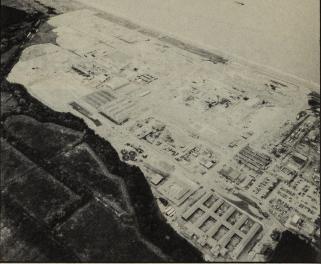
The conference went on to review recent changes in production, trade and employment in the metal trade industries globally, focusing on the impact that major new technologies are having on labour productivity and on the level of employment, skill requirements and safety and of

In a third report, delegates examined the challenges posed by these changes, for the creation of youth employment.

Changing skill requirements call for the adaptation of school-level education, craft training and apprenticeship systems to the new needs of production.

The three reports, detailed below, are available from the International Labour Office in London.

- (1) ILO Metal Trades Committee 12th Session, Geneva, 1988. Report I: General report: Recent events and developments in the metal trades.
- (2) Report II: Productivity and ne production processes in the metal trades and their effect on employment and conditions of
- (3) Report III: Young workers in the metal trades -



HSE nuclear debate

has now published comments received on the Health and Safety Executive's document The Tolerability of Risk from Nuclear Power Stations, published in February 1988

The 24 responses published include the comments of the Advisory Committee on the Safety of Nuclear Installations as well as responses from governmental bodies, local authorities, the Trades Union Congress, nuclear operators in Britain and France. the Swedish nuclear inspectorate, nuclear consultants, the academic world and bodies opposed to nuclear power.

Welcoming publication of the HSE document, Dr John Cullen, chairman of the Commission, commented:

"The risk tolerability document

The Health and Safety Commission was an historic attempt at openness in a very difficult, very technical and also very important area. We shall consider reviewing and revising it in the light of all the comments we receive.

Among the suggestions made by respondents are: that more needs to be said about how the hazard to workpeople is controlled; that analysis of the public's attitude to risk could be beneficially augmented by reference to the findings of social science; and that further work should be carried out to elucidate how the techniques of cost benefit analysis can be applied to estimating safety improvements.

Comments Received on the Tolerability of Risk from Nuclear Power Stations is available from HMSO and booksellers, price £4.50. ISBN 011

Diary dates

• A permanent recruitment fair for the information technology industry opens in London on January 26. Based at Duke House. 6-12 Tabard Street SE1 4JT, the venue is open seven days a week and offers companies the chance to present their recruitment needs over periods of a month or longer. For further information, contact Business Image on 01-583 4380.

 Manchester Business School is hosting a series of business seminars at the Royal Northern College of Music, which include Colin Marshall, of British Airways, on the "Great Business Inertia Culture" on February 21 and Prof Revans speaking on Febrary 8 about "Management Talent and

Ethnic minorities and iobcentres

The results of the latest survey in jobcentres to ascertain the experiences of people of different thnic groups are now available

The survey was conducted in upport of the Employment Service's policy of making its ervices available equally to all, egardless of ethnic origin. It was nducted in October 1987 in 97 obcentres. In all 79,000 people, ncluding 17,000 attending Restart nterviews, were contacted.

The survey confirmed the onclusions of the last (1986) urvey that people do in fact eceive similar standards of service, gardless of race.

It looked at the experience of ients who wished to be submitted vacancies displayed. The client nd the clerk discuss the equirements of the job and if the ient appears to meet them and ishes to proceed, the clerk checks ith the employer if the vacancy is

iobcentre knows whether clients submitted to jobs obtain them. If it is assumed that where jobcentres did not know the results of their submissions, the client did not get the job, then-compared to white people-it appears that black and to more jobs in order to get one. On the other hand, if it is assumed that the outcomes of submissions where the results were not known where results were known the people, though not that between Asian and white people, disappears.

However, the Employment



till open. If it is, the client is abmitted for it. The survey showed that a slightly

ower proportion of inquiries made y black or Asian people resulted submissions than was the case with white people. The disparity etween the results for black eople and white people results rom the fact that more of the jobs lack people inquired about were ound, upon checking, to be lready filled. This does not, owever, explain the difference in he results for white and Asian eople. In the 57 jobcentres which ook part in both the 1986 and 1987 urveys, the differences were less in 987 than in 1986.

The Employment Service is bout to mount further research which will examine the criteria which black, white and Asian people use in deciding whether to nquire about vacancies and their perceptions, in cases where they have not been submitted, of why

In most, but not all, cases the

Asian people need to be submitted

followed the same pattern as those difference between black and white

Service believes that jobcentres are more likely to know of successes than of failures and that the first of the two possible assumptions is likely to be nearer the truth Since 1986 there has been a narrowing of the gap between black and white

people but some widening of that

between Asian and white people.

experiences of people interviewed

Among Restart clients a higher

proportion of black than of white

Jobclubs, training, the Enterprise

Allowance, and other schemes. A

than of white people were referred

much higher proportion of Asian

The survey also covered the

under the Restart programme.

people were referred to jobs.

to training schemes, and a

somewhat lower proportion to

jobs, Jobclubs, the Enterprise

lower proportion of black and

Allowance and other schemes A

Asian people than of white people

declined offers of help at Restart

of cases involving black or Asian

people, it was concluded that a

specific offer of help was not

interviews and in a lower proportio

British Steel (Industry) chief executive Roger Thackery commented: "We see this

Steel link in hunt for work



British Steel (Industry) Limited is organising mobile exhibitions designed to bring growing companies based in the Consett area of Co Durham into contact with potential customers in the South East

The exhibition has so far visited companies in Stevenage, Hitchin and Letchworth

The concept allows young and growing companies to 'visit' potential customers without tying up their own valuable management resources. During its week-long tour, the exhibition visited more than 46 companies identified as potential customers

exhibition as a way of helping such companies to form new trading relationships and, if it proves successful, will extend the facility to other areas where we are active-the British Steel Industry Opportunity Areas.'

British Steel (Industry) has been active since 1975 in promoting the economic regeneration of steel areas like Consett, and has directly assisted over 2,700 businesses. It has an established track record in pioneering new initiatives, acting as a catalyst and providing help that is not generally available from other sources.

For further information contact: John Northcott, British Steel (Industry) Limited, Canterbury House, 2-6 Sydenham Road, Croydon CR9 2 LJ. Tel: 01-686 2311.

Growth challenge

The push for small business growth over the last ten years has seen a million more people now working for themselves than in 1979.

The challenge for the 1990s, according to the Cranfield School of Management, is how to help these new entrepreneurs unlock the potential in their business and achieve substantial growth.

To meet this challenge, Cranfield, in partnership with the Training Agency, have

launched the 'Business Growth Programme'. It is the only programme of its kind focussing on the needs of the established new enterprise. Even their fee structure is entrepreneurial—a 'no growth, no fee' option is available.

The next programme starts on March 10 and interviews will take place during February. Further details are available from the director of the programme. (tel 0234 751122).

Special exemption order

Changes in the legislation which restrict the hours worked by women and young people aged under 18 employed in factories, introduced by the Sex Discrimination Act 1986, took effect on February 27, 1987. although the prohibition on women working at night remained in force until February 26, 1988. The provisions in the Factories Act 1961 and related legislation now apply only to young people.

Section 117 of the Factories Act 1961 remains thereby enabling the Health and Safety Executive (HSE), subject to certain

conditions, to grant exemptions from these restrictions for young people aged 16 and 17 by making special exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued in response to renewed applications.

During the quarter ended December 1988, the HSE granted or renewed special exemption orders relating to the employment of 2,486 young persons. On the day of the count a grand total of 12,052 young persons were covered by 1,589 orders. □

Social security and employment

The Government has published its proposals for a number of amendments to social security legislation. Some key points relating to employment include:

- Existing legislation provides for unemployment benefit to be deducted on account of payments of an occupational pension; it is proposed to extend this to include personal pensions
- It is intended that a person must be actively seeking work to qualify for unemployment benefit. Regulations would be introduced to indicate how this condition would be met.
- Someone who has exhausted his or her entitlement to unemployment benefit would have to work as an employee for 16 or more hours in at least 13 of the 26 weeks immediately before a further claim to requalify for
- unemployment benefit • The provisions under which an unemployed person has good cause for turning down a job are being changed.

After a permitted period and subject to any regulations to the contrary, in specified circumstances the level of remuneration would not be good cause for turning down a job. This will apply to claims to both income support and unemployment

At the same time, a person who has been out of work continuously for 12 months would be able to take up a job and then give it up within a prescribed period if it does not work out, without being disqualified for unemployment

The Bill also includes provision to implement the EC Directive on equal treatment for men and women in occupational pension

appropriate.

Britain's handbook

The 40th edition of the fact-packed *Britain: An Official Handbook* is now available.

Compiled by the Central Office of Information on behalf of the Foreign and Commonwealth Office, the book is one of the most comprehensive reference books on Britain

It shows that the British economy has experienced seven years of sustained growth since 1981. Net manufacturing profitability reached 8.5 per cent in 1987, the highest real return on capital for 18 years.

Investment in manufacturing, construction, distribution and financial services grew by 10 per cent in real terms in 1987. Britain's venture capital industry raised £1,000 million and accounted for some 40 per cent of such funds in the European Community.

Other topics covered range from the monarchy and the system of government through to justice and the law, education, manufacturing, banking, science, culture and

Britain 1989: An Official Handbook (40th edition) is published by HMSO. £13.95. ISBN 011 70138 70.

Guide for publicspirited companies

Companies who have decided to get involved in inner city regeneration are often baffled by the bewildering variety of organisations involved. Now the Community Projects Foundation has come to their rescue with a handy guide through the maze.

Signposts to Community Action—a guide for business is just that. An invaluable and, strangely, unique guide to who's who in inner city regeneration. It is clearly written and presented and will be as valuable to the old hand as to the newcomer.

The guide also offers (for sceptical finance directors!) sound business reasons why companies should get involved with their communities.

Signpost to Community Action is available from the Community Projects Foundation, 60 Highbury Grove, London, N5 2AG. Price £3.95 (initial copies free to companies)

REVILEWS



Guide to 1992

A guide to the European Community's internal market, due for completion in 1992, has been published by the Industrial Society. The book provides background information on the Community's objectives and considers the effect of the single market on industry and on small and medium-sized

Managers are advised to be aware of Community legislation, identify the most significant changes for their business, review the likely effect of 1992 on their customers and on competitors and appraise the opportunities that might arise to sell products or services in new markets.

1992 The Facts and Challenges by Catherine Taylor and Alison Press is available from the Publications Department, The Industrial Society, 3 Carlton House Terrace, London SW1 5DG. Price £5. ISBN 0 85290 402 9.

Employee relations

The fourth supplement of the only bibliographical and abstracting service covering the subject of employee relations, has been published. The first issue appeared in 1985. In 1989 the service is being published quarterly and the subscription is £125 a year.

□

Employee Relations Bibliography and Abstracts: Supplement IV, edited and compiled by Arthur Marsh, is published by Employee Relations Bibliography and Abstracts. 19a Paradise Street, Oxford OX1 1LD, ISBN 0

Stand up for your rights!

A guide for industrial relations practitioners on human rights in the workplace has been published by the Policy Studies Institute.

Concisely and clearly written, the book provides information about the international human rights provisions which can have a bearing on British industrial relations and illustrates their practical and potential application for employers and trade unions.

It covers topics such as trade union rights, industrial relations issues, pay and conditions of employment, discrimination and equality issues. It shows how employers' policies are affected by changes in national legislation and

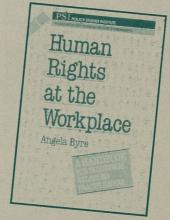
Advice on handling redundancy

The Advisory, Conciliation and Arbitration Service (ACAS) gives advice on good practice in dealing with redundancy in a booklet entitled Redundancy Handling. The booklet is aimed at all those who may be affected when redundancies are being considered-employers in all sizes of organisation, trade unions and individual employees

It stresses the importance of advance planning and the early formulation of a redundancy procedure. It also explains the advantages of consultation and the need for objective criteria when selecting members of the workforce for redundancy

The booklet makes a distinction between statutory requirements relating to redundancy and good industrial relations practice, and gives information on offering redundant employees alternative work or other assistance.

Redundancy Handling is available free of charge from any ACAS office. □



by the established standards of international bodies.

The book examines the relevant extracts from the Universal Declaration on Human Rights, two related United Nations international covenants. International Labour Organisation conventions, the Council of Europe's European Social Charter and various European Community documents.

Human Rights at the Workplace: A Handbook for Industrial Relations Practitioners by Angela Byre is published by the Policy Studies Institute byte is published by the Policy Studies Institute in association with the British Institute of Human Rights and available from bookshops or from the PSI at 100 Park Village East, London NW1 3SR. Price £17.95. ISBN 0 85374 373 8.

Open learning business

A new presentation pack has been produced by the Training Agency to help managers who may be considering open learning courses

Based on the recent Channel 4 series The Open Learning Business, the pack draws on examples of open learning schemes from a wide range of British industry-including those in the retail, financial, chemical and brewing sectors-to show how flexible and cost effective this training technique can be.

The pack contains two videos with supporting booklets and includes a guide for managers on how to set up and present the open

learning case

The Open Learning Business presentation pack, priced £10, can be obtained from the Sales Manager, PP2, Freepost TOLB, PO Box 161, Bradford BD9 4BR.

Further information regarding The Open Learning Business, is available from: Learning Systems Access Branch, The Training Agency, St Mary's House, c/o Moorfoot, Sheffield S1 4PQ. (tel 0742 527322).

Printed in the United Kingdom for Her Majesty's Stationary Office Dd. 0290869 C84 2/89 58742 FEBRUARY 1989 **EMPLOYMENT GAZETTE**