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Employment Gazette

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EDITORIAL 071-273 4816
Editor Mike Boland
News Editor Andrew Opie
Features Editor Nicola Baker

PRODUCTION 071-273 4996
Design Barry Mortimer
Studio Chris Holdforth
Tables Wayne Roberts

HOW TO CONTACT US
Employment Gazette, Employment Department,
INF2, Caxton House, Tothill Street,
London SW1H 9NF.

ENQUIRIES
Employment Department
Enquiries 071-273 6969
Statistics See page S1
Advertising
Ted Finn 071-273 4997
Employment Gazette office
Rose Spittles 071-273 5001

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LET'S BE CAREFUL OUT THERE! This month sees the launch of the *European Year of Safety, Hygiene and Health Protection at Work*. Full story page 85.
Photo: Jacky Chapman

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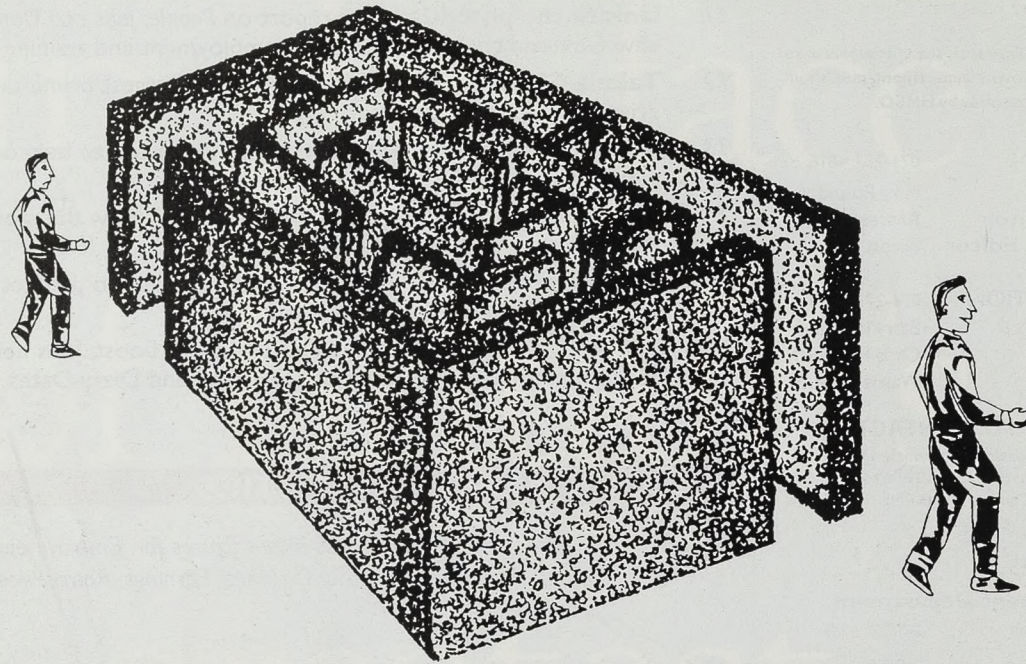
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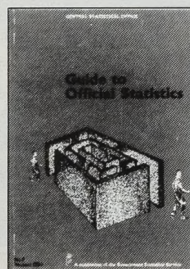
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Unlock the potential!

UP TO 250,000 adults will be able to buy a personal 'skill check' to plan their training and careers under a new White Paper aimed at "unlocking the potential" of the British workforce.

Skill check credits will be targeted mainly at people in work, though TECs and LECs will be able to issue them according to local priorities and unemployed people will also benefit. Skill checks are likely to be valued at around £100.

The new scheme will cost £25 million over two years and operate through TECs and LECs from April 1993. It will build on the experience gained both from the Gateways to Learning pilot schemes running in 12 TECs from this April and the TEC Access to Assessment initiative on the accreditation of prior learning.

TECs have also been invited to run pilots for 'individual training accounts' where both employee and employer build up funds for the individual to spend on training, and to develop local loans packages to meet individual training needs.

A further £3 million will be on offer in 1993-94 for a one-year pilot scheme under which TECs and LECs offer credits to unemployed people to buy open learning materials and support worth between £200 and £300, plus £750,000 over three years from this April to fund the development of open learning services by library authorities across the country.

The new measures are key features of a strategy designed to "create the framework within which individual choice and opportunity can flourish" in the 1990s.

Called *People, Jobs and Opportunity*, the White Paper sets out a range of initiatives and proposals and summarises existing measures across seven areas:

- individual rights and freedoms at work;
- helping people achieve their potential;
- rewards and incentives;
- employee involvement;
- boosting small firms, self-employment and enterprise;
- help for unemployed people;
- and promoting opportunity and choice in the EC.

To promote equal opportunities the White Paper proposes a new advisory group, chaired by a Minister, to encourage good practice in the employment of older workers. Free booklets will also be issued to employers on the benefits of flexible working, promoting equal opportunities and stamping out sexual harassment.

Proposals to extend individual employees' rights include an amendment to the law to require that basic aspects of employment like pay, hours of work and holidays - and any later changes to them - are set out in the written statement which employees working



HOWARD: "My aim is to provide ladders of opportunity for all our people."

Photo: Eyecatchers.

the WHITE PAPER

more than eight hours a week are entitled to receive.

The Government will also consult on extending the jurisdiction of industrial tribunals to enable them to decide complaints about breaches of contracts of employment where the employment has been terminated.

Also proposed is a new power for tribunals to enforce reasonable training contracts which require individuals to work for a certain period after training or to repay some of its costs.

Launching the White Paper, Employment Secretary Michael Howard commented: "My aim is to create ladders of opportunity for all our people - ladders which start at school and continue throughout working life. That is, I believe, what people rightly want and expect."

"The vital task for the 1990s is to unlock the lifelong potential - the initiative, commitment and enterprise - of the millions of individuals who make up our workforce."

Consultation on the main proposals set out in the White Paper will begin in the coming months.

□ *People, Jobs and Opportunity* is published by HMSO, price £8.60.

KEY points

- New skillcheck credits to be launched.
- Pilots of individual training accounts.
- Open learning materials to be available in libraries.
- Credits for unemployed people to buy open learning materials.
- New advisory group on employment of older workers.
- Consultation on new powers for industrial tribunals to hear complaints about breaches of contract where a person's employment has ended.
- New right of employees to be informed in writing of any changes in their terms and conditions of employment.
- Clarification of the law to allow employers to recoup the costs of investing in training.

Nearly everyone in Britain will get a message about personal development opportunities this month when the BBC with two Government departments mount the biggest prime-time publicity drive ever seen on adult learning.

Take a chance!

'YOU CAN DO IT!' (go back to learning, that is). Joanna Lumley, Ian 'Lovejoy' MacShane, Nigel Havers and Jenny Agutter are just some of the famous names who will be acting out this simple message on national TV and radio from March 9 to 15.

The galaxy of stars will perform in *Second Chance*, a week-long campaign run by the BBC with the Departments of Employment and Education and aimed at all those who missed out on learning at school or college. Key target groups will be people over 25 in unskilled or semi-skilled jobs, women, unemployed people, those with special needs and ethnic minorities.

A series of up to 20 two-minute sketches from well-known comedy shows and soap operas will run across BBC1's schedule for the week, backed up by real-life case studies and documentaries and coverage on Radios 1, 4 and 5 as well as local radio. Each item will sell the benefits of a return to learning and aim to overcome the fears and preconceptions which stop so many people from developing their potential.

People wanting to find out more can then ring a free training and education hotline in Sheffield which will send them a booklet and, if needed, give specialist guidance on how to get started. Nearly half a million booklets have been printed and the helpline, manned by some 1,000 volunteers, is geared up to take at least 50,000 calls.

Second Chance has been timed to coincide with Adult Learners Week, when local colleges, polytechnics and other centres across the UK will pull out all the stops to show what they have to offer and entice more people to take up courses. Information will be available through libraries, jobcentres and colleges and at a host of special events such as displays in supermarkets, 'bring-a-friend' weeks, street teach-ins, taster courses, seminars and prizegivings.

In all, 14 Outstanding Adult Learner awards will be made - one for each of the ITV regions and each worth £200. Channel 4 television will be supporting the week with films and discussion programmes.

● The telephone helpline number 0800 100900 will be open from 8am till midnight from Monday 9 March till Sunday 15 March. Newsletters listing local events and an information pack about Adult Learners Week are available from the National Institute of Adult and Continuing Education, 196 DeMontfort Street, Leicester LE1 7GE, tel 0533 551451.



STAR STUDENTS: Joanna Lumley and Michael Elphick act out a learning message in one of the BBC's two-minute *Second Chance* sketches.

New work-based courses launched

PRIME MINISTER John Major has outlined two initiatives to increase the numbers of young people staying on in full-time education and training.

Five new General NVQs, first announced in last year's White Paper *Education and Training for the 21st Century*, will now be offered at NVQ Levels 2 and 3 to 16 to 19 year-olds in some 80 FE colleges and schools from September this year. The one or two-year courses will run alongside GCSE and A Levels and will appeal to young people of all abilities who want to study full-time but in a more work-oriented way.

Some 4,000 students are expected to take courses leading to GNVQs from this September, while up to one in four 16-19 year-olds could be following them by 1995.

Courses will be on offer in the five broad areas of business and administration; manufacturing technology; health and social care; leisure and tourism; and art and design. Certificates will be awarded by BTEC, City and Guilds and the RSA.

Another White Paper initiative - the Advanced Diploma - will be awarded for the first time in 1994, with the aim of achieving parity of esteem between traditional A levels and NVQs. The diploma will be awarded both to students attaining three advanced GCE passes, of which two may be only at AS level, and to those achieving an NVQ at Level 3. Students will also have to demonstrate a given level of attainment in English, maths and a modern foreign language.

In addition, the Government's National Record of Achievement, launched last year, will now incorporate the older National Record of Vocational Achievement (NROVA) developed by the National Council for Vocational Qualifications (NCVQ). Responsibility for handling NRAs will transfer from the Employment Department to the NCVQ from April this year.

● A COMPLETE set of NVQs and SVQs is now in place for the hospitality industry. The new framework covers the whole range of jobs in tourism and leisure, from hotels and restaurants to leisure centres and fast food outlets.

Further details of the network are available from the Hotel and Catering Training Company, International House, High Street, Ealing, London W5 5DB, tel 081-579 2400.

Top 1,000 employers get the call

BRITAIN'S TOP 1,000 employers have been approached to ensure that one million people attain National Vocational Qualifications by the end of 1995.

Leading firms, Government departments and local authorities are among those receiving a 'Call to Action' from the NCVQ designed to increase tenfold the number of NVQs awarded from the current level of 100,000.

The Call asks chief executives to set NVQ targets for their organisation and lists ten questions which they should put to their boards, to their local TEC, and others. It says training directors should be asked what 'competence gap' exists in the workforce between existing skills and the organisation's NVQ target. Individuals should be helped to measure their existing skills and then to set targets by line management and trainers.

Business administration is seen as the area where NVQ ownership can be increased fastest, and a special 'Skillcheck' document has been issued with the Call to Action to help office workers assess their skills.

From April, NCVQ will work with the 'First Thousand' employers to build a distri-

bution chain to put NVQs into the hands of individuals. The Council will also mount a roadshow visiting all 10 TEC regions from April to mid-June to seek the help of TECs, FE colleges and others in getting small and medium-sized firms to join the drive to boost NVQs.

The new one million NVQs target has been set by NCVQ as a stepping stone to help meet the 'World Class' training targets for the year 2000 set by the CBI and endorsed by the Government and more than 70 other organisations in August last year. One CBI target states that half the UK workforce - 12 million people - should either hold or be working towards NVQs or SVQs by 1996.

"The onus is really on business to make NVQs a reality in the workplace. We are looking to the First Thousand to lead the way," commented NCVQ chairman Sir Bryan Nicholson.

● Free copies of the *Call to Action*, the Skillcheck document, and a trainer's brief are available from NCVQ, PO Box 922, Newport Pagnell, Bucks MK16 9YY. More information on NVQs is available from the NCVQ Hotline on 0908 216363.

'MY VISION FOR NVQ's' - see page 81



FLOWER POWER: With 1,850 weddings a year, Gretna Green has to be the perfect place to start a flower business. And so it's proved for local woman Kas Masterson, whose 'Posh Posies' service has blossomed with help from Dumfries and Galloway Enterprise's 'Self Starters' business start-up programme.

ED Group's spending plans for 1992-93

SPENDING PLANS for the Employment Department Group for the next three years are set out in the Group's second annual report.

The report sets out in more detail the spending totals first announced in the Chancellor's Autumn Statement last November.

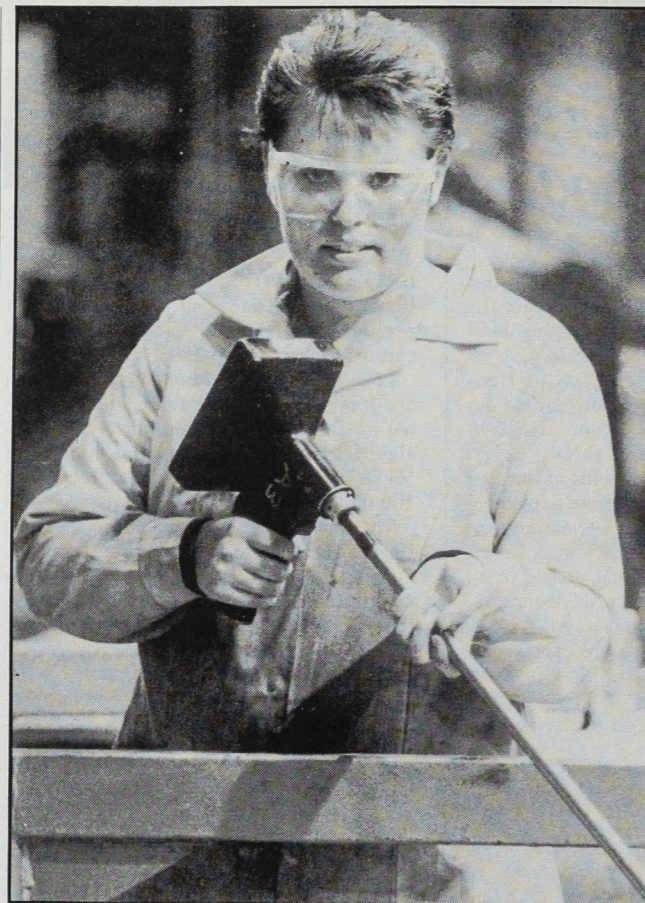
Key figures for 1992-93 include:

- Total spending in the Employment Department Group will rise to more than £3.8 billion in England and Wales - an increase of nearly £0.5 billion on planned provision.
- 454,000 places available in Jobclubs and on Restart Courses and the Job Interview Guarantee.
- 130,000 places available on Jobsearch Seminars for unemployed people who need help with jobsearch techniques.
- 27,000 places on offer on the new Job Review Workshops, helping newly unemployed people with no prior experience of unemployment.
- 60,000 places available on the Employment Action programme providing temporary work opportunities for long-term unemployed people.
- Almost one million opportunities for unemployed people, in addition to the advice and assistance already offered through Jobcentre placing services.
- Total spending of £2.7 billion on training, enterprise and vocational education programmes.
- £138 million for Training Credits over the next three years.

From April 1992, responsibility for training, education and enterprise programmes in Wales will pass to the Welsh Office, with TECs in Wales contracting directly with the Welsh Secretary.

The Employment Department will continue to take the lead in setting targets and priorities for training in Britain as a whole, in consultation with the Welsh and Scottish Secretaries.

● *Employment Department Group: The Government's Expenditure Plans 1992-1993 to 1994-1995.* HMSO Cm 1906. Price £8.60.



Jane forges ahead

Jane Carroll of Walsall, whose training, funded by Sandwell TEC, has earned her the title of Foundry Technician of the Year.

Easier ET for national providers

NEW MEASURES will make it easier for employers who provide Youth and Employment Training placements on a national scale to arrange their placements with TECs.

From April this year the Employment Department's TECs and National Providers Unit (TNPU) will take on a bigger role in coordinating contracting with the so-called 'National Providers'.

The Sheffield-based Unit will be able to:

- provide earlier and more effective arrangements for national providers to bid for places and renegotiate contracts with TECs;
- organise a contracting forum every January to help negotiations;
- provide more 'user-friendly' and streamlined contract documentation;
- provide a standardised service for monitoring quality standards;
- extend the service it offers for the financial appraisal and monitoring of the national providers, taking on more of the

monitoring visits itself;

- examine ways of combining as much as possible of the management information required from TECs with the core data supplied by TPNU - so reducing the need for providers to respond to requests for information from different TECs at different times;
- speed up payments to providers by enhancing the national providers claims and payments system;
- develop its direct liaison activities and improve communication between all the parties.

Eventually, the Unit could become a national managing agency to minimise the administrative burdens on TECs, companies and other training providers.

The measures were announced at a recent TECs and national providers conference in Harrogate, attended by representatives from more than 60 TECs.

● The Unit's point of contact for general enquiries is Alison Solomons on 0742 597521.

Is your screen safe?

NEW CONTROLS on VDU equipment aimed at protecting millions of regular workplace users have been proposed by the Health and Safety Commission.

From January next year, employers would have to assess display screen workstations and reduce any risks found; ensure that VDUs meet certain minimum design requirements; plan work so that users get breaks or changes of activity; and provide information and training to users. Screen users would also be entitled to eye and eyesight tests on joining an employer and then at regular intervals, paid for by the employer, and special glasses if these were needed and normal ones could not be used.

The regulations would apply where employees "habitually use the equipment as a significant part of their normal work", including not only continuous users such as typists but also others like journalists who use the equipment more or less daily and depend on it to do their job.

For straightforward office tasks the risk assessment could be based on an 'ergonomic checklist' covering aspects like how much time is spent at the screen, and whether the VDU can be used in comfort with correctly adjusted seating.

A more detailed assessment would be needed in more complex situations, possibly requiring the use of outside expertise.

Assessment would be followed by often simple remedial action in the three main risk areas associated with VDU work: postural problems which can lead to upper limb disorders affecting muscles, joints and tendons;



SCREEN TEST: From January next year employers would have to assess workstations and reduce risks under the new regulations.

visual problems like eyestrain; and fatigue and stress.

Employers would also have to ensure that VDU equipment conforms to minimum requirements covering aspects such as screen flicker, brightness and contrast, and adjustability; keyboard design; and glare and reflections. The requirements would apply

immediately to new workstations (those first put into service by the employer after December 31 1992). For workstations already in service at that date employers would have until December 31 1996 to comply.

The regulations do not define the frequency and length of rest breaks which all regular VDU users should take, but attached guidance advises that short, frequent breaks of five to 10 minutes are better than occasional, longer ones.

HSC chairman Sir John Cullen said the proposals, which would implement a European Community directive dating from 1990, would affect several million workstations now in use.

"We aim to produce regulations and guidance which fully implement the directive without imposing unnecessary burdens on employers or hampering legitimate new applications of display screen equipment," he said.

The cost to employers of implementing the proposals is estimated by the HSE at between £28 and £40 million a year over the first ten years. The draft regulations and guidance are set out in an HSC consultative document, on which comments are requested by no later than May 21 this year.

Ten ways to help disabled people

TWENTY-ONE top companies including B & Q, Rank Xerox and The Post Office have signed up to a ten-point agenda to give people with disabilities a fairer deal at work.

They have pledged to take action in areas including active recruitment of disabled people, training existing staff through disability awareness programmes, and adapting the working environment. Each company will now build the action into its own equal opportunities policies.

Progress made will be monitored through annual audits, reviewed at board level and published in annual reports.

The Agenda was conceived by the Employers' Forum on Disability, a 50-member employers' organisation. Later this year the Forum will create a 'blueprint of best practice', drawing on member companies' experience, which it will then

promote throughout the business community.

Backing the initiative at its launch, Prime Minister John Major said: "Employers who adopt the Agenda will be sending a clear message of opportunity and fairness to people with disabilities - backed by the implementation of good employment practices. I shall be commending the principles to my Cabinet colleagues."

Sir Alistair Frame, chairman of Wellcome plc, added: "We hope that our example and this Agenda will serve as a rallying point for employers seeking to promote the job prospects of people with disabilities."

● Copies of the Agenda and more information about signing up to it are available from Susan Scott-Parker, Director, Employers' Forum on Disability, 5 Cleveland Place, London SW1Y 6JJ, tel 071-321 6591.

● Copies of *Work with Display Screen Equipment - Proposals for Regulations and Guidance* are available free from the Sir Robert Jones Memorial Workshops, Units 3 and 5-9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5/6.

HUMBERSIDE

FINANCE AND management are the two common factors in business failure, according to local research conducted for Humberside TEC.

Money problems usually began in the first two years of trading and often resulted from carrying too much debt, inadequate market research before start up, under-capitalisation and over-reliance on one or two key customers.

Many small and new businesses were reluctant to seek professional help because of the cost. Owner/manager firms often failed because there was no management team, while management inadequacies were a common factor in larger firms.

"We commissioned this survey to help us identify and fill any gaps in our services for local enterprise," says Phil Greaves of the TEC's Special Projects Directorate. "It will give us some clues on how to help some of the very good firms - often with full order books - which go under because of cash-flow problems."

The findings are now being evaluated by the TEC's Business Services Directorate.

Free copies of *Business Failures and TEC Strategies* or of an executive summary, are available from Phil Greaves, Humberside TEC, The Maltings, Silvester Square, Silvester Street, Hull HU1 3HL, tel 0482 226491.

SOME 100 small firms in Humberside are getting grants of £250 from the TEC to help them train a worker as workplace assessors of ET and YT trainees following NVQ courses. The firms are all in the caring, retail, hotel and catering or business administration sectors, and all employ fewer than 50 staff.

The trainee assessors follow a three-day course with a local training provider leading to the City and Guilds Trainer/Assessor qualification, equipping them to then give on-the-job training to other members of the workforce.

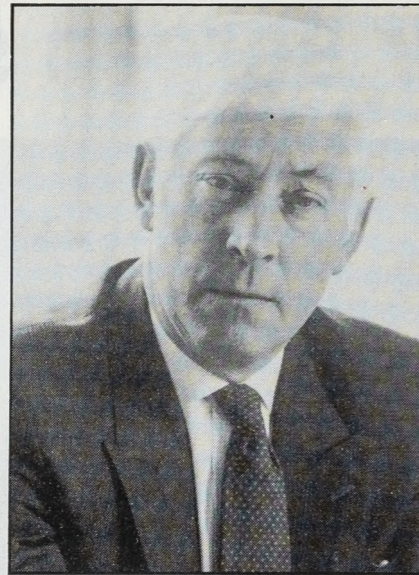
"We recognise that smaller companies often don't have the time or resources to allow staff to undergo outside training," says the TEC's Martin Longbottom.

The pilot project will run until May and could then be extended to other sectors.

GLOUCESTERSHIRE

A UNIQUE psychometric resource centre is giving Gloucestershire employers impartial advice on the use of tests to measure the abilities, aptitudes and interests of employees and potential recruits.

Funded by the Employment Department and Gloucester TEC, the centre holds



G10's new chairman

CENTRAL ENGLAND TEC chairman Edward Roberts (pictured left) is the new chairman of the Group of Ten (G10), the TECs' and LECs' national coordinating body.

He succeeds Eric Dancer, chairman of Devon and Cornwall TEC.

G10 comprises one TEC chairman from each of the eight English regions, plus one each from Scotland and Wales. The Group represents TECs and LECs in their contacts with Ministers and other organisations on issues concerning the TEC and LEC movement as a whole.

copies of most of the 70 'Category Level A' tests evaluated for the ED. During the centre's pilot phase, employers have been able to get up to two hours' worth of free impartial advice on the most appropriate test for their needs, the chance to try them out and help in administering them if needed.

"Many firms have used the centre and we've been talking to several TECs in the South West and the West Midlands to examine the need for similar resource centres there. There's been a lot of interest," says Viv King of consultants People and Development.

For more information about the centre, contact Wendy Cole at Gloucestershire TEC on 0452 524488.

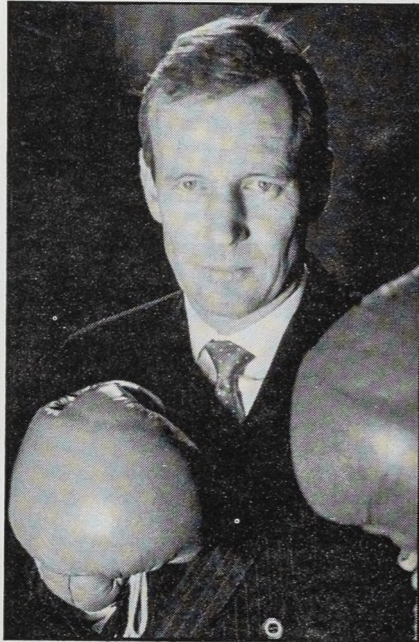
GLOUCESTERSHIRE TEC also claims to be the first in the country to have formed a joint Careers Service Board with the local education authority.

The new board brings together a team of directors from education and industry, with extra support from advisers directly involved in careers activity.

"We intend to bring together best practice in careers guidance with the best advice of employers," comments Board chairman Peter Luck.

"Bringing a business perspective to the planning of careers services will help to pull together all the elements of the mix - awareness of commerce in schools, provision of improved training and a wider knowledge of the career opportunities available to young people," adds TEC chief executive Graham Hoyle.

The Board has already commissioned a programme of market research to find out what local people want from the service.

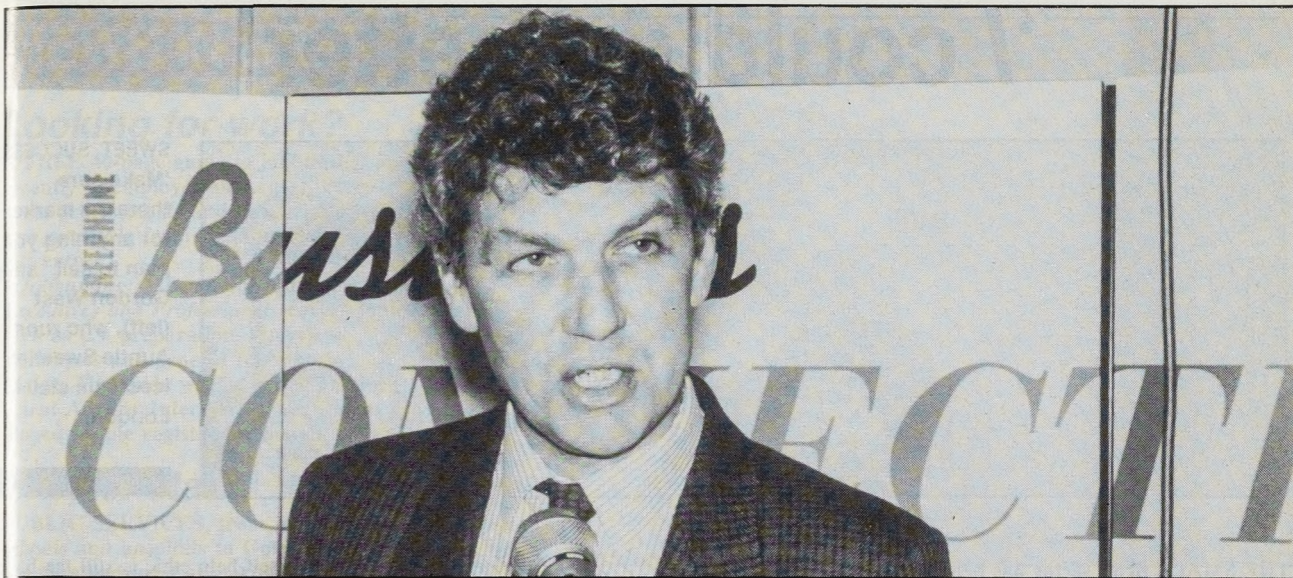


PRIZE FIGHTER: Gloucestershire TEC director Anthony Poeton (above) steps into the ring to endorse a series of recession-busting seminars in the county this month. One seminar will cover maximising profits and winning new business, and the other controlling debt and getting a better deal from the banks.

WEST LONDON

WEST LONDON TEC is mounting an IT skills survey in a £1 million bid to ensure that the area's 'Silicon Strip' remains a major computer centre.

The area claims to have the highest concentration of computer software and



PHONE IN: Paul Heiney at the launch of CILNTEC's new business helpline.

NORTHUMBERLAND

service employment in Europe, with more than 20,000 small and medium sized IT users. The survey will cover all employers with more than 100 staff and a wide cross-section of smaller firms, and assess future trends as well as existing skills needs.

New customised training for the unemployed and 'cross training' for employees - both linked to NVQs - will be introduced from April, when an IT Skills Forum for employers and training providers will also be set up.

"We're already spending £1 million on IT training now, but people are going through it and not necessarily getting jobs. There's clearly a mismatch between supply and demand," says Meenu Vora, the TEC's executive director of information systems and marketing. "If the survey shows more is needed, more will be given - £1 million is the lower end of what's available."

WILTSHIRE

WILTSHIRE TEC has funded a free two-day workshop for women wanting to work from home, either in a business or as a telecommuter.

The pilot workshop covered issues such as the efficient use of space and time and negotiating new patterns of behaviour and routine with family and friends.

"We didn't know what level of interest to expect, but in fact I had to turn many women away," says organiser Anne Fitzsimons of action and resource group Target.

For more details, contact Anne on 0793 782368.

SANDWELL

SANDWELL TEC is part-funding a series of 25-week language evening classes to help local companies prepare for the Single Market.

Classes are offered in French, German and Italian, and are aimed mainly at personal secretaries, managers and salespeople. They are suitable for beginners and lead to a London Chamber of Commerce and Industry preliminary certificate.

"There's certainly a big demand for these courses - especially in French," says TEC marketing officer Carolyn Ball.

Star appeal for CILNTEC's helpline

CITY AND Inner London North TEC (CILNTEC)'s new freephone business helpline got a celebrity send-off in Islington last month from TV and radio personality Paul Heiney (pictured above).

The helpline provides business information, advice on the Single Market, and free counselling for local small firms.

At the same event, an exhibition of the services on offer from the TEC and local training providers, CILNTEC chairman David Peake urged City firms and local businesses not to overlook the area's pool of talent.

Covering not only Hackney, one of Britain's most deprived boroughs, but also the City of London, CILNTEC's main objective is to "bridge the gulf between these contrasting areas, where high unemployment and poverty lie next door to immense affluence and job opportunities", said Mr Peake.

CILNTEC is the last of the 82 TECs to 'go live', having been up and running for just three months.

● The TEC's business helpline number is 0800 283333. For information on other CILNTEC services, call 071-324 2424.

'I could do better'



SWEET SUCCESS: 'Make sure there's a market for anything you plan to sell,' says Gordon West (left), who runs Auntie Sweeties icecream stall in London.

THE SMALL firms sector has been called "the bedrock of the economy" - and with good reason. Firms with fewer than 20 employees now comprise 96 per cent of Britain's businesses, provide more than a third of all private sector jobs, and generate a fifth of total national turnover.

But who exactly are these small business men and women? *Starting Up*, a new report from Barclays Bank, reveals all - the challenges they have faced, how they coped, and the advice they would give to others thinking of taking the plunge into self-employment.

The report presents the results of a study of 400 small firms set up since July 1988, plus an independent survey of 500 adults designed to find out more about the public perception of what it takes to start your own business.

According to the research, 70 per cent of small businesses are set up by men. The most popular age to 'go it alone' is between 25-34 (41 per cent), with only 13 per cent of new business starters being aged 45 plus.

Almost six out of ten small entrepreneurs were in secure jobs before setting out on their own. The most popular option is becoming self-employed; then partnerships, which are mainly favoured by women.

Men tend to go into property, finance and professional services and women into the traditional female industry sectors of retail, catering and leisure. Indeed, over 80 per cent of self-employed women work in the service-oriented industries. The pressure to do well is increased for nearly three-quarters of business starters as they provide their family's only or main source of income.

When it comes to making a success of the business, hard work, determination and pride in one's work were voted the most important characteristics needed. Men saw aggression as an important asset; women ranked interpersonal skills as having greater business value.

Hand-in-hand with these qualities must go a good helping of business acumen. Sadly, the most neglected aspect of starting a business was an understanding of finance and

Being your own boss and the belief that you could do better than existing firms - these are the main reasons why so many people decide to 'go it alone' in their own businesses, says a new report.

Nicola Baker reports.

figures: 44 per cent of the business people interviewed thought this knowledge was the most likely to be overlooked in the excitement of starting up.

So Golden Rule Number One is: **do your homework first:** research the market, take financial advice or consult professional advisers before starting.

With a wealth of advice available - from TEC and LECs, banks and specialist business organisations like The Prince's Youth Business Trust - knowing where to go and how to get the best from advisers is perhaps the most important part of setting up.

Those who take advice first are twice as likely to succeed in business as those who take none. And the advice doesn't have to come solely from the professionals; family advice and support are at least as important.

Women and people from ethnic minorities have particular hurdles to overcome. While the number of women running their own businesses has soared over the last decade - to around 800,000 in 1991 - women still cite juggling family, home and business as the most difficult problem to be tackled. They also have to work harder to win the confidence of business contacts and suppliers.

A strong self-help ethic is still the backbone of small businesses run by people from the ethnic minorities. The research shows that such firms are started by younger people (chiefly, 16-24 year old men) and are run as family-based concerns.

The report concludes with some tips from the experts. Stan Mendham, founder of the Forum of Private Business, urges business people to "...watch their cash management, keeping a careful record of gross income and expenditure, creditors and debtors and bank reconciliation."

Terry Ward, who has been running his own film production company since 1979, says: "Companies starting up now need to plan long term, taking likely EC legislation into account. New standards for health and safety, fire regulations and quality control will have an impact on most industries, and it's important not to lose out to competition because what you offer is considered 'sub-standard'."

Finally, Mike Kill of Barclays: "Small businesses must realise their potential and plan now for the future, taking into consideration the increased level of competition they will face, the viability of expansion into domestic and European markets and the possible effects of new legislation".

● Copies of the report, *Starting Up - A Barclays Report on Britain's Small Business Men and Women*, are available free from Sarah Bright, Paragon Communications (UK) Ltd, tel 071-734 6030.

● A new guide for people who want to start their own business with a qualification reflecting their enterprise skills is now available from the Employment Department.

Intended for people on competence-based training programmes leading to the RSA Examinations Board Small Business Certificate, the guide will also be of use to those on Enterprise Training courses and may also be of interest to other potential business people.

Small Business Certificate - Evidence Guidance Notes is available from Dave Harp, Business and Enterprise Branch, Employment Department, Room W814, Moorfoot, Sheffield S1 4PQ, tel 0742 594264.

NEWS IN BRIEF

Looking for work?

A FREE 40-page guide to jobhunting for recently unemployed managers, executives, professionals and new graduates is now available from Employment Service Jobcentres.

Jobhunting: A Guide for Managers, Executives and Professionals covers topics such as CV preparation, interview techniques and general jobhunting advice. The guide will be issued at New Client Adviser Interviews when unemployed people register for benefit.

Charter Mark

PUBLIC SERVICES, from individual schools and hospitals to Government agencies and local authorities, will be able to apply for a new Charter Mark recognising the excellence of the service they provide, Prime Minister John Major has announced.

Awards will be made in September and the closing date for applications is June 30. Application forms and further information are obtainable from Sarah Furwood, Charter Marks Awards, Citizen's Charter Unit, Cabinet Office, Government Offices, Great George Street, London SW1P 3AL, tel 071-270 0343.

European Social Fund

SOME 600,000 people on UK training and employment schemes benefited last year from payments from the EC's European Social Fund.

Among the 5,000 schemes supported from Britain's share of the Fund were those providing training and guidance to women; improving access for disabled people and other groups; and developing skills and qualifications in preparation for the Single Market.

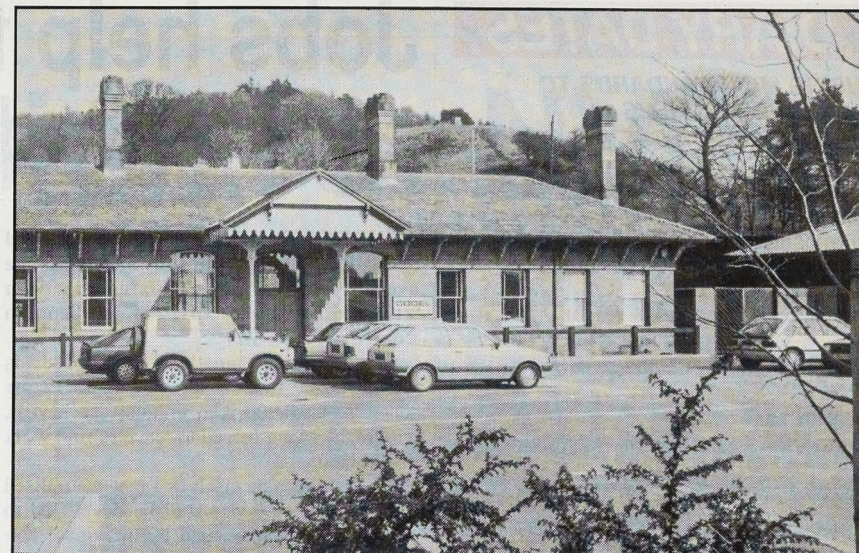
New appointments

JENNY BACON, a Deputy Secretary at the Employment Department, is to become Deputy Director-General of the HSE from March 1.

Ms Bacon will take responsibility for all questions of non-operational policy, with direct oversight of the Health Policy and Safety Policy Divisions and of the Nuclear and Offshore Divisions.

David Eves, the other deputy Director-General, will continue to oversee the Technology and Health Sciences, Research and Field Operations Divisions and the Railway and Mines Inspectorates.

● Derek Evans has been appointed Chief Conciliation Officer at ACAS with effect from February 3.



Rural loans boost

SOME £5.25 million will be available in low-interest loans and grants over the next three years for larger business projects in certain rural areas.

ACCORD, a new scheme from the Rural Development Commission, will support a wide range of projects costing more than £250,000 including factory and office development, tourist developments and office services. Costs supported will include land acquisition, site preparation, building works and plant and machinery.

The scheme will operate in rural areas with the greatest employment need, including parts of several northern counties, Lincolnshire, Norfolk, areas bordering Wales, the Isle of Wight and Devon and Cornwall.

Total public sector support for any project must not exceed 50 per cent of eligible ex-

penditure, and assistance will not normally exceed £4,500 per job created or safeguarded.

Applications will be considered from private individuals and non-public organisations.

"We've seen a gap in the market since none of our existing schemes enabled us to support bigger private sector schemes," says RDC spokeswoman Gillian Kempster.

ACCORD has been adopted following a year-long pilot scheme in which eight projects were supported, creating some 112 jobs.

● For more details of ACCORD (Assistance for Coordinated Rural Development) and other RDC schemes, contact local RDC offices or the Commission's head office at 141 Castle Street, Salisbury SP1 3TP, tel 0722 336255.

New database for NVQs/SVQs

A NEW computer database recording uptake of NVQs and SVQs across the country is to start operating from this autumn.

Based at the Employment Department computer centre in Runcorn, the database will initially collect information from the six main awarding bodies: BTEC, City and Guilds, London Chamber of Commerce and Industry, Pitmans, RSA and Scotvec. Between them these six bodies account for 75 per cent of all NVQs and SVQs awarded.

Information collected will cover the qualification awarded, including the level, subject and occupational classification;

the characteristics of candidates by age, sex and mode of study; and the type and location of the centre where the qualification was obtained.

Funding totalling £430,000 for the National Vocational Qualification Database (NVQIS) has come from the Employment Department and other Government departments and agencies.

The National Council for Vocational Qualifications and the Cambridge University Local Examinations Syndicate have won contracts to work respectively on the qualifications and centres aspects of NVQIS.

DIARY DATES**USING MCI STANDARDS TO IMPROVE BUSINESS PERFORMANCE**

March 17 - April 29

London - Series of one-day workshops designed to help employers use the Management Charter Initiative Standards to improve performance. Run by MCI.

Tel: 071-872 9000

EVALUATING A SMALL BUSINESS POLICY

March 19

London - South Bank Polytechnic seminar.

Tel: 071-928 8989 ext 2701/2736

EURO-CRIME, EURO-SOLUTIONS

March 25-27

Cambridge University - International conference organised by the UK Offender Employment Alliance. Criminal justice agencies, employers and others will discuss how employment and training provision for offenders and ex-offenders can be improved across Europe.

Tel: 071-481 4831

THE INTEGRATED MANAGER

March 29 - April 3

Cranfield - Cranfield School of Management course designed to enable managers to act with greater initiative and self-confidence.

Tel: 0234 751122

ETHNIC MINORITY BUSINESSES

April 7

London - South Bank Polytechnic seminar on the barriers faced by ethnic minority entrepreneurs.

Tel: 071-928 8989 ext 2701/2736

BROADCASTING AND A LEARNING SOCIETY

April 28

London - A BBC conference of interest to TECs, trainers, educationists and business people and linked to the publication of an important survey into broadcasting and learning. Parts of the conference will be broadcast on BBC1.

Tel: 081-752 5933

GUIDANCE: STRATEGIES AND MODELS FOR TECs

May 11-12

Nottingham - Conference enabling TEC staff to find out about latest developments in adult and youth guidance, and guidance professionals to learn about the role of TECs.

Tel: 0223 460277

Jobs help for Scottish graduates

A THREE-YEAR drive to help unemployed Scottish graduates find jobs and boost the overall market for graduates has been launched by careers advisers and Scottish Enterprise.

Unemployment north of the border is thought to be running at some 10 to 12 per cent of the 10,000 who graduate each year, with many being forced to leave to find work in England.

For graduates themselves a new centralised database of employers will be developed to pool the information held by individual colleges throughout Scotland. A Graduate Careerline will open on February 5 giving basic careers advice and 'signposting' to other sources of help, and special workshops for both graduates and career-changers will be held in Glasgow, Dundee and Edinburgh. A careers distance-learning package is also under development.

To boost the number of employers taking graduates the programme will launch a marketing campaign aimed mainly at small and medium sized firms, advising them how to go about recruiting staff and offering free advertisements in graduate recruitment literature.

The £0.75 million programme will be run jointly by Scottish Enterprise, higher education institutions and the Central Services Unit for university and polytechnic careers services.

"This initiative doesn't imply criticism of existing services but rather builds on estab-

lished good practice. There is already considerable interest in the initiative elsewhere in the UK," says Keith Dugdale, director of the programme and director of the careers service at Strathclyde University.

● The Graduate Careerline in Glasgow will be open from 3 to 8pm on 041-553 4177.

Signing up

JOBSEEKERS IN Derby who have hearing difficulties are to get the free services of a communicator trained in sign language and lip reading.

Under a six-month pilot scheme the communicator will be available to attend interviews at Jobcentres and other Employment Service offices, and at job interviews. He will also help those who get jobs to integrate into the workforce.

"Help of this kind is already available to those in Jobclubs or on Employment Training," explains Roy Darlington of Derbyshire's Employment Service. "We have a large deaf community in Derby, partly because the Royal School for the Deaf is based here and many people stay on in the area".

● For further details of the scheme, contact Roy Darlington on 0602 464844.

'Safe Start' for jobseekers

YOUNG 'DICK Whittingtons' arriving in London in search of fame and fortune but without a job or a home are being helped by a successful jobsearch course.

The five-day *Living in London* course, run by the charity Safe Start for the Employment Service, teaches newcomers how to cope with the city, find their way around the job scene and get a place to live.

"We cover basic but vital skills such as mastering the A to Z and London Transport. Trainees are told what statutory services are available and the most effective ways of finding work," says Safe Start's Ruth McKeeman.

Jobsearch skills covered include preparation of a CV, telephone and interview techniques, where to look for vacancies and how to make 'cold calls' to employers. Trainees can also make full use of the jobsearch facilities once the course is over.

Over 60 people attended the first nine pilot courses held since July last year and of these 20 have found jobs and a further six have gone into training.

People helped range from 16 year-olds with no qualifications to qualified teachers and engineers. All applicants must be on either unemployment benefit or income support.

"We think it's a very good course, and especially relevant to the completion of the Single Market which could mean many more EC nationals coming here," says Kate Boshier of the Employment Service. "An organisation helping Australians in London has also expressed interest in the course."

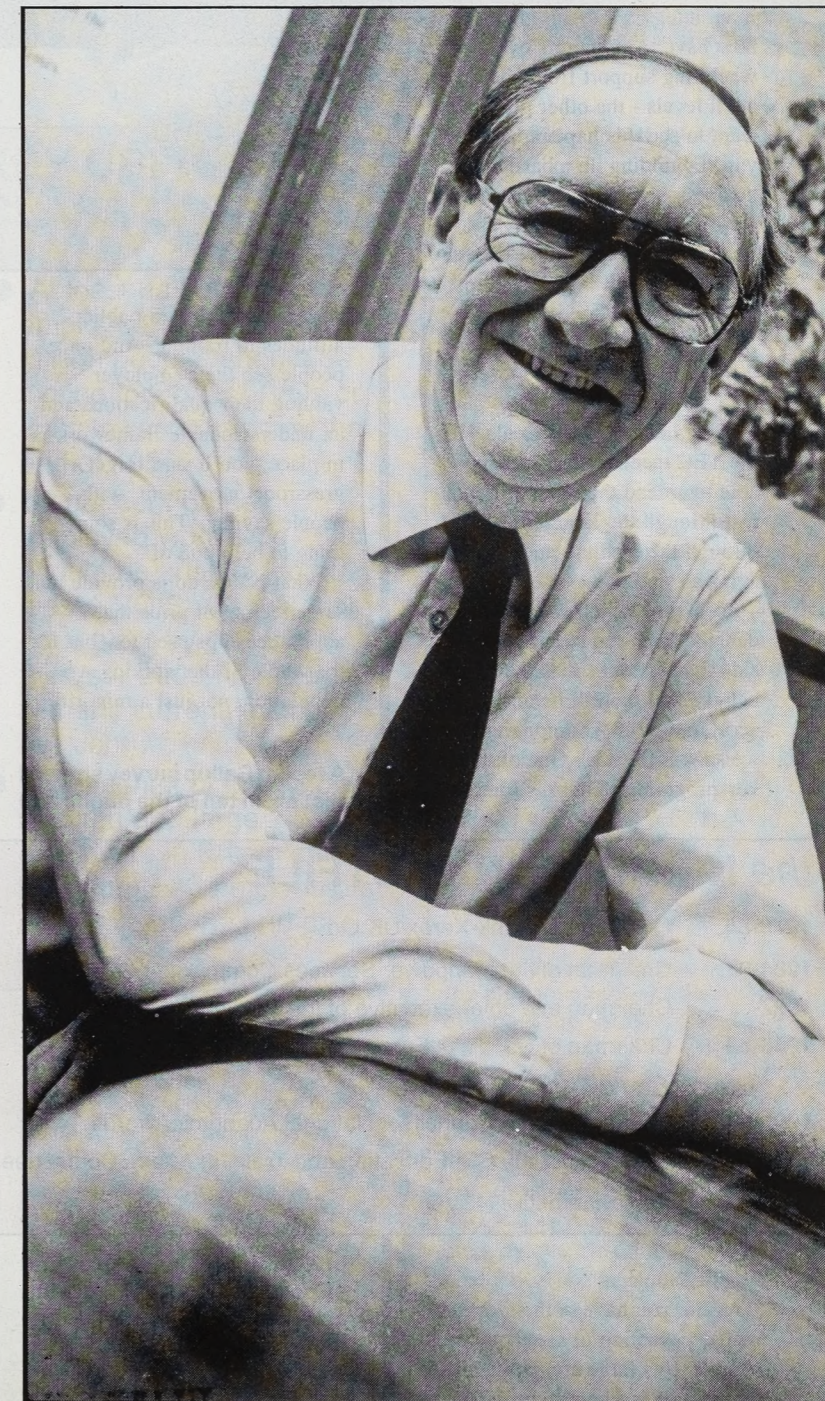
● More information about the course and applications for places should be made to Safe Start on 081-203 7788.

interview: SIR BRYAN NICHOLSON

'My vision for NVQs'

Spreading the take-up of NVQs and SVQs throughout British industry is key to producing a world class workforce by the year 2000. And leading that drive is Sir Bryan Nicholson, chairman of the NCVQ and chief architect of last year's CBI national training targets. Here he outlines the main challenges ahead for the 1990s.

● Interview by Andrew Opie; photos by Jacky Chapman



The 'World Class Britain' skills targets call for a twelve-fold increase in the number of NVQs and SVQs awarded by 1996, and an 80-fold rise in the numbers of level 3 qualifications awarded. Can you really be confident of achieving this?

BN: I don't blanch at it because I look at things the other way round and say: 'What's a million compared to the 23 million in the workforce?'

Firstly, we've never had a full array of vocational qualifications in an integrated system that we now have. And there's overwhelming support from society at all levels - the other players all want to see this happen, and you're building on a base in the business community.

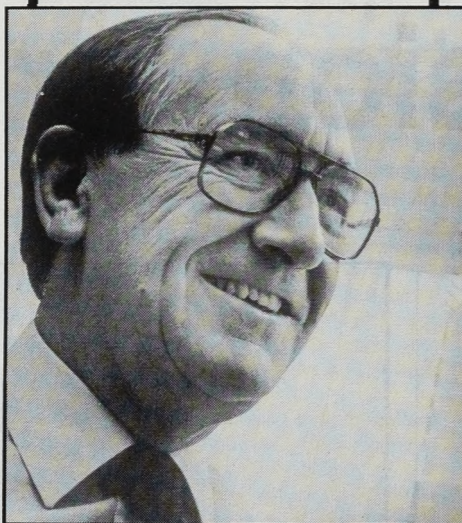
No recent CBI quarterly survey has shown any decline in spending on training, and from the response to our 'Call to Action' to employers in January it looks like we'll have more than we need.

Then you now have in place the TEC mechanism which is able to spread that feeling not just through the large boys but through the medium and small firms as well.

So, if you look at it in terms of demand from the employer's side there's every reason to believe that there'll be an acceleration of the improvement we saw in the 80s. One of the key programmes here is Inves-

pushing the employer and vice versa, and you can't become an Investor in People unless you've played your part on the demand side - it can't be done.

At the level of the individual, recent surveys show a seismic



shift is beginning in public attitudes to training. And once people see their employer valuing their qualifications and an understandable framework is in place, you'll start to get a grassroots movement with people saying: 'This is something to be proud of'.

What NVQs do is provide that same feeling of pride that apprenticeships used to - but for the whole of the working population, not just a minority.

A recent Gallup survey showed that six in ten of the public and

whether something which involves not only awareness but also motivation, can be effectively kick-started by advertising.

My strategy is rather to get NVQs into companies and then through the TEC movement and start to get a 'seeding' of people who've seen the benefits, and only then drive harder at national awareness.

I'd liken our attitudes in society to a dam through which, once breached, there's a tremendous flood. Previously, we've been incapable of finding the bomb to blast a way through that dam.

The findings about the supervisors are more worrying, because they're the key community for implementing NVQs. The best way to win them is both horizontally through peer groups and TECs and vertically through their sectoral groups. Awarding bodies are also key because they are not without marketing muscle - look at the success of BTEC in getting accepted for entry into higher education. That didn't exist five or six years ago - they've got a good product, and marketed it well.

BTEC, RSA and City and Guilds are now going to be 'onside'. If you can go with the grain of someone's self-interest you're more likely to be successful. Even if the numbers we're looking for in 'World Class Targets' are even half attained, for these three there'll be a tremendous expansion in their business. And how are TECs going to be successful in their remit unless they deliver on this?

You're chairman and chief executive of Britain's second-largest employer - the Post Office. What are you doing to get NVQs adopted there?

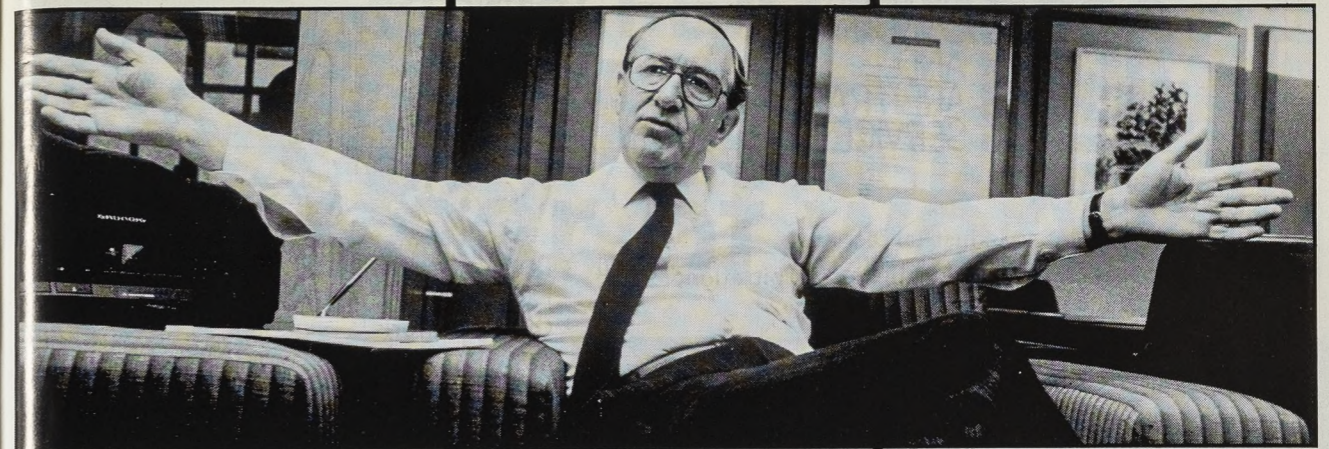
BN: We're absolutely committed. Take Royal Mail Parcel Force: everyone who joins the business up to board level will be 'NVQ'd' at the appropriate level, and we have the long-term planning to deliver it. And at Royal Mail (one of the biggest

one in three managers and supervisors knew nothing about NVQs. How are you going to tackle this?

BN: I'm very dubious as to

tors In People.

Again, you have both sides of industry wanting to see that happen. In a large company the trade union is likely to be



youth employers in the country) we're in the process of converting the whole of our cadet recruitment over to the NVQ system. We're also committed to being an Investor in People.

My personal secretary has just gained her level 3 via APL (Assessment of Prior Learning). And I recently awarded our first ten NVQs in business administration gained through APL. It was heartwarming because like Saul on the road to Damascus their eyes were opened. They didn't think qualifications were for them; they didn't realise that they had gained expertise through work experience.

All you have to do then is fill the gaps in their knowledge where they need training modules. That's why there'll be a grassroots movement and why all the major companies are committing down this route.

Aren't Britain's two million small firms the real problem in spreading take-up of NVQs and SVQs?

BN: I agree that they're going to be the toughest nut to crack. We must invoke the help of the 500 or so colleges of further education, because they have a considerable marketing self-interest in going out to the business community.

Their open and distance learning packages can provide the low-cost training without interruption, delivered out-of-

KEY CBI WORLD CLASS TARGETS:

- At least half of the employed workforce (12 million people) should be aiming for NVQs/SVQs or units towards them by the end of 1996.
- 50 per cent of the employed workforce should be qualified to at least NVQ/SVQ level 3 or equivalent by the end of the year 2000 (compared with the current level of 33 per cent).
- At least half of the 12,000 medium and large employers in Britain should have qualified as Investors in People by the end of 1996.

hours and off-premises, which small firms need.

But there's no book-answer to motivating owner-managers of small businesses. Medium-sized companies have largely been converted and large firms almost entirely. But very many small companies believe they can hobble along with a low-qualified workforce. It remains one of the most difficult selling exercises I know, and they'll be

the last bastion to fall. It's the local TEC that'll be going out and selling it to them.

One of the difficult areas with NVQs and SVQs is assessment - finding the money, time and expertise to carry it out. Won't that put many employers off?

BN: This shouldn't be made a bogey. It needs start-up work and costs - but firms like Boots, who been through it, say it's cost-effective, it does pay back and it doesn't cost an arm and a leg if you do it right. And now a whole system has been put together by NCVQ to allow businesses to do it cost-effectively.

Getting assessors into smaller companies is more difficult, but in TECs you'll find innovative ways of overcoming this. They are much closer to the action than I am - they've got the incentive to solve the problem.

To sum up, what do you see as the biggest challenge ahead in attaining the 'World Class Targets'?

BN: The really big challenge now is to achieve change at the grassroots - getting people to see the value to themselves of being properly qualified. I think we're nearly over the hump with employers, with a sufficient critical mass now convinced, but employees themselves are still unsure.

the NICHOLSON FACTFILE

1979-84	Chairman of Rank-Xerox UK Ltd
1984-87	Chairman of the Manpower Services Commission
1987-	Chairman and chief executive of the Post Office
1988-89	Chairman of CBI Task Force producing the report <i>Towards a Skills Revolution</i>
1988-91	Chairman of the Council for National Academic Awards
1990-	Chairman of the CBI Education and Training Affairs Committee
1990-	Chairman of the NCVQ

acas ADVISORY CONCILIATION AND ARBITRATION SERVICE

This is ACAS

- Using ACAS in Industrial Disputes
- The ACAS Role in Conciliation, Arbitration and Mediation
- Advice and Help
- Individual conciliation—a short guide
- Individual employment rights—ACAS conciliation between individuals and employers
- WRU Information Leaflet
- Summary of publications (a listing of WRU and other titles regularly updated)
- Annual Report

ADVISORY HANDBOOKS

- Employing People
—a handbook for small firms
- Discipline at Work
- The ACAS Employment Handbook

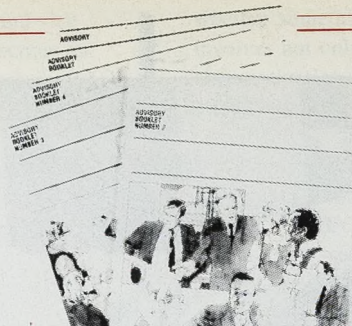
ADVISORY BOOKLETS

- 1 Job evaluation
- 2 Introduction to payment systems
- 3 Personnel records
- 4 Labour turnover
- 5 Absence
- 6 Recruitment and selection
- 7 Induction of new employees
- 8 Workplace communications
- 9 The company handbook
- 10 Employment policies
- 11 Employee appraisal
- 12 Redundancy handling
- 13 Hours of work
- 14 Appraisal-related pay
- 15 Health and employment
- 16 Effective organisations: the people factor

OCCASIONAL PAPERS

(a selection)

- 27 Effective and satisfactory work systems
- 36 Job evaluation in transition
- 37 Redundancy arrangements



- 40 Performance appraisal
- 41 Labour flexibility in Britain
- 42 Quality at work
- 43 Quality circles
—a broader perspective
- 45 Developments in payment systems
- 46 Self regulating work groups: an aspect of organisational change
- 47 State of the art technology and organisational culture
- 48 Increasing effectiveness through people: learning from abroad
- 49 Consultation and communication

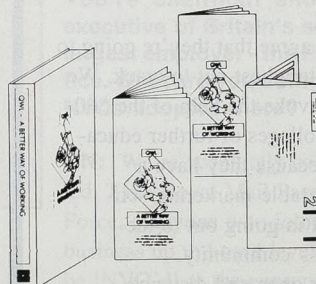
WRU BIBLIOGRAPHIES

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- 50 Management of change
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- 54 Managing quality in manufacturing and service systems
- 55 Payment systems

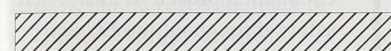
CODES OF PRACTICE

- 1 Disciplinary practice and procedures in employment
- 2 Disclosure of information to trade unions for collective bargaining purposes
- 3 Time off for trade union duties and activities
(Codes of Practice are available only from HMSO)



special FEATURE

The year of working safely



A year-long, EC-wide drive to raise awareness of health and safety issues at work gets under way this month in the shape of the European Year of Safety, Hygiene and Health Protection at Work. **Andrew Opie reports** ➤



Agriculture will be one of the particular focuses of the European Year of Safety, Hygiene and Health Protection at Work. Its logo (top left), will become a familiar symbol over the next 12 months.

Photo: Jacky Chapman



"THIS YEAR can make a major impact on improving people's health and safety standards in the workplace. No organisation is too small to take part."

Employment Minister Eric Forth's words at a recent press conference point up the potential importance of the European Year of Safety, Hygiene and Health Protection at Work.

The next 12 months should see a creative explosion of activity on building sites and farms, factories and hospitals, and a wide range of other workplaces, not to mention schools and colleges, drawing in everyone from TECs to trade unions, chambers of commerce to safety consultants.

The European Year of Health and Safety will be promoted in all 12 member states of the European Community. It is being launched in Great Britain on March 17.

And the initiative comes none too soon. Every week in the UK eight workers and two members of the public are killed as a result of workplace accidents. In the Community as a whole the annual toll is almost 8,000 fatalities caused by injuries received at work, and some 10 million people who are affected by incidents, accidents or illnesses at work.

All these accidents cost dearly: not only in terms of physical suffering caused to individuals but also through the financial burden they put on all the member states - £14 billion (about 7 per cent of total

FIVE STEPS TOWARDS GETTING INVOLVED

- ① Identify one change which could improve health and safety in your workplace - then get it implemented.
- ② Ask the Health and Safety Executive for advice.
- ③ Run a health and safety week in your workplace, with videos, speakers or exhibitions.
- ④ Run a workshop for employees or colleagues; invite other companies to join in.
- ⑤ Tell your local media.



'Everyone - companies, the public sector, people in education - should be asking themselves What can we do?'

Eric Forth



sickness insurance expenditure). None of this is inevitable. There is good evidence to prove that safe workplaces are more efficient, more productive and therefore more economic.

The European Year of Health and Safety aims to foster a common approach to health and safety throughout the EC and raise the profile of health and safety among both industry and the public. It will also prompt the member states to prepare for new regulations governing a range of new EC directives which will come into force from the beginning of 1993.

The Health and Safety Commission and Executive are spearheading the Year in this country. So far, UK employers have shown themselves keen for a slice of the action: more than 200 bids worth over £4 million have already been made for the £370,000 which is being made available from EC funds for events in the UK in 1992.

Among the 30 bids so far chosen is one from the Royal Environmental Health Institute for Scotland, whose new touring bus will carry a health and safety message to a host of small and medium-sized firms on industrial estates and retail parks across Scotland. Meanwhile, the Leeds Animation Workshop will produce a 15-minute video on occupational stress aimed mainly at women.

In all, some 10,000 copies of a European Year information pack have been sent out by the Health and Safety Executive -



3,000 of them in response to enquiries. The result should be a rush of events ranging from local workshops and seminars to exhibitions, safety competitions and new videos - many of them making use of the Year's health and safety logo. All such activity should reach a climax in a National Workplace Health and Safety Week from 23-27 November.

"Our message will be that safe management is efficient management and that safety pays," says Jim Hammer, chairman of the National Committee organising the Year in Britain.

"Occupational health and safety is not some arcane black art, but informed common sense and the application of established management principles."

The health and safety challenges facing certain industries and especially vulnerable groups of workers will feature strongly during the Year. Small and medium-sized firms and trainees starting work for the first time will be an important focus. The HSE will also highlight typical accidents in agriculture, the dangers of roofing work, the cost to small firms of ill-health and accidents, and good practice in health and safety education and training.

In addition, the European Commission itself has identified four themes for particular emphasis in all the countries involved:

- clean air at work;
- safe working practices;
- well-being at work; and

HIGHLIGHTS OF THE YEAR

These include:

March 17 - National and regional launches

September - International conference on occupational health - Sheffield

October - International conference on risk assessment - London

November - International conference on enforcement - London

November 23-27 - National Workplace Health and Safety Week

February 1993 - closing event



'Health and safety is a long slog and not a flash-in-the-pan; it calls above all for imagination and managerial effort.'

Jim Hammer



- measures against noise and vibration.

Risk assessment and enforcement of health and safety legislation, two aspects of health and safety in which the UK leads the field, will be featured at international conferences in London. Held in the autumn, during the UK's Presidency of the European Commission, these conferences will stress the importance of these themes in future EC health and safety policy. Rather than concentrating on detailed and prescriptive regulations, HSE are encouraging European policy makers to take an approach which assesses workplace risk according to the circumstances of the case.

Jim Hammer says the National Committee will particularly favour initiatives which have an impact beyond the Year: "Health and safety is a long slog and not a flash-in-the-pan; it calls above all for imagination and managerial effort."

- Copies of the information pack are still available, to be followed at the launch by a calendar of events and then posters and other publicity material in the build-up to National Health and Safety Week. For further information, contact George Dyson or Morris Johns, Health and Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF, tel 071-243 6912 or 6447.

special FEATURE



Photo: Joanne O'Brien/Format

Working arrangements and patterns of working hours in Britain

by Andrew Wareing

Economics, Research and Evaluation Division, Employment Department

This article draws on findings from a survey conducted in mid-1990 of individuals' working patterns and working time arrangements. It compares weekly working hours in the UK with those in the rest of the EC and examines some of the specific arrangements which lie behind the wide diversity of hours worked in the UK.

Key findings

- Around 9 per cent of people in employment work a formal flexitime arrangement, this being more common among full-time than part-time workers.
- 21 per cent of employees report they have flexible starting and finishing times in their main job.
- Just over 6 per cent of people in employment report that their working time arrangements are based on a system of annual hours.
- Annual hours working is more common in larger workplaces than smaller ones, and is equally common in manufacturing industry and in services.
- Fewer than 1 per cent of people in employment have an arrangement with their employer whereby they work during school term times only (excluding those who actually work in education).
- Jobsharing is equally rare—fewer than 1 per cent.
- Overall, over 90 per cent of people in employment reported that they were satisfied with their current working pattern.
- Among those doing shiftwork or working regular paid overtime the proportions expressing satisfaction were only marginally lower at 89 and 88 per cent respectively.

Working hours and working time arrangements are currently of considerable interest. Their topicality is the result of a variety of social, economic and international pressures. **Social pressures** derive from the fact that workers are increasingly demanding a greater say in the hours they work and the times they work them. Some people, for example, may prefer to work longer hours during one part of the week, month, or even year, in order to allow them to enjoy greater leisure time during some other period. Or they may need to arrange the times that they work to fit in with non-work commitments—childcare being the most obvious example.

Economic pressures have resulted from the speed of technological change in recent years and the increasingly competitive environment in which companies operate. If they want to remain competitive, employers have to be able to respond rapidly to alterations in demand for their products or services, hence the need for flexible working patterns.

There are also pressures towards an overall **lengthening of business operating hours**. In the service sector there has been customer demand for the availability of services over a longer period of the day or week. Opening hours in banks and supermarkets, for example, have increased in the past few years. In manufacturing, the need to make maximum use of expensive capital equipment is often a major driving force.

As soon as the daily or weekly operating hours of enterprises exceed the usual working hours of their employees, it becomes necessary for working patterns to be staggered or fragmented if cover is to be maintained. So the extension of operating hours has contributed to a proliferation of new working arrangements.

In addition, a **reduction in the usual working hours of employees** can also contribute to any mismatch. Pressures for an overall reduction in working hours have come from two main sources in the UK: the trade unions and, more recently, the European Commission.

Trade unions have negotiated a gradual reduction in the length of the working week over many years. During the 19th and early 20th century many of the limitations on working time were laid down in law—particularly those relating to women and young people. In recent years many of these restrictions have been repealed, and the regulation of working time is nowadays restricted mainly to the terms of voluntary collective arrangements.

Most recently, manual workers in the engineering industry have negotiated a reduction in their basic working week from 39 to 38 hours in many firms, bringing it more closely into line with white collar workers in the same workplaces. But the impact of this reduction on the way in which employers need to organise work is not clearcut. Evidence suggests that recent reductions in the working week have, in many workplaces (not just engineering), had no effect on the actual working hours of individuals, as overtime working has been increased to make up the shortfall (*Horrell and Rubery, 1991*).

Flexible working in the EC

European Community involvement in the reduction of working time centres on its proposals to lay down regulations on maximum hours and minimum rest periods throughout the European Community. Most EC states have comprehensive statutory regulation of working time; but the UK, Ireland and Denmark leave more scope for voluntary arrangements. This is because the industrial relations traditions in these three countries have tended to favour the voluntary rather than legislative regulation of workplace regulations and arrangements.

The EC proposals are thus at odds with the belief of successive UK governments that working hours, like most other terms and conditions of employment, should be determined not by governments but by employers and their employees.

The clear difference between patterns of working hours among employees in the UK compared to those in other EC countries is shown in *figure 1*. It shows the distribution of total hours worked per week (including both paid and unpaid overtime but excluding lunch breaks and travelling time) for UK employees compared to those in the other 11 EC countries.

In both the UK and the rest of the EC the most common length of working week is 40 hours. But in the UK just 10 per cent of employees work this number of hours per week in total compared to 34 per cent of employees in the rest of the EC. In the UK, weekly hours are spread much more evenly across the whole distribution, with many people working below average hours and many people working above. In the absence of limiting regulations, then, patterns of working hours reflect a wide diversity of employee preference and employer requirement.

The patterns in the rest of the EC, on the other hand, are much more clustered around the 35 to 40 hours per week band. In fact, over 72 per cent of employees in the 11 EC countries excluding the UK usually work between 35 and 40 hours per week compared to just 36 per cent in the UK. This clustering reflects both a low rate of part-time working in other EC countries as well as a relative lack of longer hours working.

Thus, on the basis of a fairly simple indicator of patterns of work—total hours usually worked per week—it is clear that there is enormous diversity among employees in the UK. And this diversity is particularly apparent when the UK picture is compared to the much more uniform situation which prevails in the rest of the EC.

Current sources of data

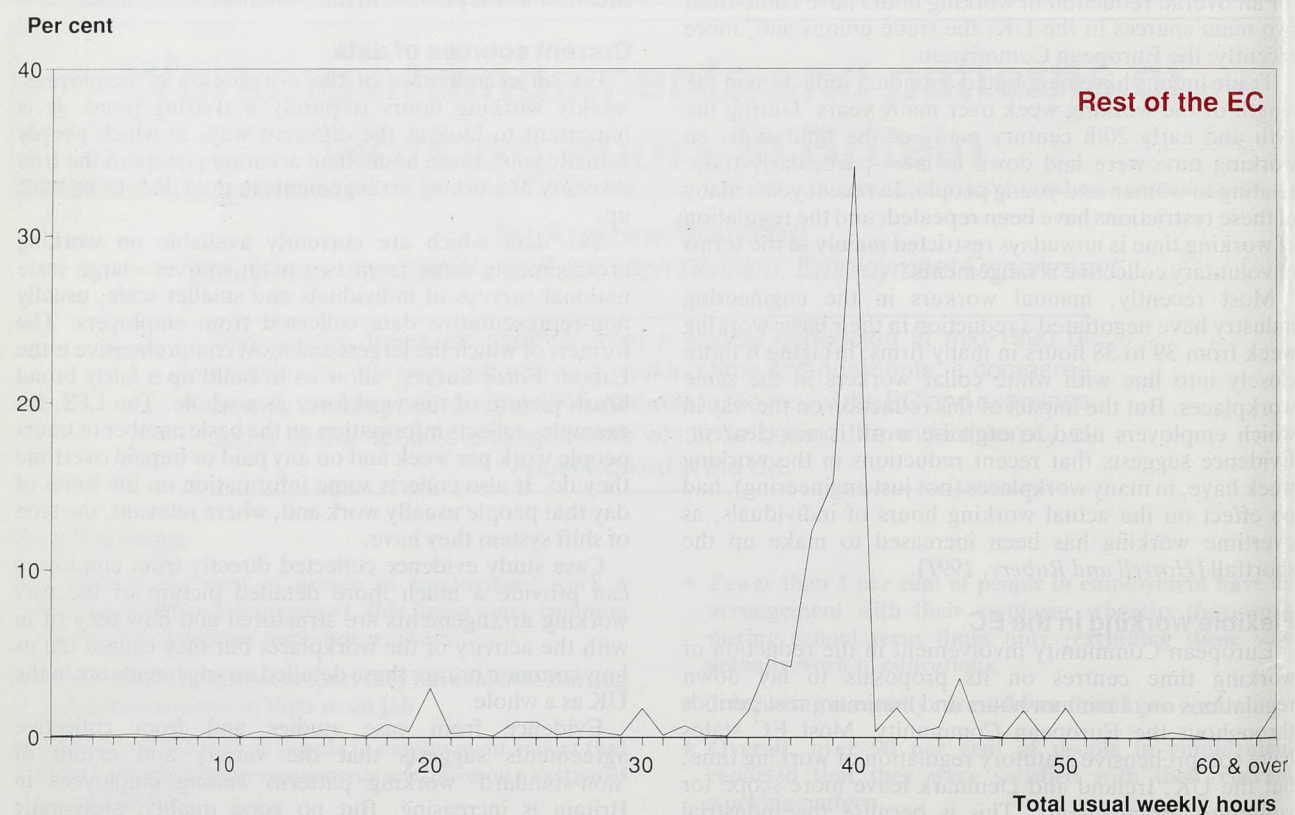
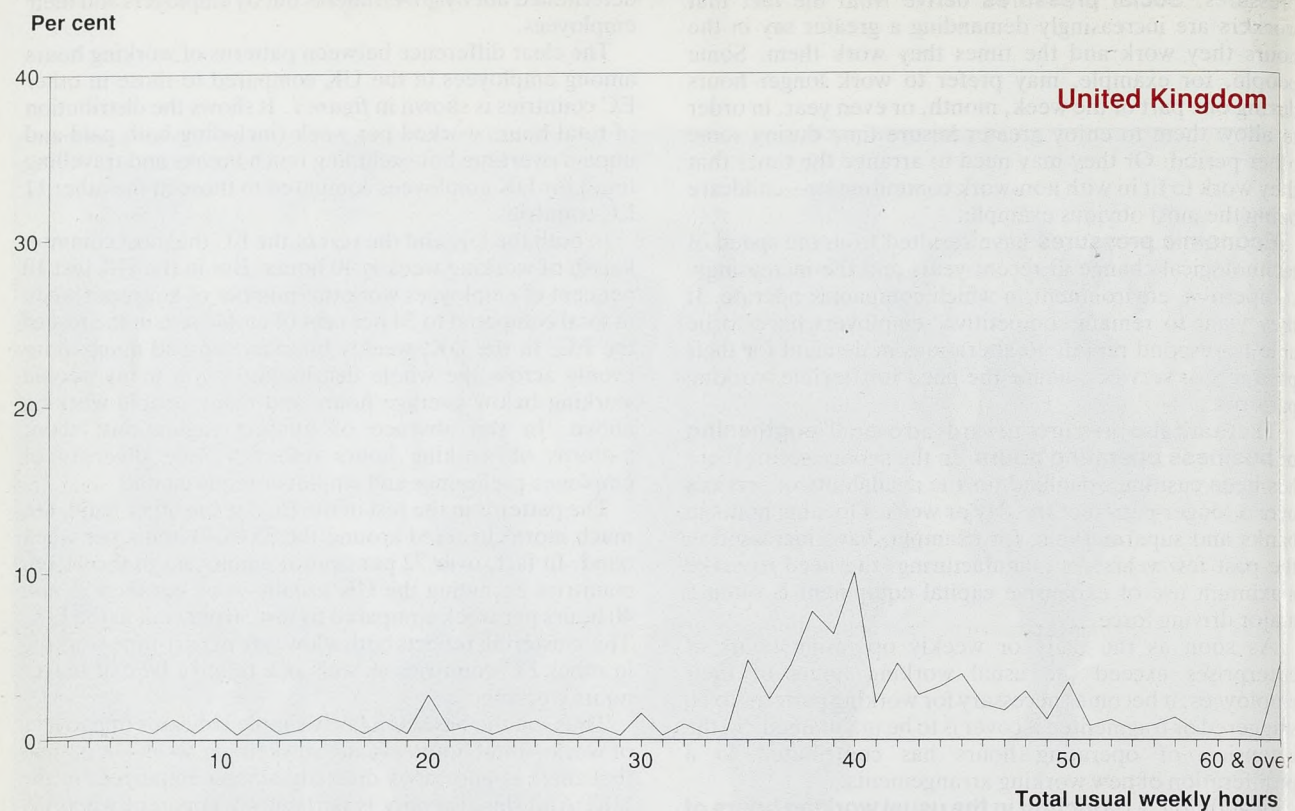
But an examination of the distribution of employees' weekly working hours is purely a starting point. It is important to look at the different ways in which people actually work these hours if an accurate picture of the true diversity of working arrangements in the UK is to be built up.

The data which are currently available on working arrangements come from two main sources—large scale national surveys of individuals and smaller scale, usually non-representative data collected from employers. The former, of which the largest and most comprehensive is the Labour Force Survey, allow us to build up a fairly broad brush picture of the workforce as a whole. The LFS, for example, collects information on the basic number of hours people work per week and on any paid or unpaid overtime they do. It also collects some information on the times of day that people usually work and, where relevant, the type of shift system they have.

Case study evidence collected directly from employers can provide a much more detailed picture of the way working arrangements are structured and how they fit in with the activity of the workplace, but they cannot tell us how common or rare these detailed arrangements are in the UK as a whole.

Evidence from case studies and from collective agreements suggests that the variety and extent of 'non-standard' working patterns among employees in Britain is increasing. But no good quality, systematic evidence on the relative incidence of the more unusual patterns nor on the number of jobs involved has been available.

Figure 1: Distribution of total hours worked per week in main job 1989; proportion of all employees who work each number of hours per week



Source: European Labour Force Survey, Eurostat.
Note: Total weekly hours include paid and unpaid overtime but exclude lunch breaks and travelling time.

Therefore, one of the aims of this study¹ was to chart the extent of these working patterns and collect information on the characteristics of the individuals and (as far as possible) employers concerned. It also looked at how recently the working patterns had been introduced, their method of introduction, and any other changes in workplace organisation that may have been associated with their introduction. Finally, the extent to which workers were satisfied with their working arrangements was investigated.

Before moving on to the main survey findings it is useful to look briefly at the broad shape of the results on key employment status items, and to compare them to equivalent results from other sources. Table 1 shows the employment status of people in employment according to the survey of working arrangements and provides a comparison with those from the much larger, and hence more reliable, Labour Force Survey. It is clear from this table that there is a high degree of correspondence between the two sources. Other comparisons between the two sources which were made (but which are not reported here) showed similarly high levels of correspondence. Where comparisons are possible, then, the results of the working arrangements survey are consistent with those from larger and more reliable sources, and this gives a large degree of confidence in the results as a whole.

Non-standard working arrangements

Table 2 shows the overall incidence of a number of non-standard working arrangements for men and women separately. The results are based on aggregated data from both stages of the survey and refer to all persons in employment. It is not possible to disaggregate the results for employees only because this information was not collected in stage 2 (see Technical note).

It should be noted that these data were collected by showing respondents a list of all the various working patterns under investigation, and asking them to indicate whether they worked any of them in their main job. This approach is likely to produce higher estimates of the number of people involved than a method which simply asks respondents to describe their usual working arrangements with the use of prompts². The estimates should therefore be considered to be upper, rather than central, estimates of the incidence of the various arrangements under investigation.

Flexitime

Of the listed arrangements the most common was 'flexitime'. For the purpose of this research, flexitime was defined as an arrangement whereby working hours are defined over a period longer than a day, with workers able

Table 1 Employment status of persons in employment, NOP and LFS compared

Employment status	All persons		Men		Women	
	NOP	LFS (000s)	NOP	LFS (000s)	NOP	LFS (000s)
All in employment (a)	3,009	26,168	1,731	14,855	1,278	11,313
Employees	87	85	83	80	92	91
of which:						
Full-time	67	66	79	76	51	52
Part-time (b)	20	19	4	4	41	39
Self-employed	12	13	17	18	7	8
of which:						
Full-time	10	11	15	17	4	4
Part-time (b)	2	2	1	1	2	3
Government employment and training programmes (c)	—	2	—	2	—	1

Sources: NOP Omnibus Survey Waves 1-3 June/July 1990, Labour Force Survey Spring 1990 Final estimates
In a survey the size and type of the NOP survey the standard error (at the 95 per cent confidence level) is: ± 2.4 per cent on an estimate of 50 per cent, ± 1.5 per cent on an estimate of 10 per cent, and ± 0.5 per cent on an estimate of 1 per cent.
(a) The NOP base is weighted, the LFS base is grossed to national estimates.
(b) In both surveys the full-time/part-time distinction is based on respondents' own assessment not on the number of hours usually worked.
(c) Members of this category were not identified separately in the NOP survey.

Table 2 Percentage of workers who work each arrangement in their main job

	All in employment (a)	Males	Females
	Total (unweighted)	7,467	3,732	3,735
Base (weighted)	7,961	4,535	3,426
Flexitime	9.1	8.4	10.2
Monthly flexitime	4.3	4.0	4.7
Other flexitime arrangement	4.8	4.4	5.5
Annualised hours	6.4	6.9	5.8
Compressing working week	4.3	5.3	2.9
Nine day fortnight or nine and a half day fortnight or six day fortnight	1.0	1.5	0.3
4 day week	1.2	1.4	0.9
4 and a half day week	2.1	2.4	1.7
Term-time working	0.7	*	1.3
Jobsharing	0.6	*	1.4
None of these	79.3	79.6	79.0

Notes: * = 0.5 per cent
The larger sample size produced by combining data from Stage 1 and Stage 2 alters the size of the standard errors of estimates reported in the notes to table 1. For the combined data the standard error (at the 95 per cent confidence level) is: ± 1.5 per cent on an estimate of 50 per cent, ± 0.9 per cent on an estimate of 10 per cent, and ± 0.3 per cent on an estimate of 1 per cent.
(a) Percentages may sum to more than 100 because respondents can be present in more than one category.

to vary the number of hours they work each day during this period. In addition, if workers have worked more hours than required at the end of the period, they are entitled to take these hours as a block of leave—usually referred to as 'flexileave' or 'flexidays'. It is this latter characteristic which serves to distinguish formal flexitime from less formal systems which merely allow a certain amount of flexibility in starting and finishing times.

Around 9 per cent of people in employment reported that they worked flexitime; with a fairly even split between those whose hours are accounted on a monthly basis and those for whom some other period is used. The incidence of flexitime working was broadly the same for men and women (8 per cent for men compared to 10 per cent for women), although this result hides a fairly marked full-time/part-time effect. Around 11 per cent of full-time employees work flexitime compared to just 4 per cent of part-time employees. Women are the more likely among each of the two groups to work flexitime, but the incidence of flexitime among women overall is necessarily reduced by their much higher rate of part-time working.

As would be expected, flexitime working is much more common among non-manual than among manual employees (table 3). Apart from the construction trades, no manual occupations have a rate of flexitime working greater than 5 per cent, and for the majority of manual occupations the rates are much lower. Among non-manual occupations, however, there are high rates for professionals in science and engineering (25 per cent), clerical workers (23 per cent) and professionals in management and administration (20 per cent).

The rate is much lower (7 per cent) among professionals in education, welfare and health. This is probably explained by the fact that these jobs often involve strict timetabling in order to maintain constant cover, and are therefore less amenable to the kind of employee freedom to determine hours which is characteristic of flexitime working.

Flexitime working is much more common in larger than in smaller workplaces (table 4). Only around 4 per cent of employees who work in workplaces with fewer than 25 employees work flexitime. This compares to around 11 per cent in workplaces with between 25–500 employees; and 16 per cent in the largest workplaces, those with over 500 employees.

Flexitime working is also much more common in the public than in the private sector. Around 16 per cent of public sector employees work flexitime compared to just 6 per cent of those in the private sector. Within the private sector, there is a large difference between employees in traditional private sector firms and those who work for the recently privatised industries and state corporations. Among this latter group, a full one-quarter (26 per cent) of employees work flexitime.

This finding is generally reflected in the results for specific industrial sectors, with flexitime much less common among employees in manufacturing and construction (6 per cent) than those in the service sector (11 per cent).

Within the service sector, however, the incidence of flexitime working varies enormously between industries, from around 16 per cent of employees in banking, finance and insurance and 15 per cent in other services (which includes public administration, education, health, and recreational and personal services) down to just 2 per cent in distribution, hotels, catering and repairs.

Annualised hours contracts

Annualised hours contracts entail the calculation of working time on an annual rather than weekly or, as is often the case with flexitime, monthly basis. Employees could be contracted to work, for example, 1,764 hours per annum rather than 38 hours per week. The system gives employers considerable flexibility in the scheduling of work, facilitating long working hours during certain parts

of the year and shorter ones during others, usually in response to seasonal variations.

Annualised hours systems thus differ from flexitime systems not only in the period over which hours are defined, but also in the much more significant respect that it is the employer rather than the employee who retains control over the flexibility of hours.

According to the survey, just over 6 per cent of people in employment report that their working time arrangements are based on a system of annualised hours (table 2). There is little difference in the extent of annualised hours working between men and women—7 per cent of men compared to 6 per cent of women—although it is more common among full-time employees (7 per cent) than part-time employees (4 per cent).

Annualised hours working is more common in larger workplaces than smaller ones, although the differences are surprisingly small. Around 5 per cent of employees in workplaces with fewer than 25 employees work an annualised hours system; in workplaces with between 25–500 employees the figure is 6 per cent, and in those with over 500 employees it is just 7 per cent.

Most of the earlier research into annualised hours working, based primarily on a case study approach, tended to be concentrated in the manufacturing sector (see for example, Desmons & Vidal-Hall, 1987). This focus on manufacturing gave the impression it was here that the practice was most common and widespread. Indeed, the typical annualised hours worker was commonly portrayed by this case study work as a shiftworker on a continuous production process in manufacturing industry. More recently, however, there has been a recognition that organisations in the service sector also make use of annual hours arrangements; and the case study approach has been widened to encompass this wider range of economic activities (IDS 1991b).

The need for this broader approach is confirmed by the findings presented in table 4. Annualised hours working is fairly evenly spread across the different industry divisions.

Overall, around 6 per cent of employees in manufacturing and construction (SIC divisions 2–5) work annualised hours arrangements, the same proportion as among employees in the service sector (SIC divisions 1, 6–9).

Other results show that only just over one-quarter (27 per cent) of employees working annualised hours report that they do shiftwork. A proportion which, while higher than among employees in general, is certainly not consistent with a view that annualised hours arrangements are peculiar to shiftworkers.

As far as specific occupations are concerned (table 3) annualised hours working was particularly common in the security and protective services (25 per cent), as well as among professionals in education and health (11 per cent) and in transport operating (10 per cent).

The compressed working week

For the majority of employees, full-time working involves attendance at their place of work for a minimum of five full days per week. A number of alternative arrangements exist, however, which allow the working of a full week's hours over fewer than five days through an extension of daily working hours. These arrangements are collectively known as 'compressed working weeks' and include such patterns as nine day fortnights, nine and a half day fortnights, six day fortnights, four day weeks, and four and a half day weeks.

It is important to note that these arrangements all refer to full-time working. A part-time employee working, for example, three days a week, would not be considered to be working a 'six day fortnight'. It is also the case that some of these arrangements allow employees little choice as to when they take their time off. Four and a half day week arrangements, for example, often involve the closing down of the enterprise for one half day per week—commonly Friday afternoon—so there is no facility for employees to choose their own half day.

Overall, as table 2 shows, around 4 per cent of people in employment reported that they worked one of the named

Table 3 Percentage of employees working each arrangement by full-time/part-time and by occupation order Row per cents

	Base: All employees (a)	Flexitime	Annualised hours	Compressed working week	Term-time working	Job sharing	None of these
Total (unweighted)	2,434	225	137	84	14	19	1,968
Total (weighted) (b)	2,612	240	156	98	11	20	2,102
Working hours							
Full-time	2,010	11	7	5	*	—	78
Part-time (c)	589	4	4	—	1	3	88
Occupation							
I Professional and related—management and administration	116	20	2	*	—	1	78
II Professional and related—education, welfare, health	260	7	11	4	1	*	78
III Literary, artistic and sports	(19)	(15)	—	—	(5)	—	(81)
IV Professional and related—science, engineering, technical	127	25	8	10	—	—	58
V Managerial	194	11	7	2	—	—	82
VI Clerical and related	440	23	4	2	*	3	69
VII Selling	199	4	2	2	1	1	91
VIII Security and protective service	73	3	25	4	1	—	68
IX Catering, cleaning, hairdressing	312	2	2	1	1	1	93
X Farming, fishing and related	(30)	(4)	—	(4)	—	—	(92)
XI Materials processing (excluding metal and electrical)	164	3	7	52	—	—	85
XII Processing, making, repairing (metal and electrical)	199	—	8	12	—	—	81
XIII Painting, repetitive assembling	143	4	4	11	—	—	81
Construction, mining and related (NIE)	69	8	—	—	—	—	92
XV Transport operating	144	5	10	2	—	—	84
XVI Miscellaneous	(41)	—	(13)	(5)	—	—	(82)

Notes: * = less than 0.5 per cent

Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.

(a) Percentages may sum to more than 100 because respondents can be present in more than one category.

(b) Includes employees who may not have provided information on one or more of the items included in the rows of the table.

(c) The full-time/part-time distinction is based on respondents' own assessment, not on the number of hours usually worked.

Source: NOP Omnibus Survey Waves 1–3, June/July 1990

Table 4 Percentage of employees working each arrangement by ownership and industry division of employer and size of workplace Row per cents

	Base: All employees (a)	Flexitime	Annualised hours	Compressed working week	Term-time working	Job sharing	None of these
Total (unweighted)	2,434	225	137	84	14	19	1,968
Total (weighted) (b)	2,612	240	156	98	11	20	2,102
Ownership							
Traditional private sector	1,735	5	5	4	*	1	86
Privatised industries	94	26	5	13	—	—	61
Public sector	775	16	9	3	1	1	71
Industry							
0 Agriculture, forestry, fishing	(28)	—	—	(9)	—	—	(91)
1 Energy and water supply	74	17	5	2	—	—	77
2 Extraction of minerals, ores	81	9	8	7	—	—	78
3 Metal goods engineering and vehicles	280	5	6	13	—	—	78
4 Other manufacturing, printing and publishing	276	6	7	6	—	—	82
5 Construction	111	3	2	2	—	—	93
6 Distribution, hotels, catering, repairs	465	2	5	2	*	1	90
7 Transport and communications	150	8	6	6	—	—	80
8 Banking, finance, insurance	242	16	4	1	—	3	76
9 Other services	808	15	8	2	1	1	74
Size of workplace							
Less than 25 employees	869	4	5	2	1	2	87
25–500 employees	1,234	11	6	4	*	*	80
Over 500 employees	465	16	7	9	*	*	69

Notes: * = less than 0.5 per cent

Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.

(a) Percentages may sum to more than 100 because respondents can be present in more than one category.

(b) Includes employees who may not have provided information on one or more of the items included in the rows of the table.

Source: NOP Omnibus Survey Waves 1–3, June/July 1990



Very few companies presently offer term-time working arrangements.

Photo: Yorkshire Post

compressed working week patterns listed. Four day weeks and four and a half day weeks were by far the most common, accounting for around three-quarters of all compressed working weeks. The other named arrangements were found to be relatively rare, and estimates of the proportions of workers involved must be considered fairly unreliable even on the basis of a survey of this size. Nine day fortnights, for example, were the most common of the remaining arrangements with only around 0.5 per cent of people in employment reporting that they worked this pattern.

Men were slightly more likely than women to work compressed working weeks (5 per cent compared to 3 per cent), and this was true of each individual named arrangement.

Compressed working weeks were also more common among employees in larger workplaces; table 4 shows that 9 per cent of employees in workplaces with over 500 employees did them compared to just 2 per cent in workplaces with fewer than 25 employees. They were also much more common in manufacturing and construction (SIC 2-5), where 8 per cent of employees worked them, than in services (SIC 1, 6-9) where the proportion was just 2 per cent. Within the manufacturing sector it is the metal goods, engineering and vehicles division where they are particularly common with 13 per cent of employees doing them. Compressed working weeks were slightly more prevalent among workers in privately owned businesses than in the public sector but the difference was small.

Compressed working weeks were most common among professionals in science and engineering (10 per cent), processing/making of metal and electrical goods (12 per cent) and painting/repetitive assembling (11 per cent). The practice was relatively rare in all other occupations.

Term-time working

This working arrangement involves working during school terms (either full-time or part-time) but not working

at all during school holidays. Obviously, many of the people who are employed in the education sector (teachers, school catering staff and so on) will have these working arrangements available to them automatically. For the purpose of this research they were excluded from the category, which is restricted to those employees who have some kind of special arrangement with their employer which allows them to work during school terms only. Table 2 shows that fewer than 1 per cent of people in employment have such an arrangement, and that over 80 per cent of these are women.

As far as the characteristics of individual term-time workers and their places of work are concerned, the small numbers involved make it difficult to draw any definite conclusions. However, one or two broad findings emerge. First, and perhaps unsurprisingly, term-time workers are much more likely to be married than single. Secondly, they are more likely to live in households containing children under the age of fifteen than are workers in general.

Thirdly, all the term-time working employees identified in the survey worked in the service sector—the large majority in SIC Division 9, that is, other services. As this is the division in which education is in fact located there must be some possibility that people working in schools and colleges have been classified as term-time workers despite efforts to avoid this.

But the fact that the survey failed to identify any term-time workers in manufacturing can be taken as a good indication that the practice is extremely rare among workers in this sector.

Jobsharing

Jobsharing, like term-time working, is a relatively uncommon form of work; although the definition of the arrangement adopted in the survey was fairly strict. It required that the individuals' job entailed a division of the responsibilities and tasks of a specific full-time position between themselves and (at least) one other person.

Part-time workers who merely did similar work to other part-time workers at the same workplace, even if they took over a task directly from another worker, were not included.

The research found that just over 0.5 per cent of people in employment were jobsharing, the vast majority—over 90 per cent—of whom were women. Again, the low numbers involved prevent any detailed analysis of the individuals and their workplaces, although, like term-time workers, they were much more likely to be married and to be employed in the service sector.

The introduction of new working arrangements

In order to investigate the circumstances surrounding the introduction of these various working arrangements it was necessary to establish whether they were already in place prior to the worker first taking up their job or whether they had been introduced since. Only in the latter case could respondents be expected to be in a position to provide accurate information on the timing and nature of the introduction of the arrangement.

Table 5 shows that for the majority of these workers, their arrangement was already in place prior to them taking up their job. This is particularly true for those doing annualised hours and term-time working. These results are quite surprising, particularly the latter, since we would expect that it would be these newer arrangements that would be the more likely to have been introduced since respondents entered their jobs. The result would be explained to some extent if the people involved had been in their jobs for a shorter length of time than people working under other arrangements, but this is not in fact the case.

A more likely explanation as far as term-time working is concerned is that the individuals took the jobs in the first place precisely because of the availability of the arrangement. This hypothesis is borne out to a large extent by data on the importance of the availability of the various working arrangements on job selection. This question was asked only in the main stage of the survey (the first three waves) of those who reported that the arrangement was already in place. Numbers are therefore small but some tentative conclusions can be drawn.

Table 5 Whether working arrangement was already in place when respondent took up job or whether introduced since

	All persons working one of the five named arrangements	Flexitime	Annualised hours	Compressed working week	Term-time working	Job sharing
Total (unweighted)	1,467	664	441	290	56	50
Base (weighted)	1,578	706	482	322	52	50
Working arrangement already in place (per cent)	72	71	85	59	88	49
Score indicating importance of availability of arrangement in job choice	0.61	0.58	0.55	0.63	1.63	1.03
Working arrangement introduced as/since started (per cent)	28	29	15	41	12	51
Average length of time since introduction of arrangement in years	4.6	5.4	4.2	4.1	(2.4)	(1.6)
Base (weighted) All with working arrangement introduced since they started	296	152	(42)	107		
Introduction associated with change in: (a)		Per cent				
Pay/bonus systems	14	7	(28)	18		
Staffing levels	12	7	(17)	18		
Production system	12	9	(15)	15		
Reduction in working time	16	7	(26)	25		
Removal/shortening of rest periods/breaks	9	3	(10)	17		
None of these	48	63	(30)	35		

Notes: * = less than 0.5 per cent
 Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.
 (a) Percentages may sum to more than 100 because respondents can be present in more than one category.

Respondents were asked whether the availability of the working arrangement was very important, quite important or not important in their decision to take the job. Ascribing a score of 2 to people who stated that it was very important, 1 to those who said it was quite important, and zero to those for whom it was unimportant, it is possible to calculate an 'importance of availability' score for the various groups. Table 5 shows that term-time workers have the highest score, indicating that the working arrangement itself was more important in job selection for them than for any other group.

Respondents who were already in their job when the arrangement was introduced were asked instead how long ago it happened and whether any of a list of other workplace changes occurred at the same time.

Table 5 also shows the average length of time since the arrangements were introduced—according to those people who were working at the workplace at the time, and who still were at the time of the survey. The overall figure is not particularly useful in itself³, but it is useful to compare the equivalent figures for the various arrangements separately. The table shows that flexitime working tends, on average, to have been introduced longer ago than the other arrangements. Term-time working and jobsharing arrangements, on the other hand, appear to have been introduced much more recently.

Respondents were also asked whether the introduction of the working arrangement was accompanied by any of a number of listed events or changes at their workplace. Numbers in the term-time working and jobsharing categories were too small to produce any sensible results, but it is possible to draw one or two general conclusions regarding the other practices.

The first thing to note is that the introduction of annualised hours and compressed working weeks were much more likely to be accompanied by other changes at the workplace than was the case for the introduction of flexitime. Overall, around two-thirds of respondents reported that introduction of flexitime at their workplace was not accompanied by any of the suggested changes compared to just one-third of those witnessing the introduction of annualised hours and compressed working weeks.

Numbers too small for reliable estimates

Source: NOP Omnibus Survey Waves 1-8, June/Sept 1990

One interpretation of this finding could be that flexitime has often been introduced purely as a means of increasing employee choice (as, for example, part of an equal opportunities policy), while the other two have a much more obvious economic rationale and are thus more likely to have been part of a package of workplace reforms.

The results on each of the individual possible changes would tend to bear this out. For example, alterations in payment or bonus systems accompanied the introduction of over one-quarter of annualised hours cases and nearly 20 per cent of compressed working weeks. For flexitime the figure was just 7 per cent.

Changes in production systems—including such things as the introduction of new plant or machinery, the introduction of continuous production, or the opening of a new workplace or factory—were also more commonly associated with the introduction of annualised hours and compressed working weeks than with flexitime, although in this case the differences were not large.

Similarly with staffing levels, nearly 20 per cent of annualised hours and compressed working week introductions were accompanied by an alteration in staff numbers while for flexitime the figure was below 10 per cent. What is surprising here, though, is that the large majority of these cases involved an increase rather than a decrease in staff numbers. This finding is not really consistent with a hypothesis that such arrangements are introduced to enhance efficiency and labour productivity; though the absence of any information on what happened to the output of the workplaces makes it impossible to draw any definite conclusions.

Evidence from case studies suggests that some employers are introducing these new arrangements mainly as a response to worker demands for a reduction in the working week and in overtime. The rationale being that a complete reorganisation of working time provides scope for paying for overall hours reductions through an increase in the proportion of the working day spent in productive activity.

The results presented here go some way towards confirming this. Over 25 per cent of workers reported that the introduction of either annualised hours working or a compressed working week at their workplace was associated with an overall reduction in working time. But just 10 per cent and 17 per cent respectively also reported a removal or shortening of rest periods or breaks to compensate for the reduction. It is feasible then that some employers have been unable to extract sufficient extra productivity from their workforce to compensate for their reduction in working time, and this may go some way towards explaining the increase in staff numbers with which some introductions have been associated.

Flexible starting and finishing times

In addition to questions relating to specific, named working arrangements all employees were also asked a much simpler question: "In your main job do you have specific start and finish times or can you start and finish pretty much as you please within broad limits?"

As table 6 shows, just over one-fifth of employees report that they have flexible starting and finishing times. Perhaps surprisingly, the figure is lower among women—who are often characterised as working flexible hours, fitting work in with other commitments—than it is among men.

These 'flexible hours' workers will obviously include many of those employees with formal flexibility arrangements (such as those working flexitime) but will also include those with informal arrangements.

It is common in both the very smallest and very largest establishments, but is less so in the middle size bands. This almost certainly results from formal systems in the large workplaces and informal systems in the small ones. Many workplaces in the middle size bands may be too large for the close supervision necessary to ensure that informal systems are not abused, yet too small to make the development and introduction of formal systems worthwhile; or too small to be resilient to unpredictable staffing levels at either end of the working day.

Flexible starting and finishing times are strongly associated with occupational status. Exactly half of employees in professional occupations are allowed to start and finish pretty much as they please within broad limits compared to just under 10 per cent of those in semi-skilled occupations. The slightly higher level of flexibility among the completely unskilled probably reflects the greater likelihood that their work is of a casual or intermittent nature.

Flexible starting and finishing times are more common among employees in services than those employed in manufacturing industries. There can be no simple explanation for this difference given the enormous diversity of activities within the two sectors. One particular difference, though, is that service jobs are much more likely to be located in city centres than are manufacturing jobs. The unpredictability of journey-to-work times in large business centres—central London being the prime example—may encourage employers based here for whom specific starting and finishing times are not operationally necessary to be pragmatic, and to place less emphasis on punctuality.

Table 6 The extent of flexible starting and finishing times among employees
Row per cents

	Base: All employees (a)	Starting and finishing times	
		Specific	Flexible
Total (unweighted)	2,434	1,897	516
Total (weighted)	2,612	2,057	539
All employees	2,612	79	21
Men	1,437	77	23
Women	1,175	82	18
Full-time	2,010	79	21
Part-time (b)	589	82	18
Size of workplace			
Up to 5 employees	245	71	29
Six to 24 employees	624	84	16
25-500 employees	1,234	81	19
Over 500 employees	465	74	26
Broad occupation			
Professional	68	50	50
Intermediate non-manual	399	62	38
Skilled non-manual	648	72	28
Skilled manual	866	86	14
Semi-skilled manual	614	91	9
Unskilled manual	(17)	(81)	(19)
Industrial sector (c)			
Manufacturing and construction (SIC 2-5)	747	85	15
Services (SIC 1, 6-9)	1,738	77	23

Source: NOP Omnibus Survey Waves 1-3, June/July 1990
Notes: Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.
(a) Includes employees who may not have provided information on one or more of the items included in the rows of the table.
(b) The full-time/part-time distinction is based on respondents' own assessment not on the number of hours usually worked.
(c) Agriculture is excluded because it does not fit into either category and the numbers involved are too small for the category to be treated separately.

Who are the flexible workers?

This article has so far looked at the incidence of a number of working arrangements which introduce an element of flexibility into the way in which workers' hours are arranged.

Much of the previous work looking at the way employers respond to fluctuations in their demand for labour has emphasised not variations in hours but variations in staffing levels. The seminal work of Atkinson and Meager (1986), for example, developed a model of the so-called 'flexible firm' in which variations in demand for labour—they call it 'numerical flexibility'—are absorbed by recruiting or



The unpredictability of journey-to-work times in large business centres makes flexible working hours a sensible option for many companies.
Photo: Maggie Murray/Format

shedding labour from the firm's 'peripheral workforce'. This comprises such workers as self-employed sub-contractors, directly employed temporary workers, agency temporary workers, and part-timers.

Many other terms have been used to describe this heterogeneous group of workers: marginal; atypical; non-standard; non-traditional; and, simply, flexible. All these terms have their drawbacks and limitations but it is the term 'flexible' which is potentially the most misleading, implying as it does that the two-thirds of all workers who do not fall into this category are, by definition, not flexible.

An article entitled 'Trends in the flexible workforce' which appeared in *Employment Gazette* in 1987 made the 'simple but robust distinction between full-time employee jobs that are variously described as regular, stable, permanent or continuous and other forms of work which offer greater flexibility both to the worker and to their employer.' The author, Catherine Hakim, acknowledged that dividing the whole labour force into just two sectors, termed 'traditional' and 'flexible', rather oversimplified the differences, but for the purposes of her analysis—an examination of labour force trends over time and comparisons between countries—the distinction was useful.

But it is important to recognise that those workers who fall into the so-called traditional workforce under this classification are not, by definition, inflexible. On the contrary, as the preceding sections have shown, many of the flexible working arrangements under investigation are in fact most common among full-time employees.

It would be useful to adopt a much wider definition of the flexible workforce, based not simply on employment status but on the various characteristics of flexibility inherent in the working patterns of the individuals themselves.

Table 7 lists a number of these characteristics of flexibility and shows the proportion of workers who work each of them. The categories are not mutually exclusive. A shiftworker, for example, who also works regular paid overtime will be counted in both categories, and thus the categories sum to well over 100 per cent.

Table 7 Flexible aspects to working pattern
Column per cents

	All in employment (a)	Men	Women
Total (unweighted)	2,789	1,424	1,365
Base (weighted)	3,009	1,731	1,278
Temporary/contract work	8	7	9
Self-employment	12	17	7
Part-time work	21	5	43
Reservism (just work when asked/needed)	5	4	6
Work at home	4	5	4
Regular paid overtime	19	27	10
Shiftwork	15	18	11
Flexitime	8	8	8
Annualised hours	5	6	4
Compressed working week	4	5	2
Term-time working	*	*	1
Jobsharing	1	—	2
Flexible start and finish times	27	31	21
Present in at least one of the above categories	75	76	74
Not present in any of the above categories	25	24	26

Source: NOP Omnibus Survey Waves 1-3, June/July 1990
Notes: * = less than 0.5 per cent
(a) Percentages sum to more than 100 because respondents can be present in more than one category.

The exception to this double counting is the final row of the table which shows the number of workers who do not appear in any other category in the table; in other words workers who display *none* of the attributes which have been classed as characteristic of flexibility. These workers can, for our current purposes, be termed 'non-flexible' in that, on the dimensions examined, they fail to display any features which would identify their working arrangement as flexible.

Table 7 shows that 25 per cent of workers are non-flexible on this definition. And hence that 75 per cent of workers are flexible in one or more respect. This figure is substantially higher than the 37 per cent of the workforce that would be classed as flexible on the earlier definition; that is, those that are merely self-employed, part-time, or temporary workers.

This definition of flexibility incorporates a wide variety of different practices and draws no distinction between supply and demand characteristics. It does not attempt to distinguish between arrangements which allow employers to match staffing levels to peaks and troughs in demand and those which allow individuals to arrange their hours of work in such a way as to best fit in with their other commitments.

An expansion of the definition of the flexible workforce to reflect actual flexibility in working time, rather than just employment status, has some interesting implications for its composition. First of all, it is apparent from table 7 that 76 per cent of men can be classed as flexible workers compared to 74 per cent of women. In other words, when the full range of flexible characteristics are taken into account, there is hardly any difference in the extent to which women rather than men are flexible workers. This may come as a surprise to those who equate working-time flexibility with part-time and temporary work, and hence assume that it is women who are the more flexible.

Employees with flexible working time arrangements are more common in very small and very large workplaces and a little less common in those in the middle size bands (table 8). In the very smallest workplaces, those with fewer than 5 employees, and the largest, those with over 500 employees,

around 80 per cent of employees were flexible. This compares with figures of around 75 per cent in work places with 25-500 employees and fewer than 70 per cent in those with 6-24 employees.

The main causes of the high levels of flexibility in the large workplaces are entirely different from those in the smaller ones. Large workplaces tend to have higher proportions of employees involved in flexible working systems; such as flexitime, compressed working weeks, and shiftworking. The smaller ones tend to have more of those workers classed as flexible because of their employment status, such as part-timers and temporaries.

As far as industrial sector is concerned, there is a surprisingly high level of uniformity in the overall proportion of flexible workers in the various industry divisions (table 9). In only two divisions—extraction of minerals, and banking, finance and insurance—does the percentage fall below 70 per cent; in no industry does it exceed 80 per cent. But as with workplace size, when we look at the types of workers who contribute the flexibility in the different industries the uniformity disappears.

Transport and communication, for example, tends to get its flexibility from shiftwork and overtime working whereas in other services part-time work and flexitime are an important source of working time flexibility. Both agriculture and construction get much of their flexibility from high levels of self-employment, while for banking and finance flexible starting and finishing times are particularly common.

The general picture which emerges from this investigation is that the overall proportion of workers with characteristics showing flexibility of working time is remarkably stable across all different types of economic activity. What is interesting though is that the way in which this flexibility is achieved varies enormously according to sector, size, occupation and the characteristics of the individuals themselves. We saw at the start of the article that on a measure as simple as total weekly working hours the diversity in the UK stands in sharp contrast to the rigid and standardised pattern in the rest of the EC. It is this enormous variation in the way in which flexibility is

achieved in the UK which contributes to this diversity.

As for the future, it is possible that the balance between different methods of achieving flexibility will alter. Employers may, for example, choose to respond to predictable fluctuations in weekly and seasonal demands for labour by switching towards a wider adoption of annualised hours working and compressed working weeks rather than using part-timers or temporary workers. One particular purpose of this research has therefore been to provide a benchmark against which future developments in some of these newer arrangements can be assessed.

Satisfaction with working arrangement

Finally, all respondents to the survey were asked the extent to which, taking everything into consideration, they



Some shops have responded to customer demand for longer opening hours. Photo: Format/Brenda Prince

Table 9 Characteristics of flexibility by industry division

	All in employment (a)	0 Agriculture, forestry, fishing	1 Energy and water supply	2 Extraction of minerals and ores	3 Metal goods, engineering and vehicles	4 Other manufacturing, printing, publishing	5 Construction	6 Distribution, hotels, catering, repairs	7 Transport and communication	8 Banking, finance and insurance	9 Other services
Total (unweighted)	2,789	44	63	72	251	270	143	549	139	251	882
Base (weighted)	3,009	50	74	84	290	306	174	571	169	275	893
Temporary/contract work	234	(7)	4	9	6	3	11	8	3	4	9
Self-employment	371	(43)	—	2	3	9	36	17	11	12	9
Part-time work	641	(9)	9	5	5	13	4	31	8	16	32
Reservism (Just work when asked/needed)	153	(12)	9	2	1	3	4	7	6	2	5
Work at home	131	(16)	1	3	2	4	5	3	3	8	5
Regular paid overtime	584	(16)	38	21	39	26	26	12	35	13	14
Shiftwork	448	(3)	18	32	23	25	1	10	24	3	17
Flexitime	248	—	17	9	5	5	3	2	7	14	14
Annualised hours	157	—	5	8	6	6	1	4	5	4	7
Compressed working week	111	(5)	2	7	13	5	2	2	6	2	2
Term-time working	(11)	—	—	—	—	—	—	—	—	—	1
Jobsharing	(20)	—	—	—	—	—	—	1	—	3	1
Flexible start and finish times	802	(55)	29	16	14	21	36	24	34	42	26
Present in at least one of the above categories	2,258	(76)	78	69	70	74	74	75	78	68	79
Not present in any of the above categories	751	(24)	22	31	30	26	26	25	22	32	21

Notes: * = less than 0.5 per cent
Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.
(a) Percentages sum to more than 100 because respondents can be present in more than one category.

Source: NOP Omnibus Survey Waves 1-3, June/July 1990

Table 8 Characteristics of flexibility by size of workplace

	All in employment (a)	Size of workplace (employees only)			
		Up to 5	6-24	25-500	over 500
Total (unweighted)	2,789	245	594	1,129	426
Base (weighted)	3,009	245	624	1,234	465
Temporary/contract work	234	13	9	6	5
Self-employment	371	—	—	—	—
Part-time work	641	43	32	18	13
Reservism (Just work when asked/needed)	153	11	6	4	2
Work at home	131	6	1	2	2
Regular paid overtime	584	11	15	25	25
Shiftwork	448	5	9	19	28
Flexitime	248	6	3	10	15
Annualised hours	157	2	6	6	7
Compressed working week	111	1	2	3	9
Term-time working	(11)	1	1	*	*
Jobsharing	(20)	3	1	*	*
Flexible start and finish times	802	29	16	19	26
Present in at least one of the above categories	2,258	78	65	72	78
Not present in any of the above categories	751	22	35	28	22

Notes: * = less than 0.5 per cent
Figures in brackets derive from unweighted bases below 50 and should therefore with caution.
(a) Percentages sum to more than 100 because respondents can be present in more than one category.

Source: NOP Omnibus Survey Waves 1-3, June/July 1990

Table 10 Satisfaction with working pattern

	Base: All in employment (a)	Very/quite satisfied	Neither satisfied nor dissatisfied	Quite/very dissatisfied
Total (unweighted)	2,789	2,308	199	225
Total (weighted)	3,009	2,480	219	249
Temporary/contract work	234	80	8	10
Self-employment	371	80	7	9
Part-time work	641	88	6	5
Reservism (Just work when asked/needed)	153	84	6	8
Work at home	131	82	11	6
Regular paid overtime	584	78	8	12
Shiftwork	448	77	10	11
Flexitime	248	89	6	5
Annualised hours	157	81	7	12
Compressed working week	111	85	5	11
Term-time working	(11)	(94)	—	(6)
Jobsharing	(20)	(95)	—	(5)
Flexible start and finish times	802	88	4	7
Present in at least one of the above categories	2,258	82	7	9
Not present in any of the above categories	751	83	8	6

Notes: Figures in brackets derive from unweighted bases below 50 and should therefore be treated with caution.
(a) Percentages sum to more than 100 because respondents can be present in more than one category.

Source: NOP Omnibus Survey Waves 1-3, June/July 1990

were satisfied with their current working pattern. *Table 10* shows the results of this question for workers in each of the various flexible working arrangements.

The first thing to note is the generally very high levels of satisfaction, with 82 per cent of respondents overall expressing themselves to be either very or quite satisfied with their current working pattern. To some extent this is to be expected, given the known tendency of respondents to be reluctant to express dissatisfaction with a situation over which they may be perceived to have some control. But the sheer size of the satisfied group can leave little doubt that the large majority of workers in Britain are satisfied with their working patterns.

There is surprisingly little variation in levels of satisfaction between workers involved in the different working patterns. Of the groups identified in the table, shiftworkers have the lowest level of satisfaction with their working pattern; but still over three-quarters of them are either very satisfied or quite satisfied. The most satisfied workers are those involved in term-time working and jobsharing, but the bases are very small and the figures must therefore be treated with great caution.

Comparing flexible workers overall with their colleagues who have been classified here as having no flexible characteristics, we see that there is almost no difference between them as far as satisfaction is concerned, with both groups expressing high levels of satisfaction. So it would appear that satisfaction with work is not directly dependent upon having one of the flexible working patterns identified here.

But perhaps the generally very high levels of satisfaction that we see could have something to do with the fact that there are so many different types of working pattern available to choose from in the first place. Clearly not everyone will be able to choose exactly the type of working arrangement they want. Certain arrangements, as we have seen, are less common in some occupations and industries than others. But there can be little doubt that extending the

range of alternatives which are available, and making them available to a wider range of workers, can serve only to improve choice and hence lead to the possibility of even greater levels of satisfaction. ■

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Footnotes

- 1 This article does not report exhaustively on all the topics covered in the survey. Other areas covered include weekly working hours, temporary and contract working, the National Insurance threshold, weekend working, nightwork and shiftwork, reasons for working part-time and perceptions of entitlement to employment protection. It is likely that further results will be reported in due course. The Employment Department will arrange for the full survey dataset to be deposited at the ESCR Data Archive at Essex University later this year.
 2 It is unlikely that individuals working any of the named arrangements would fail to identify themselves as doing so, whilst there may be some tendency for those not actually doing the formal arrangement named to indicate that they were.
 3 The greater the length of time since the introduction of an arrangement, the lower the probability of selecting an individual whose employment in the workplace predated its introduction, and hence the systematic under-representation of older arrangements in the calculation of the average age. The averages cannot therefore be taken to be precise measures in themselves, and would certainly be different if they were based on a survey of employers, in which no limit to the respondents' ability to recall would be imposed. Arrangements introduced, say fifty years ago, would be included, significantly boosting the overall average.

Technical note

The NOP Random Omnibus Survey

The survey on which the findings are based was commissioned by the Employment Department and conducted by NOP Market Research Ltd. The main aim of the survey was to collect detailed information on a limited number of topics relating to employees' working arrangements which are not available from any other nationally representative source.

The fact that the range of questions was limited, and that detailed questions were often only aimed at the very small proportion of the workforce engaged in some particular activity, meant that a specially designed ad hoc survey was not considered an appropriate method of data collection. Added to this, the rarity of some of the topics under investigation meant that a large sample size was essential if any meaningful results were to be generated.

The most suitable method for collecting a fairly small amount of information from a large number of people in a cost effective manner is to use an omnibus survey. These are multi-purpose data collection exercises, organised mainly by large market research companies and conducted on a regular basis, in which a variety of customers can 'buy space' in the questionnaire. The NOP Random Omnibus Survey is a representative survey of approximately 2,000 adults in Great Britain conducted 6 times per month. It is based upon a sample drawn at random from the electoral register and uses face-to-face interviews in the respondents' home.

The Employment Department inserted questions into the Omnibus survey in two separate stages. First, a set of questions

were inserted into three sweeps of the survey between July 11-30, 1990. The achieved sample over these three sweeps was 5,336 individuals, 2,789 of whom were in employment. Given the relative rarity of some of the working arrangements under investigation a second stage was considered necessary. At this second stage a much reduced set of questions was included in a further five sweeps of the omnibus survey producing a larger sample size and allowing the incidence of some of the rarer arrangements to be estimated more accurately. The second stage took place during August-September 1990 and yielded data on a further 7,467 people, 4,678 of whom were in employment.

Most of the findings presented in this article are based solely on stage one data. The exceptions are *table 2*, which presents estimates of the incidence of the various working arrangements among the workforce as a whole, and *table 5*, which looks at the way in which the arrangements were introduced.

The overall response rate for the survey was 51 per cent. As non-response is more common among some types of people than others, some groups are under-represented in the survey. For this reason the survey results are weighted on the basis of respondents' age, sex, social class and region of residence to reflect the known distributions of these characteristics among the population as a whole. This process goes some way toward ameliorating the effects of non-response bias and all the results presented here are on the basis of weighted data.

LABOUR MARKET DATA

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UNEMPLOYMENT & VACANCIES 071-273 5532

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EMPLOYMENT & HOURS 0928 715151 x 2564/5/6

AVERAGE EARNINGS INDEX 0928 794591 or 794547

LABOUR MARKET commentary

Summary

The workforce in employment in the United Kingdom was 25,938,000 in September 1991. This represents a fall of 234,000 in the third quarter of 1991 and a fall of 875,000 over the year September 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,635,000, is estimated to have fallen by 18,000 in December 1991. Employment in manufacturing fell by 334,000 over the year to December 1991, compared with a fall of 129,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 53,000 between December 1991 and January 1992 to 2,604,100. This was the twenty second consecutive month that unemployment has risen. The level is now 997,500 higher than in March 1990 when the current upward trend began.

Unemployment is at its highest level since October 1987 (2,641,900) but remains 519,900 (17 per cent) lower than at its peak in July 1986. The unemployment rate in January 1992 was 9.2 per cent of the workforce, an increase of 0.2 percentage points from the rate for December 1991.

The underlying rate of increase in average earnings in Great Britain in the year to December 1991 was 7 1/4 per cent (provisional estimate), 1/4 per cent below the rate for November. Average earnings are now increasing at a rate 3 percentage points below the July 1990 peak.

Output for the manufacturing sector in the three months ending December 1991 was 3 1/2 per cent lower than in the three months ending December 1990. Unit wage costs in manufacturing in the three months to December 1991 were 4 1/2 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 4.1 per cent in January 1992, compared with 4.5 per cent for the year to December 1991.

It is provisionally estimated that 0.8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to December 1991. This is the lowest annual total ever recorded (records began 100 years ago in 1891).

Overseas residents made an estimated 1,310,000 visits to the

United Kingdom in November 1991, while United Kingdom residents made about 1,870,000 visits abroad.

Economic background

The latest output based estimate for the United Kingdom economy show that Gross Domestic Product (GDP) in the third quarter of 1991 was 1/4 per cent higher than in the previous quarter, but was almost 2 1/2 per cent lower than in the same quarter of 1990.

Output of the production industries in the three months to December 1991 was almost unchanged from the previous three months, and was 1/2 per cent lower than in the same period a year earlier.

Manufacturing output in the three months to December 1991 fell by 1 per cent compared to the previous three months and was 3 1/2 per cent lower than in the same period a year earlier.

Within manufacturing, between the two latest three month periods, the output of the metals industry

and the chemicals industry was almost unchanged, the output of 'other minerals', food, drink and tobacco, textiles and clothing, and 'other manufacturing' fell by 1 per cent. The output of engineering and allied industries fell by 2 per cent.

In the three months to December 1991 output in the energy sector was 3 per cent higher than in the previous three months and was 7 1/2 per cent higher than in the same period a year earlier.

Latest estimates suggest that in the third quarter of 1991 consumers' expenditure was £66.7 billion (at 1985 prices and seasonally adjusted), broadly unchanged on the level of the second quarter but almost 2 1/2 per cent lower than the same period a year earlier.

The provisional January 1992 estimate of the volume of retail sales is a little above the figure for December and a little below the November 1991 level. Over the period November 1991 to January 1992, sales were 1/2 per cent higher than in the previous three months (after seasonal adjustment) and 3/4 per cent

higher than in the same period a year earlier.

New credit advanced to consumers in December 1991 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £4.1 billion (seasonally adjusted), compared to £3.8 billion in November 1991. Total consumer credit outstanding at the end of December 1991 is estimated to have been £30.2 billion (seasonally adjusted) nearly 1 1/4 per cent higher than a year earlier.

Fixed investment (capital expenditure, see Table 0.1 note 8 for definition) in the third quarter of 1991 at constant prices was estimated to have been 2 1/2 per cent lower than in the previous quarter and approximately 11.5 per cent lower than the same period a year earlier. Fixed investment by the manufacturing industries (including leased assets and seasonally adjusted) for the third quarter of 1991 was 1/2 per cent higher than in the previous quarter but almost 12 per cent lower than in the corresponding quarter of 1990.

The latest estimate of stockbuilding by manufacturers, wholesalers and retailers in the fourth quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £969 million following a fall of £229 million in the previous quarter.

Manufacturers reduced their stocks by £767 million following a fall of £145 million in the previous quarter. Wholesalers' stocks fell by £80 million in the fourth quarter following a fall of £167 million in the previous quarter. The level of wholesalers' stocks has now fallen for seven successive quarters. Retailers decreased their stocks by £122 million following an increase of £83 million in the previous quarter.

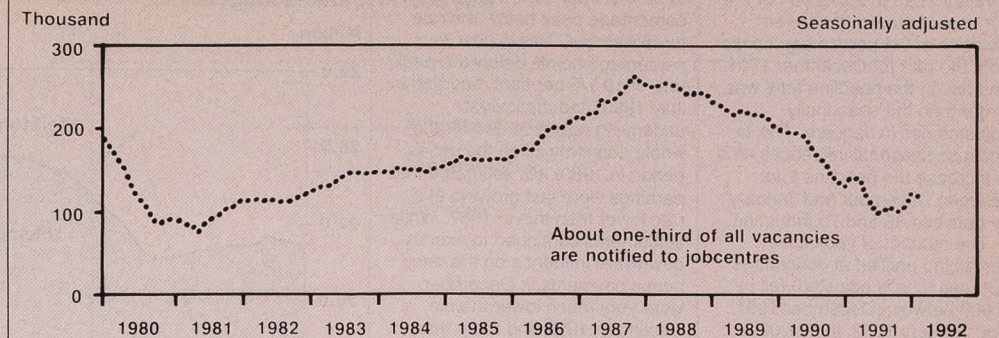
Visible trade in the three months to December 1991 was in deficit by £2.5 billion, compared with £2.4 billion in the previous three months. The surplus on trade in oil was £0.5 billion in the three months to December while the deficit on non-oil trade rose by £0.3 billion to £3.0 billion.

The volume of exports, excluding oil and erratic items, in the three months to December 1991 was 2 1/2 per cent higher than in the previous three months and 4 per cent higher than a year earlier. Import volume, excluding oil and erratic items, in the three months to December 1991 was 1 per cent higher than in the previous three months and 1 per cent higher than a year earlier.

The current account of the balance of payments in the three months to December 1991 was estimated to have been in deficit by £1.6 billion, compared with a deficit of £1.3 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) for January 1992 was 90.8 (1985=100) 1/2 per cent lower than December 1991. The currency fell by 1 per cent against the US Dollar, by 3 per cent against the Japanese Yen, but rose slightly against the Deutschmark. ERI was 3 1/2 per cent lower than January 1991;

JOBCENTRE VACANCIES: United Kingdom



over the period sterling fell by 6 1/2 per cent against the US Dollar, by 12 per cent against the Japanese Yen and by 2 per cent against the Deutschmark.

On September 4 1991, the UK base lending rate was reduced from 11 per cent to 10.5 per cent which followed the 1/2 per cent reduction announced on July 12.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in January 1992 is provisionally estimated to have been minus £3.6 billion (ie. a net repayment). Privatisation proceeds amounted to £0.1 billion in January. The PSBR excluding privatisation proceeds was £13.7 billion in the first ten months of 1991-92, compared with £0.6 billion in the same period last year.

Employment

New figures are available this month for employees in the production industries in Great Britain in December 1991.

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 18,000 in December 1991 to 4,635,000. This follows falls of 20,000 in November, 20,000 in

October and 18,000 in September 1991. Over the year to December 1991, employment in manufacturing industries fell by 334,000 compared with a fall of 129,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 25,938,000 in September 1991. This represents a fall of 875,000 over the year and a fall of 234,000 in the third quarter of 1991. It is now 951,000 below the June 1990 peak (assuming no change in self-employment).

The number of employees in the energy and water supply industries in Great Britain fell by 11,000 in December 1991 to 422,000. This follows no change in November and a rise of 2,000 in October.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 10.33 million hours per week in December 1991, a rise of 0.58 million hours per week since November.

Short-time working by operatives stood at 0.61 million hours per week in December 1991, a fall of 0.11 million hours per week since November.

The index of average weekly hours (1985=100) worked by operatives in manufacturing

(which takes account of hours of overtime and short time as well as normal basic hours) stood at 99.7 in December 1991 compared with 99.1 in November 1991.

Unemployment and vacancies

The seasonally adjusted level of claimant unemployment in the United Kingdom increased by 53,000 between December 1991 and January 1992 to 2,604,100. This was the twenty second consecutive month that

unemployment has risen, with unemployment 997,500 higher than in March 1990 when the current upward trend began. Unemployment is now at its highest level since October 1987 (2,641,900), but remains 519,900 (17 per cent) lower than at its peak in July 1986.

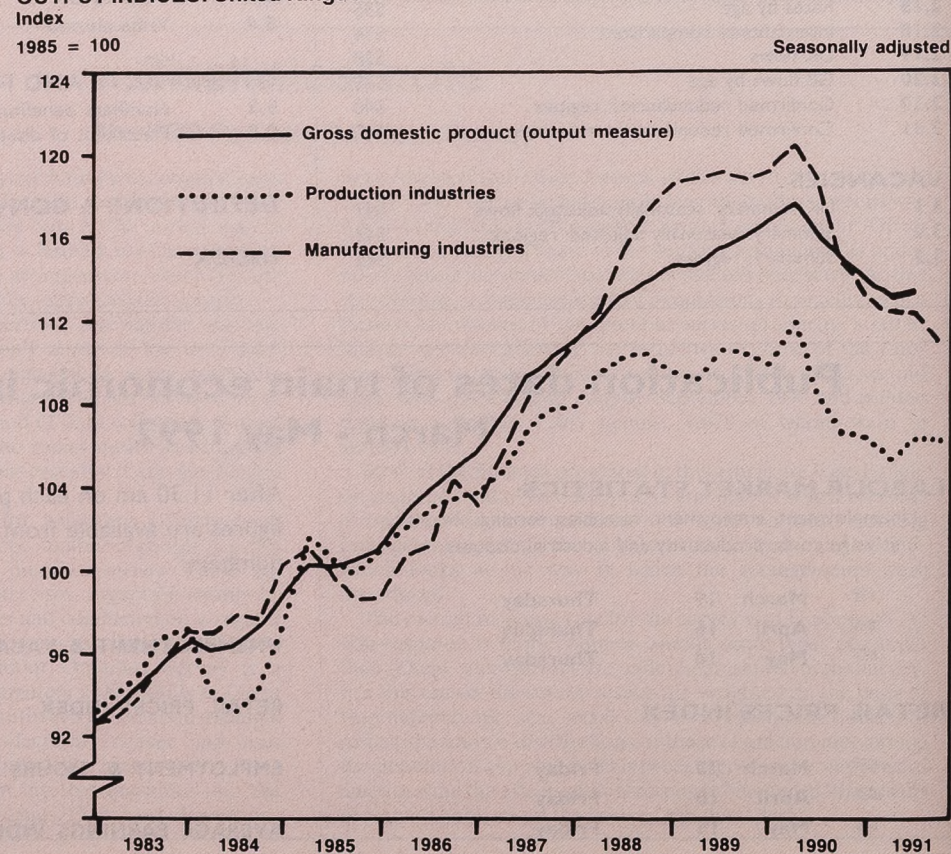
The unemployment rate in January 1992 was 9.2 per cent of the workforce, an increase of 0.2 percentage points from the rate for December 1991.

The January 1992 rise in seasonally adjusted unemployment is the largest monthly increase since August 1991 and compares with rises of 36,200 in December and 40,800 in November. The larger rise this month appears to be associated with an easing in the number of people leaving unemployment.

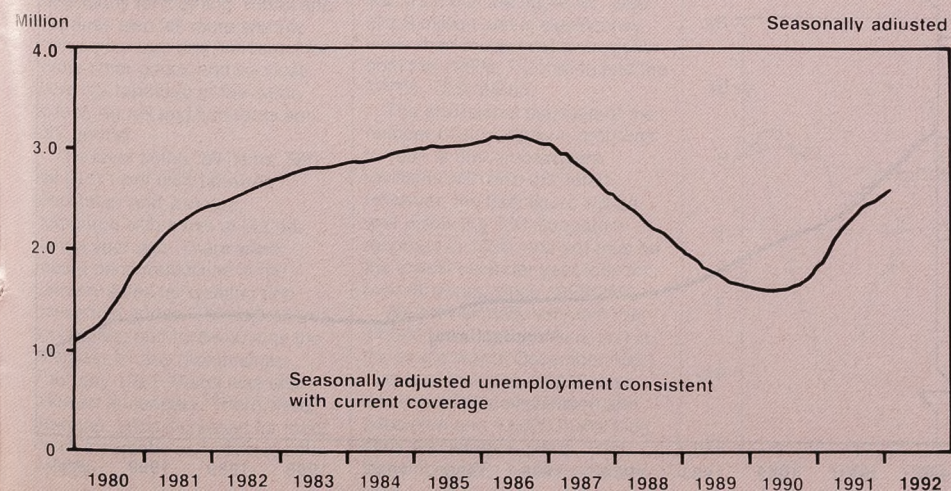
Outflows had been on a generally upward trend for over a year. The numbers joining the count have stabilised since the Spring of last year, but remain high. Between December 1991 and January 1992 total unemployment increased in all regions of the UK. The largest rises in the unemployment rate were in East Anglia and the South West, both up by 0.3 percentage points. The rises this month were, in all regions, the largest for several months.

The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to January 1992 of 2.5 percentage points. The UK unadjusted total of claimants increased by 122,137

OUTPUT INDICES: United Kingdom



UNEMPLOYMENT: United Kingdom



between December 1991 and January 1992 to 2,673,864 or 9.4 per cent of the workforce, an increase of 0.4 percentage points from the rate for December 1991. The rise in the headline total was larger than the seasonally adjusted rise in January. This is because seasonal influences tend to increase the headline total between December and January by between 65 and 70 thousand.

The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 1,900 between December 1991 and January 1992, to 122,000. This follows a sharp rise of 14,200 in December.

Seasonally adjusted, the number of new vacancies notified to Jobcentres and the number of people placed into jobs by the Employment Service both rose in January and are now at their highest levels since the Spring of last year. However, vacancy figures for January are traditionally more erratic than at other times of the year and so it is too early to say whether this marks a change from the broadly flat underlying trend in new vacancies and placings seen since the early part of last Summer.

The number of long-term unemployed (claimants unemployed for a year or more) rose by 93,000 between October 1991 and January 1992, to a total of 747,000. The number of long term unemployed is now 222,000 (42 per cent) higher than a year ago, but is 610,000 (45 per cent) lower than at its peak in April 1986.

Over the past 12 months all regions have experienced rises in long-term unemployment with the largest in the South East (excluding Greater London 120 per cent), the South West (92 per cent), East Anglia (83 per cent) and Greater London (70 per cent).

Long-term unemployment among 18-24 year olds at 147,000 is now 61,600 or 72 per cent higher than a year ago but remains about half of what it was five years ago. Among those aged 25 and over, it has risen by 161,000 or 37 per cent to 600,000 over the last 12 months but is a third lower than the level four years ago. Among those aged 50 and over, long-term unemployment is now 10,700 (7 per cent) higher than a year ago, but remains a half of the level four years ago.

The number of people unemployed for five years or more has continued to fall, down 15,400 (11 per cent) compared with a year ago, to 124,000, its lowest level since January 1985.

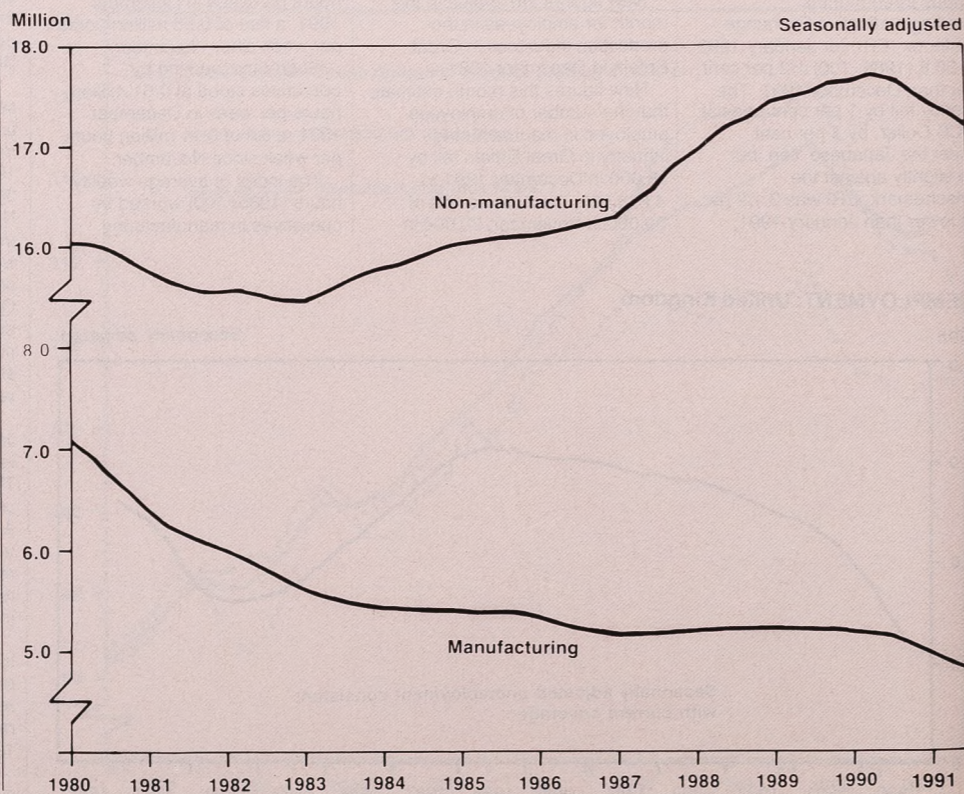
Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to December

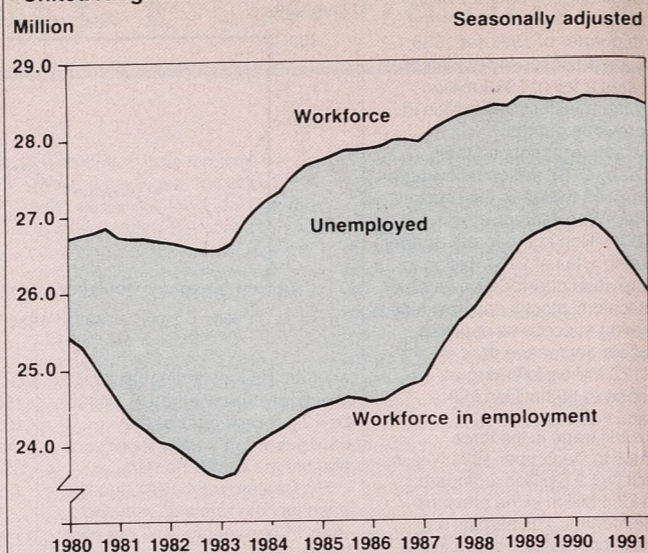
1991 was provisionally estimated to be 7 1/4 per cent, 1/4 percentage point below the rate for November. This is now 3 percentage points below the peak rate of 10 1/4 per cent recorded in July 1990, and the lowest underlying rate recorded for the whole economy since the series began in 1980. It is estimated that earnings were last growing at a rate lower than this in 1967. While settlements continued to exert a downward influence on the rate, bonus payments in December were very much lower than in December 1990 and more than made up for increases in health and education due to payment of the second stages of the April 1991 Pay Review Body Group awards.

In the production industries the provisional underlying increase in average earnings in the year to December was 8 per cent, 1/4 percentage point down on the corresponding rate in November 1991 (which has been revised down from 8 1/2 per cent). The rate of increase in the energy and water industries remains about 2 percentage points higher than the rate for manufacturing. Within the production sector, the 7 3/4 per cent underlying increase for manufacturing was also 1/4 percentage point lower than the rate for November and 1 3/4 percentage points below summer 1990's plateau of 9 1/2 per cent. Overtime working continued to be lower than a year earlier, but the

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



sharp decline seen at the beginning of 1991 has now levelled off and its downward effect on the rate of growth of earnings is now only small.

The provisional estimate for the underlying increase in average earnings in service industries in the year to December is 7 per cent, 1/4 percentage point below the rate for November. The rate is 3 percentage points below the 10 per cent peak of summer 1990 and the lowest since February 1986.

Productivity and unit wage costs

For the three months ending December 1991, manufacturing output was 3 1/2 per cent below the level for the corresponding period of 1990. With employment levels falling by 6 1/2 per cent over the last year, productivity in output per head terms showed a rise of 3 1/4 per cent, the best performance since August 1989.

The output per hour measure of productivity, which takes account of the fact that fewer hours are being worked than at the same time in 1990, reached a record level in November, and despite slipping back a little in December, was still 4.2 per cent higher than in December 1990.

Wages and salaries per unit of output in manufacturing in the three months to December 1991 were 4 1/2 per cent higher than in the same period a year earlier. This is 1/2 percentage point lower than the corresponding rate for November and over 7 percentage points lower than the peak of over 11 3/4 per cent in April/May 1991. The 4 1/2 per cent increase resulted from the 7 3/4 per cent rise in average earnings (in seasonally adjusted terms) and the 3 1/4 per cent rise in productivity.

Productivity figures for the whole economy in the third quarter of 1991 show that output per head was 1/2 per cent higher than in the same quarter of 1990. Output fell by 2 1/2 per cent in the year to the third quarter of 1991 but this was accompanied by a 3 per cent fall in the employed labour force.

Nonetheless, the half per cent rise is the best performance for 15 months.

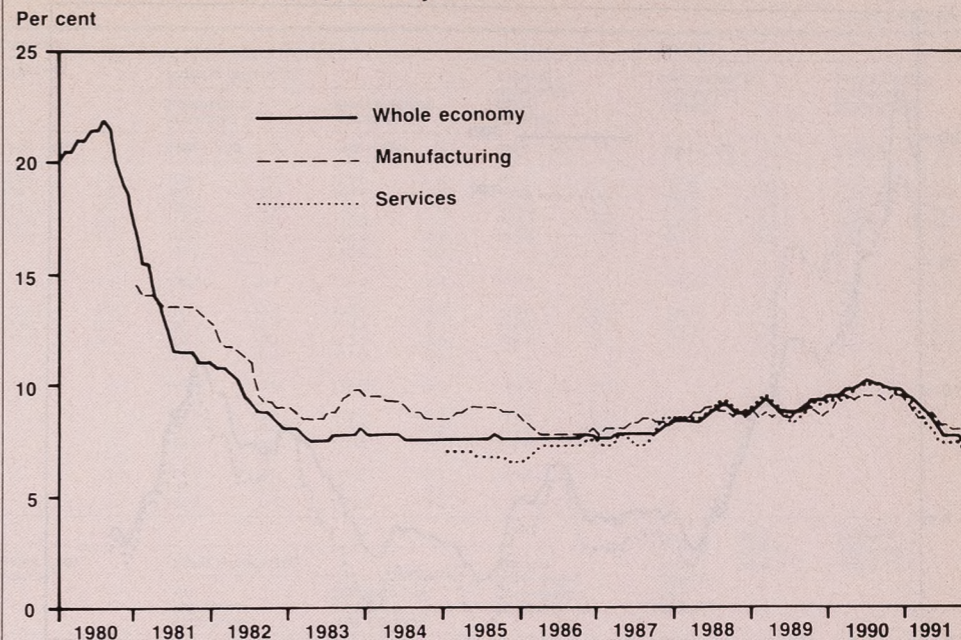
Unit wage cost figures for the whole economy for the third quarter of 1991 showed an increase of 7 per cent on the third quarter of 1990. This was 3 1/2 percentage points lower than the 10 1/2 per cent peak rate of the third quarter of 1990.

Prices

The 12-month rate of increase in the "all-items" retail prices index for January was 4.1 per cent, down from 4.5 per cent in December. Excluding mortgage interest payments the annual rate of price increases fell to 5.6 per cent from 5.8 per cent. The falls in both these annual rates reflect exceptionally sharp price reductions in this January's sales, particularly for clothing. Petrol and oil prices also fell more sharply than a year ago and increases for many other goods and services were not repeated to the same extent (eg rail and bus fares and DIY goods).

The level of the "all-items" RPI fell by 0.1 per cent between December and January, compared with a rise of 0.2 per cent a year ago. There were record price reductions in the January sales for clothing and household goods. The reduction for clothing and footwear was the sharpest for any month since February 1991. Petrol was also cheaper in January. There were, however, price increases for food, drink, insurance and various other services.

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



The annual rate for the tax and price index was 3.6 per cent for January, down from 4.0 per cent in December.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 4.5 per cent for January 1992, down from the 4.9 per cent recorded for December. The index of prices of materials and fuels purchased by manufacturing industry fell by 1.1 per cent over the year to January 1992, compared with a fall of 1.2 per cent for December.

Industrial disputes

It is provisionally estimated that 0.8 million working days were lost through stoppages of work due to industrial disputes in 1991. This is the lowest annual total ever recorded (records began 100 years ago in 1891). The total is less than half the figure for 1990 of 1.9 million and is significantly lower than the annual average for both the 1980s, 7.2 million and the 1970s, 12.9 million.

The provisional estimate of the number of stoppages in progress in 1991 is 354 (subsequent revisions will raise this total). However, the final figure will be well below the 630 stoppages recorded in 1990; and will thus be the lowest calendar year total for over 60 years, since 1928(269).

We provisionally estimate that 34,000 working days were lost in the single month December 1991. This total includes 13,000 days lost in public administration and education and 10,000 in the food, drink and tobacco group. The December 1991 figure compares

with the December average for the 1980s of 329,000.

The highly provisional single month figure for the number of stoppages in December 1991 is 25. This is the lowest figure for any December since 1932 (21).

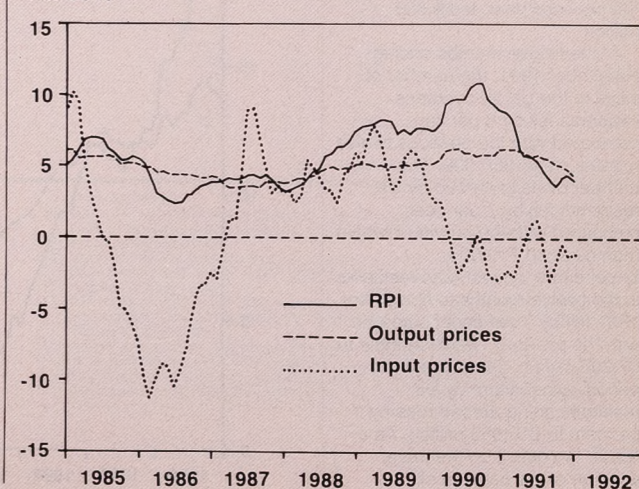
Overseas travel and tourism

It is provisionally estimated that there were 1,310,000 visits to the UK by overseas residents in November 1991, which was 8 per cent higher than the figure for November 1990. There was a rise of 22 per cent in visits by residents of Western Europe and falls of 14 per cent in visits from residents of North America, and 16 per cent in

visits from other parts of the world. Of the total number of visits, 930,000 were by residents of Western Europe, 180,000 by residents of North America and 200,000 by residents of other parts of the world.

UK residents made an estimated 1,870,000 trips abroad in November 1991, a fall of 1 per cent compared with November 1990. The number of visits to Western Europe remained the same, while visits to North America rose by 5 per cent, and visits to other parts of the world fell by 11 per cent. Western Europe is the most popular destination with an estimated 1,540,000 visits being made in November 1991. There were an estimated 140,000 visits to North America, and an estimated 190,000 visits to other parts of the world.

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



1.1 EMPLOYMENT Workforce*

THOUSAND

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce †
	Male		Female						
	All	Part-time	All	Part-time					
UNITED KINGDOM									
Unadjusted for seasonal variation									
1989 Sept	12,074		10,689		3,264	308	468	26,802	28,505 §
Dec	12,080		10,807		3,274	306	450	26,917	28,556 §
1990 Mar	12,015		10,702		3,284	306	436	26,742	28,387 §
June	12,049		10,806		3,298	303	424	26,881	28,436 §
Sept	12,072		10,757		3,289	303	413	26,843	28,517 §
Dec	11,909		10,790		3,298	300	427	26,725	28,575 §
1991 Mar	11,678		10,614		3,298	298	426	26,314	28,456 §
Jun	11,577		10,610		3,298	297	381	26,164	28,405 §
Sep	11,498 R		10,510		3,298	297	363	25,966 R	28,416 § R
UNITED KINGDOM									
Adjusted for seasonal variation									
1989 Sept	12,022		10,706		3,264	308	468	26,767	28,454
Dec	12,066		10,748		3,274	306	450	26,844	28,482
1990 Mar	12,061		10,741		3,284	306	436	26,828	28,436
June	12,056		10,807		3,298	303	424	26,889	28,509
Sept	12,022		10,777		3,298	303	413	26,813	28,486
Dec	11,895		10,730		3,298	300	427	26,651	28,496
1991 Mar	11,723		10,652		3,298	298	426	26,398	28,491
Jun	11,584		10,611		3,298	297	381	26,172	28,476
Sep	11,449 R		10,531		3,298	297	363	25,938 R	28,401 R
GREAT BRITAIN									
Unadjusted for seasonal variation									
1989 Sep	11,798	921	10,436	4,474	3,192	308	456	26,190	27,787 §
Dec	11,804	972	10,550	4,604	3,202	306	438	26,301	27,840 §
1990 Mar	11,741	938	10,447	4,560	3,212	306	423	26,129	27,677 §
June	11,775	983	10,550	4,645	3,222	303	412	26,262	27,723 §
Sept	11,797	953	10,501	4,568	3,222	303	398	26,220	27,796 §
Dec	11,634	967	10,529	4,659	3,222	300	411	26,097	27,852 §
1991 Mar	11,407	967	10,357	4,571	3,222	298	410	25,693	27,737 §
Jun	11,308	960	10,355	4,606	3,222	297	361	25,543	27,685 §
Sep	11,229 R	951	10,255	4,542	3,222	297	343	25,347 R	27,693 § R
GREAT BRITAIN									
Adjusted for seasonal variation									
1989 Sep	11,747	937	10,452	4,521	3,192	308	456	26,155	27,739
Dec	11,791	959	10,493	4,558	3,202	306	438	26,230	27,768
1990 Mar	11,786	948	10,486	4,570	3,212	306	423	26,213	27,723
June	11,782	970	10,551	4,632	3,222	303	412	26,270	27,793
Sept	11,747	970	10,520	4,616	3,222	303	398	26,190	27,767
Dec	11,620	953	10,472	4,613	3,222	300	411	26,026	27,774
1991 Mar	11,451	979	10,395	4,581	3,222	298	410	25,776	27,771
Jun	11,315	946	10,355	4,593	3,222	297	361	25,550	27,754
Sep	11,181 R	969	10,275	4,590 R	3,222	297	343	25,319 R	27,680 R

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

* Workforce in employment plus claimant unemployed.

† Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.

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

‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.

‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. 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 1.2 Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)	
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted
SIC 1980 Divisions or classes								
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,667	6,622	6,639
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613
1990 Feb			5,063	5,086	5,513	5,535		
Mar	22,188	22,272	5,055	5,081	5,502	5,528	6,569	6,596
Apr			5,032	5,072	5,480	5,520		
May			5,033	5,067	5,479	5,514		
June	22,325	22,333	5,046	5,068	5,489	5,511	6,550	6,569
July			5,073	5,065	5,519	5,511		
Aug			5,077	5,053	5,524	5,499		
Sep	22,297	22,267	5,075	5,041	5,518	5,484	6,571	6,536
Oct			5,058	5,028	5,504	5,473		
Nov			5,037	5,007	5,482	5,452		
Dec	22,163	22,092	4,994	4,969	5,437	5,412	6,464	6,442
1991 Jan			4,936	4,949	5,381	5,394		
Feb			4,895	4,917	5,339	5,361		
Mar	21,763	21,846	4,846	4,872	5,286	5,312	6,271	6,297
Apr			4,819	4,859	5,257	5,297		
May			4,782	4,816	5,222	5,256		
June	21,662	21,670	4,758	4,780	5,195	5,217	6,150	6,170
July			4,755	4,747	5,197	5,189		
Aug			4,736	4,711	5,177	5,152		
Sep	21,484 R	21,456 R	4,728	4,693	5,160	5,125	6,089	6,054
Oct			4,704	4,673	5,137	5,107		
Nov			4,683	4,653	5,116	5,086		
Dec			4,660	4,635	5,082	5,057		
GREAT BRITAIN	Service industries (6-9)	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
SIC 1980 Divisions or classes	All employees	Seasonally adjusted						
1973 June	12,096	12,096	421	368	355	790	429	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050
1976 June	12,624	12,624	382	350	361	716	424	1,020
1977 June	12,698	12,698	378	352	356	729	431	1,019
1978 June	12,895	12,859	373	357	349	707	434	939
1979 June	13,260	13,222	359	354	349	694	436	1,032
1980 June	13,384	13,345	352	355	361	642	420	1,005
1981 June	13,142	13,102	343	344	356	544	383	901
1982 June	13,117	13,078	338	328	343	507	367	844
1983 June	13,169	13,130	330	311	328	462	345	768
1984 June	13,503	13,465	320	299	319	445	343	750
1985 June	13,769	13,731	321	273	309	430	339	756
1986 June	13,954	13,918	310	234	302	392	328	741
1987 June	14,247	14,220	302	203	297	365	320	737
1988 June	14,860	14,841	293	182	296	356	324	757
1989 June	15,261	15,242	280	167	290	372	329	763
1990 Feb				163	287	392	326	753
Mar	15,346	15,392	273	160	286	396	326	749
Apr				161	286	393	324	747
May				161	286	392	323	745
June	15,497	15,477	279	157	286	392	326	744
July				159	287	391	328	747
Aug				159	288	391	329	746
Sep	15,428	15,453	298	155	287	392	329	750
Oct				158	288	390	327	745
Nov				157	289	387	325	741
Dec	15,431	15,380	268	153	290	384	325	736
1991 Jan				156	289	374	321	733
Feb				155	289	372	318	72

1.2 EMPLOYMENT

Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63 67)
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,023
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	515	712	819	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
1990 Feb	248	244	323	520	497	542	483	1,067	1,221
Mar	246	247	320	515	494	542	485		
Apr	242	248	319	515	494	541	482		
May	243	248	321	517	492	544	483		
June	245	248	319	520	491	549	484	1,061	1,229
July	246	249	319	532	491	550	486		
Aug	246	249	318	536	490	550	488		
Sep	249	247	320	533	487	547	487	1,053	1,228
Oct	249	247	320	535	488	544	485		
Nov	245	247	319	535	487	543	483		
Dec	242	248	314	527	482	535	481	1,027	1,218
1991 Jan	239	247	310	520	475	527	476		
Feb	235	245	305	515	474	524	473		
Mar	233	244	300	511	468	517	467	985	1,202
Apr	230	243	297	511	464	518	464		
May	227	239	293	513	460	514	461		
June	224	236	292	510	457	511	461	956	1,189
July	225	232	289	515	458	514	459		
Aug	222	228	289	519	453	512	459		
Sep	223	227	288	520	454	507	459	929 P	1,183
Oct R	220	223	289	522	451	504	459		
Nov R	219	222	288	520	453	502	459		
Dec	217	220	285	514	456	496	457		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,262	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,247	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989 June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
1990 Feb	2,249	1,184	930	423	2,684	1,870	1,763	1,417	1,604
Mar									
Apr									
May									
June	2,248	1,252	927	426	2,699	1,887	1,745	1,418	1,666
July									
Aug									
Sep	2,252	1,264	938	424	2,698	1,894	1,652	1,419	1,660
Oct									
Nov									
Dec	2,310	1,219	931	416	2,647	1,890	1,738	1,423	1,639
1991 Jan									
Feb									
Mar	2,217	1,166	913	410	2,625	1,903	1,741	1,421	1,631
Apr									
May									
June	2,200	1,207	906	407	2,595	1,891	1,732	1,424	1,690
July									
Aug									
Sep	2,167	1,205	909	404	2,559	1,896 R	1,654	1,424 P	1,695
Oct									
Nov									
Dec									

† 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.

** Excludes private domestic service.

EMPLOYMENT 1.3

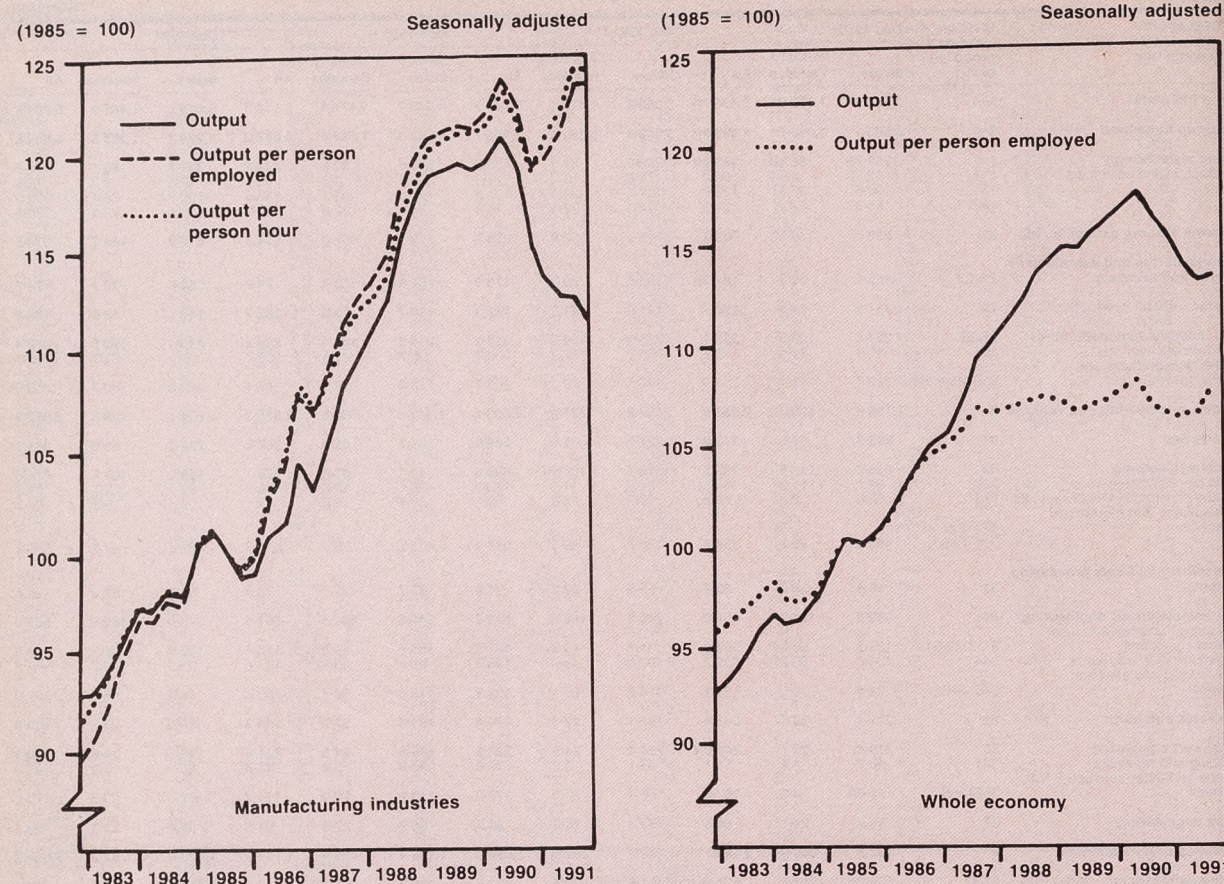
Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Dec 1990			Oct 1991 R			Nov 1991 R			Dec 1991		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,865.9R	1,570.9	5,436.7R	3,660.8	1,476.5	5,137.2	3,638.7	1,477.4	5,116.0	3,615.9	1,465.9	5,081.8
Manufacturing industries	2-4	3,503.1	1,490.7	4,993.9	3,308.3	1,395.4	4,703.7	3,288.3	1,394.6	4,682.8	3,274.1	1,385.8	4,659.9
Energy and water supply	1	362.7R	80.1R	442.9R	352.5	81.1	433.5	350.4	82.8	433.2	341.7	80.1	421.9
Coal extraction and solid fuels	111	82.2R	4.0	86.2	74.6	3.7	78.3	72.1	3.6	75.7	70.5	3.3	73.8
Electricity	161	109.6	30.1	139.8	101.7	29.6	131.3	103.4	30.1	133.5	100.9	29.4	130.3
Gas	162	54.3	22.6	76.9	54.3	22.6	76.9	54.1	22.6	76.7	53.6	22.5	76.1
Other mineral and ore extraction, etc	2	538.6	170.6	709.2	511.7	162.0	673.7	512.1	162.2	674.3	510.0	164.7	674.8
Metal manufacturing and extraction of metal ores and minerals	21-23	165.1	22.3	187.3R	155.6	20.4	175.9	154.8	20.0	174.8	154.0	20.1	174.2
Non-metallic mineral products	24	151.9	44.8	196.7	141.0	41.3	182.3	140.7	42.0	182.7	140.6	42.6	183.2
Chemical industry/man-made fibres	25/26	221.6	103.5	325.1	215.2	100.2	315.4	216.6	100.1	316.8	215.4	102.0	317.4
Basic industrial chemicals	251	91.9	21.4	113.2	88.7	21.0	109.7	88.7	21.0	109.7	87.1	21.3	108.4
Other chemical products and preparations	255-259/260	129.7	82.1	211.9	126.5	79.2	205.7	128.0	79.1	207.1	128.3	80.7	209.0
Metal goods, engineering and vehicles	3	1,780.8	479.2	2,260.0	1,657.6	435.6	2,093.2	1,642.8	432.6	2,075.3	1,634.1	428.8	2,062.9
Metal goods nes	31	245.3	68.6	313.9	227.2	61.4	288.6	225.7	61.8	287.6	224.2	60.8	285.1
Mechanical engineering	32	618.8	117.6	736.3	576.7	109.0	685.8	570.7	107.4	678.1	568.5	107.1	675.6
Industrial plant and steelwork	320	92.7	11.9	104.6	91.2	11.1	102.3	90.1	10.6	100.8	89.1	10.7	99.8
Mining and construction machinery etc	325	65.4	9.5	74.9	59.3	8.8	68.1	58.4	8.6	67.1	57.6	8.6	66.2
Other machinery and mechanical equipment	321-324/326-329	460.6	96.2	556.8	426.2	89.2	515.4	422.2	88.1	510.3	421.8	87.8	509.7
Office machinery and data processing equipment	33	56.6	23.6	80.2	55.6	22.2	77.9	55.7	22.3	78.0	53.9	22.0	76.0
Electrical and electronic engineering	34	369.8	181.2	551.0	349.2	162.5	511.7	345.6	161.5	507.1	344.9	160.6	505.5
Wires, cables, batteries and other electrical equipment	341/342/343	139.3	56.0	195.3	131.7	49.7	181.5	130.6	49.8	180.4	130.7	49.3	179.9
Telecommunication equipment	344	106.0	50.2	156.2	100.6	45.7	146.3	99.6	45.0	144.6	98.9	44.7	143.6
Other electronic and electrical equipment	345-348	124.4	75.0	199.4	116.9	67.1	183.9	115.4	66.7	182.2	115.4	66.6	182.0
Motor vehicles and parts	35	211.4	30.5	241.9	193.1	27.3	220.4	191.4	27.2	218.5	190.6	26.3	216.9
Other transport equipment	36	219.4	28.7	248.0R	198.4	24.9	223.3	196.8	24.8	221.6	195.5	24.6	220.1
Shipbuilding and repairing	361	46.7	4.4	51.1	43.1	3.9	47.0	42.9	3.9	46.8	43.1	3.9	47.0
Aerospace and other transport equipment	362-365	172.6R	24.3	197.0	155.3	21.0	176.3	153.9	20.9	174.7	152.4	20.7	173.1
Instrument engineering	37	59.5	29.1	88.6	57.3	28.3	85.6	56.9	27.6	84.5	56.4	27.3	83.7
Other manufacturing industries	4	1,183.8	840.9	2,024.7	1,139.0	797.9	1,936.8	1,133.4	799.8	1,933.2	1,130.0	792.3	1,922.3
Food, drink and tobacco	41/42	303.1	224.2	527.3	301.5	220.5	522.0	299.2	220.4	519.6	298.8	215.0	513.8
Meat and meat products, organic oils and fats	411/412	57.5	39.4	96.9	56.1	36.7	92.8	55.7	36.8	92.5	56.0	36.4	92.4
All other food and drink manufacture	413-423	186.7	159.8	346.5	188.2	159.2	347.4	186.5	159.4	345.9	186.6	154.8	341.4
Alcoholic, soft drink and tobacco manufacture	424-429	58.9	25.0	83.9	57.1	24.7	81.7	57.0	24.2	81.2	56.3	23.7	80.0
Textiles	43	100.0	88.2	188.2	93.6	84.3	178.0	93.7					

1.8 EMPLOYMENT

Indices of output, employment and productivity



Source: Central Statistical Office

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output ‡	Employed labour force *	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.3	100.1	103.2	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.1	101.9	106.1	105.7	96.1	110.1	106.6	97.0	109.8
1988	112.7	105.2	107.1	109.5	96.7	113.2	114.1	98.2	116.2
1989	115.3	107.8	107.0	109.9	96.7	113.7	118.9	98.5	120.8
1990	116.5	108.4	107.5	109.3	95.5	114.4	118.4	97.4	121.5
1991	..	..	..	106.1	90.5	117.2	112.2	92.4	121.5
1985 Q1	98.9	99.8	99.1	97.8	100.4	97.4	100.4	100.3	100.2
1985 Q2	100.4	100.0	100.4	101.7	100.2	101.5	101.1	101.0	101.0
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	100.0	99.9
1985 Q4	100.6	100.1	100.5	100.6	99.4	100.5	99.6	99.7	99.0
1986 Q1	101.3	100.0	101.3	101.1	98.7	102.5	98.8	99.1	99.7
1986 Q2	102.8	100.0	102.8	102.2	97.6	104.7	100.8	98.2	102.6
1986 Q3	104.1	100.1	104.0	103.0	96.8	106.4	101.3	97.3	104.1
1986 Q4	105.0	100.4	104.6	103.5	96.2	107.5	104.4	97.0	107.7
1987 Q1	105.7	100.7	105.0	103.7	95.8	108.3	103.0	96.5	106.7
1987 Q2	107.3	101.5	105.7	104.8	95.9	109.2	105.6	96.8	109.1
1987 Q3	109.4	102.3	106.9	106.7	96.2	111.0	108.1	97.2	111.2
1987 Q4	110.1	103.2	106.6	107.8	96.4	111.9	109.6	97.5	112.4
1988 Q1	111.2	104.1	106.8	107.9	96.6	111.7	110.9	97.9	113.3
1988 Q2	112.1	104.8	107.0	109.5	96.7	113.3	112.4	98.1	114.6
1988 Q3	113.4	105.7	107.3	110.3	96.7	114.0	115.5	98.3	117.5
1988 Q4	114.1	106.3	107.4	110.4	96.9	113.9	117.4	98.4	119.3
1989 Q1	114.8	107.1	107.1	109.6	96.9	113.1	118.7	98.6	120.5
1989 Q2	114.8	107.6	106.7	109.1	96.7	112.8	118.9	98.5	120.8
1989 Q3	115.6	108.0	107.0	110.5	96.6	114.4	119.2	98.5	121.1
1989 Q4	116.1	108.3	107.2	110.4	96.4	114.5	118.9	98.3	120.9
1990 Q1	116.9	108.4	107.8	109.8	96.1	114.2	119.4	98.1	121.7
1990 Q2	117.7	108.6	108.3	111.9	95.9	116.7	120.5	97.7	123.3
1990 Q3	116.3	108.6	107.1	108.7	95.5	113.9	118.8	97.4	121.9
1990 Q4	115.3	108.0	106.7	106.8	94.6	113.0	114.9	96.5	119.1
1991 Q1	114.1	107.1	106.6	106.5	93.1	114.4	113.2	94.9	119.3
1991 Q2	113.3	106.2	106.7	105.2	91.5	115.0	112.4	93.2	120.6
1991 Q3	113.5	105.4	107.7	106.3	90.0	118.1	112.3	91.4	122.9
1991 Q4	..	..	..	106.2	87.6	121.3	111.0	90.2	123.0

* 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 edition of *Employment Gazette*.

‡ Gross domestic product for whole economy.

EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working overtime	Actual (Million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348	14.6		
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244	14.4		
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	303	13.7		
1990	1,346	37.5	9.5	12.75		6	227	20	180	8.9	26	0.7	407	15.7		
1991	1,103	33.5	9.2	10.19		7	268	63	566	9.0	69	2.1	834	12.2		
week ended																
1990 Jan 12	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	0.7	338	293	12.1	
Feb 9	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	0.9	402	318	12.6	
Mar 9	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	0.9	500	396	14.7	
Apr 6	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	0.8	366	319	12.7	
May 4	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	0.6	323	306	15.5	
June 8	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	0.5	268	344	15.7	
July 13	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	0.5	311	330	17.0	
Aug 17	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	0.5	399	493	21.1	
Sept 14	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	0.7	649	779	25.9	
Oct 12	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	0.6	415	471	18.3	
Nov 9	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	0.9	463	469	14.3	
Dec 14	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	1.0	454	515	13.5	
1991 Jan 11	1,140	33.5	9.1	10.35	11.28	9	373	37	371	9.9	47	1.4	744	651	15.9	
Feb 8	1,108	32.8	8.8	9.80	10.03	8	331	65	611	9.3	74	2.2	942	741	12.8	
Mar 15	1,110	33.2	9.1	10.11	10.36	9	354	105	931	8.9	113	3.4	1,285	1,015	11.3	
Apr 12	1,105	33.3	8.9	9.86	10.17	8	315	99	943	9.5	107	3.2	1,257	1,098	11.7	
May 17	1,108	33.7	9.1	10.04	10.16	9	358	73	649	8.9	82	2.5	1,007	953	12.3	
June 14	1,106	33.7	9.4	10.35	10.60	5	201	61	564	9.2	66	2.0	765	984	11.6	
July 12	1,079	33.0	9.2	9.98	10.13	5	198	53	456	8.7	57	1.8	654	692	11.4	
Aug 16	1,010	31.0	9.4	9.46	10.17	8	304	53	463	8.7	61	1.9	767	949	12.6	
Sep 13	1,063	32.6	9.4	10.02	9.82	5	215	56	501	9.0	61	1.9	716	855	11.8	
Oct 11	1,103	34.1	9.4	10.34	9.39	5	182	53	446	8.4	57	1.8	628	714	10.9	
Nov 15	1,134	35.2	9.4	10.68	9.75	5	189	58	516	8.9	63	1.9	705	718	11.2	
Dec 13	1,167	36.2	9.6	11.22	10.33	5	193	39	347	8.9	44	1.4	540	610	12.4	
SIC 1980																
Week ended																
Dec 13, 1991																
Metal Manufacturing	25.0	36.7	9.8	2.5			0.2	8.2	0.2	2.6	10.9	0.4	0.7	10.9	24.3	
Non-metallic mineral products	44.4	33.6	10.0	4.4			0.5	22.5	3.3	35.5	10.7	3.8	2.9	58.0	15.0	
Chemical industry	60.1	35.3	10.8	6.5			-	-	0.1	0.8	7.7	0.1	0.1	0.8	7.7	
Basic industrial chemicals (251)	21.8	30.7	10.7	2.3			-	-	0.1	0.5	7.1	0.1	0.1	0.5	7.1	
Metal goods nes	88.7	40.9	9.6	8.5			0.5	20.9	8.5	86.3	10.1	9.0	4.2	107.1	11.9	
Hand tools, finished metal goods (316)	46.0	36.3	9.6	4.4			0.5	20.5	4.2	35.6	8.5	4.7	3.7	56.1	11.9	
Mechanical engineering	215.1	48.8	9.8	21.1			1.5	59.8	4.8	41.4	8.8	6.3	1.4	101.2	16.3	
Other machinery and mechanical equipment (328)	104.1	47.3	9.7	10.1			0.7	26.6	1.9	15.0	7.9	2.8	1.3	41.6	14.9	
Electrical and electronic engineering	99.3	32.8	9.3	9.2			0.1	5.6	2.4	17.6	7.5	2.5	0.8	23.3	9.3	
Telecommunication equipment (344)	22.5	34.0	8.4	1.9			-	-	0.2	1.7	7.6	0.2	0.3	1.7	7.6	
Motor vehicles	45.9	28.2	9.5	4.4			0.1	2.2	1.6	12.1	7.2	1.7	1.1	14.3	8.3	
Motor vehicles and engines (351)	-	-	-	-			-	-	-	-	-	-	-	-	-	
Other transport equipment	55.8	41.0	9.7	5.4			0.1	2.5	0.3	2.7	8.0	0.4	0.3	5.3	13.0	
Aerospace equipment (364)	-	-	-	-			-	-	-	-	-	-	-	-	-	
Instrument engineering	12.7	24.0	8.0	1.0			0.1	2.7	0.4	3.8	9.5	0.5	0.9	6.5	13.9	
Food, drink and tobacco (411-429)	161.6	40.4	9.9	16.0			0.1	3.6	0.6	6.5	10.8	0.7	0.2	10.2	14.6	
Textile industry	52.8	33.8	9.5	5.0			0.1	4.4	3.9	35.8	9.3	4.0	2.5	40.4	10.2	
Footwear and clothing	30.6	14.2	5.7	1.7			0.1	3.7	7.5	53.0	7.0	7.6	3.5	56.8	7.4	
Timber and wooden furniture	59.9	37.4	9.2	5.5			0.6	24.6	1.1	11.7	10.5	1.7	1.1	36.2	21.0	
Paper, printing and publishing	103.5	36.7	9.3	9.6			0.1	2.4	0.5	6.1	12.3	0.5	0.2	8.5	15.3	
Paper and paper products (471, 472)	36.4	38.4	10.4	3.8			-	-	0.1	1.3	13.0	0.1	0.1	1.3	13.0	
Printing and publishing (475)	66.8	35.9	8.7	5.8			-	-	2.3	0.4	4.8	12.0	0.4	0.2	7.2	18.0
Rubber and plastics	58.5	38.6	10.4	6.1			0.7	25.5	0.5	7.0	12.2	1.4	0.6	36.5	27.9	
Other manufacturing	11.6	22.6	7.9	0.9			-	-	1.7	0.4	6.5	16.8	0.4	0.8	8.3	19.1
All manufacturing	1,166.5	36.2	9.6	112.2			4.9	192.6	38.8	346.8	8.9	43.6	1.4	539.5	12.4	

1.12 EMPLOYMENT

Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Mptor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1987	96.1	96.0	96.1	98.4	97.2	100.5	100.5	101.1	99.9	99.6
1988	97.2	98.6	93.7	97.0	97.0	101.1	101.2	102.0	99.3	101.0
1989	96.2	96.9	92.6	90.2	94.8	100.5	100.6	102.6	98.6	100.5
1990	92.4	90.6	94.8	83.2	90.1	100.7	100.6	102.8	98.1	100.2
1991	83.7	80.3	84.1	76.7	87.7	99.1	98.8	99.6	97.0	100.2
Week ended										
1989 Dec 16	94.8	95.6	91.5	87.2	93.3	100.0	100.7	101.5	98.3	100.4
1990 Jan 13	94.8					100.5				
Feb 10	94.5					100.7				
Mar 10	93.8	93.1	93.0	85.1	91.1	100.6	100.7	102.1	97.9	99.9
Apr 14	93.6					100.9				
May 12	92.8					100.6				
June 9	92.6	90.9	93.7	84.2	90.7	100.8	100.3	102.1	98.2	100.5
July 14	92.2					100.8				
Aug 11	91.9					100.9				
Sept 8	91.7	90.2	97.4	82.4	89.0	101.0	100.6	103.6	98.4	100.0
Oct 13	90.9					100.7				
Nov 10	90.1					100.4				
Dec 8	89.3	88.2	95.0	81.1	89.5	100.3	100.6	103.3	97.9	99.4
1991 Jan 12	88.0					99.7				
Feb 9	86.5					98.7				
Mar 9	85.5	83.1	88.0	77.4	89.6	98.7	98.4	99.6	95.8	100.8
Apr 13	85.0					98.6				
May 11	84.3					98.9				
June 8	83.9	80.8	85.1	76.8	87.8	99.4	98.7	99.5	97.0	100.4
July 13	83.1					99.2				
Aug 10	82.4					99.2				
Sep 14	82.3	79.0	82.4	75.9	87.2	99.0	98.1	98.9R	97.3	100.0
Oct 12	81.4					98.8				
Nov 9	81.1					99.1				
Dec 14	81.3	78.2	80.9	76.8	86.1	99.7	99.8	100.4	97.7	99.4

1.13 EMPLOYMENT

Overtime and short-time

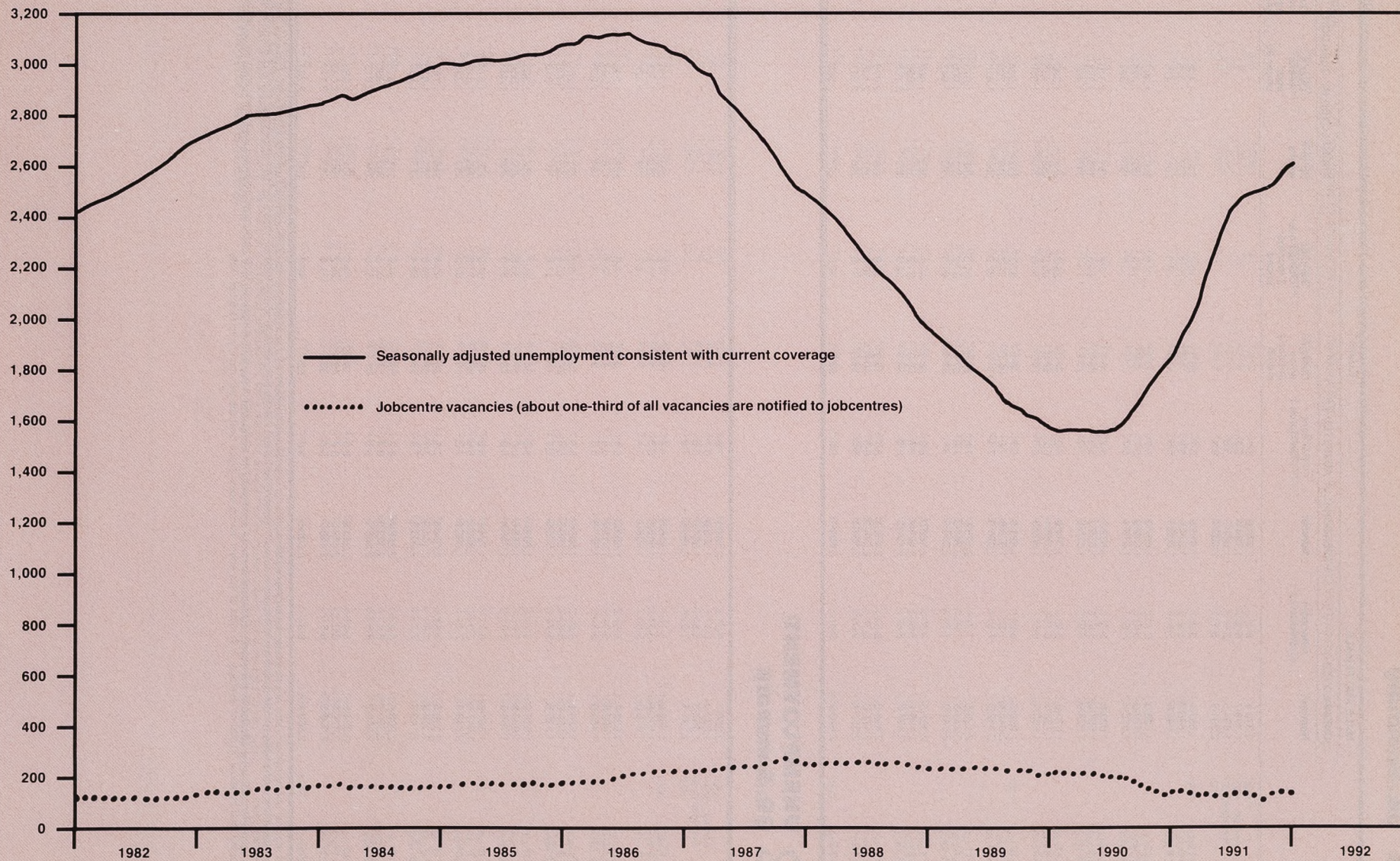
Operatives in manufacturing industries in December 1991: regions

Week ending December 13, 1991	OVERTIME				SHORT-TIME									
	Operatives (Thou)	Percent age of all operatives	Average per operative working overtime (Thou)	Hours of overtime worked (Thou)	Stood off for whole week		Working part of week			Stood off for whole week or part of week				
					Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the work	Operatives (Thou)	Percent age of all operatives	Hours lost (Thou)	Average per operative on short time	
Analysis by region														
South East	222.5	31.5	9.3	2,074.3	2.2	90.2	2.5	23.7	9.5	4.7	0.7	114.0	24.3	
Greater London*	55.6	21.4	8.9	497.0	0.5	21.8	0.1	0.4	5.1	0.6	0.2	22.3	35.5	
East Anglia	48.0	42.9	9.7	463.4	0.0	0.2	0.7	7.3	10.0	0.7	0.7	7.6	10.3	
South West	82.7	36.6	9.3	768.4	0.0	0.2	3.2	28.9	9.1	3.2	1.4	29.2	9.1	
West Midlands	158.5	36.6	9.2	1,450.6	0.6	22.9	8.9	83.3	9.4	9.4	2.2	106.2	11.3	
East Midlands	119.1	37.2	9.7	1,150.0	0.1	4.1	8.8	76.7	8.7	8.9	2.8	80.8	9.0	
Yorkshire and Humberside	137.8	41.0	10.4	1,426.9	1.2	46.6	5.8	47.7	8.3	6.9	2.1	94.3	13.6	
North West	151.6	36.4	10.0	1,519.4	0.3	12.4	4.3	34.9	8.1	4.6	1.1	47.4	10.2	
North	71.4	37.3	10.3	733.2	0.1	4.3	1.9	20.7	11.1	2.0	1.0	25.0	12.7	
Wales	48.7	30.6	9.0	440.1	0.1	2.9	0.5	3.4	7.6	0.5	0.3	6.3	12.1	
Scotland	111.2	40.0	9.5	1,054.9	0.2	6.4	1.8	15.7	8.8	1.9	0.7	22.0	11.4	

* Included in South East

Seasonally adjusted

Thousand



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1982-91

C1

2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE									
		UNEMPLOYED		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION			
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1988**	Annual averages	2,370.4	8.4	2,274.9	8.1						
1989		1,798.7	6.3	1,784.4	6.3						
1990		1,664.5	5.9	1,661.7	5.8						
1991		2,291.9	8.1	2,289.1	8.1						
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25	
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24	
	Mar 8 †	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24	
	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387	24	
	May 10	1,578.5	5.6	1,610.9	5.7	3.9	-1.0	181	1,374	24	
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23	
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23	
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23	
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24	
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24	
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25	
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27	
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664	29	
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703	30	
	Mar 14	2,142.1	7.5	2,091.0	7.4	111.2	82.9	300	1,810	32	
	Apr 11	2,198.5	7.7	2,173.6	7.6	82.6	94.0	292	1,873	34	
	May 9	2,213.8	7.8	2,241.3	7.9	67.7	87.2	270	1,908	35	
	June 13	2,241.0	7.9	2,300.3	8.1	59.0	69.8	262	1,942	37	
	July 11	2,367.5	8.3	2,369.0	8.3	68.7	65.1	363	1,967	38	
	Aug 8	2,435.1	8.6	2,424.9	8.5	55.9	61.2	310	2,086	40	
	Sept 12	2,450.7	8.6	2,457.2	8.6	32.3	52.3	303	2,106	41	
	Oct 10	2,426.0	8.5	2,474.1	8.7	16.9	35.0	310	2,075	42	
	Nov 14	2,471.8	8.7	2,514.9	8.8	40.8	30.0	303	2,126	43	
	Dec 12	2,551.7	9.0	2,551.1	9.0	36.2	31.3	296	2,211	44	
1992	Jan 9 P	2,673.9	9.4	2,604.1	9.2	53.0	43.3	297	2,330	47	

2.2 UNEMPLOYMENT GB Summary

1988**	Annual averages	2,254.7	8.2	2,161.7	7.9					
1989		1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,564.6	5.6					
1991		2,191.5	7.9	2,188.6	7.9					
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24
	Feb 8 †	1,576.8	5.7	1,515.3	5.5	-11.3	-11.5	219	1,335	23
	Mar 8 †	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284	23
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574	28
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612	29
	Mar 14	2,043.9	7.4	1,992.2	7.2	110.0	82.3	293	1,720	31
	Apr 11	2,099.4	7.6	2,074.4	7.5	82.2	93.4	285	1,782	33
	May 9	2,115.8	7.6	2,141.9	7.7	67.5	86.6	264	1,818	34
	June 13	2,142.8	7.7	2,200.3	7.9	58.4	69.4	255	1,852	36
	July 11	2,263.9	8.2	2,268.2	8.2	67.9	64.6	351	1,876	37
	Aug 8	2,330.7	8.4	2,322.9	8.4	54.7	60.3	302	1,990	39
	Sept 12	2,346.3	8.5	2,355.1	8.5	32.2	51.6	294	2,013	40
	Oct 10	2,324.5	8.4	2,371.6	8.6	16.5	34.5	301	1,983	41
	Nov 14	2,371.0	8.6	2,412.0	8.7	40.4	29.7	296	2,033	42
	Dec 12	2,450.5	8.8	2,448.2	8.8	36.2	31.0	290	2,117	43
1992	Jan 9 P	2,569.1	9.3	2,500.3	9.0	52.1	42.9	290	2,234	46

† National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.
 ** Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE					FEMALE				
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	
1988**	Annual averages	1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8		
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5		
1991		1,737.1	10.7	1,735.9	10.7	554.9	4.6	553.2	4.5		
1990	Jan 11 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6	164.2	
	Feb 8 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5	160.2	
	Mar 8 †	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5	155.8	
	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5	154.8	
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5	146.1	
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5	141.9	
	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5	146.1	
	Aug 9	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5	150.5	
	Sept 13	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5	145.0	
	Oct 11	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5	143.1	
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6	144.6	
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7	151.7	
1991	Jan 10	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8	160.7	
	Feb 7	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0	165.4	
	Mar 14	1,623.8	10.0	1,581.2	9.7	518.2	4.3	509.8	4.2	172.6	
	Apr 11	1,668.2	10.3	1,644.8	10.1	530.2	4.4	528.8	4.3	178.2	
	May 9	1,684.7	10.4	1,697.4	10.4	529.0	4.3	543.9	4.5	173.3	
	June 13	1,707.7	10.5	1,744.6	10.7	533.4	4.4	555.7	4.6	179.9	
	July 11	1,782.4	11.0	1,795.9	11.0	585.2	4.8	573.1	4.7	189.8	
	Aug 8	1,823.0	11.2	1,837.0	11.3	612.2	5.0	587.9	4.8	199.5	
	Sept 12	1,843.4	11.3	1,862.6	11.5	607.2	5.0	594.6	4.9	194.9	
	Oct 10	1,839.7	11.3	1,880.7	11.6	586.2	4.8	593.4	4.9	192.4	
	Nov 14	1,885.7	11.6	1,917.4	11.8	586.1	4.8	597.5	4.9	192.6	
	Dec 12	1,957.4	12.0	1,948.0	12.0	594.3	4.9	603.1	5.0	197.1	
1992	Jan 9 P	2,045.4	12.6	1,988.1	12.2	628.5	5.2	616.0	5.1	208.9	

UNEMPLOYMENT 2.2 GB Summary

1988**	Annual averages	1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7	
1989		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1	
1990		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4	
1991		1,660.4	10.5	1,659.2	10.5	531.1	4.5	529.4	4.5	
1990	Jan 11 †	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4	154.2
	Feb 8 †	1,157.5	7.3	1,108.6	7.0	419.3	3.5	406.7	3.4	150.5
	Mar 8 †	1,139.6	7.2	1,104.2	7.0	409.4	3.4	403.9	3.4	146.4
	Apr 12	1,124.5	7.1	1,103.8	7.0	404.2	3.4	405.2	3.4	145.2
	May 10	1,097.1	6.9	1,110.6	7.0	385.3	3.2	402.6	3.4	136.9
	June 14	1,083.5	6.8	1,120.5	7.1	377.1	3.2	401.0	3.4	132.9
	July 12	1,118.3	7.1	1,137.3	7.2	405.8	3.4	397.9	3.4	136.0
	Aug 9	1,139.1	7.2	1,157.8	7.3	420.5	3.5	401.7	3.4	140.5
	Sept 13	1,161.0	7.3	1,174.3	7.4	414.5	3.5			

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1988**	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0
1991	638.8	477.9	160.9	6.9	9.1	4.0	638.4	6.9			477.9	160.6
1991 Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	26.4	357.2	121.1
Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7
Mar 14	573.2	428.5	144.7	6.2	8.1	3.6	561.8	6.0	47.0	35.0	418.8	143.0
Apr 11	595.6	445.4	150.2	6.4	8.4	3.7	589.5	6.3	27.7	37.1	440.1	149.4
May 9	608.5	456.3	152.2	6.5	8.6	3.8	613.8	6.6	24.3	33.0	458.8	155.0
June 13	627.6	471.9	155.7	6.7	8.9	3.9	638.8	6.9	25.0	25.7	478.5	160.3
July 11	665.5	496.5	169.0	7.1	9.4	4.2	665.0	7.1	26.2	25.2	497.9	167.1
Aug 8	694.2	514.2	180.1	7.5	9.7	4.5	688.9	7.4	23.9	25.0	514.8	174.1
Sept 12	705.7	523.4	182.4	7.6	9.9	4.5	706.1	7.6	17.2	22.4	526.9	179.2
Oct 10	705.8	526.6	179.2	7.6	10.0	4.4	716.3	7.7	10.2	17.1	536.4	179.9
Nov 14	723.3	543.3	180.0	7.8	10.3	4.5	735.2	7.9	18.9	15.4	552.7	182.5
Dec 12	753.5	569.4	184.1	8.1	10.8	4.6	752.6	8.1	17.4	15.5	567.2	185.4
1992 Jan 9 P	784.2	592.3	191.9	8.4	11.2	4.7	773.3	8.3	20.7	19.0	582.2	191.1
GREATER LONDON (included in South East)												
1988**	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0
1991	332.1	244.3	87.8	7.9	10.1	4.9	331.8	7.9			244.2	87.6
1991 Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3
Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3
Mar 14	296.4	217.9	78.5	7.0	9.0	4.4	292.8	7.0	20.3	15.0	214.5	78.3
Apr 11	309.3	227.2	82.0	7.4	9.4	4.6	307.5	7.3	14.7	16.7	225.5	82.0
May 9	317.7	234.2	83.5	7.6	9.7	4.7	320.1	7.6	12.6	15.9	235.1	85.0
June 13	329.5	243.5	86.0	7.8	10.1	4.8	332.9	7.9	12.8	13.4	245.0	87.9
July 11	347.2	254.9	92.3	8.3	10.5	5.2	344.5	8.2	11.6	12.3	253.7	90.8
Aug 8	361.4	263.5	97.8	8.6	10.9	5.5	356.0	8.5	11.5	12.0	261.7	94.3
Sept 12	367.6	268.6	99.0	8.7	11.1	5.5	363.8	8.6	7.8	10.3	267.5	96.3
Oct 10	366.9	269.4	97.6	8.7	11.1	5.5	369.8	8.8	6.0	8.4	272.4	97.4
Nov 14	372.7	275.2	97.5	8.9	11.4	5.5	378.1	9.0	8.3	7.4	279.4	98.7
Dec 12	385.3	286.0	99.4	9.2	11.8	5.6	385.8	9.2	7.7	7.3	285.9	99.9
1992 Jan 9 P	394.0	292.7	101.4	9.4	12.1	5.7	395.1	9.4	9.3	8.4	292.9	102.2
EAST ANGLIA												
1988**	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991	59.1	44.2	15.0	5.8	7.6	3.5	59.1	5.8			44.1	14.9
1991 Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0
Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9
Mar 14	56.4	42.1	14.2	5.6	7.3	3.3	53.5	5.3	3.1	2.8	39.9	13.6
Apr 11	57.2	42.8	14.5	5.7	7.4	3.4	55.5	5.5	2.0	2.9	41.4	14.1
May 9	58.0	43.4	14.6	5.7	7.5	3.4	57.7	5.7	2.2	2.4	43.1	14.6
June 13	57.1	43.0	14.2	5.6	7.4	3.3	59.0	5.8	1.3	1.8	44.2	14.8
July 11	60.0	44.7	15.3	5.9	7.7	3.5	61.1	6.0	2.1	1.9	45.7	15.4
Aug 8	61.5	45.5	16.1	6.1	7.8	3.7	62.6	6.2	1.5	1.6	46.7	15.9
Sept 12	62.1	46.1	16.0	6.1	7.9	3.7	63.8	6.3	1.2	1.6	47.7	16.1
Oct 10	61.8	46.0	15.8	6.1	7.9	3.7	64.2	6.3	0.4	1.0	48.0	16.2
Nov 14	64.8	48.5	16.3	6.4	8.4	3.8	66.3	6.6	2.1	1.2	49.7	16.6
Dec 12	67.8	51.2	16.7	6.7	8.8	3.9	67.8	6.7	1.5	1.3	50.8	17.0
1992 Jan 9 P	73.1	54.9	18.2	7.2	9.5	4.2	70.3	7.0	2.5	2.0	52.7	17.6
SOUTH WEST												
1988**	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1991	161.2	121.1	40.1	7.3	9.6	4.1	161.0	7.2			121.1	39.9
1991 Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	5.6	6.4	7.2	92.7	32.1
Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1
Mar 14	150.2	112.4	37.9	6.8	8.9	3.9	144.0	6.5	9.5	8.5	108.0	36.0
Apr 11	152.0	114.5	37.5	6.8	9.1	3.9	150.1	6.8	6.1	8.4	112.7	37.4
May 9	151.8	114.8	37.0	6.8	9.1	3.8	155.3	7.0	5.2	6.9	116.7	38.6
June 13	153.1	116.1	37.0	6.9	9.2	3.8	160.6	7.2	5.3	5.5	120.8	39.8
July 11	162.9	122.4	40.5	7.3	9.7	4.2	167.1	7.5	6.5	5.7	125.6	41.5
Aug 8	169.3	126.4	42.8	7.6	10.1	4.4	171.9	7.7	4.8	5.5	129.1	42.8
Sept 12	172.8	129.3	43.4	7.8	10.3	4.5	176.2	7.9	4.3	5.2	132.4	43.8
Oct 10	174.5	131.4	43.1	7.9	10.5	4.5	178.4	8.0	2.2	3.8	134.6	43.8
Nov 14	181.3	136.9	44.4	8.2	10.9	4.6	182.5	8.2	4.1	3.5	138.2	44.3
Dec 12	190.1	144.3	45.8	8.6	11.5	4.7	186.7	8.4	4.2	3.5	141.7	45.0
1992 Jan 9 P	201.3	152.4	48.9	9.1	12.1	5.1	192.5	8.7	5.8	4.7	146.1	46.4

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1988**	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6
1990	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1
1991	218.7	165.1	53.6	8.4	10.9	5.0	218.6	8.4			165.0	53.5
1991 Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	43.8
Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8
Mar 14	198.9	150.0	49.0	7.7	9.9	4.6	195.8	7.6	14.0	9.8	147.3	48.5
Apr 11	207.2	156.4	50.8	8.0	10.3	4.7	206.5	8.0	10.7	11.6	155.6	50.9
May 9	210.9	160.2	50.7	8.1	10.6	4.7	214.2	8.3	7.7	10.8	161.9	52.3
June 13	216.0	164.1	51.9	8.3	10.8	4.8	220.5	8.5	6.3	8.2	166.8	53.7
July 11	229.1	172.0	57.1	8.8	11.4	5.3	227.7	8.8	7.2	7.1	171.9	55.8
Aug 8	236.0	176.1	59.9	9.1	11.6	5.6	233.4	9.0	5.7	6.4	176.0	57.4
Sept 12	239.9	179.6	60.3	9.3	11.9	5.6	237.6	9.2	4.2	5.7	179.4	58.2
Oct 10	236.0	178.3	57.7	9.1	11.8	5.4	239.7	9.3	2.1	4.0	181.6	58.1
Nov 14	239.4	182.2	57.2	9.2	12.0	5.3	244.8	9.5	5.1	3.8	186.2	59.6
Dec 12	247.0	189.2	57.8	9.5	12.5	5.4	249.0	9.6	4.2	3.8	189.8	59.2
1992 Jan 9 P	258.8	197.4	61.4	10.0	13.0	5.7	254.5	9.8	5.5	4.9	193.7	60.8
EAST MIDLANDS												
1988**	147.8	101.9	45.9	7.7	9.1	5.7	137.4	7.1			93.5	43.9
1989	108.9	77.2	31.7	5.6	6.9	3.9	104.7	5.				

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989	141.9	105.7	36.2	10.0	12.8	6.1	140.0	9.9			103.9	36.2
1990	122.9	93.4	29.5	8.7	11.6	4.9	122.7	8.7			93.3	29.4
1991	143.7	111.1	32.6	10.2	13.8	5.4	143.4	10.2			110.9	32.5
1991 Jan 10	135.6	104.7	30.9	9.6	13.0	5.2	129.9	9.2	0.9	2.1	100.0	29.9
Feb 7	136.8	105.8	31.1	9.7	13.1	5.2	131.8	9.4	1.9	1.7	101.7	30.1
Mar 14	139.2	107.7	31.4	9.9	13.3	5.3	135.0	9.6	3.2	2.0	104.3	30.7
Apr 11	142.8	110.6	32.2	10.2	13.7	5.4	140.2	10.0	5.2	3.4	108.3	31.9
May 9	141.9	110.0	31.9	10.1	13.6	5.3	142.9	10.2	2.7	3.7	110.3	32.6
June 13	140.9	109.1	31.8	10.0	13.5	5.3	144.4	10.3	1.5	3.1	111.3	33.1
July 11	146.1	112.1	34.0	10.4	13.9	5.7	147.3	10.5	2.9	2.4	113.7	33.6
Aug 8	147.6	112.7	35.0	10.5	13.9	5.8	149.0	10.6	1.7	2.0	115.0	34.0
Sept 12	149.1	114.2	34.9	10.6	14.1	5.8	149.7	10.6	0.7	1.8	116.0	33.7
Oct 10	146.2	113.1	33.1	10.4	14.0	5.5	149.6	10.6	-0.1	0.8	116.0	33.6
Nov 14	147.7	115.0	32.7	10.5	14.2	5.5	149.9	10.7	0.3	0.3	116.5	33.4
Dec 12	150.8	118.4	32.3	10.7	14.7	5.4	151.0	10.7	1.1	0.4	117.8	33.2
1992 Jan 9 P	158.0	123.5	34.5	11.2	15.3	5.8	152.2	10.8	1.2	0.9	118.8	33.4
WALES												
1988**	130.0	92.9	37.1	10.3	12.5	7.2	123.9	9.8			88.6	35.4
1989	97.0	70.9	26.2	7.4	9.2	4.8	96.1	7.3			69.9	26.1
1990	86.3	65.7	20.6	6.7	8.6	3.8	86.2	6.6			65.6	20.6
1991	113.2	88.6	24.6	8.7	11.6	4.6	113.1	8.7			88.6	24.5
1991 Jan 10	101.5	78.9	22.5	7.8	10.4	4.2	96.2	7.4	2.2	2.9	74.8	21.4
Feb 7	104.9	81.8	23.1	8.1	10.8	4.3	100.3	7.7	4.1	3.2	78.4	21.9
Mar 14	108.0	84.8	23.2	8.3	11.1	4.3	104.9	8.1	4.6	3.6	82.2	22.7
Apr 11	110.5	86.7	23.8	8.5	11.4	4.4	109.1	8.4	4.2	4.3	85.4	23.7
May 9	110.2	86.7	23.5	8.5	11.4	4.4	112.2	8.6	3.1	4.0	87.8	24.4
June 13	109.8	86.6	23.2	8.5	11.4	4.3	114.6	8.8	2.4	3.2	89.7	24.9
July 11	116.0	90.3	25.7	8.9	11.9	4.8	117.6	9.1	3.0	2.8	92.0	25.6
Aug 8	118.5	91.6	26.9	9.1	12.0	5.0	119.6	9.2	2.0	2.5	93.6	26.0
Sept 12	119.0	92.5	26.4	9.2	12.2	4.9	119.9	9.2	0.3	1.8	94.1	25.8
Oct 10	117.1	92.0	25.1	9.0	12.1	4.7	119.8	9.2	-0.1	0.7	94.2	25.6
Nov 14	119.7	94.3	25.4	9.2	12.4	4.7	120.9	9.3	1.1	0.4	95.1	25.8
Dec 12	122.9	97.1	25.8	9.5	12.8	4.8	121.8	9.4	0.9	0.6	95.7	26.1
1992 Jan 9 P	128.8	101.1	27.6	9.9	13.3	5.1	123.6	9.5	1.8	1.3	97.1	26.5
SCOTLAND												
1988**	293.6	207.2	86.4	11.9	14.4	8.5	278.2	11.3			197.5	80.8
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	65.0
1990	202.5	148.7	53.8	8.2	10.5	5.0	202.1	8.1			148.5	53.6
1991	220.2	165.5	54.7	8.9	11.7	5.1	219.4	8.8			165.1	54.3
1991 Jan 10	212.7	158.8	53.8	8.6	11.2	5.0	201.5	8.1	0.7	1.2	150.3	51.2
Feb 7	213.7	159.7	54.0	8.6	11.3	5.1	204.7	8.2	3.2	2.0	153.0	51.7
Mar 14	215.1	161.6	53.5	8.7	11.4	5.0	209.3	8.4	4.6	2.8	157.0	52.3
Apr 11	217.0	163.1	53.9	8.7	11.5	5.1	214.6	8.6	5.3	4.4	160.6	54.0
May 9	215.3	162.5	52.9	8.7	11.5	5.0	219.8	8.9	5.2	5.0	164.4	55.4
June 13	215.5	162.7	52.8	8.7	11.5	4.9	222.7	9.0	2.9	4.5	167.0	55.7
July 11	228.4	168.4	59.9	9.2	11.9	5.6	226.7	9.1	4.0	4.0	170.1	56.6
Aug 8	230.2	169.5	60.6	9.3	12.0	5.7	227.6	9.2	0.9	2.6	171.3	56.3
Sept 12	222.0	167.0	55.0	8.9	11.8	5.1	225.8	9.1	-1.8	1.0	170.4	55.4
Oct 10	220.4	167.3	53.1	8.9	11.8	5.0	225.5	9.1	-0.3	-0.4	170.8	54.7
Nov 14	223.6	170.3	53.3	9.0	12.0	5.0	226.7	9.1	1.2	-0.3	172.3	54.4
Dec 12	228.8	175.2	53.6	9.2	12.4	5.0	227.9	9.2	1.2	0.7	173.6	54.3
1992 Jan 9 P	241.4	184.1	57.2	9.7	13.0	5.4	230.8	9.3	2.9	1.8	176.0	54.8
NORTHERN IRELAND												
1988**	115.7	84.3	31.3	16.0	19.6	10.7	113.2	15.6			82.7	30.5
1989	105.7	77.7	28.0	14.6	18.2	9.5	105.6	14.6			77.6	27.9
1990	97.2	73.2	24.0	13.4	17.1	8.1	97.2	13.4			73.2	24.0
1991	100.4	76.7	23.8	13.9	17.9	8.0	100.5	13.9			76.7	23.8
1991 Jan 10	98.3	75.3	23.0	13.6	17.6	7.7	97.4	13.5	0.5	0.7	73.9	23.5
Feb 7	97.8	75.2	22.6	13.5	17.6	7.6	97.6	13.5	0.2	0.4	74.3	23.3
Mar 14	98.2	75.5	22.6	13.6	17.7	7.6	98.8	13.6	1.2	0.6	75.2	23.6
Apr 11	99.0	76.1	22.9	13.7	17.8	7.7	99.2	13.7	0.4	0.6	75.7	23.5
May 9	98.0	75.5	22.5	13.5	17.7	7.6	99.4	13.7	0.2	0.6	75.9	23.5
June 13	98.2	75.3	22.9	13.6	17.6	7.7	100.0	13.8	0.6	0.4	76.3	23.7
July 11	103.6	77.6	26.0	14.3	18.2	8.8	100.8	13.9	0.8	0.5	76.8	24.0
Aug 8	104.4	78.1	26.3	14.4	18.3	8.9	102.0	14.1	1.2	0.9	77.8	24.2
Sept 12	104.4	78.5	25.9	14.4	18.4	8.7	102.1	14.1	0.1	0.7	78.0	24.1
Oct 10	101.4	77.1	24.3	14.0	18.1	8.2	102.5	14.2	0.4	0.6	78.4	24.1
Nov 14	100.8	77.5	23.3	13.9	18.1	7.8	102.9	14.2	0.4	0.3	79.0	23.9
Dec 12	101.3	78.4	22.9	14.0	18.3	7.7	102.9	14.2	—	0.3	79.0	23.9
1992 Jan 9 P	104.8	80.7	24.1	14.5	18.9	8.1	103.8	14.3	0.9	0.4	79.4	24.4

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status* and in travel-to-work areas† at January 9, 1992

	Male			Female			All			Rate **		Male			Female			All			Rate **	
	Number	Per cent employees and unemployed	per cent workforce	Number	Per cent employees and unemployed	per cent workforce	Number	Per cent employees and unemployed	per cent workforce	Rate	per cent employees and unemployed	Rate	Number	Per cent employees and unemployed	per cent workforce	Number	Per cent employees and unemployed	per cent workforce	Rate	per cent employees and unemployed	Rate	
ASSISTED REGIONS †																						
South West																						
Development Areas	9,850	3,433	13,283	19.8			Bury St Edmunds	1,511	525	2,036	6.3	5.3										
Intermediate Areas	19,258	6,241	25,499	14.7			Buxton	1,177	550	1,727	8.0	6.2										
Unassisted	123,300	39,247	162,547	10.1			Calderdale	6,396	2,126	8,522	10.5	9.1										
All	152,408	48,921	201,329	10.9	9.1		Cambridge	6,261	2,078	8,339	5.8	4.9										
West Midlands																						
Development Areas	155,382	47,049	202,431	12.8			Carlisle	3,058	1,020	4,078	7.3	6.3										
Intermediate Areas	42,018	14,343	56,361	8.6			Castlesford and Pontefract	4,756	1,328	6,084	12.3	10.9										
Unassisted	197,400	61,392	258,792	11.5	10.0		Chard	691	220	911	9.1	8.0										
All	454,799	122,784	577,583	12.8	11.5		Chelmsford and Braintree	7,052	2,374	9,426	10.5	9.1										
East Midlands																						
Development Areas	2,667	892	3,559	10.0			Cheltenham	4,210	1,195	5,405	6.9	6.0										
Intermediate Areas	3,729	1,352	5,081	9.8			Chesterfield	6,380	1,988	8,368	11.3	9.7										
Unassisted	121,812	38,020	159,832	10.2			Chichester	4,009	1,022	5,031	8.7	6.9										
All	125,198	40,264	165,462	10.2	8.7		Chippenham	1,918	699	2,617	9.1	7.3										
Yorkshire and Humberside																						
Development Areas	18,652	5,249	23,901	14.																		

2.6 UNEMPLOYMENT

Age and duration: January 9, 1992

Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE			
	18-24		25-49		50 and over		All ages		18-24		25-49		50 and over		All ages	
	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages
SOUTH EAST																
2 or less	11,389	20,469	6,051	38,056	7,155	8,793	1,652	17,705	3,598	5,058	1,308	10,046	2,266	2,036	299	4,678
Over 2 and up to 4	5,787	13,498	3,540	22,898	3,156	4,572	858	8,634	2,556	4,315	985	7,889	1,282	1,379	215	2,902
Over 4	17,029	33,385	8,127	58,775	7,866	10,607	1,871	20,597	5,839	8,703	2,049	16,721	2,522	2,636	424	5,656
8-13	18,145	34,799	8,855	61,979	8,422	11,328	2,226	22,139	6,002	8,977	2,255	17,328	2,449	2,513	474	5,501
13-26	33,221	63,280	17,304	113,998	16,189	21,657	4,880	42,936	11,663	16,364	4,349	32,436	4,943	4,678	947	10,641
26-52	35,188	85,894	24,765	145,912	14,060	24,622	6,032	44,789	12,314	20,998	6,063	39,386	4,261	5,725	1,271	11,269
52-104	20,410	64,278	15,942	100,639	6,578	12,669	3,972	23,228	8,813	18,387	4,147	31,351	2,226	3,143	1,025	6,395
104-156	3,196	15,376	4,113	22,685	1,032	2,789	1,158	4,979	1,970	5,956	1,563	9,489	430	849	441	1,720
156-208	760	5,118	1,272	7,850	223	1,032	698	1,953	606	2,547	1,082	4,235	116	404	357	877
208-260	303	2,678	1,550	4,531	125	534	530	1,189	195	1,263	922	2,380	52	225	341	618
Over 260	327	7,635	7,025	14,987	119	332	2,314	3,765	239	4,730	4,495	9,464	108	680	1,320	2,108
All	145,755	346,410	99,244	592,310	64,945	99,935	26,191	191,914	53,795	97,298	29,218	180,725	20,655	24,268	7,114	52,365
GREATER LONDON (Included in South East)																
2 or less	4,609	8,760	2,224	15,633	2,869	4,057	749	7,713	4,847	6,948	1,854	13,748	3,116	2,808	495	6,493
Over 2 and up to 4	2,203	5,405	1,241	8,876	1,297	2,148	351	3,816	3,477	5,729	1,281	10,536	1,749	1,920	346	4,035
Over 4	7,208	14,674	3,179	25,129	3,670	5,187	834	9,783	7,402	11,763	2,526	22,141	3,319	3,481	607	7,505
8-13	7,894	15,767	3,499	27,222	3,973	5,719	1,020	10,777	8,369	12,406	2,971	23,840	3,569	3,421	701	7,757
13-26	15,913	31,645	7,472	55,093	8,680	11,831	2,498	23,083	15,322	22,170	5,375	42,970	6,844	6,229	1,357	14,540
26-52	17,975	45,169	10,984	74,153	7,743	13,573	3,041	24,395	16,681	28,622	6,868	52,201	5,727	7,269	1,759	14,779
52-104	10,911	35,092	7,782	53,793	4,178	7,927	2,117	14,226	12,923	26,247	4,937	44,109	3,377	4,271	1,412	9,063
104-156	1,993	9,491	2,376	13,860	713	1,829	652	3,194	3,226	8,800	1,925	13,951	765	1,324	614	2,703
156-208	552	3,542	1,281	5,375	159	703	442	1,304	1,154	4,300	1,300	6,754	204	634	470	1,308
208-260	234	1,986	981	3,201	99	369	298	766	434	2,407	1,080	3,921	104	365	436	905
Over 260	246	5,641	4,457	10,344	91	883	1,324	2,298	487	8,963	6,345	15,795	127	981	1,794	2,902
All	69,738	177,172	45,476	292,679	33,472	54,226	13,326	101,365	74,622	138,355	36,462	249,966	28,901	32,703	9,991	71,990
EAST ANGLIA																
2 or less	1,286	2,109	634	4,051	921	969	206	2,112	2,012	3,132	884	6,067	1,497	1,290	184	3,001
Over 2 and up to 4	922	1,709	529	3,168	459	573	132	1,169	1,708	3,232	809	5,777	924	935	141	2,011
Over 4	1,966	3,300	946	6,247	839	1,036	209	2,115	3,639	6,113	1,438	11,258	1,463	1,560	255	3,443
8-13	2,121	3,326	1,026	6,502	953	1,116	249	2,347	3,949	6,419	1,495	11,924	1,655	1,647	312	3,672
13-26	3,316	5,263	1,713	10,314	1,591	1,695	433	3,742	7,802	11,067	2,749	21,660	3,244	3,223	659	7,170
26-52	2,958	6,290	2,301	11,557	1,219	1,940	524	3,691	8,082	13,777	3,142	25,014	2,693	3,699	753	7,154
52-104	2,016	5,185	1,486	8,688	578	1,042	357	1,980	6,159	13,103	2,658	21,922	1,541	2,177	708	4,429
104-156	327	1,375	422	2,124	71	225	115	411	1,391	4,266	1,047	6,704	317	659	313	1,289
156-208	60	381	181	622	22	83	67	172	537	2,135	799	3,471	65	280	254	599
208-260	20	188	111	319	6	43	39	88	148	1,032	589	1,769	28	136	200	364
Over 260	29	561	717	1,307	15	125	241	381	175	4,129	3,591	7,895	72	447	984	1,503
All	15,021	29,687	10,066	54,899	6,674	8,847	2,122	18,208	35,602	68,405	19,201	123,461	13,499	16,053	4,763	34,535
NORTH WEST																
2 or less	4,609	8,760	2,224	15,633	2,869	4,057	749	7,713	4,847	6,948	1,854	13,748	3,116	2,808	495	6,493
Over 2 and up to 4	2,203	5,405	1,241	8,876	1,297	2,148	351	3,816	3,477	5,729	1,281	10,536	1,749	1,920	346	4,035
Over 4	7,208	14,674	3,179	25,129	3,670	5,187	834	9,783	7,402	11,763	2,526	22,141	3,319	3,481	607	7,505
8-13	7,894	15,767	3,499	27,222	3,973	5,719	1,020	10,777	8,369	12,406	2,971	23,840	3,569	3,421	701	7,757
13-26	15,913	31,645	7,472	55,093	8,680	11,831	2,498	23,083	15,322	22,170	5,375	42,970	6,844	6,229	1,357	14,540
26-52	17,975	45,169	10,984	74,153	7,743	13,573	3,041	24,395	16,681	28,622	6,868	52,201	5,727	7,269	1,759	14,779
52-104	10,911	35,092	7,782	53,793	4,178	7,927	2,117	14,226	12,923	26,247	4,937	44,109	3,377	4,271	1,412	9,063
104-156	1,993	9,491	2,376	13,860	713	1,829	652	3,194	3,226	8,800	1,925	13,951	765	1,324	614	2,703
156-208	552	3,542	1,281	5,375	159	703	442	1,304	1,154	4,300	1,300	6,754	204	634	470	1,308
208-260	234	1,986	981	3,201	99	369	298	766	434	2,407	1,080	3,921	104	365	436	905
Over 260	246	5,641	4,457	10,344	91	883	1,324	2,298	487	8,963	6,345	15,795	127	981	1,794	2,902
All	69,738	177,172	45,476	292,679	33,472	54,226	13,326	101,365	74,622	138,355	36,462	249,966	28,901	32,703	9,991	71,990
NORTH																
2 or less	1,286	2,109	634	4,051	921	969	206	2,112	2,012	3,132	884	6,067	1,497	1,290	184	3,001
Over 2 and up to 4	922	1,709	529	3,168	459	573	132	1,169	1,708	3,232	809	5,777	924	935	141	2,011
Over 4	1,966	3,300	946	6,247	839	1,036	209	2,115	3,639	6,113	1,438	11,258	1,463	1,560	255	3,443
8-13	2,121	3,326	1,026	6,502	953	1,116	249	2,347	3,949	6,419	1,495	11,924	1,655	1,647	312	3,672
13-26	3,316	5,263	1,713	10,314	1,591	1,695	433	3,742	7,802	11,067	2,749	21,660	3,244	3,223	659	7,170
26-52	2,958	6,290	2,301	11,557	1,219	1,940	524	3,691	8,082	13,777	3,142	25,014	2,693	3,699	753	7,154
52-104	2,016	5,185	1,486	8,688	578	1,042	357	1,980	6,159	13,103	2,658	21,922	1,541	2,177	708	4,429
104-156	327	1,375	422	2,124	71	225	115	411	1,391	4,266	1,047	6,704	317	659	313	1,289
156-208	60	381	181	622	22	83	67	172	537	2,135	799	3,471	65	280	254	599
208-260	20	188	111	319	6	43	39	88	148	1,032	589	1,769	28	136	200	364
Over 260	29	561	717	1,307	15	125	241	381	175	4,129	3,591	7,895	72	447	984	1,503
All	15,021	29,687	10,066	54,899	6,674	8,847	2,122	18,208	35,602	68,405	19,201	123,461	13,499	16,053	4,763	34,535
WALES																
2 or less	3,171	5,315	1,587	10,137	2,278	2,346	479	5,158	2,046	2,811	634	5,534	1,267	1,177	170	2,648
Over 2 and up to 4	2,089	4,211	1,131	7,462	1,052	1,263	270	2,606	1,409	2,386	501	4,308	737	810	128	1,686
Over 4	4,914	9,147	2,414	16,553	2,251	2										

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		THOUSAND								All ages *
	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		
MALE AND FEMALE										
1991 Jan	1,957.0	166.4	420.0	335.1	400.5	302.2	297.9	34.9	1,959.7	
Apr	2,195.4	185.4	473.7	379.7	456.0	341.3	318.5	40.8	2,198.5	
July	2,362.9	200.1	536.1	405.8	488.3	362.6	325.6	44.5	2,367.5	
Oct	2,420.0	208.4	523.0	418.2	506.9	377.5	338.0	47.9	2,426.0	
1992 Jan	2,666.4	219.0	570.6	465.2	567.4	423.6	367.2	53.4	2,673.9	
MALE										
1991 Jan	1,479.4	106.0	304.4	257.2	324.4	229.2	223.8	34.5	1,480.8	
Apr	1,666.6	119.6	345.4	292.8	369.4	258.5	240.7	40.2	1,668.2	
July	1,779.9	128.2	382.8	312.2	393.5	273.4	245.8	44.0	1,782.4	
Oct	1,836.5	131.9	379.7	323.5	410.9	287.2	255.8	47.5	1,839.7	
1992 Jan	2,041.3	140.9	418.4	362.5	462.8	324.2	279.7	52.9	2,045.4	
FEMALE										
1991 Jan	477.7	60.4	115.6	77.9	76.1	73.0	74.1	0.5	479.0	
Apr	528.8	65.8	128.3	87.0	86.6	82.8	77.8	0.6	530.2	
July	583.1	71.9	153.4	93.6	94.8	89.2	79.8	0.5	585.2	
Oct	583.5	76.5	143.3	94.8	95.9	90.3	82.2	0.5	586.2	
1992 Jan	625.1	78.1	152.2	102.8	104.6	99.5	87.5	0.5	628.5	

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1991 Jan		266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
Apr		291.8	939.7	411.9	253.7	87.9	213.5	2,198.5	555.1
July		362.6	920.9	491.9	293.5	93.1	205.6	2,367.5	592.2
Oct		309.8	914.2	548.0	348.7	101.3	204.1	2,426.0	654.0
1992 Jan		297.2	1,039.0	590.7	424.7	115.4	206.9	2,673.9	747.0
Proportion of number unemployed									
1991 Jan		13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
Apr		13.3	42.7	18.7	11.5	4.0	9.7	100.0	25.2
July		15.3	38.9	20.8	12.4	3.9	8.7	100.0	25.0
Oct		12.8	37.7	22.6	14.4	4.2	8.4	100.0	27.0
1992 Jan		11.1	38.9	22.1	15.9	4.3	7.7	100.0	27.9
MALE									
1991 Jan		186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
Apr		206.9	700.5	313.2	202.7	71.3	173.5	1,668.2	447.6
July		241.0	680.8	380.3	236.3	76.3	167.7	1,782.4	480.3
Oct		218.7	661.4	426.2	282.9	83.4	167.1	1,839.7	533.4
1992 Jan		206.3	769.9	454.8	348.7	95.9	169.9	2,045.4	614.4
Proportion of number unemployed									
1991 Jan		12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
Apr		12.4	42.0	18.8	12.2	4.3	10.4	100.0	26.8
July		13.5	38.2	21.3	13.3	4.3	9.4	100.0	26.9
Oct		11.9	35.9	23.2	15.4	4.5	9.1	100.0	29.0
1992 Jan		10.1	37.6	22.2	17.0	4.7	8.3	100.0	30.0
FEMALE									
1991 Jan		80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
Apr		84.9	239.2	98.7	51.0	16.6	40.0	530.2	107.5
July		121.6	240.1	111.6	57.2	16.9	37.9	585.2	111.9
Oct		91.1	252.8	121.8	65.8	17.9	37.0	586.2	120.6
1992 Jan		90.9	269.1	135.9	76.0	19.5	37.0	628.5	132.5
Proportion of number unemployed									
1991 Jan		16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7
Apr		16.0	45.1	18.6	9.6	3.1	7.5	100.0	20.3
July		20.8	41.0	19.1	9.8	2.9	6.5	100.0	19.1
Oct		15.5	43.1	20.8	11.2	3.0	6.3	100.0	20.6
1992 Jan		14.5	42.8	21.6	12.1	3.1	5.9	100.0	21.1

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at January 9, 1992

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Bedfordshire	16,820	5,019	21,839	9.5	8.3	Isle of Wight	4,895	1,750	6,645	14.6	11.6
Luton	7,507	1,972	9,479			Medina	2,714	898	3,612		
Mid Bedfordshire	2,209	886	3,095			South Wight	2,181	852	3,033		
North Bedfordshire	3,981	1,196	5,177			Kent	48,496	14,203	62,699	11.0	9.1
South Bedfordshire	3,123	965	4,088			Ashford	2,578	759	3,337		
Berkshire	18,526	5,752	24,278	6.8	5.9	Canterbury	3,840	994	4,834		
Bracknell	2,304	767	3,071			Dartford	2,374	686	3,060		
Newbury	2,846	934	3,780			Dover	3,517	1,019	4,536		
Reading	4,740	1,115	5,855			Gillingham	3,429	1,048	4,477		
Slough	3,838	1,259	5,097			Gravesham	3,656	1,118	4,774		
Windsor and Maidenhead	2,446	904	3,350			Maidstone	3,409	1,081	4,490		
Wokingham	2,352	773	3,125			Rochester-upon-Medway	6,130	1,852	7,982		
Buckinghamshire	16,059	5,078	21,137	7.9	6.7	Sevenoaks	2,361	709	3,070		
Aylesbury Vale	3,733	1,259	4,992			Shepway	3,149	764	3,913		
Chiltern	1,504	494	1,998			Swale	4,302	1,319	5,621		
Milton Keynes	6,054	1,824	7,878			Thanet	5,234	1,440	6,674		
South Buckinghamshire	1,067	394	1,461			Tonbridge and Malling	2,495	769	3,264		
Wycombe	3,701	1,107	4,808			Tunbridge Wells	2,022	645	2,667		
East Sussex	24,331	7,306	31,637	12.8	10.1	Oxfordshire	13,568	3,987	17,555	6.9	5.9
Brighton	7,746	2,365	10,111			Cherwell	3,001	958	3,959		
Eastbourne	2,727	761	3,488			Oxford	3,753	1,012	4,765		
Hastings	3,805	956	4,761			South Oxfordshire	2,878	779	3,657		
Hove	3,578	1,238	4,816			Vale of White Horse	2,141	584	2,725		
Lewes	2,257	681	2,938			West Oxfordshire	1,795	654	2,449		
Rother	1,919	596	2,515			Surrey	19,426	5,996	25,422		
Wealden	2,299	709	3,008			Elmbridge	2,135	672	2,807		
Essex	47,215	14,714	61,929	11.4	9.3	Epsom and Ewell	1,250	376	1,626		
Basildon	5,943	1,837	7,780			Guildford	2,469	725	3,194		
Braintree	3,413	1,136	4,549			Mole Valley	1,266	378	1,644		
Brentwood	1,508	489	2,007			Reigate and Banstead	2,297	673	2,970		
Castle Point	2,644	838	3,482			Runnymede	1,559	504	2,063		
Chelmsford	3,618	1,253	4,871			Spelthorne	1,988	689	2,677		
Colchester	4,144	1,389	5,533			Surrey Heath	1,510	470	1,980		
Epping Forest	2,948	1,104	4,052			Tandridge	1,272	432	1,704		
Harlow	2,829	1,062	3,891			Waverley	2,030	577	2,607		
Maldon	1,456	416	1,872			Woking	1,650	500	2,150		
Rochford	2,003	607	2,610			West Sussex	16,912	4,918	21,830	7.4	6.2
Southend-on-Sea	6,380	1,745	8,125			Adur	1,650	468	2,118		
Tendring	4,296	1,127	5,423			Arun	3,636	917	4,553		
Thurrock	4,706	1,242	5,948			Chichester	2,215	585	2,800		
Uttlesford	1,317	459	1,776			Crawley	2,248	782	3,030		
Greater London	292,679	101,365	394,044	10.7	9.4	Horsham	2,297	725	3,022		
Barking and Dagenham	6,056	1,665	7,721			Mid Sussex	2,186	703	2,889		
Barnet	8,243	3,255	11,498			Worthing	2,680	738	3,418		
Bexley	6,684	2,286	8,970			EAST ANGLIA					
Brent	12,818	4,656	17,474			Cambridgeshire	17,773	5,886	23,659	8.3	7.1
Bromley	7,346	2,498	9,844			Cambridge	2,774	838	3,612		
Camden	8,908	3,621	12,529			East Cambridgeshire	1,184	420	1,604		
City of London	89	24	113			Fenland	2,554	867	3,421		
City of Westminster	6,741	2,729	9,470			Huntingdon	3,297	1,263	4,560		
Croydon	10,672	3,473	14,145			Peterborough	6,130	1,828	7,958		
Ealing	10,519	3,793	14,312			South Cambridgeshire	1,834	670	2,504		
Enfield	9,653	3,131	12,784			Norfolk	21,683	7,041	28,724	9.9	8.0
Greenwich	10,991	3,325	14,316			Breckland	2,739	1,026	3,765		
Hackney	14,377	4,715	19,092			Broxted	1,775	611	2,386		
Hammersmith and Fulham	8,224	3,169	11,393			Great Yarmouth	3,942	1,447	5,389		
Haringey	13,623	4,812	18,435			North Norfolk	2,231	668	2,899		
Harrow	5,150	2,063	7,213			Norwich	5,402				

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at January 9, 1992

	Male	Female	All	Rate †	per cent employees and unemployed		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Dorset	20,914	6,312	27,226	11.5	9.4	South Kesteven	2,323	821	3,144			
Bournemouth	6,997	1,949	8,946			West Lindsey	2,000	725	2,725			
Christchurch	1,142	327	1,469			Northamptonshire	16,563	5,489	22,052	8.8	7.6	
East Dorset	1,698	527	2,225			Corby	2,352	768	3,120			
North Dorset	979	351	1,330			Dyventry	1,303	532	1,835			
Poole	4,775	1,256	6,031			East Northamptonshire	1,474	557	2,031			
Purbeck	1,150	412	1,562			Kettering	2,166	631	2,797			
West Dorset	1,855	681	2,536			Northampton	6,067	1,863	7,930			
Weymouth and Portland	2,318	809	3,127			South Northamptonshire	1,235	438	1,673			
Gloucestershire	14,445	4,397	18,842	8.2	7.1	Wellingborough	1,966	700	2,666			
Cheltenham	2,919	748	3,667			Nottinghamshire	39,018	10,934	49,952	11.4	10.0	
Cotswold	1,392	496	1,888			Ashfield	4,117	1,059	5,176			
Forest of Dean	1,955	694	2,649			Bassetlaw	3,490	1,139	4,629			
Gloucester	3,637	818	4,455			Broxtowe	2,826	921	3,747			
Stroud	2,788	966	3,754			Gedling	2,901	1,061	3,962			
Tewkesbury	1,754	575	2,329			Mansfield	4,043	1,050	5,093			
Somerset	12,852	4,367	17,219	9.7	7.9	Newark	3,283	947	4,230			
Mendip	2,784	887	3,671			Nottingham	16,082	3,987	20,069			
Sedgemoor	3,117	1,055	4,172			Rushcliffe	2,276	770	3,046			
South Somerset	3,527	1,286	4,813			YORKSHIRE AND HUMBERSIDE						
Taunton Deane	2,515	782	3,297			Humberside	34,305	9,643	43,948	11.9	10.3	
West Somerset	909	357	1,266			Beverley	2,180	822	3,002			
Wiltshire	14,862	5,101	19,963	8.5	7.4	Boothferry	1,888	607	2,495			
Kenet	1,393	508	1,901			Cleethorpe	2,534	699	3,233			
North Wiltshire	2,537	988	3,525			East Yorkshire	2,327	846	3,173			
Salisbury	2,477	828	3,305			Glanford	1,778	610	2,388			
Thamesdown	5,784	1,798	7,582			Great Grimsby	4,586	1,025	5,611			
West Wiltshire	2,671	979	3,650			Holderness	1,386	530	1,916			
WEST MIDLANDS						Kingston-upon-Hull	14,982	3,826	18,808			
Hereford and Worcester	18,217	6,272	24,489	9.8	8.0	Scunthorpe	2,644	678	3,322			
Bromsgrove	2,363	803	3,166			North Yorkshire	14,757	5,528	20,285	7.3	5.9	
Hereford	1,730	637	2,367			Craven	832	320	1,152			
Leominster	858	290	1,148			Hambleton	1,385	512	1,897			
Malvern Hills	1,872	603	2,475			Harrogate	2,265	839	3,104			
Redditch	2,520	854	3,374			Richmondshire	634	333	967			
South Herefordshire	993	419	1,412			Ryedale	1,187	476	1,663			
Worcester	2,773	803	3,576			Scarborough	3,507	1,308	4,815			
Wychavon	2,251	853	3,104			Selby	1,705	782	2,487			
Wyre Forest	2,857	1,010	3,867			York	3,242	958	4,200			
Shropshire	10,552	3,739	14,291	9.3	7.6	South Yorkshire	58,147	16,058	74,205	14.5	12.6	
Bridgnorth	1,045	431	1,476			Barnsley	9,314	2,489	11,803			
North Shropshire	1,000	380	1,380			Doncaster	13,460	3,857	17,317			
Oswestry	829	287	1,116			Rotherham	10,958	3,157	14,115			
Shrewsbury and Atcham	2,211	724	2,935			Sheffield	24,415	6,555	30,970			
South Shropshire	810	318	1,128			West Yorkshire	73,516	21,136	94,652	10.3	9.0	
The Wrekin	4,657	1,599	6,256			Bradford	18,587	4,881	23,468			
Staffordshire	30,822	10,158	40,980	9.9	8.5	Calderdale	6,396	2,126	8,522			
Cannock Chase	3,191	965	4,156			Kirkstree	11,982	3,609	15,591			
East Staffordshire	3,061	1,028	4,089			Leeds	25,430	7,291	32,721			
Lichfield	2,383	843	3,226			Wakefield	11,121	3,229	14,350			
Newcastle-under-Lyme	3,296	1,144	4,440			NORTH WEST						
South Staffordshire	2,856	971	3,827			Cheshire	28,538	8,797	37,335	9.2	8.1	
Stafford	2,709	956	3,665			Chester	3,416	975	4,391			
Staffordshire Moorlands	1,826	746	2,572			Congleton	1,764	722	2,486			
Stoke-on-Trent	8,677	2,532	11,209			Crewe and Nantwich	3,180	1,078	4,258			
Tamworth	2,823	973	3,796			Ellesmere Port and Neston	2,791	813	3,604			
Warwickshire	13,211	4,762	17,973	8.9	7.5	Halton	5,923	1,662	7,585			
North Warwickshire	1,695	609	2,304			Macclesfield	2,794	964	3,758			
Nuneaton and Bedworth	4,177	1,279	5,456			Vale Royal	3,031	1,007	4,038			
Rugby	2,280	1,008	3,288			Warrington	5,639	1,576	7,215			
Stratford-on-Avon	2,049	805	2,854			Greater Manchester	101,630	29,395	131,025	11.7	10.2	
Warwick	3,010	1,061	4,071			Bolton	9,601	2,654	12,255			
West Midlands	124,598	36,461	161,059	13.2	11.7	Bury	4,583	1,463	6,046			
Birmingham	54,362	15,493	69,855			Manchester	26,889	7,082	33,971			
Coventry	14,770	4,393	19,163			Oldham	8,273	2,713	10,986			
Dudley	10,921	3,423	14,344			Rochdale	7,892	2,188	10,080			
Sandwell	14,408	4,274	18,682			Salford	10,459	2,579	13,038			
Solihull	6,399	2,208	8,607			Stockport	7,723	2,382	10,105			
Walsall	11,316	3,182	14,498			Tameside	8,015	2,498	10,513			
Wolverhampton	12,422	3,488	15,910			Trafford	6,940	2,124	9,064			
EAST MIDLANDS						Wigan	11,255	3,712	14,967			
Derbyshire	29,951	9,675	39,626	10.7	9.1	Lancashire	43,143	12,669	55,812	10.1	8.5	
Amber Valley	2,928	1,070	3,998			Blackburn	5,425	1,335	6,760			
Bolsover	2,660	755	3,415			Blackpool	6,393	1,753	8,146			
Chesterfield	3,747	1,146	4,893			Burnley	2,906	914	3,820			
Derby	9,548	2,735	12,283			Chorley	2,365	876	3,241			
Derbyshire Dales	1,187	496	1,683			Fylde	1,106	302	1,408			
Erewash	3,250	1,022	4,272			Hyndburn	2,292	719	3,011			
High Peak	1,973	794	2,767			Lancaster	4,189	1,260	5,449			
North East Derbyshire	3,017	1,041	4,058			Pendle	2,278	723	3,001			
South Derbyshire	1,641	616	2,257			Preston	5,306	1,295	6,601			
Leicestershire	25,808	8,303	34,111	8.8	7.7	Ribble Valley	658	271	929			
Blaby	1,700	583	2,283			Rosendale	1,786	495	2,281			
Charnwood	3,148	1,170	4,318			South Ribble	2,420	766	3,186			
Harborough	1,186	378	1,564			West Lancashire	3,759	1,348	5,107			
Hinckley and Bosworth	1,999	730	2,729			Wyre	2,260	612	2,872			
Leicester	13,295	3,841	17,136			Merseyside	76,655	21,129	97,784	17.3	15.2	
Melton	835	311	1,146			Knowsley	10,393	2,569	12,962			
North West Leicestershire	2,116	717	2,833			Liverpool	31,624	8,542	40,166			
Oadby and Wigston	1,078	380	1,458			Selton	12,243	3,499	15,742			
Rutland	451	193	644			St Helens	7,487	2,190	9,677			
Lincolnshire	16,868	5,863	22,731	10.6	8.6	Wirral	14,908	4,329	19,237			
Boston	1,565	472	2,037			Cleveland	27,018	6,956	33,974	14.9	13.3	
East Lindsey	4,209	1,546	5,755			Hartlepool	4,826	1,169	5,995			
Lincoln	3,797	1,082	4,879			Langbaugh	6,596	1,616	8,212			
North Kesteven	1,618	656	2,274									
South Holland	1,356	561	1,917									

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at January 9, 1992

	Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Middlesbrough	7,893	2,027	9,920				Central Region	9,066</					

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at January 9, 1992

	Male	Female	All		Male	Female	All
SOUTH EAST				Newham North West	4,240	5,565	
Bedfordshire				Newham South	4,435	5,582	
Luton South	4,862	1,177	6,039	Norwood	5,533	2,013	7,546
Mid Bedfordshire	2,380	946	3,326	Old Bexley and Sidcup	1,408	524	1,932
North Bedfordshire	3,238	940	4,178	Orpington	1,662	586	2,248
North Luton	3,364	1,015	4,379	Peckham	5,529	1,813	7,342
South West Bedfordshire	2,976	941	3,917	Putney	2,695	1,019	3,714
Berkshire				Ravensbourne	1,496	501	1,997
East Berkshire	2,757	918	3,675	Richmond-upon-Thames and Barnes	1,911	846	2,757
Newbury	2,312	778	3,090	Romford	2,083	609	2,692
Reading East	3,105	769	3,874	Ruislip-Northwood	1,457	509	1,966
Reading West	2,543	628	3,171	Southwark and Bermondsey	5,699	1,682	7,381
Slough	3,838	1,259	5,097	Streatham	4,724	1,645	6,369
Windsor and Maidenhead	1,993	753	2,746	Surbiton	1,367	504	1,871
Wokingham	1,978	647	2,625	Sutton and Cheam	2,034	679	2,713
Buckinghamshire				Tooting	4,325	1,636	5,961
Aylesbury	2,808	935	3,743	Tottenham	8,107	2,493	10,600
Beaconsfield	1,490	543	2,033	Twickenham	1,843	777	2,620
Buckingham	2,278	754	3,032	Upminster	2,237	703	2,940
Chesham and Amersham	1,497	492	1,989	Uxbridge	2,283	724	3,007
Milton Keynes	5,230	1,586	6,816	Vauxhall	6,849	2,332	9,181
Wycombe	2,756	768	3,524	Walthamstow	3,617	1,123	4,740
East Sussex				Wanstead and Woodford	1,672	709	2,381
Bexhill and Battle	1,722	531	2,253	Westminster North	4,290	1,736	6,026
Brighton Kemptown	3,973	1,092	5,065	Wimbledon	2,156	842	2,998
Brighton Pavilion	3,773	1,273	5,046	Woolwich	4,669	1,348	6,017
Eastbourne	2,945	843	3,788	Hampshire			
Hastings and Rye	4,220	1,093	5,313	Aldershot	2,770	945	3,715
Hove	3,578	1,238	4,816	Basingstoke	3,076	835	3,911
Lewes	2,332	712	3,044	East Hampshire	2,263	745	3,008
Wealden	1,788	524	2,312	Eastleigh	3,433	851	4,284
Essex				Fareham	2,342	758	3,100
Basildon	4,281	1,289	5,570	Gosport	2,616	950	3,566
Billerica	2,635	858	3,493	Havant	4,007	975	4,982
Braintree	2,999	996	3,995	New Forest	2,117	568	2,685
Brentwood and Ongar	1,863	607	2,470	North West Hampshire	1,987	631	2,618
Castle Point	2,644	838	3,482	Portsmouth North	3,671	981	4,652
Chelmsford	2,739	945	3,684	Portsmouth South	5,117	1,487	6,604
Epping Forest	2,248	865	3,113	Romsey and Waterside	2,667	715	3,382
Harlow	3,174	1,193	4,367	Southampton Itchen	4,603	1,108	5,711
Harwich	3,673	947	4,620	Southampton Test	4,165	968	5,133
North Colchester	2,947	933	3,880	Winchester	1,920	551	2,471
Rochford	2,481	779	3,260	Hertfordshire			
Saffron Walden	2,132	735	2,867	Broxbourne	2,738	1,095	3,833
South Colchester and Maldon	3,276	1,052	4,328	Hertford and Stortford	2,175	741	2,916
Southend East	3,577	1,016	4,593	Hertsmere	2,401	804	3,205
Southend West	2,813	729	3,542	North Hertfordshire	3,079	1,051	4,130
Thurrock	3,733	932	4,665	South West Hertfordshire	1,996	625	2,621
Greater London				St Albans	2,175	704	2,879
Barking	3,084	820	3,904	Stevenage	3,526	1,063	4,589
Battersea	4,518	1,670	6,188	Watford	2,959	957	3,916
Beckenham	2,521	848	3,369	Welwyn Hatfield	2,782	845	3,627
Bethnal Green and Stepney	5,702	1,518	7,220	West Hertfordshire	2,798	873	3,671
Bexleyheath	2,105	735	2,840	Isle of Wight			
Bow and Poplar	5,893	1,663	7,556	Isle of Wight	4,895	1,750	6,645
Brent East	5,078	1,741	6,819	Kent			
Brent North	2,628	1,115	3,743	Ashford	2,578	759	3,337
Brent South	5,112	1,800	6,912	Canterbury	2,888	765	3,653
Brentford and Isleworth	3,066	1,224	4,290	Dartford	2,809	818	3,627
Carshalton and Wallington	2,541	751	3,292	Dover	3,243	935	4,178
Chelsea	1,811	908	2,719	Faversham	4,137	1,272	5,409
Chingford	2,290	827	3,117	Folkestone and Hythe	3,149	764	3,913
Chipping Barnet	1,864	705	2,569	Gillingham	3,492	1,065	4,557
Chislehurst	1,667	563	2,230	Gravesham	3,656	1,118	4,774
City of London				Maidstone	2,644	794	3,438
and Westminster South	2,540	1,017	3,557	Medway	3,657	1,169	4,826
Croydon Central	2,762	757	3,519	Mid Kent	3,238	970	4,208
Croydon North East	3,074	1,064	4,138	North Thanet	3,663	935	4,598
Croydon North West	3,171	1,079	4,250	Sevenoaks	1,926	577	2,503
Croydon South	1,665	573	2,238	South Thanet	2,899	848	3,747
Dagenham	2,972	845	3,817	Tonbridge and Malling	2,495	769	3,264
Dulwich	3,518	1,305	4,823	Tunbridge Wells	2,022	645	2,667
Ealing North	3,236	1,086	4,322	Oxfordshire			
Ealing Acton	3,210	1,240	4,450	Banbury	2,741	907	3,648
Ealing Southall	4,073	1,467	5,540	Devizes	1,620	486	2,106
Edmonton	3,749	1,097	4,846	North Wiltshire	3,329	813	4,142
Eltham	2,926	872	3,798	Salisbury	2,017	588	2,605
Enfield North	3,494	1,160	4,654	Swindon	4,556	1,422	5,978
Enfield Southgate	2,410	874	3,284	Westbury	2,771	1,018	3,789
Erith and Crayford	3,171	1,027	4,198	Somerset			
Feltham and Heston	3,744	1,336	5,080	Bridgwater	2,991	1,038	4,029
Finchley	2,188	940	3,128	Somerton and Frome	2,311	803	3,114
Fulham	3,560	1,522	5,082	Taunton	2,595	821	3,416
Greenwich	3,396	1,105	4,501	Wells	2,456	821	3,277
Hackney North and Stoke Newington	6,705	2,296	9,001	Yeovil	2,499	884	3,383
Hackney South and Shoreditch	7,672	2,419	10,091	Wiltshire			
Hammersmith	4,664	1,647	6,311	Devizes	2,621	884	3,505
Hampstead and Highgate	3,476	1,672	5,148	North Wiltshire	2,537	988	3,525
Harrow East	3,035	1,199	4,234	Salisbury	2,377	789	3,166
Harrow West	2,115	864	2,979	Swindon	4,556	1,422	5,978
Hayes and Harlington	2,582	843	3,425	Westbury	2,771	1,018	3,789
Hendon North	2,250	824	3,074	WEST MIDLANDS			
Hendon South	1,941	786	2,727	Hereford and Worcester			
Holborn and St Pancras	5,432	1,949	7,381	Bromsgrove	2,363	803	3,166
Hornchurch	2,156	675	2,831	Hereford	2,497	954	3,451
Hornsey and Wood Green	5,516	2,319	7,835	Leominster	1,835	688	2,523
Ilford North	2,126	781	2,907	Mid Worcestershire	3,381	1,173	4,554
Ilford South	3,226	1,033	4,259	North Worcestershire	2,267	751	3,018
Islington North	6,217	2,413	8,630	Worcester	3,017	893	3,910
Islington South and Finsbury	5,047	1,922	6,969	Wyre Forest	2,857	1,010	3,867
Kensington	2,949	1,338	4,287	Shropshire			
Kingston-upon-Thames	1,989	693	2,682	Ludlow	1,855	749	2,604
Lewisham East	3,556	1,188	4,744	North Shropshire	2,101	778	2,879
Lewisham West	4,435	1,478	5,913	Shrewsbury and Atcham	2,211	724	2,935
Lewisham Deptford	5,707	1,953	7,660	The Wrekin	4,385	1,488	5,873
Leyton	4,530	1,480	6,010	Staffordshire			
Mitcham and Morden	3,357	1,068	4,425	Burton	3,061	1,028	4,089
Newham North East	4,936	1,446	6,382	Cannock and Burntwood	3,059	1,016	4,075
				Mid Staffordshire	2,551	786	3,337
				Newcastle-under-Lyme	2,481	802	3,283
				South East Staffordshire	3,347	1,198	4,545
				South Staffordshire	2,856	971	3,827
				Stafford	1,825	818	2,643
				Staffordshire Moorlands	1,825	746	2,571
				Stoke-on-Trent Central	3,376	950	4,326
				Stoke-on-Trent North	3,146	945	4,091
				Stoke-on-Trent South	2,797	898	3,695

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at January 9, 1992

	Male	Female	All		Male	Female	All
South East Cambridgeshire	1,651	609	2,260	Warwickshire			
South West Cambridgeshire	2,297	830	3,127	North Warwickshire	2,952	1,036	3,988
Norfolk				Nuneaton	3,087	947	4,034
Great Yarmouth	3,942	1,447	5,389	Rugby and Kenilworth	2,489	1,053	3,542
Mid Norfolk	1,996	725	2,721	Stratford-on-Avon	2,049	805	2,854
North Norfolk	2,231	668	2,899	Warwick and Leamington	2,634	921	3,555
North West Norfolk	2,959	877	3,836	West Midlands			
Norwich North	2,438	672	3,110	Aldridge-Brownhills	2,648	872	3,520
Norwich South	3,628	989	4,617	Birmingham Edgbaston	3,297	1,113	4,410
South Norfolk	1,899	682	2,581	Birmingham Erdington	5,109	1,409	6,518
South West Norfolk	2,590	981	3,571	Birmingham Hall Green	3,715	1,066	4,781
Suffolk				Birmingham Hodge Hill	4,821	1,245	6,066
Bury St Edmunds	2,344	840	3,184	Birmingham Ladywood	6,103	1,706	7,809
Central Suffolk	2,176	781	2,957	Birmingham Northfield	5,028	1,449	6,477
Ipswich	3,194	827	4,021	Birmingham Perry Barr	5,017	1,452	6,470
South Suffolk	2,596	884	3,480	Birmingham Small Heath	6,519	1,521	8,040
Suffolk Coastal	1,928	664	2,592	Birmingham Sparkbrook	5,654	1,364	7,018
Waveney	3,205	1,285	4,490	Birmingham Yardley	3,074	969	4,043
SOUTH WEST				Birmingham Selly Oak	3,881	1,297	5,178
Avon				Coventry North East	5,074	1,399	6,473
Bath	2,951	1,002	3,953	Coventry North West	3,038	992	4,030
Bristol East	4,080	1,183	5,263	Coventry South East	3,843	1,083	4,926
Bristol North West	4,045	1,096	5,141	Coventry South West	2,815	919	3,734
Bristol South							

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at January 9, 1992

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	4,371	1,303	5,674
Barnsley Central	3,369	853	4,222	Liverpool Riverside	6,224	1,655	7,879
Barnsley East	3,054	770	3,824	Liverpool Walton	6,287	1,605	7,892
Barnsley West and Penistone	2,891	866	3,757	Liverpool West Derby	5,270	1,347	6,617
Don Valley	3,918	1,136	5,054	Southport	2,637	882	3,519
Doncaster Central	4,677	1,285	5,962	St Helens North	3,445	1,058	4,503
Doncaster North	4,865	1,436	6,301	St Helens South	4,042	1,132	5,174
Rother Valley	3,266	1,050	4,316	Wallasey	4,437	1,312	5,749
Rotherham	4,083	1,084	5,167	Wirral South	2,165	750	2,915
Sheffield Central	6,066	1,493	7,559	Wirral West	2,363	860	3,223
Sheffield Attercliffe	3,574	916	4,490				
Sheffield Brightside	4,930	1,087	6,017	NORTH			
Sheffield Hallam	2,279	884	3,163	Cleveland			
Sheffield Heeley	4,421	1,172	5,593	Harlepool	4,826	1,169	5,995
Sheffield Hillsborough	3,145	1,003	4,148	Langbaugh	3,992	1,131	5,123
Wentworth	3,609	1,023	4,632	Middlesbrough	5,384	1,327	6,711
				Redcar	4,402	989	5,391
West Yorkshire				Stockton North	4,607	1,194	5,801
Batley and Spen	3,166	930	4,096	Stockton South	3,807	1,146	4,953
Bradford North	4,992	1,194	6,186				
Bradford South	3,689	925	4,614	Cumbria			
Bradford West	5,380	1,303	6,683	Barrow and Furness	3,234	1,027	4,261
Calder Valley	2,586	914	3,500	Carlisle	2,300	714	3,014
Colne Valley	2,318	768	3,086	Copeland	2,389	711	3,100
Dewsbury	3,073	899	3,972	Penrith and the Border	1,572	657	2,229
Elmet	2,005	657	2,662	Westmorland	1,231	467	1,698
Halifax	3,810	1,212	5,022	Workington	2,462	893	3,355
Hemsworth	2,938	867	3,805				
Huddersfield	3,425	1,012	4,437	Durham			
Keighley	2,402	850	3,252	Bishop Auckland	3,259	916	4,175
Leeds Central	5,431	1,306	6,737	City of Durham	2,519	872	3,391
Leeds East	4,558	1,075	5,633	Darlington	3,430	935	4,365
Leeds North East	2,594	854	3,448	Easington	2,844	726	3,570
Leeds North West	2,126	795	2,921	North Durham	3,315	996	4,311
Leeds West	3,554	1,014	4,568	North West Durham	3,141	952	4,093
Morley and Leeds South	2,811	832	3,643	Sedgefield	2,361	721	3,082
Normanton	2,182	773	2,955				
Pontefract and Castleford	3,298	856	4,154	Northumberland			
Pudsey	1,859	597	2,456	Berwick-upon-Tweed	2,091	769	2,860
Shipley	2,124	609	2,733	Blyth Valley	2,922	911	3,833
Wakefield	3,195	894	4,089	Hexham	1,297	532	1,829
				Wansbeck	3,084	909	3,993
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,845	754	3,599	Blaydon	2,787	760	3,547
Congleton	1,880	780	2,660	Gateshead East	3,572	1,035	4,607
Crewe and Nantwich	3,064	1,020	4,084	Houghton and Washington	4,100	1,114	5,214
Eddisbury	2,453	836	3,289	Jarrow	3,866	1,036	4,902
Ellesmere Port and Neston	3,042	917	3,959	Newcastle upon Tyne Central	3,416	1,051	4,467
Halton	4,702	1,338	6,040	Newcastle upon Tyne East	4,031	1,026	5,057
Macclesfield	1,787	642	2,429	Newcastle upon Tyne North	3,510	951	4,461
Tatton	1,905	610	2,515	South Shields	4,306	1,191	5,497
Warrington North	3,673	943	4,616	Sunderland North	5,688	1,166	6,854
Warrington South	3,187	957	4,144	Sunderland South	4,575	1,187	5,762
				Tyne Bridge	5,769	1,318	7,087
Greater Manchester				Tynemouth	3,276	901	4,177
Altrincham and Sale	1,972	683	2,655	Wallsend	4,096	1,135	5,231
Ashton-under-Lay	3,021	882	3,903				
Bolton North East	2,980	789	3,769	WALES			
Bolton South East	3,905	987	4,892	Clwyd			
Bolton West	2,716	878	3,594	Alyn and Deeside	2,192	661	2,853
Bury North	2,198	615	2,813	Clwyd North West	2,902	836	3,738
Bury South	2,385	848	3,233	Clwyd South West	1,983	662	2,645
Cheadle	1,431	546	1,977	Delyn	2,151	638	2,789
Davyhulme	2,578	817	3,395	Wrexham	2,736	765	3,501
Denton and Reddish	3,645	1,072	4,717				
Eccles	3,199	820	4,019	Dyfed			
Hazel Grove	1,856	601	2,457	Carmarthen	2,261	742	3,003
Heywood and Middleton	3,351	956	4,307	Ceredigion and Pembroke North	2,037	727	2,764
Leigh	3,357	1,035	4,392	Llanelli	2,713	883	3,596
Littleborough and Saddleworth	2,211	784	2,995	Pembroke	3,996	1,247	5,243
Makerfield	3,033	1,124	4,157				
Manchester Central	7,182	1,689	8,871	Gwent			
Manchester Blackley	4,286	1,071	5,357	Blaenau Gwent	2,856	555	3,411
Manchester Gorton	4,303	1,200	5,503	Islwyn	1,998	479	2,477
Manchester Withington	4,134	1,331	5,465	Monmouth	1,758	565	2,323
Manchester Wythenshawe	4,244	1,006	5,250	Newport East	3,077	808	3,885
Oldham Central and Royton	3,987	1,195	5,182	Newport West	3,014	836	3,850
Oldham West	2,855	963	3,818	Torfaen	3,360	937	4,297
Rochdale	3,761	1,003	4,764				
Salford East	4,693	1,049	5,742	Gwynedd			
Stalybridge and Hyde	3,469	1,042	4,511	Caernarfon	2,460	796	3,256
Stockport	2,316	737	3,053	Conwy	2,410	793	3,203
Stretford	5,130	1,409	6,539	Meirionnydd Nant Conwy	1,360	572	1,932
Wigan	4,048	1,267	5,315	Ynys Mon	2,863	958	3,821
Worsley	3,384	996	4,380				
Lancashire				Mid Glamorgan			
Blackburn	4,414	960	5,374	Bridgend	2,463	770	3,233
Blackpool North	3,178	838	4,016	Caerphilly	3,532	790	4,322
Blackpool South	3,215	915	4,130	Cynon Valley	2,942	681	3,623
Burnley	2,906	914	3,820	Merthyr Tydfil and Rhymney	3,468	742	4,210
Chorley	2,513	946	3,459	Ogmore	2,782	770	3,552
Fylde	1,361	385	1,746	Pontypridd	2,744	728	3,472
Hyndburn	2,292	719	3,011	Rhondda	3,437	719	4,156
Lancaster	1,911	599	2,510				
Morecambe and Lunesdale	2,456	726	3,182	Powys			
Pendle	2,278	723	3,001	Brecon and Radnor	1,329	529	1,858
Preston	4,596	1,051	5,647	Montgomery	1,080	410	1,490
Ribble Valley	1,113	432	1,545				
Rossendale and Darwen	2,797	870	3,667	South Glamorgan			
South Ribble	2,420	766	3,186	Cardiff Central	3,828	1,011	4,839
West Lancashire	3,611	1,278	4,889	Cardiff North	1,809	449	2,258
Wyre	2,082	547	2,629	Cardiff South and Penarth	3,651	745	4,396
				Cardiff West	3,902	843	4,745
Merseyside				Vale of Glamorgan	3,134	795	3,929
Birkenhead	5,943	1,407	7,350				
Bootle	6,546	1,513	8,059	West Glamorgan			
Crosby	3,060	1,104	4,164	Aberavon	2,130	504	2,634
Knowsley North	5,196	1,218	6,414	Gower	1,965	586	2,551
Knowsley South	5,197	1,351	6,548	Neath	2,281	617	2,898
Liverpool Broadgreen	5,014	1,444	6,458	Swansea East	3,161	638	3,799
Liverpool Garston	4,458	1,188	5,646	Swansea West	3,384	819	4,203

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at January 9, 1992

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	3,103	943	4,046
Borders Region				East Kilbride	2,604	943	3,547
Roxburgh and Berwickshire	1,219	446	1,665	Eastwood	1,769	608	2,377
Tweeddale, Ettrick and Lauderdale	1,022	410	1,432	Glasgow Cathcart	2,177	800	2,977
				Glasgow Central	4,276	1,064	5,340
Central Region				Glasgow Garscadden	3,310	753	4,063
Clackmannan	2,309	729	3,038	Glasgow Govan	3,372	853	4,225
Falkirk East	2,411	786	3,197	Glasgow Hillhead	3,055	1,221	4,276
Falkirk West	2,361	742	3,103	Glasgow Maryhill	4,468	1,235	5,703
Stirling	1,985	711	2,696	Glasgow Pollock	3,860	909	4,769
				Glasgow Provan	4,577	1,014	5,591
Dumfries and Galloway Region				Glasgow Rutherglen	3,672	970	4,642
Dumfries	2,093	863	2,956	Glasgow Shettleston	3,934	970	4,904
Galloway and Upper Nithsdale	2,098	894	2,992	Glasgow Springburn	4,737	1,200	5,937
				Greenock and Port Glasgow	4,199	997	5,196
Fife Region				Hamilton	3,355	905	4,260
Central Fife	2,872	1,051	3,923	Kilmarnock and Loudoun	3,421	1,077	4,498
Dunfermline East	2,576	762	3,338	Monklands East	2,966	740	3,706
Dunfermline West	2,215	658	2,873	Monklands West	2,269	625	2,894
Kirkcaldy	2,800	883	3,683	Motherwell North	3,244	829	4,073
North East Fife	1,229	573	1,802	Motherwell South	2,924	746	3,670
				Paisley North	2,823	793	3,616
Grampian Region				Paisley South	2,679	714	3,393
Aberdeen North	1,916	486	2,402	Renfrew West and Inverclyde	1,696	663	2,359
Aberdeen South	1,639	481	2,120	Strathkelvin and Bearsden	1,845	634	2,479
Banff and Buchan	1,435	554	1,989				
Gordon	935	469	1,404	Tayside Region			
Kincardine and Deeside	875	401	1,276	Angus East	2,049	870	2,919
Moray	1,725	927	2,652	Dundee East	3,576	1,075	4,651
				Dundee West	3,197	1,079	4,276
Highlands Region				North Tayside	1,302	671	1,973
Caithness and Sutherland	1,423	567	1,990	Perth and Kinross	2,035	650	2,685
Inverness, Nairn and Lochaber							

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
MALE AND FEMALE														
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654
Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042
Nov 14	425	303	19	51	108	38	68	73	35	34	47	898	—	898
Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912
1992 Jan 9	445	316	23	60	99	42	56	81	33	33	50	922	—	922

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

UNEMPLOYMENT Rates by age 2.15

		PER CENT							
UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
MALE AND FEMALE									
1989 Jan		12.1	11.0	8.5	6.2	5.0	9.2	3.1	7.3
Apr		10.5	9.9	7.8	5.7	4.6	8.5	2.7	6.6
July		9.8	9.9	7.4	5.3	4.3	7.7	2.4	6.2
Oct		9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990 Jan		10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr		9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July		9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct		10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991 Jan		12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr		13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July		14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct		15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
1992 Jan		16.4	15.2	12.0	8.8	6.7	8.5	3.9	9.4
MALE									
1989 Jan		13.8	13.2	9.9	8.0	6.5	11.7	4.3	9.0
Apr		12.2	12.0	9.2	7.4	6.0	10.8	3.7	8.3
July		11.3	11.7	8.8	6.9	5.5	9.7	3.3	7.7
Oct		10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990 Jan		11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr		11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July		11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct		12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991 Jan		14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr		16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July		17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct		18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
1992 Jan		19.5	19.9	15.8	12.3	9.3	11.2	5.5	12.6
FEMALE									
1989 Jan		10.1	8.3	6.5	3.7	3.2	5.8	0.2	5.0
Apr		8.6	7.2	5.8	3.3	2.9	5.3	0.2	4.4
July		8.2	7.5	5.4	3.0	2.7	4.8	0.2	4.2
Oct		7.9	6.2	4.8	2.7	2.5	4.5	0.1	3.8
1990 Jan		8.6	6.3	4.6	2.6	2.4	4.3	0.1	3.7
Apr		8.1	5.9	4.4	2.5	2.3	4.1	0.1	3.5
July		8.2	6.6	4.3	2.5	2.3	3.9	0.1	3.5
Oct		9.0	6.1	4.3	2.4	2.2	3.8	0.1	3.5
1991 Jan		9.9	7.0	4.9	2.8	2.6	4.0	0.1	3.9
Apr		10.8	7.8	5.5	3.2	2.9	4.2	0.1	4.4
July		10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct		12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8
1992 Jan		12.8	9.2	6.5	3.8	3.5	4.7	0.1	5.2

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid 1990 for 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates are consistent with the unadjusted rates shown in table 2.1.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069
Nov 14	233	46	46	296	1,166	164	442	481	137	154	1,668	4,787	700	5,487
Dec 12	283	73	53	183	1,227	321	604	485	122	175	769	4,222	1,350	5,572
1992 Jan 9	467	125	67	63	971	525	489	602	155	180	2,384	5,903	1,513	7,416

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

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1991 Jan	1,950	768	236	369	1,455	309	160	2,647	1,879	187
Feb	2,045	812	236	372	1,515	305	177	2,643	1,869	193
Mar	2,142	825	202	366	1,592	308	182	2,621	1,731	194
Apr	2,198	856	186	361	1,443	299	196	2,571	1,652	179
May	2,214	812	164	354	1,412	281	196	2,551	1,604	158
June	2,241	764	148	352	1,384	275	196	2,553	1,593	155
July	2,368	802	148	373	1,439	272	252	2,666	1,694	155
Aug	2,435	806	151	379	1,419	293	243	2,753	1,672	152
Sep	2,451	867	152	369	1,282	289	265	2,832	1,610	146
Oct	2,426	802	177	373	1,299	296	282	2,872	1,599	168
Nov	2,472	818	197	373	1,375	...	303	2,882	1,618	187
Dec	2,552	920	224	384	1,384	...	341	2,919	1,731	207
1992 Jan	2,674	...	...	...	...	...	...	...	1,875	...
Percentage rate: latest month latest month: change on a year ago	9.4	10.6	7.0	13.2	10.2	10.6	13.6	10.1	7.0	5.4
	+2.5	+2.5	+0.1	+0.8	+0.9	+1.0	+7.8	+0.8	-0.2	+0.6
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	435	1,150	217	...	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	...	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	...	2,533	2,029	118
1990	1,662	590	169	348	1,110	267	106	2,505	1,870	140
Monthly										
1991 Jan	1,892	712	171	355	1,321	271	146	2,542	1,676	152
Feb	1,980	738	181	360	1,399	274	160	2,587	1,678	158
Mar	2,091	777	175	357	1,442	278	176	2,603	1,661	171
Apr	2,174	844	186	361	1,398	285	194	2,637	1,671	174
May	2,241	804	189	361	1,413	289	212	2,689	1,689	174
June	2,300	793	194	...	1,453	292	231	2,721	1,688	175
July	2,369	832	193	...	1,449	296	249	2,763	1,708	177
Aug	2,425	841	195	...	1,462	301	265	2,746	1,707	179
Sep	2,457	872	189	...	1,410	300	280	2,772	1,699	176
Oct	2,474	860	192	...	1,420	301	291	2,796	1,695	185
Nov	2,515	901	...	...	1,424	...	299	2,826	1,679	184
Dec	2,551	910	...	...	1,420	...	302	2,827	1,675	183
1992 Jan	2,604	...	...	...	...	...	...	...	1,687	...
Percentage rate: latest month latest three months: change on previous three months	9.2	10.6	6.0	12.5	10.3	10.8	12.0	9.8	6.3	4.7
	+0.4	+0.5	+2.0	+0.1	-0.1	+0.3	+1.6	+0.2	-0.1	+0.2
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Nov	Nov	...	Nov	Nov	...	Nov	Nov	Oct	...
Per cent	10.3	10.5	...	8.0	10.3	...	9.7	9.7	4.5	...

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1991 Jan	241	4,110	1,330	2.5	345	103	308	2,359	104	25.9	8,595
Feb	243	4,150	1,360	2.2	346	100	307	2,362	106	27.7	8,919
Mar	247	4,170	1,540	2.1	330	97	301	2,341	102	28.9	8,804
Apr	248	4,193	1,450	2.1	320	93	298	2,309	97	30.2	8,049
May	244	4,188	1,360	2.2	305	89	289	2,255	98	31.3	8,233
June	253	4,175	1,320	2.1	303	101	284	2,228	103	31.4	8,774
July	261	4,160	1,330	2.2	302	115	284	2,195	134	33.4	8,576
Aug	265	4,205	1,390	2.2	306	113	282	2,193	142	35.1	8,237
Sep	259	4,255	1,410	2.4	302	98	285	2,253	142	37.0	8,070
Oct	257	4,305	1,320	2.5	310	95	290	2,317	140	40.7	8,013
Nov	260	4,350	1,310	2.6	...	99	296	2,327	141	46.4	8,286
Dec	269	4,330	1,270	2.5	...	...	297	2,329	159	...	8,569
1992 Jan	...	...	...	...	...	...	...	...	...	...	...
Percentage rate: latest month latest month: change on a year ago	20.2	18.8	2.0	1.6	4.4	4.6	6.6	17.3	3.5	1.7	6.8
	+2.4	+1.1	+0.1	+0.1	-0.3	+0.9	-0.1	+1.2	+1.7	011.0	+1.0
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	247	3,317	1,729	2.7	...	32.3	319	2,924	84	21.9	7,412
1988	241	3,833	1,552	2.5	...	49.9	306	2,858	72	15.5	6,696
1989	232	3,951	1,417	2.3	...	83.5	312	2,550	62	15.1	6,521
1990	225	4,148	1,344	2.1	...	93.2	307	2,349	70	16.0	6,884
Monthly											
1991 Jan	232	4,082	1,300	2.2	344	86	296	2,288	92	21.8	7,763
Feb	237	4,056	1,290	2.0	341	87	291	2,291	105	24.6	8,130
Mar	243	4,076	1,400	2.0	337	89	289	2,287	103	27.4	8,416
Apr	249	4,126	1,360	2.2	341	94	293	2,282	105	29.5	8,256
May	250	4,157	1,320	2.3	330	98	291	2,275	102	32.4	8,529
June	255	4,239	1,380	2.3	322	102	293	2,280	116	34.1	8,615
July	261	4,278	1,420	2.3	307	118	295	2,273	134	36.3	8,475
Aug	263	4,240	1,400	2.4	304	106	295	2,267	133	38.8	8,520
Sep	264	4,293	1,410	2.5	301	106	296	2,305	133	41.5	8,501
Oct	265	4,375	1,330	2.4	308	105	296	2,329	137	44.5	8,641
Nov	265	4,387	1,380	2.5	...	105	292	2,319	141	46.7	8,602
Dec	265	4,372	1,420	2.4	...	...	292	2,303	162	...	8,891
1992 Jan	...	...	...	...	...	...	...	...	...	...	...
Percentage rate: latest month latest three months: change on previous three months	19.9	19.0	2.2	1.6	4.4	4.9	6.5	17.1	3.6	1.7	7.1
	+0.2	+0.5	-0.1	N/C	-0.2	-0.2	N/C	+1.1	+0.4	+0.3	-0.2
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Nov	Oct	Oct	...	Oct	Aug	Aug	Aug	Nov	Nov	Latest month
Per cent	15.9	9.9	2.1	...	6.7	5.5	4.3	16.3	3.2	...	6.8

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 ‡ Insured unemployed. Rates are calculated as percentages of total insured labour force.
 †† Labour force sample survey. Rates are calculated as percentages of total labour force.
 ††† Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.
 § Numbers registered at employment offices. Rates are calculated as a percentage of total labour force.
 §§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C no change.

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
	Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
	Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2
	Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
	May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
	June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	34.4
	July 11	441.9	+113.0	293.5	+77.5	148.4	+35.5	42.3
	Aug 8	385.8	+81.5	259.1	+56.2	126.7	+25.2	41.7
	Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4	38.2
	Oct 10	387.2	+56.7	270.7	+39.1	116.5	+17.5	38.3
	Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6	38.1
	Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3	33.7
Jan 9	362.2	+34.8	249.5	+23.2	112.6	+11.7	41.1	

UNITED KINGDOM		OUTFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	24.5
	Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	32.4
	Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	31.7
	Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	32.8
	May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	33.6
	June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	32.0
	July 11	304.8	+49.6	212.6	+36.3	92.2	+13.3	30.5
	Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7	29.6
	Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3	41.1
	Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6	40.1
	Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4	36.2
	Dec 12	266.8	+44.4	180.8	+31.0	86.0	+13.4	28.9
Jan 9	229.8	+21.0	154.2	+14.7	75.6	+6.3	28.3	

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

UNEMPLOYMENT 2.20

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

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1991	MALE										
	Aug 8	2.5	27.7	66.1	42.6	28.6	40.0	28.3	11.4	6.2	253.2
	Sept 12	2.4	32.9	59.0	40.7	27.7	38.7	27.4	10.6	5.7	245.1
	Oct 10	2.5	29.4	62.6	45.5	30.3	42.9	31.2	12.4	7.0	263.6
	Nov 14	2.5	25.6	60.4	45.4	31.2	44.3	31.9	12.1	6.5	259.9
Dec 12	2.6	23.7	56.6	44.2	31.1	44.7	32.1	11.8	6.1	252.9	
1992	Jan 9	2.1	21.4	53.7	41.9	29.6	42.6	32.8	12.7	6.9	243.7
1991	FEMALE										
	Aug 8	2.0	19.7	37.7	19.1	10.4	17.4	13.4	3.7	—	123.3
	Sept 12	1.8	24.8	31.4	17.4	9.6	15.8	11.4	3.3	—	115.5
	Oct 10	1.8	20.7	31.1	17.9	10.0	15.5	12.0	3.5	—	112.4
	Nov 14	1.8	16.6	28.8	17.4	9.7	15.6	12.3	3.6	—	105.7
Dec 12	1.8	14.0	24.7	15.2	8.8	14.0	11.1	2.9	—	92.6	
1992	Jan 9	1.4	16.0	29.6	17.8	10.2	16.9	13.4	3.8	—	109.2
Changes on a year earlier											
1991	MALE										
	Aug 8	1.1	4.3	11.8	9.3	6.7	9.9	7.8	3.1	1.9	56.0
	Sept 12	1.1	3.6	7.1	6.8	5.3	7.2	5.8	2.3	1.5	40.6
	Oct 10	1.1	2.5	7.0	6.6	5.0	6.7	6.2	2.4	1.5	39.0
	Nov 14	1.2	—	3.6	4.7	3.6	4.9	4.4	1.5	0.7	24.7
Dec 12	1.3	—	0.6	2.5	3.0	4.7	4.8	1.7	1.0	18.2	
1992	Jan 9	1.0	—	3.0	3.5	3.5	4.4	5.2	2.0	1.0	23.2
1991	FEMALE										
	Aug 8	0.9	3.4	6.6	4.3	2.3	3.7	3.3	0.9	—	25.5
	Sept 12	0.7	3.4	5.4	3.1	1.7	3.3	2.3	0.8	—	20.7
	Oct 10	0.7	2.8	4.2	2.7	1.8	2.6	2.1	0.6	—	17.6
	Nov 14	0.8	0.4	2.4	2.0	1.2	2.2	1.8	0.4	—	11.3
Dec 12	0.7	—	1.3	1.0	1.0	1.7	1.6	0.3	—	7.6	
1992	Jan 9	0.6	0.5	2.1	1.6	1.1	2.2	2.5	0.8	—	11.5

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
1991	MALE										
	Aug 8	0.8	17.6	51.3	33.9	22.9	32.1	25.5	8.6	5.5	195.2
	Sept 12	1.0	20.9	57.6	37.6	25.0	34.5	23.4	8.8	5.7	214.6
	Oct 10	1.1	31.6	70.8	42.7	27.9	37.7	25.6	9.5	6.4	253.4
	Nov 14	1.0	19.0	51.2	35.8	24.6	34.4	24.2	9.2	6.2	205.8
Dec 12	0.8	14.8	40.2	28.6	19.8	28.2	20.7	7.9	5.5	166.6	
1992	Jan 9	0.9	10.8	31.1	24.3	17.2	24.2	17.6	6.7	5.0	137.8
1991	FEMALE										
	Aug 8	0.7	12.7	29.3	14.5	8.1	11.6	8.6	2.6	0.1	88.2
	Sept 12	0.9	16.0	36.4	18.1	10.2	17.0	12.1	3.3	0.1	113.8
	Oct 10	0.9	25.0	40.7	19.4	10.7	16.6	11.7	3.3	0.1	128.5
	Nov 14	0.9	15.3	29.4	16.4	9.1	14.1	10.9	3.2	0.1	99.5
Dec 12	0.7	12.1	24.0	13.2	7.4	11.1	8.5	2.5	0.1	79.6	
1992	Jan 9	0.8	8.8	18.6	12.1	7.0	10.7	8.2	2.6	0.1	68.7
Changes on a year earlier											
1991	MALE										
	Aug 8	0.3	1.1	6.3	5.5	4.1	5.9	4.9	2.0	1.3	31.4
	Sept 12	0.5	2.0	8.4	7.0	5.0	6.7	5.3	2.0	1.5	38.4
	Oct 10	0.6	5.9	15.2	9.0	6.1	7.3	5.7	2.2	1.8	53.9
	Nov 14	0.6	1.0	8.1	6.2	5.3	6.1	5.1	2.2	1.7	36.3
Dec 12	0.5	0.8	6.0	5.1	4.3	5.0	4.8	1.8	1.5	29.8	
1992	Jan 9	0.4	-1.2	0.9	2.3	2.7	3.0	2.9	1.0	1.2	13.3
1991	FEMALE										
	Aug 8	0.3	0.7	3.5	1.9	1.3	1.5	1.1	0.4	—	10.8
	Sept 12	0.4	1.9	5.4	3.0	1.8	2.7	2.0	0.5	—	17.8
	Oct 10	0.5	4.8	8.6	3.6	2.0	3.4	2.3	0.6	—	25.9
	Nov 14	0.4	1.4	4.6	2.9	1.6	2.5	1.9	0.6	—	15.9
Dec 12	0.4	1.0	4.1	1.9	1.6	2.0	1.6	0.4	—	13.1	
1992	Jan 9	0.4	—	1.2	1.2	0.7	1.2	1.2	0.4	—	6.3

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

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990	14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1990 Q3	3,338	660	1,384	5,260	5,713	2,194	4,870	6,673	2,423	31,855	1,940	3,198	36,993
1990 Q4	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991 Q1	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
1991 Q2 R	5,550	1,593	1,353	3,607	10,926	5,528	7,956	11,136	4,456	50,482	3,279	4,565	58,326
1991 Q3 R	6,917	2,297	1,246	4,533	9,456	5,442	7,088	8,752	2,402	45,836	2,853	4,190	52,879
1991 Jan	1,186	136	328	1,183	3,190	1,563	1,913	2,158	1,310	12,831	609	1,321	14,761
1991 Feb	1,367	261	697	1,731	4,430	1,947	2,417	3,942	1,223	17,754	900	1,837	20,491
1991 Mar	3,481	2,020	509	3,724	5,992	1,622	4,191	4,320	2,354	26,195	2,638	3,226	32,099
1991 Apr	1,779	313	775	1,225	4,177	2,501	2,052	3,204	1,151	16,864	1,289	1,351	19,504
1991 May	1,556	252	262	875	3,886	1,391	2,943	4,080	2,001	16,994	884	1,260	19,138
1991 June	2,215	1,028	316	1,507	2,863	1,636	2,931	3,852	1,304	16,624	1,106	1,954	19,684
1991 July	2,120	697	456	1,698	4,248	2,937	3,240	3,296	1,173	19,168	568	984	20,720
1991 Aug	2,554	821	516	1,132	2,720	867	2,667	3,001	806	14,263	1,093	1,797	17,153
1991 Sept	2,243	779	274	1,703	2,488	1,638	1,181	2,455	423	12,405	1,192	1,409	15,006
1991 Oct P	2,449	422	1,094	1,194	2,286	1,164	1,242	2,224	743	12,396	438	1,517	14,351
1991 Nov P	1,790	341	450	1,211	2,904	1,525	2,072	2,494	677	13,123	691	869	14,683
1991 Dec PR	3,528	590	294	2,714	4,055	1,030	1,440	2,576	1,572	17,209	584	1,126	18,919
1992 Jan *	1,224	206	550	748	2,297	193	680	1,112	166	6,970	290	494	7,754

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

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1989	1990	1990 Q3	Q4	1991 Q1	Q2 R	Q3 R	1991 Nov P	Dec PR	1992 Jan *
SIC 1980												
Agriculture, forestry and fishing	0		129	379	242	61	14	0	36	21	3	13
Coal extraction and coke	11-12		15,372	3,707	1,133	1,158	3,481	1,014	1,226	393	866	1,321
Mineral oil and natural gas	13-14		265	481	94	150	255	9	343	4	48	44
Electricity, gas, other energy and water	15-17		532	539	143	57	803	306	347	46	172	48
Energy and water supply industries	1		16,169	4,727	1,370	1,365	4,539	1,329	1,916	443	1,086	1,413
Extraction of other minerals and ores	21-23		304	705	310	294	728	473	81	168	143	12
Metal manufacture	22		2,618	7,588	1,776	3,047	2,480	2,519	1,017	566	565	220
Manufacture of non-metallic products	24		1,823	4,365	442	1,643	2,665	1,127	662	273	285	263
Chemicals and man-made fibres	25-26		1,884	3,031	645	1,411	937	1,331	918	158	255	79
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		6,629	15,689	3,173	6,395	6,810	5,450	2,678	1,165	1,248	574
Manufacture of metal goods	31		2,565	4,612	681	1,601	1,907	2,653	1,642	486	695	352
Mechanical engineering	32		8,935	13,141	2,976	4,693	6,052	5,174	4,603	1,311	1,943	565
Manufacture of office machinery and data processing equipment	33		1,656	858	281	467	190	72	261	30	19	87
Electrical and electronic engineering	34		8,963	13,091	2,995	3,937	6,008	5,361	4,752	1,552	1,603	298
Manufacture of motor vehicles	35		2,362	5,020	945	1,947	3,296	2,900	2,124	797	2,011	312
Manufacture of other transport equipment	36		3,766	5,154	1,236	1,910	1,879	3,829	2,127	615	515	186
Instrument engineering	37		1,113	1,151	392	352	548	145	264	56	197	91
Metal goods, engineering and vehicles industries	3		29,360	43,027	9,506	14,907	19,880	20,134	15,773	4,847	6,983	1,891
Food, drink and tobacco	41-42		7,446	10,219	2,172	2,633	2,791	3,265	2,068	569	486	584
Textiles	43		7,267	8,780	1,967	1,882	1,779	1,815	1,281	853	377	126
Leather, footwear and clothing	44-45		5,179	9,052	1,880	2,668	3,952	3,196	1,729	377	539	428
Timber and furniture	46		2,061	4,933	1,034	1,140	1,818	972	842	364	206	34
Paper, printing and publishing	47		3,518	5,679	1,555	2,203	2,445	2,612	1,236	509	508	113
Other manufacturing	48-49		2,950	5,987	1,362	2,379	3,487	2,421	2,916	1,353	1,239	400
Other manufacturing industries	4		28,421	44,650	9,970	12,905	16,272	14,281	10,072	4,025	3,355	1,685
Construction	5		6,812	10,381	2,561	3,374	3,066	3,592	2,652	1,047	748	376
Wholesale distribution	61-63		3,100	3,740	890	962	1,066	1,112	1,696	817	272	340
Retail distribution	64-65		4,149	6,522	1,106	1,441	2,006	1,227	1,640	430	237	273
Hotel and catering	66		977	1,078	139	233	821	528	1,816	36	259	36
Repair of consumer goods and vehicles	67		594	363	217	142	292	128	216	45	175	0
Distribution, hotels and catering, repairs	6		8,820	11,703	2,352	2,778	2,995	5,368	1,328	943	613	
Transport	71-77		4,313	5,575	1,150	1,714	2,437	2,315	1,118	563	565	230
Telecommunications	79		69	1,030	441	560	782	742	364	83	346	308
Transport and communication	7		4,382	6,605	1,591	2,274	3,219	3,057	1,482	646	911	538
Insurance, banking, finance and business services	8		2,109	4,112	1,272	1,514	2,463	3,164	2,651	553	1,266	199
Public administration and defence	91-94		8,859	13,330	4,168	3,388	5,731	2,914	8,584	287	1,909	324
Medical and other health services	95		2,295	1,922	443	447	481	807	927	100	281	124
Other services	96-99,00		2,781	1,863	340	1,084	691	603	740	221	186	4
Other services	9		13,935	17,115	4,596	4,919	6,903	4,324	10,251	608	2,376	452
All production industries	1-4		80,579	108,093	24,019	35,572	47,501	41,194	30,439	10,480	12,672	5,563
All manufacturing industries	2-4		64,410	103,366	22,649	34,207	42,962	39,865	28,523	10,037	11,586	4,150
All service industries	6-9		29,246	39,535	10,171	11,485	16,770	13,540	19,752	3,135	5,496	1,802
ALL INDUSTRIES AND SERVICES	0-9		116,766	158,388	36,993	50,492	67,351	58,326	52,879	14,683	18,919	7,754

PR Provisional Revised, P Provisional.

* First estimates as at 1 February 1992; final figures are expected to be higher than this. The total for Great Britain is projected to be about 15,400 in January.
† Figures are based on reports (ES955a) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of *Employment Gazette* (p 450-454).

VACANCIES 3.1 UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1987	235.4			226.4		222.3		159.5	
1988	248.7			231.2		232.8		159.1	
1989	219.5			226.1		229.2		158.4	
1990	173.7			201.2		207.4		147.0	
1991	118.0			171.2		172.4		126.6	
1990 Jan	200.2	-1.5	-5.0	211.0	-5.6	211.0	-6.8	147.4	-3.6
1990 Feb	197.1	-3.1	-5.2	219.8	-8	222.4	-1.7	155.2	-7
1990 Mar	196.4	-7	-1.8	218.2	-3	220.3	-6	154.2	-1
1990 Apr	197.1	-7	-1.0	215.3	1.4	218.8	2.6	152.0	1.5
1990 May	193.9	-3.2	-1.1	213.7	-2.0	217.6	-1.6	151.1	-1.4
1990 June	184.3	-9.6	-4.0	202.2	-5.3	210.7	-3.2	146.6	-2.5
1990 July	171.9	-12.4	-8.4	198.2	-5.7	211.6	-2.4	148.9	-1.0
1990 Aug	166.3	-5.6	-9.2	195.8	-6.0	202.4	-5.1	145.0	-2.0
1990 Sept	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-5
1990 Oct	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-6
1990 Nov	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
1990 Dec	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991 Jan	143.6	10.1	-6	198.2	3.9	185.1	-5.8	133.1	-4.6
1991 Feb	143.6	0	1.8	181.1	-7.1	159.8	-10.9	115.9	-8.2
1991 Mar	141.5	-2.1	2.7	168.8	-2.9	172.7	-1.6	127.2	-1.2
1991 Apr	121.8								

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1987)	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988) Annual averages	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989)	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991)	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	8.7	19.4	116.0	3.0	119.0
May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
June	29.6	8.2	3.6	10.9	8.3	6.7	8.1	15.3	6.7	8.6	18.8	116.6	3.5	120.1
July	28.4	7.7	3.2	9.4	7.3	6.3	7.1	14.1	6.1	7.7	17.1	106.8	3.1	109.9
Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
Dec	26.7	7.3	2.9	7.2	7.1	6.6	6.8	13.5	5.4	7.0	15.9	99.0	2.8	101.7
1992 Jan	24.2	7.0	2.6	6.6	6.3	5.8	6.3	12.4	5.0	6.6	14.4	90.1	2.6	92.7
Vacancies at careers offices														
1987)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988) Annual averages	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989)	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990)	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
1991)	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	8.9
Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2
June	4.9	2.5	0.4	0.6	1.5	0.6	0.7	1.0	0.4	0.2	0.9	11.2	0.3	11.5
July	4.5	2.4	0.4	0.6	1.5	0.5	0.7	0.8	0.3	0.2	0.8	10.2	0.3	10.5
Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.1	0.6	7.2	0.3	7.5
Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	7.4
Dec	2.1	1.3	0.2	0.3	1.1	0.2	0.3	0.5	0.2	0.1	0.4	5.4	0.3	5.7
1992 Jan	2.0	1.1	0.1	0.4	1.1	0.2	0.3	0.5	0.2	0.1	0.5	5.3	0.3	5.6

Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.
* Included in South East.
† Excluding vacancies on government programmes. See note to table 3.1.

INDUSTRIAL DISPUTES 4.1

Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to December 1990			12 months to December 1991		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	1	†	‡	1	100	‡
Coal extraction	87	15,400	59,000	38	8,000	29,000
Coke, mineral oil and natural gas	4	16,600	35,000	-	-	-
Electricity, gas, other energy and water	3	1,200	4,000	3	2,400	4,000
Metal processing and manufacture	6	700	15,000	3	800	3,000
Mineral processing and manufacture	10	2,300	11,000	3	400	5,000
Chemicals and man-made fibres	6	700	1,000	1	100	‡
Metal goods nes	14	1,700	15,000	9	800	19,000
Engineering	62	16,900	92,000	38	14,200	111,000
Motor vehicles	52	56,600	490,000	10	3,200	4,000
Other transport equipment	18	18,400	340,000	14	16,200	43,000
Food, drink and tobacco	15	5,800	63,000	8	12,800	26,000
Textiles	4	1,200	3,000	1	†	‡
Footwear and clothing	7	1,700	20,000	6	900	1,000
Timber and wooden furniture	2	100	‡	2	100	‡
Paper, printing and publishing	7	900	4,000	7	300	2,000
Other manufacturing industries	10	1,800	16,000	2	800	5,000
Construction	12	4,500	14,000	17	6,200	14,000
Distribution, hotels and catering, repairs	7	1,700	10,000	6	800	8,000
Transport services and communication	120	66,900	173,000	35	11,500	60,000
Supporting and misc. transport services	4	1,300	4,000	1	200	‡
Banking, finance, insurance, business services and leasing	2	1,000	1,000	5	4,600	8,000
Public administration, education and health services	177	80,100	520,000	121	86,900	363,000
Other services	6	700	9,000	23	5,800	53,000
All industries and services	630 **	298,200	1,903,000	354 **	177,000	759,000

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

Stoppages: December 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	25	16,200	34,000
of which, stoppages:			
Beginning in month	11	13,100*	16,000
Continuing from earlier months	14	3,100**	18,000

* Includes 12,900 directly involved.
** Includes 1,900 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1991 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to December 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels -extra-wage and fringe benefits	117	534,000	306,000
Duration and pattern of hours worked	6	400	2,000
Redundancy questions	11	2,700	16,000
Trade union matters	64	67,100	247,000
Working conditions and supervision	11	1,700	4,000
Manning and work allocation	38	21,300	66,000
Dismissal and other disciplinary measures	76	19,300	63,000
All causes	354	177,000	759,000

Prominent stoppages in quarter ending December 31, 1991

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost	Cause or object
	Began in quarter	Ended	Directly	Indirectly		
Metal goods n.e.s. Merseyside	23.04.91	10.01.92	100	-	1,000	For pay increase (Total days lost 11,000)
Food, drink, tobacco Various areas England & Wales	12.12.91	12.12.91	10,000	-	10,000	For improved pay offer
Public administration, education						
Greater London	08.04.91	cont'g	11,500	-	24,000	Against removal of security screens (Total days lost 28,000)
Avon	22.04.91	cont'g	300	-	2,000	Against removal of security screens (Total days lost 6,000)
Central London	06.06.91	cont'g	1,500	-	6,000	Over assault on member of staff (Total days lost 8,000)
Strathclyde	16.09.91	cont'g	3,400	-	18,000	Over suspension of colleagues (Total days lost 20,000)
Yorkshire	27.06.91	cont'g	100	-	3,000	Over national grading agreement (Total days lost 7,000)
Other services London	28.05.91	cont'g	2,300	-	14,000	Over National pay agreement (Total days lost 32,000)

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

4.2 INDUSTRIAL DISPUTES † Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1982	1,528	1,538	2,101*	2,103*	5,313	1,919
1983	1,352	1,364	573*	574*	3,754	1,776
1984	1,206	1,221	1,436*	1,464*	27,135	2,658
1985	887	903	643	791	6,402	912
1986	1,053	1,074	538	720	1,920	1,069
1987	1,004	1,016	884	887	3,546	595
1988	770	781	759	790	3,702	1,639
1989	693	701	727	727	4,128	751
1990	620	630	285	298	1,903	1,072
1991	342	354	175	177	759	220
1989 Dec	21	36	8	51	297	151
1990 Jan	45	55	45	58	443	279
Feb	66	78	24	46	515	359
Mar	66	95	19	49	236	127
Apr	53	71	53	57	112	66
May	53	71	23	28	131	97
Jun	57	73	20	32	150	75
Jul	55	67	16	19	55	20
Aug	55	69	25	26	67	10
Sep	41	59	15	16	35	10
Oct	61	77	18	19	54	13
Nov	41	62	18	20	65	12
Dec	27	45	9	12	40	5
1991 Jan	20	32	7	8	44	7
Feb	27	37	14	16	36	6
Mar	34	46	40	41	55	6
Apr	44	54	12	38	105	14
May	46	63	20	22	105	51
Jun	26	46	7	11	53	33
Jul	36	54	10	12	57	14
Aug	27	45	10	12	64	13
Sep	26	37	11	13	78	34
Oct	24	38	18	21	83	24
Nov	21	39	13	16	83	4
Dec	11	25	15	16	34	13

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

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
SIC 1968	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(I, XXI, XXIII-XXVII)
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
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1981	237	113	433	230	956	39	522	86	359	1,293
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1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
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1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1980	166	8,884	586	195	490	44	698	281	25	

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri-culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988 Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989 averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990 averages	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
April	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	101.8	102.6	105.5	103.9	105.6	104.6
Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
Jun	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
Jul	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
Sep	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	127.0	135.3	126.7	134.7
Oct	137.6	141.8	141.1	136.2	130.1	127.3	136.8	132.6	131.7	129.1	139.8	125.9	135.0
Nov	130.4	152.7	141.1	139.1	121.8	128.5	140.6	134.5	133.0	131.5	139.0	128.0	141.3
Dec P	131.0	142.8	146.5	137.7	125.2	130.2	144.5	135.5	134.8	134.6	137.7	130.0	141.7

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

EARNINGS 5.3

Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication †	Banking, finance insurance and business services	Public administration and health services	Education and other services ††	Whole economy	SIC 1980 CLASS
(43)	(44,45)	(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)	(1988) Annual (1989) averages (1990)
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
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.3
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	109.1
108.7	107.8	108.8	109.									

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	£ 128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
Hours worked										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0	42.8
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
Hourly earnings										
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	pence 292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
FEMALE (full-time on adult rates)										
Weekly earnings										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	£ 82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
Hours worked										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	38.5	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.3	39.3	38.7	37.8
1988	39.4	39.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
Hourly earnings										
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	pence 215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
ALL (full-time on adult rates)										
Weekly earnings										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	£ 108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	197.81	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
Hours worked										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
Hourly earnings										
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	pence 261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

† More detailed results were published in an article in the April 1991 issue of the Employment Gazette. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

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

* Men aged 21 and over and women aged 18 and over whose pay was not affected by absence. Adjusted for change in classification of non-manual employees due to adoption of Standard Occupational Classification from 1991.
† Adjusted for change in Standard Industrial Classification from 1983.

EARNING AND HOURS 5.4

Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All industries covered (SIC 1980 Class)
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£ 159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	193.34	160.37
134.81	163.40	235.17	177.70	182.25	208.70	171.25	208.70	171.25
142.55	174.76	253.77	190.88	197.92	222.22	180.62	222.22	180.62
153.01	186.54	269.67	207.04	213.59	237.16	200.01	237.16	200.01
166.76	193.08	284.81	219.21	229.87	262.63	220.12	262.63	220.12
180.71	208.11	301.03	235.83	247.15	295.57	239.46	295.57	239.46
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	41.1	44.0
41.7	43.6	42.1	43.4	42.7	41.3	44.0	41.3	44.0
42.0	44.4	43.0	43.7	43.5	41.4	44.1	41.4	44.1
41.5	43.8	42.9	43.7	43.6	41.7	44.6	41.7	44.6
41.4	42.4	42.9	43.3	43.4	41.9	45.2	41.9	45.2
41.5	42.5	41.7	42.4	42.6	42.0	44.9	42.0	44.9
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence 366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	470.0	364.8
323.6	374.7	558.6	409.6	426.8	504.9	389.3	504.9	389.3
339.7	393.9	615.7	436.3	455.1	536.3	409.4	536.3	409.4
368.4	425.4	628.1	473.6	489.6	568.1	448.3	568.1	448.3
403.1	455.7	663.6	506.8	529.6	627.1	487.4	627.1	487.4
435.5	489.5	721.4	556.0	580.0	704.3	533.1	704.3	533.1
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	£ 97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	124.17	95.86
89.55	121.09	139.81	110.48	117.39	157.49	98.55	157.49	98.55
96.51	128.43	152.00	113.63	118.79</				

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
	excluding those whose pay was affected by absence			including overtime pay and overtime hours		excluding those whose pay was affected by absence			including overtime pay and overtime hours	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
April of each year										
ADULTS										
Manual occupations										
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	203.2	44.4	4.59	4.44
1990 †	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87
	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27
Non-manual occupations										
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	237.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990 †	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36
	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09
All occupations										
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	174.7	177.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98
MEN										
Manual occupations										
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990 †	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12
	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54
Non-manual occupations										
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990 †	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74
	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56
All occupations										
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.28
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57
WOMEN										
Manual occupations										
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990 †	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
1991	145.2	152.8	40.5	3.77	3.69	142.4	148.4	40.0	3.71	3.65
	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95
Non-manual occupations										
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	128.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	138.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990 †	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70
	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.36
All occupations										
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89

* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.
 † Manual and non-manual results for 1983-1989 inclusive and the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 and the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See the "Technical Note" on page 610 of the November 1991 issue of the Employment Gazette.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

GREAT BRITAIN	SIC 1980	Total labour costs* (pence per hour)	Percentage shares of labour costs*					
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †
Manufacturing	1975	161.68	88.1	6.5	0.6	3.9	1.1	-0.2
	1978	244.54	84.3	8.5	0.5	4.8	1.3	0.6
	1981	394.34	82.1	9.0	2.1	5.2	1.3	0.3
	1984	509.80	84.0	7.4	1.3	5.3	1.3	0.7
	1985	555.90	84.4	6.9	1.6	5.1	1.2	0.8
	1986	597.20	84.2	6.8	2.2	4.7	1.2	0.8
	1987	641.20	84.8	6.9	1.8	4.5	1.2	0.8
	1988	692.35	85.2	7.0	1.6	4.2	1.1	0.9
	1989	751.50	85.3	7.1	1.4	4.2	1.1	0.9
	1990	827.00	84.8	7.0	2.0	4.2	1.1	0.9
Energy (excl. coal) and water supply**	1975	217.22	82.9	6.0	0.6	8.5	1.2	0.8
	1978	324.00	78.2	6.9	0.4	12.2	1.3	1.0
	1981	595.10	75.8	7.0	1.9	13.1	1.3	0.9
	1984	811.41	77.7	5.5	1.9	12.1	1.8	1.1
	1985	847.50	78.4	5.5	2.6	10.7	1.7	1.1
	1986	919.90	75.8	5.3	7.1	9.1	1.6	1.1
	1987	924.80	79.5	5.6	3.8	8.3	1.6	1.2
	1988	937.89	81.9	6.2	1.6	7.4	1.7	1.3
	1989	1,029.20	82.0	6.2	1.5	7.4	1.7	1.2
	1990	1,147.50	81.9	6.2	1.5	7.4	1.7	1.3
Construction	1975	156.95	90.2	6.3	0.2	1.7	0.7	0.9
	1978	222.46	86.8	9.1	0.2	2.3	0.8	0.8
	1981	357.43	85.0	9.9	0.6	2.8	0.8	

5.8 UNIT WAGE COSTS*

All employees: index for main industrial sectors

UNITED KINGDOM SIC 1980	Manufacturing		Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	
		Per cent change from a year earlier						Per cent change from a year earlier
1985 = 100								
1980	80.1	22.3	102.4	86.1	80.4	85.0	76.1	22.7
1981	87.5	9.3	107.3	91.9	92.4	91.8	83.4	9.6
1982	91.2	4.2	107.1	94.0	90.4	93.4	87.4	4.8
1983	91.7	0.5	101.1	92.5	91.7	92.3	90.6	3.7
1984	94.5	3.1	87.1	95.7	95.8	95.7	94.8	4.6
1985	100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.5
1986	104.0	4.0	99.5	103.6	103.6	103.7	105.5	5.5
1987	105.9	1.8	101.0	106.9	108.9	107.1	110.4	4.6
1988	108.6	2.5	108.9	110.9	116.4	112.3	118.5	7.3
1989	113.6	4.6	129.6	120.9	135.1	...	129.8	9.5
1990	123.6	8.8	141.8	133.7	150.1	...	142.5	9.8
1991	133.7	8.2	...	...	...	...	...	...
1986 Q1	104.9	8.3	...	...	...	...	104.1	6.4
1986 Q2	104.0	5.8	...	...	...	...	105.2	6.8
1986 Q3	104.0	3.0	...	...	...	...	105.7	4.3
1986 Q4	103.1	-7	...	...	...	...	107.0	4.5
1987 Q1	105.8	9	...	...	...	...	108.0	3.7
1987 Q2	105.4	1.3	...	...	...	...	109.6	4.2
1987 Q3	105.5	1.4	...	...	...	...	110.7	4.7
1987 Q4	106.9	3.7	...	...	...	...	113.5	6.1
1988 Q1	107.9	2.0	...	...	...	...	115.1	6.6
1988 Q2	108.8	3.2	...	...	...	...	117.1	6.8
1988 Q3	108.2	2.6	...	...	...	...	119.4	7.9
1988 Q4	109.1	2.1	...	...	...	...	122.3	7.8
1989 Q1	110.4	2.3	...	...	...	...	125.3	8.9
1989 Q2	112.4	3.3	...	...	...	...	128.6	9.8
1989 Q3	114.5	5.8	...	...	...	...	130.9	9.6
1989 Q4	117.0	7.2	...	...	...	...	134.2	9.7
1990 Q1	119.2	8.0	...	...	...	...	137.3	9.6
1990 Q2	120.3	7.0	...	...	...	...	140.4	9.2
1990 Q3	124.8	9.0	...	...	...	...	144.7	10.5
1990 Q4	130.1	11.2	...	...	...	...	147.6	10.0
1991 Q1	132.3	11.0	...	...	...	...	151.2	10.1
1991 Q2	133.4	10.9	...	...	...	...	153.5	9.3
1991 Q3	133.4	6.9	...	...	...	...	154.9	7.0
1991 Q4	135.8	4.4	...	...	...	...	...	...
1990 Jan	118.7	7.9	...	...	...	...	...	...
1990 Feb	119.2	8.2	...	...	...	...	...	...
1990 Mar	119.5	7.6	...	...	...	...	...	...
1990 Apr	118.6	6.8	...	...	...	...	...	...
1990 May	120.0	6.5	...	...	...	...	...	...
1990 June	122.2	7.8	...	...	...	...	...	...
1990 July	122.7	8.2	...	...	...	...	...	...
1990 Aug	124.7	9.1	...	...	...	...	...	...
1990 Sept	127.0	9.7	...	...	...	...	...	...
1990 Oct	128.2	9.9	...	...	...	...	...	...
1990 Nov	131.2	11.8	...	...	...	...	...	...
1990 Dec	130.9	11.9	...	...	...	...	...	...
1991 Jan	131.6	10.9	...	...	...	...	...	...
1991 Feb	133.1	11.7	...	...	...	...	...	...
1991 Mar	132.3	10.7	...	...	...	...	...	...
1991 Apr	133.8	12.8	...	...	...	...	...	...
1991 May	133.2	11.0	...	...	...	...	...	...
1991 Jun	133.2	9.0	...	...	...	...	...	...
1991 Jul	131.6	7.3	...	...	...	...	...	...
1991 Aug	134.2	7.6	...	...	...	...	...	...
1991 Sep	134.3	5.7	...	...	...	...	...	...
1991 Oct	135.7	5.9	...	...	...	...	...	...
1991 Nov	135.6	3.4	...	...	...	...	...	...
1991 Dec	136.0	3.9	...	...	...	...	...	...
Three months ending:								
1990 Jan	117.7	7.1	...	...	...	...	...	...
1990 Feb	118.3	7.4	...	...	...	...	...	...
1990 Mar	119.2	8.0	...	...	...	...	...	...
1990 Apr	119.1	7.5	...	...	...	...	...	...
1990 May	119.4	7.0	...	...	...	...	...	...
1990 June	120.3	7.0	...	...	...	...	...	...
1990 July	121.6	7.5	...	...	...	...	...	...
1990 Aug	123.2	8.4	...	...	...	...	...	...
1990 Sept	124.8	9.0	...	...	...	...	...	...
1990 Oct	126.6	9.6	...	...	...	...	...	...
1990 Nov	128.8	10.5	...	...	...	...	...	...
1990 Dec	130.1	11.2	...	...	...	...	...	...
1991 Jan	131.2	11.5	...	...	...	...	...	...
1991 Feb	131.9	11.5	...	...	...	...	...	...
1991 Mar	132.3	11.0	...	...	...	...	...	...
1991 Apr	133.1	11.7	...	...	...	...	...	...
1991 May	133.1	11.5	...	...	...	...	...	...
1991 Jun	133.4	10.9	...	...	...	...	...	...
1991 Jul	132.7	9.1	...	...	...	...	...	...
1991 Aug	133.0	8.0	...	...	...	...	...	...
1991 Sep	133.4	6.9	...	...	...	...	...	...
1991 Oct	134.7	6.4	...	...	...	...	...	...
1991 Nov	135.2	5.0	...	...	...	...	...	...
1991 Dec	135.8	4.4	...	...	...	...	...	...

Source: Central Statistical Office.
 Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.
 * Wages and salaries per unit of output.

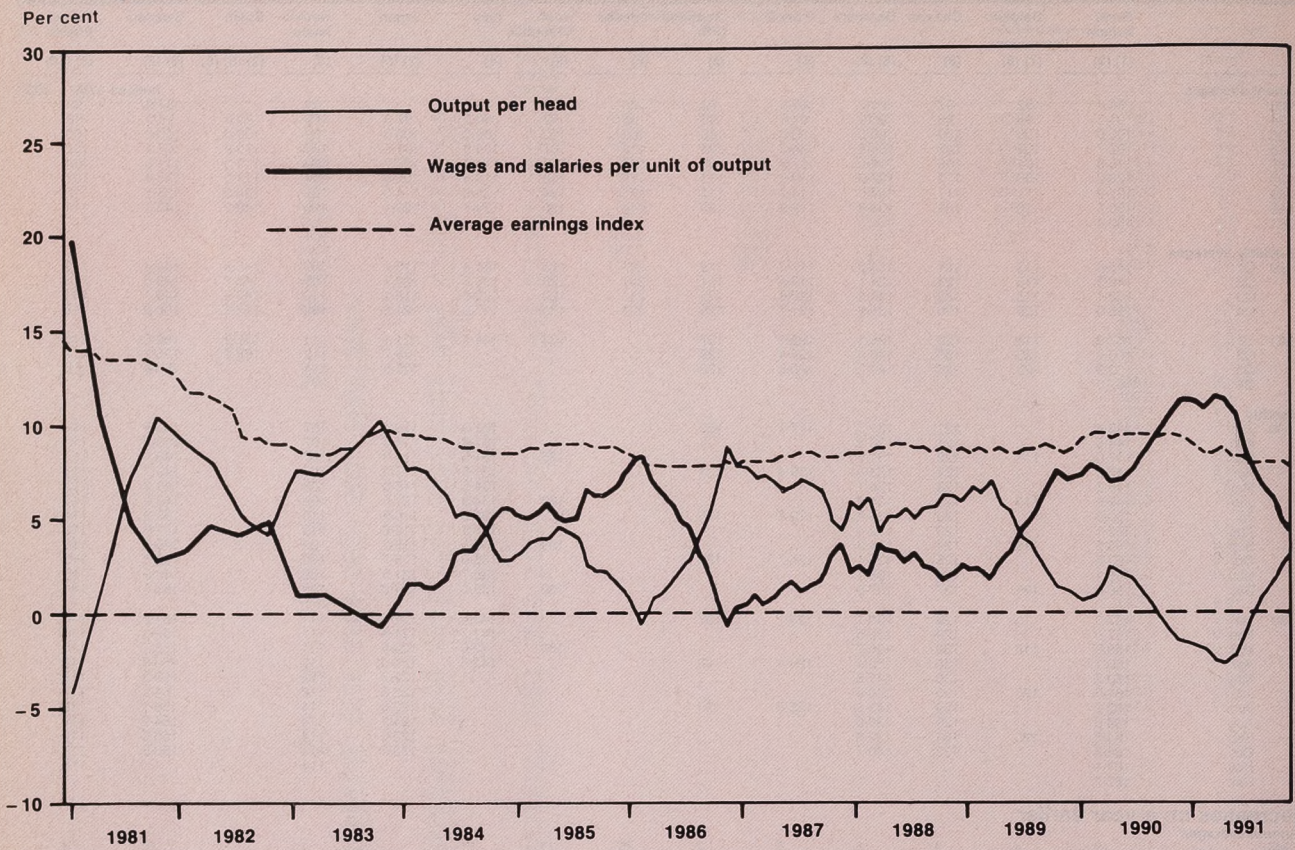
EARNINGS 5.9

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

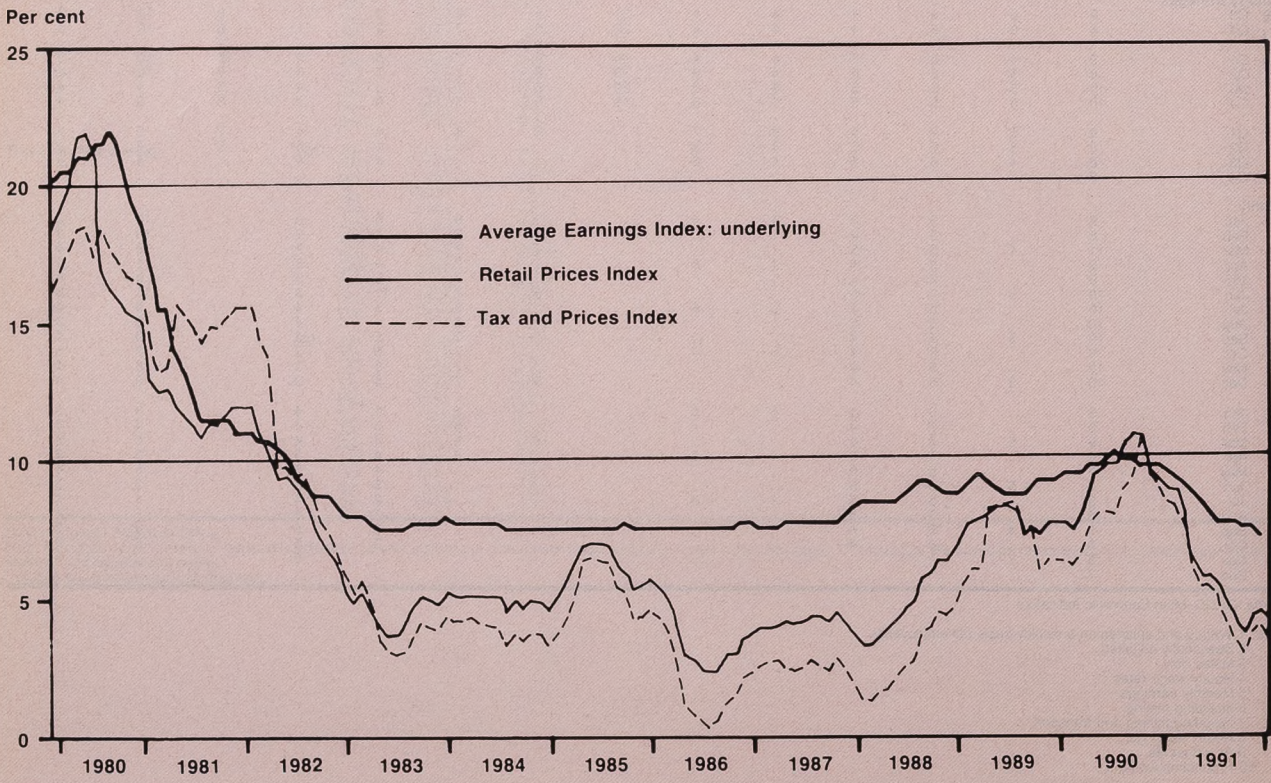
	THOUSAND													
	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
Annual averages														
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	94	94	90.9	84.9	92
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	117	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	123	133.8	119.9	123	210	130	134.7	120.1	109	148.2	148.5	114
1991	162.4	...	...	...	...	...	...	...	...	...	...	...	...	...
Quarterly averages														
1990 Q1	145.0	113	121	131.0	117.7	119	201	125	131.4	116.7	107	145.8	144.4	112
1990 Q2	148.3	116	123	134.1	119.4	124	207	128	133.6	120.7	109	145.7	149.6	113
1990 Q3	152.1	115	123	134.3	120.6	125	211	129	135.8	118.1	110	147.9	149.1	114
1990 Q4	155.0	120	126	135.9	121.7	126	224	130	137.9	121.8	109	152.7	150.9	115
1991 Q1	157.9	119	129	136.1	123.1	127	...	133	141.7	121.1	111	156.2	152.5	116
1991 Q2	160.9	120	130	140.9	124.4	128	...	...	...	125.7	112	158.2	155.1	117
1991 Q3	163.9	120	130	140.7	125.8	133	...	...	...	122.5	114	...	155.8	118
1991 Q4	167.0	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly														
1990 Jan	143.4	...	121	131.3	117.7	120	...	...	131.3	119.4	107	...	140.5	111
1990 Feb	144.8	...	121	130.3	...	...	...	...	131.4	114.6	107	...	145.7	112
1990 Mar	147.0	113	122	131.5	...	...	...	125	131.5	116.0	107	...	146.9	113
1990 Apr	146.6	...	122	133.4	119.4	121	...	...	131.5	117.0	109	...	149.7	113
1990 May	148.3	...	123	134.1	...	...	...	...	134.5	118.0	109	...	149.3	113
1990 Jun	149.9	116	123	134.7	...	...	...	...	134.8	127.0	109	...	149.9	114
1990 Jul	150.8	...	123	136.4	120.6	125	...	128	135.8	118.5	110	...	149.9	114
1990 Aug	152.1	...	123	132.4	...	...	...	...	135.8	116.6	110	...	147.5	113
1990 Sep	153.5	115	124	134.2	...	...	...	...	135.9	119.2	109	...	149.9	115
1990 Oct	153.6	...	125	135.1	121.7	126	...	...	135.9	119.7	109	...	149.3	115
1990 Nov	155.1	...	126	135.1	...	...	...	...	138.7	121.5	109	...	149.9	115
1990 Dec	156.2	120	127	137.6	...	...	...	...	139.0	124.0	109	...	153.5	116
1991 Jan	157.0	...	128	136.1	123.1	127	...	...	141.6	121.0	111	...	151.5	116
1991 Feb	157.9	...	129	135.5	...	...	...	...	141.7	121.4	111	...	152.1	116
1991 Mar	158.8	119	130	136.7	...	...	...	...	142.0	120.9	111	...	153.7	116
1991 Apr	160.1	...	130	139.9	124.4	128	...	...	142.5	121.5	112	...	153.9	117

C2 EARNINGS

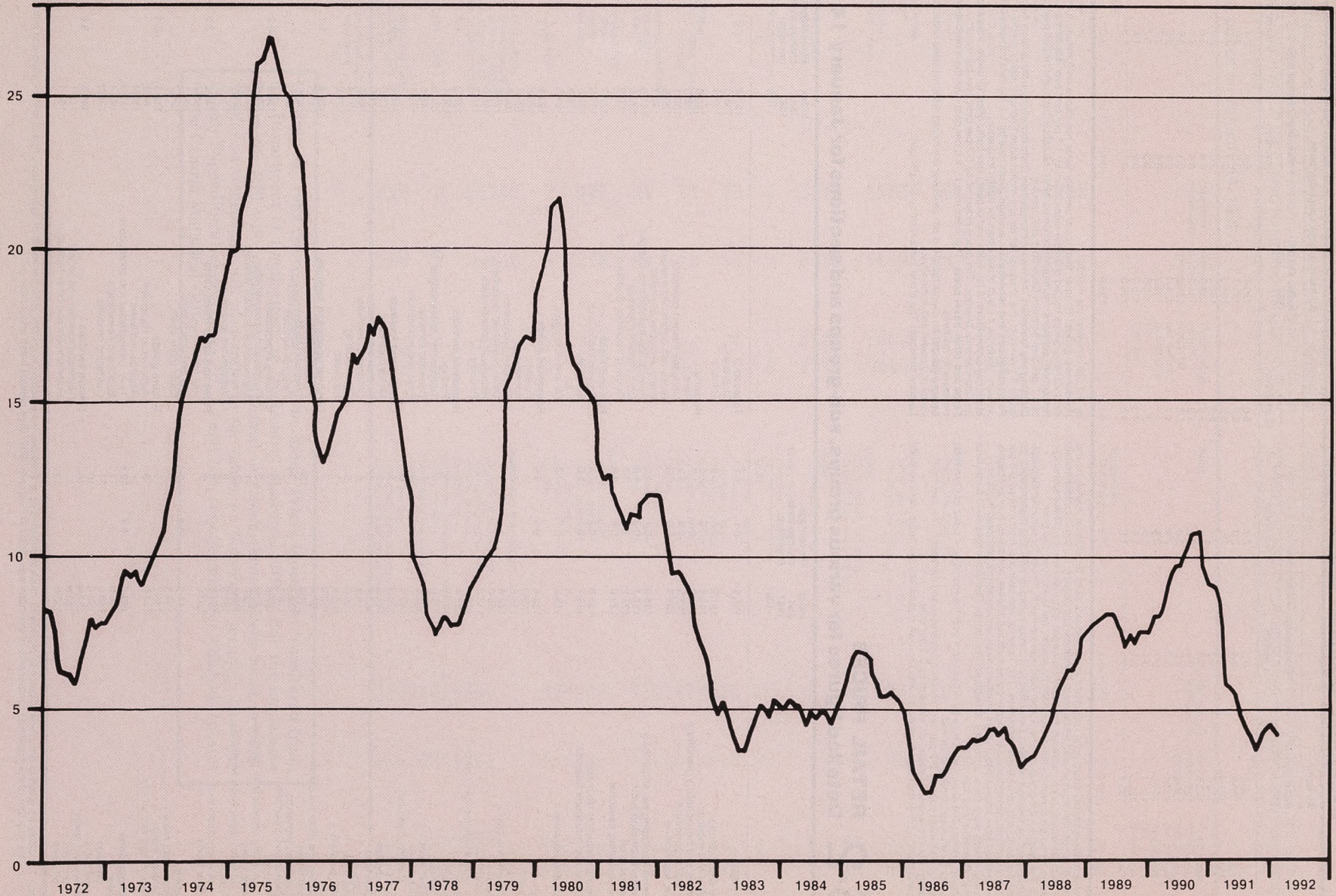
Earnings and output per head: manufacturing — increases over previous year



Earnings and prices: whole economy—increases over previous year



Per cent



MARCH 1992

EMPLOYMENT GAZETTE

S55

RETAIL PRICES INDEX
Increases over previous year



6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1991 Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4	
Feb	130.9	0.5	2.2	8.9	131.1	0.5	2.0	
Mar	131.4	0.4	1.6	8.2	131.6	0.4	1.4	
Apr	133.1	1.3	2.1	6.4	133.3	1.3	2.0	
May	133.5	0.3	2.7	5.8	133.8	0.4	2.6	
June	134.1	0.4	3.2	5.8	134.3	0.4	3.1	
July	133.8	-0.2	2.8	5.5	134.2	-0.1	2.9	
Aug	134.1	0.2	2.4	4.7	134.4	0.1	2.5	
Sep	134.6	0.4	2.4	4.1	135.2	0.6	2.7	
Oct	135.1	0.4	1.5	3.7	135.6	0.3	1.7	
Nov	135.6	0.4	1.6	4.3	135.9	0.2	1.6	
Dec	135.7	0.1	1.2	4.5	136.0	0.1	1.3	
1992 Jan	135.6	-0.1	1.3	4.1	135.9	-0.1	1.3	

There were exceptionally sharp price reductions in the January sales for clothing, footwear, and household goods. Petrol prices also fell between December and January but within motoring costs there were off-setting price increases for motor insurance and maintenance. There were also increases for house contents insurance, health insurance, rail fares, food and drink.

Food: The index for the group rose by 0.9 per cent over the month. Prices for seasonal food rose by 2.0 per cent on average between December and January, largely reflecting higher prices for home-killed lamb and some fresh vegetables. The index for non-seasonal food rose by 0.8 per cent over the month, mainly because of higher prices for bread, cheese, soft drinks, beef and bacon. However there were some special offers on other meats and some manufactured foods.

Catering: There were price increases throughout this group. The index rose by 0.4 per cent between December and January.

Alcoholic drinks: The group index rose by 0.7 per cent over the month as a result of Christmas discounts for off-sales coming to an end.

Tobacco: This index rose by 0.3 per cent between December and January.

Housing: Housing costs increased on average by 0.3 per cent.

Fuel and light: A fall in the cost of heating oil was the main reason why this group index reduced

by 0.2 per cent over the month.

Household goods: Sharper than usual January sales reductions on furniture, furnishings and electrical appliances helped push the index down by 1.7 per cent over the month.

Household services: Increase in house contents insurance premiums helped push the index up by 1.7 per cent between December and January.

Clothing and footwear: There were exceptionally sharp reductions in the January sales. The index fell by 5.1 per cent, the sharpest fall for any month since February 1921.

Personal goods and services: On average prices rose by 1.1 per cent between December and January, partly as a result of increases for health insurance.

Motoring expenditure: A fall in the cost of petrol was partly offset by dearer insurance premiums and maintenance charges. The group index fell by 0.2 per cent over the month.

Fares and other travel costs: The index rose by 2.0 per cent over the month mainly reflecting increases in rail fares.

Leisure goods: An overall fall of 0.4 per cent over the month reflected sales reductions for audio visual equipment and some toys.

Leisure services: The group index rose by 0.6 per cent.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for January 14

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
		ALL ITEMS	135.6		-0.1	4.1	137.4	0.3	16.2
Food and catering	131.9	0.8	5.6	138.0	1.7	16.2
Alcohol and tobacco	141.8	0.6	12.5	133.4	1.4	14.4
Housing and household expenditure	141.7	0.1	-1.7	156.0	0.3	-8.6
Personal expenditure	123.5	-2.8	4.1	158.3	1.1	11.1
Travel and leisure	132.9	0.0	8.2	188.1	-1.3	-13.1
All items excluding seasonal food	135.9	-0.1	4.2	120.9	-3.0	-30.0
All items excluding food	137.1	-0.2	4.2	174.1	1.7	17.1
Seasonal food	125.2	2.0	3.3	141.5	9	9
Food excluding seasonal	129.0	0.8	4.8	139.5	8	8
				190.6	7	7
All items excluding housing	131.6	-0.2	7.3	127.7	-0.2	5.0
All items exc mortgage interest	133.1	-0.1	5.6	117.5	4	4
				139.6	11	11
Consumer durables	113.2	-3.7	2.3	119.5	4	4
				104.5	-3.0	-3.0
Food	128.4	0.9	4.5	123.9	-1.7	6.2
Bread	133.3	2	2	123.6	5	5
Cereals	135.5	6	6	120.2	4	4
Biscuits and cakes	132.4	5	5	109.5	5	5
Beef	125.8	1	1	129.9	8	8
Lamb	113.3	2	2	140.6	9	9
of which, home-killed lamb	114.1	3	3	119.2	7	7
Pork	125.4	6	6	135.3	1.7	7.8
Bacon	135.6	6	6	138.1	10	10
Poultry	111.0	-5	-5	120.9	6	6
Other meat	121.8	-1	-1	146.8	9	9
Fish	127.7	3	3	143.1	8	8
of which, fresh fish	147.7	6	6	115.7	-5.1	1.3
Butter	126.3	5	5	115.0	0	0
Oil and fats	127.2	5	5	115.5	-2	-2
Cheese	126.7	5	5	104.9	1	1
Eggs	119.4	6	6	115.5	1	1
Milk fresh	135.9	5	5	131.4	8	8
Milk products	135.8	1	1	121.8	2	2
Tea	152.3	7	7	138.4	1.1	8.8
Coffee and other hot drinks	91.4	2	2	111.5	3	3
Soft drinks	151.6	13	13	142.5	9	9
Sugar and preserves	138.8	3	3	164.5	14	14
Sweets and chocolates	118.5	7	7	134.0	-0.2	9.1
Potatoes	126.8	7	7	127.4	9	9
of which, unprocessed potatoes	119.3	6	6	149.6	11	11
Vegetables	122.9	-1	-1	124.6	4	4
of which, other fresh vegetables	119.4	-3	-3	157.5	16	16
Fruit	132.6	8	8	140.9	2.0	7.7
of which, fresh fruit	134.8	8	8	150.7	7	7
Other foods	133.0	7	7	150.1	13	13
				128.2	5	5
Catering	144.3	0.4	9.2	119.3	-0.4	3.8
Restaurant meals	144.2	9	9	84.3	-3	-3
Canteen meals	146.2	10	10	110.4	6	6
Take-aways and snacks	143.5	9	9	119.3	4	4
				147.4	7	7
Alcoholic drink	143.9	0.7	10.9	136.3	7	7
Beer	148.0	11	11	145.5	0.6	11.3
on sales	150.0	11	11	118.1	6	6
off sales	134.0	10	10	162.1	13	13
Wines and spirits	137.9	10	10			
on sales	143.8	11	11			
off sales	133.6	10	10			
Tobacco				137.4	0.3	16.2
Cigarettes				138.0	1.7	16.2
Tobacco				133.4	1.4	14.4
Housing				156.0	0.3	-8.6
Rent				158.3	1.1	11.1
Mortgage interest payments				188.1	-1.3	-13.1
Rates and community charges				120.9	-3.0	-30.0
Water and other payments				174.1	1.7	17.1
Repairs and maintenance charges				141.5	9	9
Do-it yourself materials				139.5	8	8
Dwelling insurance & ground rent				190.6	7	7
Fuel and Light				127.7	-0.2	5.0
Coal and solid fuels				117.5	4	4
Electricity				139.6	11	11
Gas				119.5	4	4
Oil and other fuels				104.5	-3.0	-3.0
Household goods				123.9	-1.7	6.2
Furniture				123.6	5	5
Furnishings				120.2	4	4
Electrical appliances				109.5	5	5
Other household equipment				129.9	8	8
Household consumables				140.6	9	9
Pet care				119.2	7	7
Household services				135.3	1.7	7.8
Postage				138.1	10	10
Telephones, telemessages, etc				120.9	6	6
Domestic services				146.8	9	9
Fees and subscriptions				143.1	8	8
Clothing and footwear				115.7	-5.1	1.3
Men's outerwear				115.0	0	0
Women's outerwear				104.9	1	1
Children's outerwear				115.5	1	1
Other clothing				131.4	8	8
Footwear				121.8	2	2
Personal goods and services				138.4	1.1	8.8
Personal articles				111.5	3	3
Chemists' goods				142.5	9	9
Personal services				164.5	14	14
Motoring expenditure				134.0	-0.2	9.1
Purchase of motor vehicles				127.4	9	9
Maintenance of motor vehicles				149.6	11	11
Petrol and oil				124.6	4	4
Vehicles tax and insurance				157.5	16	16
Fares and other travel costs				140.9	2.0	7.7
Rail fares				150.7	7	7
Bus and coach fares				150.1	13	13
Other travel costs				128.2	5	5
Leisure goods				119.3	-0.4	3.8
Audio-visual equipment				84.3	-3	-3
Records and tapes				110.4	6	6
Toys, photographic and sport goods				119.3	4	4
Books and newspapers				147.4	7	7
Gardening products				136.3	7	7
Leisure services				145.5	0.6	11.3
Television licences and rentals				118.1	6	6
Entertainment and other recreation				162.1	13	13

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

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on January 14 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below. It is only possible to calculate a meaningful average price for

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 January 14, 1992

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed				Soft 500g tub	390	46	35-85
Best beef mince	400	160	108-199	Low fat spread	393	47	43-50
Topside	405	276	228-309	Other fats			
Brisket (without bone)	332	195	169-219	Lard, per 250g	388	18	16-22
Rump steak *	402	359	285-399	Cheese			
Stewing steak	401	179	150-219	Cheddar type	376	165	139-199
Lamb: home-killed				Eggs			
Loin (with bone)	361	230	195-289	Size 2 (65-70g), per dozen	352	126	110-146
Shoulder (with bone)	360	122	94-151	Size 4 (55-60g), per dozen	289	107	98-120
Leg (with bone)	366	207	179-279	Milk			
Lamb: imported (frozen)				Pasteurised, per pint	437	33	28-34
Loin (with bone)	328	190	129-289	Skimmed, per pint	367	33	28-33
Leg (with bone)	315	166	139-189	Tea			
Pork: home-killed				loose, per 125g	409	61	46-81
Leg (foot off)	343	156	110-198	Tea bags, per 250g	409	156	78-161
Belly *	373	118	89-138	Coffee			
Loin (with bone)	393	193	139-209	Pure, instant, per 100g	846	130	99-165
Shoulder (with bone)	343	144	129-174	Ground (filter fine), per 8oz	379		

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink				
					All	Seasonal food	Non-seasonal food						
										Weights	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
Weights	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70				
1974	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82				
1975	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81				
1976	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83				
1977	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85				
1978	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77				
1979	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82				
1980	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79				
1981	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77				
1982	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78				
1983	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75				
1984	1,000	810	970.3-973.2	87 Dec-Jan	190	26.8-29.7	160.3-163.2	45	75				
1985	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82				
1986	1,000	815	973.3-976.0	60 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82				
1974)	108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7				
1975)	134.8	135.3	134.5	134.5	133.3	129.8	134.3	132.4	135.2				
1976)	157.1	156.4	156.5	156.5	159.9	177.7	156.8	157.3	159.3				
1977)	182.0	179.7	181.5	181.5	208.1	197.0	189.1	185.7	183.4				
1978)	197.1	195.2	197.8	197.8	227.3	203.8	180.1	207.8	196.0				
1979)	223.5	222.2	224.1	224.1	246.7	228.3	211.1	231.7	239.9				
1980)	263.7	265.9	265.3	265.3	307.9	255.9	224.5	262.0	261.8				
1981)	295.0	299.9	296.9	296.9	368.0	277.5	244.7	283.9	318.0				
1982)	320.4	326.2	322.0	322.0	417.6	299.3	276.9	303.5	341.7				
1983)	335.1	342.4	337.1	337.1	440.9	308.8	282.8	313.8	364.0				
1984)	351.8	358.9	353.1	353.1	454.9	326.1	319.0	327.8	390.8				
1985)	373.2	383.2	375.4	375.4	478.9	336.3	314.1	340.9	413.3				
1986)	385.9	396.4	387.9	387.9	496.6	347.3	314.1	350.0	439.5				
1975 Jan 14	119.9	120.4	120.5	120.5	119.9	118.3	106.6	121.1	118.7				
1976 Jan 13	147.9	147.9	147.6	147.6	147.9	148.3	158.6	146.6	149.0				
1977 Jan 18	172.4	169.3	170.9	170.9	198.7	183.1	214.8	177.1	173.3				
1978 Jan 17	189.5	187.6	190.2	190.2	220.1	196.1	173.9	200.4	199.5				
1979 Jan 16	207.2	204.3	207.3	207.3	234.5	217.5	207.6	219.5	218.7				
1980 Jan 15	245.3	245.5	246.2	246.2	274.7	244.8	248.9	267.8	241.4				
1981 Jan 13	277.3	280.3	279.3	279.3	348.9	266.7	225.8	274.7	307.5				
1982 Jan 12	310.6	314.6	311.5	311.5	387.0	296.1	297.5	329.7	321.8				
1983 Jan 11	325.9	332.6	328.5	328.5	441.4	301.8	256.8	310.3	353.7				
1984 Jan 10	342.6	348.9	343.5	343.5	445.8	319.8	321.3	319.8	378.5				
1985 Jan 15	359.8	367.8	361.8	361.8	465.9	330.6	306.9	335.6	401.8				
1986 Jan 14	379.7	390.2	381.9	381.9	489.7	341.1	322.8	344.9	426.7				
1987 Jan 13	394.5	405.6	396.4	396.4	502.1	354.0	347.3	355.9	454.8				

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal	Non-seasonal †		
Weights	1,000	833	974	843	956	57	139	167	26	141	46	76
1987	1,000	837	975	840	958	54	141	163	25	138	50	78
1988	1,000	846	977	825	940	46	135	154	23	131	49	83
1989	1,000	842	976	815	925	—	132	158	24	134	47	77
1990	1,000	849	976	808	924	—	128	151	24	127	47	77
1987 Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988	106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	109.6	109.6	106.9
1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	116.5	112.9	109.9
1990	126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991	133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	139.1	139.2	139.2
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988 Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	106.4	103.7	103.7
1989 Jan 17	111.0	111.2	111.2	108.5	109.4	110.9	104.5	107.4	103.2	113.1	109.9	109.9
1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
Feb 13	120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	118.7	116.7	121.8	117.1
Mar 13	121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	117.3	122.4	117.8
Apr 10	125.1	126.3	125.1	117.6	121.1	—	111.0	118.8	123.4	118.0	123.9	121.5
May 15	126.2	126.3	126.3	118.8	122.1	—	111.6	120.1	123.6	119.4	125.0	123.8
June 12	126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	118.3	120.3	125.9	124.3
July 17	126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7	127.1	125.8
Aug 14	128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4	127.7	126.7
Sept 11	129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8	129.1	127.4
Oct 16	130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	111.8	123.0	130.0	128.2
Nov 13	130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
1991 Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
Feb 12	130.9	132.2	131.5	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
Mar 12	131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.5
Apr 16	133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	139.3
May 14	133.5	135.1	133.8	128.5	130.2	—	116.0	126.6	126.2	126.2	139.1	140.1
Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9
Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	127.3	131.4	141.2	142.6
Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.2
Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.6
Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	126.8	121.3	127.8	143.2	143.4
Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0	143.7	142.9
1992 Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9

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

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	Weights													
									1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
									43	124	52	64	91	63	135	54					
46	108	53	70	89	71	149	52														
46	112	56	75	84	74	140	57														
46	112	58	83	82	71	139	54														
48	113	60	84	80	70	140	56														
44	120	59	84	82	69	143	59														
40	124	59	69	84	74	151	52														
36	135	62	65	81	75	152	66														
41	144	62	64	77	72	154	65														
39	137	69	64	74	75	159	63														
36	149	65	69	70	76	158	65														

6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

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

UNITED KINGDOM	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
Sept 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6
Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8
Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.6
1992 Jan 14	4.1	4.5	9.2	10.9	16.2	-8.6	5.0	6.2	7.8	1.3	8.8	9.1	7.7	3.8	11.3

Notes: See notes under table 6-7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5

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

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services		
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													
JAN 15, 1974 = 100													
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5		
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3		
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1		
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0		
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7					
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS													
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6		
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1		
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8		
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4		
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5					
GENERAL INDEX OF RETAIL PRICES													
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9		
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3		
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3		
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5		
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8					
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													
JAN 13, 1987 = 100													
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	102.8	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	109.1	107.9	108.7	109.3	103.3
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	115.1	114.9	116.2	106.1
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	111.2
1991	127.4	126.1	139.2	137.4	130.2	124.5	123.9	126.7	119.7	143.6	135.0	134.3	119.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS													
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.6	112.1
1991	127.8	126.2	138.9										

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg	
1985=100												
Annual averages												
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3	
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2	
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7	
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1	
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0	
1991	141.2	129.1P	114.6	124.1	110.7	264.7	145.0	120.0	121.3	140.2P	112.4	
Monthly												
1991 Jan	137.6	126.4	113.4	122.5	108.8	244.9	142.2	118.4	119.6	136.3	111.2	
Feb	138.4	126.9	113.8	122.8	109.1	245.3	142.0	118.6	119.6	137.5	111.4	
Mar	138.9	127.2	113.3	123.0	109.0	249.7	142.5	118.7	119.6	138.3	111.6	
Apr	140.7	128.0	113.4	123.3	109.5	258.3	142.8	119.1	120.6	138.8	111.2	
May	141.1	128.4	113.8	124.1	109.9	259.3	143.2	119.4	120.6	139.3	111.7	
Jun	141.8	128.9	114.3	124.4	110.5	264.3	143.6	119.7	120.6	140.0	111.9	
Jul	141.5	129.5	114.9	124.0	111.5	264.1	145.4	120.2	122.2	140.4	112.5	
Aug	141.8	129.8	115.3	124.2	111.5	263.5	146.0	120.4	122.2	140.9	112.8	
Sep	142.3	130.4R	115.2	124.9	111.7	273.8	147.1	120.6	122.2	141.6R	113.1	
Oct	142.8	131.0	115.6	125.1	112.0	279.8	148.1	121.1	123.0	142.3R	113.4	
Nov	143.4	131.5P	115.9	125.7	112.5	284.6	148.3	121.5	123.0	143.4P	114.0	
Dec	143.5	131.7P	115.7	125.3	112.6	289.1	148.4	121.6P	123.0	143.8P	114.1	
1992 Jan	143.2											
Increases on a year earlier												
Annual averages												
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1	
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3	
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1	
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5	
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3	
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7	
1991	5.9	5.0P	3.2	2.4	3.5	18.9	6.0	3.0	3.1	6.4P	3.1	
Monthly												
1991 Jan	9.0	5.6	3.9	2.5	2.8	21.7	6.8	3.5	3.1	6.3	3.0	
Feb	8.9	5.5	4.0	2.6	2.7	21.8	6.0	3.5	2.5	6.4	3.2	
Mar	8.2	5.3	3.3	2.4	2.5	19.5	5.9	3.2	2.5	6.6	3.5	
Apr	6.4	5.0	2.9	2.6	2.8	21.5	5.9	3.2	3.1	6.6	2.9	
May	5.8	5.0	3.2	2.5	3.0	18.4	6.2	3.2	3.1	6.7	3.2	
Jun	5.8	5.1	3.6	2.9	3.5	18.1	6.2	3.3	3.1	6.6	3.3	
Jul	5.5	5.3	3.8	2.9	4.4	18.3	6.1	3.4	3.5	6.7	3.8	
Aug	4.7	4.9	3.5	2.1	4.1	17.4	6.0	3.0	3.5	6.3	3.6	
Sep	4.1	4.6	2.5	1.8	3.9	17.9	5.8	2.6	3.5	6.3R	3.2	
Oct	3.7	4.3P	2.2	1.8	3.5	17.6	5.5	2.5	3.6	6.0R	2.4	
Nov	4.3	4.8P	2.8	2.3	4.2	17.9	5.8R	3.0	3.6	6.1P	2.6	
Dec	4.5	4.8P	2.8	2.3	4.2	17.8	5.5	3.1P	3.6	6.2P	2.6	
1992 Jan	4.1											

Source: Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupiers' shelter costs varies, reflecting both differences in housing markets and methodologies. Within the EC, only Ireland and the UK include mortgage interest payments directly. Of the other ten members there are six—France, Italy, Greece, Denmark, Luxembourg, Portugal—which include no direct measure of owner-occupiers' shelter costs. The other four members—Germany (FR), Netherlands, Belgium, Spain—take account of owner-occupiers' shelter costs using rental equivalents. Among other major developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their Consumer Prices Indices.

RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
1985=100											
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1	
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7	
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1	
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7	
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4	
1991	108.4	190.3	126.6	110.4P	119.8	115.0	140.0	147.8	132.6	131.4	
Monthly											
1991 Jan	106.0	181.4	125.2	109.3R	117.0	112.9	137.8	142.4	130.9	130.2	
Feb	106.1	184.6	125.4	109.0R	118.1	113.7	138.3	146.3	131.6	130.2	
Mar	106.8	185.6	125.5	109.5R	118.1	114.0	139.3	146.9	131.7	130.7	
Apr	107.2	187.1	125.7	110.2	118.4	114.1	139.7	147.7	132.2	130.7	
May	107.4	189.5	126.1	110.7	119.4	114.2	139.9	147.8	132.8	131.3	
Jun	107.5	191.1	126.5	110.3	119.9	114.9	140.0	147.6	132.7	131.9	
Jul	109.0	191.7	126.7	110.2	120.0	116.2	140.2	147.6	132.7	132.0	
Aug	109.4	192.9	127.1	110.4	120.6	117.0	140.1	147.5	132.8	132.1	
Sep	110.1	193.0	127.6	110.6	120.8	116.1	141.1	149.1	133.0	131.9	
Oct	110.5	194.3	127.8	111.8R	120.9	115.7	141.1	149.7	133.3	131.7	
Nov	110.7	195.9	128.1	112.0	122.4	115.9	141.2	150.4	133.4	132.2	
Dec	110.6	196.9	128.2	112.2P	122.1	115.7	141.2	150.1	133.0	131.6	
1992 Jan											
Increases on a year earlier											
Annual averages											
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2	
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2	
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4	
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0	
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0	
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	10.5	6.1	4.8	
1991	3.9	11.4	4.2	3.3P	5.8	3.3	3.4	9.4	4.2	5.6	
Monthly											
1991 Jan	3.4	12.9	5.7	4.0	5.5	3.4	4.0	10.0	4.9	6.8	
Feb	3.1	12.3	5.3	3.6	6.2	3.3	4.0	12.6	5.0	6.2	
Mar	3.4	12.2	4.9	3.6	5.8	3.5	3.5	9.9	4.8	6.3	
Apr	3.3	11.8	4.9	3.4	5.8	3.3	3.8	10.7	4.6	6.3	
May	3.4	12.0	5.0	3.4	6.3	3.3	3.8	10.1	4.6	6.2	
Jun	3.6	12.6	4.7	3.4	6.5	3.8	3.5	10.1	4.2	6.3	
Jul	4.7	12.1	4.4	3.5	6.6	3.6	3.5	9.0	4.1	5.8	
Aug	4.7	11.4	3.8	3.3	6.0	3.7	3.3	8.2	3.7	5.8	
Sep	4.6	10.2	3.4	2.7	5.7	3.2	3.3	8.1	3.3	5.4	
Oct	4.5	9.8	2.9	2.7R	5.1	2.7	2.5	7.8	3.2	4.4	
Nov	4.8	9.9	3.0	3.1	5.5	3.3R	2.6	8.0R	3.3	4.2	
Dec	4.9	9.6	3.1	2.5P	5.2	3.1	2.9	7.9	3.9	3.8	
1992 Jan											

8.1 TOURISM Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All tourism-related industries
	661	662	663	665, 667	977, 979	
Self-employed*						
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1269.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	376.2	1454.6
Dec	296.6	336.3	144.5	282.1	335.8	1395.0
1990 Mar	294.1	326.3	140.9	278.8	337.7	1377.7
June	306.0	338.8	142.3	317.6	387.4	1492.1
Sept	310.1	338.3	144.9	320.8	380.9	1495.0
Dec	301.6	333.3	150.0	285.6	346.6	1417.1
1991 Mar	285.1	317.9	145.3	271.2	337.4	1356.9
June	293.8	325.2	144.9	297.9	379.4	1441.3
Sept	296.1	319.1	144.0	300.1	386.5	1445.7
CHANGES: Sept 1990-1991 no. (thousands)	-14.0	-19.2	-0.9	-20.7	5.6	-49.3
Percentage	-4.5	-5.7	-0.6	-6.5	1.5	-3.3

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

Year	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990 P	1991
no. (thousands)	163	159	159	187	190	211	200	204	191	191	191
Percentage											

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

8.2 TOURISM Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
1990	7,785		9,916		-2,131	
Percentage change 1990/1989	+12		+6			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990 Q1	1,374	2,034	1,698	2,490	-324	-456
Q2	1,858	1,941	2,531	2,521	-673	-580
Q3	2,822	1,912	3,752	2,408	-930	-495
Q4	1,731	1,898	1,935	2,498	-204	-600
1991 P Q1	1,158	1,702	1,614	2,387	-456	-685
Q2	1,753	1,851	2,426	1,517	-673	-666
Q3 (e)	2,635	1,787	3,975	2,556	-1,340	-769
1990 Jan	489	641	584	862	-95	-221
Feb	400	732	486	814	-85	-81
Mar	485	661	629	814	-144	-153
Apr	537	629	697	829	-161	-200
May	618	682	731	839	-157	-157
June	704	630	1,102	854	-399	-223
July	942	645	1,092	834	-150	-189
Aug	1,020	623	1,396	819	-376	-111
Sept	860	644	1,264	755	-404	-214
Oct	678	613	991	828	-313	-214
Nov	532	689	527	843	+5	-154
Dec	521	596	417	828	+104	-231
1991 P Jan	421	570	522	800	-101	-230
Feb	295	550	457	788	-162	-238
Mar	442	582	634	799	-192	-217
Apr	491	601	755	956	-265	-355
May	611	659	711	823	-101	-164
June	652	591	960	738	-308	-147
July (e)	845	584	1,130	872	-285	-288
Aug (e)	990	600	1,490	837	-500	-237
Sept (e)	800	603	1,355	847	-555	-244
Oct (e)	650	610	1,050	889	-400	-279
Nov (e)	575	730	570	870	+5	-140

(e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.
Source: International Passenger Survey.

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,021		3,749	10,645	3,627
1990 Q1	3,319	4,663	603	2,029	687
Q2	4,525	4,363	1,097	2,570	859
Q3	6,305	4,447	1,325	3,668	1,311
Q4	3,872	4,547	724	2,378	770
1991 P Q1	2,855	3,888	411	1,896	548
Q2	4,302	4,232	780	2,806	716
Q3 (e)	5,840	4,183	1,020	3,670	1,150
1990 Jan	1,183	1,513	222	689	272
Feb	966	1,593	149	632	185
Mar	1,170	1,557	232	709	229
Apr	1,404	1,390	234	955	215
May	1,480	1,508	386	782	312
June	1,642	1,466	477	833	332
July	2,205	1,518	466	1,312	427
Aug	2,309	1,409	488	1,323	498
Sept	1,731	1,520	371	1,034	386
Oct	1,535	1,509	346	872	316
Nov	1,210	1,540	210	764	237
Dec	1,127	1,499	168	742	217
1991 P Jan	1,025	1,312	181	601	243
Feb	792	1,310	90	570	132
Mar	1,038	1,266	140	725	172
Apr	1,306	1,388	188	932	186
May	1,486	1,491	267	964	255
June	1,511	1,353	326	910	275
July (e)	1,950	1,372	360	1,220	370
Aug (e)	2,210	1,364	370	1,440	400
Sept (e)	1,680	1,447	290	1,010	380
Oct (e)	1,520	1,499	310	920	290
Nov (e)	1,310	1,646	180	930	200

Notes: See table 8.2.

TOURISM 8.4 Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,510		914	18,944	1,752
1986	24,949		1,167	21,905	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990	31,182		2,349	25,817	3,016
1990 Q1	5,274	7,919	371	4,070	833
Q2	8,225	7,741	626	6,897	702
Q3	11,485	7,553	782	9,850	853
Q4	6,198	7,968	569	5,000	628
1991 P Q1	5,182	7,665	379	4,119	684
Q2	7,932	7,699	612	6,640	679
Q3 (e)	11,490	7,717	820	9,820	850
1990 Jan	1,811	2,755	124	1,363	324
Feb	1,534	2,593	101	1,227	206
Mar	1,929	2,572	146	1,480	303
Apr	2,537	2,634	170	2,100	267
May	2,470	2,610	191	2,042	237
June	3,218	2,498	265	2,755	198
July	3,395	2,539	220	2,897	278
Aug	4,288	2,537	286	3,713	288
Sept	3,803	2,477	275	3,240	288
Oct	3,094	2,632	303	2,546	245
Nov	1,886	2,835	133	1,540	213
Dec	1,217	2,502	133	914	170
1991 P Jan	1,709	2,640	133	1,296	280
Feb	1,447	2,469	92	1,190	164
Mar	2,027	2,556	154	1,632	241
Apr	2,674	2,976	187	2,213	274
May	2,340	2,477	176	1,966	197
June	2,918	2,246	249	2,460	208
July (e)	3,360	2,604	210	2,920	230
Aug (e)	4,350	2,582	330	3,720	300
Sept (e					

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	Great Britain	Scotland	Wales
	December	December	December
Enterprise Allowance Scheme †	41,731	1,174	2,602

Note: Community industry figures which were formerly provided in Table 9.2 are no longer being published as they now form part of Youth Training.
 † Includes participants in receipt of allowances at 6 January 1992 excluding new start up in Scotland from April 1991.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, December 7 1991 to January 3 1992 †	1,432
Registered as disabled on April 17, 1991 ‡	368,276

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

REGULARLY PUBLISHED statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB	M (Q)	Mar 92:	1-1	Average earnings: non-manual employees	M (A)	Mar 92:	5-5
Quarterly series		May 91:	269	Manufacturing			
Labour force estimates, projections				International comparisons	M	Mar 92:	5-9
Employees in employment				Agriculture	A	May 90:	253
Industry: GB				Coal-mining	A	May 90:	253
All industries: by division, class or group	Q	Feb 92:	1-4	Over-time and short-time: manufacturing			
: time series, by order group	M	Mar 92:	1-2	Latest figures: industry	M	Mar 92:	1-11
Manufacturing: by division, class or group	M	Mar 92:	1-3	Regions: summary	Q	Mar 92:	1-13
Occupation				Hours of work: manufacturing	M	Mar 92:	1-12
Administrative, technical and clerical in manufacturing	A	Dec 91:	1-10				
Local authorities manpower	Q	Jan 92:	1-7				
Region: GB				Output per head			
Sector: numbers and indices	Q	Feb 92:	1-5	Output per head: quarterly and annual indices	M (Q)	Mar 92:	1-8
Self-employed: by region		Apr 90:	224	Wages and salaries per unit of output			
: by industry		Apr 90:	222	Manufacturing index, time series	M	Mar 92:	5-8
Census of Employment				Quarterly and annual indices	Q	Mar 92:	5-8
UK and regions by industry (Sept 1989)		Apr 91:	209				
GB and regions by industry (Sept 1989)		May 91:	308	Labour costs			
International comparisons		Feb 92:	1-9	Survey results 1988	Quadrennial	Sept 90:	431
Apprentices and trainees	Q	Feb 92:	1-9	Per unit of output	Q	Mar 92:	5-7
Manufacturing industries: by industry	D	Aug 89:	1-14				
: by region	D	Aug 89:	1-15	Retail prices			
Employment measures	M	Mar 92:	9-2	General index (RPI)			
Registered disabled in the public sector	A	Feb 91:	81	Latest figures: detailed indices	M	Mar 92:	6-2
Labour turnover in manufacturing	D	Mar 90:	1-6	: percentage changes	M	Mar 92:	6-2
Trade union membership	A	June 91:	337	Recent movements and the index excluding seasonal foods	M	Mar 92:	6-4
				Main components: time series and weights	M	Mar 92:	6-4
				Changes on a year earlier: time series	M	Mar 92:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	May 92:	6-6
				Group indices: annual averages	M (A)	May 92:	6-7
				Revision of weights	A	June 91:	351
				Food prices	M	Mar 92:	6-3
				London weighting: cost indices	D	May 82:	287
				International comparisons	M	Mar 92:	6-8
				Household spending			
				All expenditure: per household	Q	Jan 91:	7-1
				: per person	Q	Jan 91:	7-1
				Composition of expenditure			
				Quarterly summary	Q	Jan 91:	7-2
				In detail	Q (A)	Jan 91:	7-3
				Household characteristics	Q (A)	Jan 91:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Mar 92:	4-1
				: time series	M	Mar 92:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Mar 92:	4-1
				Annual: Detailed	A	July 90:	337
				Prominent stoppages	A	July 90:	344
				Main causes of stoppage			
				Cumulative	M	Mar 92:	4-1
				Latest year for main industries	A	July 90:	341
				Size of stoppages	A	July 90:	342
				Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
				Tourism			
				Employment in tourism: by industry			
				Time series GB	M	Mar 92:	8-1
				Overseas travel: earnings and expenditure	M	Mar 92:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Mar 92:	8-3
				Visits abroad by UK residents	M	Mar 92:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Jan 92:	8-5
				Visits abroad by country visited	Q	Jan 92:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 92:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Jan 92:	8-8
				Visitor nights	Q	Jan 92:	8-9
				YTS			
				Entrants: regions	D	Oct 90:	9-1
				Regional aid			
				Selective Assistance by region	Q	Jan 92:	9-5
				Selective Assistance by region and company	Q	Jan 92:	9-6
				Development Grants by region	Q	Feb 92:	9-7
				Development Grants by region and company	Q	Feb 92:	9-8

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

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or

so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those who in their main employment work on

their own account, whether or not they have any employees. Second occupations classified as self-employed are not included.

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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



Photo: Joanne O'Brien/Format

Economic activity and qualifications: results from the Labour Force Survey

This article presents information from the 1990 Labour Force Survey about relationships between the qualifications people hold and their participation in the labour market.

Key findings

Information from the Labour Force Survey (LFS) shows that in Great Britain:

- The proportion of people of working age¹ holding a qualification of any sort rose steadily in recent years, from 54 per cent in spring 1981 to 70 per cent in spring 1990: there were increases, too, in the corresponding proportions of just those people who were qualified at higher levels.
- The differences between the proportions of young men and young women under 25 with qualifications above A-level, or with A-level or equivalent qualifications, were much narrower than the corresponding differences between older men and women: in 1990, young women aged 20-24 were more than twice as likely as those aged 25 or over to hold A-level or equivalent qualifications.
- The ethnic minority communities contained a slightly higher proportion than the White population (15 per cent against 14 per cent, for the years 1988-90²) of graduates³ and people with teaching, nursing and other qualifications above A-level: these communities also contained a higher proportion than the White group (37 per cent against 32 per cent) of people without qualifications.
- There was generally a higher proportion of people in employment the higher the qualification held, with for example 89 per cent of graduates and just 62 per cent of unqualified people in employment in 1990: economic activity rates also tended to be higher among the better qualified groups, ranging from 91 per cent for graduates to 70 per cent for people without qualifications.
- In spring 1990, 17 per cent of people in employment were graduates: there were, however, much higher concentrations of graduates among employed people from Greater London (23 per cent) and among people with managerial or professional jobs (27 per cent).
- Many of the unemployed possessed no qualifications, but in 1990 54 per cent of unemployed men and 62 per cent of unemployed women (using the ILO definition of unemployment, as explained below) reported holding educational or vocational qualifications of some kind, often at the higher levels.
- Rates of unemployment were well above average among people without qualifications, 20 and 15 per cent in 1990 for those aged 20-24 and 25-34 for example, twice the overall rates for these age groups: further, once unemployed, unqualified people were more likely than others to remain out of work for long periods.
- At each qualification level, the rates of unemployment for the years 1988-90 was higher in the ethnic minority communities than among White people, for example 17 per cent compared to 12 per cent for the unqualified: recent trends, however, have shown a measure of convergence since 1984-86 in the unemployment rates for the ethnic minority and White populations, at all levels of qualification.
- In spring 1990, some 2.2 million people were receiving job-related training which led to a qualification (or credit), while a similar number were undertaking other job-related training: young people who received training, especially those under 25, were very much more likely than their older counterparts to be working towards a qualification as part of that training.

CONVENTIONS

The following standard symbols are used:

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

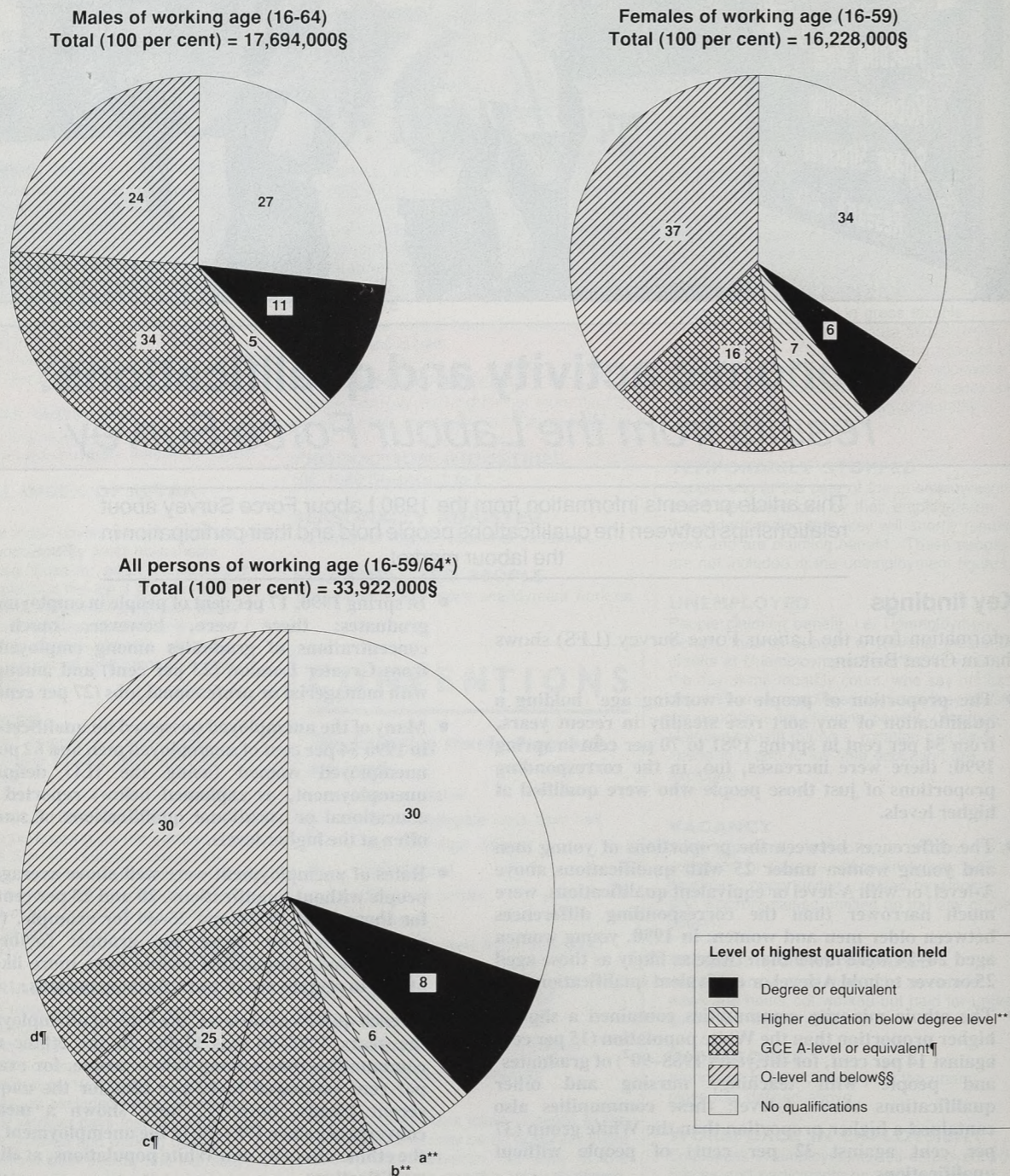
Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown. Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change etc by users, this does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

Most of the results presented in this article are based on the 1990 LFS, but a selection of results for other

years is also included so that trends can be illustrated. The article updates and expands material reported previously in

Figure 1 Highest qualification held, by sex

Great Britain, spring 1990
Per cent



* The upper age limit is 64 for males and 59 for females.
 § Numbers shown include those not stating highest qualification held, but percentages are based on totals which exclude this group.
 ** The pie chart for all persons of working age shows within this group (a) teaching and (b) nursing qualifications, accounting for 1 and 2 per cent respectively.
 † The pie chart for all persons of working age shows within this group (c) City and Guilds qualifications and (d) trade apprenticeships completed, accounting for 9 and 6 per cent respectively.
 §§ Includes GCE O-level or equivalent, CSE and 'other qualifications'.

Source: LFS estimates (see also table 1)



In spring 1990 some 2.2 million people were receiving job-related training which led to a qualification.

Photo: Brenda Prince/Format

Employment Gazette, particularly in 'Economic activity and qualifications', October 1988, pp 549-563 but also in other recent special features. Details of these previous analyses, together with information about the LFS, appear in the Technical note. In addition, the article includes a section on National Vocational Qualifications (NVQs) and their Scottish equivalents (SVQs), which are not yet identified directly in the LFS.

The main statistical analyses are displayed in reference tables at the end of this article (tables 1-14), but key results are highlighted in summary tables included in the commentary (tables A-J) and in illustrative charts (figures 1-11). The principal focus is on the levels of highest qualification held by groups of people with different demographic and labour market characteristics, but towards the end some material is introduced on qualifications being aimed for by people receiving job-related training.

In line with current practice, estimates are not shown in the tables where they are based on small samples, and results relating to unemployment (and to economic inactivity) are based on the internationally recognised ILO definition rather than the claimant count: see Technical note. Further, estimates relating to ethnic origin are based on averages of LFS results over three years, since these produce more reliable estimates for ethnic minority groups than do data for a single year⁴.

Highest qualification held

The basic distribution of qualification levels in the population is illustrated in figure 1, with a more detailed breakdown by level and age provided in table 1. Across the population of all working ages, men were much more likely than women to be graduates, 11 per cent in spring 1990 compared with 6 per cent, or to possess A-level or equivalent qualifications (34 per cent against 16 per cent) including City and Guilds and completed apprenticeships. Nearly three-quarters of all women (compared to about half the men) held qualifications only below A-level or not at all.

The analysis by age shown in table 1 (and summarised in table A) indicates that the differences between the proportions of men and women with qualifications above A-level, or with A-level or equivalent qualifications, were markedly narrower among men and women under 25 than they were among older people. As an example of this convergence, the proportion of 20-24 year old women who held A-level or equivalent qualifications (30 per cent: table A) was more than twice that for women aged 25 or over (13 per cent)—even though many more of the younger age group will not have reached their eventual highest level of qualification—whereas for men the corresponding proportion for 20-24 year olds (39 per cent) was much closer to the figure for those aged 25 or over (35 per cent).

Table A Highest qualification held, by sex and age: spring 1990

Persons of working age (16-59/64†)	Great Britain Per cent					
	Aged 16-19		Aged 20-24		Aged 25-59/64†	
	Males	Females	Males	Females	Males	Females
All (millions = 100 per cent)**	1.5	1.5	2.2	2.1	14.0	12.6
Higher education above A-level (including degrees)	*	*	11	10	18	15
GCE A-level or equivalent	21	17	39	30	35	13
O-level and below‡	51	57	32	46	20	33
No qualifications	28	26	18	15	28	38

* Less than 10,000 in cell: estimate not shown.
 † The upper age limit is 64 for males and 59 for females.
 ** Includes those not stating highest qualification held.
 ‡ Includes those with GCE O-level or equivalent qualifications, CSE or 'other qualifications'.

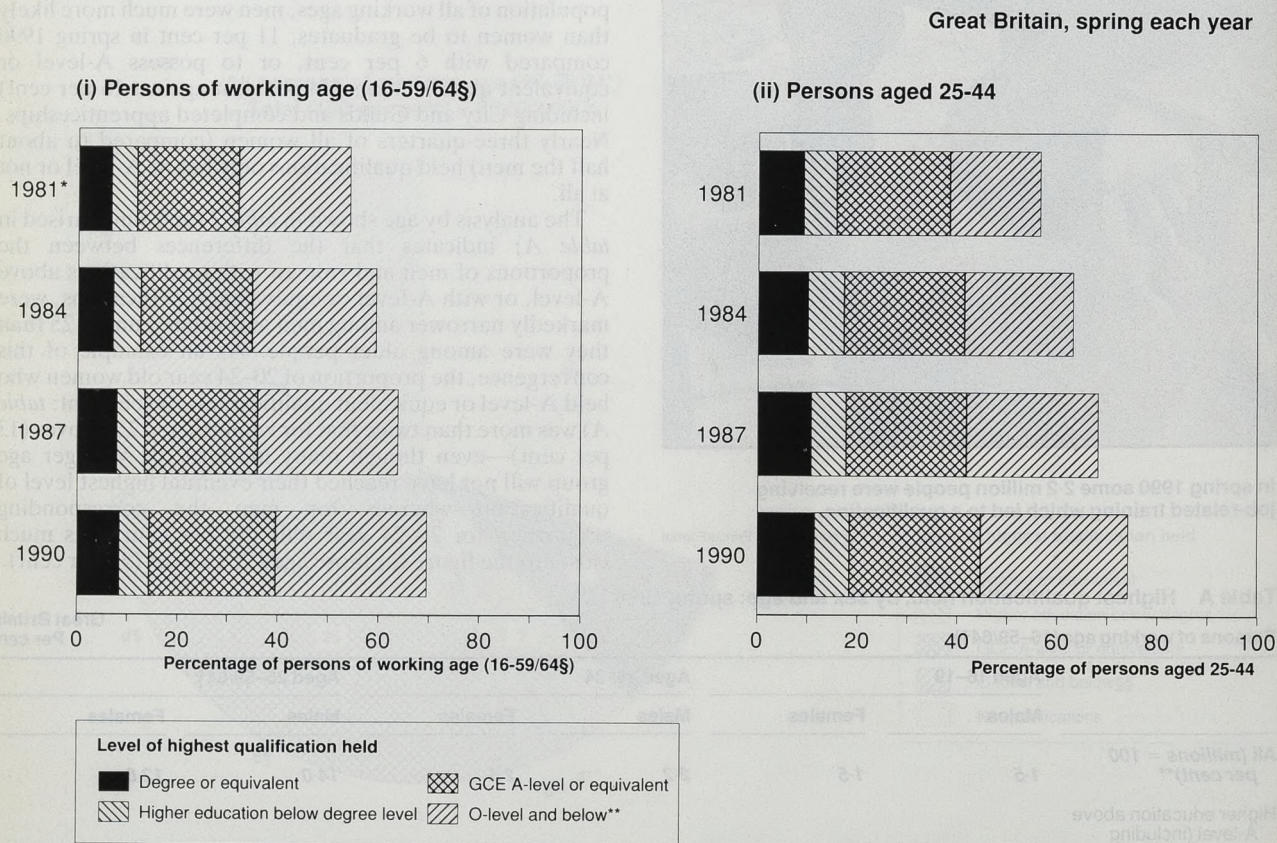
Source: LFS estimates (see also table 1)

A general pattern emerging from the analysis is that of younger people tending to be better qualified than older people. This is seen, for example, in the numbers of people without qualifications: overall, 30 per cent of the working age population had no qualifications, some 10 million people, but about half of these were aged 45 or over. Likewise, the proportion of graduates was significantly higher in the 25-44 age group (11 per cent) than it was among people aged 45 or over (7 per cent).

Trends

The trend analysis in figure 2 shows that the proportion of people of working age with a qualification of some sort rose steadily in recent years, from 54 per cent in 1981 to 70 per cent in 1990, and similar trends are apparent for just those holding qualifications at higher levels. Figure 2 also shows the corresponding trend analysis for just those people in the prime 25-44 age range: the general pattern is similar to that for the working age population as a whole, although the changes over time are more pronounced in the case of the proportion of 25-44 year olds holding a qualification of any sort. Fuller information on trends is set out in table 2, which also provides a regional dimension and an age breakdown for 1990.

Figure 2 Highest qualification held, for (i) persons of working age and (ii) persons aged 25-44, over time since 1981



* See footnote to table 2 on comparability of data for 1981 with those of 1984 and later years

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

** Includes GCE O-level or equivalent, CSE and 'other qualifications'.

Source: LFS time series estimates (see also table 2)

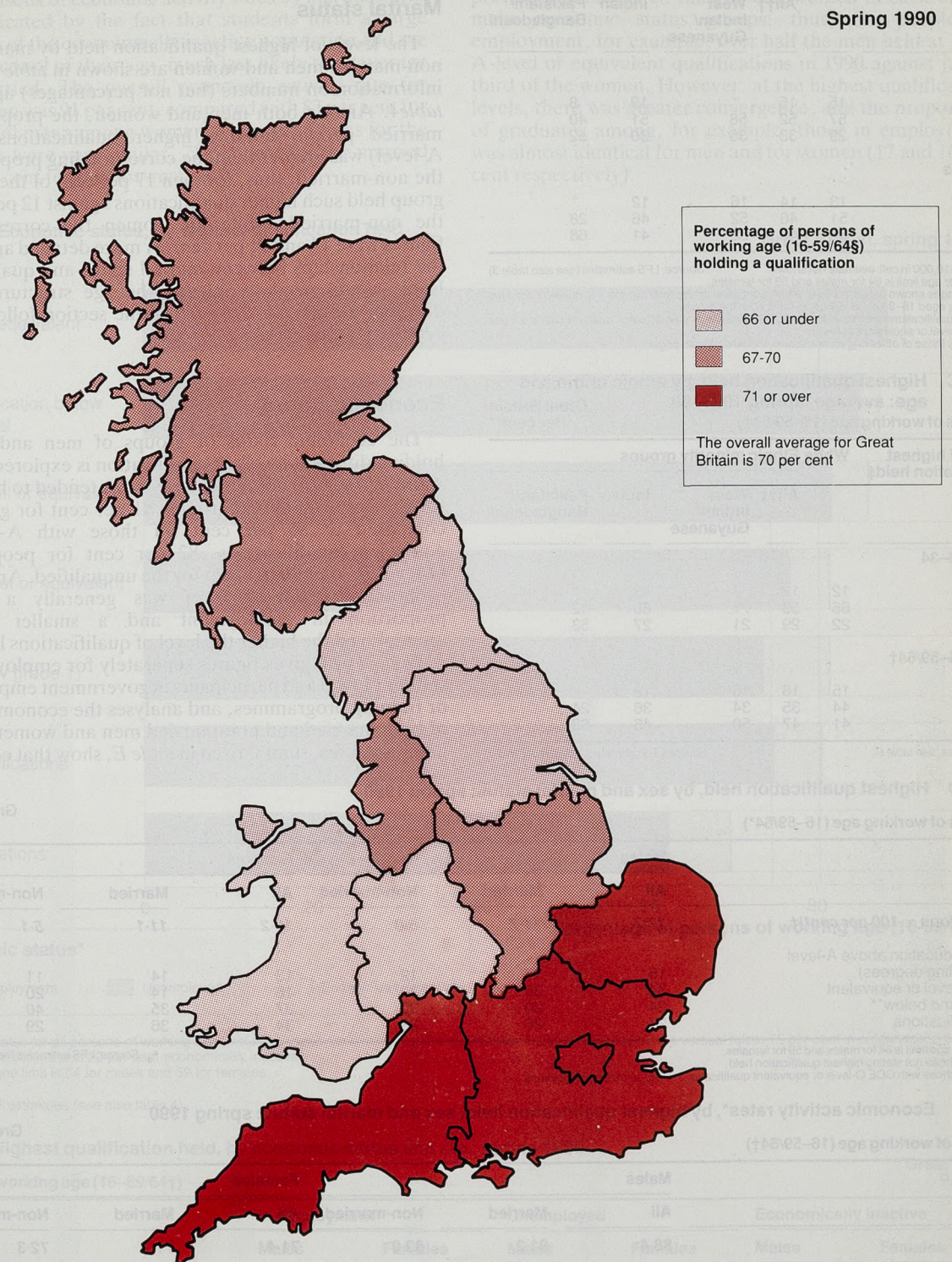
Regional analysis

Figure 3 encapsulates the regional picture in very broad terms: the overall proportion of people holding a qualification is seen to be higher in the south. Table 2 shows that the population of Greater London contained the highest proportion of graduates (15 per cent in 1990), and that this proportion for the rest of the South East (10 per cent) was the only other regional figure above the national average. The proportion of people with A-level or equivalent qualifications was significantly higher in Scotland (34 per cent) than in the rest of the country⁵.

Ethnic origin

The levels of highest qualification held by people of different ethnic origin in the three years 1988-90 are explored in table 3 and summarised in tables B and C. The ethnic minority population contained a slightly greater than average proportion of people with higher qualifications (that is, graduates and those with sub-degree qualifications such as those in teaching or nursing), particularly among women of West Indian origin and men of Indian origin, and also among older people. At the same time, the ethnic minority groups had a higher than average proportion of people without qualifications: this was

Figure 3 Percentage holding a qualification, by region*



* The standard regions (and countries) of Great Britain shown are as listed in table 2.
 § The upper age limit is 64 for males and 59 for females.

Source: LFS estimates (see also table 2).

Note: The Shetland Islands are not shown on this map due to space considerations.

Table B Highest qualification held, by ethnic origin and sex: average, spring 1988-90
Persons of working age (16-59/64†)

Level of highest qualification held‡	Ethnic minority groups				Great Britain Per cent**
	All††	West Indian/Guyanese	Indian	Pakistani/Bangladeshi	
Males					
Higher	15	15	*	19	8
Other	57	52	58	51	40
None	29	33	36	30	52
Females					
Higher	13	14	16	12	*
Other	51	46	52	46	28
None	36	40	32	41	68

* Less than 10,000 in cell: estimate not shown. Source: LFS estimates (see also table 3)
† The upper age limit is 64 for males and 59 for females.
** Percentages shown for each ethnic origin are based on the total numbers of males or females (or of those aged 16-34 or 35-59/64, in table C) in the group.
‡ 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower.
†† Includes those of other origins not shown, including Mixed origin.

Table C Highest qualification held, by ethnic origin and age: average, spring 1988-90
Persons of working age (16-59/64†)

Level of highest qualification held‡	Ethnic minority groups				Great Britain Per cent**
	All††	West Indian/Guyanese	Indian	Pakistani/Bangladeshi	
Aged 16-34					
Higher	12	12	7	13	*
Other	66	59	71	60	42
None	22	29	21	27	53
Aged 35-59/64†					
Higher	15	18	16	18	*
Other	44	35	34	36	24
None	41	47	50	46	68

For footnotes, see table B. Source: LFS estimates (see also table 3).

Table D Highest qualification held, by sex and marital status: spring 1990

Persons of working age (16-59/64*)	Great Britain Per cent					
	Males			Females		
	All	Married	Non-married	All	Married	Non-married
All (millions = 100 per cent)†	17.7	11.7	6.0	16.2	11.1	5.1
Higher education above A-level (including degrees)	15	17	12	13	14	11
GCE A-level or equivalent	34	36	30	16	14	20
O-level and below**	24	20	30	37	35	40
No qualifications	27	26	28	34	36	29

* The upper age limit is 64 for males and 59 for females.
† Includes those not stating highest qualification held.
** Includes those with GCE O-level or equivalent qualifications, CSE or 'other qualifications'. Source: LFS estimates (see also table 4).

Table E Economic activity rates*, by highest qualification held, sex and marital status: spring 1990

Persons of working age (16-59/64†)	Great Britain Per cent					
	Males			Females		
	All	Married	Non-married	All	Married	Non-married
All**	88.4	91.2	83.0	71.4	71.1	72.3
Higher education above A-level (including degrees)	94.1	95.3	90.8	83.8	81.8	89.0
GCE A-level or equivalent	90.9	93.4	85.0	75.7	75.0	76.6
O-level and below‡	90.4	93.9	85.8	75.2	73.3	78.9
No qualifications	80.6	83.7	75.0	60.7	63.2	53.8

* The economic activity rate is the percentage of a relevant population (for example, non-married females of working age holding GCE A-level or equivalent qualifications) who are economically active, either in employment or unemployed.
† The upper age limit is 64 for males and 59 for females.
‡ Includes those not stating highest qualification held.
** Includes those with GCE O-level or equivalent qualifications, CSE or 'other qualifications'. Source: LFS estimates (see also tables 4 and 6).

particularly true for those aged 45 and over, for people of Pakistani or Bangladeshi origin, and for women of Indian origin.

Marital status

The levels of highest qualification held by married and non-married men and women are shown in table D: more information on numbers (but not percentages) appears in table 4. Among both men and women, the proportion of married people holding higher qualifications (above A-level) was greater than the corresponding proportion of the non-married: thus, for men 17 per cent of the married group held such higher qualifications against 12 per cent of the non-married, while for women the corresponding figures were 14 and 11 per cent. A more detailed analysis of the relationships between marital status and qualification levels would need to involve the age structure of the different groups, as also seen in the section following on economic activity rates.

Economic status

The economic status of groups of men and women holding different levels of qualification is explored in table 4 and figure 4. Economic activity rates tended to be higher for the better qualified groups: 91 per cent for graduates compared to 86 per cent for those with A-level or equivalent qualifications, 82 per cent for people with O-level and just 70 per cent for the unqualified. Among the economically active, there was generally a greater proportion in employment and a smaller number unemployed the higher the level of qualifications held.

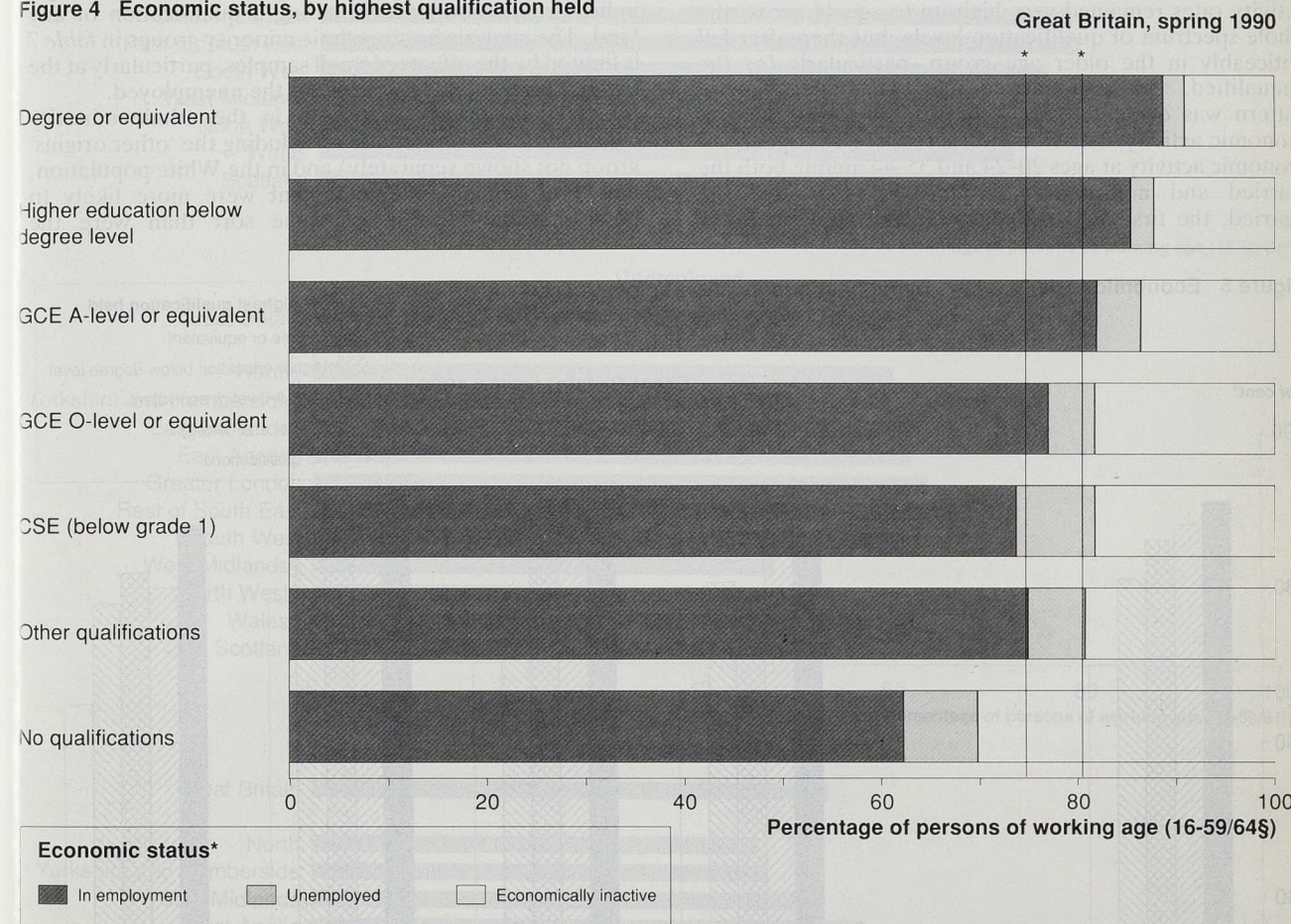
Table 4 also gives figures separately for employees, the self-employed and participants in government employment or training programmes, and analyses the economic status of both married and non-married men and women. These latter analyses, summarised in table E, show that economic

activity rates were higher for married men than for non-married men at all qualification levels, whereas non-married women—apart from those without qualifications—had higher activity rates than the corresponding groups of married women.

Comparisons of economic activity rates by marital status are complicated by the fact that students form a large proportion of the economically inactive population and are also, on account of their age, much less likely than average to be married. The overall economic activity rate for married men was 91 per cent, compared with 83 per cent for non-married men: among women, the overall rates for the two groups were very similar, 71 per cent for the married and 72 per cent for the non-married⁶.

The inverse relationship showing the distribution of highest qualifications held by men and women in different economic status groups is summarised in table F (for spring 1990) and explored further in the trend analysis of table 5. In broad terms, higher levels of qualification were more prevalent among men than among women in each of the main economic status groups: thus, for people in employment, for example, over half the men held at least A-level or equivalent qualifications in 1990 against just a third of the women. However, at the highest qualification levels, there was greater convergence, and the proportion of graduates among, for example, those in employment was almost identical for men and for women (17 and 16 per cent respectively).

Figure 4 Economic status, by highest qualification held



* Economic status for all persons of working age (including those not stating highest qualification held) is indicated by the vertical rules: 75 per cent in employment, 5 per cent unemployed and 20 per cent economically inactive.
§ The upper age limit is 64 for males and 59 for females.

Source: LFS estimates (see also table 4)

Table F Highest qualification held, by economic status and sex: spring 1990

Persons of working age (16-59/64†)	Great Britain Per cent					
	In employment		Unemployed		Economically inactive	
	Males	Females	Males	Females	Males	Females
All (millions = 100 per cent)†	14.6	10.8	1.1	0.8	2.0	4.6
Higher education above A-level (including degrees)	17	16	5	8	8	8
GCE A-level or equivalent	36	17	25	16	27	13
O-level and below**	24	39	24	38	20	32
No qualifications	23	28	46	38	45	47

* The upper age limit is 64 for males and 59 for females.
† Includes those not stating highest qualification held.
** Includes those with GCE O-level or equivalent qualifications, CSE or 'other qualifications'. Source: LFS estimates (see also table 5)

The unemployed and the economically inactive populations contained greater proportions of unqualified people (43 and 46 per cent respectively in 1990) than the employed group (25 per cent), but table 5 shows that these higher proportions have themselves fallen steadily in recent years. Six per cent of the unemployed and 8 per cent of the economically inactive held higher qualifications (above A-level) in 1990: these proportions were little changed from the corresponding figures for 1984 and 1987.

Economic activity, marital status and age

Economic activity rates by level of qualification, shown for married and non-married men and women as a whole in the economic status analysis of table 4, are set out additionally by age in table 6. For married men, economic activity rates remained very high up to age 44 across the whole spectrum of qualification levels, but thereafter fell noticeably in the older age group, particularly for the unqualified. For non-married men, a similar general pattern was evident, but at consistently lower rates of economic activity. For women, there were twin peaks of economic activity at ages 20-24 and 35-44 among both the married and non-married groups: however, for the married, the first of these peaks did not apply at lower

qualification levels, while for the non-married it did not apply at higher levels of qualification (where a single peak at age 25-34 was found instead).

The overall analysis of economic activity by qualification level and age is seen in figure 5: within each of the age groups shown, there is a clear tendency for economic activity to be greater at the higher levels of qualification, although the detailed progressions are not totally smooth⁷.

Qualifications, economic status and ethnic origin

Table 7 shows the levels of highest qualification of employed, unemployed and economically inactive men and women from different ethnic groups (for the three years 1988-90) and table 8 brings out the key findings by reducing the qualifications distribution to a single indicator, the proportion holding a qualification of any kind. The analysis for the ethnic minority groups in table 7 is limited by the effects of small samples, particularly at the higher qualification levels and for the unemployed.

Table 8 suggests that both in the ethnic minority communities (taken together, including the 'other origins' group not shown separately) and in the White population, men and women in employment were more likely to possess a qualification of some sort than were the

unemployed and the economically inactive: in line with key findings already noted. However, there were distinctive relativities in the different ethnic populations, with economically inactive men and unemployed women from

the ethnic minority groups both containing proportions of qualified people (65 per cent) that were somewhat higher than the figures found in corresponding groups from the White population.

Figure 6 Highest qualification held, by region and economic status

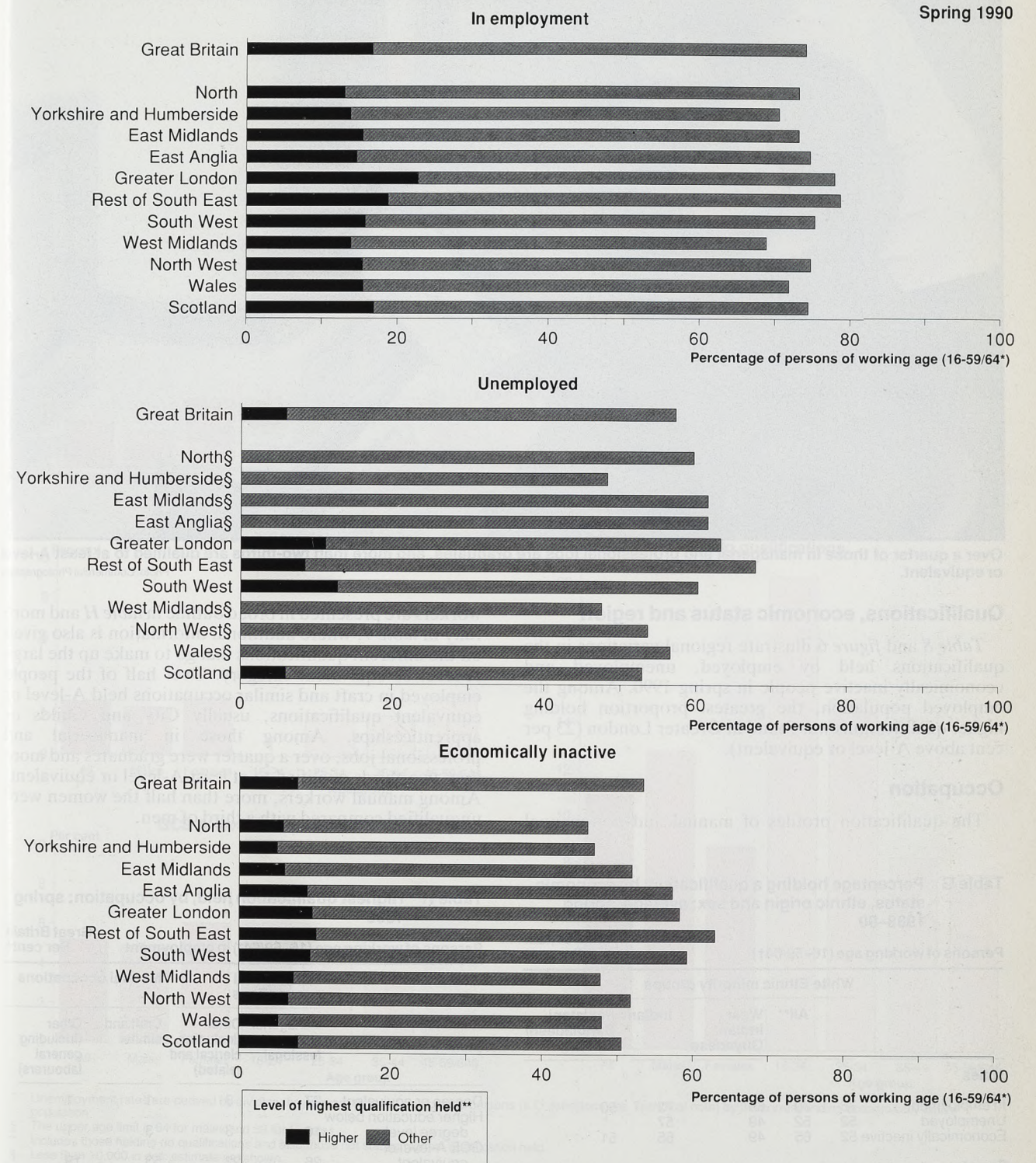
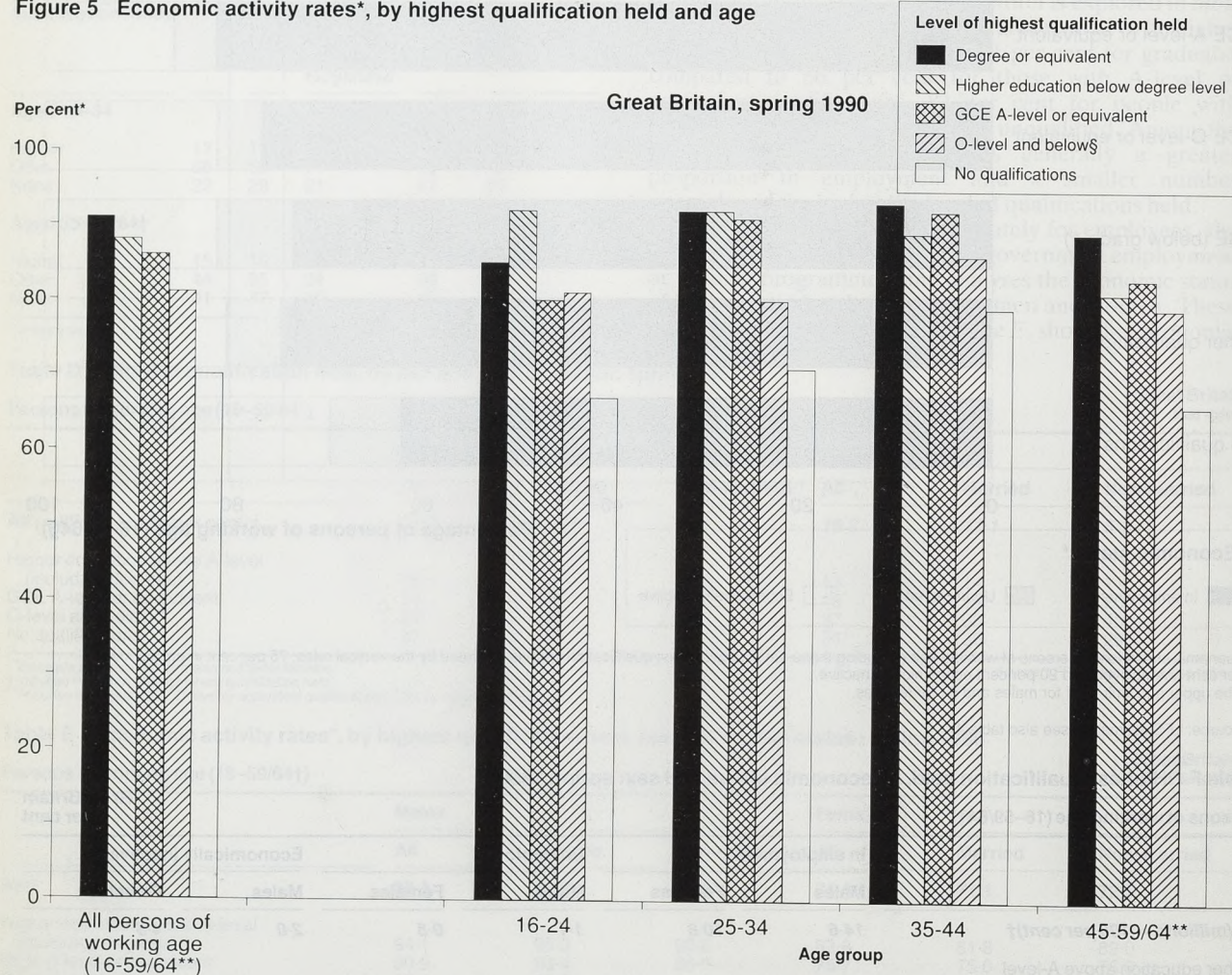


Figure 5 Economic activity rates*, by highest qualification held and age



* The economic activity rate is the percentage of a relevant population (for example, persons aged 35-44 holding no qualifications) who are economically active, either in employment or unemployed.

§ Includes GCE O-level or equivalent, CSE and 'other qualifications'.

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

Source: LFS estimates see also table 6)

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

§ In some regions fewer than 10,000 unemployed held 'higher' qualifications: where this is so, the percentage illustrated relates to all holding a qualification, without the subdivision by level of such qualification.

** 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower.

Source: LFS estimates (see table 8)



Over a quarter of those in managerial and professional jobs are graduates, and more than two-thirds are qualified to at least A-level or equivalent.

Photo: Commercial Photographers

Qualifications, economic status and region

Table 8 and figure 6 illustrate regional variations in the qualifications held by employed, unemployed and economically inactive people in spring 1990. Among the employed population, the greatest proportion holding higher qualifications was found in Greater London (23 per cent above A-level or equivalent).

Occupation

The qualification profiles of manual and non-manual

workers are presented in broad outline in table H and more fully in table 9, where additional information is also given on the different qualifications that go to make up the large A-level or equivalent category. Over half of the people employed in craft and similar occupations held A-level or equivalent qualifications, usually City and Guilds or apprenticeships. Among those in managerial and professional jobs, over a quarter were graduates and more than two-thirds qualified to at least A-level or equivalent. Among manual workers, more than half the women were unqualified compared with a third of men.

Table G Percentage holding a qualification, by economic status, ethnic origin and sex: average, spring 1988-90

Persons of working age (16-59/64†)	Great Britain Per cent			
	All**	West Indian/Guyanese	Indian	Pakistani/Bangladeshi
Males				
In employment	76	70	69	72
Unemployed	52	52	49	57
Economically inactive	52	65	49	65
Females				
In employment	70	71	71	68
Unemployed	59	65	69	57
Economically inactive	52	46	60	46

Source: LFS estimates (see also table 7)

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

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

** Includes those of other origins not shown, including Mixed origin.

Table H Highest qualification held, by occupation: spring 1990

Persons of working age (16-59/64*) in employment	Great Britain Per cent†			
	Non-manual occupations		Manual occupations	
	Managerial and professional	Other (including clerical and related)	Craft and similar	Other (including general labourers)
Degree or equivalent	27	3	1	1
Higher education below degree level	16	3	3	1
GCE A-level or equivalent	26	22	53	19
GCE O-level or equivalent	14	37	9	15
CSE (below grade 1)	2	6	5	6
Other qualifications	5	9	4	10
No qualifications	11	20	25	47

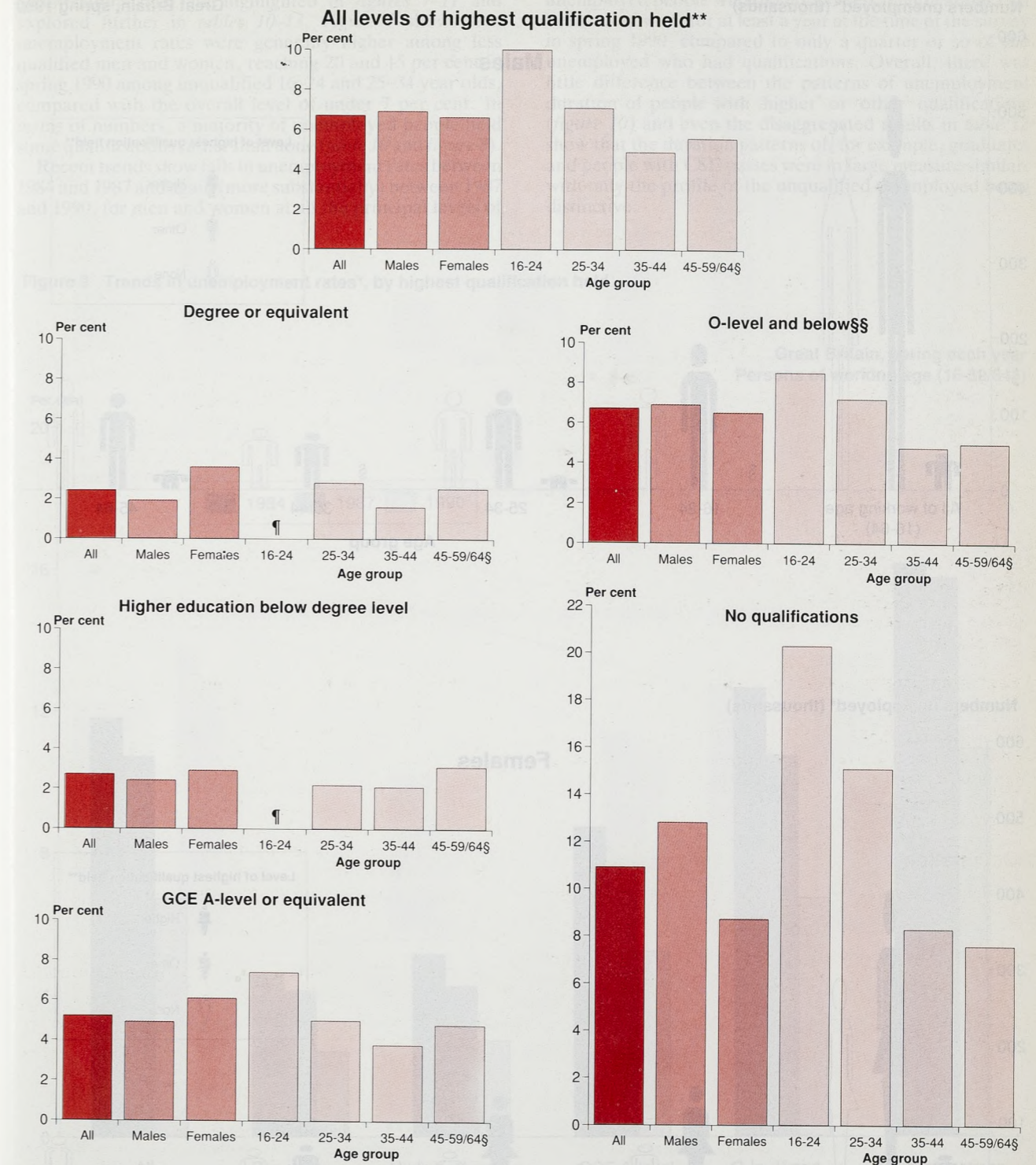
Source: LFS estimates (see also table 9)

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

† Percentages shown for each occupation group are based on the total number in that group.

Figure 7 Unemployment rates*, by highest qualification held and (i) sex and (ii) age

Great Britain, spring 1990
Persons of working age (16-59/64§)



* Unemployment rates are derived by dividing the relevant total of unemployed persons (ILO definitions see Technical note) by the corresponding economically active population.

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

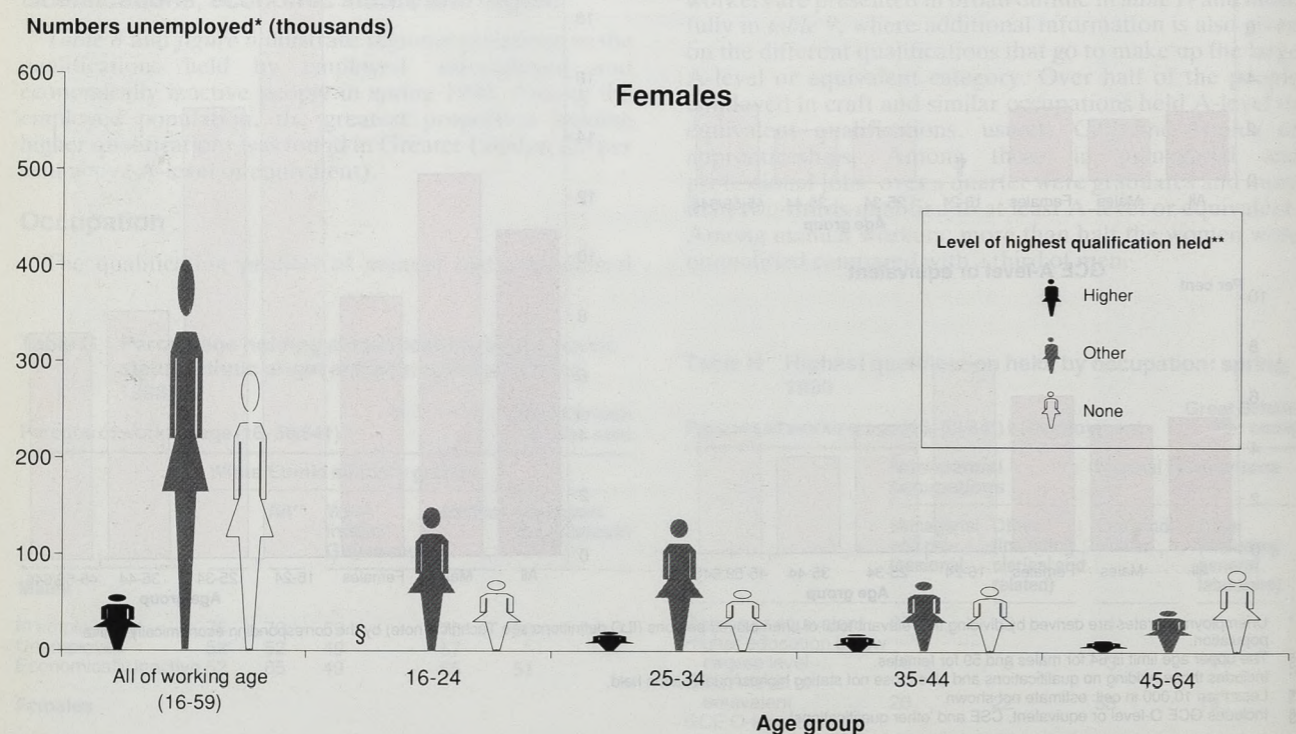
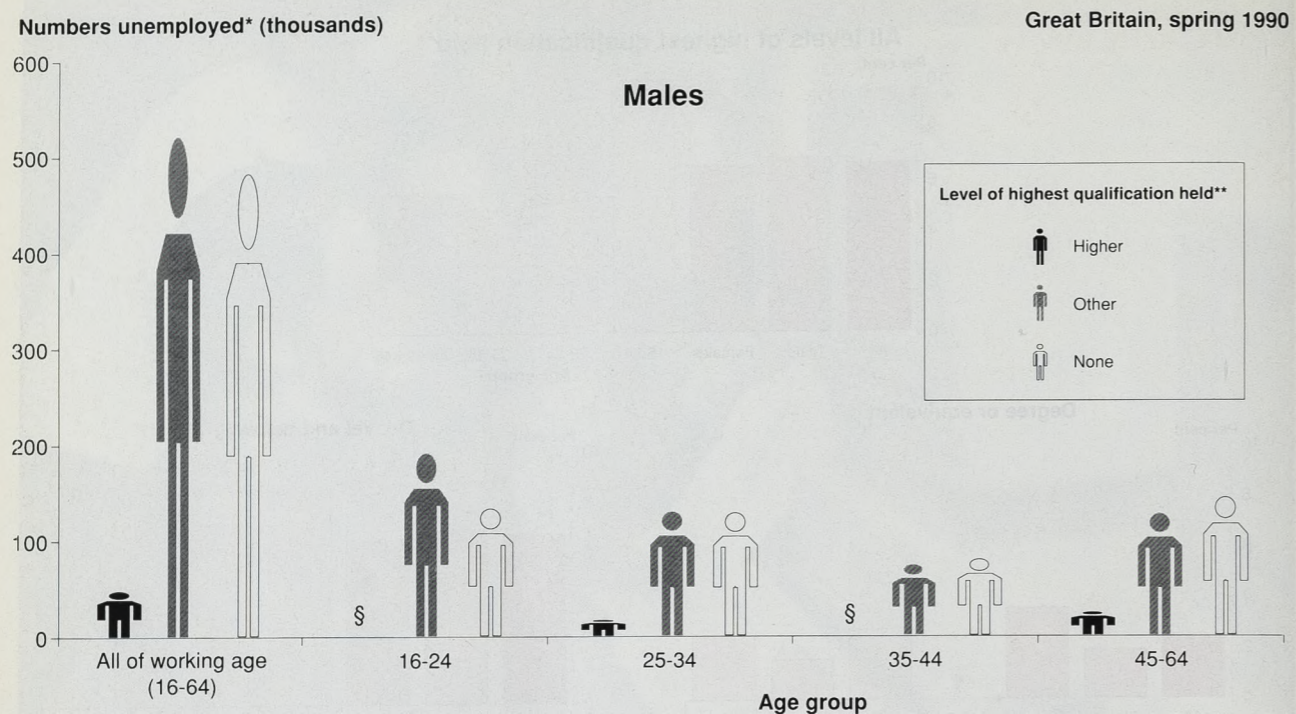
§§ Includes those holding no qualifications and also those not stating highest qualification held.

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

§§§ Includes GCE O-level or equivalent, CSE and 'other qualifications'

Source: LFS estimates (see also table 10)

Figure 8 Numbers unemployed*, by highest qualification held, age and sex



* ILO definition: see Technical note.
 § Less than 10,000 in cell: estimate not shown.
 ** 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower.

Source: LFS estimates (see also table 10)

Unemployment

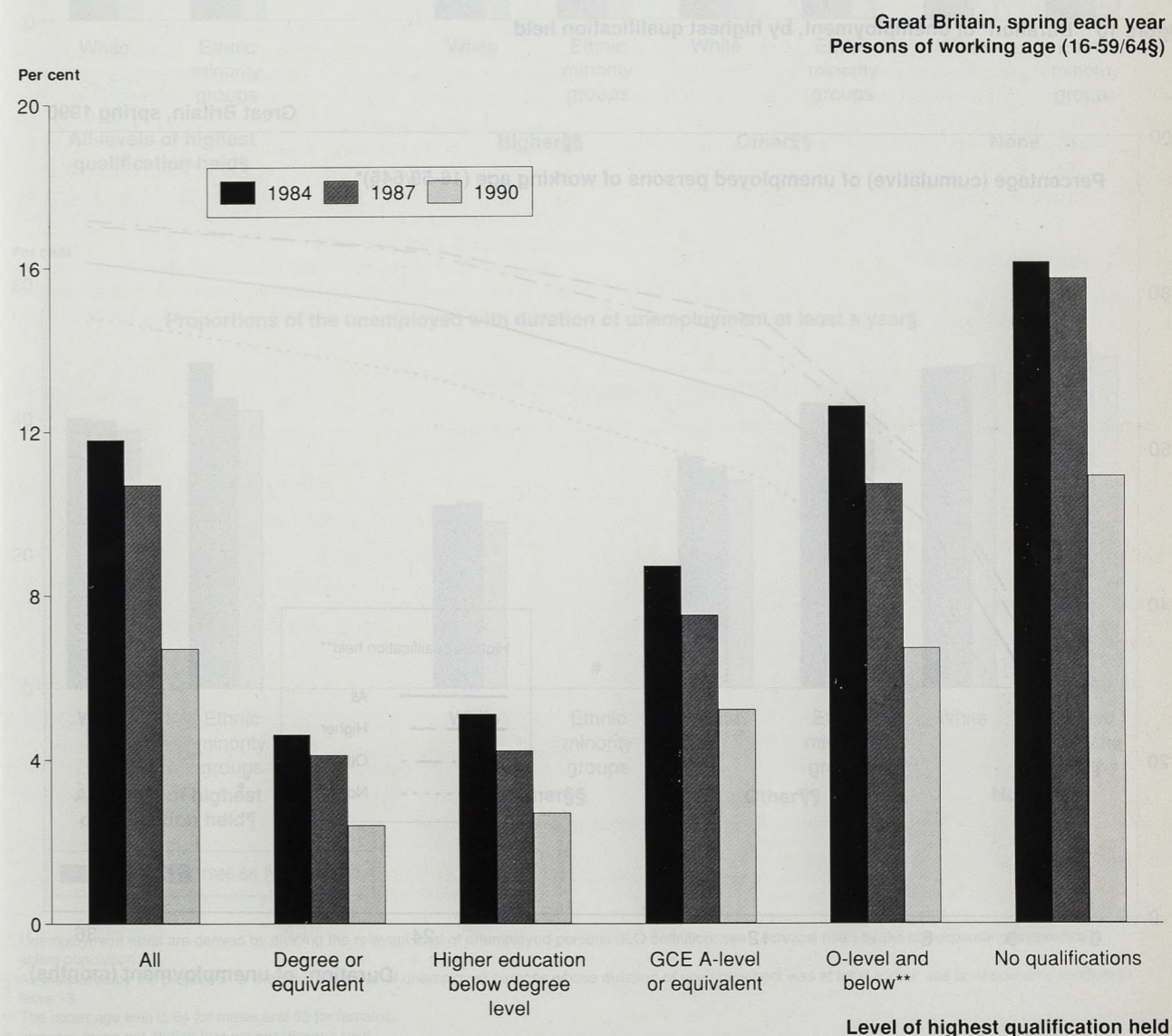
Aspects of the relationship between unemployment (based on the ILO definition as noted earlier) and qualifications held are highlighted in figures 7-11 and explored further in tables 10-13. Figure 7 shows that unemployment rates were generally higher among less qualified men and women, reaching 20 and 15 per cent in spring 1990 among unqualified 16-24 and 25-34 year olds, compared with the overall level of under 7 per cent. In terms of numbers, a majority of unemployed people held some qualifications rather than none (table 10 and figure 8).

Recent trends show falls in unemployment rates between 1984 and 1987 and again (more substantially) between 1987 and 1990, for men and women at all the principal levels of

qualification considered (table 11 and figure 9).

Figure 10 shows that unqualified people not only had higher unemployment rates but also were more likely to be out of work for longer periods. Thus, nearly half of the unemployed people who did not possess qualifications had been out of work for at least a year at the time of the survey in spring 1990, compared to only a quarter or so of the unemployed who had qualifications. Overall, there was little difference between the patterns of unemployment duration of people with 'higher' or 'other' qualifications (figure 10) and even the disaggregated results in table 12 show that the duration patterns of, for example, graduates and people with CSE passes were in large measure similar, with only the profile of the unqualified unemployed being distinctive.

Figure 9 Trends in unemployment rates*, by highest qualification held



* Unemployment rates are derived by dividing the relevant total of unemployed persons (ILO definition: see Technical note) by the corresponding economically active population.
 § The upper age limit is 64 for males and 59 for females.
 ** Includes GCE O-level or equivalent, CSE and 'other' qualifications.

Source: LFS time series estimates (see also table 11).

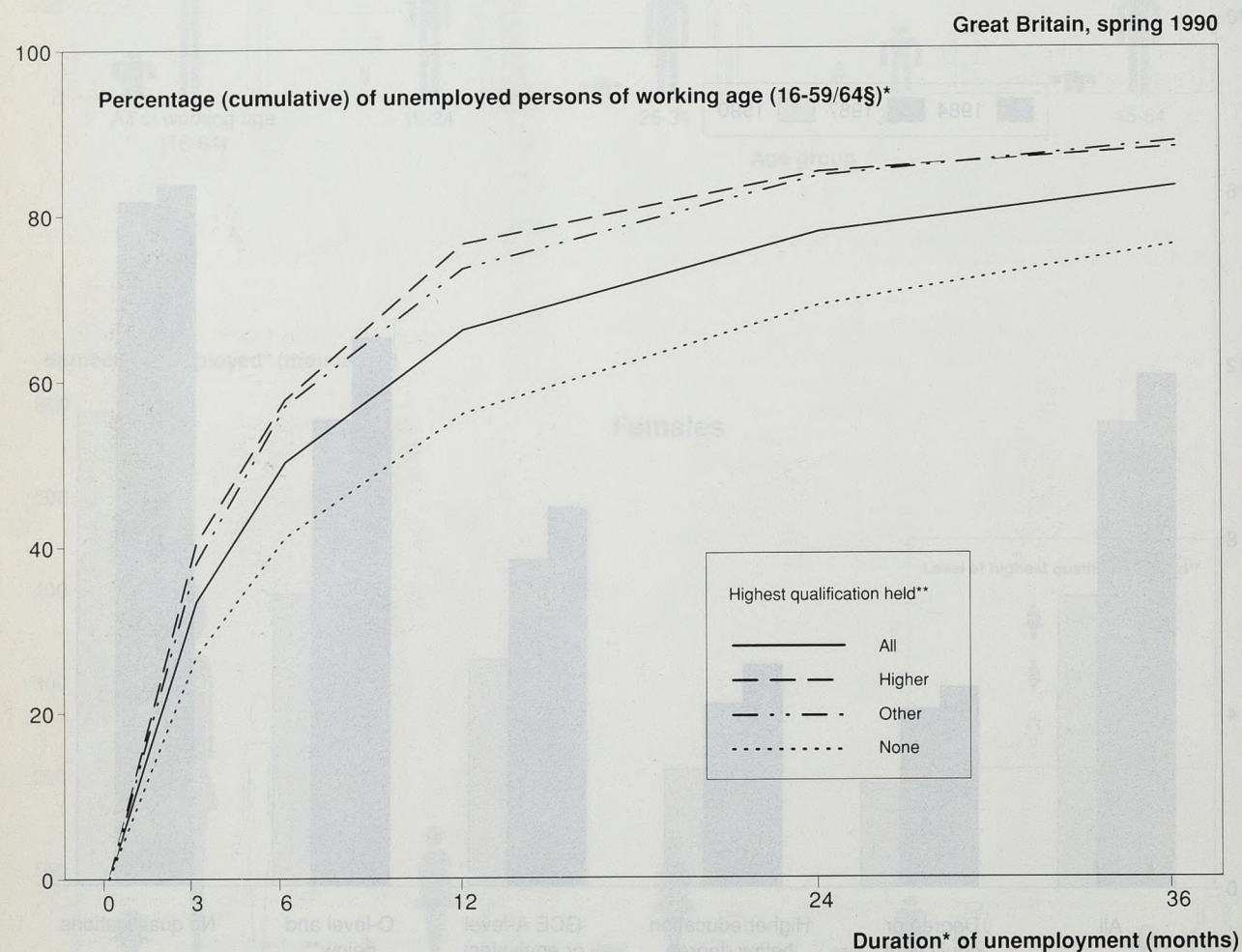
Unemployment and ethnic origin

Recent unemployment trends in the ethnic minority population are illustrated in table 13 and figure 11, using averaged results for overlapping sets of three years. At all levels of qualification, unemployment rates fell consistently between 1984-86 and 1988-90 among both the ethnic minority groups and the White population, with rates for the former invariably the higher of the two. Among people with higher qualifications (above A-level) the ethnic minority unemployment rate in 1988-90 was twice that for White people (5 per cent against less than 3 per cent), and among others with qualifications the ratio was almost as high (1.9, reflecting unemployment rates of 12 and just over 6 per cent respectively): among

unqualified people, however, the ratio was lower (1.4) although the unemployment rates themselves were higher (17 per cent for ethnic minority groups and 12 per cent for White people). As figure 11 indicates, there has been a measure of convergence since 1984-86 in the unemployment rates found among the ethnic minority and White groups, at each of the different levels of qualification.

Figure 11 also shows that unemployed people from the ethnic minority groups were more likely than White people to report a long spell of a year or more out of work. The differences between the experiences of the two populations were, however, much less marked according to this measure than they were for unemployment rates, particularly in 1988-90.

Figure 10 Duration* of unemployment, by highest qualification held



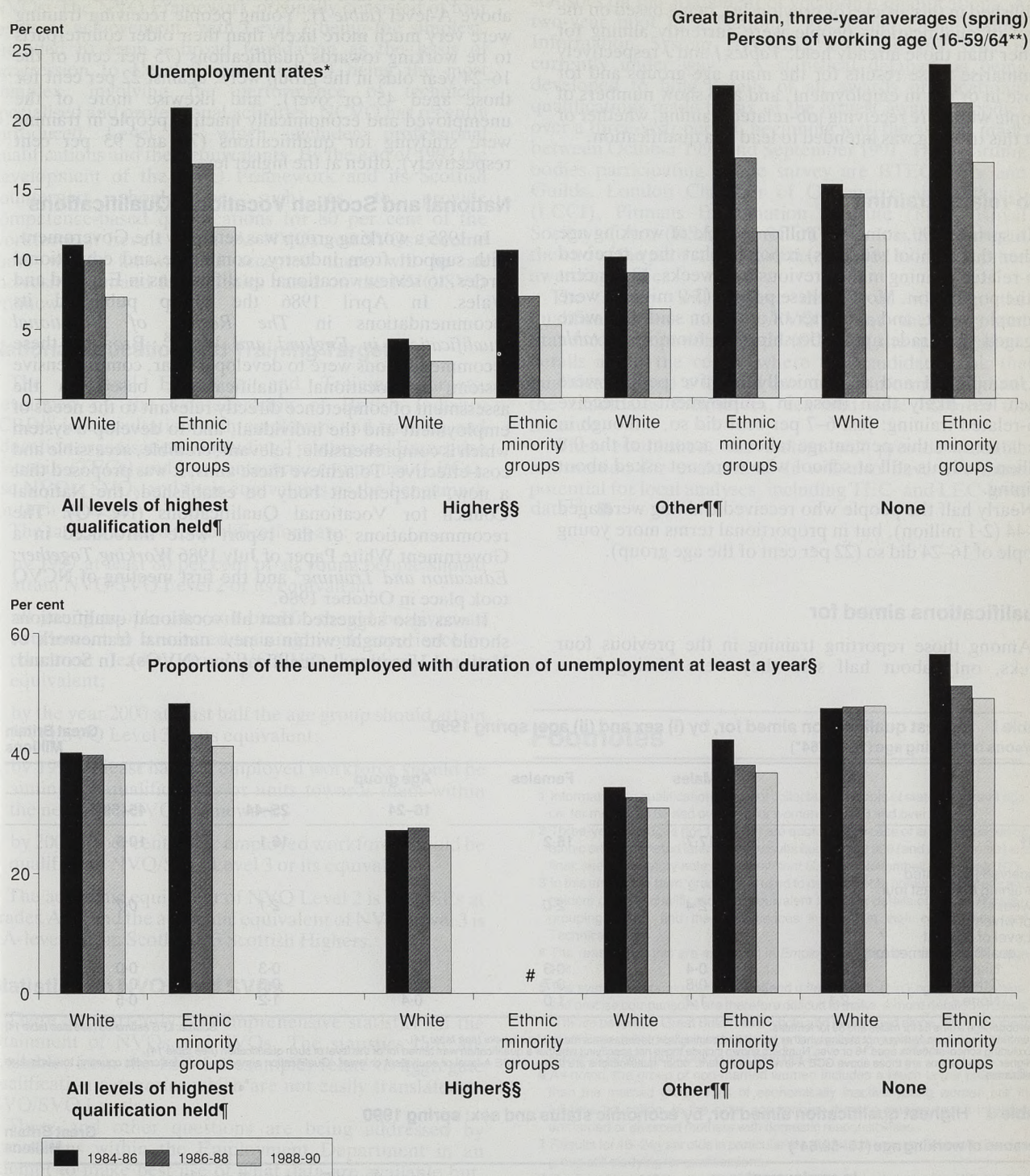
* Duration of unemployment is based on the minimum of time seeking work and length of time since last job. For each duration shown, the percentage plotted is the proportion of the unemployed with the indicated level of highest qualification held whose duration of unemployment is less than the number of months specified. Percentages are based on totals which include those with duration of 36 months or longer but exclude those with duration not specified.

§ The upper age limit is 64 for males and 59 for females

** 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower. 'All' includes those not stating highest qualification held.

Source: LFS estimates (see also table 12)

Figure 11 Trends in unemployment rates* and long duration of unemployment§, by highest qualification held and ethnic origin



* Unemployment rates are derived by dividing the relevant total of unemployed persons (ILO definition: see Technical note) by the corresponding economically active population.

§ As measured by the proportion of the relevant group of unemployed persons whose duration of unemployment was at least a year: see corresponding footnote to table 13.

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

¶ Includes those not stating highest qualification held.

§§ 'Higher' qualifications are those above GCE A-level or equivalent.

¶¶ 'Other' qualifications are those of GCE A-level or equivalent or lower.

Less than 10,000 in cells: estimates not shown.

Source: LFS time series estimates (see also table 13)

Qualifications and training

Table 14 gives a different analysis from the others published in this article (or previously), being based on the level of qualifications people were currently aiming for rather than those already held. Tables I and J respectively summarise these results for the main age groups and for those in or not in employment, and also show numbers of people who were receiving job-related training, whether or not this training was intended to lead to a qualification.

Job-related training

In spring 1990, some 4.4 million people of working age (other than school students) reported that they received job-related training in the previous four weeks, 13 per cent of the population. Most of these people (3.9 million) were in employment, and a quarter of a million said they were engaged in a trade apprenticeship (see footnote to table 14).

Unemployed and economically inactive people were much less likely than those in employment to receive job-related training: just 6-7 per cent did so, although in the latter case this percentage takes no account of the 0.8 million students still at school who were not asked about training.

Nearly half the people who received training were aged 25-44 (2.1 million), but in proportional terms more young people of 16-24 did so (22 per cent of the age group).

Qualifications aimed for

Among those reporting training in the previous four weeks, only about half said they were aiming for a

qualification or credit counting towards such qualification (2.2 million, or 51 per cent). About a third of these (0.7 million) were in turn working towards higher qualifications above A-level (table I). Young people receiving training were very much more likely than their older counterparts to be working towards qualifications (75 per cent of the 16-24 year olds in the group were, against 22 per cent for those aged 45 or over), and likewise more of the unemployed and economically inactive people in training were studying for qualifications (70 and 93 per cent respectively), often at the higher levels.

National and Scottish Vocational Qualifications

In 1985 a working group was set up by the Government, with support from industry, commerce and educational circles, to review vocational qualifications in England and Wales. In April 1986 the group published its recommendations in *The Review of Vocational Qualifications in England and Wales*⁸. Broadly, these recommendations were to develop a clear, comprehensive system of vocational qualifications, based on the assessment of competence directly relevant to the needs of employment and the individual, and to develop a system which is comprehensible, relevant, credible, accessible and cost-effective. To achieve these aims, it was proposed that a new, independent body be established, the National Council for Vocational Qualifications (NCVQ). The recommendations of the report were introduced in a Government White Paper of July 1986 *Working Together: Education and Training*⁹ and the first meeting of NCVQ took place in October 1986.

It was also suggested that all vocational qualifications should be brought within a new national framework of National Vocational Qualifications (NVQs). In Scotland,

the Scottish Vocational Education Council (SCOTVEC) awards Scottish Vocational Qualifications (SVQs) which are based on the same industry-devised standards as NVQs. The NVQ Framework originally consisted of four levels of achievement, with Level 1 being the simplest, intended to form a broad foundation as the basis of progression to Level 2, and Level 4 being the most complex, involving the performance of technical, specialised and professional activities. NCVQ has recently introduced Level 5, which includes professional qualifications and their equivalents. By the end of 1992 the development of the NVQ Framework and its Scottish counterpart should be such as to provide competence-based qualifications for 80 per cent of the workforce at Levels 1 to 4. As NVQs and SVQs become more widely known and accepted there will be an increasing demand for statistics based on the NVQ/SVQ framework.

National Education and Training Targets

The National Education and Training Targets, developed by the Confederation of British Industry (CBI)¹⁰ in consultation with employers and training and education organisations, including Training and Enterprise Councils (TECs) and local enterprise companies (LECs), use NVQs, SVQs and their equivalents as the benchmark for their success.

The targets related to qualifications are:

- by 1997 at least 80 per cent of all young people should attain NVQ/SVQ Level 2 or its equivalent;
- all young people who can benefit should be given an entitlement to structured training, work experience or education leading to NVQ/SVQ Level 3 or its equivalent;
- by the year 2000 at least half the age group should attain NVQ/SVQ Level 3 or its equivalent;
- by 1996 at least half the employed workforce should be aiming for qualifications or units towards them within the new NVQ/SVQ Framework;
- by 2000 50 per cent of the employed workforce should be qualified to NVQ/SVQ Level 3 or its equivalent.

The academic equivalent of NVQ Level 2 is 4 GCSEs at grades A-C and the academic equivalent of NVQ Level 3 is 2 A-levels, or in Scotland, 3 Scottish Highers.

Statistics on NVQs and SVQs

There are currently no comprehensive statistics on the attainment of NVQs and SVQs. The statistics that are available, from the LFS for example, relate to aggregate qualification categories which are not easily translated to NVQ/SVQ Levels.

These and other questions are being addressed by statisticians within the Employment Department in an attempt to make best use of what data are available but, looking to the future, there are at least two developments in this area.

LFS review

The first of these is a review of the education and training questions in the LFS. New questions will be included which will enable NVQs and SVQs to be identified separately. The qualification categories will also be refined to allow better translation to an equivalent NVQ/SVQ Level. The revised section is due to be implemented in the spring of 1993.

NVQ Information System

The second development is a new survey to collect statistics on the attainment of vocational qualifications. A two-year pilot of a National Vocational Qualifications Information System (NVQIS), covering the UK, is currently under way¹¹. A statistical database is being developed to hold details of all awards of vocational qualifications made by six of the largest awarding bodies over a three-year period, beginning with the awards made between October 1990 and September 1991. The awarding bodies participating in the survey are BTEC, City and Guilds, London Chamber of Commerce and Industry (LCCI), Pitmans Examination Institute (PEI), Royal Society of Arts (RSA) and SCOTVEC. It is hoped that at the end of the pilot stage it will be extended to include other awarding bodies.

The survey will collect details of whether the qualification was an NVQ/SVQ or not, the Level and Standard Occupational Code (SOC) of the qualification, details about the centre where the candidate took the qualification and a limited amount of information about the candidates themselves, sex and date of birth for instance.

When established, the system will provide valuable information for evaluation. It will also have enormous potential for local analyses, including TEC- and LEC-level data¹². ■

Table I Highest qualification aimed for, by (i) sex and (ii) age: spring 1990
Persons of working age (16-59/64*)

	Great Britain Millions					
	All	Males	Females	Age group		
				16-24	25-44	45-59/64*
All†	33.9	17.7	16.2	7.3	16.1	10.5
Received job-related training in the last four weeks**	4.4	2.4	2.0	1.6	2.1	0.7
of which:						
Level of highest qualification aimed for‡						
Higher	0.7	0.4	0.3	0.4	0.3	0.0
Other	1.5	0.8	0.7	0.8	0.6	0.1
None	2.1	1.2	1.0	0.4	1.2	0.5

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

† Numbers shown include those not stating whether job-related training was undertaken in the last four weeks (see table 14).

** Excluding school students aged 16 or over. Numbers shown include those not specifying whether a qualification was aimed for or the level of such qualification (see table 14).

‡ 'Higher' qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower. 'Qualification aimed for' includes credits counting towards such qualification.

Source: LFS estimates (see also table 14)

Table J Highest qualification aimed for, by economic status and sex: spring 1990
Persons of working age (16-59/64*)

	Great Britain Millions					
	In employment			Unemployed/Economically inactive		
	All	Males	Females	All	Males	Females
All†	25.4	14.6	10.8	8.5	3.1	5.4
Received job-related training in the last four weeks**	3.9	2.1	1.7	0.6	0.3	0.3
of which:						
Level of highest qualification aimed for‡						
Higher	0.4	0.2	0.2	0.3	0.1	0.1
Other	1.2	0.7	0.5	0.2	0.1	0.1
None	2.1	1.1	0.9	0.1	0.0	0.0

For footnotes, see table I.

Source: LFS estimates (see also table 14)

Footnotes

1 Information on qualifications was not collected for people of state retirement age, i.e. for men aged 65 and over and for women aged 60 and over.

2 Three-year averages (for 1988-90) are quoted in the case of analyses based on ethnic origin, as noted later. All the results quoted for 1990 (and earlier years) are final: see explanatory note in *Employment Gazette*, November 1991, page 573.

3 In this article, the term 'graduate' is used to describe both holders of degrees and holders of other qualifications of equivalent level: for details of the qualification groupings used, and the equivalences involved in their composition, see Technical note.

4 The reasons for this are explained in *Employment Gazette*, March 1988, page 174.

5 The system of examinations in Scotland differs from that in England and Wales, and precise comparisons are therefore difficult to make. A more detailed analysis of those people, in Great Britain as a whole and in Scotland alone, whose highest qualifications held fell into the A-level or equivalent grouping in spring 1990, is shown in table 1 (first column and footnote ‡).

6 As noted, the group of non-married women includes a much larger proportion than the married group does of economically inactive young women still in full-time education. In the older age ranges, the non-married group includes unmarried or divorced mothers with domestic responsibilities.

7 Results for 16-24 year olds in particular are distorted because of those in the age group still studying for qualifications.

8 Published by HMSO, price £2.95. The working group was chaired by H G de Ville.

9 Cmd 9823, (HMSO, price £4.90).

10 See *World Class Targets: A Joint Initiative to Achieve Britain's Skills Revolution*, July 1991, available from the CBI, Publications Sales, CBI Centre Point, 103 New Oxford Street, London WC1A 1DU (price £10, or £5 to CBI members). The CBI targets were reported in *Employment Gazette*, August 1991, page 421. The development of standards and qualifications is discussed in *Employment Gazette*, January 1992, pp 27-32.

11 See *Labour Market Quarterly Report*, November 1991, page 10, available from Skills and Enterprise Network, PO Box 12, West PDO, Leen Gate, Lenton, Nottingham NG7 2GB. In addition, the February 1992 issue, pages 16-20, carries a feature article on national education and training targets.

12 First results from the pilot are expected around mid-1992. Further details are available from Statistical Services Division E6, Employment Department, Block B Level 4, Porterbrook House, c/o Moorfoot, Sheffield S1 4PQ, tel 0742 597811.



The ethnic minority communities contain a slightly higher proportion than the White population of graduates and people with teaching, nursing and other qualifications above A-level.

Photo: Ulrike Preuss/Format

Technical note

The Labour Force Survey (LFS)

This article is based primarily on results from the 1990 LFS, which was a sample survey based on interviews with members of about 60,000 private households throughout Great Britain during March, April and May 1990 (about one in every 350 private households).

The sample design and field work for the survey was carried out for the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS).

The questionnaire covered household size and structure, accommodation details, basic demographic characteristics such as age and sex and, for people aged 16 and over, details of economic activity. The latter was established by asking about paid work, job search and so on, during a specified reference period, normally one or four weeks (depending on topic) immediately prior to the interview.

If any household member was unavailable for interview, information for that person could be provided by a related adult member of the same household.

The results of the LFS are based on information provided voluntarily and in strict confidence by members of the public. Information is only released in a form which makes it impossible to identify individuals or their households or addresses.

More details of the 1990 LFS are contained in a Technical note in the April 1991 issue of *Employment Gazette*, pp 194-196. Further methodological information is also available in OPCS reports on the survey published by HMSO: the most recent of these, covering the 1988 and 1989 surveys, appeared in October 1991 (Series LFS no. 8, price £8.10).

Survey frequency

From 1973 to 1983 the LFS was conducted in alternate years, but since 1984 it has been carried out annually. From spring 1992 a full survey will be conducted each quarter (the Enhanced Labour Force Survey), with the same sample size each quarter as the present annual survey.

Economic status

People in **employment** are those aged 16 and over who did some paid work in the reference week (whether as an employee or self-employed), those who had a job that they were temporarily away from (on holiday, for example) and those on **government employment or training programmes**. In 1990 these programmes included the Youth Training Scheme (YTS), Community Industry, Employment Training and the Voluntary Projects Programme, together with training courses under the Job Training Scheme, Training for Enterprise and the Wider Opportunities Training Programme which involved some paid work in the reference week.

Unemployed people (based on the internationally recognised ILO measure of unemployment, laid down by the International Labour Organisation and also used by the OECD) are those aged 16 and over without a paid job who said they were available to start work in the next two weeks and who either had looked for work at some time during the four weeks prior to interview or were waiting to start a job they had already obtained. The ILO and alternative measures of unemployment are fully discussed in *Employment Gazette*, November 1991, pp 617-624 and December 1990, pp 601-608.

The **economically active** population, or **labour force**, comprises people in employment together with unemployed people. The **economically inactive** population comprises people who are neither in employment nor unemployed.

Level of highest qualification held

The survey information on **level of highest qualification held** in spring 1990 was derived from responses to the questions described below, which were addressed to all **persons of working age** (males aged 16-64, females aged 16-59):

'I should like to ask you now about education and training.

Do you have:

- (i) Any qualification from school or college?*
- (ii) Any qualification connected with work (or YTS)?*
- (iii) No qualifications?'*

Those who indicated that they held qualifications (or did not know whether they did) were then asked:

'Which qualifications do (you think) you have?'

and the interviewer read through a list of qualifications and checked that all those held by the respondent were recorded, with additional details specified in the case of qualifications coded 1, 2, 3, 8 and 15 (see below).

The qualifications were coded as follows (at this stage all were recorded, so several categories could be indicated for any individual):

- 1 Higher degree
- 2 First degree
- 3 Other degree level qualification such as graduate membership of professional institute.
- 4 BTEC or SCOTBTEC/BEC or SCOTBEC } Higher
TEC or SCOTEC/SCOTVEC
- 5 Teaching qualification: further education
- 6 Teaching qualification: secondary
- 7 Teaching qualification: primary
- 8 Nursing qualification
- 9 BTEC or SCOTBTEC/BEC or SCOTBEC } National or
TEC or SCOTEC/SCOTVEC } General
or SCOTVEC National Certificate modules
or ONC, OND
- 10 City and Guilds
- 11 A-level or equivalent/SLC (Higher), SCE (Higher), SUPE (Higher)/Certificate of Sixth Year Studies A/S level
- 12 O-level or equivalent (including CSE grade 1)/SLC (Lower), SCE (Ordinary), SUPE (Lower or Ordinary), GCSE
- 13 CSE (other than grade 1)
- 14 YTS certificate
- 15 Any other professional/vocational qualification
- 16 None of these qualifications
- 17 Don't know

In the above coding frame, Bachelor of Education degrees were included with other first degrees (code 2) rather than counted as teaching qualifications (codes 5-7). This coding frame was introduced in 1989; the previous (very similar) version was shown in *Employment Gazette*, October 1988, page 563.

In addition, respondents (other than those still at school) were asked:

'Are you doing, or have you completed, a recognised trade apprenticeship?'

and for those who replied 'yes', additional information was sought describing the apprenticeship and the related job title. Most of the data used in this article relate to the level of

Technical note (continued)

highest qualification held. In arriving at the classification for this, the qualifications mentioned above are grouped and ordered as follows:

Degree or equivalent

Higher degrees
First degrees
Other degree level qualifications such as graduate membership of a professional institute

Higher education below degree level

Higher level BTEC or SCOTBTEC, BEC or SCOTBEC, TEC or SCOTEC, or SCOTVEC
HNC or HND
Further education teaching qualifications
Secondary teaching qualifications
Primary teaching qualifications
Nursing qualifications

GCE A-level or equivalent

National or General level BTEC or SCOTBTEC, BEC or SCOTBEC, TEC or SCOTEC, or SCOTVEC
SCOTVEC National Certificate modules
ONC or OND
City and Guilds
A-level or direct equivalent, including SLC (Higher), SCE (Higher), SUPE (Higher)
Certificate of Sixth Year Studies A/S level
Completed recognised trade apprenticeships

GCE O-level or equivalent

O-level or direct equivalent, including SLC (Lower), SCE (Ordinary), SUPE (Lower or Ordinary)
CSE grade 1
GCSE

CSE (below grade 1)

Other qualifications

YTS certificate
Professional or vocational qualifications not included in other categories
Foreign qualifications

No qualifications

None of the qualifications listed above.

Job-related training and level of highest qualification aimed for

The survey identified people of working age (other than those staying on at school) who undertook **job-related training** in the last four weeks, i.e. education or training connected with their current job or with a job they might be able to do in the future.

Those undertaking such training were then asked if the training led to any qualifications (or credits): if so, these were specified using a coded list as for qualifications held (see above).

The qualifications (or credits) the training led to were then grouped and ordered (again, as for qualifications held) to arrive at the **level of highest qualification aimed for** reported in *tables 14, I and J*. However, the data did not in this case cover the completion of apprenticeships as such, and the analysis excludes these (although in practice most apprentices in training are included since they were studying for other qualifications on the coded list: see footnote to *table 14*) together with qualifications aimed for by school students or by people not undertaking job-related training. Further, the classification replaces the 'GCE O-level or equivalent' and

'CSE (below grade 1)' groupings used for level of highest qualification held by the single category 'GCSE or equivalent', since this designation more accurately reflects what is now being aimed for by most of the people concerned following the recent introduction of GCSE courses in England and Wales.

Occupation

Survey respondents who were in employment provided information about their **occupation** which was coded according to the OPCS 1980 Classification of Occupations. This classification comprises some 548 occupation codes which may be systematically combined under 161 occupational unit group headings, and further refined to give 16 occupational 'orders' or 6 broad groups. The broad groupings (see *tables 9 and H*) are still further aggregated to show **manual** and **non-manual** occupations. Full details of the classification are published by HMSO.

Marital status

In 1990 (and 1989) information on **marital status** was collected in the LFS on a different basis from that of previous years, with 'co-habiting' identified as a separate status in the analyses in this article co-habiting respondents (some 3 per cent of the total) are included with 'married' persons, whereas in 1988 and earlier years the marital status of co-habiting respondents was based on self-assessment.

The extent of the discontinuity caused by this change in survey methodology may, however, not be too significant in the context of the labour market analyses considered here. A table comparing the marital status distributions of men and women before and after the change of definition was published in *Employment Gazette*, May 1990, page 277.

Ethnic origin

People interviewed in the LFS were asked to classify their own **ethnic origin** and that of others in their household by means of the question:

'To which of these groups (listed on a card) do you consider ... belongs?'

The card contained the following list of ethnic groups: White, West Indian or Guyanese, Indian, Pakistani, Bangladeshi, Chinese, African, Arab, Mixed origin, Other. The last two groups were asked for further specification.

In this article, those of Pakistani and Bangladeshi origin are grouped together, and those in the Chinese, African, Arab, Mixed origin and Other groups are also combined together. The numbers in these groups are too small for their labour market characteristics to be reliably analysed separately. The overall totals shown in the analyses by ethnic origin include people whose origin was not reported: most of these people are likely to be from the White population.

Region

The standard **regions** (in England) and countries (Wales and Scotland), listed in *tables 2 and 8* and *figure 6* and shown on the map in *figure 3*, are based on boundaries as constituted after the April 1974 reorganisation of English local government, with Greater London distinguished from the rest of the South East. The same breakdown is commonly used as a basis for the regional analysis of official statistics.

Results based on small samples

Estimates relating to 10,000 people or fewer (after grossing up) are not shown in this article, since they are likely to be

Technical note (continued)

based on small samples and therefore unreliable. This is in line with current practice for LFS-based analyses.

Percentage distributions

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions: see also footnotes to tables.

Concepts and definitions

Many of the standard LFS concepts and definitions used in this article are described above or in *Employment Gazette*, April 1991, pp 194-196 (Technical note). However, other technical explanations are included at appropriate points in the commentary or are covered in footnotes to the tables and figures.

LFS-based qualifications data in other Employment Gazette articles

Results relating to highest qualifications held, based on LFS data, are included in a number of other *Employment Gazette* feature articles, as follows:

(a) Analyses not covered in the present article

- 'Economic activity and qualifications', October 1988, pp 549-563 contains results for 1987 on detailed levels of qualification by female marital status, an analysis by industry, sex and qualification and another on main method of job search (for unemployed persons) by qualification (*tables 1, 8 and 12*).
- 'Women in the labour market: results from the 1989 Labour Force Survey', December 1990, pp 619-643 shows the economic status of women by age of youngest dependent child and qualification (*table 11*).
- 'Labour mobility: evidence from the Labour Force Survey', August 1991, pp 437-452 reports on the residential and regional mobility of persons in employment, by qualification (*table 13* and *figure 5*) using data from the 1987 survey.
- A forthcoming feature on lone mothers and the labour market, based on 1990 data, examines the incidence and economic status of lone mothers by qualification.

(b) Topics analysed in the present article, but in a different form

- 'The labour market for young and older workers', June 1989, pp 319-331 contains qualification results for 1984 and 1987 by age, sex and economic status (*tables 13 and 14*).
- 'The 1980s—a decade of growth in enterprise: self-employment data from the Labour Force Survey', March 1991, pp 109-134 includes information on the qualifications of self-employed men and women in 1981 and 1989, and on the self-employment rate in 1989 by qualification (*table 7* and *figures 8 and 9*).

(c) Results updated or enhanced in the present article

- 'Economic activity and qualifications', October 1988, pp 549-563 contains a range of analyses, mostly for 1987, which are now updated or enhanced, apart from those noted in (a) above and those on economic status and unemployment rates for 1985 and 1986 (*tables 6 and 11*) which are not repeated.
- 'Ethnic origin and the labour market', February 1991, pp 59-72 covers qualifications, and unemployment rates by qualification, for the three-year period 1987-89 by age, sex and ethnic origin (*tables 6 and 9*).
- 'Characteristics of the unemployed', May 1991, pp 287-302 reports on numbers unemployed and unemployment rates for 1990 by qualification, age, sex and female marital status (*table 13* and *figures 4, 5 and 6*). The previous article on the same topic, May 1990, pp 264-277 included information on unemployment duration by qualification and sex for both 1988 and 1989 (*table 9*).

Training Statistics 1991

A number of LFS-based qualifications analyses (using preliminary data for 1990 as well as final data for other recent years) are included in the Employment Department's report *Training Statistics 1991*, published by HMSO in October 1991 (price £11.25). Further information about the report and its contents is available from Statistical Services Division E1, Employment Department, Room N606, Moorfoot, Sheffield S1 4PQ, tel 0742 593489.

Contact for further information

Further information about the analyses presented in this article (unless an alternative contact point is quoted) is available on request from Statistical Services Division C3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, tel 071-273 5588.

Table 1 Highest qualification held, by sex and age: spring 1990

Persons of working age (16-59/64†)	Great Britain Per cent					
	Age group					
	All	16-19	20-24	25-34	35-44	45-59/64†
All (thousands = 100 per cent)**	33,922	3,025	4,315	8,481	7,642	10,458
Degree or equivalent	8.5	*	5.9	11.5	11.3	7.5
Higher degree	1.3	*	0.3	1.5	2.2	1.4
First degree	5.9	*	5.3	9.1	7.5	4.1
Member of professional institution	1.2	*	0.3	0.9	1.7	1.9
Higher education below degree level	5.9	0.4	4.6	6.5	7.7	6.0
BTEC/BEC/TEC—higher, HNC/HND	2.4	*	3.4	3.4	2.4	1.9
Teaching—further education	0.2	*	*	*	0.4	0.3
Teaching—secondary education	0.5	*	*	0.2	1.0	0.8
Teaching—primary education	0.7	*	*	0.3	1.5	1.0
Nursing qualification	2.0	*	1.2	2.5	2.4	2.1
GCE A-level or equivalent‡	25.3	18.7	34.4	27.1	25.2	21.9
BTEC/BEC/TEC—general, ONC/OND	2.9	3.3	6.2	3.6	2.1	1.4
City and Guilds	9.1	6.2	11.2	11.5	10.6	6.1
A-level or direct equivalent	6.8	8.3	13.9	7.6	5.9	3.5
Trade apprenticeship completed	6.5	0.9	3.1	4.5	6.7	10.9
GCE O-level or equivalent	18.5	44.5	25.1	21.1	14.5	9.2
CSE (below grade 1)	4.5	6.9	10.7	8.0	1.9	0.2
Other qualifications	7.0	2.3	3.0	4.3	8.9	11.0
YTS certificate	0.2	0.6	0.8	*	*	*
No qualifications	30.3	27.1	16.3	21.5	30.3	44.2
Males (thousands = 100 per cent)**	17,694	1,540	2,190	4,269	3,818	5,877
Degree or equivalent	10.6	*	6.5	13.5	14.7	10.1
Higher degree	1.8	*	*	2.0	3.0	2.0
First degree	6.8	*	5.7	10.2	9.1	5.1
Member of professional institution	1.9	*	*	1.3	2.5	2.9
Higher education below degree level	4.7	*	4.7	5.7	5.8	4.4
BTEC/BEC/TEC—higher, HNC/HND	3.8	*	4.6	5.1	4.2	3.2
Teaching—further education	0.2	*	*	*	0.3	0.2
Teaching—secondary education	0.3	*	*	*	0.7	0.5
Teaching—primary education	0.1	*	*	*	*	0.2
Nursing qualification	0.3	*	*	0.3	0.4	0.3
GCE A-level or equivalent	34.1	20.5	38.9	37.0	36.7	32.0
BTEC/BEC/TEC—general, ONC/OND	3.6	3.9	6.9	4.3	2.9	2.2
City and Guilds	13.9	8.0	14.2	18.3	17.8	9.5
A-level or direct equivalent	6.5	7.6	13.5	7.3	5.7	3.5
Trade apprenticeship completed	10.1	1.0	4.3	7.1	10.4	16.8
GCE O-level or equivalent	13.6	42.2	19.3	13.8	9.5	6.5
CSE (below grade 1)	3.7	6.5	9.9	6.4	1.4	*
Other qualifications	6.5	1.9	2.7	4.5	7.9	9.7
YTS certificate	0.2	0.7	0.7	*	*	*
No qualifications	26.8	28.5	18.1	19.0	24.0	37.1
Females (thousands = 100 per cent)**	16,228	1,485	2,126	4,212	3,824	4,581
Degree or equivalent	6.2	*	5.3	9.5	8.0	4.1
Higher degree	0.8	*	*	1.0	1.3	0.6
First degree	4.9	*	4.8	8.0	5.9	2.9
Member of professional institution	0.5	*	*	0.5	0.8	0.6
Higher education below degree level	7.1	*	4.6	7.4	9.7	8.1
BTEC/BEC/TEC—higher, HNC/HND	0.9	*	2.2	1.6	0.7	*
Teaching—further education	0.3	*	*	*	0.5	0.4
Teaching—secondary education	0.8	*	*	0.4	1.4	1.2
Teaching—primary education	1.3	*	*	0.5	2.8	1.9
Nursing qualification	3.8	*	2.3	4.8	4.4	4.4
GCE A-level or equivalent	15.7	16.8	29.7	17.1	13.8	9.1
BTEC/BEC/TEC—general, ONC/OND	2.1	2.8	5.5	2.8	1.2	0.3
City and Guilds	4.0	4.2	8.1	4.6	3.4	1.9
A-level or direct equivalent	7.2	8.9	14.3	7.9	6.2	3.4
Trade apprenticeship completed	2.5	0.8	1.8	1.9	3.0	3.4
GCE O-level or equivalent	23.9	46.9	31.0	28.4	19.5	12.6
CSE (below grade 1)	5.3	7.3	11.5	9.6	2.4	0.4
Other qualifications	7.6	2.8	3.4	4.0	9.9	12.5
YTS certificate	0.2	*	0.9	*	*	*
No qualifications	34.1	25.7	14.5	24.0	36.6	53.2

* Less than 10,000 in cell: estimate not shown.
 † The upper age limit is 64 for males and 59 for females.
 ** Numbers shown include those not stating highest qualification held (354,000 in all; 215,000 males and 139,000 females), but percentages are based on totals which exclude this group.
 ‡ The proportion of working age people in Scotland holding GCE A-level or equivalent qualifications in spring 1990 (33.8 per cent; see table 2) may be divided into four component percentages as in this table, as follows: 6.4, 7.8, 10.2 and 9.3.

Footnotes to Table 2 (opposite).
 * Less than 10,000 in cell: estimate not shown.
 † The upper age limit is 64 for males and 59 for females.
 ** In the 1981 Labour Force Survey, males aged 60-64 were not asked about their qualifications. Most respondents not stating highest qualification held in 1981 (see next footnote) were from this group, and the distributions shown are therefore not fully comparable with those for 1984 and later years.
 ‡ Includes those not stating highest qualification held (2,237,000; 601,000; 443,000 and 354,000 in all in 1981 (see also note above), 1984, 1987 and 1990 respectively, and 63,000; 155,000 and 136,000 aged 16-24, 25-44 and 45-59/64 respectively in 1990), but percentages are based on totals which exclude this group.
 †† For 25-44 year olds in Great Britain, the base number (in thousands) and the percentage distribution of highest qualification held (the fourth percentage in the sequence relating to 'O-level and below', as defined for tables A, D, E and F; 29.6 in spring 1990) are as follows for earlier years:
 spring 1981—14,263; 9.0, 6.7, 22.5, 18.9, 42.8
 spring 1984—14,669; 10.0, 7.2, 24.1, 21.7, 36.9
 spring 1987—15,460; 10.7, 7.0, 24.1, 26.5, 31.8
 ††† A further breakdown of this figure is given in a footnote to table 1.

Table 2 Highest qualification held, by region and (i) over time since 1981 and (ii) by age at spring 1990

Persons of working age (16-59/64†)	Per cent												
	Region												
	Great Britain	North	Yorkshire and Humber-side	East Midlands	East Anglia	South East	Greater London	Rest of SE	South West	West Midlands	North West	Wales	Scotland
Spring 1981**													
All (thousands = 100 per cent)‡	32,463	1,867	2,901	2,293	1,103	10,180	4,149	6,031	2,501	3,107	3,797	1,653	3,062
Degree or equivalent	6.5	3.9	5.5	5.8	6.1	9.1	10.3	8.3	6.2	5.1	5.3	4.1	5.5
Higher education below degree level	5.1	4.6	5.7	4.9	4.4	5.2	4.4	5.7	5.5	4.5	5.2	5.1	5.0
GCE A-level or equivalent	20.4	21.9	19.8	19.7	19.6	20.2	18.8	21.1	20.6	17.8	20.7	16.7	25.9
GCE O-level or equivalent	13.5	11.6	12.5	12.4	13.1	15.5	15.0	15.9	14.2	11.6	13.0	13.3	11.6
CSE (below grade 1)	4.7	5.4	4.7	5.4	5.2	5.3	4.9	5.5	5.7	4.7	4.7	4.6	1.2
Other qualifications	4.0	3.3	4.4	4.1	4.6	4.3	4.1	4.5	4.7	4.4	3.2	3.2	3.0
No qualifications	45.8	49.3	47.5	47.7	47.1	40.4	42.5	39.0	43.0	51.9	47.9	53.0	47.9
Spring 1984													
All (thousands = 100 per cent)‡	33,125	1,879	2,956	2,355	1,151	10,394	4,166	6,228	2,594	3,162	3,849	1,665	3,119
Degree or equivalent	7.0	4.4	5.0	5.7	6.1	9.9	11.6	8.8	7.1	5.2	5.7	5.2	6.0
Higher education below degree level	5.5	5.5	5.4	5.1	5.5	5.6	5.0	6.0	5.9	4.9	5.5	6.1	5.3
GCE A-level or equivalent	22.2	22.1	21.0	22.0	20.2	21.5	20.1	22.4	23.7	19.4	22.4	19.5	29.4
GCE O-level or equivalent	15.8	14.3	13.6	15.5	15.5	17.7	16.6	18.5	18.1	13.9	15.0	15.7	13.2
CSE (below grade 1)	5.1	5.4	5.4	5.5	5.5	5.5	4.4	6.3	6.0	5.8	5.9	4.8	0.7
Other qualifications	3.8	2.2	3.4	3.5	4.6	4.4	4.5	4.4	4.1	4.4	3.2	2.8	2.8
No qualifications	40.8	46.2	46.3	42.7	42.5	35.3	37.8	33.6	35.1	46.3	42.2	46.0	42.8
Spring 1987													
All (thousands = 100 per cent)‡	33,620	1,878	2,977	2,418	1,201	10,570	4,179	6,391	2,697	3,194	3,858	1,694	3,133
Degree or equivalent	7.8	5.9	5.8	6.1	7.8	11.1	13.2	9.7	7.0	6.0	6.9	5.5	6.2
Higher education below degree level	5.6	5.4	5.7	5.0	5.4	5.5	4.8	6.0	5.7	5.3	6.1	5.6	6.3
GCE A-level or equivalent	22.5	23.4	22.2	20.9	21.8	21.6	19.7	22.9	24.2	19.4	22.5	20.0	29.7
GCE O-level or equivalent	17.3	16.2	17.0	16.0	17.7	19.1	17.5	20.1	18.4	16.1	16.4	16.8	14.5
CSE (below grade 1)	5.0	6.3	5.0	6.5	6.0	5.1	4.1	5.7	6.4	5.6	5.1	4.8	0.8
Other qualifications	5.6	5.3	5.6	5.6	6.6	6.5	6.7	6.3	5.9	5.8	5.3	5.1	3.1
No qualifications	36.1	37.6	38.7	39.9	34.7	31.1	33.9	29.3	32.4	41.8	37.8	42.2	39.5
Spring 1990													
All (thousands = 100 per cent)‡	33,922	1,877	3,016	2,469	1,226	10,653	4,204	6,449	2,743	3,203	3,880	1,721	3,135
Degree or equivalent	8.5	5.6	6.0	7.5	8.2	12.1	14.7	10.4	7.7	6.4	7.2	6.0	7.1
Higher education below degree level	5.9	4.9	5.3	5.6	5.1	5.9	4.8	6.6	6.7	5.6	5.5	6.3	7.1
GCE A-level or equivalent	25.3	25.5	24.5	24.9	24.0	24.0	22.8	24.8	25.3	22.6	26.0	23.3	33.8††
GCE O-level or equivalent	18.5	16.7	18.0	18.0	20.3	20.2	18.2	21.4	20.4	17.0	18.2	18.9	14.6
CSE (below grade 1)	4.5	6.3	4.3	5.4	5.2	4.6	3.6	5.2	5.3	4.7	4.8	5.2	0.5
Other qualifications	7.0	6.8	6.3	7.3	8.6	8.1	9.2	7.4	6.5	7.4	6.8	5.5	4.7
No qualifications	30.3	34.2	35.6	31.3	28.4	25.2	26.7	24.2	28.1	36.2	31.5	34.8	32.3
Aged 16-24 (thousands = 100 per cent)‡	7,341	394	655	527	267	2,314	944	1,370	581	690	843	374	695
Degree or equivalent	3.5	*	2.1	3.2	*	5.2	8.2	3.0	3.4	2.6	3.0	*	3.1
Higher education below degree level	2.9	2.8	2.2	2.7	*	2.6	2.5	2.7	3.1	3.4	2.5	3.2	4.7
GCE A-level or equivalent	27.9	25.5	24.1	27.4	22.2	27.3	27.1	27.4	27.0	26.0	27.7	23.9	42.4
GCE O-level or equivalent	33.1	32.2	33.4	33.4	39.0	35.4	32.2	37.6	34.0	30.6	32.4	34.7	24.9
CSE (below grade 1)	9.1	12.1	8.7	11.7	9.9	9.4	7.8	10.4	11.5	9.4	10.3	9.3	*
Other qualifications	2.7	2.8	2.6	2.6	4.5	3.1	4.6	2.1	2.3	2.3	2.1	3.7	2.8
No qualifications	20.8	22.8	26.8	20.0	19.6	17.0	17.5	16.7	18.7	25.8	22.0	23.5	21.2
Aged 25-44†† (thousands = 100 per cent)‡	16,123	889	1,431	1,182	579	5,118	2,046	3,072	1,289	1,511	1,844	803	1,477
Degree or equivalent	11.4	7.5	8.3	10.1	11.5	16.1	20.0	13.4	10.2	8.9	9.7	8.1	9.4
Higher education below degree level	7.1	5.8	6.6	6.7	5.7	7.0	5.6	8.0					

Table 3 Highest qualification held, by ethnic origin and (i) sex and (ii) age: average, spring 1988-90

Great Britain

Persons of working age (16-59/64)†	Per cent						
	All origins**	White	Ethnic minority groups				All other origins‡
			All	West Indian/ Guyanese	Indian	Pakistani/ Bangladeshi	
All (thousands = 100 per cent) ††	33,841	31,952	1,625	324	518	305	478
Degree or equivalent	8.0	8.0	9.1	3.3	11.7	4.7	13.1
Higher education below degree level	5.7	5.8	5.5	7.8	4.1	*	8.0
GCE A-level or equivalent	24.0	24.3	17.9	23.9	16.5	9.2	20.9
GCE O-level or equivalent	18.0	18.1	15.8	16.8	16.3	11.3	17.4
CSE (below grade 1)	4.9	4.9	4.6	8.9	4.1	3.6	3.0
Other qualifications	7.0	6.8	10.4	5.3	11.7	10.2	12.7
No qualifications	32.3	32.1	36.7	34.1	35.7	59.6	24.8
Males (thousands = 100 per cent) ††	17,653	16,683	832	162	268	159	244
Degree or equivalent	10.1	10.1	11.4	*	14.6	*	16.8
Higher education below degree level	4.5	4.5	3.8	*	4.2	*	5.5
GCE A-level or equivalent	32.7	33.2	23.5	31.8	21.5	13.0	26.8
GCE O-level or equivalent	13.2	13.2	13.8	13.3	14.1	11.8	15.1
CSE (below grade 1)	4.2	4.2	4.0	7.1	*	*	*
Other qualifications	6.5	6.3	10.5	*	11.9	11.4	11.5
No qualifications	28.8	28.5	33.1	36.4	30.2	52.2	21.5
Females (thousands = 100 per cent) ††	16,188	15,268	793	163	250	147	234
Degree or equivalent	5.7	5.7	6.7	*	8.6	*	9.4
Higher education below degree level	7.1	7.1	7.2	13.1	3.9	*	10.6
GCE A-level or equivalent	14.4	14.5	12.2	16.1	11.2	*	14.9
GCE O-level or equivalent	23.3	23.6	17.8	20.2	18.5	10.8	19.8
CSE (below grade 1)	5.7	5.7	5.3	10.7	4.7	*	*
Other qualifications	7.6	7.4	10.4	*	11.6	8.9	13.8
No qualifications	36.2	36.0	40.4	31.8	41.5	67.5	28.3
Aged 16-24 (thousands = 100 per cent) ††	7,562	7,037	449	89	129	98	132
Degree or equivalent	3.3	3.3	3.7	*	*	*	*
Higher education below degree level	2.7	2.8	*	*	*	*	*
GCE A-level or equivalent	25.9	26.0	24.9	25.8	29.1	15.0	27.4
GCE O-level or equivalent	32.5	32.7	29.7	30.2	30.2	24.9	32.9
CSE (below grade 1)	11.0	11.1	9.0	15.9	8.2	*	*
Other qualifications	2.4	2.3	4.4	*	*	*	*
No qualifications	22.1	21.8	26.1	22.6	22.0	43.8	19.3
Aged 25-34 (thousands = 100 per cent) ††	8,273	7,748	459	91	142	77	148
Degree or equivalent	11.1	11.0	12.6	*	14.9	*	18.7
Higher education below degree level	6.7	6.8	5.2	*	*	*	7.1
GCE A-level or equivalent	26.6	27.1	18.8	28.0	15.8	*	21.4
GCE O-level or equivalent	20.4	20.7	15.4	21.9	17.3	*	14.7
CSE (below grade 1)	8.0	8.1	5.9	14.0	*	*	*
Other qualifications	4.3	3.8	10.9	*	11.3	*	14.3
No qualifications	23.0	22.5	31.2	20.0	30.8	65.0	20.9
Aged 35-44 (thousands = 100 per cent) ††	7,624	7,230	344	43	120	65	117
Degree or equivalent	10.8	10.8	11.7	*	13.4	*	15.6
Higher education below degree level	7.5	7.4	9.6	*	*	*	14.3
GCE A-level or equivalent	23.9	24.4	12.6	23.0	9.5	*	16.3
GCE O-level or equivalent	14.2	14.4	9.3	*	11.5	*	9.1
CSE (below grade 1)	1.8	1.8	*	*	*	*	*
Other qualifications	9.2	8.9	15.0	*	17.7	*	16.6
No qualifications	32.6	32.3	40.2	30.5	40.4	70.1	26.9
Aged 45-59/64† (thousands = 100 per cent) ††	10,382	9,937	373	102	127	64	81
Degree or equivalent	7.0	6.9	9.0	*	13.2	*	12.8
Higher education below degree level	5.8	5.8	6.0	9.9	*	*	*
GCE A-level or equivalent	20.4	20.7	13.2	18.8	10.8	*	15.9
GCE O-level or equivalent	8.4	8.5	5.3	*	*	*	*
CSE (below grade 1)	0.2	0.2	*	*	*	*	*
Other qualifications	11.0	11.0	13.0	*	15.5	*	15.1
No qualifications	47.1	46.9	53.1	58.6	51.0	66.8	38.5

* Less than 10,000: estimates not shown.

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

** Includes those not stating origin.

‡ Includes those of Mixed origin.

†† Includes those not stating highest qualification held (325,000 in all; including 287,000 white and 33,000 from ethnic minority groups), but percentages are based on totals which exclude this group.

Source: LFS estimates

Table 4 Economic status, by highest qualification held, sex and marital status: spring 1990

Great Britain

Persons of working age (16-59/64)†	Per cent							
	Economic status	All (thousands = 100 per cent)	Economically active				Economically inactive	
			All	In employment	Unemployed			
All‡	33,922	80.3	74.9	63.8	9.7	1.3	5.4	19.7
Degree or equivalent	2,849	90.8	88.5	75.4	13.0	*	2.2	9.2
Higher education below degree level	1,967	87.7	85.3	78.6	6.4	*	2.4	12.3
GCE A-level or equivalent	8,486	86.4	81.9	67.1	13.9	0.9	4.5	13.6
GCE O-level or equivalent	6,226	81.7	77.0	67.6	6.8	2.5	4.7	18.3
CSE (below grade 1)	1,506	81.7	73.7	63.9	7.1	2.7	8.0	18.3
Other qualifications	2,362	80.7	74.9	63.8	10.3	0.8	5.8	19.3
No qualifications	10,172	69.8	62.2	52.8	8.1	1.3	7.6	30.2
Males‡	17,694	88.4	82.4	66.4	14.3	1.6	6.1	11.6
Degree or equivalent	1,848	94.2	92.4	76.9	15.4	*	1.8	5.8
Higher education below degree level	820	93.9	91.6	81.7	9.6	*	2.3	6.1
GCE A-level or equivalent	5,958	90.9	86.5	68.7	16.8	0.9	4.5	9.1
GCE O-level or equivalent	2,384	89.5	84.4	70.0	10.5	3.9	5.1	10.5
CSE (below grade 1)	647	96.7	87.2	71.0	12.8	3.4	9.5	3.3
Other qualifications	1,137	88.5	81.9	65.9	15.2	*	6.6	11.5
No qualifications	4,685	80.6	70.2	54.7	13.4	2.2	10.3	19.4
Married males‡	11,683	91.2	87.0	69.1	17.3	0.5	4.2	8.8
Higher education above A-level (incl. degrees)	1,976	95.3	94.1	79.2	14.8	*	1.2	4.7
GCE A-level or equivalent	4,192	93.4	90.2	70.3	19.5	0.4	3.2	6.6
GCE O-level or equivalent	1,137	96.2	92.9	76.7	15.6	*	3.3	3.8
Below O-level††	1,215	91.8	86.3	69.2	16.4	*	5.4	8.2
No qualifications	3,007	83.7	76.2	58.3	16.9	1.0	7.5	16.3
Non-married males‡	6,011	83.0	73.4	61.2	8.4	3.8	9.6	17.0
Higher education above A-level (incl. degrees)	692	90.8	86.8	76.0	10.2	*	4.0	9.2
GCE A-level or equivalent	1,766	85.0	77.6	65.1	10.3	2.3	7.4	15.0
GCE O-level or equivalent	1,247	83.5	76.6	63.8	5.8	6.9	6.9	16.5
Below O-level††	569	90.9	78.4	64.6	9.7	4.1	12.5	9.1
No qualifications	1,678	75.0	59.6	48.2	7.1	4.2	15.4	25.0
Females‡	16,228	71.4	66.8	61.0	4.8	1.0	4.7	28.6
Degree or equivalent	1,001	84.4	81.4	72.5	8.6	*	3.0	15.6
Higher education below degree level	1,147	83.2	80.8	76.5	4.0	*	2.4	16.8
GCE A-level or equivalent	2,528	75.7	71.0	63.2	6.9	0.9	4.6	24.3
GCE O-level or equivalent	3,842	76.8	72.4	66.2	4.5	1.7	4.4	23.2
CSE (below grade 1)	859	70.5	63.5	58.5	2.8	2.2	6.9	29.5
Other qualifications	1,225	73.5	68.5	61.8	5.8	0.9	5.0	26.5
No qualifications	5,487	60.7	55.4	51.1	3.6	0.6	5.3	39.3
Married females‡	11,118	71.1	67.0	61.1	5.7	0.2	4.0	28.9
Higher education above A-level (incl. degrees)	1,571	81.8	79.5	72.8	6.6	*	2.3	18.2
GCE A-level or equivalent	1,537	75.0	70.8	62.0	8.5	*	4.3	25.0
GCE O-level or equivalent	2,395	75.0	70.7	64.5	5.9	*	4.3	25.0
Below O-level††	1,509	70.6	65.6	60.3	5.0	*	5.0	29.4
No qualifications	4,014	63.2	59.1	54.6	4.5	*	4.1	36.8
Non-married females‡	5,110	72.3	66.2	60.6	2.8	2.7	6.1	27.7
Higher education above A-level (incl. degrees)	577	89.0	85.4	79.7	5.1	*	3.7	11.0
GCE A-level or equivalent	991	76.6	71.4	65.2	4.4	1.8	5.2	23.4
GCE O-level or equivalent	1,447	79.8	75.2	69.1	2.2	3.9	4.6	20.2
Below O-level††	575	76.6	68.7	60.9	3.3	4.4	7.9	23.4
No qualifications	1,473	53.8	45.3	41.7	1.3	2.2	8.5	46.2

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

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

** Includes a small group not fully reporting employment status.

‡ Includes those not stating highest qualification held. Summary information on the percentage distributions of the highest qualifications held by married and non-married men and women is given in table D.

†† Includes those with CSE (below grade 1) or 'other qualifications'.

Source: LFS estimates

Table 5 Trends in highest qualification held, by economic status and sex: spring 1984, 1987 and 1990*
Persons of working age (16-59/64†)

Great Britain
Per cent

	Economic status											
	All			In employment			Unemployed			Economically inactive		
	Spring 1984	Spring 1987	Spring 1990	Spring 1984**	Spring 1987**	Spring 1990	Spring 1984**	Spring 1987**	Spring 1990	Spring 1984	Spring 1987	Spring 1990
All (thousands = 100 per cent)‡	33,125	33,620	33,922	22,665	23,603	25,410	3,036	2,836	1,835	7,424	7,181	6,677
Degree or equivalent	7.0	7.8	8.5	8.7	9.6	10.0	3.1	3.4	3.5	3.4	3.8	4.0
Higher education below degree level	5.5	5.6	5.9	6.4	6.5	6.7	2.6	2.4	2.5	4.0	3.8	3.7
GCE A-level or equivalent	22.2	22.5	25.3	25.2	25.2	27.6	17.9	18.9	21.1	14.8	15.0	17.5
GCE O-level or equivalent	15.8	17.3	18.5	15.7	17.7	19.1	14.3	15.7	16.1	16.4	16.4	17.3
CSE (below grade 1)	5.1	5.0	4.5	5.0	4.9	4.4	8.5	7.5	6.7	4.2	4.3	4.2
Other qualifications	3.8	5.6	7.0	3.8	5.8	7.0	3.4	5.2	7.5	3.7	5.3	6.9
No qualifications	40.8	36.1	30.3	35.3	30.2	25.2	50.3	47.0	42.6	53.6	51.3	46.5
Males (thousands = 100 per cent)‡	17,361	17,549	17,694	13,463	13,711	14,576	1,817	1,696	1,075	2,081	2,143	2,044
Degree or equivalent	9.2	10.3	10.6	10.7	11.9	11.9	2.8	3.5	3.1	4.9	5.4	5.3
Higher education below degree level	4.0	4.0	4.7	4.7	4.6	5.2	1.3	1.7	1.8	2.1	2.3	2.5
GCE A-level or equivalent	31.5	31.7	34.1	33.9	33.8	35.8	22.5	23.6	25.0	24.2	24.7	26.9
GCE O-level or equivalent	11.6	12.7	13.6	11.4	12.9	14.0	10.7	10.5	11.6	13.9	13.1	12.4
CSE (below grade 1)	4.2	4.3	3.7	4.1	4.5	3.9	7.0	6.6	5.8	1.8	1.1	1.1
Other qualifications	2.8	5.1	6.5	2.9	5.1	6.5	2.5	5.1	7.1	2.6	5.0	6.5
No qualifications	36.6	31.9	26.8	32.3	27.2	22.8	53.2	49.0	45.6	50.5	48.6	45.3
Females (thousands = 100 per cent)‡	15,764	16,070	16,228	9,202	9,892	10,835	1,219	1,141	760	5,343	5,038	4,633
Degree or equivalent	4.5	5.1	6.2	5.7	6.4	7.6	3.4	3.2	4.0	2.8	3.2	3.4
Higher education below degree level	7.1	7.3	7.1	8.8	9.2	8.6	4.4	3.5	3.6	4.7	4.5	4.2
GCE A-level or equivalent	11.9	12.5	15.7	12.5	13.4	16.7	11.1	11.9	15.5	11.2	10.9	13.4
GCE O-level or equivalent	20.3	22.2	23.9	22.1	24.3	25.9	19.7	23.3	22.4	17.3	17.8	19.4
CSE (below grade 1)	6.1	5.9	5.3	6.1	5.6	5.1	10.7	8.8	7.9	5.1	5.7	5.5
Other qualifications	4.7	6.3	7.6	5.1	6.7	7.8	4.7	5.4	8.1	4.1	5.5	7.1
No qualifications	45.3	40.7	34.1	39.7	34.4	28.3	46.0	44.0	38.3	54.7	52.4	47.0

* Consistent data for 1981, based on the ILO definition of unemployment (see Technical note), are not available.

Source: LFS time series estimates.

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

** The percentages shown for 1984 and 1987 revise those previously published in *Employment Gazette*, October 1988, p 556 (table 6). The percentages in the 1988 table were based throughout on totals which did not exclude persons not stating highest qualification held.

‡ Includes those not stating highest qualification held (354,000 in all in 1990, including 258,000 in employment, 19,000 unemployed and 77,000 economically inactive), but percentages are based on totals which exclude this group.



Degree students at North London Polytechnic.

Photo: Melanie Friend/Format

Table 6 Economic activity rates†, by highest qualification held, sex, marital status and age: spring 1990
Persons of working age (16-59/64**)

Great Britain
Per cent

	Age group					
	All	16-19	20-24	25-34	35-44	45-59/64**
All‡	80.3	71.6	83.2	83.3	86.2	75.0
Degree or equivalent	90.8	*	85.2	91.5	93.4	88.7
Higher education below degree level	87.7	87.8	92.4	91.7	89.5	80.9
GCE A-level or equivalent	86.4	76.9	81.6	91.0	91.8	82.5
GCE O-level or equivalent	81.7	73.2	89.2	81.1	86.8	80.4
CSE (below grade 1)	81.7	88.4	83.4	77.9	83.9	87.0
Other qualifications	80.7	84.6	79.8	81.6	85.1	77.7
No qualifications	69.8	59.7	74.4	70.8	78.2	66.4
Males‡	88.4	74.4	90.5	96.3	95.8	80.9
Degree or equivalent	94.2	*	86.2	96.7	98.3	89.8
Higher education below degree level	93.9	*	90.7	98.7	98.7	86.5
GCE A-level or equivalent	90.9	81.2	85.0	97.6	97.1	85.0
GCE O-level or equivalent	89.5	72.9	96.8	97.6	98.3	89.0
CSE (below grade 1)	96.7	93.1	98.1	97.2	96.2	*
Other qualifications	88.5	93.9	91.3	93.9	95.0	82.7
No qualifications	80.6	66.0	92.5	92.0	90.8	72.8
Married males‡	91.2	98.4	95.8	97.6	97.1	83.0
Higher education above A-level (including degrees)	95.3	*	95.2	98.3	99.0	89.8
GCE A-level or equivalent	93.4	*	94.6	98.4	97.9	86.3
GCE O-level or equivalent	96.2	*	98.3	98.5	99.0	89.9
Below O-level††	91.8	*	98.0	96.9	96.4	84.4
No qualifications	83.7	*	94.0	95.0	93.7	75.6
Non-married males‡	83.0	74.1	88.7	93.2	88.3	69.8
Higher education above A-level (including degrees)	90.8	*	86.3	95.6	94.7	81.1
GCE A-level or equivalent	85.0	80.6	81.8	95.1	92.2	76.5
GCE O-level or equivalent	83.5	72.8	96.3	95.7	94.8	83.0
Below O-level††	90.9	93.1	96.0	93.3	87.4	72.9
No qualifications	75.0	65.8	92.0	86.7	80.8	62.1
Females‡	71.4	68.7	75.6	70.1	76.6	67.3
Degree or equivalent	84.4	*	83.9	84.2	84.2	85.2
Higher education below degree level	83.2	*	94.1	86.2	84.0	77.0
GCE A-level or equivalent	75.7	71.3	77.1	76.8	77.8	71.5
GCE O-level or equivalent	76.8	73.4	84.3	73.0	81.2	74.7
CSE (below grade 1)	70.5	84.1	70.4	64.9	76.7	84.2
Other qualifications	73.5	78.0	70.3	67.7	77.2	72.9
No qualifications	60.7	52.5	51.4	53.9	69.9	60.7
Married females‡	71.1	60.5	72.7	69.3	76.6	67.7
Higher education above A-level (including degrees)	81.8	*	90.6	82.0	83.1	78.6
GCE A-level or equivalent	75.0	64.8	82.6	73.7	76.6	70.6
GCE O-level or equivalent	75.0	70.1	78.6	71.1	79.9	74.3
Below O-level††	70.6	68.9	62.3	65.7	76.6	73.0
No qualifications	63.2	*	46.2	57.1	71.7	62.1
Non-married females‡	72.3	69.3	77.9	72.8	76.6	65.7
Higher education above A-level (including degrees)	89.0	*	87.7	93.2	89.5	83.7
GCE A-level or equivalent	76.6	71.8	74.0	85.6	83.6	74.9
GCE O-level or equivalent	79.8	73.6	89.7	80.4	88.4	76.4
Below O-level††	76.6	84.9	78.6	65.6	80.1	74.3
No qualifications	53.8	53.7	55.4	45.0	61.1	54.7

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

† The economic activity rate is the percentage of a relevant population (for example, married males aged 20-24 holding no qualifications) who are economically active, either in employment or unemployed.

‡ The entries in the first column of this table also appear in table 4.

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

†† Includes those not stating highest qualification held.

‡‡ Includes those with CSE (below grade 1) or 'other qualifications'.

Source: LFS estimates

Table 7 Highest qualification held, by economic status, ethnic origin and sex: average, spring 1988-90

Persons of working age (16-59/64†):	Great Britain Per cent											
	All				Males				Females			
	All	In employment	Unemployed	Economically inactive	All	In employment	Unemployed	Economically inactive	All	In employment	Unemployed	Economically inactive
All origins** (thousands = 100 per cent)‡	33,841	25,008	2,033	6,800	17,653	14,408	1,193	2,052	16,188	10,600	840	4,748
Degree or equivalent	8.0	9.6	3.3	3.7	10.1	11.4	3.2	5.1	5.7	7.1	3.5	3.2
Higher education below degree level	5.7	6.6	2.3	3.7	4.5	5.0	1.6	2.4	7.1	8.6	3.4	4.3
A-level or below††	53.9	56.8	49.2	44.6	56.6	58.9	47.0	45.9	50.9	53.9	52.4	44.0
No qualifications	32.3	27.1	45.1	48.0	28.8	24.6	48.3	46.7	36.2	30.4	40.6	48.5
White (thousands = 100 per cent)‡	31,952	23,842	1,877	6,233	16,683	13,715	1,097	1,871	15,268	10,126	780	4,362
Degree or equivalent	8.0	9.5	3.2	3.6	10.1	11.3	3.1	4.9	5.7	7.0	3.4	3.1
Higher education below degree level	5.8	6.5	2.3	3.8	4.5	5.0	1.6	2.4	7.1	8.5	3.4	4.4
A-level or below††	54.2	57.1	49.2	44.5	56.9	59.3	47.1	45.0	51.2	54.1	52.2	44.4
No qualifications	32.1	26.9	45.2	48.0	28.5	24.4	48.3	47.7	36.0	30.4	41.0	48.2
Ethnic minority groups (thousands = 100 per cent)‡	1,625	983	137	505	832	586	86	161	793	397	52	344
Degree or equivalent	9.1	12.0	*	4.7	11.4	13.7	*	6.8	6.7	9.4	*	3.7
Higher education below degree level	5.5	7.3	*	2.8	3.8	4.6	*	*	7.2	11.1	*	3.1
A-level or below††	48.8	51.0	49.2	44.2	51.7	51.5	45.3	55.9	45.7	50.4	55.6	38.8
No qualifications	36.7	29.7	43.2	48.3	33.1	30.2	48.5	35.2	40.4	29.0	34.6	54.4
West Indian/Guyanese (thousands = 100 per cent)‡	324	224	35	65	162	115	21	25	163	109	14	40
Degree or equivalent	3.3	*	*	*	*	*	*	*	*	*	*	*
Higher education below degree level	7.8	9.3	*	*	*	*	*	*	13.1	15.9	*	*
A-level or below††	54.8	56.7	54.0	48.9	57.6	61.9	48.0	46.3	52.1	51.2	*	50.6
No qualifications	34.1	29.8	42.9	44.3	36.4	30.5	50.8	51.1	31.8	28.9	*	40.0
Indian (thousands = 100 per cent)‡	518	340	39	139	268	205	22	40	250	134	17	99
Degree or equivalent	11.7	15.3	*	*	14.6	17.9	*	*	8.6	11.4	*	*
Higher education below degree level	4.1	5.4	*	*	4.2	5.1	*	*	3.9	*	*	*
A-level or below††	48.6	49.6	50.0	45.6	50.9	49.0	51.5	60.3	46.0	50.5	*	39.6
No qualifications	35.7	29.7	42.3	48.5	30.2	27.9	*	35.2	41.5	32.3	*	53.8
Pakistani/Bangladeshi (thousands = 100 per cent)‡	305	123	32	150	159	97	24	38	147	27	*	112
Degree or equivalent	4.7	*	*	*	*	*	*	*	*	*	*	*
Higher education below degree level	*	*	*	*	*	*	*	*	*	*	*	*
A-level or below††	34.3	41.5	35.2	28.3	40.0	40.4	*	44.7	28.3	45.3	*	22.8
No qualifications	59.6	48.6	60.8	68.4	52.2	50.2	64.5	49.5	67.5	42.6	*	74.7
All other origins‡‡ (thousands = 100 per cent)‡	478	296	31	152	244	169	18	57	234	127	13	94
Degree or equivalent	13.1	15.8	*	8.4	16.8	18.7	*	*	9.4	12.1	*	*
Higher education below degree level	8.0	9.9	*	*	5.5	6.5	*	*	10.6	14.4	*	*
A-level or below††	54.0	52.3	57.2	56.7	56.2	53.5	*	64.7	51.8	50.7	*	52.0
No qualifications	24.8	22.0	*	30.0	21.5	21.3	*	18.5	28.3	22.9	*	36.9

* Less than 10,000 in cell: estimate not shown.
 † The upper age limit is 64 for males and 59 for females.
 ** Includes those not stating origin.
 ‡ Includes those not stating highest qualification held (325,000 in all; including 233,000 in employment, 20,000 unemployed and 72,000 economically inactive), but percentages are based on figures which exclude this group.
 †† Includes those with GCE A or O-level or equivalent qualification's, CSE or 'other qualifications'; a more detailed breakdown (not analysed by economic status) is shown in table 3.
 ††† Includes those of Mixed origin.

Source: LFS estimates.

Table 8 Highest qualification held, by region and economic status†: spring 1990

Persons of working age (16-59/64**)	Per cent												
	Great Britain	North	Yorkshire and Humber-side	East Midlands	East Anglia	South East		South West	West Midlands	North West	Wales	Scotland	
	All	Greater London	Rest of South East										
n employment (thousands = 100 per cent)‡	25,410	1,279	2,205	1,870	984	8,288	3,139	5,148	2,135	2,414	2,805	1,205	2,225
Degree or equivalent	10.0	7.0	7.5	8.9	9.1	13.8	17.5	11.6	8.4	7.5	8.7	7.6	8.6
Higher education below degree level	6.7	6.0	6.2	6.5	5.4	6.4	5.2	7.1	7.2	6.5	6.6	7.9	8.3
GCE A-level or equivalent	27.6	28.4	27.5	27.2	26.4	25.9	24.8	26.5	27.3	25.0	28.7	25.9	37.4
GCE O-level or equivalent	19.1	18.3	18.8	18.5	20.0	20.2	18.2	21.4	20.7	17.7	19.1	19.9	15.0
CSE (below grade 1)	4.4	6.6	4.2	5.0	5.0	4.5	3.6	5.0	5.4	4.7	4.7	5.0	*
Other qualifications	7.0	7.2	6.5	7.2	8.9	7.8	8.8	7.2	6.3	7.6	7.0	5.5	4.7
No qualifications	25.2	26.5	29.2	26.6	25.2	21.5	22.0	21.2	24.6	31.0	25.3	28.2	25.5
Unemployed (thousands = 100 per cent) ‡	1,835	149	179	135	49	457	229	228	111	175	244	108	229
Degree or equivalent	3.5	*	*	*	*	6.7	8.3	5.0	*	*	*	*	*
Higher education below degree level	2.5	*	*	*	*	3.2	*	*	*	*	*	*	4.3
GCE A-level or equivalent	21.1	24.8	22.4	17.1	20.2	20.3	19.0	21.5	17.5	18.5	20.3	22.5	25.6
GCE O-level or equivalent	16.1	14.2	12.1	17.9	*	19.1	17.4	20.8	16.1	13.7	16.1	13.8	15.4
CSE (below grade 1)	6.7	10.9	6.7	10.9	*	6.5	5.1	7.9	*	*	7.3	10.4	*
Other qualifications	7.5	7.0	*	9.7	*	10.0	10.7	9.2	*	7.4	6.4	6.4	5.3
No qualifications	42.6	40.2	51.6	38.3	38.3	34.3	36.6	32.0	39.6	52.4	46.3	43.3	47.0
Economically inactive (thousands = 100 per cent)‡	6,677	450	632	464	193	1,908	836	1,072	497	614	831	407	681
Degree or equivalent	4.0	2.7	1.9	3.1	5.0	5.7	6.0	5.5	4.7	3.4	3.6	*	3.7
Higher education below degree level	3.7	3.1	3.1	2.8	*	4.3	3.7	4.7	4.7	3.7	2.9	3.0	4.0
GCE A-level or equivalent	17.5	17.7	15.0	17.6	13.0	16.9	16.2	17.4	18.2	14.2	18.7	15.9	24.6
GCE O-level or equivalent	17.3	13.0	16.9	16.0	22.3	20.4	18.7	21.8	19.7	15.3	15.9	17.2	12.7
CSE (below grade 1)	4.2	4.0	4.2	5.2	5.6	4.6	3.3	5.5	4.6	4.9	4.5	4.4	*
Other qualifications	6.9	5.6	5.8	7.1	7.4	9.1	10.3	8.1	7.4	6.2	6.2	5.3	4.6
No qualifications	46.5	53.9	53.1	48.1	42.7	39.1	41.7	37.0	40.7	52.2	48.2	52.0	49.7

* Less than 10,000 in cell: estimate not shown.
 † The analysis for all economic statuses combined is shown in table 2.
 ** The upper age limit is 64 for males and 59 for females.
 ‡ Includes those not stating highest qualification held (258,000 in employment, 19,000 unemployed, 76,000 economically inactive; with overall regional numbers varying from 59,000; 54,000 and 50,000 in Rest of the South East, Greater London and North West respectively to 11,000 in East Anglia), but percentages are based on totals which exclude this group.

Source: LFS estimates.

Table 9 Highest qualification held, by occupation and sex: spring 1990

Persons of working age (16-59/64†) in employment

Great Britain
Per cent

	All**	Non-manual occupations			Manual occupations				
		All	Managerial and professional	Clerical and related	Other	All	Craft and similar	General labourers	Other
All (thousands = 100 per cent)‡	25,410	14,356	8,295	4,149	1,912	10,849	4,120	142	6,586
Degree or equivalent	10.0	17.0	26.9	3.4	2.9	0.9	1.0	*	0.8
Higher education below degree level	6.7	10.2	15.6	2.8	2.9	2.0	2.9	*	1.4
GCE A-level or equivalent	27.6	24.5	26.3	22.2	22.2	31.7	52.9	11.9	18.8
<i>BTEC/BEC/TEC—general, ONC/OND</i>	3.4	4.2	4.1	4.8	3.1	2.3	3.7	*	1.4
<i>City and Guilds</i>	10.7	6.4	7.6	3.6	7.1	16.4	28.8	*	8.9
<i>A-level or direct equivalent</i>	6.7	10.0	9.6	12.0	7.8	2.2	1.7	*	2.5
<i>Trade apprenticeship completed</i>	6.9	4.0	5.0	1.9	4.2	10.9	18.8	6.8	6.0
GCE O-level or equivalent	19.1	23.6	14.0	39.4	30.8	13.1	9.5	14.2	15.3
CSE (below grade 1)	4.4	3.4	1.7	5.7	5.7	5.8	4.7	*	6.4
Other qualifications	7.0	6.6	4.8	10.1	6.4	7.7	4.1	*	10.1
No qualifications	25.2	14.8	10.7	16.3	29.1	38.9	25.0	59.2	47.2
Males (thousands = 100 per cent)‡	14,576	6,903	5,189	807	907	7,520	3,709	131	3,680
Degree or equivalent	11.9	23.9	29.8	7.6	4.6	0.8	0.9	*	0.8
Higher education below degree level	5.2	8.9	10.4	4.3	4.1	1.9	3.0	*	0.8
GCE A-level or equivalent	35.8	31.6	30.9	33.6	33.7	39.7	56.9	12.5	23.2
GCE O-level or equivalent	14.0	17.1	12.8	30.5	30.2	10.9	8.7	14.2	13.1
CSE (below grade 1)	3.9	2.1	1.5	4.2	3.4	5.6	4.4	9.1	6.7
Other qualifications	6.5	4.8	4.6	5.2	5.6	8.1	3.9	*	12.4
No qualifications	22.8	11.7	10.0	14.6	18.4	33.0	22.2	59.1	43.0
Females (thousands = 100 per cent)‡	10,835	7,453	3,107	3,341	1,005	3,328	411	12	2,906
Degree or equivalent	7.6	10.6	22.2	2.4	1.3	1.0	*	*	0.8
Higher education below degree level	8.6	11.5	24.3	2.5	1.9	2.2	*	*	2.2
GCE A-level or equivalent	16.7	18.0	18.5	19.4	11.8	13.7	17.2	*	13.3
GCE O-level or equivalent	25.9	29.5	15.9	41.6	31.4	17.8	16.4	*	18.0
CSE (below grade 1)	5.1	4.6	2.0	6.0	7.7	6.1	7.4	*	6.0
Other qualifications	7.8	8.2	5.2	11.3	7.0	6.9	5.3	*	7.1
No qualifications	28.3	17.6	11.7	16.8	38.8	52.3	50.2	*	52.5

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

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

** Includes those not stating occupation (205,000 in all; 152,000 males; 53,000 females).

‡ Numbers shown include those not stating highest qualification held (258,000 in all; 106,000 in non-manual occupations and 146,000 in manual occupations), but percentages are based on totals which exclude this group.

Source: LFS estimates



Photo: Commercial Photographers

As NVQs and SVQs become more widely known and accepted, there will be an increasing demand for statistics on them.

Table 10 Unemployment, by highest qualification held, age and sex: estimated numbers† and rates**, spring 1990

Unemployed persons of working age (16-59/64‡)

Great Britain

	Age group					
	All	16-19	20-24	25-34	35-44	45-59/64‡
	Numbers unemployed (thousands)					
All††	1,835	250	325	501	321	437
Degree or equivalent	63	*	*	25	13	17
Higher education below degree level	46	*	*	11	11	16
GCE A-level or equivalent	383	46	75	104	67	90
<i>BTEC/BEC/TEC—general, ONC/OND</i>	42	*	13	12	*	*
<i>City and Guilds</i>	137	18	31	40	25	23
<i>A-level or direct equivalent</i>	97	18	22	30	14	14
<i>Trade apprenticeship completed</i>	107	*	10	21	23	50
GCE O-level or equivalent	292	71	63	94	39	26
CSE (below grade 1)	121	24	42	45	*	*
Other qualifications	137	*	19	24	34	54
No qualifications	774	99	104	193	148	229
Males††	1,075	145	194	279	162	295
Degree or equivalent	33	*	*	11	*	13
Higher education below degree level	19	*	*	*	*	*
GCE A-level or equivalent	265	28	44	67	47	79
GCE O-level or equivalent	123	38	30	30	12	13
CSE (below grade 1)	61	13	25	20	*	*
Other qualifications	75	*	11	12	13	36
No qualifications	484	59	72	129	80	144
Females††	760	105	131	222	160	142
Degree or equivalent	30	*	*	14	*	*
Higher education below degree level	28	*	*	*	*	*
GCE A-level or equivalent	117	17	31	37	20	11
GCE O-level or equivalent	169	33	33	63	27	14
CSE (below grade 1)	60	11	17	25	*	*
Other qualifications	61	*	13	13	21	18
No qualifications	289	40	33	63	68	85
	Unemployment rates** (per cent)					
All††	6.7	11.5	9.1	7.1	4.9	5.6
Degree or equivalent	2.4	*	*	2.8	1.6	2.5
Higher education below degree level	2.7	*	*	2.2	2.1	3.1
GCE A-level or equivalent	5.2	10.6	6.3	5.0	3.8	4.8
<i>BTEC/BEC/TEC—general, ONC/OND</i>	4.7	*	5.4	4.4	*	*
<i>City and Guilds</i>	4.8	10.4	6.9	4.5	3.3	4.1
<i>A-level or direct equivalent</i>	5.5	12.3	5.5	5.4	3.7	4.7
<i>Trade apprenticeship completed</i>	5.8	*	8.0	6.3	4.9	5.6
GCE O-level or equivalent	5.7	7.2	6.6	6.5	4.0	3.4
CSE (below grade 1)	9.8	13.2	11.1	8.7	6.0	6.1
Other qualifications	7.2	*	18.1	8.3	6.0	6.1
No qualifications	10.9	20.5	20.1	15.1	8.3	7.6
Males††	6.9	12.6	9.8	6.8	4.4	6.2
Degree or equivalent	1.9	*	*	2.0	*	2.5
Higher education below degree level	2.4	*	*	*	*	*
GCE A-level or equivalent	4.9	11.2	6.2	4.4	3.5	5.0
GCE O-level or equivalent	5.8	8.0	7.5	5.3	3.4	3.7
CSE (below grade 1)	9.8	14.5	12.0	7.7	*	*
Other qualifications	7.5	*	19.9	6.6	4.8	7.7
No qualifications	12.8	20.5	19.7	17.6	9.7	9.2
Females††	6.6	10.3	8.2	7.5	5.5	4.6
Degree or equivalent	3.6	*	*	4.2	*	*
Higher education below degree level	2.9	*	*	*	*	*
GCE A-level or equivalent	6.1	9.8	6.5	6.8	5.0	3.9
GCE O-level or equivalent	5.7	6.5	6.0	7.3	4.4	3.2
CSE (below grade 1)	9.8	11.9	10.1	9.6	*	*
Other qualifications	6.8	*	*	11.0	7.1	4.3
No qualifications	8.7	20.3	20.9	11.7	7.0	5.8

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

† ILO definition: see Technical note.

** Unemployment rates are derived by dividing the relevant total of unemployed persons (shown in this table) by the corresponding economically active population.

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

†† Includes those not stating highest qualification held (19,000 unemployed persons in all, including 14,000 males).

Source: LFS estimates

Table 11 Trends in unemployment rates*, by highest qualification held and sex: spring 1984, 1987 and 1990†

Unemployed persons* of working age (16-59/64**)	Great Britain Per cent								
	All			Males			Females		
	Spring 1984	Spring 1987	Spring 1990	Spring 1984	Spring 1987	Spring 1990	Spring 1984	Spring 1987	Spring 1990
All‡	11.8	10.7	6.7	11.9	11.0	6.9	11.7	10.3	6.6
Degree or equivalent	4.6	4.1	2.4	3.5	3.5	1.9	7.4	5.5	3.6
Higher education below degree level	5.1	4.2	2.7	3.7	4.2	2.4	6.2	4.2	2.9
GCE A-level or equivalent	8.7	7.5	5.2	8.2	7.1	4.9	10.6	8.0	6.1
<i>BTEC/BEC/TEC—general, ONC/OND City and Guilds A-level or direct equivalent Trade apprenticeship completed</i>	6.8 7.9 8.9 9.9	7.7 7.0 7.5 10.9	4.7 4.8 5.5 5.8	5.3 7.4 8.1 9.8	6.6 6.6 7.1 10.7	4.1 4.5 5.3 5.6	12.3 10.7 9.9 11.0	10.7 9.3 8.0 12.1	5.9 6.5 5.7 6.9
GCE O-level or equivalent	10.9	9.6	5.7	11.2	9.1	5.8	10.6	9.9	5.7
CSE (below grade 1)	18.7	15.4	9.8	18.6	15.5	9.8	18.9	15.3	9.8
Other qualifications	10.7	9.7	7.2	10.4	10.9	7.5	10.9	8.4	6.8
No qualifications	16.1	15.7	10.9	18.2	18.2	12.8	13.4	12.8	8.7

* Unemployment rates are derived by dividing the relevant total of unemployed persons (using the ILO definition: see Technical note) by the corresponding economically active population: see also tables 5 and 10.
† Consistent data for 1981, based on the ILO definition of unemployment (see Technical note), are not available.
‡ The upper age limit is 64 for males and 59 for females.
§ Includes those not stating highest qualification held.

Table 12 Duration* of unemployment, by highest qualification held: spring 1990

Unemployed persons of working age (16-59/64†)	Great Britain Per cent (cumulative)							
	Highest qualification held							
	All**	Degree or equivalent	Higher education below degree level	GCE A-level or equivalent	GCE O-level or equivalent	CSE (below grade 1)	Other qualifications	No qualifications
All (thousands = 100 per cent)‡	1,835	63	46	383	292	121	137	774
Duration* of unemployment less than:								
3 months	33.4	42.5	37.6	38.3	41.8	38.1	29.8	26.9
6 months	50.2	59.0	56.1	54.6	63.6	55.0	51.3	41.2
1 year	66.1	79.0	73.0	69.8	80.8	74.7	67.2	56.1
2 years	77.8	86.2	83.6	80.3	91.7	87.5	78.7	68.9
3 years	83.2	89.7	85.5	85.5	93.8	91.9	83.4	76.1

* Duration of unemployment is based on the minimum of time seeking work and length of time since last job.
† The upper age limit is 64 for males and 59 for females.
‡ Includes those not stating highest qualification held (19,000 unemployed persons in all, including 11,000 with duration of unemployment less than a year).
§ Numbers shown include those with duration not specified (24,000 in all), but percentages are based on totals which exclude this group.

Table 13 Trends in unemployment rates† and long duration of unemployment**, by highest qualification held and ethnic origin: averages, spring 1984-86, 1986-88 and 1988-90‡

Unemployed persons of working age (16-59/64††)	Great Britain Per cent								
	All origins‡‡			White			Ethnic minority groups		
	Spring 1984-86	Spring 1986-88	Spring 1988-90	Spring 1984-86	Spring 1986-88	Spring 1988-90	Spring 1984-86	Spring 1986-88	Spring 1988-90
All (thousands)§	2,966	2,706	2,033	2,715	2,504	1,877	214	179	137
	Unemployment rates† (per cent)								
All§§	11.4	10.2	7.5	11.0	9.9	7.3	21.0	16.9	12.2
Degree or equivalent	4.4	3.9	2.7	4.0	3.8	2.6	10.6	*	*
Higher education below degree level	4.6	4.0	2.8	4.4	3.9	2.7	*	*	*
A-level or below¶	10.3	9.2	6.6	9.9	8.9	6.4	22.2	17.2	11.9
No qualifications	15.9	14.9	11.9	15.5	14.6	11.7	24.5	21.1	16.9
	Proportions of the unemployed with duration of unemployment at least a year¶¶ (per cent)								
All§§§	40.7	39.9	38.2	40.1	39.7	38.1	48.3	43.1	41.1
Degree or equivalent	29.5	29.5	25.0	28.9	29.2	24.6	*	*	*
Higher education below degree level	26.2	24.8	25.0	24.8	25.0	24.5	*	*	*
A-level or below¶	34.8	32.9	31.1	34.2	32.5	30.8	42.1	37.9	36.6
No qualifications	47.9	47.7	47.6	47.3	47.5	47.7	56.3	51.0	49.0

* Less than 10,000 in cell: estimate not shown.
† Unemployment rates are derived by dividing the relevant total of unemployed persons by the corresponding economically active population: see also table 7 (1988-90 only).
‡ As measured by the proportion of the relevant group of unemployed persons whose duration of unemployment was at least a year: duration of unemployment is based on the minimum of time seeking work and length of time since last job. For detailed definition of how this period is calculated, see *Employment Gazette*, October 1988, p 546; as indicated there, between 1984 and 1987 some of the people unemployed on the ILO definition were not asked how long they had been looking for paid work, but since 1988 this question has been put to all in the group.
†† The upper age limit is 64 for males and 59 for females.
‡‡ Includes those not stating origin.
§ Numbers shown include unemployed persons not stating highest qualification held (37,000, 33,000 and 20,000 in all in 1984-86, 1986-88 and 1988-90 respectively) or with duration not specified (355,000, 240,000 and 15,000 in all in 1984-86, 1986-88 and 1988-90; see also footnote**): the percentages showing the unemployed with duration of at least a year are based on totals which exclude the latter group.
§§ Includes those not stating highest qualification held.
¶ Includes those with GCE A or O-level or equivalent qualifications, CSE or 'other' qualifications.
¶¶ Percentages derived on the same basis as those shown here (but relating to different dates and groups of unemployed persons) are available from table 12 by subtracting the entries in the '1 year' row of that table from 100 per cent. See also concluding passages of footnotes ** and §.
Source: LFS time series estimates

Table 14 Highest qualification aimed for† by those receiving job-related training**, by age and (i) economic status and (ii) sex: spring 1990

Persons of working age (16-59/64‡)	Economic status				Great Britain	
					Males	Females
	All	In employment	Unemployed	Economically inactive		
All (thousands)††	33,922	25,410	1,835	6,677	17,694	16,228
Did not receive job-related training in the last four weeks‡‡ (thousands)	29,422	21,524	1,717	6,182	15,258	14,164
(per cent)	86.9	84.8	93.6	93.0	86.4	87.5
Received job-related training in the last four weeks** (thousands)§	4,433	3,853	117	463	2,402	2,031
(per cent)	13.1	15.2	6.4	7.0	13.6	12.5
Not aiming for a qualification (thousands)	2,142	2,077	34	31	1,164	978
(per cent of those receiving job-related training)	49.0	54.7	29.7	6.7	49.3	48.8
Aiming for a qualification (thousands)§§	2,227	1,716	81	429	1,199	1,028
(per cent of those receiving job-related training)	51.0	45.3	70.3	93.3	50.7	51.2
Level of highest qualification aimed for† (per cent of those aiming for a qualification)						
All§§§	100	100	100	100	100	100
Degree or equivalent	20.6	13.7	17.0	47.9	21.7	19.3
Higher education below degree level	11.2	11.2	*	11.3	10.4	12.1
GCE A-level or equivalent	25.3	27.2	27.4	17.4	30.8	18.9
GCSE or equivalent†††	2.5	2.1	*	3.4	1.4	3.7
Other qualifications¶	40.6	45.8	42.1	20.1	35.8	46.0
Aged 16-24 (thousands)†††	7,341	5,181	575	1,585	3,730	3,611
Did not receive job-related training in the last four weeks‡‡ (thousands)	5,692	3,902	518	1,272	2,812	2,880
(per cent)	77.7	75.4	90.2	80.7	75.6	79.9
Received job-related training in the last four weeks** (thousands)§	1,632	1,271	56	304	909	723
(per cent)	22.3	24.6	9.8	19.3	24.4	20.1
Not aiming for a qualification (thousands)	402	378	12	11	210	191
(per cent of those receiving job-related training)	24.9	30.2	22.1	3.6	23.4	26.8
Aiming for a qualification (thousands)§§	1,212	875	44	293	687	524
(per cent of those receiving job-related training)	75.1	69.8	77.9	96.4	76.6	73.2
Level of highest qualification aimed for† (per cent of those aiming for a qualification)						
All§§§	100	100	100	100	100	100
Degree or equivalent	19.7	8.9	*	50.8	19.2	20.3
Higher education below degree level	12.6	12.9	*	11.4	12.4	12.8
GCE A-level or equivalent	34.2	39.2	33.5	20.1	41.1	25.3
GCSE or equivalent†††	1.9	1.6	*	*	*	3.2
Other qualifications¶	31.6	37.4	31.5	14.9	26.4	38.4
Aged 25-44 (thousands)†††	16,123	12,827	823	2,473	8,087	8,306
Did not receive job-related training in the last four weeks (thousands)	13,983	10,881	777	2,324	6,962	7,021
(per cent)	86.8	84.9	94.6	94.2	86.2	87.5
Received job-related training in the last four weeks** (thousands)§	2,120	1,933	44	143	1,119	1,001
(per cent)	13.2	15.1	5.4	5.8	13.8	12.5
Not aiming for a qualification (thousands)	1,217	1,185	14	17	649	568
(per cent of those receiving job-related training)	58.4	62.4	32.7	12.3	59.2	57.5
Aiming for a qualification (thousands)§§	867	715	30	123	447	420
(per cent of those receiving job-related training)	41.6	37.6	67.3	87.7	40.8	42.5
Level of highest qualification aimed for† (per cent of those aiming for a qualification)						
All§§§	100	100	100	100	100	100
Degree or equivalent	23.1	19.8	*	42.8	26.2	19.7
Higher education below degree level	10.0	10.0	*	11.4	7.7	12.4
GCE A-level or equivalent	14.4	14.6	*	10.9	16.5	12.1
GCSE or equivalent†††	3.3	3.0	*	*	*	4.5
Other qualifications¶	49.2	52.5	50.7	30.5	47.3	51.3
Aged 45-59/64††† (thousands)†††	10,458	7,403	437	2,618	5,877	4,581
Did not receive job-related training in the last four weeks (thousands)	9,748	6,741	421	2,586	5,485	4,263
(per cent)	93.5	91.2	96.3	99.4	93.6	93.3
Received job-related training in the last four weeks** (thousands)§	681	649	16	16	374	307
(per cent)	6.5	8.8	3.7	0.6	6.4	6.7
Not aiming for a qualification (thousands)	524	513	*	*	305	219
(per cent of those receiving job-related training)	78.0	80.2	*	*	82.4	72.5
Aiming for a qualification (thousands)§§	148	127	*	13	65	83
(per cent of those receiving job-related training)	22.0	19.8	*	82.8	17.6	27.5
Level of highest qualification aimed for† (per cent of those aiming for a qualification)						
All§§§	100	100	100	100	100	100
Degree or equivalent	13.4	11.6	*	*	17.5	*
Higher education below degree level	*	*	*	*	*	*
GCE A-level or equivalent	15.4	15.4	*	*	18.0	13.4
GCSE or equivalent†††	*	*	*	*	*	*
Other qualifications¶	63.7	66.1	*	*	58.6	67.6

* Less than 10,000 in cell: estimates not shown.
† In this analysis 'GCSE or equivalent' replaces the 'GCE O-level or equivalent' and 'CSE (below grade 1)' groupings for highest qualification held used elsewhere in this article: see Technical note.
‡ Qualification aimed for includes credits counting towards such qualification. Some additional estimates are also given in tables I and J.
§ Excluding school students (837,000 in all aged 16 or over; 419,000 males and 418,000 females) but including persons undertaking apprenticeships not completed (245,000 in all; 200,000 males and 45,000 females). Among this latter group of apprentices, 93 per cent of those responding said they were aiming for a qualification (not counting completion of their apprenticeship); and of these in turn, nearly two thirds said they were studying for City and Guilds or other qualifications equivalent to GCE A-level, nearly a quarter were aiming for 'other' professional or vocational qualifications and the rest were on higher education courses (above A-level). The total number of persons reported as undertaking apprenticeships not yet completed, including those not receiving job-related training in the last four weeks (or not stating this), was 352,000 in all (288,000 males and 64,000 females).
†† The upper age limit is 64 for males and 59 for females.
††† Numbers shown include those not stating whether job-related training was undertaken in the last four weeks (66,000 in all; 34,000 males and 32,000 females; 17,000 aged 16-24, 20,000 aged 25-44 and 30,000 aged 45-59/64), but percentages derived from these numbers are based on totals which exclude this group.
§§ Includes school students aged 16 or over.
§§§ Numbers shown include those not stating whether or not a qualification was aimed for (64,000 in all), but percentages derived from these numbers are based on totals which exclude this group. See also footnote **.
¶ Numbers shown include those not stating highest qualification aimed for (76,000 in all; of whom 72,000 were in employment), but percentages are based on totals which exclude this group.
¶† Includes YTS certificate (38,000 in all, 19,000 males and 19,000 females).
Source: LFS estimates

Changes in Average Earnings - 4th quarter 1991



THIS NOTE describes the factors affecting average earnings in the fourth quarter of 1991. **Table 1** sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period during 1989, 1990 and 1991. **Table 2** shows the underlying rates of increase in earnings as quarterly series.

The derivation of the underlying rate of increase was described in *Employment Gazette* November 1989 pp 606 - 612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, page 674.

AVERAGE EARNINGS for the whole economy in the fourth quarter of 1991, as measured by the average earnings index, showed an increase of 7.3 per cent over the same period a year earlier. This is below the 7 1/2 per cent underlying increase for the quarter mainly because arrears of pay were less than in the fourth quarter of 1990.

Lower bonus payments and lower settlements reduced the underlying rate for the whole economy by 1/4 percentage point from the rate of 7 3/4 per cent for the previous quarter, and the rate is now 2 1/2 percentage points below its peak of 10 per cent in the third quarter of 1990.

The underlying increase in manufacturing industries was about 7 3/4 per cent in the fourth quarter. This is 1/4 percentage point below the rate of increase recorded for the third quarter of 1991, and 1 3/4 percentage points lower than the 9 1/2 per cent plateau of the second, third and fourth quarters of 1990. With relatively few manufacturing settlements in the fourth quarter of the year there is little change in the underlying annual rate despite those settlements which have been paid being much lower than a year earlier. Overtime working in the fourth quarter of 1991 was substantially lower than in 1990 (see below), but the main

Table 1 Whole economy average earnings index: 'underlying' series (1988=100)

		Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) latest 12 months
			Arrears	Timing* etc		
1989	Jan	105.0	-2	-4	104.8	9
	Feb	105.9	-3	-2	106.0	9 1/4
	Mar	106.5	-4	-4	106.5	9 1/2
	Apr	107.4	-3	-4	107.5	9 1/4
	May	107.7	-4	-2	107.5	9
	Jun	108.4	-7	-1	107.8	8 3/4
	Jul	109.1	-5	-5	109.1	8 3/4
	Aug	109.6	-5	-8	109.9	8 3/4
	Sep	111.3	-6	-2	110.9	9
	Oct	112.6	-1.1	-3	111.8	9 1/4
	Nov	112.9	-4	-3	112.8	9 1/4
	Dec	112.9	-3	1.7	114.3	9 1/4
1990	Jan	114.7	-3	-3	114.7	9 1/2
	Feb	115.4	-2	-8	116.0	9 1/2
	Mar	116.5	-5	-7	116.7	9 1/2
	Apr	117.5	-4	-9	118.0	9 3/4
	May	118.8	-8	-2	118.2	9 3/4
	Jun	119.9	-9	-4	118.6	10
	Jul	120.0	-5	-6	120.1	10 1/4
	Aug	121.6	-8	-1	120.9	10
	Sep	122.0	-3	-3	122.0	10
	Oct	122.7	-3	-3	122.7	9 3/4
	Nov	123.5	-3	-7	123.9	9 3/4
	Dec	124.2	-7	1.8	125.3	9 3/4
1991	Jan	125.2	-2	6	125.6	9 1/2
	Feb	126.2	-2	6	126.6	9 1/4
	Mar	126.5	-1	8	127.2	9
	Apr	127.5	-3	-9	128.1	8 3/4
	May	128.4	-4	-1	128.1	8 1/2
	Jun	128.5	-5	-1	128.1	8
	Jul	129.1	-8	1.3	129.6	7 3/4
	Aug	131.5	-7	-5	130.3	7 3/4
	Sep	131.7	-7	-5	131.5	7 3/4
	Oct	132.0	-5	-6	132.1	7 1/2
	Nov	133.0	-4	-5	133.1	7 1/2
	Dec	132.4	-3	2.4	134.5	7 1/4

[] Provisional.
Includes the effect of industrial action.
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

downward movement was from lower settlement levels.

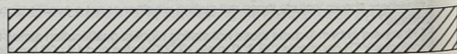
The underlying increase in service industries was about 7 1/4 per cent in the fourth quarter of 1991, which was 1/4 percentage point lower than the rate in the third quarter and 2 3/4 percentage points lower than the peak rate of 10 per cent in the third quarter of 1990. The decrease was due to lower settlement levels and lower bonus payments.

It is estimated that reductions in overtime earnings made a smaller contribution to the annual rate of growth in average earnings during the fourth quarter of 1991 than during the third quarter. This was about minus 1/2 percentage point in manufacturing (minus 3/4 in quarter three), but the reduction was not sufficient to change the effect on the whole economy from about minus 1/2 percentage point.

□ Articles in this series appear quarterly.

Table 2 Underlying increases in average earnings: Percentage increases on a year earlier

		Whole economy	Manufacturing	Services
1989	Q1	9 1/4	8 3/4	9 1/4
	Q2	9	8 1/2	9
	Q3	8 3/4	8 3/4	8 1/2
	Q4	9 1/4	8 3/4	9 1/4
1990	Q1	9 1/2	9	9 1/4
	Q2	9 3/4	9 1/2	9 3/4
	Q3	10	9 1/2	10
	Q4	9 3/4	9 1/2	9 3/4
1991	Q1	9 1/4	8 3/4	9
	Q2	8 1/4	8 1/2	8
	Q3	7 3/4	8	7 1/2
	Q4	7 1/2	7 3/4	7 1/4



PARLIAMENTARY questions

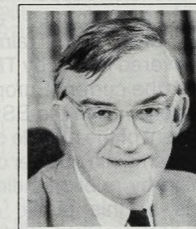


A selection of Parliamentary Questions put to Employment Department Ministers.

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



Michael Howard
Secretary of State



Robert Jackson
Parliamentary Under Secretary of State



Eric Forth
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Employment Department Ministers

Centres of Excellence

Dafydd Wigley (*Caernarfon*) asked the Secretary of State for Employment if he will make a statement on progress made with the pilot programme established in 1990 by the Training Agency to develop centres of excellence for environmental training; what resources have been committed to this programme; and what plans he has to extend the National Environmental Training Programme.

Robert Jackson: The Centres of Excellence were piloted between January 1990 and March 1991 at a cost of £435k. A review at the end of 1990 concluded that they had a useful potential role working with local Training and Enterprise Councils (TECs) to promote and develop environmental training and services.

Responsibility for the centres has now passed to TECs, although money is this year available to TECs to test new approaches to environmental training. The Welsh Centre of Excellence, along with a number of other projects, has received funding in this way.

employers were convicted, each on two counts, of engaging people who were not registered as disabled, without a permit, while below quota. In all five cases, the employers were fined.

Robert Jackson: The latest available estimate of gross benefit payments to the unemployed in 1991-92 is £5,590 million. The cost of administering unemployment benefit in 1989-90, the latest year for which figures are available, was £176 million. Administration costs for other benefits paid to the unemployed cannot be separately identified. Estimates of tax revenue foregone are not available.

Employment Training

Tom Cox (*Tooting*) asked the Secretary of State for Employment what percentage of those people who have completed an Employment Training scheme course have obtained a work qualification at the end of the course.

Robert Jackson: In the year to March 1991, the latest period for which information is available, 42 per cent of Employment Training trainees completing their agreed training in Great Britain successfully obtained a qualification or a credit towards one.

Silica dust

Bob Cryer (*Bradford South*) asked the Secretary of State for Employment if he will ask for a report from the Health and Safety Executive on their current proposals for changing the limits of silica dust in the atmosphere; and if he will make a statement.

Eric Forth: The new exposure limit for silica has now been implemented by Regulations amending the Control of Substances Hazardous to Health (COSHH) Regulations 1988. These were laid before Parliament on November 1 1991 and came into force on January 1 1992. The proposal for this new limit was contained in a widely publicised and free Consultative Document published by the Health and Safety Commission in December 1990 inviting comments on the proposal by April 1991.

This proposal followed a review of occupational exposure to silica dust by the Health and Safety Commission's Advisory Committee on Toxic Substances whose members include representatives from industry and trades unions as well as independent experts in the field of occupational health and hygiene.

The Health and Safety Commission, whose members also include representatives from employers and employees, considered the comments received and recommended that the proposal for a maximum exposure limit for silica be adopted. I am satisfied with these arrangements for setting the new limit and the consultation procedures employed.

(January 28)

Part-time employment

James Wallace (*Orkney and Shetland*) asked the Secretary of State for Employment what information he has on the proportion of male employees in Great Britain who were part-time.

Robert Jackson: In September 1991, the latest date for which information is available, 9 per cent of male employees were working part-time in Great Britain.

Cost of unemployment

Jim Callaghan (*Heywood and Middleton*) asked the Secretary of State for Employment if he will estimate the total current cost of unemployment to the Exchequer including benefits, administrative costs and lost revenue.

Quota scheme

Michael Spicer (*South Worcestershire*) asked the Secretary of State for Employment what information he has on the number of successful prosecutions of employers who have refused to comply with the quota conditions of the Disabled Persons (Employment) Act 1944 since 1961.

Robert Jackson: Five employers have been prosecuted and found guilty of offences under provisions of the Disabled Persons (Employment) Act 1944, since 1961. One case was in 1964. The employer was convicted of terminating the employment of a registered disabled person without reasonable cause, while not employing the 3 per cent quota of registered disabled people. There was a similar conviction in 1973. In 1975, three

(January 27)

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Self-employed

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment what was the change, in numerical and percentage terms, in the number of self-employed people in (a) Scotland and (b) Great Britain between 1979 and the latest year for which figures are available; and if he will make a statement.

Eric Forth: The information is as follows:

Self-employed

Change between June 1979 and June 1990

	Actual (000's)	Percentage
Scotland	74	46
Great Britain	1,380	75

(January 31)

YT and ET costs

Dr Ashok Kumar (Langbaugh) asked the Secretary of State for Employment if he will publish the average unit cost for (a) Youth Training and (b) Employment Training and the expected monetary contribution towards this from employers both for 1991-92 and 1992-93.

Robert Jackson: In 1991-92 the average cost per filled place per annum is £2,700 for YT and £6,100 for ET including allowances. We are not able to make the 1992-93 figures public until negotiations between the Employment Department (ED) and TECs for 1992-93 contracts are complete as to do so would prejudice the Department's negotiating position.

Employer Contributions are estimated to be £627 per filled place per annum on YT and £420 per filled place per annum on ET in 1991-92. We expect an increase in Employer Contributions in 1992-93.

(February 3)

European Social Fund

Michael Carr (Ribble Valley) asked the Secretary of State for Employment if he will indicate the forecast amounts of European Social Fund money that will be received by British industry in respect of vocational training in 1992 and 1993; what is the forecast of United Kingdom public sector provision towards vocational training for each of these years supporting such European Social Fund funding; and what are the principal sources from which such public sector provision is forecast to be provided, together with the amounts of funds for each of these years.

Eric Forth: The main objective of the European Social Fund (ESF) is to assist the unemployed into permanent employment by means of vocational training and other employment measures. To the extent that ESF contributes to a better trained

workforce, the Fund is of benefit to the whole of British Industry.

A wide variety of organisations secure direct ESF support, including Training and Enterprise Councils, local enterprise companies in Scotland, and industry training organisations. The Fund also provides major support in respect of such national programmes as Employment Training and Youth Training which are in turn delivered locally by TECs and LECs.

Under the current European Community rules, money from the ESF is used to fund 45 per cent of the eligible costs of a project, with the remaining 55 per cent to come from matching by public funding. The principal sources of this public expenditure are central government and individual local authorities. In 1991-92 we anticipate receiving £499.5 million from the ESF for Great Britain, requiring public matching funding of at least £610.5 million. Details of anticipated receipts from the ESF for 1992-93 to 1994-95 will be published shortly in departmental expenditure plans.

(January 24)

Work permits

Tom Cox (Tooting) asked the Secretary of State for Employment what has been the number of work permits issued by his Department in each of the last three years; and what was the employment for which these permits were given.

Eric Forth: The total number of work permits granted in 1989, 1990 and 1991 were 29,730, 34,627 and 28,978 respectively. The main areas of employment in each year for which permits were granted were:

Occupational Groups	1989	1990	1991
Professional entertainers	12,107	13,289	12,248
Company secretaries, accountancy occupations	4,877	5,442	3,921
Directors, General managers	2,059	2,318	1,697
Engineering researchers, designers, consultants	1,695	1,877	1,144
Management specialists	1,279	1,024	666
Scientific researchers and consultants	1,155	974	1,092
Hotel and catering occupations	1,104	1,186	1,060
Health care occupations	973	1,317	1,398
Teaching and training occupations	840	2,764	1,373
Construction specialists	840*	1,675	1,982
Marketing and public relations specialists etc	629	532	327

* Revised figure.

Of the total figures for each year, 4,228, 4,812 and 3,513 were granted in 1989, 1990 and 1991 under the Training and Work Experience Scheme.

(January 29)

Loan Guarantee Scheme

Michael Colvin (Romsey and Waterside) asked the Secretary of State for Employment if he will make a statement on the workings of the Loan Guarantee Scheme; and what amendments have been made in its operation since it was introduced.

Eric Forth: The Loan Guarantee Scheme was introduced to assist viable small firms which are unable to raise conventional finance due to lack of security or track record. By providing a 70 per cent guarantee (85 per cent in Inner City Task Force Areas) the scheme encourages banks and other financial institutions to lend where they would normally be unable to do so.

In return for the guarantee the Department charges the borrower an annual premium of 2.5 per cent (2 per cent in Inner City Task Force Areas) of the guaranteed portion of the outstanding loan.

Since the Scheme began in June 1981 the major changes affecting the scheme have been:

- 1984 Premium charge increased from an initial 3 per cent to 5 per cent per year on the guaranteed portion of the loan.
- 1985 Administrative responsibility for the scheme moved from Department of Trade and Industry to Employment Department.
- 1986 Premium charge reduced from 5 to 2.5 per cent per year on the guaranteed portion of the loan.
- 1988 The introduction of simplified arrangements for loans of £15,000 or less. 85 per cent guarantee for businesses in Inner City Task Force Areas introduced.
- 1990 Premium percentage reduced to 2 per cent for those businesses in Inner City Task Force Areas. Agriculture and horticulture became business activities eligible for Scheme assistance.

(February 10)

Citizen's Charter

Graham Riddick (Colne Valley) asked the Secretary of State for Employment if he will make a statement on how the Citizen's Charter will affect matters relating to his Department.

Eric Forth: The Department is meeting all the commitments which we made in the Citizen's Charter White Paper. The Employment Service has published the Jobseeker's Charter setting out clearly the high standards of service which the public can expect in all of our offices. Charter principles are being applied to all areas of the Department's work.

(February 11)

TEC budgets

Dr Ashok Kumar (Langbaugh) asked the Secretary of State for Employment if he will provide figures of Training and Enterprise Councils' budgets for each of the regions in Great Britain for the last two years.

Robert Jackson: The following table shows the TEC Operational budgets for 1990-91 and 1991-92. Information for Scottish local enterprise companies is for the Secretary of State for Scotland to provide. Budgets are for the period of TEC operation only and vary in the periods they cover because of the differing operational dates of TECs.

TEC	Allocation 1990-91 £m	Allocation 1991-92 £m
South East		
Essex (23.7.90)	14.7	29.2
Hampshire (17.9.90)	13.4	32.0
Heart of England (17.9.90)	4.4	10.7
Hertfordshire (30.4.90)	10.4	19.5
Isle of Wight (15.10.90)	1.6	4.1
Kent (12.11.90)	8.7	32.2
Milton Keynes and North Bucks (17.9.90)	3.1	6.5
Surrey (1.4.91)	Nil	14.1
Sussex (1.4.91)	Nil	26.0
Thames Valley Enterprise (30.4.90)	12.2	19.8
South West		
Avon (1.4.91)	23.3	29.3
Devon and Cornwall (30.4.90)	43.1	52.5
Dorset (30.4.90)	11.5	15.5
Gloucester (7.1.91)	9.8	13.0
Somerset (23.7.90)	10.2	13.3
Wiltshire (1.4.91)	8.6	12.8
London		
AZTEC (12.11.90)	2.7	10.7
CENTEC (16.9.91)	Nil	12.0
CILNTEC (14.10.91)	Nil	8.1
LETEC (1.4.91)	Nil	27.6
North London (16.9.91)	Nil	9.7
North West London (16.9.91)	Nil	5.6
SOLOTEC (1.4.91)	Nil	18.6
South Thames (27.5.91)	Nil	20.5
West London (16.9.91)	Nil	8.9
East Midlands and Anglia		
Leicester (1.4.91)	Nil	26.3
Northants (1.4.91)	Nil	12.9
Lincs (1.4.91)	Nil	8.2
G. Nottingham (1.4.91)	Nil	21.4
N. Nottingham (25.6.90)	11.3	17.0
S. Derbyshire (7.1.91)	3.2	17.6
N. Derbyshire (1.4.91)	Nil	11.5
Norfolk and Waveney (12.11.90)	8.5	22.9
Suffolk (12.11.90)	4.5	14.2
Beds (1.4.90)	Nil	12.1
G. Peterborough (4.2.91)	0.9	8.2
CAMBSTEC (4.2.91)	0.4	6.4
West Midlands		
Birmingham (12.11.90)	11.6	46.5
Central England (1.4.91)	Nil	11.0
Coventry (17.9.90)	13.6	25.8
Dudley (1.4.91)	Nil	11.2
Hereford & Worcester (1.4.91)	Nil	10.1
Sandwell (1.4.91)	Nil	11.4
Shropshire (1.4.91)	Nil	13.5
Staffordshire (15.10.90)	16.3	34.6
Walsall (15.10.90)	4.5	23.5
Wolverhampton (1.4.91)	Nil	11.6
Yorkshire and Humberside		
Leeds (15.10.90)	10.0	22.5
North Yorkshire (25.6.90)	10.8	17.0
Bradford (7.1.91)	5.5	18.7
Calderdale/Kirklees (3.4.90)	18.1	20.6
Wakefield (7.1.91)	3.7	12.2
Barnsley and Doncaster (7.1.91)	6.6	25.7
Sheffield (1.10.90)	11.6	24.2
Rotherham (30.7.90)	7.2	12.1
Humberside (2.4.91)	Nil	37.5
North West		
Bolton and Bury (15.10.90)	6.4	12.9
CEWTEC (1.4.91)	Nil	21.0
Cumbria (30.4.90)	14.9	17.3
ELTEC (29.5.90)	13.5	17.3
LAWTEC (1.4.91)	Nil	26.3
Manchester (12.11.90)	12.6	38.5
METROTEC (23.7.90)	7.0	10.5
Oldham (30.4.90)	7.6	8.6
QUALITEC (1.4.91)	Nil	9.3
Rochdale (30.4.90)	5.5	6.5
South & East Cheshire (9.4.90)	8.3	10.9
Stockport and High Peak (20.8.90)	5.5	9.7
Merseyside (24.6.91)	Nil	41.6
NORMID (24.6.91)	Nil	11.9
Northern		
Teesside (30.4.90)	31.1	34.6
Tyneside (30.4.90)	33.1	45.9
Wearside (30.4.90)	18.5	21.5
Durham (1.10.90)	16.5	34.4
Northumberland (17.9.90)	6.2	15.6
Wales		
Gwent (4.2.91)	2.4	18.4
North East Wales (17.9.90)	6.2	13.6
North West Wales (4.2.91)	1.8	13.6
Mid Glamorgan (23.7.90)	14.9	21.1
Powys (2.4.91)	Nil	4.8
South Glamorgan (4.2.91)	3.4	14.1
West Wales (23.7.90)	20.4	31.5

(January 24)

Offshore safety

Tony Lloyd (Stretford) asked the Secretary of State for Employment what research work the Health and Safety Executive is currently engaged in to do with escape methods from offshore installations; and how far this work is being conducted jointly with the offshore industries.

Tony Lloyd (Stretford) asked the Secretary of State for Employment what extra money the Government is making available to fund research into safe escape methods for emergency conditions on board offshore installations.

Eric Forth: Studies on temporary safe refuges, methods to enhance the launch capacity of survival craft, the practicability and safety of escape chutes and emergency stairway systems, survivor recovery techniques and personal protective equipment have been commissioned by the Health and Safety Executive's Offshore Safety Division. The offshore industry is collaborating in all of these studies.

Research on evacuation, escape and rescue methods is one of HSE's main priority areas within its research strategy for offshore safety. The enhanced financial provision for offshore safety provided by Ministers following the Cullen Report included an element to cover these and other recommendations for additional safety research.

(January 29)

Tony Lloyd (Stretford) asked the Secretary of State for Employment what the Health and Safety Executive has done to ensure that offshore installation managers and their deputies receive training and regular refresher courses in decision making for emergency situations.

Tony Lloyd (Stretford) asked the Secretary of State for Employment what advice the Health and Safety Executive has given to offshore installation operators about emergency drills and exercises, their frequency, content and which staff should be included in the exercises.

Eric Forth: Existing offshore safety legislation specifies the frequency and content of emergency drills and musters and which persons should be included.

I understand that the Health and Safety Commission's proposals for Safety Case Regulations to be published next month will require these and other aspects of safety-related training to be adequately addressed as part of the operator's safety management system.

In the meantime, the Offshore Petroleum Industry Training Organisation, the Health and Safety Executive and both sides of industry are working together to develop a standard for training in offshore emergency command and control, aimed specifically at offshore installation managers.

(January 29)

National training targets

Dr Ashok Kumar (Langbaugh) asked the Secretary of State for Employment on what basis he decided to encourage an increase in the number of national vocational qualifications to meet the CBI targets and other quality measures without making a corresponding increase in the funding of TECs.

Robert Jackson: Our priority is to encourage the development of the highly skilled and flexible workforce the economy needs. On the Government's behalf, we have therefore welcomed the CBI's targets since they are based on nationally recognised qualifications and have been set by employers, who have the main responsibility for taking action to achieve them. We have also invited TECs to take the lead in their local communities in promoting action by employers and others to work towards the targets. TECs will be given the funding to do the tasks the Government has asked them to do.

(February 3)

Accident investigation

Bob Cryer (Bradford South) asked the Secretary of State for Employment, pursuant to his Answer of 20 November 1991, Official Report, col. 215, what guidance is given to Health and Safety inspectors about the reliance to be placed on statements taken by an employer from employees in investigating accidents where employees are injured.

Eric Forth: Health and Safety Executive Inspectors carrying out investigations into accidents in which employees are injured, conduct their own independent enquiries. Inspectors are advised to collect all the relevant information during their investigations and this could include statements taken by an employer from employees which may be helpful. However, Inspectors personally interview whoever, in their professional judgement, is able to assist them in establishing the facts and do not rely on statements taken by employers.

(February 4)

TVEI

Tam Dalyell (Linlithgow) asked the Secretary of State for Employment if he will make a statement on the planned programme for the conclusion of the Technical and Vocational Education Initiative.

Robert Jackson: The Technical and Vocational Education Initiative (TVEI) is a 10-year programme, running from 1987 to 1997, in which education authorities participate for up to 7 years. Some authorities are nearing the end of their contracts. The Department is working with these authorities on the development of plans for assimilating the lessons of TVEI and will continue to include them in any arrangements for disseminating information or other outcomes from the national programme; and to encourage the continuation of networking arrangements.

(February 10)

Youth Training allowance

Dave Nellist (Coventry South East) asked the Secretary of State for Employment how many young people are currently on Youth Training places; what are the current rates of allowance paid to 16 and 17 year olds; when those rates were last increased; and what would be the value in 1992 prices of the original level of allowance paid in 1978.

Robert Jackson: At 5 January 1992, the latest date for which information is available, it is estimated that there were 270,600 young people on Youth Training in England and Wales. The current minimum levels of the training allowance are £29.50 per week for 16 year olds, and £35 per week for 17 year olds. These minimum levels of allowance were introduced in July

1988 and April 1986 respectively. Employers are strongly encouraged to supplement these allowances and many of them do, and around one third of trainees are employed and receive a wage. The value of the original level of allowance payable in 1978 at 1992 prices is £52.89 per week.

(February 18)

Wages councils

Tony Lloyd (Stretford) asked the Secretary of State for Employment what plans he has for the abolition of the wages councils.

Eric Forth: The wages councils have no permanent place in the labour market and their operation remains under review.

(February 11)

Trade unions

Peter Viggers (Gosport) asked the Secretary of State for Employment whether he has any proposals to transfer jurisdiction over trade unions to a new court.

Eric Forth: No.

Where trade unions act unlawfully, it should be open to bring proceedings against them before the normal courts.

(February 11)

Older workers

Eddie McGrady (South Down) asked the Secretary of State for Employment if he will introduce special measures to help unemployed older workers re-enter the workforce.

Robert Jackson: A wide range of unemployment and training measures is already available to help older unemployed people back to work. We are also keen that all employers should give proper recognition to the qualities that older workers possess. We are therefore setting up an Advisory Group on Older Workers, as announced by my right hon and learned Friend on Tuesday 11 February (Official Report col. 809-821). The Group will have an important role to play in the identification and dissemination of good practice in the employment of older workers.

(February 13)

Disabled people

Michael Spicer (South Worcestershire) asked the Secretary of State for Employment, whether he has any plans to publicise the advantages to employers of employing disabled people in respect of their aptitudes for certain kinds of work, including routine work.

(January 29)

Robert Jackson: We believe that people with disabilities have the same range of abilities as others in the labour market, and that they should have access to the full range of employment opportunities. The Department already encourages employers to recognise the advantages of employing people with disabilities and to adopt and implement constructive policies and practices in this area. The Employment Service's Disablement Advisory Service works with employers to achieve this.

In 1984 the Department published the Code of Good Practice on the Employment of Disabled People; in 1990, my right hon and learned Friend, the Secretary of State, launched the Disability Symbol initiative, which offers employers the opportunity to state publicly their commitment to recruiting, integrating in employment, retaining and offering career development to people with disabilities. The Department has also recently reconstituted the Committees for the Employment of People with Disabilities and has given them a more focused brief to promote effective policies to employers.

(January 29)

Genetic organisms

Simon Hughes (Southwark and Bermondsey) asked the Secretary of State for Environment how many genetically modified organisms were released into the environment in 1991; and if he will make a statement.

Eric Forth: I have been asked to reply.

Under the Genetic Manipulation Regulations 1989, the Health and Safety Executive was notified of 12 proposals to release genetically modified organisms to the environment, in the year 1991.

Public consultation has just been completed on proposed new regulations to be made under Part VI of the Environmental Protection Act 1990 and the Health and Safety at Work etc Act 1974. Under the proposed regulations releases of genetically modified organisms would be subject to consents by the Secretary of State for the Environment and the Health and Safety Executive.

(January 24)

Offshore safety

Tony Lloyd (Stretford) asked the Secretary of State for Employment what representations he has had from trade unions concerning the Offshore Safety Bill (Lords) and the Cullen Report; and if he will make a statement.

Eric Forth: No representations have been received from trades unions on the Offshore Safety Bill, but HSE's Offshore Safety Division has had extensive discussions with trades unions about a range of matters arising from the Cullen Report.

VAT registrations

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment if he will list the total number of (a) business start ups and (b) business failures in (i) Great Britain and (ii) each of the regions for the last five years for which figures are available; and if he will make a statement.

Eric Forth: Regional estimates of VAT registrations and deregistrations, for the years 1980 to 1990, were published in November 1991 issue of *Employment Gazette*, a copy of which is available in the Library.

These show clearly the sustained expansion of the small firms sector during the 1980s, in all regions of the country.

(February 4)

Sunday trading

Peter Hain (Neath) asked the Secretary of State for Employment if he will bring forward regulations to prohibit contracts of employment which require shop workers to work on Sunday; and if he will make a statement.

Eric Forth: We have no plans to do so.

(February 4)

EMAS

Tony Lloyd (Stretford) asked the Secretary of State for Employment what plans he has to strengthen the Employment Medical Advisory Service.

Eric Forth: Since HSE reorganised its field-based staff in April 1990 the Employment Medical Advisory Service has been an integral part of HSE's Field Operations Division. Further plans to increase and broaden the impact of HSE's field force will be set out in the Health and Safety Commission's Plan of Work for 1992/93 and beyond, which the

Commission expects to submit shortly to the Secretary of State for his approval.

(February 11)

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will make a statement on the ways in which the Employment Medical Advisory Service intends to encourage development of occupational health services in industry.

Eric Forth: The Medical and other professional staff in the Health and Safety Executive, will continue to provide advice on the use of occupational health services in industry, organise national and local campaigns, and liaise with relevant professional bodies to encourage the development and maintenance of appropriate standards of training and qualification for occupational health service practitioners. This work is supported by a wide range of HSE publications relevant to the development of occupational health services in industry.

(February 11)

YT allowances

Dave Nellist (Coventry South East) asked the Secretary of State for Employment what plans he has to improve the level of training allowances for youth training.

Robert Jackson: The Department has no plans at present to increase minimum levels of the Youth Training (YT) allowance. We believe that the existing minimum levels are sufficient to meet the normal requirements of a young person living in the parental home. Trainees living independently are free to apply for Income Support over and above YT minimum allowances if they consider their income is insufficient to meet their needs. Employers, as the beneficiaries of YT, are encouraged to supplement trainee incomes. Around one third of trainees are employed and receive a wage.

(February 18)

Migrant workers

Sir John Wheeler (Westminster North) asked the Secretary of State for Employment what consideration Her Majesty's Government has given to acceding to the European Convention on the Legal Status of Migrant Workers.

Sir John Wheeler (Westminster North) asked the Secretary of State for Employment what consideration Her Majesty's Government has given to acceding to the International Convention on the Protection of the Rights of all Migrant Workers and their families.

Eric Forth: We have considered both conventions carefully, but are unable to sign either. The conventions go beyond this country's existing international commitments on access to labour markets and what is necessary to secure the interests of migrants working here, who already enjoy the protection of the same laws and regulations as British workers.

(February 20)

Protection of dignity at work

Steve Norris (Epping Forest) asked the Secretary of State for Employment whether he intends to accept the recommendation of the European Commission on the protection of the dignity of women and men at work of 27th November 1991.

Robert Jackson: By means of the Council Declaration of 19 December 1991 the UK Government endorsed the general objective of the Commission recommendation.

(February 20)

Paid holidays

Marjorie Mowlam (Redcar) asked the Secretary of State for Employment if he will introduce legislation to ensure that all employees have a statutory right to two weeks minimum paid holiday.

Eric Forth: We have no such plans.

(February 4)

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

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

Contracts of employment

AIMED AT managers and personnel officers whose job it is to draft contracts of employment, *Effective Contracts of Employment* highlights the problems which may arise when considering terms of employment, and offers solutions.

A well-written contract of employment has many advantages, argues the book. It promotes certainty; reduces the opportunities for conflict; provides for flexibility; and reduces the possibility of falling foul of the unfair dismissal provisions.

Using a selection of cases for reference, the author examines provisions about pay; hours of work; work to be performed; continuity of employment; place of work; holidays; notice; protection of confidential information after employment has ended; and disciplinary and grievance procedures.

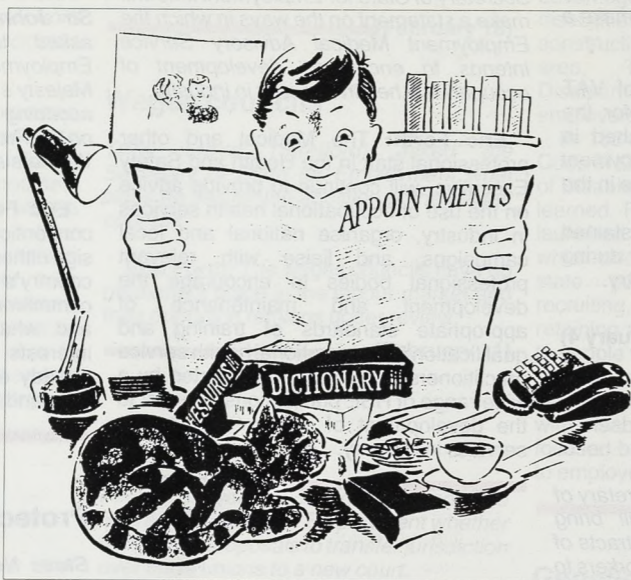
● *Effective Contracts of Employment* by Deborah Lockton. Published by Fourmat Publishing, 133 Upper Street, London N1 1QP, tel 071-226 7497. Price £18.50 pbk.

Open route to learning

WHERE CAN I get local support for open learning training in health and safety? Who can write open learning materials for my company? Is this material accredited for competencies? The answers to these, and related questions concerning all aspects of open learning, can be found in *The Open Learning Directory 1992*.

The 1992 directory has been extensively updated, and provides detailed information on over 2,000 learning materials in 126 subject areas and on nearly 200 support services.

● *The Open Learning Directory 1992* Published by Pergamon Open Learning, Headington Hill Hall, Oxford OX4 0BW, tel 0865 773316. Price £32.50 plus postage.



"WHEN CAN YOU START?" are the magic words everyone looking for a job hopes to hear. They also make up the title of a new guide which gives clear and straightforward advice on how to prepare job applications and tackle interviews.

● *When can you start?* is available, price £5.25 plus 70p p & p, from Equus Publishing, tel 071-274 8724.

Top of the equal opps!

THE RECEIVED wisdom is that employment prospects for women will increase and improve during the 1990s. But what are Britain's employers currently doing to attract and retain women workers, particularly in managerial jobs?

This was what journalist Scarlett McCgwire set out to discover in her survey of women working for the top 500 employers in the UK. Her conclusions, and details of arrangements at what were judged to be the best organisations, are presented in *Best Companies for Women*.

The first section of this book provides a snapshot of what it is like to be a working woman today. Women, it says, expect equal treatment and do not expect to have to choose between their children and their careers. Nevertheless, even in progressive companies which have taken huge strides to help them combine work and domestic commitments, there are still very few women in top management.

It is not enough, the author argues, for firms to have good intentions alone; the best companies spell out clear guidelines for the recruitment, promotion and treatment of staff - both male and female.

The main section of book includes profiles of the top 50 companies, giving basic information on size, number of female staff, and the type of provision available, such as maternity packages, jobsharing, part-time working and flexible hours, career breaks, creche facilities and childcare allowances.

Each company's record in training, promoting and developing management skills in their women workers is also outlined.

Top of the list came the Civil Service. Not because of any revolutionary practices but because it has been promoting equal opportunities policies for over a decade and now offers

women a comprehensive range of provision.

The most interesting aspect of the book is the comments of the women interviewed at each organisation. They report, unsurprisingly, that discriminatory attitudes towards women workers are still not fully eliminated.

This highly readable book should prove useful to women developing their careers as well as to employers and personnel officers.

● *Best Companies for Women* by Scarlett McCgwire. Published by Pandora, 77-85 Fulham Palace Road, London W6 8JB, tel 081-741 7070. Price £7.99 pbk.

British Qualifications

THE LATEST edition of *British Qualifications* is now available. This is a guide to educational, technical, professional and academic qualifications in Britain.

It has been extensively revised and updated to reflect the changes that have occurred at every level of education in the UK during the last year, including the latest awards from the National Council for Vocational Qualifications.

It lists over 200 career fields and provides information on the institutes and associations within each field, together with the qualifications available.

● *British Qualifications* 22nd edition. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £32.50 hbk, £24.50 pbk.

Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.

Note: This list does not include the publications of the Training, Enterprise and Education Directorate (TEED) or the Employment Service, nor does it include any priced publications of the Employment Department.

General information

Employment and Training Services for you

Details of the extensive range of ED employment and training programmes and business help EMPL45

The Employment Act 1988

A guide to its industrial relations and trade union law provisions

PL854

The Employment Act 1990

A guide to its industrial relations and trade union law provisions

PL907

Industrial action and the law—Employees' version

PL869 (REV 1)

Industrial action and the law—Employers' version

PL870 (REV 1)

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

RPL1 (1983)

Code of practice—picketing—picketing draft

ECP(2) ECP(2)DFT

Code of practice—trade union ballots on industrial action

TUBALACT

Fact sheets on employment law

A series giving basic details for employers and employees

Employment legislation

Written statement of main terms and conditions of employment

PL700

Redundancy consultation and notification

PL833 (3rd rev)

Employee's rights on insolvency of employer

PL718 (4th rev)

Employment rights for the expectant mother

PL710 (2nd rev)

Suspension on medical grounds under health and safety regulations

PL705 (2nd rev)

Facing redundancy? Time off for job hunting or to arrange training

PL703

Union membership and non-membership rights

PL871 (Rev 1)

Itemized pay statement

PL704 (1st rev)

Guarantee payments

PL724 (3rd rev)

Employment rights on the transfer of an undertaking

PL699 (2nd rev)

Rules governing continuous employment and a week's pay

PL711

Time off for public duties

PL702

Unfairly dismissed?

PL712 (5th rev)

Rights of notice and reasons for dismissal

PL707 (2nd rev)

Limits on payments

PL827

Unjustifiable discipline by a trade union

PL865

Trade union executive elections

PL866 (REV 1)

Trade union funds and accounting records

PL868 (REV 1)

Trade union political funds

PL868 (REV 1)

A guide to the Trade Union Act 1984

PL752

Health and safety

AIDS and the workplace

A guide for employers

PL893

Alcohol in the workplace

A guide for employers

PL859

Drug misuse and the workplace

A guide for employers

PL880

Wages legislation

The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986

PL810

A summary of part 1 of the Wages Act 1986 in six languages

PL815

Wages Councils and statutory pay rates

WCL1

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1989)

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974

ITL19 (1983)

Recoupment of benefit from industrial tribunal awards—a guide for employers

PL720

Sex equality

Sex discrimination in employment

PL887

Collective agreements and sex discrimination

PL858

Equal pay

A guide to the Equal Pay Act 1970

PL743

Equal pay for women—what you should know about it

Information for working women

PL739

Overseas workers

Employment of overseas workers in the UK

Employers' guide to the work permit scheme

OW5 (1987)

Employment of overseas workers in the UK

Training and work experience scheme

OW21 (1987)

Miscellaneous

The Race Relations Employment Advisory Service. A specialist service for employers

PL748

RREAS. Equal opportunities "What is Positive Action"

PL873

The Employment Agencies Act 1973

General guidance on the Act, and regulations for use of employment agency and employment business services

PL594 (4th rev)

Career development loans

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

(Available from freetone 0800 585505).



RESEARCH papers

The Employment Department carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed right.

No 83: Employers' Labour Use
Strategies: Analysis of a National Survey

A McGregor, Training and Employment Research Unit, University of Glasgow and A Sproull, Scottish Foundation for Economic Research and Glasgow College.

- Recent popular debate has suggested that the labour market can be divided into a 'core' of full-time permanent employees and a 'periphery' of part-time, temporary and self-employed workers. This paper reports the detailed analysis of a survey exploring employers' use of these different categories of labour. It explores patterns of use and employers' rationale, and the extent to which deliberate strategies are adopted.

No 84: The Development of Local Labour Market Typologies: Classifications of Travel-to-Work Areas

A Green, D Owen and C Hasluck, Institute for Employment Research, University of Warwick

- The research has developed a suite of up-to-date typologies of local labour markets (defined here as travel-to-work areas), appropriate to the needs of policy makers, which can be used in the special analysis of national data sets and in comparative assessment of local labour market characteristics.

No 85: Learning Outcomes of Guidance: A Review of Recent Research

J Killen and J Kidd, National Institute for Careers Education and Counselling, Hatfield Polytechnic

- This literature review documents the positive outcomes for all major guidance strategies, based on evidence from a

variety of studies both in the UK and the USA. Its purpose is to provide practical information for anyone involved in giving advice concerned with education and training.

No 86: Recruitment in Local Labour Markets: Employer and Employee Perspectives

P Elias and M White, Institute for Employment Research, University of Warwick and Policy Studies Institute, London

- This study uses information from surveys of employers and the work histories of their employees to investigate variations in recruitment methods and the incidence of recruitment difficulties in six localities, selected to provide contrasting labour markets. In particular, it examines the role of qualifications in the recruitment process and the relationship between the experience of recruitment difficulties and the provision of training, and the effect of the changing demographic structure of employment on recruitment behaviour.

No 88: Human Resource Development in Small to Medium Sized Enterprises

C Hendry, A Jones, M Arthur and A Pettigrew, Centre for Corporate Strategy and Change, Warwick Business School, University of Warwick

- This report presents the findings of a study on skill needs, training and developments in small to medium-sized enterprises (SMEs). This study sought to identify those things which cause SMEs to give attention to training and development. The report is empirically based (through 20 case studies), analytic, and aims to inform TECs and LECs how they can best help smaller firms.

RESEARCH papers can be obtained free from:
Employment Department, Research Management, Room W441,
Moorfoot, Sheffield S1 4PQ. Telephone 0742 593932.
Papers will be sent as soon as they are available.

ISBN 0-11-729402-0



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