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COVER PICTURES
Advice for small firms by tourist boards in conjunction with the Small Firms Service is featured in a story on p 361. Photo: Interfoto.

A survey of employers' attitudes to job-sharing and job-splitting is reported on p 383

Detailed results of first destinations by degree class are discussed in an article on new graduates on p 394.

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Free Department of Employment leaflets

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

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

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

General information

Action for jobs
Details of the extensive range of DE and MSC employment and training programmes and business help PL843
The above booklet translated into:
Bengali PL782 (Bengali)
Cantonese PL782 (Cantonese)
Gujerati PL782 (Gujerati)
Hindi PL782 (Hindi)
Punjabi PL782 (Punjabi)
Urdu PL782 (Urdu)
Vietnamese PL782 (Vietnamese)

Firm facts notice board kit
A do-it-yourself aid to help employers communicate essential information to employees.

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 ***Written statement of main terms and conditions of employment*** PL700 (1st rev)
2 ***Redundancy consultation and notification*** PL833 (3rd rev)
3 ***Employee's rights on insolvency of employer*** PL718 (4th rev)
4 ***Employment rights for the expectant mother*** PL710 (2nd rev)
5 ***Suspension on medical grounds under health and safety regulations*** PL705 (1st rev)
6 ***Facing redundancy? Time off for job hunting or to arrange training*** PL703
7 ***Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982*** PL754 (1st rev)
8 ***Itemized pay statement*** PL704
9 ***Guarantee payments*** PL724 (3rd rev)
10 ***Employment rights on the transfer of an undertaking*** PL699 (1st rev)
11 ***Rules governing continuous employment and a week's pay*** PL711
12 ***Time off for public duties*** PL702
13 ***Unfairly dismissed?*** PL712 (4th rev)
14 ***Rights of notice and reasons for dismissal*** PL707 (2nd rev)
15 ***Union secret ballots*** PL701 (1st rev)
16 ***Redundancy payments*** PL808
17 ***Limits on payments*** PL827

A guide to the Trade Union Act 1984 PL752

Industrial action and the law.
A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

Offsetting pensions against redundancy payments—a guide for employers RPLI (1983)

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Sex discrimination in employment

Collective agreements and sex discrimination

Taking someone on?
A simple leaflet for employers, summarising employment law

Fact sheets on employment law
A series of ten, giving basic details for employers and employees

Facing an unfair dismissal claim?
A leaflet describing an audio visual programme available on video cassette PL734

Employment form (in packs of five)
A form to assist employers to provide a written statement of an employee's main terms and conditions.

Race relations

The Race Relations Employment Advisory Service. A specialist service for employers PL748

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1986)

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITL19

Recoupment of benefit from industrial tribunal awards—a guide for employers PL720

Overseas workers

Employment of overseas workers in the UK
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

Employment of overseas workers in the UK
Training and work experience schemes OW21(1982)

A guide for workers from abroad
Employment in the UK OW1

Equal pay

Equal pay
A guide to the Equal Pay Act 1970 PL74

Equal pay for women—what you should know about it
Information for working women PL73

Wages legislation

The law on payment of wages and deductions
A guide to part 1 of the Wages Act 1986 PL81

A summary of part 1 of the Wages Act 1986 in six languages PL8

Miscellaneous

Jobshare
A share opportunity for the unemployed PL82

The Employment Agencies Act 1973
General guidance on the Act, and regulations for use of employment agency and employment business services PL594 (4th rev)

Payment on time
Guidance for suppliers and buyers

A.I.D.S. and employment
This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information campaign PL811

Career development loans
A pilot scheme offering loans for training or vocational courses in four areas. Open to people over 18 living or intending to train in Aberdeen, Bristol/Bath, Greater Manchester or Reading/Slough. Leaflets are available from all jobcentres in the pilot areas PL801

Training for employment
A summary of the proposed new programme to give unemployed people the skills and confidence they need to compete for jobs. PL844

News Brief

Changing attitudes to small businesses

Attitudes to small businesses have changed dramatically in the last ten years according to the 1987–88 report of the Small Firms Service.

In a foreword to the report, Small Firms Minister John Cope gives a particular welcome to the banks, new schemes for small firms, as well as to the support given to enterprise by large businesses "which recognise the importance to themselves of working in a vigorous and flexible business climate."

He also announced that the Small Firms Service would make its extensive database of information for small firms available to other advisory agencies, for a small charge.

The Service dealt with over 266,000 inquiries in England during the period covered by the report. It also provided over 39,000 counselling sessions.

Counselling is provided by business men and women with personal experience either in company management or from running their own enterprises.

One of the counsellors featured in the report is Roy Filling who had experienced in his own business a need for "a source of advice that was confidential, impartial and with no axe to grind."

Another, Margaret Grimshaw, has been able to help Rainbow Enterprises, based near Blackburn, to identify opportunities for expansion and spin-offs. The soft toys firm was set up through the Enterprise Allowance Scheme and sought the advice of the Small Firms Service when it wanted to exploit the potential of the business in other areas.

The Small Firms Service's links with local enterprise agencies and organisations such as the Royal Development Commission (formerly CoSIRA), which concentrates on business in rural areas, are described in the report.

It also discusses recent moves which will enable small tourism businesses to use the co-ordinated resources of the Small Firms Service and the regional Tourist Boards.

With the availability of "one-stop shops" the Service, with other government departments, is studying the feasibility of extending the concept to cover transactions between businesses and government departments such as the Inland Revenue.

Commenting on the report, Mr Cope said that the assistance of the Small Firms Service "is making an important contribution to the country's economic flexibility and success."

He added: "We are only as far away as a telephone—just ask for 'Freefone Enterprise'."

Photo: Crown copyright.

The Small Firms Service was able to advise Bill Dewhurst of Rainbow Enterprises when he wanted to "exploit the potential of the business in other areas". His firm manufactures 'Treacle Miner' toys.

Nearly all Tourist Boards have established Tourism Business Advisory Services in conjunction with the Small Firms Service. New partnerships forged in 1987, a record year for tourism were:

- **Birmingham Small Firms Centre with the Heart of England Tourist Board and the Rural Development Commission;**
- **Bristol Small Firms Centre with the West Country Tourist Board;**
- **Cambridge Small Firms Centre with the East Anglia Tourist Board;**
- **London Small Firms Centre with the London Tourist Board and the Hotel and Catering Training Board;**
- **Manchester Small Firms Centre with the Cumbria Tourist Board;**
- **Newcastle upon Tyne Small Firms Centre with the Northumbria Tourist Board.**

A partnership is planned in 1988 between the Liverpool Small Firms Centre and the Merseyside Tourist Board.

Other SFS centres have close links with their Tourist Boards, for example the Reading Small Firms Centre strengthened its relationship with the three tourist boards in its "patch" and with the Hotel and Catering Training Board at a seminar in November 1987.

The Small Firms Service provides its Freefone Enterprise and inquiry services to the tourist boards.

The types of business assisted include: hotels and guest-houses, self-catering accommodation, coach tour operators, holiday centres, restaurants, farm-based projects and steam railways.

The SFS reports that the partnerships are working well and enable it to provide a better focused business counselling service to an important growth sector.

Photo: Mike Arron/Daily Telegraph

Flying visit. An eagle drops in on Tourism Minister John Lee who was visiting Leighton Hall, Carnforth, and its collection of birds of prey. Commenting on the March tourism figures, Mr Lee said they were not only very encouraging overall, but were "the best ever March figures for North America, Western Europe and also the rest of the world."

Tourism off to a flying start

The UK attracted 2.9 million overseas visitors in the first three months of 1988, 10 per cent more than in the first quarter of 1987. They spent £1,055 million, an increase of 4 per cent.

Duncan Bluck, chairman of the British Tourist Authority, commented that Britain has had a flying start to the 1988 tourism year.

He added: "While North American visitors continue to come to Britain in increasing numbers, it is clear that they are spending less to compensate for the dollar's weakness against the pound."

In March one million overseas visitors came to the UK, 9 per cent more than in March 1987. Visitor numbers increased from all parts of the world: 15 per cent more came from North America, 3 per cent more from Western Europe and 26 per cent more from other countries, compared to the same month last year.

"Visitor numbers from other areas, particularly the Far East, show significant increases, and I am confident of a good overall result for the year," said Mr Bluck.

Home office

The benefits of shifting company workforces from the office into their own homes, are to be examined at a conference hosted by British Telecom and the CBI.

The commercial arguments for 'teleworking' and the role played by communications will be aired by speakers such as Iain Vallance, chairman of British Telecom, John Banham, director general of the CBI; Norman Willis, general secretary of the TUC; Andrew Neil, editor of the Sunday Times; Bob Tyrell, managing director of the Henley Centre and Francis Kinsman, author of *The Telecommuters*.

Tomorrow's Workplace will be held at the Queen Elizabeth II Conference Centre, in London, on Wednesday, September 14th.

Inner cities loan incentive

Employment Minister John Cope has announced a new incentive for small firms applying for loans under the Government's 1981 Loan Guarantee Scheme. Now, businesses based in or moving to one of the 16 Inner City Task Force areas can benefit from an 85 per cent guarantee for loans issued under the scheme.

The change was promised at the launch of the Action for Cities programme earlier this year (see *Employment Gazette*, April 1988, pp 201–202).

The Scheme currently provides a 70 per cent guarantee on qualifying loans up to a maximum of £75,000 with borrowers paying a 2½ per cent premium per annum on 70 per cent of the outstanding balance of the loan.

Over £650 million has been lent to nearly 19,000 small firms, since the scheme began.

Status conscious

Agents and managers taking part in Employment Training should first gain Approved Training Status.

This was announced when the Training Commission approved proposals setting out criteria to be met by both types of organisation by March 1989.

This makes the timetable for both training agents and training managers identical, a change made when the original one for agents was considered too tight following circulation of the paper.

The five criteria to be met by March 1989 are:

- competence of staff;
- premises and equipment;
- a positive commitment to providing equal opportunities;
- a positive commitment to health and safety;
- financial viability.

During the following 12 months training agents will need to meet a further four criteria. These are:

- the ability to deliver a range of assessment techniques and practices;
- the ability to prepare personal action plans and provide effective links with training managers;
- effective programme review;
- knowledge of local employment and training opportunities.

Training managers will also need to satisfy four other criteria which are:

- management of action plans;
- the ability to design and arrange training programmes;
- effective programme review;
- effective methods for assessing and recording trainees' progress and achievements and use of vocational qualifications.

From April 1990 any new organisation wishing to become a training agent or training manager will have to satisfy the same criteria within 18 months.

Employment Training brings together a number of existing schemes into one voluntary programme. It is available for people who have been unemployed for over six months and participants will receive a training allowance equivalent to their current benefit plus an additional payment of £10–£12 a week.

When fully operational the programme will provide training for 600,000 people a year, or about 300,000 at any one time.

Large hazards in small firms

Small is not always beautiful, declared TUC general secretary Norman Willis. He was not referring to the size of trade unions but to the health and safety dangers faced by employees in small firms.

The rate of major injuries is some 50 per cent higher in firms employing fewer than 100 people than it is in large establishments. We should not allow people working in small firms to continue as "second class industrial citizens as far as health and safety is concerned," urged Mr Willis. He was speaking at the publication of *Essentials of Health and Safety at Work*, a 52-page booklet that draws together in a simple, readable form most of the basic health and safety problems likely to be encountered by small firms in any industry.

Mr Willis, together with John Banham, director general of the CBI, and Employment Minister John Cope (who has special responsibility for small firms as well as for health and safety), endorsed the book for offering good, sound, practical information—such as legal requirements, protective clothing, safe use of chemicals, electricity, machinery and maintenance work, fire protection, noise and preventing falls. It is a very important initiative by the Health and Safety Executive," he said: "Simple and helpful and £2.95."

Mr Cope suggested that one reason for the very high rate of major injuries in small firms is the lack of a safety expert actually working in the business; hence the importance of this new booklet. Health and safety, he emphasised, concern employer and employee alike: "Workplace accidents cause needless pain and suffering; they also mean higher costs and lower efficiency for business."

Photo: Heath and Safety Executive.

Essential reading (left to right) Health and Safety Commissioner Dr Cedric Thomas, Employment Minister John Cope and TUC general secretary Norman Willis.

The booklet is based on the questions most frequently asked of HSE inspectors visiting small firms. It has been prepared in conjunction with the CBI, TUC and local authorities.

• *Essentials of Health and Safety at Work* is available from HMSO and W H Smith, price £2.95. ISBN 0 11 883977 2.

Helping people to help people

The National Council for Voluntary Organisations has launched its Employment Action Fund to benefit long-term unemployed people and help voluntary organisations working with them.

Grants for equipment and some short-term salary costs will be provided where voluntary organisations are training unemployed people, helping them to find jobs and creating jobs for them.

The Fund totals £400,000 and will be specifically targeted on particularly hard-hit unemployed people. These include:

- people with disabilities, including those with learning difficulties;
- those from ethnic minorities;
- people with literacy and numeracy problems;
- single parent families;
- young people and people over 50.

And priority will be given to projects in areas of high unemployment.

Usha Prashar, director of NCVO said: "Employment Action Fund means getting people into jobs. We want to receive applications from voluntary organisations who are actively working with unemployed people, be it a Community Enterprise, a training scheme, a local agency for unemployed people or any other economic initiative, and can show the funds will directly benefit unemployed people. The maximum grant will only be £20,000, but we know that there is a tremendous need by voluntary organisations to receive money for these sorts of projects."

Japan beckons

Some 1800 top British businessmen and women have been encouraged to reassess their attitudes to Japan through seven special briefings.

Chairmen and chief executives from companies likely to profit from a greater commitment to Japan have been hearing from Ministers and companies, large and small, already successful there.

Mike Perry, chairman of the Opportunity Japan campaign said: "Japan is now open for serious business. On tariffs Japan is no more protectionist today than is the European Community on average, and less so than some of its members. In a few sectors, it is true, there are still barriers but they are not insurmountable obstacles and they certainly should not be treated as excuses for inaction."

He added that too few British companies have a specific strategy for Japan, too few make it a corporate priority, and too few have the frequency of contact to make a success of this market.

"Talk to your employees," bosses told

Employers must communicate and negotiate directly with their employees, rather than talk to trade union officials and leave them to pass on the message, Employment Secretary Norman Fowler told a Confederation of British Industry conference.

Speaking on the Employment Act, Mr Fowler said: "Too many employees are still locked into cosy arrangements with trade unions which enable them to avoid direct contact or communication with their employees."

Setting out his views of the modern role of unions and employers, he referred to "the revolution in the labour market."

Both the composition of the workforce and the nature of employment were changing, he told his audience, with more people opting to work part-time, becoming self-employed or working for small firms.

He reported a "dramatic growth" in the service sector and said that in future more people would work in white-collar jobs, and home working would be a possibility.

It means, he warned, that people would have to be treated as individuals, not part of a mass.

"Increasingly, the individual will want to negotiate his own terms and conditions of employment, including his own pension arrangements. He will want his pay to reflect his skills, efforts and capacities, not the outcome of some distant negotiation between employers and trade unions."

Employees are going to want a direct stake in the business through profit-related pay or share ownership schemes, and they will want to to know that the business is performing, and be permitted to contribute their own ideas.

More importantly, he stressed that employees will look for and stay with employers who offer training and career development.

Mr Fowler also said: "Most employers have now learned the lesson that if they don't manage their businesses, trade unions will. Increasingly, employers are prepared to use the law to recover control of their own businesses and to protect themselves against unlawful strikes."

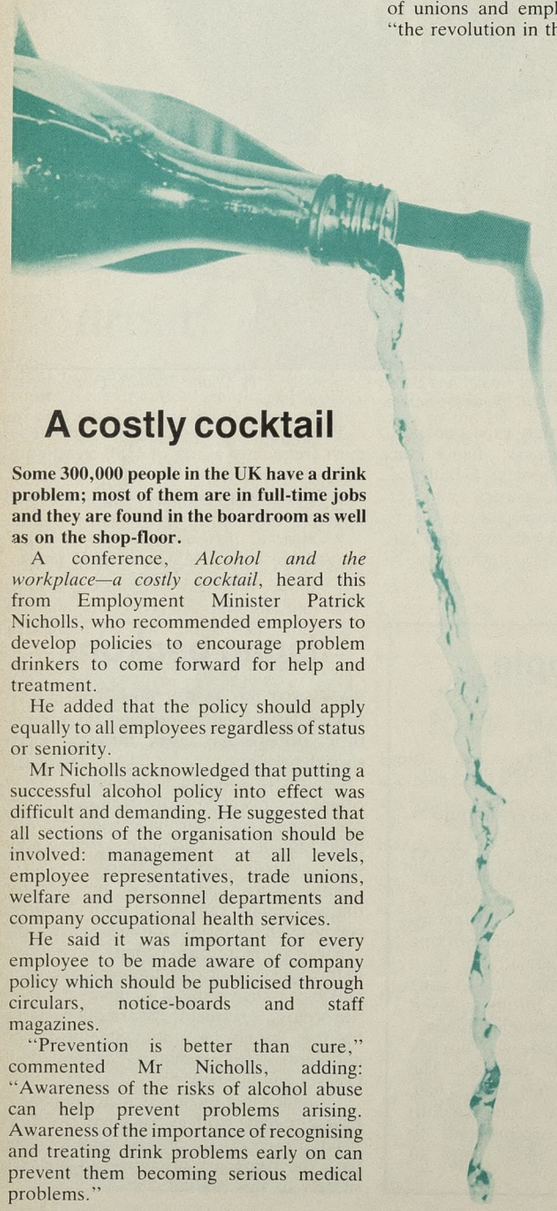
He added: "If trade unions do not modernise themselves they will see their members continue to drift away.

"There is abundant evidence that trade union members are not prepared to go on fighting yesterday's battles."

Members recognised that self-defeating strikes and inflationary pay claims destroyed jobs. Instead they wanted their trade unions to offer a professional service, offering help and advice on such matters as training, pensions and health insurance.

Mr Fowler mentioned that the Amalgamated Engineering Union (AEU), the General and Municipal Boilermakers and Allied Trades Union (GMBATU), the Union of Construction and Allied Trades Technicians (UCATT) and the Electrical, Electronic, Telecommunications and Plumbing Union (EETPU) were among unions already moving in this direction.

He commented: "There is still an important role for trade unions in our society. But I have no doubt that it will be a radically different role from that of the past, and that trade unions will need to become radically different organisations if they are going to perform it effectively."



A costly cocktail

Some 300,000 people in the UK have a drink problem; most of them are in full-time jobs and they are found in the boardroom as well as on the shop-floor.

A conference, *Alcohol and the workplace—a costly cocktail*, heard this from Employment Minister Patrick Nicholls, who recommended employers to develop policies to encourage problem drinkers to come forward for help and treatment.

He added that the policy should apply equally to all employees regardless of status or seniority.

Mr Nicholls acknowledged that putting a successful alcohol policy into effect was difficult and demanding. He suggested that all sections of the organisation should be involved: management at all levels, employee representatives, trade unions, welfare and personnel departments and company occupational health services.

He said it was important for every employee to be made aware of company policy which should be publicised through circulars, notice-boards and staff magazines.

"Prevention is better than cure," commented Mr Nicholls, adding: "Awareness of the risks of alcohol abuse can help prevent problems arising. Awareness of the importance of recognising and treating drink problems early on can prevent them becoming serious medical problems."

Kenneth Clarke joins the Under Fives Club, Stonebridge Park. Photo: Conor Corduff

Pie in the sky? Or sharing the cake on the plate?

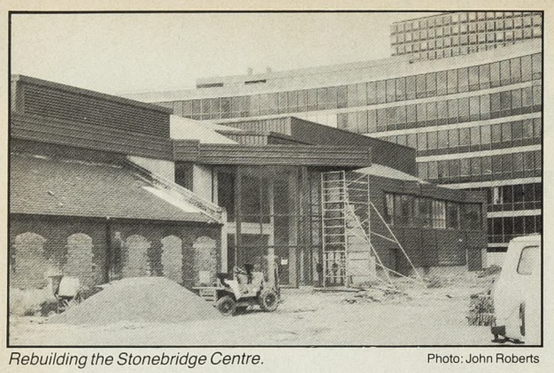
Lessons from Evangelical Enterprise

by John Roberts

Many churches in the United Kingdom have initiated employment projects to help unemployed people or have taken advantage of the many Government schemes. This article highlights the work done by the Evangelical Alliance's consultancy project, Evangelical Enterprise, and provides illustrations of the extent and diversity of its work.

When Kenneth Clarke[1], then an Employment Minister, sang along with the Shiloh singers and approved the 100th project supported by the inner city task forces in April 1987, he was launching a major initiative in conjunction with the Evangelical Alliance, to bring together the work of the Task Forces and local evangelical churches in inner city areas. This was Evangelical Enterprise[2], headed by Michael Hastings. The Government's financial input was £150,000—matched by another £150,000 raised by the Evangelical Alliance from private contributions, in little over two months.

[1] The Rt Hon Kenneth Clarke is Chancellor of the Duchy of Lancaster and Minister for Trade and Industry, to whom the DTI Inner Cities Unit reports.
[2] See Annex on pp 370–71 and *Employment Gazette*, May 1987, p 223.



Rebuilding the Stonebridge Centre. Photo: John Roberts

The project supports and stimulates ideas and initiatives from local churches aimed at providing training, employment, enterprise and community services for inner city residents.

Said Kenneth Clarke: "The project is a major breakthrough in reaching out to the strong organisations of black churches in the task force areas and securing their involvement in the task of rebuilding the inner city economy.

"This will mobilise the support of people I consider to be real leaders in these deprived areas. It fits in extremely well with the central aims of the Inner Cities Initiative. We are seeking the support of people of goodwill in our cities to help inner city residents help themselves into employment and better prospects."

Churches of all denominations in this country have an impressive track record of major projects in community employment. The following looks at the example set by the Evangelical Alliance and instances the many projects which have had advice and support from Evangelical Enterprise.

- the Churches Work Scheme in Moss Side, Manchester which is sponsored by 26 churches under the Community Programme, handling furniture restoration; land reclamation; old people's welfare; and a tools refurbishment scheme. They are employing more than 200 people many of whom are black Rastafarians.
- in Handsworth, Birmingham, 20 local churches are sponsoring through YTS and CP a large Skills Training base for 19 to 25 year olds to learn office skills. It has a core team to handle people-based environmental needs which include a community newspaper to link people to jobs, training and other opportunities.
- in West London, a former drug addict runs a successful service agency doing fencing, building, roofing and decorating under the Enterprise Allowance Scheme (EAS). This guaranteed him a small weekly income to get him going. He was able to get on the EAS because a church put up the £1,000 needed and also bought him a van to carry tools and equipment. He is one of many people supported by churches under this scheme.
- the New Testament Church of God bought a redundant parish church in Brixton with over four dozen pigeons! It has opened—with Government Task Force support and help from the MSC—seven days a week to cater for people who are unemployed, mothers working part-time and senior citizens.

"The Government is determined to build on a strong economy a new vitality in our inner cities.

"In partnership with the people and the private sector, we intend to step up the pace of renewal and regeneration to make our inner cities much better places in which to live, work and invest."

Mrs Margaret Thatcher, the Prime Minister at the "Action for Cities" launch on March 7.

"Our central concern in inner cities is that those who have the most difficulty returning to employment should be helped to take advantage of the new jobs now available.

We already spend over £1·1 billion a year on enterprise, training and employment programmes. The initiatives I have announced will reinforce our efforts to improve the employment prospects of people in inner cities."

Mr Norman Fowler, Employment Secretary at "Action for Cities" launch.

"In Brixton, Handsworth, Brent and many other areas, small armies of Church voluntary groups are getting their hands dirty, proving that theirs is not a pie-in-the-sky religion.

"They are living and working without recognition and often in isolation in the inner cities. Evangelical Enterprise will assist these people. It will enable others to get involved and accelerate through the churches and process of inner-city renewal."

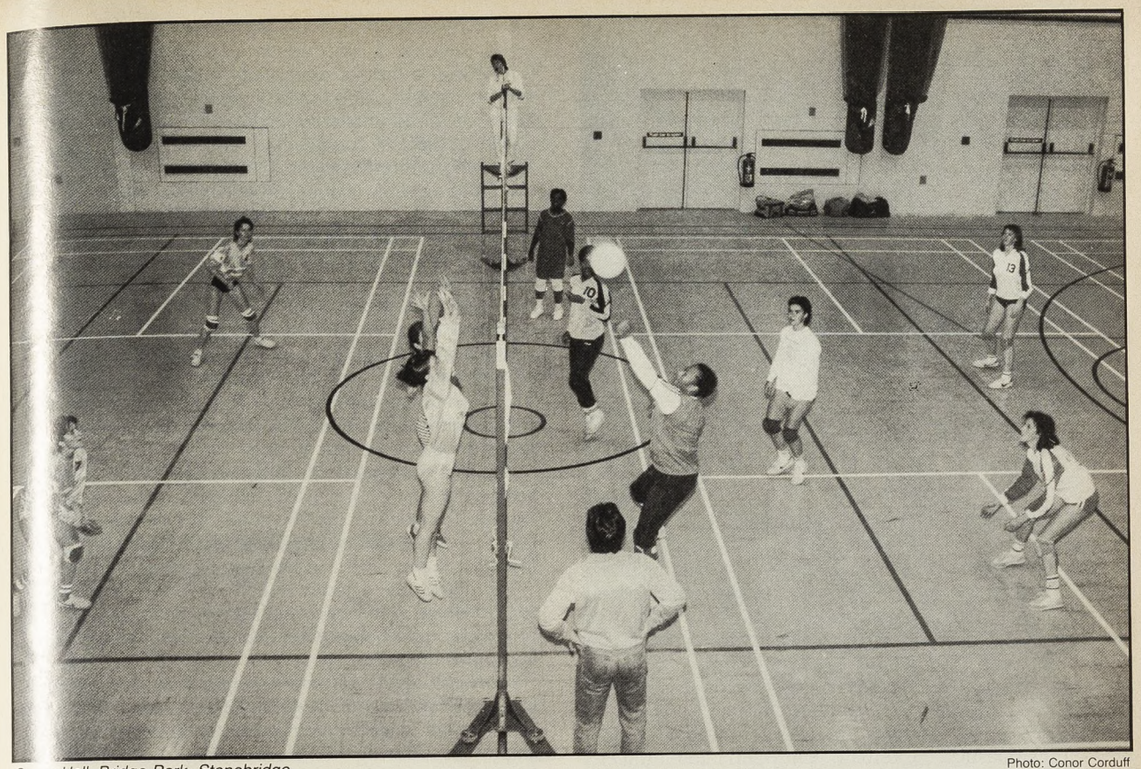
Rev Philip Mohabir, Chairman of the West Indian Evangelical Alliance at the project launch.

- the Bedworth Christian Centre provides very successful job finding and training services along with other services to the community. In particular, it has created employment through the purchase of a three-acre site for a 1,000 seater auditorium and complex in Bedworth—one of the most deprived areas of Coventry.

This article examines in more detail some of more significant of the projects well under way.

Photo: Bedworth Christian Centre

On the job training at Bedworth Christian Centre.



Sports Hall, Bridge Park, Stonebridge. Photo: Conor Corduff

The Story of Bridge Park

Confrontation. In July 1981 when inner city centres like Toxteth in Liverpool, Southall and Notting Hill in London, Handsworth in Birmingham—to name but a few places—had erupted in violence, a crowd of black youths also stood with bottles, brickbats and other missiles confronting the police on the streets of Stonebridge in West London.

Into the gap between them stepped a black youth, Leonard Johnson. He urged the police commander to allow him a few minutes to calm the situation. "We've started building," he said "and we don't want to destroy what we've started. If we smash up Stonebridge, we're going to have to live in all we burn". The message eventually sunk in—the riot was over. Stonebridge did not take its place alongside Toxteth and Notting Hill.

Leonard Johnson was referring to the project that the Harlesden Peoples Community Council (HPCC) had already started. Leonard had been elected chairman of the council. Himself, an ex-offender and a man who had become a christian while in prison, he had been elected along with seven others, some of whom were also ex-offenders to serve the Stonebridge area with a plan he believed was from God to turn the then derelict Stonebridge Bus Garage into something that would become a model for community regeneration. Among these were Mike Wilson, co-director and manager of the centre.

Originally, the Stonebridge Park Tram Depot of the Metropolitan Electric Tramway opened in 1906. Now it is called Bridge Park. The site is massive and it has become the biggest community enterprise programme in Europe. The transformation of the old Stonebridge Bus Garage into a modern spacious centre catering for the needs of the community and anyone else wishing to use it took five years to complete.

Even the story of the fund raising is remarkable. Following the riots, London Transport agreed not to sell the site to any other prospective purchaser until after March 1982. This gave the HPCC the opportunity to seek funding of £1·8 million which the London Borough of Brent, the GLC and the Department of the Environment between them agreed to provide. A delegation flew out to Brussels to discuss EEC funding for the project. £67,000 was asked for. EEC officials offered £50,000, which was turned down. The group returned with £67,810. Since then, some £6 million has been raised and spent. One of the methods used was to send a "wedding present" list to actual and potential donors.

Phase 1 of the operation was largely a building programme which houses the Brent Information Technology Centre which offers school-leavers a two-year YTS course in information technology. The scheme has 55 places and the trainees, who may specialise in electronics, word-processing, office computing or programming, gain City and Guilds Certificates. The training given combines both in-house tutoring and on-the-job training with local firms.

It also provides facilities for Hillside's under-fives, a drop-in centre for parents with young children, sewing and knitting classes, and a play school for up to 30 two to five-year olds.

Job creation

Phase 2 was an ambitious scheme to provide much needed resources for the local area. Its main aims are to improve the local social and economic environment. This is being achieved through job creation, the provision of training opportunities, leisure facilities and the development of the arts.

Kenneth Clarke signing the £400,000 contract with the New Testament Church of God and Cecil Fisher, Minister.

There are 32 units for small businesses, 16 of which are manufacturing type units ranging in size from 431 sq ft to 528 sq ft. The other 16 are small office units ranging in size from 280 sq to 571 sq ft. The centre provides a full back-up service, including general administration, help with marketing and publicity, legal and financial advice and the use of the centre's other resources.

A highlight of the centre is its multi-purpose sports hall with seating capacity for 1,500 spectators. Activities include boxing tournaments, five-a-side football, indoor cricket, gymnastics, basketball, volleyball, badminton etc. The hall can accommodate major sporting events to a national level as well as catering for school groups, local clubs and individuals. It can be used for big concerts and conferences.

The sports area also contains two squash courts. A fitness studio/health club, weights room and a sauna will open later in the year. A restaurant and fast food area will open shortly. There are concessionary rates for use by the local community.

The arts section consists of a theatre/disco area with seating for 400 people. It can also be used for film shows, concerts, banquets, weddings and other public and private functions.

Visiting the leisure and business centre in January 1988, John Patten, Home Office Minister said it should have a major effect in reducing crime in the area.

Mr Patten said: "Having toured the project and met its directors, I am most impressed by what seems to be a splendid example of community initiative. The considerable financial support of local and central government and the signs of increasing help from the private sector have combined to provide excellent social and economic facilities for the local community."

He also expressed his support for the training being provided for young people and went on to say that "the provision, not only of workshop space but of practical support to newly-started local businesses is an imaginative contribution to the regeneration of the local community. I wish the management of the project the success that they undoubtedly deserve."

Leicester Construction Project

In October 1987, Kenneth Clarke, Trade and Industry Minister, signed a £400,000 contract with the New Testament Church of God to build a Social Responsibility Centre in Leicester's inner city area of Highfields.

The key feature of the scheme is that it brings together the local construction industry, which has skill shortages to cope with, and long-term unemployed people.

The project is managed by Sir Robert McAlpine and Sons whose Site Manager, Gavin Docherty, ensures that the building work is done effectively and that the workers receive quality on-site training. Altogether up to 26 long-term unemployed participants get 42 weeks work and training; and recruitment to the scheme is targetted on Afro-Caribbeans from the nearby St Peter's Estate—which was the scene of the 1981 riots.

It is by no means an easy operation, as Gavin Docherty recognises, managing a major reconstruction project with people who may not have worked for up to six years. Training starts from scratch and a high level of supervision in the ratio of five to one is necessary—Gavin would like to see it increased to four to one.

Training of operatives is conducted as far as possible within industry-recognised schemes. One scaffolding trainee, for example, will be going on a short modular type course in basic skills at the Construction Industry Training Board training centre in Bircham Newton.

For plastering, a highly skilled job, a sub-contractor had to be brought in to work alongside the new recruits in order to get the right balance between the level of training and acceptable standards.

Inevitably, there is some wastage. Some recruits may be unsuitable and in some ways McAlpines are victims of their own success when trainees go on to full-time permanent employment during the course of the project. But all in all McAlpines' experience, confirmed by local building firms is that there is a high probability of future jobs for those who complete the scheme.

Co-operating with the community

Simon Pilling, from the Highfields Task Force, who has masterminded the project said: "Perhaps the distinctive feature of the project is the fact that long-term unemployed people not only receive employment and training but get together with other members of the community to construct facilities that they themselves will be able to use. And local employers too begin to see that they can employ people who had previously found it difficult to get a job."

A further development of social and economic significance has been the coming together of the New Testament Church of God in Highfields with a congregation of about 160, which contributed £5,000 towards the project, together with Leicester City Council which contributed £7,500 and the County Council £8,000.

Photo: Ian Mellgorn

Church under the Motorway, the Latymer Christian Centre.

Cecil Fisher, Minister of the New Testament Church of God, himself an ex-Gas Board technician, Marvin Hector, from the associated Shiloh Pentecostal church, a former electrician, together with advice from Michael Hastings from Evangelical Enterprise has modelled the scheme on the sister church in Brixton.

The project refurbishes the interior of the Victorian church, probably formerly a Methodist church—the inscription over a door refers to a 'Temperance Society'—while the exterior, now looking very smart, has already been renovated with Urban Programme funding. The provision of a solid floor and the removal of supporting pillars will allow the expansion of the Youth Club and sporting activities. There will be further development of training for unemployed people and those in need of career guidance. There are facilities for senior citizens as well as a play group for the under-fives; the latter is especially important in Highfields where the number of one-parent families is increasing.

The Latymer Christian Centre employment project

Motorists passing along the A40(M) will be totally unaware of how they are cutting in half a high immigrant area with Afro-Carribbean, Moroccan and other ethnic groups. At one point as they pass through North Kensington they will be directly over the Latymer Christian Centre which serves young and unemployed people in the massive high rise flats nearby.

The centre, a branch of the Shaftesbury Society, is working in partnership with the Industrial Society and the Government's North Kensington Task Force to create an employment training centre using £120,000 of funds provided by the Task Force.

The centre was chosen for refurbishment in 1987 and consists of a flexible training facility including seminar rooms, interview area and offices.

It employs Jackie Blanchflower as a full-time development worker and two Industrial Society staff are based at the Centre and are linked with the project. As in other task force areas the Industrial Society is contracted by the Manpower Services Commission (now the Training Commission) and the DTI to run in North Kensington its enterprise training course, Head Start in Business, and to provide job seeking skills training.

Head Start in Business

Head Start in Business provides practical information, training and contacts to help young people with business ideas to set up their own enterprises. The course runs 2½ days a week for a period of six weeks. At the end of this time, delegates have drawn up a business plan which is put before an audience of local businessmen and course speakers on the presentation day. Businesses set up after the first course include dressmaking and tailoring, design in leather clothing and illustrating children's books, and another has in prospect importing Moroccan music tapes for the large local Moroccan community.

As one girl on a course said: "When everyone is always telling you how awful everything is, it's great to see some people make it and talk to someone who believes that you can too."

Prior to the course a one-day introductory workshop is held. This is tailored to meet the needs of particular local groups. One workshop was run exclusively for women who are currently attending Women's Education in Building (WEB). These women are considering self-employment in the building trades once they have gained their City and Guilds qualifications.

'Careering Ahead' and other courses

Other courses at the centre include "Careering Ahead" and Countdown to Employment.

The former is a one-day development workshop to help unemployed women assess the opportunities open to them and who wish to assess their skills and employment options. It is particularly helpful for women wishing to return to work after a break since it provides an opportunity to share experiences and to build confidence as they hear from other women who have successfully developed a career.

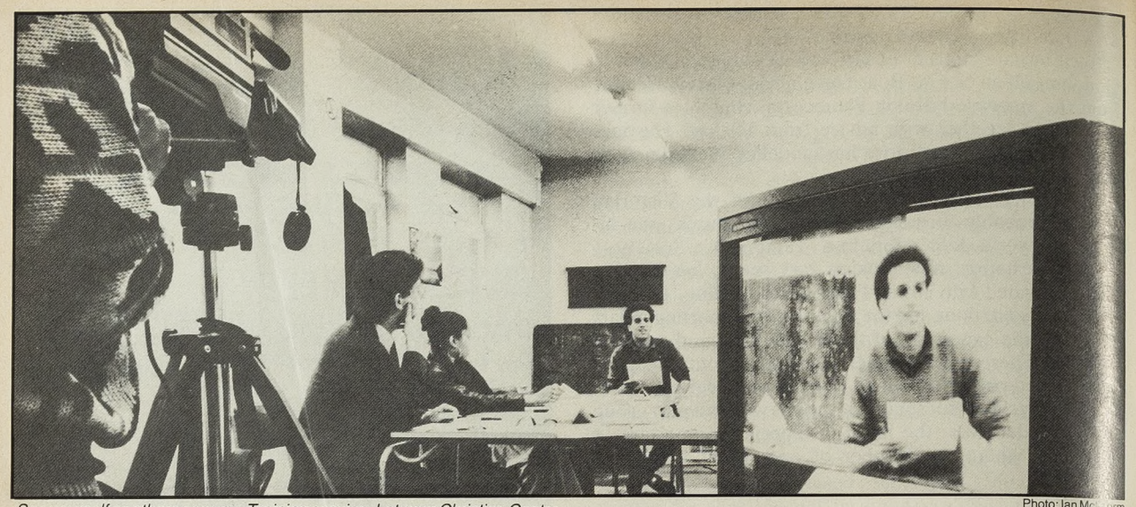
Countdown to Employment is a two-day conference for

When the Stoke Newington laundry opened in 1888, 23 women were employed coming from the slums, the shelter, rescue homes and 'stray workless who apply on their own account'.

From the earliest days of his ministry William Booth believed passionately that he must address himself to the needs of the total man. "You can't preach to a man with an empty stomach," he would say. It was no good telling a man that God loved him, and then leaving him in the gutter. Nor was it enough to get him out of the gutter—feed, clothe and house him—but leave him in spiritual darkness. And so the evangelical and social aspects of the Army's work went hand in hand from the very beginning.

A century later The Salvation Army still believes that 'a man may be down but he's never out'. Its work today includes employment schemes geared to getting a man back on the road to being an independent and useful member of society.

Source: Booth's Boots by Jenty Fairbank, Campfield Press, 1983.



See yourself as others see you. Training session, Latymer Christian Centre. Photo: Ian McNorm

adults to develop job seeking skills and promote links between employers and the unemployed. Personnel managers and other recruitment staff act as group advisers, thereby offering delegates useful hints.

Links are being fostered between the Latymer centre and the local business community and the projects management committee includes Gerald Gresham Cooke, President of the Kensington and Chelsea Chamber of Commerce and Manager of the Leeds Permanent Building Society.

Courses held at the centre have tended to attract unmarried mothers who are looking for work and the centre helps to make attendance possible by providing a creche. Almost 100 people have passed through the courses held at the centre since the project started in October 1987.

Conclusion

Initiatives by evangelicals to alleviate the acute social and economic problems of poor and unemployed people are not new. In an age when unemployed men could be charged with vagrancy, christian leaders, such as John and Charles Wesley and George Whitefield addressed themselves to giving practical help.

The Wesleys in the eighteenth century, for instance, established clinics and even advanced small sums of money for business start-ups. Later, William Booth, founder of the Salvation Army established his "Elevator" project (now called the Spa Road Industrial Centre) where a system of factories and several farm colonies were established.

And in 1890 he opened Labour Exchanges, free of charge, with public waiting rooms, information and facilities for job seekers. By 1897, 81,837 people had registered, 69,119 and found temporary or permanent work and 18,009 entered schemes started by the Army itself. Five years later 150,000 had found employment.

So the many churches of different groupings and background devoting their energies and resources to helping unemployed people are following in a long and distinguished tradition. But a tradition which adapts itself to the needs of the 1980's.

The Chairman of the West Indian Evangelical Alliance, Philip Mohabir, has described Evangelical Enterprise as "possibly the greatest living opportunity for black and white christians to work together on such an important project." ■

Evangelical enterprise

Evangelical Enterprise is a consultancy project working in partnership with the Department of Trade and Industry inner cities Task Force and the Evangelical Alliance, whose General Secretary is Clive Calver.

The Government's Inner City Initiative

There are now 16 Inner City Task Forces. The Government set up eight Task Forces in February 1986 under the Inner Cities Initiative to work in eight deprived areas to improve targetting and enhance the benefit to local people of money channelled through existing programmes. These are in London (North Kensington and North Peckham); Leicester (Highfields); Bristol (St Pauls); Birmingham (Handsworth); Manchester (Moss Side); Leeds (Chapeltown) and Middlesbrough (North Central). A further eight Task Forces were established in April 1987 in Spitalfields (London), Preston, Rochdale, Wolverhampton, Coventry, Hartlepool, Nottingham, and Doncaster.

The main objectives of the Task Forces are to encourage job creation, improve the employability of local people; encourage enterprise and support community environmental improvement. The Task Forces have small budgets, mainly for pump-priming projects and work closely with the private sector, other Government Departments, local authorities and voluntary organisations to achieve these aims.

The Government's latest plans for the inner cities were described in a new drive, "Action for Cities", launched on March 7, 1988 (see statements on p ???). These are fully described in the April 1988 issue of *Employment Gazette.*

The Evangelical Alliance

The Evangelical Alliance and the West Indian Evangelical Alliance, in partnership, act as a forum for relationships and action between over 300 societies, churches from 12 denominational groupings and black church denominations. It has a representative constituency of over 1 million people. The Evangelical Alliance was founded over 140 years ago.

The Inner Cities and Black Churches

The black churches are predominantly Evangelical (that is, Bible believing) and Pentecostal (that is, in recognition of the activity of the Holy Spirit in renewal) and traditionally separate from the mainline non-evangelical denomination churches.

Black churches are vibrant by nature, at the core of inner city life and inherently community-based. Most black churches operate some programme of community social care for their members.

Black churches in inner cities, in alliance with white churches of similar nature are cross-cultural in relationships, non-political in intention, non-confrontational in establishment and committed to co-operative initiatives.

The Consultancy Project

The Evangelical Enterprise consultancy project stimulates and supports Christian initiatives aimed at providing training and employment. It helps churches and Christian groups discover how to run training and employment projects; how to expand current schemes; and to benefit from expertise and finance provided by Government, commerce, industrial groups and charitable foundations. It aims to develop and implement a proactive and a reactive strategy among black and white evangelical churches and groupings nationally to provide a service of advice, consultancy, support and project development relevant to training and employment.

The proactive strategy initiates projects alongside Task Force Teams and other agencies.

This involves harmonising relationships of trust between black/white churches or groups in the inner cities, in co-operation with Task Force Teams, Training Commission, local authority agencies and private enterprise. The aim is to: stimulate initiatives within local churches or groups of churches to provide, for example, training and employment bases to improve the skills of local people; to encourage investment of resources in schemes for the wider benefit of the community by, for example, releasing their buildings and facilities for training and project work placements: namely, to establish Community Programme initiatives; open Job Clubs; operate Voluntary Project Programme Schemes; create YTS openings; and extend the capacity of local "Project Full Employ" facilities to wider groupings, etc.

The reactive strategy responds to enquiries and ideas from the wider evangelical constituency and provides support and input, assists in quality control and stage development, and facilitates an interchange and cross-fertilisation of ideas on actual projects.

This involves for example:

- giving information, advice and direction to churches on channels of Government and local authority-based support for training/employment initiatives through the Training Commission, Urban Programme Funding, EEC grant allocation and Local Authority Business Enterprise;
- providing models of existing church-based initiatives;
- advice to those desiring to create initiatives with professional support;
- providing a forum for regular meetings of representatives to exchange ideas and information;
- providing a link with National/Central Government for specialist resourcing, consultation or assistance;
- providing a service of marketing and promotion for churches based on initiatives or work products;
- channeling funds from central and charitable sources for the development of projects;
- developing Voluntary Regional Consultants.

Two Evangelical Enterprise co-ordinators travel the country helping churches to discover how to run unemployment projects, how to expand current schemes and benefit from Government advice. ■

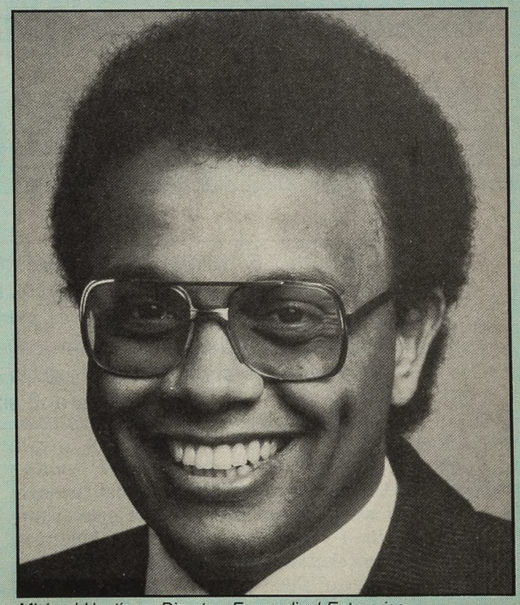
Evangelical heritage

Says Michael Hastings: "The Evangelical heritage is a unique commitment to an integrated social action ministry—men like John and Charles Wesley and the Methodist Movement for the Poor gave rise to Trade Unionism, William Wilberforce fought slavery through Parliament, Lord Shaftesbury built schools and homes for the handicapped, the old and the poor and General Booth who founded the Salvation Army opened Employment Exchanges as well as providing physical facilities for the homeless, orphans and the destitute—it is in the blood of the Evangelical Christian movement to express our faith in corporate action.

"Naturally we work to help the whole person—body, soul and spirit, develop a life of active hope—to be creative, enterprising, business like—developing wealth through hard work—all contributing to empowering the individual who in turn will aid in creating a harmonious, economically vibrant community.

"It is right and proper for Government and the Christian community to work together—we need each other's potential—we need each other's experience and commitments.

"Our ongoing vision is for a new and determined Christian activism that will bring healing to Inner-City areas by grasping creative opportunities to help people into real work and by supporting constructive enterprise."



Michael Hastings, Director, Evangelical Enterprise.

Special Feature

British Telecom's city exchange head office at the start of the engineer's strike. Photo: Press Association

Industrial stoppages in 1987

A total of 3·5 million working days were lost in 1987 through stoppages of work arising from industrial disputes in the United Kingdom—equivalent to an average of about one-sixth of a day for every employee in employment. This annual article looks at the coverage of the statistics, the figures for recent years, and for 1987 presents detailed analyses by industry, region, cause and size of dispute.

There were 3·5 million working days lost through stoppages of work caused by industrial disputes in 1987. While above the 1·9 million in 1986, the 1987 figure is substantially less than the annual average of 11·0 million for the ten years 1977 to 1986.

The largest dispute in 1987 in terms of working days lost was the nationwide strike in the telecommunications industry, 1·5 million (41 per cent) of the total, and the second largest was the civil service dispute, 0·6 million.

There were 53 prominent stoppages, which involved the loss of 5,000 or more working days, and they accounted for 84 per cent of the total working days lost in 1987.

Stoppages over pay issues accounted for the majority (82 per cent) of working days lost.

There were 1,016 stoppages recorded as in progress in 1987, compared with 1,074 in 1986 and a ten-year average of 1,615 for the period 1977 to 1986. Just over two-thirds of stoppages lasted less than four working days.

This article presents the final figures for 1987. A brief commentary on more recent figures (which are given in *tables 2·1* and *4·2* in the Labour Market Data section) can be found in the Trends in Labour Statistics Commentary section of this edition of *Employment Gazette*.

Coverage of the statistics

Information about stoppages of work arising from industrial disputes in the UK is collected on a voluntary basis, through the Department of Employment's local unemployment benefit office network and other sources. These include centralised returns from certain nationalised industries, public bodies and large firms, from press reports and, in the case of some larger stoppages, from the employers or trade unions involved.

There are difficulties in ensuring complete recording of stoppages, in particular of short disputes lasting only a day or two, or involving only a few workers. Primarily because of these difficulties, stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of working days lost exceeds 100.

This limitation has much more effect on the estimates of the number of stoppages than on the figure of working days lost. This can be seen in *table 7*, where recorded stoppages lasting not more than one day accounted for 43 per cent of all stoppages, but for less than 5 per cent of all the working days lost. The number of working days lost is therefore a more comprehensive indicator as well as being a better measure of the impact of industrial disputes than the simple number of stoppages.

A more detailed description of the coverage of the statistics appears in the *Technical note* at the end of this article.

Table 1 Stoppages, workers involved and working days lost in 1986 and 1987

United Kingdom

	1987	1986
Stoppages		
in progress in year	1,016	1,074
beginning in year	1,004	1,053
Workers involved in stoppages		
in progress in year	887,400	720,200
of which, directly involved	*848,900*	*707,600*
indirectly involved	*38,400*	*12,600*
beginning in year	883,500	519,800
of which, directly involved	*845,100*	*507,200*
indirectly involved	*38,400*	*12,500*
Workings days lost through stoppages		
in progress in year*	3,546,000	1,920,000
beginning in year†	3,517,000	1,590,000

* Stoppages which began in 1986 and continued into 1987 accounted for 29,000 of the days lost in 1987, of which 25,000 occurred in the first two months of 1987. Stoppages which began in 1985 accounted for 330,000 of the days lost in 1986.
† In addition, stoppages beginning in 1987 and continuing into 1988 resulted in a loss of 335,000 days in 1988.

Working days lost

The number of working days recorded as being lost as a result of industrial stoppages in 1987, is shown in *table 1*, together with the corresponding figures for 1986. The table follows the format of previous annual articles by giving separate details for stoppages in progress in the year as well as those for stoppages which began in the year.

Stoppages which began in 1986 and continued into 1987 accounted for only a negligible amount (29,000) of the 3·5 million days lost in 1987. The 1987 total compares with 1·9 million in 1986, 6·4 million in 1985, and a ten-year average for 1977 to 1986 of 11·0 million days lost. The remainder of this article concentrates on the year's 'in progress' figures.

Workers involved

The number of workers involved in stoppages in progress during 1987 was 0·89 million. This compares with 0·72 million in 1986, 0·79 million in 1985 and an annual average of 1·48 million during the ten-year period 1977 to 1986.

Number of stoppages

The number of stoppages recorded as being in progress in 1987 was 1,016 compared with 1,074 in 1986, 903 in 1985 and an annual average of 1,615 over the ten-year period 1977–86. With the exception of the figure for 1985, the total of 1,016 stoppages in progress in 1987 was the lowest figure for any year since 1940, when 925 stoppages were recorded. However, because of the difficulties referred to in the paragraphs on coverage above, comparisons over time must be interpreted with caution.

Table 2 Stoppages in progress 1967–87

United Kingdom

Year	Working days lost (thousands)	Working days lost per 1,000 employees*	Workers involved (thousands)	Stoppages
1967	2,787	122	734	2,133
1968	4,690	207	2,258	2,390
1969	6,846	303	1,665	3,146
1970	10,980	489	1,801	3,943
1971	13,551	612	1,178	2,263
1972	23,909	1,080	1,734	2,530
1973	7,197	317	1,528	2,902
1974	14,750	647	1,626	2,946
1975	6,012	265	809	2,332
1976	3,284	146	668	2,034
1977	10,142	448	1,166	2,737
1978	9,405	413	1,041	2,498
1979	29,474	1,273	4,608	2,125
1980	11,964	521	834	1,348
1981	4,266	195	1,513	1,344
1982	5,313	248	2,103	1,538
1983	3,754	178	574	1,364
1984	27,135	1,278	1,464	1,221
1985	6,402	298	791	903
1986	1,920	89	720	1,074
1987	3,546	163	887	1,016

* Based on the latest available mid-year (June) estimates of employees in employment.

Review 1967–87

Time series of the recorded number of stoppages due to industrial disputes, the number of workers involved, working days lost and working days lost per thousand employees in employment, since 1967 are given in *table 2*. The figure of 3·5 million days lost in 1987 compares with a 20-year average—1967 to 1986—of 10·2 million. Apart from the figure for 1986, the 1987 figure is the lowest since 1976, when 3·3 million days were recorded as lost. The table also shows that 163 working days were lost per thousand employees in 1987, and this too was the lowest figure since 1976, apart from 1986.

The high figures of working days lost in certain years, for example 1979 and 1984, were heavily influenced by one large stoppage. The largest disputes in recent years are as follows:

British Telecom strikers rally following a march. Photo: Press Association.

- in 1979 a strike by **engineering workers** accounted for 16·0 million (54 per cent) of the total of 29·5 million working days lost in that year;
- in 1980 the **national steel strike** accounted for 8·8 million (74 per cent) of the total of 12·0 million working days lost;
- in 1984 the days lost as a result of the **miners' strike** in protest over pit closures accounted for 22·4 million (83 per cent) of the total of 27·1 million working days lost;
- in 1985 the continuation of the **miners' strike** accounted for 4·0 million (63 per cent) of the 6·4 million days lost;
- in 1987 a strike in the **telecommunications industry** accounted for 1·5 million (41 per cent) of the 3·5 million days lost;

The above examples show that it is important to consider the size of major stoppages in each period when making comparisons between individual years.

The effect is also illustrated by *figure 1*, which presents annual figures for total working days lost in 1967 to 1987 divided between those for individual stoppages which involved a loss of 500,000 working days or more, and smaller stoppages.

The figure shows that peak years are associated with very large stoppages. The three peak years for days lost during the 21-year span were, in descending order, 1979, 1984 and 1972. If the stoppages involving a loss of more than 500,000 working days are discounted, then only 1972 would have been in the top three. The respective order would have been fifth, eleventh and third.

Table 3 Stoppages in progress in 1987 by industry

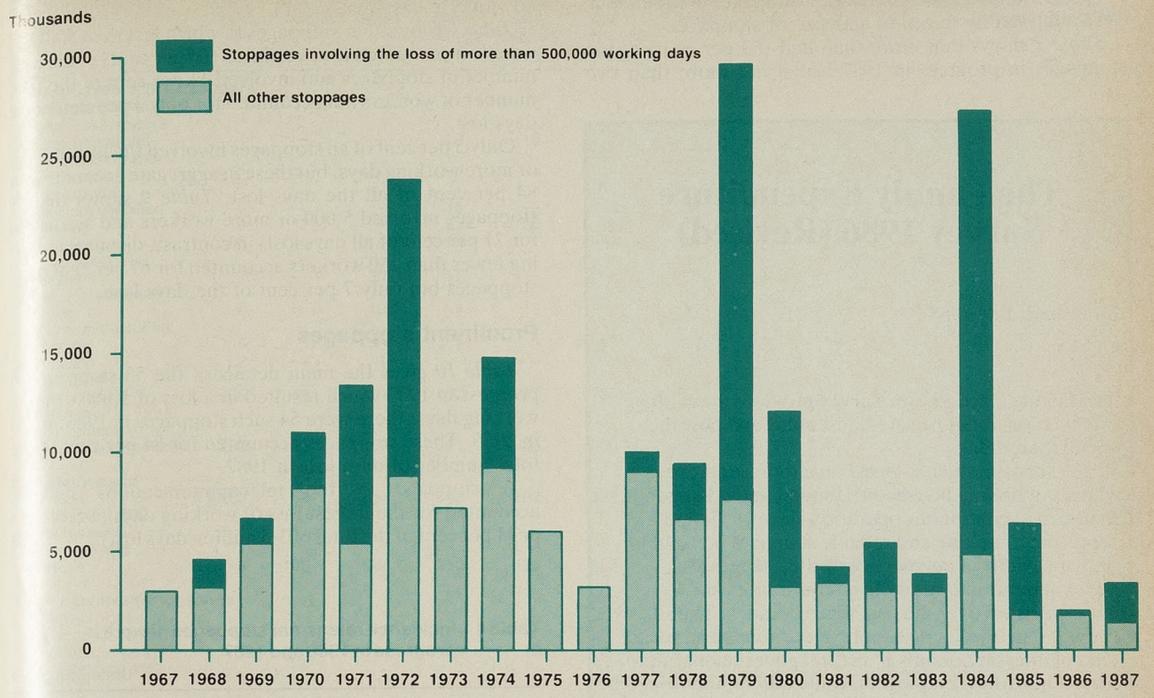
United Kingdom

Industry group (SIC 1980)	Class	Working days lost (thousands)	Workers involved (thousands)	Stoppages
All industries and services		**3,546**	**887·4**	**1,016**
Energy and Water (Div 1)		*226*	*99·3*	*302*
Manufacturing (Divs 2 to 4)		*595*	*202·2*	*340*
Services (Divs 6 to 9)		*2,703*	*582·1*	*354*
Agriculture, forestry and fishing	01–03	—	—	—
Coal extraction	11	217	97·7	296
Extraction and processing of coke, mineral oil and natural gas	12–14	—	—	—
Electricity, gas, other energy and water	15–17	9	1·5	6
Metal processing and manufacture	21, 22	11	2·3	7
Mineral processing and manufacture	23, 24	14	2·0	10
Chemicals and man-made fibres	25, 26	10	1·9	8
Metal goods not elsewhere specified	31	25	2·7	11
Mechanical engineering	32	160	23·7	62
Electrical engineering and equipment	33, 34	34	14·5	17
Instrument engineering	37	3	0·1	1
Motor vehicles	35	158	97·0	100
Other transport equipment	36	67	38·7	29
Food, drink and tobacco	41, 42	40	8·4	34
Textiles	43	18	1·9	5
Footwear and clothing	45	32	5·0	23
Timber and wooden furniture	46	1	0·2	2
Paper, printing and publishing	47	18	2·3	18
Other manufacturing industries	44, 48, 49	6	1·6	16
Construction	50	22	3·8	24
Distribution, hotels and catering, repairs	61–67	3	0·6	11
Railways	71	2	1·5	16
Other inland transport	72	90	30·2	44
Sea transport	74	3	0·5	6
Other transport and communication	75, 79	1,596	170·1	100
Supporting and miscellaneous transport services	76, 77	14	4·6	25
Banking, finance, insurance, business services and leasing	81–85	1	1·0	7
Public administration, sanitary services and education	91–94	939	361·0	99
Medical and health services	95	6	4·0	24
Other services	96–99	49	8·7	23

— Means nil or negligible (less than half the final digit shown).

Notes: 1 The figures for working days lost and workers have been rounded and consequently the sums of constituent items may not agree precisely with the totals.
2 Some stoppages involved workers in more than one of the above industry groups, but have each been counted as only one stoppage in the totals for all industries and services.

Figure 1 Working days lost due to stoppages through industrial disputes



Stoppages by industry

Table 3 analyses stoppages in progress in 1987 by 30 industry groups (based on the 1980 Standard Industrial Classification). The industry group 'other transport and communication' experienced the largest number of working days lost (1,596,000) followed by 'public administration, sanitary services and education' (939,000) and then 'coal extraction' (217,000).

However, this comparison of the aggregate figures of working days lost does not allow for the considerable variation in numbers employed in the different industries. A more useful comparison can be gained from incidence rates which take industry size into account by expressing the numbers of days lost per 1,000 employees in each industry. Such incidence rates for 1986 and 1987 are given in *table 4*.

On this basis, the industry group 'other transport and communication' recorded in 1987 the highest rate of working days lost per 1,000 employees (3,218—or an average of just over three days for each employee). This was followed by the industry group 'coal extraction' (1,424) and third ranked was the motor vehicle industry (655).

'Public administration, sanitary services and education', which was second highest in terms of working days lost, was ranked fifth using the incidence rate as a basis for comparison.

It should be noted that these comparisons between industries may also be affected by other factors than the overall size of the industry. For example, it is more likely that industry groups with large firms will have disputes included in the statistics, and that workers indirectly affected will be counted as well as those directly involved. In addition, better arrangements exist for the reporting of industrial stoppages for some industries than for others.

Regional analysis

A breakdown of industrial stoppages in 1987 by region and by 11 broad industry groups is given in *table 5*. Incidence rates calculated as the total number of working days lost per thousand employees are also given for each region. In interpreting the figures it is important to bear in mind that industrial composition of the region is an important factor influencing the scale of industrial disputes it experiences. The regions recording the lowest incidence rates were East Anglia, East Midlands, South West, South East and West Midlands. The highest incidence rates were recorded in Northern Ireland, Wales, Scotland and Yorkshire and Humberside.

Causes of stoppages

A breakdown of stoppages of work by the principal cause and broad industry group is set out in *table 6*. Stoppages over pay accounted for the highest proportion of working days lost (82 per cent, compared with 59 per cent in 1986). Disputes over manning and work allocation were responsible for the second highest proportion of days lost (5 per cent; 13 per cent in 1986), followed by redundancy (just under 5 per cent; 15 per cent in 1986).

Disputes over pay accounted for 36 per cent of the total number of stoppages in 1987, compared with 38 per cent in 1986. The second most important cause was manning and work allocation issues (26 per cent; 22 per cent in 1986) and working conditions (15 per cent; 14 per cent in 1986).

Duration and size of stoppage

Tables 7, 8 and *9* show recorded stoppages in progress in 1987 analysed by duration and size of stoppage.

Table 7 shows that more than half (59 per cent) of the stoppages in progress in 1987 lasted not more than two working days. This involved 28 per cent of the total number of workers taking part but only accounted for 7 per cent of all working days lost.

Table 8 shows that stoppages in which less than 500 days were lost accounted for two-thirds (66 per cent) of the total number of stoppages and involved 11 per cent of the total number of workers but accounted for only 3 per cent of the days lost.

Only 5 per cent of all stoppages involved the loss of 5,000 or more working days, but these in aggregate accounted for 84 per cent of all the days lost. *Table 9* shows that 19 stoppages involved 5,000 or more workers and accounted for 71 per cent of all days lost; in contrast, disputes involving fewer than 250 workers accounted for 67 per cent of all stoppages but only 7 per cent of the days lost.

Prominent stoppages

Table 10 gives the main details of the 53 stoppages in progress in 1987 which resulted in a loss of 5,000 or more working days; there were 54 such stoppages in 1986 and 35 in 1985. These stoppages accounted for 84 per cent of the total number of days lost in 1987.

A stoppage in the telecommunications industry accounted for the largest loss of working days (1·5 million or 41 per cent of the total of 3·5 million days lost).

Table 4 Incidence rates from stoppages of work in progress in 1986 and 1987

United Kingdom

Industry grouping (SIC 1980)	Working days lost per 1,000 employees*	
	1987	1986
All industries and services	**163**	**89**
Energy and water	*456*	*276*
Manufacturing	*116*	*204*
Services	*182*	*46*
Agriculture, forestry and fishing	—	—
Coal extraction	1,424	781
Extraction and processing of coke, mineral oil and natural gas	—	—
Electricity, gas, other energy and water	30	20
Metal processing and manufacture	56	618
Mineral processing and manufacture	52	89
Chemicals and man-made fibres	28	48
Metal goods not elsewhere specified	85	86
Mechanical engineering	224	252
Electrical engineering and equipment	52	38
Instrument engineering	33	148
Motor vehicles	655	423
Other transport equipment	256	1,467
Food, drink and tobacco	71	52
Textiles	76	55
Footwear and clothing	106	78
Timber and wooden furniture	7	4
Paper, printing and publishing	40	116
Other manufacturing industries	18	32
Construction	22	33
Distribution, hotels and catering, repairs	6	3
Railways	18	3
Other inland transport	202	137
Sea transport	106	1,630
Other transport and communication	3,218	147
Supporting and miscellaneous transport services	57	55
Banking, finance, insurance, business services and leasing	4	2
Public administration, sanitary services and education	244	120
Medical and health services	5	9
Other services	32	2

* Based on the latest available mid-year (June) estimates of employees.

Table 5 Stoppages in progress in 1987 by region and broad industry group

Industry (SIC 1980)	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Northern Ireland	United Kingdom
Working days lost (thousands)												
Extraction/processing of coal, coke, mineral oil and natural gas	1	—	—	10	16	145	1	5	27	11	—	217
Metal processing and manufacture	2	—	—	2	—	—	—	5	—	1	—	11
Metal goods not elsewhere specified	—	—	—	15	—	6	3	—	—	1	—	25
Engineering	10	12	1	27	20	6	18	6	1	95	—	197
Motor vehicles	106	—	4	19	1	—	18	—	9	—	1	158
Other transport equipment	1	—	20	11	—	—	4	9	1	7	14	67
Textiles, footwear and clothing	—	—	10	4	3	2	11	1	1	17	1	50
All other manufacturing industries	5	1	3	3	3	17	12	1	9	13	20	88
Construction	2	—	1	—	—	—	4	8	—	5	1	22
Transport and communication	685	43	119	127	117	103	151	67	76	170	47	1,705
All other non-manufacturing industries and services	290	28	47	91	33	60	152	97	77	104	30	1,007
All industries and services	**1,103**	**84**	**204**	**308**	**192**	**339**	**374**	**198**	**203**	**425**	**115**	**3,546**
Days lost per 1,000 employees all industries and services	**148**	**106**	**128**	**150**	**126**	**188**	**166**	**182**	**235**	**225**	**236**	**163**
Workers involved (thousands)												
Extraction/processing of coal, coke, mineral oil and natural gas	1	—	—	10	10	57	1	3	12	4	—	98
Metal processing and manufacture	1	—	—	—	—	—	—	1	—	—	—	2
Metal goods not elsewhere specified	—	—	—	2	—	1	—	—	—	—	—	3
Engineering	3	1	1	13	2	2	6	3	1	5	—	38
Motor vehicles	49	—	1	15	1	—	27	—	4	—	1	97
Other transport equipment	1	—	12	5	1	—	3	4	—	6	5	39
Textiles, footwear and clothing	—	—	2	—	—	—	1	—	—	2	—	7
All other manufacturing industries	2	—	2	1	1	3	2	—	2	2	2	16
Construction	—	—	—	—	—	—	1	1	—	1	—	4
Transport and communication	93	5	11	14	14	12	18	8	10	18	4	207
All other non-manufacturing industries and services	104	10	24	38	19	31	56	29	29	21	15	377
All industries and services	**254**	**17**	**52**	**98**	**49**	**106**	**116**	**49**	**58**	**60**	**28**	**887**
Stoppages												
Extraction/processing of coal, coke, mineral oil and natural gas	4	—	—	9	38	207	2	4	22	11	—	296
Metal processing and manufacture	1	—	—	1	—	1	—	2	—	2	—	7
Metal goods not elsewhere specified	—	—	—	4	—	3	2	—	—	1	1	11
Engineering	12	4	3	11	8	10	15	9	2	15	—	80
Motor vehicles	36	—	2	30	2	1	22	—	12	—	1	100
Other transport equipment	1	—	7	4	1	1	4	5	1	5	4	29
Textiles, footwear and clothing	1	1	4	2	1	2	8	2	2	4	2	28
All other manufacturing industries	14	2	7	4	6	17	15	6	8	9	10	88
Construction	5	1	1	—	—	2	6	10	2	1	1	24
Transport and communication	85	7	6	10	8	22	38	11	10	13	5	191
All other non-manufacturing industries and services	49	5	11	14	6	21	50	18	16	24	15	169
All industries and services	**206**	**20**	**41**	**84**	**70**	**286**	**160**	**67**	**75**	**85**	**39**	**1,016**

— Means nil or negligible (less than half the final digit shown).

Notes: 1 The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 The number of stoppages by region do not sum to the total for all regions, all industries and services, as some disputes which affect more than one region, have been counted once only in the total for all industries and services. Similarly, the sum of the constituent items for the broad industry groups do not sum to the total for all industries and services as some stoppages affect more than one industry in the group shown.

Table 6 Stoppages in progress in 1987 by principal cause and broad industry group

United Kingdom

Industry (SIC 1980)	Pay			Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	All causes
	All	of which								
		Wage rates and earnings levels	Extra wage and fringe benefits							
Working days lost (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	66	61	5	13	2	1	20	23	91	217
Metal processing and manufacture	3	2	—	—	3	—	—	2	3	11
Metal goods not elsewhere specified	15	15	—	—	8	—	—	2	—	25
Engineering	88	77	11	—	92	5	2	9	1	197
Motor vehicles	121	110	10	22	1	—	5	3	5	158
Other transport equipment	21	10	11	6	14	3	12	10	1	67
Textiles, footwear and clothing	44	44	—	—	2	—	2	—	1	50
All other manufacturing industries	55	55	—	—	4	10	—	10	7	88
Construction	11	10	1	—	—	—	—	2	9	22
Transport and communication	1,595	1,592	2	9	22	11	7	48	14	1,705
All other non-manufacturing industries and services	901	830	71	6	13	1	13	58	14	1,007
All industries and services	**2,919**	**2,807**	**112**	**57**	**161**	**31**	**63**	**168**	**146**	**3,546**
Workers involved (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	30	27	3	4	2	1	13	13	35	98
Metal processing and manufacture	—	—	—	—	—	—	—	1	1	2
Metal goods not elsewhere specified	1	1	—	—	1	—	—	—	—	3
Engineering	21	11	10	—	13	1	1	2	—	38
Motor vehicles	70	59	11	10	2	—	5	6	5	97
Other transport equipment	15	7	8	1	16	1	3	3	—	39
Textiles, footwear and clothing	5	5	—	—	—	—	1	—	—	7
All other manufacturing industries	11	11	—	—	1	1	—	2	1	16
Construction	2	2	—	—	—	—	1	—	1	4
Transport and communication	146	145	1	8	15	1	5	23	10	207
All other non-manufacturing industries and services	336	333	3	1	10	1	3	22	4	377
All industries and services	**639**	**602**	**37**	**24**	**59**	**5**	**32**	**71**	**57**	**887**
Stoppages										
Extraction and processing of coal, coke, mineral oil and natural gas	78	76	2	19	4	6	73	101	15	296
Metal processing and manufacture	3	2	1	—	1	—	—	1	2	7
Metal goods not elsewhere specified	6	6	—	—	2	—	—	2	1	11
Engineering	46	43	3	1	11	2	6	10	4	80
Motor vehicles	43	35	8	13	2	4	12	17	9	100
Other transport equipment	11	9	2	2	4	2	4	5	1	29
Textiles, footwear and clothing	17	17	—	—	1	—	7	1	2	28
All other manufacturing industries	52	51	1	1	6	3	3	10	13	88
Construction	10	8	2	—	—	—	3	5	6	24
Transport and communication	45	40	5	7	8	4	19	75	33	191
All other non-manufacturing industries and services	60	57	3	7	13	8	21	34	24	169
All industries and services	**367**	**343**	**24**	**50**	**52**	**29**	**148**	**260**	**110**	**1,016**

— Means nil or negligible (less than half the final digit shown).

Notes: 1 The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 The number of stoppages for the industry groups shown do not sum to the total for all industries and services as some stoppages which affect more than the broad industry groups, have been counted once only in the total for all industries and services.
3 This table gives figures for stoppages in progress and is not strictly comparable with the "beginning in" figures published in the corresponding table for the annual articles covering 1984 and previous years.

Table 7 Stoppages in progress in 1987 by duration in working days

United Kingdom

Working days		Stoppages in progress in 1987	Per cent of all stoppages	Workers involved (thousands)	Per cent of all workers	Working days lost (thousands)	Per cent of all working days lost
Over	Not more than						
—	1	440	43·3	175	19·7	148	4·2
1	2	161	15·8	70	7·8	90	2·5
2	3	77	7·6	25	2·8	57	1·6
3	4	63	6·2	20	2·3	43	1·2
4	5	43	4·2	18	2·0	79	2·2
5	10	103	10·1	66	7·5	270	7·6
10	15	44	4·3	8	0·9	83	2·3
15	20	34	3·3	145	16·3	1,657	46·7
20	30	23	2·3	25	2·8	145	4·1
30	50	12	1·2	23	2·6	87	2·5
50	—	16	1·6	313	35·3	888	25·0
All stoppages		**1,016**	**100·0**	**887**	**100·0**	**3,546**	**100·0**

Notes: 1 The figures for workers involved and days lost have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 This table, which gives the figures for stoppages in progress, is not strictly comparable with the "beginning in" figures published in the corresponding table in the 1984 and previous annual articles.
3 Classification by size is based on the full duration of stoppages, but the figures for days lost include only those days lost in 1987.
4 The working days lost figures are in general less than the product of the duration of each stoppage times the number of workers involved because some workers would not have been involved throughout the dispute, see technical note.

Table 8 Stoppages in progress in 1987 by number of working days lost

United Kingdom

	Stoppages in progress in 1987	Per cent of all stoppages	Workers involved (thousands)	Per cent of all workers	Working days lost (thousands)	Per cent of all working days lost
Under 250 days	528	52·0	58	6·6	48	1·4
250 and under 500	147	14·5	40	4·6	54	1·5
500 and under 1,000	125	12·3	48	5·4	88	2·5
1,000 and under 5,000	163	16·0	123	13·8	360	10·2
5,000 and under 25,000	43	4·2	138	15·6	388	10·9
25,000 and under 50,000	3	0·3	30	3·4	118	3·3
50,000 days and over	7	0·7	450	50·7	2,490	70·2
All stoppages	**1,016**	**100·0**	**887**	**100·0**	**3,546**	**100·0**

Notes: See footnotes to *table 7*.

Table 9 Stoppages in progress in 1987 by total number of workers involved

United Kingdom

	Stoppages in progress in 1987	Per cent of all stoppages	Workers involved (thousands)	Per cent of all workers	Working days lost (thousands)	Per cent of all working days lost
Under 25 workers	143	14·1	2	0·3	9	0·3
25 and under 50	170	16·7	6	0·7	26	0·7
50 and under 100	150	14·8	11	1·2	50	1·4
100 and under 250	221	21·8	36	4·0	155	4·4
250 and under 500	141	13·9	50	5·6	164	4·6
500 and under 1,000	96	9·4	66	7·4	212	6·0
1,000 and under 2,500	62	6·1	87	9·8	185	5·2
2,500 and under 5,000	14	1·4	47	5·3	219	6·2
5,000 and under 10,000	10	1·0	70	7·9	76	2·2
10,000 workers and over	9	0·9	512	57·7	2,449	69·1
All stoppages	**1,016**	**100·0**	**887**	**100·0**	**3,546**	**100·0**

Notes: See footnotes (1) and (2) to *table 7*.

Table 10 Stoppages in 1987 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1987	Type of worker involved		Cause or subject
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Coal extraction								
Warwickshire and Staffordshire	21.4.87	21.4.87	7,310		7,000	Miners		In support of dismissed miners
West Yorkshire	9.3.87	13.3.87	1,700		8,000	Miners		Against proposed time allowance for operating new machinery
South Yorkshire	13.7.87	21.7.87	16,300		66,000	Miners		Over disciplinary action for leaving pit early
North Yorkshire	16.2.87	20.2.87	2,800		14,000	Miners		Over withdrawal of bonus payments
Gwent	13.11.87	17.11.87	2,900	300	6,000	Miners	Miners	Over dismissal of colleague for alleged misconduct
Mid Glamorgan	30.11.87	11.12.87	600		6,000	Miners		Dispute over number of shifts
Mineral processing and manufacturing								
West Yorkshire	17.2.87	17.3.87	500		10,000	Production workers		For an increased pay offer
Chemicals and man-made fibres								
Londonderry	14.9.87	6.10.87	400		7,000	Process workers		Demarcation dispute over training
Metal goods not elsewhere specified								
West Midlands	10.2.87	20.2.87	900		8,000	Production workers		Over fear of redundancy
Humberside	26.1.87	9.2.87	500		5,000	Production workers		For an improved pay offer
Mechanical engineering								
Norfolk	28.1.87	20.2.87	300		5,000	Machinists, foundry and warehouse workers		For an improved pay offer
Lincolnshire	8.4.87	8.5.87	400		7,000	Moulders, machinists, maintenance engineers and testers		For an improved pay offer
Nottinghamshire	24.8.87	4.9.87	800		7,000	Machine operators, inspectors and electricians		Over proposed pay and productivity award.
Northumberland	24.3.87	24.3.87	7,500		8,000	Production workers		In protest against privatisation
Strathclyde	14.1.87	24.4.87	1,000		71,000	All manual, technical and clerical workers		Over proposed closure of factory
Strathclyde	28.4.87	21.5.87	900		14,000	Fitters, turners, platers, welders and other workers		In support of pay claim
Electrical engineering								
Lancashire	24.8.87	4.9.87	700		5,000	Fitters, turners and electricians		For an improved pay award and the end of piecework system
Merseyside	26.8.87	30.9.87	20	300	5,000	Process operators	Production workers	Dispute over job grading
Motor vehicles								
Bedfordshire	1.4.87	30.6.87	3,000		15,000	Assembly and production workers		In protest against the introduction of double day shifts
Oxfordshire	16.11.87	16.11.87	3,700	2,600	9,000	Assembly workers	Body plant workers	Over the re-allocation of pension fund
Bedfordshire and Cheshire	11.11.87	11.11.87	7,900		8,000	Assembly and production workers		For an improved pay award.
Bedfordshire	16.10.87	28.10.87	3,800		31,000	Production workers		Over the calculation of bonus payments
Various areas in the United Kingdom	2.11.87	19.2.88	21,200	(Total days lost 365,000)	46,000	Supervisory, maintenance and production workers		For an improved pay award
Other transport equipment								
Devonshire	25.2.87	25.2.87	9,000		9,000	Dockyard workers		In protest against privatisation
Avon	18.5.87	10.8.87	100		7,000	Assembly fitters and inspectors		Over the refusal to operate new procedures

Table 10 (contd) Stoppages in 1987 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1987	Type of worker involved		Cause or subject
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Other transport equipment (contd)								
Various areas in England	23.2.87	23.3.87	18,000		22,000	Engineering, production, clerical and other workers		Over proposals to suspend contributions to pension fund
Tyne and Wear	4.12.86	13.1.87	800	(Total days lost 18,000)	6,000	Welders, electricians and plumbers		Over the use of contractors during redundancy
Antrim	1.7.87	7.7.87	700	1,500	11,000	Production workers	Production workers	Over management instructions to remove flags
Textiles								
Strathclyde	2.2.87	23.2.89	900		13,000	Machinist and weavers		For an increased pay offer
Footwear and clothing								
Devonshire	9.9.87	24.9.87	600		6,000	Production workers		Over fear of reduction in earnings if piece rate is introduced
Greater Manchester	15.6.87	3.8.87	200		7,000	Machinists		Over reduced pay resulting from new contracts
Other inland transport								
Greater London	11.5.87	22.8.87	9,000		14,000	Drivers and conductors		Over fear of redundancy
North Yorkshire	16.1.87	4.2.87	1,000		10,000	Drivers		Over dismissal of shop steward for misconduct
Other inland transport								
Merseyside	13.12.86	7.2.87	1,500		6,000 (Total days lost 9,000)	Drivers		Dissatisfaction with new schedules
Various areas in Scotland	17.7.87	2.8.87	4,900		40,000	Drivers and conductors		In rejection of wage award package deal
Other transport and communication								
Various areas in Great Britain	2.12.87	10.12.87	7,100		8,000	Postal workers		For a reduction in hours worked
Various areas in the United Kingdom	19.1.87	12.2.87	98,100	14,800	1,471,000	Engineers	Engineers	For an improved pay offer
Various areas in the United Kingdom	21.1.87	11.2.87	18,900	400	67,000	Clerical staff	Clerical staff	For an improved pay offer
Greater London	25.6.87	30.6.87	1,100		6,000	Postmen, cleaners and caterers		Against the employment of casual staff
Greater London	20.7.87	24.7.87	1,100		6,000	Postmen, cleaners and caterers		Over the alleged breach of casual labour agreement
Public administration and education								
Various areas in the United Kingdom	2.3.87	17.7.87	158,800		123,000	Teachers		For improved pay and the rejection of new conditions of employment
Greater London	5.3.87	2.4.87	2,500	700	67,000	Administrative workers	Clerical workers	Over London weighting pay arrangements
Various areas in the United Kingdom	6.4.87	3.7.87	13,500		624,000	Civil servants		For an improved pay offer
Various areas in the United Kingdom	1.5.87	29.5.87	16,500		15,000	College lecturers		For an improved pay offer
Various areas in the United Kingdom	20.10.87	1.12.87	5,900		6,000	College lecturers		For an improved pay offer
West Midlands	25.8.87	23.10.87	1,500		6,000	Clerical workers		For improved pay and regrading.
Greater Manchester	27.5.87	27.11.87	10,500		14,000	Civil servants		For permanent opportunities for YTS trainees
Various areas in the United Kingdom	20.5.87	4.11.87	2,500		21,000	Civil servants		For the employment of additional permanent staff
Other services								
Various areas in Great Britain	5.1.87	27.2.87	600		17,000	Electricians		For the restoration of pay differentials
Greater London	23.11.87	Dispute continuing	200	(Total days lost up to and including February 1988 16,000)	7,000	Technicians		Over the refusal to accept new manning levels

Table 10 (contd) Stoppages in 1987 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1987	Type of worker involved		Cause or subject
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Other services (contd)								
Greater Manchester	16.1.87	13.2.87	100	200	6,000	Supervisors	Ancillary workers	For a reduction in the basic working week
Merseyside	10.2.87	17.2.87	1,200		7,000	Social workers		Over feared redundancy
Strathclyde	2.2.87	5.3.87	200		6,000	Librarians		For regrading

Technical note

Definition of stoppages

The statistics relate to stoppages of work in the United Kingdom due to industrial disputes between employers and workers, or between workers and other workers, connected with terms and conditions of employment.

Disputes which do not result in a stoppage of work—for example, *work-to-rules* and *go-slows*—are not included in the statistics, as their effects are not quantifiable to any degree of certainty. Stoppages involving *fewer than ten workers or lasting less than one day* are excluded from statistics unless the total number of working days lost in the dispute is greater than 100.

Stoppages over issues not directly linked to *terms and conditions* are excluded from the statistics though in most years this is not significant. For example, in 1985 only two stoppages (one a sympathy stoppage in the media industry, which was judged to be political, the other by workers in the coal-mining industry in protest at prison sentences imposed on their colleagues) were excluded from the statistics and in total amounted to less than 1,000 lost working days. In 1986 only one stoppage (a protest in the coal industry against the visit of an MP) was excluded from the figures and again the total working days lost amounted to less than 1,000. There were no such stoppages excluded from the statistics in respect of 1987.

The statistics include *lock-outs* (that is, where the employer prevents his employees from working by locking the place of work) and *unlawful strikes*. However, no distinction is made between a 'strike' and 'lock-out' or between 'lawful' and 'unlawful' stoppages, principally because of the practical difficulty in determining the category a particular stoppage falls into. It was for similar reasons that a distinction between *official* and *unofficial* disputes was no longer made after 1981.

Working days lost

In measuring the number of working days lost, account is taken only of the time lost in the *basic working week*. Overtime work is not included, and neither is weekend working where it is not regular practice. Where an establishment is open every day, and operates two or more four or five-day shifts, the statistics will record the number of working days lost for each shift. In recording the number of days lost, allowance is made for public and known annual holidays, such as factory fortnights, occurring within the strike's duration. Allowance is not normally made for absence from work for such reasons as sickness and unauthorised leave, unless this information is readily available. Where strikes last less than the basic working day, the hours lost are converted to full-day equivalents, as are days lost by part-time workers. The number of working days lost in a stoppage reflects the actual number of workers involved at each point in the stoppage. This is in general less than the total obtained by multiplying the duration of the stoppage by the total number of workers involved at any time during the stoppage because some workers would not have been involved throughout.

In disputes where an employer dismisses his employees and subsequently reinstates them, the working days lost figure includes days lost by workers during the period of dismissal.

Disputes where an employer dismisses his employees and replaces them with another workforce can present particular difficulties as the statistics cannot assume that working days are being lost by the sacked workers *ad infinitum*. In such cases the statistics measure the number of days lost in terms of the size of the replacement workforce; for example, where an employer initially recruits 100 workers and wishes to build up to a total workforce of 300, the number of working days lost on day one will be recorded as 200 and will then be progressively reduced on subsequent days, eventually to zero when the new workforce target of 300 has been achieved.

Number of stoppages

There are difficulties in ensuring complete recording of stoppages, in particular for short disputes lasting only a day or so or involving only a few workers. Because of this recording difficulty and the cut-off applied in the recording process, the number of working days lost is considered to be a better indicator of the impact of industrial disputes than the simple number of recorded stoppages. This point is more fully explained in the main text of the article.

Workers involved

The figures for workers involved relate to people both *directly and indirectly involved* at the establishments where the disputes occurred, with part-timers included as whole units. Workers indirectly involved are those who are not themselves parties to the dispute but are unable to work as a result of the dispute. The figures for the indirectly affected exclude workers laid off at other sites than where the dispute occurred—for example, due to shortage of materials, or temporary lack of demand. This is partly because of the difficulty in deciding to what extent a particular firm's production problems are due to the effects of a strike elsewhere or some other cause. Workers involved in more than one stoppage during the year will be included in the statistics for each stoppage in which they participated.

The statistics attempt to record the numbers of all workers involved at any time in the stoppage. For example, if in a three-day strike there were 200 workers involved on the first day; 300 on the second day, of whom 100 were involved for the first time; and 200 on the third day, of whom 50 were involved for the first time, then the number of workers involved at any one time in the dispute is 350—the sum of all those involved on the first day, and those joining for the first time on the subsequent days. However, the number of workers joining industrial action for the first time during a dispute cannot always be easily ascertained and in such cases the statistics record the highest number involved at any one time (300 in the above example). Taking another example, where there are 200 workers recorded as being involved in a stoppage on each of days one, two and three, it may be necessary to assume that a total of 200 workers were involved, although it is possible, although unlikely, that as many as 600 workers could have been involved. For this reason, the number of workers involved in a dispute may be under-recorded. However, the estimate of the number of working days lost will, of course, be unaffected by this consideration.

Special Feature

Andrew and Jane share the job of Head of Sixth Form at a North London School

Photo: Today/New Ways to Work

Job-sharing and job-splitting: employer attitudes

by Nigel Meager

Institute of Manpower Studies

This article reports the findings of a recent study conducted at the Institute of Manpower Studies (IMS) for the Department of Employment[1], to examine employers' attitudes towards job-sharing, with particular emphasis on the perceived potential for introducing this mode of working, and on the perceived constraints operating against its introduction.

Job-sharing is not a new concept. The term first came into widespread use in the US in the late 1960s. In recent years the concept has had considerable publicity in Britain and job-sharing has been actively promoted by organisations such as the Equal Opportunities Commission and New Ways to Work[2]. Despite this attention, however, job-sharing has so far been slow to catch on in the UK, at least in the form proposed by its main advocates.

There are no official statistics on the number of job-sharers (who appear in official surveys simply as part-time workers). In recent research by Epstein[3], documenting the growth of interest in job-sharing in the UK and elsewhere,

[1] Meager N and Buchan J, *Job-Sharing and Job-Splitting: Employer Attitudes*, IMS Report no 149, June 1988.
[2] See for example, Equal Opportunities Commission, *Job Sharing*, Manchester, 1986; and *Job Sharing: An introductory guide*, New Ways to Work, 1988.
[3] See Epstein J, "Issues in Job Sharing", in *New Forms of Work and Activity*, European Foundation for the Improvement of Living and Working Conditions, Dublin, 1986.

Technical note

Employers' attitudes

The recent IMS study was intended in part to update an earlier study[1] conducted at the time of the introduction of the Government's Job Splitting Scheme (recently revised as Jobshare). This earlier study found that in the absence of strong external pressures or inducements (such as subsidies) to do so, most employers saw little potential, in the short-term at least, for the introduction of job-sharing. The second study aimed to ascertain whether there has since been any change in employers' attitudes, in the light of various changes in the environment, such as the existence for several years of the Job Splitting Scheme, the continued growth of part-time working in the economy, and a possible greater awareness of the issues involved in job-sharing.

The study, which was based on case studies of 30 employing organisations of a range of sizes (nine in manufacturing, and 21 in the service sector), was not intended to provide a representative picture of employers' attitudes. Neither was it designed in any sense to evaluate the Job Splitting Scheme (Jobshare)[2]. Rather, its objectives were to provide a detailed insight into what a sample of employers saw as the main costs and benefits associated with job-sharing, and how they would assess its potential for introduction in their organisation. Half of the sample was drawn from employers known to employ job-sharers, and the rest were randomly chosen.

Definitional issues

The previous IMS study defined 'job-sharing' in standard fashion as "the joint tenancy of a specified full-time post by two employees, who share the responsibilities, pay and benefits between them". The study also revealed however, that at that time, many employers had a view of job-sharing which lay closer to what has become known as 'job-splitting' than to job-sharing as conventionally defined.

The most useful way of distinguishing job-sharing from job-splitting is along the lines set out by Clutterbuck and Hill[3].

On this definition 'job-sharing' is an arrangement whereby:

> *"The two employees have equal responsibility for the whole job. They accept that part of their function is to co-ordinate and collaborate to ensure that the whole job is done. Unlike job-splitting, where the work routines are largely established by the employer, they negotiate between them to establish who does what and to ensure that nothing falls between the cracks".*

'Job splitting', on the other hand, is where:

> *"Two people simply divide one job between them so it is always covered. The need for co-ordination between them is minimal, because the job consists of a steady flow of relatively routine work".*

The literature evinces a certain amount of confusion over these definitions, and has given rise to a somewhat sterile debate over what is to be counted as 'proper job-sharing'. We did not wish to add to this confusion, nor to coin yet another term for these various forms of dividing full-time jobs. Further, as the purpose of the study was to uncover employers' attitudes and perceptions, we did not wish to impose a definition or to confine employers' comments to either job-sharing or job-splitting.

Job content and rationale

It became clear during the course of the research, however, that although (in contrast to the previous study) most respondents did distinguish between the two forms, the distinction was not, in many cases, absolute or clear cut. The study suggested that perhaps the best way of regarding job-sharing and job-splitting was not as discrete modes of employment, but rather as lying at opposite ends of a spectrum of means by which full-time posts could be divided into part-time posts.

Employers' responses suggested, moreover, that the position occupied on this spectrum by any particular post thus divided was primarily influenced by two factors; the content of the job; and the rationale for dividing the post.

These factors are elaborated in more detail in the report of the study[4], but briefly, it emerged that the more senior the post, the higher the level of skill and responsibility involved, and the greater the employees' discretion over the content and organisation of the work, the more likely it is that a divided post will fall into the 'job-sharing' mode (and *vice versa* for job-splitting).

Similarly, the more the rationale for dividing the post is associated with an attempt to provide equal opportunities to workers unable to work full-time, to give such workers access to a wider range of jobs and careers, or to retain key skills by offering flexible working patterns to the employee, the closer it lies to the job-sharing end of the spectrum. Conversely, the more the rationale is associated with the traditional reasons for using part-time workers[5], such as the adoption of flexible staffing levels to match workload peaks, the reduction of labour costs (which may be influenced by the availability of a subsidy), or simply to tap into a particular (usually female) external labour market, the closer the divided post lies to the job-splitting end of the spectrum.

[1] Institute of Manpower Studies, *Jobsharing*, IMS Manpower Commentary no 18, 1982.
[2] Full details of the research objectives and methodology are provided in Meager and Buchan (footnote 4 below).
[3] Clutterbuck D and Hill R, *Re-Making of Work: Changing Work Patterns and how to Capitalise on them*, Grant Mcintyre, 1981.
[4] Meager N and Buchan J, *Job-Sharing and Job-Splitting; Employer Attitudes*, IMS Report no 149, June 1988.
[5] For discussion of employers' rationales for using part-time workers, see for example:
Atkinson J and Meager N, *Changing Working Patterns*, National Economic Development Office, London, 1986.
Blanchflower D and Corry B, *Part-time Employment in Great Britain: An analysis using establishment data*, Department of Employment, Research Paper no 57, 1987.
Robinson D and Wallace J, "Growth and utilisation of part-time labour in Great Britain", *Employment Gazette*, September 1984.
Review of the Economy and Employment, Institute of Employment Research, University of Warwick, 1987.

it is estimated that in 1986, and depending exactly how job-sharing is defined, the number of posts actually being shared in the UK was of the order of 2,500. It would appear, moreover, that the majority of job-sharers are to be found in the public sector[1]. Few private sector employers have yet been convinced that the perceived costs to the organisation of job-sharing are justified by the undoubted benefits to the employee, in terms of flexibility and the ability to work on a part-time basis in occupations where full-time work has previously been the norm.

Increasing interest in job-sharing

It is clear that in the light of major demographic changes occurring in the labour market (particularly the decline in the number of school leavers[2]), many employers will increasingly be looking for alternative sources of labour supply. For such employers, job-sharing can constitute part of a strategy to extend the recruitment pool, and/or to improve the retention of some categories of existing

[1] See Epstein (*op. cit*); and *Job Sharing: Putting Policy into Practice—The Local Authority Experience*, New Ways to Work, London, 1987.
[2] "New entrants to the labour market in the 1990s", *Employment Gazette*, May 1988

employees. Job-sharing has, for example, been shown to be particularly attractive to women wishing to combine employment with child care responsibilities[1].

Given the likely resourcing difficulties which many employers will face, then, it would not be surprising to find an increasing interest among employers in alternative modes of working such as job-sharing, and a reappraisal of earlier attitudes towards such working patterns. Indeed, it is notable that in one sector where such difficulties have been particularly acute in recent years, namely the Health Service, such an upsurge in interest is already observable[2]. This trend is likely to be reinforced by the increasing spread of equal opportunity policies, as the provision of a job-sharing option is often seen as an important plank in providing career opportunities to working women.

Part-time work

Although the study was not primarily concerned with part-time work in general, respondents' use of part-time work was examined, since it was felt that employers' attitudes to job-sharing and job-splitting might be partly conditioned by the extent to which they had experience of using part-time work, the occupations in which they used part-time work, and their rationales for using part-time workers.

All but one of the case-study employers made some use of part-time work, and, consistent with national trends[3], there has been a significant increase in the use of part-time workers among the sample as a whole in recent years.

The pattern of part-time work found among the sample was a traditional one. Thus their part-timers were predominantly female, concentrated in clerical/secretarial, sales and personal service occupations (catering, cleaning etc) and to a lesser extent in manual jobs and a limited range of professional occupations (teaching, nursing, librarianship etc). Moreover, the recent growth in the use of part-timers had not involved any extension of the range of part-time work, but had mainly involved women in these traditional 'part-time occupations'.

Respondents were questioned about their rationales for use of part-time workers, and their responses can be categorised as follows (in order of frequency of mention):

- 'flexibility' in deployment of labour. This primarily concerned the matching of hours worked to workload fluctuations, and was mentioned by 20 respondents;
- external labour market pressures—shortages, recruitment and retention difficulties—provided a rationale for 16 of the organisations;
- internal labour market pressures (mainly requests from individual employees to work part-time rather than full-time) were cited by 15 respondents;
- technological or work organisation factors (for example, the need to extend the working day to obtain a return on expensive capital equipment) were a rationale for using part-timers in 13 cases;
- savings on labour costs were cited by seven respondents as a motive for use of part-timers. These included savings on National Insurance payments, overtime premia, paid breaks, pension costs, absence costs, fringe benefits, as well as higher levels of labour productivity in some cases.

Job-sharing and splitting: extent of use

Just over half the sample used job-sharing and/or job-splitting in some form, although half the sample had been selected on these grounds (only three of the 15 randomly selected organisations used job-sharing or splitting). Of the 16 users:

- eight organisations had split posts;
- six organisations had shared posts;
- two organisations had both shared and split posts.

As expected, there was some relationship between job-sharing/splitting and the use of part-time work, and organisations in the sample with higher than average numbers of 'traditional' part-timers were also somewhat more likely to be users of job-sharing/splitting.

With one exception (a manufacturing organisation which had large numbers of split posts, accounting for half of its manual workforce), it seemed that the use of job-sharing/splitting had so far made very little quantitative impact on the workforces of the organisations studied. Thus, if the single exception is excluded, only 0.3 per cent of the sample's combined workforce were in shared or split posts. There was, however, some evidence that there had been an upward trend in the use of job-sharing/splitting in recent years among the employers in the sample.

Sectoral and occupational composition

It was notable that all the organisations using job-sharing were in the service sector, and over half of these (five) were public sector organisations. Three of the eight organisations using job-splitting were in the manufacturing sector. There appeared to be two main explanations for these sectoral variations:

First, part-time work of the traditional type is both more widespread, and more likely to be found among professional staff in the service sector than manufacturing. Hence, introducing job-sharing into a service sector organisation may often involve much less of a change to existing practice than would be the case in a manufacturing company.

Second, the service sector includes a higher proportion of organisations, particularly in the public sector, for whom the rationales of providing equal opportunities in employment and offering flexibility to the employee, are well developed and take high priority, than is the case in manufacturing.

Turning to the occupational composition of shared and split jobs (summarised in *table 1*), it was clear that as expected, job-splitting was concentrated in low level, traditionally female and part-time occupations. Job-sharing was found in a wider range of jobs, including professional (but rarely managerial) occupations. Even here, however, these were, without exception, areas in which female and part-time workers are traditionally found in large numbers. In the organisations studied, job-sharing did not appear to have opened up major new occupational areas to part-time workers.

[1] See footnote 2 on p 383.
[2] See for example:
Buchan J "A shared future", *Nursing Times*, January, 1987;
Williams S and Osborn S, "Two brains are better than one", *The Health Service Journal*, February 5, 1987;
Lathlean J, *Job Sharing a Ward Sister's Post*, Ashdale Press, June 1987;
and a number of recent reports on aspects of health service staffing which include the introduction of job-sharing among their recommendations, for example:
Report of the Review of Nursing Services in London, NHS Management Board, Department of Health and Social Security, London, April 1988;
[3] For a documentation and analysis of the recent growth in part-time work, see for example, *Review of the Economy and Employment*, Institute of Employment Research, University of Warwick, 1987.

Table 1 Occupations of shared and split jobs
(as described by case study respondents)

Split jobs	Shared jobs
shop assistant	exhibition designer
care assistant	charity fieldworker
general clerical staff	environmental health officer
booking office clerk	radiographer
housing clerk	nurse
secretary	doctor (sessional)
receptionist	physiotherapist
switchboard operator	librarian
junior administrative staff	training officer
assembly line operative	mid/high grade clerical*
packer	lower grade managerial*
teacher	social worker

*The organisation concerned had job-sharers in too many occupations to list (and stressed that job-sharing was open to all employees), but most cases fell into these two broad occupational categories.
Source: IMS Case Studies.

As far as the occupants of the shared or split posts were concerned, the case studies conformed to the expected pattern, with both job-sharing and job-splitting applying almost entirely to women in their child rearing years who wish to work part-time for domestic reasons (two of the organisations had one man each in a shared post).

Rationales for job-sharing/splitting

As expected, the case studies confirmed that employers' rationales for introducing job-sharing and for introducing job-splitting were rather different.

Job-splitting

Their rationales for the use of *job-splitting* were essentially similar to those outlined above for their use of part-timers, indeed many of the respondents argued that there was no clear difference between 'normal' part-time work and job-splitting, other than that in the latter case the posts concerned had previously been, or had replaced, full-time posts. Thus the main rationales (in order of importance) were:

- external labour market pressures;
- need for flexibility in cover;
- labour cost reduction;
- response to requests from staff.

In most cases the introduction of job-splitting had been a proactive initiative taken by the organisations.

Job-sharing

Job-sharing, by contrast, had generally been introduced initially in an *ad hoc*, reactive fashion, as a response to internal labour market pressures (occasionally from trade unions, but more usually from employees wishing to work part-time, or unable to continue to work full-time). Such a response was often subsequently formalised into an explicit job-sharing policy or scheme to promote equal opportunities in employment, or to retain key groups of staff. As awareness of job-sharing spread, however, it seemed that some organisations who had recently introduced the practice, or were planning to do so, were not waiting on 'employee push', but were moving directly to a formal job-sharing policy.

It became clear during the course of the case studies, that different managers often had very different rationales for job-sharing/splitting. In particular, it seemed that whereas personnel departments were frequently motivated by equal opportunities, "good personnel practice", and offering flexibility to staff, they often 'sold' the concept to reluctant line managers, on the grounds of short-term cost saving or the retention of key staff.

Disadvantages of job-sharing/splitting

Respondents (both users and non-users of job-sharing/splitting) were questioned in detail about what they saw as the main costs and benefits of these forms of work, and their responses are summarised in *table 2*. Generally, respondents found it easier to enumerate disadvantages or factors militating against the use of job-sharing/splitting, than they did to identify advantages, and the main factors emerging here were:

Job content

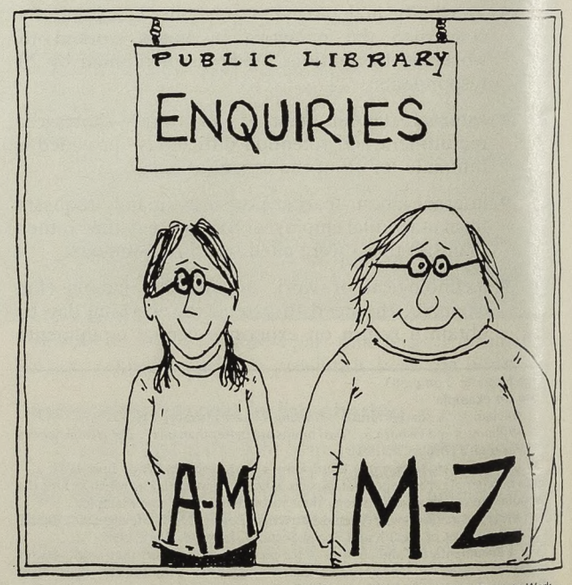
Jobs requiring continuity (especially line management and supervisory jobs, or jobs entailing long-term customer or client contact), were often seen as unsuitable to be shared or split. By contrast, jobs reckoned to be readily divisible into component tasks, or jobs measured by output rather than 'being there' (including some specialist professional jobs, project-based jobs, and many clerical jobs) were seen as more suitable for job-sharing/splitting.

Costs

Respondents anticipated extra costs as a result of job-sharing/splitting under the following main headings (in order of importance): administrative costs; management time; training costs; indivisible overheads; recruitment costs; National Insurance costs; 'downtime'. Some cost savings were also anticipated (see below), but on balance, and although respondents found it difficult to quantify these costs, more organisations felt that job-sharing/splitting would increase total costs, than felt it would reduce them.

Institutional factors

Introduction of job-sharing/splitting was frequently seen to be difficult where it was inhibited by managerial attitudes which were oriented towards both the maintenance of full-time employment, and the reduction of



Cartoon: Chris Meade/New Ways to Work

total headcount. Experience of traditional forms of part-time working appeared to weaken this resistance.

Organisational factors

In some cases, organisational inefficiency, and loss of managerial control were expected to result from the more complex organisational structures associated with job-sharing/splitting.

Labour supply factors

Availability of potential job-sharers/splitters on the external labour market, was sometimes seen as a constraint, due to the presumed unattractiveness of part-time incomes to much of the workforce, and the level of part-time pay relative both to travel-to-work costs and to State benefit levels. In the case of job-sharing, the supply issue was further exacerbated by difficulties of finding compatible partners on the external labour market.

Advantages of job-sharing/splitting

Organisations generally saw fewer advantages of factors militating in favour of the use of job-sharing/splitting. The main ones were:

Retention of key staff

The main perceived benefit here was concerned with the retention (and sometimes recruitment) of women employees who would otherwise have left the organisation during their child-rearing years, and this was seen as particularly important where the employees concerned had received significant organisation-specific training, or were in shortage occupations.

Costs

Claimed (or anticipated) sources of cost savings from job-sharing/splitting were (in order of importance): increased productivity; absence cover; reduced wastage; pension costs; lower absenteeism; reduced overtime premia; reduction in paid breaks; lower National Insurance costs. It was notable that some factors (such as National Insurance payments) were believed by some organisations to increase costs, whilst others saw them as a source of saving resulting from job-sharing/splitting.

Flexibility

Some organisations saw job-sharing/splitting giving them greater flexibility of cover for peak workloads, absence, holidays etc.

Equal opportunities

In some organisations, the promotion of equal opportunities was seen as a key advantage of job-sharing (this was rarely true of job-splitting), by enabling women to remain employed during periods of domestic responsibility, and to have careers in 'senior' posts where opportunities for part-time work are not normally found.

As shown in *table 2* there was some variation in perceptions of advantages and disadvantages between users and non-users of job-sharing/splitting. Generally, with the advantage of experience, users were more aware of both advantages and disadvantages than were non-users. Interestingly, cost factors tended to dominate the perceptions of non-users, while first-hand experience of job-sharing/splitting tended to make organisations aware of factors other than cost, and to reduce the perceived relative importance of cost factors.

The Jobshare scheme

As mentioned earlier, the study was not designed in any way to provide an evaluation of Jobshare (previously the Job Splitting Scheme). Case study respondents were, however, asked for their perceptions of and views on the scheme. Jobshare is described in detail in the official document publicising the scheme[1], but its essential features are that a subsidy of £1,000 (for one year) is paid to employers who create a part-time job by splitting or replacing a full-time post or consolidating overtime, subject to the requirement that the post(s) be filled with certain categories of people (such as someone who is registered unemployed, or who is leaving a Government scheme).

Most employers were aware of Jobshare, although many had only a vague understanding of its objectives, content and eligibility criteria. Only one respondent had participated in Jobshare, and on a very small scale. Most felt that while a subsidy was attractive, and might encourage them to consider sharing or splitting a post, decisions on work patterns such as job-sharing or splitting were primarily taken in response to commercial pressures or internal policy initiatives, and the existence of a small Government subsidy would be unlikely to make more than a marginal difference to the likelihood of their introducing such work patterns. The requirement under Jobshare to recruit from the unemployment register was generally seen as a discouragement to participate in the scheme. Some respondents felt that recruits from this source would be unsuitable for the posts they might consider sharing/splitting, and the fact that many (otherwise suitable) married women would not be registered unemployed, and therefore ineligible for the scheme, was seen as a disadvantage.

[1] Department of Employment. *A share opportunity for the unemployed*, HMSO, 1987.

Table 2 Perceived advantages and disadvantages of job-sharing/job-splitting

	No of respondents referring to factor		
	Users of job-sharing/ splitting	Non-users of job-sharing/ splitting	Total
Total	*16*	*14*	*30*
Disadvantages			
Demand side			
Job content (complexity, continuity, management of others, etc)	13	10	23
Cost (overhead, training pension, fringe benefits, etc)	8	9	17
Institutional/cultural/ industrial relations	10	6	16
Organisational/ technological	7	6	13
Supply side			
Availability of willing job-sharers/part-timers	8	4	12
Low pay relative to State benefits	6	0	6
Attractiveness to workforce	1	4	5
Advantages			
Retention of key staff	11	7	18
Cost (absenteeism, wastage, productivity, overtime, etc)	11	6	17
Flexibility	8	5	13
Equal opportunities	8	4	12
Supply of workers	6	6	12

Source: IMS Case Studies.

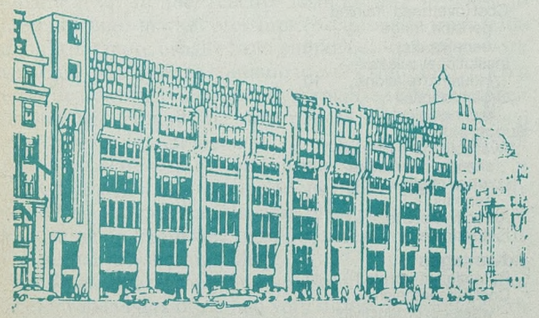
Job-sharing at Denis Gore (Chemist) Ltd, Prestwick

Photo: Crown copyright

Conclusions

The IMS study confirmed that there was a growing interest in job-sharing and job-splitting, and among the sample of employers studied, the use of these modes of work had increased in recent years. Particularly notable since the earlier IMS study on the subject, conducted in 1982, was the increased emphasis on such initiatives for reasons associated with equal opportunities, and with responding to recruitment and retention difficulties in certain occupations. Nevertheless, the study found that employers were proceeding cautiously in this area, and were frequently still unconvinced that the benefits of introducing job-sharing and job-splitting outweighed the costs to the organisation.

To date, then, the quantitative impact of these forms of working in the organisations studied has generally been small, and their introduction has for the most part been confined to occupations where high proportions of women and part-time workers have traditionally been found. It is possible that this picture will change in the future, as more employers face staffing difficulties resulting from major demographic changes in the labour market, and more employers are concerned to provide greater career opportunities to working women. There is some evidence of a recent upsurge in interest in job-sharing in some sectors, and indeed several of our case study respondents who did not make use of job-sharing at the time of the research, were actively considering its introduction in some form. ■



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Labour Market Data

Contents

Publication dates of main economic indicators 1988

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
July 14, Thursday	July 15, Friday	July 6, Wednesday
Aug 18, Thursday	Aug 19, Friday	Aug 3, Wednesday
Sept 15, Thursday	Sept 16, Friday	Aug 31, Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafone Service).
Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service).
Tourism: 01-273 5507
Employment and hours: 0928 715 151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 228500 ext. 408 or 412

Commentary

Trends in labour statistics

Summary

The latest unemployment figures (seasonally adjusted, claimants excluding school leavers) show a continuing fall of 37,600, between April and May, bringing the total to 2,416,000, the lowest level (on a consistent basis) for 6½ years. The series has now fallen for 22 months running, since July 1986—a drop of nearly 800,000, the longest and largest continuous fall since the war.

Vacancies at jobcentres remain relatively high. In May, there were 255,500 notified vacancies (seasonally adjusted, excluding Community Programme), 11 per cent more than a year ago.

Latest figures for the total employed labour force, show that the employed labour force increased by an estimated 144,000 in the fourth quarter 1987, and by 504,000 in the year ending December 1987. This is the largest increase in any year for over 30 years. Since March 1983, when the current upward employment trend began, the increase in the employed labour force has been 1,657,000. Latest figures for manufacturing employment show a fall of 15,000 in April 1988. However, monthly figures can be erratic and the increase of 1,000 over the first quarter of 1988 is probably a better indicator of a trend which appears to have levelled out.

The underlying rate of increase in average earnings in the year to April was 8¾ per cent, ¼ per cent higher than the increase in the year to March.

The rate of inflation in May, as measured by the 12-month change in the retail prices index, rose to 4·2 per cent from the 3·9 per cent recorded in April. The overall level of prices was 0·4 per cent higher in May than in April, compared with the increase of 0·1 per cent between the corresponding months last year.

The number of working days lost through stoppages of work due to industrial action in the 12 months to April 1988 was provisionally recorded at 2·3 million. This compares with 3·5 million days lost in the 12 months to April 1987, and an annual average of 10·9 million days for the ten-year period, 1978 to 1987.

The number of overseas visitors to the United Kingdom in the first quarter of 1988 was 10 per cent higher than in the first quarter of 1987. The number of visits abroad by UK residents was 2 per cent higher, compared with the same period a year earlier. Although visits to Western Europe were down by 2 per cent, there were 10 per cent more visits made to North America and 23 per cent more to the rest of the world. There was an estimated deficit of £270 million on the balance of payments travel account for the first quarter of 1988 compared with a deficit of £67 million in the same quarter of 1987.

Economic background

The UK is continuing to grow strongly. Provisional estimates suggest that *Gross Domestic Product (average measure)* increased by just over ½ per cent between the fourth quarter of 1987 and the first quarter of 1988 to a level about 4 per cent higher than a year earlier.

Output of the production industries in the three months to April 1988 is provisionally estimated to have declined by ½ per cent from the level of the previous three months, but still to be 2½ per cent higher than in the corresponding period a year earlier. *Manufacturing output* in the three months February to April was little changed compared with the preceding three-month period and was 5 per cent higher than at the same time last year. Within manufacturing, there was an increase in the output of the 'other minerals' group of 2 per cent between the two latest three-month periods. There was also an increase in the output of the food, drink and tobacco and 'other manufacturing' industries of 1 per cent. The output of the textiles and clothing industries declined by 2 per cent and the output of the metals, chemicals and engineering and allied industries all declined by 1 per cent. Output in the energy sector in the latest three months was depressed by the relatively mild weather and the dispute in the coal industry during February and was 1 per cent lower than in the previous three months and 3½ per cent lower than in the corresponding period a year earlier.

Consumers' expenditure continues to grow strongly. In the first quarter of 1988 it was estimated at £44·4 billion, at 1980 prices. This is nearly 1½ per cent higher than in the previous quarter and 7 per cent higher than a year earlier. The volume of *retail sales* (provisional estimate) in May was little changed from the level in April. In the three months to May the volume of sales was over 1¼ per cent above that of the previous three months and 7 per cent higher than in the corresponding period a year earlier.

Capital expenditure has also been growing rapidly over the last year, although there was a slight fall in the latest quarter. Expressed in 1980 prices, expenditure by the manufacturing, construction, distribution and financial industries in the first quarter of 1988 was estimated to be nearly 1 per cent lower than in the preceding quarter, but almost 12 per cent above its level of the corresponding quarter of last year. Within the total, expenditure by manufacturing industry increased by almost 3½ per cent between the latest two quarters, and was over 7 per cent higher than in the first quarter of 1987. Investment by the construction, distribution and financial industries was 3 per cent lower than in the preceding quarter, but 14 per cent higher than in the same period of 1987.

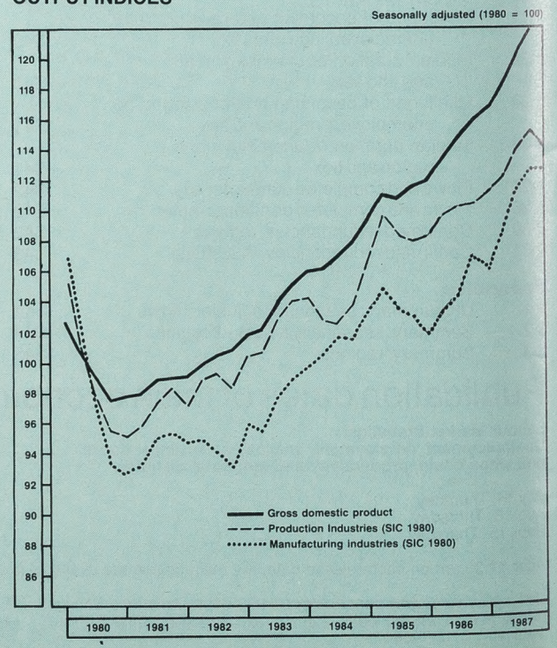
Stocks held by UK industry on the revised estimate and at 1980 prices rose by about £15 million in the first quarter of 1988. Within the total there was an increase in stocks held by retailers of £40 million and by wholesalers of around £35 million. Retailers and wholesalers have now been stockbuilding for 12 and six successive quarters, respectively. Stocks held by manufacturers fell by around £25 million in the first quarter. In the energy and water supply industry stocks fell by about £60 million in the first quarter.

The *Public Sector Borrowing Requirement* (not seasonally adjusted) in May is estimated to have been minus £0·6 billion (that is a net repayment) bringing the total for the first two months of the financial year 1988–89 to minus £1·8 billion. This compares with a PSBR of £1·9 billion in the first two months of 1987–88. The PSBR, excluding privatisation proceeds, is provisionally estimated to have been £0·3 billion in May and £1·0 billion for the first two months of the current financial year. In the same two months of last year the PSBR, excluding privatisation proceeds, was £2·5 billion.

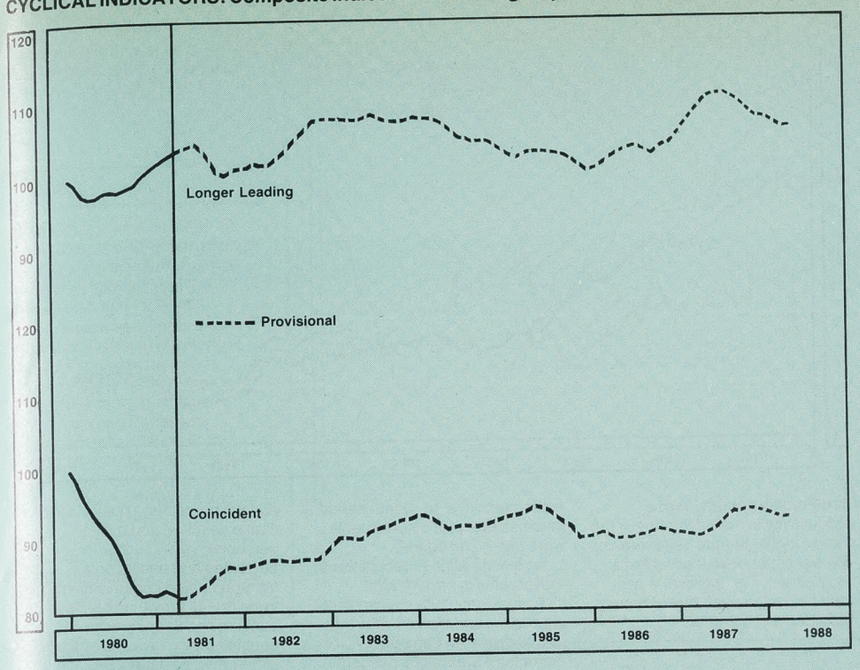
Sterling's effective exchange rate index in May 1988 remained close to the previous month at 78·4. Sterling rose by 1 per cent against both the deutschmark and the EMS currencies in total, but fell by around ½ per cent against both the dollar and the yen. The sterling index was 7 per cent higher than in May 1987, with rises of 12 per cent against the dollar, 6 per cent against the deutschmark and 7 per cent against EMS currencies. Sterling did however fall by ½ per cent against the Japanese yen over the 12-month period. The sterling exchange rate index was 77·3 on June 1, 1988 but fell to 76·1 by Thursday, June 23. *UK base rates* increased to 8½ per cent with two ½ percentage point increases on June 2 and June 6. This follows a rise of ½ per cent to 9 per cent on February 1 and then three successive ½ percentage point falls on March 17, April 11 and May 17 to 7½ per cent. Base rates are now at the same level as at the start of 1988.

On preliminary figures, the current account of the *balance of payments* in the first quarter of 1988 is estimated to have been in deficit by £2.8 billion, compared with £1.4 billion in the previous quarter. Visible trade in the latest quarter was in deficit by £4·0 billion, following a £3·0 billion deficit in the fourth quarter of 1987. Within the total the surplus on trade in oil fell from £1·1 billion to £0·9 billion and the deficit in non-oil trade rose from £4·1 billion to £4·9 billion between the latest two quarters. In the three months to April the *volume of exports* fell by 3 per cent, and was 2 per cent less than a year earlier. Uncertainty over the timing effects following administrative changes at the start of 1988 and the volatility of recent figures make it difficult to determine the extent of the change in the underlying level of exports since the end of 1987. The *volume of imports* fell by 2½ per cent over the three months since February, but was 11 per cent higher than a year earlier. It now seems that the underlying level of imports has changed little since the autumn of last year.

OUTPUT INDICES



CYCLICAL INDICATORS: Composite indices of indicator groups



Employment

The number of *employees employed in manufacturing* industries in Great Britain is estimated to have fallen by 15,000 in April 1988. The monthly estimates can fluctuate erratically and a clearer picture may be given by considering changes over a longer period. For example, in the first quarter of 1988 there was an estimated increase of 1,000, and over the last 12 months to April there has been an average reduction of only 3,000 a month. This is clear evidence that the trend in manufacturing employment has levelled out compared with the previous relatively rapid falls.

The latest period for which employees estimates for the whole economy and figures for *the employed labour force*—which comprises employees in employment, the self-employed and HM Forces—in Great Britain are available is December 1987. These estimates remain as reported in May except for a slight revision to reflect some late data now available. They now show that the employed labour force increased by 144,000 in the fourth quarter of 1987, by 504,000 in the year to December 1987 and by 1,657,000 since March 1983.

Overtime working by operatives in manufacturing industries remained high at 13·22 million hours a week worked in April, giving an average of 13·35 for the three months ending April 1988 compared with 13·83 in the three months ending January 1988 and 12·27 for the three months ending April 1987.

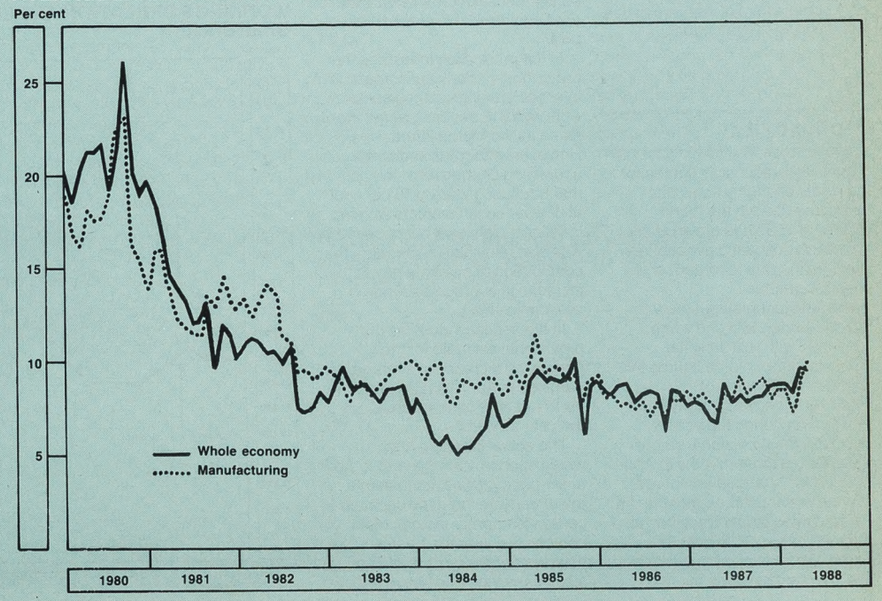
Hours lost through *short time working* in manufacturing industries remained low at 0·25 million hours a week in April 1988.

The index of average weekly hours worked by operatives in manufacturing industries (which takes account of hours of overtime and short-time as well as normal basic hours) was estimated at 104·2 in April 1988. This gave an average of 104·3 over the three-month period ending April 1988. This compares with an average of 104·6 in the three months to January 1988 and 103·4 for the three months ending April 1987.

Unemployment and vacancies

The seasonally adjusted level of *unemployment* in the United Kingdom (claimants, excluding school leavers) fell again, by 37,600 between April and May, to 2,415,500, the lowest level (on a consistent basis) since September 1981. The series has now fallen for 22 consecutive months—by

AVERAGE EARNINGS INDEX: Increases over previous year



795,000 since the peak in July 1986, the longest and largest sustained fall since the war. The unemployment rate fell to 8·7 per cent in May.

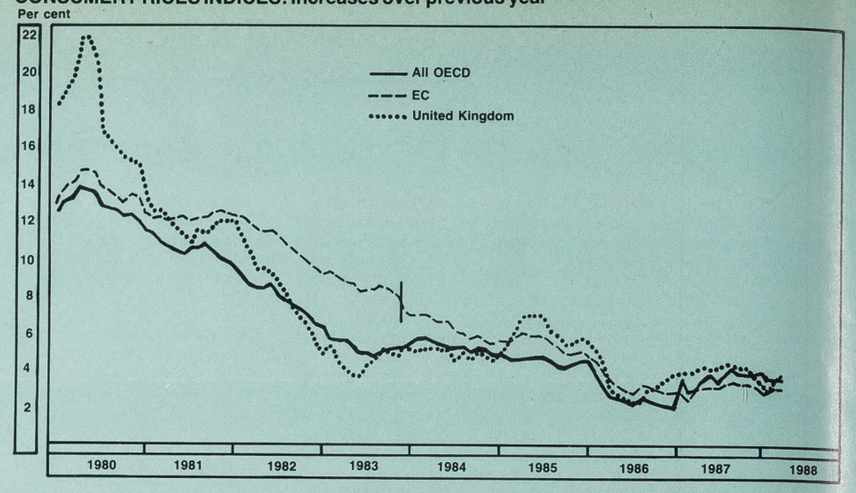
The downward trend continues strongly, though less sharply than during the second half of 1987 when there was a fall of over 50,000 per month. Over the past six months to May and also over the past three months, there has been an average fall of 39,000 per month.

Unemployment has been falling in all regions. Over the 12 months to May the seasonally adjusted unemployment rate for the UK has fallen by 1·9 percentage points. The largest falls in the rate over this period, were in the West Midlands (2·4 percentage points), the North West and the North (both 2·2 points). The smallest falls in the rates over the past year were in Northern Ireland (1·4 percentage points) and Greater London (1·6 percentage points).

The *total of unemployed claimants* in the UK (unadjusted, including school leavers) fell by over 109,000 in May to 2,427,000, 8·7 per cent of the working population. The total was 560,000 lower than a year ago. Between April and May, there was an unadjusted fall of some 105,000 among adults and a fall of some 4,000 among school leavers. The school leaver total, at 53,000 was about 22,000 or 30 per cent lower than a year ago. The fall of nearly 105,000 among adult claimants in May was larger than the fall of over 67,000 attributable to seasonal influences, and so the seasonally adjusted adult total fell by 37,600.

The *stock of vacancies at jobcentres* (seasonally adjusted and excluding Community Programme vacancies) increased further by 1,800 to 255,500 in May, 11 per cent higher than a year ago. A survey in January confirmed that only about a third of total vacancies are reported to jobcentres.

CONSUMER PRICES INDICES: Increases over previous year



Productivity

Revised productivity figures for the whole economy show that output per head in the fourth quarter of 1987 had grown at an annual rate of over 3 per cent, the same as the rate recorded for the previous quarter.

Manufacturing output grew rapidly during 1987 and when combined with relatively flat employed labour force figures this resulted in estimates of productivity showing nearly 7 per cent growth during the year. However, the provisional output figure for the three months to April 1988 is little changed compared with the previous three months. As the employed labour force has also changed by very little over this period, the level of productivity is little changed between the two three-month periods. While productivity in manufacturing in the three months to April 1988 remains 5¼ per cent above the level of a year earlier, it is now over 2 per cent below the peak rate of growth recorded last summer.

Average earnings

The underlying rate of increase in *average weekly earnings* in the year to April 1988 was 8¾ per cent, ¼ per cent higher than the increase in the year to March. The main factors behind this upward movement appear to be the increased size of bonus payments compared with a year earlier, and several payments by employers of lump sums in recognition of more flexible working practices. Recent settlements at higher levels than a year ago have also played their part.

In the production industries the provisional underlying increase in average earnings in the year to April was 8½ per cent, about the same as the March figure. However, within this sector the underlying change for manufacturing was up ¼ per cent at 8¾ per cent. Overtime working is still at a high level but because it was also fairly high a year ago, the contribution of overtime pay to the increase in average earnings is now diminishing.

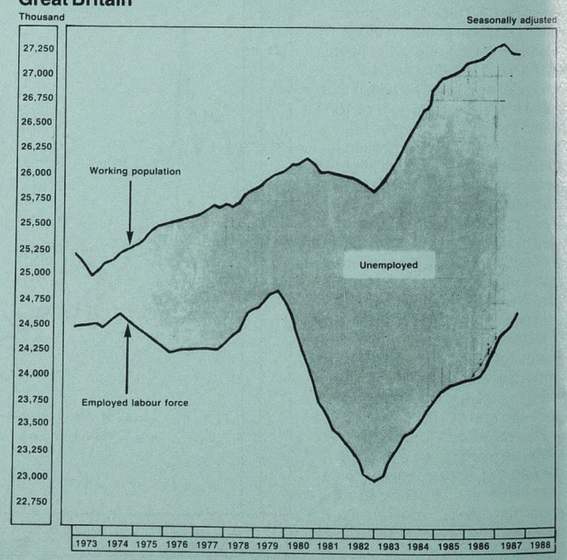
In the service industries the provisional estimate for the underlying increase in average earnings in April was 8¾ per cent, up ¼ per cent on the increase in the year to March.

The actual increase for the whole economy for the year to April at 9·1 per cent was again above the underlying increase because of certain temporary factors. Most notably, last year the Easter holidays depressed actual earning; also, many industries have had two settlements in a 12-month period because last year's settlements were late being agreed.

An examination of recent trend movements in earnings in individual industries shows some interesting variations. While the rate of growth in earnings in agriculture is about ½ per cent higher than 12 months ago, those for other extractive industries are broadly unchanged. Within manufacturing, the trend rate of growth in earnings in metal processing and manufacture is over 2 percentage points higher than a year ago, and a similar trend rate of growth has been recorded in mechanical, electrical, and electronic engineering. For paper and publishing, food, drink and tobacco, and motor vehicles, the trend rate of increase is lower than 12 months ago. Within services the trend rate of growth in earnings in public administration is running at about 2 percentage points higher than a year ago and over 1 percentage point higher for education and health, and transport and communication. The trend rate of growth of earnings in banking and finance, while in double figures, is only marginally higher than a year earlier. The lowest of the trend rates of earnings growth recorded for the industrial sectors shown in *table 5·3* is about 6 per cent, but this is still 2 per cent above the rate of inflation.

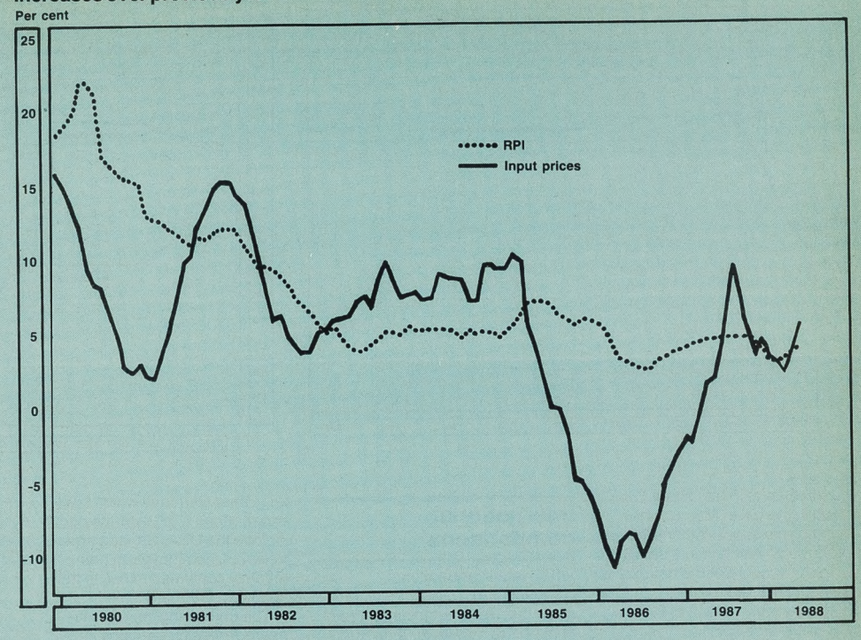
In the three months to April, *wages and salaries per unit of output* in manufacturing were 3 per cent higher than a year earlier with an increase in average earnings of 8½ per cent being offset by a rise in productivity of 5 per cent. This is 2 per cent above the rate of increase recorded for the previous three-month period to January 1988.

WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



Revised *unit wage cost* figures for the whole economy show an annual rate of increase of 4¾ per cent for the fourth quarter of 1987, a rise of ½ per cent on the rate for the previous quarter.

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



Prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 4·2 per cent for May from the 3·9 per cent recorded for April.

The overall level of prices was 0·4 per cent higher in May than in April. This compares with an increase of 0·1 per cent recorded between the corresponding months last year. Prices for clothing and many foods were higher in May and the second tranche of the recent price increases for electricity and gas took effect. Mortgage interest rates fell by around ½ percentage point for most borrowers from May 1 but, the effect this has had on the RPI is less than the corresponding effect in May of last year when rates fell by around one full percentage point.

The increase in the rate of inflation in both April and May reflects the increases in excise duties announced in the Budget, following the previous year's Budget in which most excise duties were not changed. The annual rises in rents, rates, and water, gas and electricity charges were also greater than last year.

Higher prices for petroleum products and metals contributed to prices for materials and fuels purchased by manufacturing industry increasing overall by about 2 per cent between April and May. This brought the annual rate of increase in these prices up to 5½ per cent, having been relatively stable in the 2–4 per cent range since last November.

The annual rate of increase in the *output price index* for manufacturing industry was almost unchanged at 4·2 per cent in May. Since the Budget the index has been influenced by the increases in drink and tobacco duties. If it were not for these excise duty increases the 12-monthly rate of increase would have remained virtually unchanged at just under 4 per cent for the past eight months.

The *tax and price index* increased by 2·1 per cent in the year to May compared with 1·7 per cent recorded for April.

Industrial disputes

It is provisionally estimated that 81,000 working days were *lost through stoppages of work due to industrial disputes* in April 1988. This is the lowest monthly figure since December 1987 and includes an estimated 60,000 days lost as a result of stoppages in sea transport and 6,000 working days lost in the metal goods industry group. The figure of 81,000 working days lost in April 1988 compares with 250,000 days lost (also provisional) in March 1988, 336,000 in April 1987 and an average of 707,000 for April during the ten-year period 1978 to 1987.

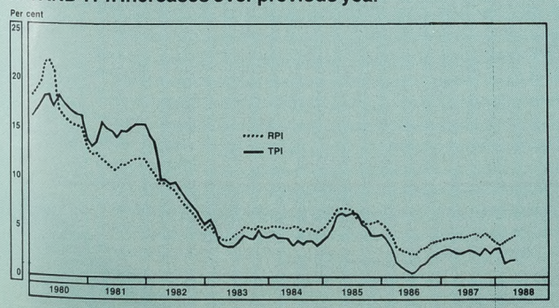
In the 12 months to April a provisional total of 2·3 million working days were lost, compared with 3·5 million days in the previous 12 months, and an annual average over the ten-year period 1978 to 1987 of 10·9 million days. The largest stoppages in the most recent 12-month period in terms of working days lost were the 1987 Civil Service pay dispute which accounted for 0·6 million days lost, several stoppages in the motor vehicle industry which also accounted for 0·6 million days and coal industry strikes which contributed 0·4 million days lost to the total.

During the 12 months to April 1988, a *provisional total* of 785 *stoppages* have been recorded as being in progress although this figure will be revised upwards because of late notifications. This figure compares with 1,154 stoppages in the 12 months to April 1987 and a ten-year average for the period 1978 to 1987 of 1,589 stoppages in progress.

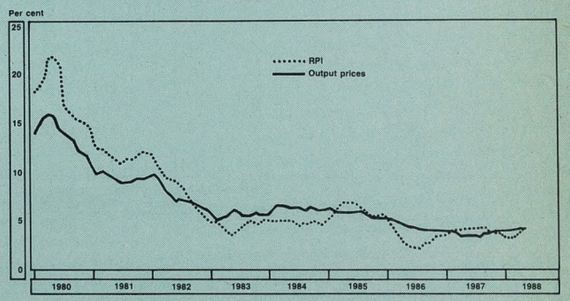
Overseas travel and tourism

It is provisionally estimated that overseas residents made 1,000,000 visits to the UK in March 1988, an increase of 9 per cent over March 1987. About 60 per cent of these visits were made by Western European residents, 23 per cent by North American residents and 17 per cent by residents of other areas. During the same month, UK residents made 1,610,000 visits abroad, 2 per cent fewer than in March 1987.

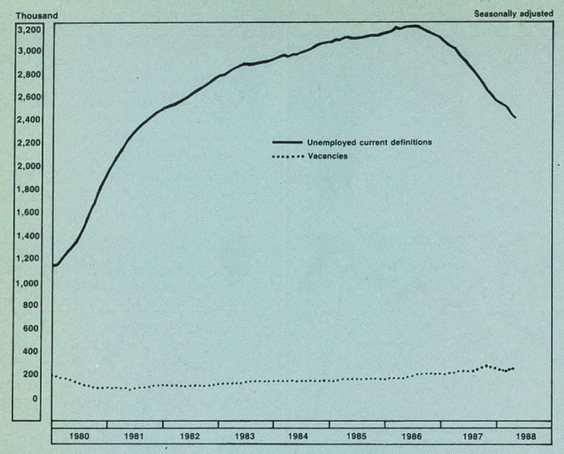
RPI AND TPI: Increases over previous year



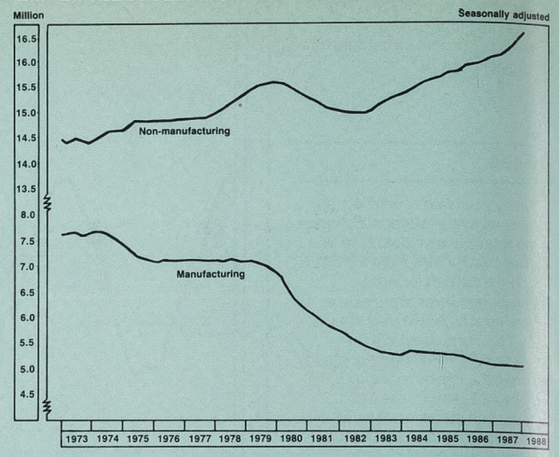
RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over previous year



UNEMPLOYMENT AND VACANCIES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



Overseas residents spent £365 million in the UK in March, while UK residents spent £505 million abroad. This resulted in a deficit on the travel account of the balance of payments of £140 million, compared with a deficit of £71 million in March 1987.

In the first quarter of 1988, it is provisionally estimated that overseas residents made 2·9 million visits to the UK, 10 per cent more than in the first quarter of 1987. Overseas residents' expenditure in the UK in the first quarter of 1988 increased by 4 per cent compared with the previous year to £1,055 million. UK residents spent £1,325 million abroad in the first quarter, an increase of 23 per cent compared with a year earlier. This meant that the travel account of the balance of payments for the first quarter of 1988 had a deficit of £270 million, compared with a deficit of £67 million in the first quarter of 1987.

International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate in the UK is now lower than many of our European partners: France, Italy, Belgium, the Netherlands, Spain and Ireland. Moreover, during the past year the unemployment rate in the UK has been falling faster than in any other industrialised country. Many other countries also had a sharp fall over the period, including the USA, Belgium and Canada, but unemployment increased for example in Italy and slightly in West Germany. More recently, in the latest three months compared with the previous three months (as shown in *table 2·18*) the UK rate has again fallen faster than in all the other countries, except Belgium where there was a similar fall. Other countries which have experienced a fall over the period include the USA, Canada and Ireland. Unemployment has recently continued to rise in Italy and West Germany.

The underlying increase in *average weekly earnings* for manufacturing industry in Great Britain in the 12 months to April, at 8¾ per cent compares unfavourably with the latest figures for the OECD countries which are shown in *table 5·9*. The increase in average earnings in Great Britain is higher than the increase in 14 of the 15 countries shown (excluding Switzerland where recent figures are not available). Precise comparisons are not possible because of differences of definition.

UK *productivity* is increasing relatively fast, and the latest available figures on productivity for OECD countries show that growth in manufacturing output per head in Great Britain in the year to the first quarter of 1988, at 6 per cent, was higher than in 11 of the 16 countries shown. This productivity growth helped to keep down the growth in unit wage costs. The latest increase in unit wage costs in Great Britain is lower than in many of the other 15 OECD countries (excluding Greece for which figures are not available).

Consumer prices increased in the 12 months to April by 5·0 per cent in Italy, 4·0 per cent in Canada, and 3·9 per cent in the United States. There were increases of 2·5 per cent in France, 1·0 per cent in West Germany and 0·7 per cent in the Netherlands. In Japan there was no movement in prices over the 12-month period. The rate in the United Kingdom for the same period, at 3·9 per cent, was above the average for both the OECD countries (3·5 per cent) and for the European Community as a whole (3·0 per cent).

BACKGROUND ECONOMIC INDICATORS* 0·1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure[2]		Output: GDP[3,4]		Output: Index of output UK[5]: Production industries[1,5]		Output: Index of output UK[5]: Manufacturing industries[1,6]		Index of production OECD countries[1]		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
	1980 = 100	%	1980 = 100	%	1980 = 100	%	1980 = 100	%	1980 = 100	%	1980 = 100	%	£ billion	%
1982	100·7	1·6 R	100·1	1·7	98·4	1·9	94·2	0·2	96·6	−3·5	98·6	−0·1	20·8	16·8
1983	104·0	3·3	103·3	3·2	101·9	3·6	96·9	2·9	99·6	3·1	100·8	2·2	24·6	18·2
1984	106·5	2·4	106·7	3·3	103·3	1·4	100·9	4·1	107·2	7·6	103·1	2·3	28·8	17·1
1985	110·4	3·7	110·7	3·8	108·1	4·7	103·8	2·9	110·5	3·1	105·5	2·3	39·8	38·2
1986	113·6 R	2·9 R	113·9	2·9	109·6 R	1·4 R	104·0 R	0·2 R	111·9	1·3	109·5	3·8	47·2	18·6
1987	118·4 R	4·2 R	119·3 R	4·7 R	113·0 R	3·1	109·6 R	5·4 R	..	..	113·0	3·2	..	..
1987 Q1	116·7	3·7	116·7	4·3	111·1 R	2·6	106·2 R	4·3	113·1	1·5	111·7	3·6	12·7	12·4
Q2	117·1 R	3·6 R	118·2 R	4·2 R	112·1 R	2·4 R	108·4 R	5·0	114·5	2·5	112·8	2·9	13·7	17·1
Q3	119·4 R	5·2 R	120·6	5·3 R	113·8 R	3·3 R	111·2 R	6·7 R	..	..	113·2	2·9	14·6	18·7
Q4	120·6	4·4 R	121·9 R	5·4 R	115·0 R	4·1 R	112·5 R	5·3 R	..	..	114·3	3·5	..	..
1988 Q1	121·4	4·0	122·5	5·1	114·1 R	2·7 R	112·5 R	5·9 R	..	..	..	..	..	..
1987 Sept	..	..	..	..	113·5 R	3·3 R	111·1 R	6·7 R	..	..	..	..	..	..
Oct	..	..	..	..	114·7 R	3·5	112·0 R	6·7 R	..	..	..	..	..	..
Nov	..	..	..	..	115·0 R	3·3 R	112·7 R	5·7 R	..	..	..	..	..	..
Dec	..	..	..	..	115·2 R	4·1 R	112·8 R	5·4 R	..	..	..	..	..	..
1988 Jan	..	..	..	..	115·0	4·5 R	113·8	6·5 R	..	..	..	..	..	..
Feb	..	..	..	..	112·6	3·5 R	110·9	5·9 R	..	..	..	..	..	..
Mar	..	..	..	..	114·6 R	2·7 R	112·8 R	6·0 R	..	..	..	..	..	..
Apr	..	..	..	..	116·3	2·5	144·8	5·1	..	..	..	..	..	..

	Expenditure: Consumer expenditure 1980 prices		Expenditure: Retail sales volume[1]		Expenditure: Fixed investment[8]: Whole economy 1980 prices[10]		Expenditure: Fixed investment[8]: Manufacturing industries 1980 prices[6,9]		Expenditure: Fixed investment[8]: Construction distribution and financial industries[10] 1980 prices		General government consumption at 1980 prices		Stock changes 1980 prices[13]	Base lending rates†
	£ billion	%	1980 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1982	138·8	0·8	102·1	1·9	39·54	5·2	5·6	−1·7	9·3	7·1	49·7	1·0	−1·04	10-10¼
1983	144·5	4·1	107·4	5·2	41·61	5·2	5·6	−0·8	9·5	2·6	50·5	1·7	0·73	9
1984	147·7	2·2	111·3	3·6	45·01	8·2	6·6	18·1	10·8	14·1	51·0	1·0	0·31	9½-9¾
1985	153·4	3·9	116·4	4·6	46·40	3·1	7·5	14·8	12·1	11·4	51·6	1·2	0·66	11½
1986	162·6	6·0	122·6	5·3	46·55	0·3	7·2	−5·1	11·9	−1·4	52·2	1·2	0·56	11
1987	171·0	5·2	129·8	5·9	..	..	7·4	4·1	13·5	13·4	..	..	0·80 R	11
1987 Q1	41·5	4·5	125·5	5·1	11·90	2·9	1·8	−7·7	3·2	11·1	12·9	0·6	−0·19 R	11
Q2	42·3	4·4	128·6	5·8	12·04	6·3	1·9	9·8	3·3	13·5	13·0	0·8	0·07 R	9
Q3	43·4	5·8	131·7	6·6	..	..	1·9	5·0	3·2	8·8	13·1	2·0	0·83 R	9½
Q4	43·9	6·1	133·4	5·6	..	..	1·9	10·7	3·8	19·7	13·3	2·3	0·22 R	9
1988 Q1	44·1	6·2	135·3	7·8	..	..	1·9 R	7·2 R	3·7 R	14·0 R	..	..	0·02	9
1987 Sept	..	..	132·0	6·6	..	..	..	..	..	..	..	..	..	9½
Oct	..	..	133·0	6·4	..	..	..	..	..	..	..	..	..	9
Nov	..	..	133·6	5·8	..	..	..	..	..	..	..	..	..	9
Dec	..	..	133·5	5·6	..	..	..	..	..	..	..	..	..	9
1988 Jan	..	..	134·9	6·5	..	..	..	..	..	..	..	..	..	9½
Feb	..	..	135·3	7·1	..	..	..	..	..	..	..	..	..	9
Mar	..	..	135·5	7·8	..	..	..	..	..	..	..	..	..	8½
Apr	..	..	135·4 R	6·4 R	..	..	..	..	..	..	..	..	..	8
May	..	..	136·7	6·9	..	..	..	..	..	..	..	..	..	7½

	Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Balance of payments: Effective exchange rate†[1,12]		Competitiveness: Normal unit labour costs[1,13]		Prices: Tax and price index†[14]		Prices: Producer prices index†[6,14]: Materials and fuels		Prices: Producer prices index†[6,14]: Home sales	
	1980 = 100	%	1980 = 100	%	£ billion	£ billion	1975 = 100	%	1980 = 100	%	Jan 1987 = 100	%	1980 = 100	%	1980 = 100	%
1982	101·9	2·6	101·5	5·4	2·3	4·0	90·7	−4·8	101·1	−4·4	167·4	9·8	117·2	7·3	118·0	7·8
1983	104·2	2·3	100·1	8·5	−0·9	3·8	83·3	−8·2	95·3	−6·0	174·1	4·0	125·3	6·9	124·4	5·4
1984	112·9	8·4	122·4	11·2	−4·4	2·0	78·7	−5·5	93·0	−2·4	180·8	3·9	135·5	8·1	132·1	6·2
1985	119·1	5·5	126·4	3·3	−2·2	3·3	78·2	−0·6	93·6	0·7	190·3	5·3	137·7	1·6	139·4	5·5
1986	123·3	3·5	134·6	6·5	−8·5	0·1 R	72·8	−6·9	89·5	−4·4	193·8	1·8	126·6	−8·1	145·7	4·5
1987	130·4	5·8	144·6	7·4	−9·6	−1·6 R	72·7	−0·1	..	..	100·4	1·8	130·6	3·2	151·3	3·8
1987 Q1	129·5	9·7	133·5	5·3	−1·2	1·0 R	69·9	−7·1	88·2	−2·7	100·4	2·7	129·8	−2·0	149·3	4·1
Q2	126·6	3·3	141·1	8·2	−2·3	−0·2 R	72·7	−4·5	92·6	−0·9	99·8	2·5	128·7	2·3	150·9	3·6
Q3	130·6	6·4	151·1	8·5	−3·1	−0·9	72·7	1·0	94·0	6·1	100·0	2·5	131·0	8·4	151·6	3·6
Q4	134·8	3·8	152·5	7·4	−3·0	−1·4 R	74·9	9·8	96·3	12·8	101·3	2·5	132·4	3·9	153·2	3·9
1988 Q1	126·0	−2·7 R	148·3	11·1	−4·0 R	−2·8 R	75·4	7·9	..	..	101·8	2·5	133·8 R	3·1 R	155·2	4·0
1987 Sept	134·1	6·7	149·7	8·5	−0·7	0	73·1	1·1	..	..	100·4	2·4	131·1	7·1	152·0	3·6
Oct	131·8	6·6	148·4	7·5	−0·9	−0·4	73·6	4·5	..	..	100·9	2·9	130·8	5·2	152·8	4·0
Nov	135·4	4·0	154·3	5·8	−1·1	−0·5	75·4	7·5	..	..	101·5	2·4	131·4	3·1	153·2	3·9
Dec	137·1	3·3	154·9	5·9	−1·0	−0·4	75·8	9·8	..	..	101·4	1·9	135·1	3·6	153·7	3·9
1988 Jan	126·4	2·5	151·5	8·9	−1·5	−0·9	75·0	9·9	..	..	101·4	1·4	135·9	3·2	154·6	3·8
Feb	123·6	−1·9	147·0 R	9·7	−1·4	−0·8	74·3	9·1	..	..	101·8	1·3	134·0	3·4	155·1 R	3·9 R
Mar	128·1	−3·0	146·0	11·2 R	−0·9	−0·3	76·8	7·8	..	..	102·3	1·6	131·4 R	2·5 R	155·8 R	4·1
Apr	134·2	−2·7	155·8	10·3 R	−1·1	−0·5	78·2	7·6	..	..	101·4	1·7	132·4 R	3·1 R	157·0 R	4·3 R
May	..	..	..	..	..	..	78·4	7·3	..	..	101·9	2·1	135·0	5·5	157·4	4·2

R=Revised

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

† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of GDP measures see *Economic Trends*, November 1981.
(3) For details of this series see *Economic Trends*, July 1984 p 72.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing Industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation.
(9) Including leased assets.
(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Averages of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see *Economic Trends*, February 1979 p 80.
(14) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198·0. The method used for calculating the changes are as described in the General notes below *table 6·7*.

1·1 EMPLOYMENT
Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population§	YTS: non-employee trainees‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1985 Dec	11,980	9,653	21,633	2,619	323	24,575	27,848	264
1986 Mar	11,864	9,570	21,434	2,623	323	24,379	27,703	228
June	11,891	9,691	21,582	2,627	322	24,530	27,759	253
Sept	11,933	9,715	21,649	2,685	323	24,656	27,989	305
Dec	11,866	9,852	21,718	2,744	320	24,782	28,011	294
1987 Mar	11,801	9,774	21,575	2,802	320	24,697	27,840	265
June	11,880	9,928	21,808	2,861	319	24,988	27,893	318
Sept	11,961	9,952	21,913	2,892	319	25,124	27,994	378
Dec	11,941 R	10,108	22,049 R	2,923	317	25,289 R	27,985 R	351
UNITED KINGDOM								
Adjusted for seasonal variation								
1985 Dec	11,964	9,594	21,558	2,619	323	24,500	27,748	
1986 Mar	11,925	9,635	21,560	2,623	323	24,506	27,817	
June	11,897	9,675	21,572	2,627	322	24,520	27,838	
Sept	11,873	9,717	21,590	2,685	323	24,598	27,880	
Dec	11,850	9,790	21,640	2,744	320	24,704	27,918	
1987 Mar	11,861	9,841	21,702	2,802	320	24,824	27,951 R	
June	11,886	9,913	21,798	2,861	319	24,978	27,970	
Sept	11,900	9,952	21,852	2,892	319	25,063	27,898	
Dec	11,926 R	10,044	21,970 R	2,923	317	25,210 R	27,889 R	

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

1·2 EMPLOYMENT
Employees in employment: industry*

THOUSAND

GREAT BRITAIN	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries										
SIC 1980																			
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments	Motor vehicles and parts	Other transport equipment
Divisions or Classes	**0-9**		**2-4**		**1-4**		**1-5**		**6-9**		**01-03**	**11-14**	**15-17**	**21-24**	**25-26**	**32**	**33-34 37**	**35**	**36**
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862	361	349
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815	315	337
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788	296	318
1984 June	20,741	20,722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786	278	290
1985 June	21,006	20,995	5,258	5,272	5,838	5,851	6,833	6,850	13,852	13,815	321	271	309	444	345	748	782	266	278
1986 May			5,141	5,165	5,675	5,699						233	301	424	343	729	759	254	270
June	21,089	21,079	5,133	5,146	5,662	5,676	6,629	6,645	14,149	14,115	310	230	300	425	343	723	758	252	268
July			5,139	5,131	5,664	5,656						226	299	425	342	724	762	250	269
Aug			5,132	5,116	5,654	5,636						222	299	424	344	721	760	248	270
Sept	21,157	21,098	5,142	5,107	5,661	5,626	6,632	6,591	14,189	14,192	335	220	299	424	346	718	758	246	269
Oct			5,131	5,098	5,647	5,614						217	299	424	346	715	756	245	264
Nov			5,120	5,092	5,630	5,602						212	299	423	347	712	752	243	261
Dec	21,224	21,146	5,105	5,084	5,613	5,592	6,584	6,562	14,327	14,272	313	210	298	421	343	710	751	241	263
1987 Jan			5,042	5,065	5,543	5,566						205	296	414	340	704	746	238	258
Feb			5,033	5,062	5,532	5,561						203	296	417	341	701	745	238	256
Mar	21,084	21,211	5,029	5,053	5,523	5,547	6,498	6,527	14,286	14,372	301	199	294	417	342	703	746	238	254
April			5,021	5,046	5,508	5,533						194	293	417	341	699	739	238	253
May			5,027	5,052	5,513	5,538						194	292	414	342	703	736	239	250
June	21,317	21,307	5,044	5,056	5,531	5,544	6,515	6,529	14,500	14,468	302	196	292	415	342	705	742	238	251
July			5,054	5,048	5,538	5,532						193	291	416	342	703	742	237	250
Aug			5,059	5,043	5,542	5,526						192	291	419	344	705	746	237	249
Sept	21,420	21,359	5,069	5,034	5,553	5,518	6,550	6,510	14,541	14,540	330	193	291	420	344	702	747	240	250
Oct			5,065	5,032	5,544	5,511						190	289	420	344	700	745	241	249
Nov			5,062	5,033	5,540	5,510						188	289	420	343	702	744	240	247
Dec	21,553 R	21,474 R	5,051	5,028	5,527	5,505	6,520 R	6,495 R	14,726 R	14,672 R	307	188	289	420	342	701	743	239	246
1988 Jan			5,010	5,034	[5,482 R]	[5,505 R]						[183]	289	418	340	702	735	237	243
Feb			5,005	5,035	[5,471 R]	[5,501 R]						[180]	287 R	419	341	701	735	237	242
Mar			5,004	5,029	[5,467 R]	[5,492 R]						[177]	[286 R]	419	341	699	737	236	241
April			4,988	5,014	[5,441]	[5,466]						[168]	285	419	340	697	734	236	237

* See footnotes to *table 1·1*.

THOUSAND

Quarter	Employees in employment*					Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population§	YTS non-employee trainees‡
	Male		Female		All					
	All	Part-time	All	Part-time						
GREAT BRITAIN										
Unadjusted for seasonal variation										
1985 Dec	11,711	832	9,419	4,083	21,131	2,558	323	24,013	27,164	256
1986 Mar	11,600	819	9,338	4,053	20,938	2,563	323	23,823	27,023	221
June	11,629	853	9,460	4,143	21,089	2,567	322	23,977	27,080	245
Sept	11,671	843	9,486	4,119	21,157	2,625	323	24,104	27,302	297
Dec	11,604	866	9,620	4,237	21,224	2,684	320	24,228	27,328	285
1987 Mar	11,541	869	9,544	4,207	21,084	2,742	320	24,146	27,163	257
June	11,620	888	9,697	4,277	21,317	2,801	319	24,436	27,216	310
Sept	11,701	881	9,719	4,246	21,420	2,832	319	24,571	27,311	369
Dec	11,681 R	921	9,873	4,367	21,553 R	2,863	317	24,733 R	27,308 R	342
GREAT BRITAIN										
Adjusted for seasonal variation										
1985 Dec	11,696		9,360		21,056	2,558	323	23,938	27,065	
1986 Mar	11,661		9,404		21,065	2,563	323	23,950	27,137	
June	11,635		9,444		21,079	2,567	322	23,967	27,157	
Sept	11,611		9,487		21,098	2,625	323	24,046	27,197	
Dec	11,588		9,558		21,146	2,684	320	24,150	27,234	
1987 Mar	11,601		9,611		21,211	2,742	320	24,273	27,273	
June	11,625		9,682		21,307	2,801	319	24,426	27,291	
Sept	11,639		9,720		21,359	2,832	319	24,510	27,220	
Dec	11,665 R		9,809		21,474 R	2,863	317	24,654 R	27,212 R	

** 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.
§ The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see *tables 2·1* and *2·2* and their footnotes.
‡ The figures include YTS trainees without contracts of employment based on information from the MSC, and additionally for the UK, trainees on the Youth Training Programme in Northern Ireland, reported by NIDED. These trainees are outside the working population.

THOUSAND

	Other services†	Public administration etc.‡	Banking, finance, insurance	Postal services and telecommunications	Medical and other health services; veterinary services	Education	Retail distribution	Wholesale distribution and repairs	Hotels and catering	Transport	Construction	Timber, wooden furniture, rubber, plastics, etc.	Textiles, leather, footwear and clothing	Metal goods n.e.s.	Paper products, printing and publishing	Food, drink and tobacco
	94 96-98	**91-92**	**81-85**	**79**	**95**	**93**	**64/65**	**61-63 67**	**66**	**71-77**	**50**	**46 48-49**	**43-45**	**31**	**47**	**41/42**
1981 June	1,282	1,844	1,712	429	1,247	1,559	2,051	1,112	930	975	1,102	500	614	410	510	664
1982 June	1,305	1,825	1,771	428	1,258	1,541	1,984	1,115	959	932	1,038	473	577	385	495	638
1983 June	1,315	1,861	1,848	424	1,247	1,535	1,964	1,124	949	902	1,015	469	548	344	481	599
1984 June	1,403	1,879	1,941	424	1,252	1,544	2,012	1,155	995	897	1,010	472	547	332	477	582
1985 June	1,487	1,903	2,055	426	1,262	1,559	2,044	1,169	1,046	900	996	474	548	320	480	573
1986 May												485	546	304	477	551
June	1,549	1,928	2,174	429	1,260	1,597	2,068	1,184	1,070	892	967	488	549	302	474	552
July												486	547	298	477	557
Aug												493	539	292	482	560
Sept	1,560	1,944	2,219	431	1,256	1,539	2,074	1,196	1,072	898	971	494	540	306	485	557
Oct												494	540	303	489	556
Nov												497	542	304	485	555
Dec	1,540	1,953	2,230	431	[1,253]	1,639	2,162	1,197	1,036	885	971	496	541	302	484	551
1987 Jan												491	531	298	482	539
Feb												491	530	299	482	533
Mar	1,547	1,965	2,256	433	[1,262]	1,653	2,067	1,200	1,021	883	975	493	528	294	483	532
Apr												494	528	292	482	537
May												496	528	293	483	543
June	1,609	1,975	2,299	438	[1,264]	1,646	2,074	1,212	1,095	889	984	498	531	295	484	543
July												504	532	297	485	546
Aug												505	532	295	484	545
Sept	1,607	1,994	2,349	443	[1,266]	1,579	2,080	1,215	1,109	898	996	509	530	297	484	547
Oct												511	531	295	482	548
Nov												511	529	295	483	548
Dec	1,578	1,997	2,379 R	445	[1,267]	1,680	2,193	1,216	1,077	894	992 R	512	527	296	482	542
1988 Jan												507	523	294	478	534
Feb												511	521	294	478	526
Mar	1,588						2,098	1,221	1,071			511	521	293	477	529
April												515	519	290	475	526

† Excludes private domestic service.
‡ These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authority, analysed according to type of service, are published quarterly in *table 1·7*.

1·3 EMPLOYMENT
Employees in employment*: production industries

THOUSAND

GREAT BRITAIN	Division class or group or AH	Apr 1987 R			Feb 1988			Mar 1988			Apr 1988		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,949·6	1,558·0	5,507·5	[3,902·6 R	1,568·9R	5,471·5R]	[3,896·5R	1,570·9R	5,467·4R]	[3,870·8	1,570·0	5,440·8]
Manufacturing industries	2-4	3,534·8	1,485·8	5,020·6	3,507·2	1,497·8	5,005·0	3,504·4	1,499·6	5,004·0	3,488·4	1,499·4	4,987·8
Energy and water supply	1	414·7	72·1	486·9	[395·5 R	71·0 R	466·5 R]	[392·0 R	71·3 R	463·3 R]	[382·4	70·5	452·9]
Coal extraction and solid fuels	111	146·4	6·1	152·5	135·0	5·1	140·1	131·2	5·0	136·2	123·8	4·7	128·5
Electricity	161	115·8	27·7	143·5	114·5 R	28·3 R	1 42·8 R	[114·3 R	28·3 R	142·6 R]	[114·3	28·3	142·6]
Gas	162	61·9	21·9	83·8	59·2	21·3	80·4	[59·1 R	21·2 R	80·4 R]	[59·1	21·2	80·3]
Other mineral and ore extraction, etc	2	586·0	172·8	758·9	582·8	176·9	759·8	583·8	176·1	759·9	580·7	178·3	758·9
Metal manufacturing	22	145·5	19·2	164·7	141·5	20·6	162·1	141·7	20·2	162·0	140·8	21·5	162·3
Non-metallic mineral products	24	173·3	50·1	223·4	176·4	51·8	228·2	177·0	51·7	228·7	177·2	52·5	229·7
Chemical industry/man-made fibres	25/26	241·2	100·3	341·4	240·0	101·2	341·2	240·3	100·8	341·1	238·6	101·1	339·6
Basic industrial chemicals	251	103·0	20·7	123·7	103·4	20·9	124·3	103·3	20·9	124·2	103·1	21·1	124·1
Other chemical products and preparations	255-259 260	138·2	79·5	217·7	136·6	80·4	217·0	137·0	79·9	216·9	135·5	80·0	215·5
Metal goods, engineering and vehicles	3	1,759·0	461·3	2,220·3	1,743·6	466·3	2,210·0	1,739·4	466·3	2,205·7	1,730·0	463·6	2,193·6
Metal goods nes	31	228·3	63·5	291·8	229·4	64·6	294·1	228·7	64·1	292·7	226·0	64·5	290·4
Mechanical engineering	32	588·2	110·9	699·1	587·2	113·6	700·8	586·0	112·8	698·8	585·9	110·7	696·6
Industrial plant and steelwork	320	66·3	7·8	74·0	66·4	7·6	74·0	66·5	7·6	74·2	64·7	7·5	72·2
Mining and construction machinery, etc	325	63·5	9·3	72·8	62·5	9·2	71·7	62·7	9·2	71·8	63·3	9·1	72·4
Other machinery and mechanical equipment	321-324/ 327/328	424·0	84·8	508·8	423·7	87·9	511·7	423·1	87·2	510·2	424·3	85·5	509·8
Office machinery, data processing equipment	33	65·6	26·8	92·4	67·7	29·3	97·0	69·1	29·9	99·1	69·3	30·0	99·3
Electrical and electronic engineering	34	374·2	170·6	544·8	369·4	167·4	536·7	368·5	168·3	536·8	366·0	167·7	533·7
Wires, cables, batteries and other electrical equipment	341/342/ 343	142·7	52·2	195·0	135·4	50·8	186·1	136·3	52·6	188·9	135·5	52·2	187·7
Telecommunication equipment	344	112·8	52·1	164·9	110·6	50·2	160·8	108·0	49·6	157·6	107·4	49·2	156·6
Other electronic and electrical equipment	345-348	118·7	66·2	184·9	123·4	66·4	189·8	124·1	66·1	190·2	123·2	66·2	189·4
Motor vehicles and parts	35	209·4	28·5	237·9	207·9	29·4	237·3	206·3	29·8	236·0	205·8	29·9	235·8
Motor vehicles and engines	351	82·7	7·9	90·6	79·9	8·5	88·5	79·4	8·4	87·7	79·7	8·5	88·1
Bodies, trailers, caravans and parts	352/353	126·7	20·6	147·3	128·0	20·9	148·8	126·9	21·4	148·3	126·2	21·5	147·6
Other transport equipment	36	222·9	30·0	252·9	212·8	29·6	242·4	211·6	29·6	241·2	207·7	29·4	237·1
Aerospace equipment	364	136·9	20·9	157·8	131·1	20·3	151·4	130·1	20·2	150·3	129·4	20·1	149·5
Ship and other transport equipment	361-363/ 365	85·9	9·1	95·1	81·6	9·4	91·0	81·5	9·4	91·0	78·3	9·3	87·6
Instrument engineering	37	70·4	31·0	101·4	69·2	32·4	101·7	69·2	31·9	101·1	69·3	31·5	100·7
Other manufacturing industries	4	1,189·7	851·7	2,041·4	1,180·7	854·5	2,035·3	1,181·2	857·2	2,038·5	1,177·7	857·6	2,035·3
Food, drink and tobacco	41/42	317·5	219·5	536·9	308·6	217·2	525·8	308·5	220·1	528·6	305·9	220·2	526·1
Meat and meat products, organic oils and fats	411/412	54·3	37·1	91·5	53·3	36·9	90·3	53·2	37·1	90·3	53·2	37·0	90·2
Alcoholic and soft drink manufacture	424-428	67·7	23·4	91·2	65·6	22·8	88·5	65·3	23·5	88·8	64·4	23·9	88·2
All other food, drink and tobacco manufacture	413-423/ 429	195·4	158·9	354·3	189·6	157·4	347·0	190·1	159·5	349·6	188·3	159·4	347·7
Textiles	43	114·1	107·0	221·2	112·0	105·6	217·6	111·8	105·3	217·1	110·8	104·6	215·4
Footwear and clothing	45	77·1	212·5	289·6	76·1	212·3	288·4	76·5	211·2	287·8	75·1	212·0	287·1
Timber and wooden furniture	46	167·8	39·8	207·6	171·2	40·6	211·8	172·1	40·8	212·8	172·4	41·0	213·4
Paper, printing and publishing	47	315·0	167·2	482·2	308·0	169·7	477·7	307·3	169·9	477·2	306·3	168·5	474·8
Pulp, paper, board and derived products	471/472	95·5	43·2	138·7	94·7	43·5	138·2	94·6	44·4	139·0	94·6	43·9	138·5
Printing and publishing	475	219·5	124·0	343·5	213·3	126·2	339·5 R	212·6	125·5	338·2	211·7	124·6	336·3
Rubber and plastics	48	142·9	62·2	205·1	148·6	64·7	213·3	149·3	65·1	214·5	150·7	66·0	216·6
Other manufacturing	49	46·2	35·2	81·4	48·7	36·9	85·6	48·0	36·2	84·1	48·6	36·7	85·3

* See footnotes to *table 1·1*.

Employees in employment*: March 1988

THOUSAND

GREAT BRITAIN	Division Class or Group	Mar 1987					Dec 1987			Mar 1988			
		Male		Female		All	Male	Female	All	Male		Female	All
SIC 1980		All	Part-time§	All	Part-time					All	Part-time§	All Part-time	
All industries and services ‡	0-9	11,540·8	869·2	9,543·5	4,206·9	21,084·4	11,680·5 R	9,872·7 R	21,553·2				
Agriculture, forestry and fishing	0	224·6	29·4	76·0	28·0	300·6	223·4	83·9	307·4				
Index of production and construction industries	1-5	4,820·5	70·0	1,677·2	353·5	6,497·7	[4,810·6 R	1,709·0 R	6,519·5 R]				
Index of production industries	1-4	3,964·2	55·8	1,558·7	301·0	5,522·9	[3,936·6 R	1,590·6 R	5,527·2 R]	[3,896·5	..	1,570·9	295·0 5,467·4]
of which, manufacturing industries	2-4	3,543·8	54·6	1,485·5	287·0	5,029·4	3,532·7	1,517·9	5,050·6	3,504·4	..	1,499·6	280·9 5,004·0
Service industries ‡	6-9	6,495·7	769·8	7,790·3	3,825·4	14,286·1	6,646·6 R	8,079·8 R	14,726·3 R				
Agriculture, forestry and fishing	0	224·6	29·4	76·0	28·0	300·6	223·4	83·9	307·4				
Agriculture and horticulture	01	209·9	28·7	73·4	27·2	283·3	208·7	81·4	290·1				
Energy and water supply	1	420·3	1·2	73·2	14·0	493·5	[403·9 R	72·7 R	476·6 R]	[392·0	..	71·3	14·1 463·3]
Coal extraction and solid fuels	111	149·2	0·1	6·7	1·7	155·9	140·2	5·8	145·9	131·2	..	5·0	1·3 136·2
Electricity	161	115·7	0·4	27·6	6·4	143·2	114·9 R	28·2 R	143·1	[114·3	..	28·3	6·6 142·6]
Gas	162	62·1	0·1	22·0	4·0	84·1	59·8	21·4	81·1	[59·1	..	21·2	4·0 80·4]
Other mineral and ore extraction, etc	2	585·1	4·5	174·1	27·1	759·2	586·2	176·6	762·7	583·8	..	176·1	26·8 759·9
Metal manufacturing	22	146·3	0·7	19·7	2·7	165·9	143·0	20·0	163·0	141·7	..	20·2	2·7 162·0
Non-metallic mineral products	24	171·3	1·3	50·8	10·0	222·1	176·8	51·9	228·7	177·0	..	51·7	10·3 228·7
Chemical industry	25	234·6	..	99·7	13·4	334·3	234·9	100·7	335·7	234·5	..	100·2	12·7 334·7
Basic industrial chemicals	251	103·0	..	20·6	2·7	123·6	103·2	20·8	124·0	103·3	..	20·9	2·7 124·2
Other chemical products and preparations	255-259	131·6	..	79·1	10·7	210·7	131·7	80·0	211·7	131·2	..	79·3	10·0 210·5
Metal goods, engineering and vehicles	3	1,769·8	16·8	464·6	71·6	2,234·3	1,752·2	473·3	2,225·4	1,739·4	..	466·3	69·9 2,205·7
Metal goods n.e.s.	31	230·1	4·0	63·6	11·8	293·6	229·6	66·3	295·9	228·7	..	64·1	11·7 292·7
Hand tools and finished metal goods	316	115·5	2·1	38·9	5·7	154·4	116·5	41·0	157·5	115·5	..	39·2	5·5 154·8
Other metal goods	311-314	114·5	1·9	24·7	6·2	139·2	113·1	25·3	138·4	113·1	..	24·9	6·2 138·0
Mechanical engineering	32	591·1	7·0	111·7	24·7	702·8	587·9	113·4	701·3	586·0	..	112·8	24·6 698·8
Industrial plant and steelwork	320	66·5	..	7·8	2·4	74·3	67·3	7·7	74·9	66·5	..	7·6	2·0 74·2
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324/327	148·1	..	29·1	7·1	177·2	146·5	29·7	176·2	147·1	..	29·2	7·3 176·3
Mining and construction machinery, etc	325	63·4	..	9·2	1·7	72·7	62·9	9·1	72·1	62·7	..	9·2	1·6 71·8
Other machinery and mechanical equipment	328	278·5	3·4	56·5	12·7	335·0	277·3	58·0	335·3	276·0	..	57·9	13·0 333·9
Office machinery, data processing equipment	33	65·8	..	27·1	2·1	92·9	67·4	28·6	96·1	69·1	..	29·9	1·7 99·1
Electrical and electronic engineering	34	377·8	..	172·7	21·1	550·6	372·6	173·8	546·4	368·5	..	168·3	20·1 536·8
Wires, cables, batteries and other electrical equipment	341/342/343	143·5	..	52·3	6·3	195·8	138·2	52·9	191·1	136·3	..	52·6	7·3 188·9
Telecommunication equipment	344	114·2	..	52·7	5·0	166·8	110·5	51·9	162·4	108·0	..	49·6	4·3 157·6
Other electronic and electrical equipment	345-348	120·1	..	67·7	9·8	187·9	123·9	69·0	192·9	124·1	..	66·1	8·5 190·2
Motor vehicles and parts	35	209·6	0·7	28·2	2·2	237·8	209·5	30·0	239·4	206·3	..	29·8	2·2 236·0
Motor vehicles and engines	351	83·1	..	7·8	0·5	90·9	80·9	8·9	89·8	79·4	..	8·4	0·4 87·7
Bodies, trailers, caravans and parts	352/353	126·5	..	20·4	1·8	146·9	128·6	21·1	149·7	126·9	..	21·4	1·8 148·3
Other transport equipment	36	224·2	1·3	30·1	2·9	254·3	215·7	29·8	245·5	211·6	..	29·6	3·3 241·2
Aerospace equipment	364	137·4	..	21·1	1·0	158·5	132·3	20·6	152·9	130·1	..	20·2	1·1 150·3
Ship and other transport equipment	361-363/ 365	86·9	..	9·0	1·8	95·9	83·4	9·2	92·6	81·5	..	9·4	2·3 91·0
Instrument engineering	37	71·2	1·1	31·1	6·9	102·2	69·5	31·3	100·8	69·2	..	31·9	6·3 101·1
Other manufacturing industries	4	1,188·9	33·3	846·9	188·3	2,035·8	1,194·4	868·0	2,062·4	1,181·2	..	857·2	184·2 2,038·5
Food, drink and tobacco	41/42	315·3	8·1	216·7	76·4	532·0	316·2	226·1	542·3	308·5	..	220·1	75·2 528·6
Meat and meat products, organic oils and fats	411/412	53·6	..	35·7	9·0	89·3	54·4	38·5	92·9	53·2	..	37·1	10·0 90·3
Bread, biscuits and flour confectionery	419	61·0	..	62·1	33·2	123·1	61·7	66·2	127·9	61·6	..	67·0	33·0 128·5
Alcoholic and soft drink manufacture	424-428	67·2	..	23·2	3·9	90·4	67·8	24·2	92·0	65·3	..	23·5	4·0 88·8
All other food, drink and tobacco manufacture	413-418/ 420-423/429	133·4	..	95·6	30·3	229·1	132·3	97·2	229·5	128·5	..	92·5	28·2 221·0
Textiles	43	114·3	2·0	108·0	15·5	222·3	112·8	106·2	219·0	111·8	..	105·3	14·0 217·1
Footwear and clothing	45	76·9	..	211·3	26·4	288·3	77·0	212·9	289·9	76·5	..	211·2	23·1 287·8
Clothing, hats, gloves and fur goods	453/456	40·6	..	166·7	21·3	207·3	40·7	167·2	207·9	40·8	..	166·3	17·6 207·1
Timber and wooden furniture	46	168·2	3·6	39·5	8·3	207·7	171·3	41·1	212·4	172·1	..	40·8	8·7 212·8
Paper, printing and publishing	47	316·6	13·9	166·4	35·1	483·0	312·0	169·5	481·6	307·3	..	169·9	35·9 477·2
Pulp, paper, board and derived products	471/472	95·3	..	42·9	7·3	138·2	95·8	43·5	139·3	94·6	..	44·4	7·7 139·0
Printing and publishing	475	221·3	..	123·5	27·8	344·8	216·2	126·0	342·2	212·6	..	125·5	28·2 338·2
Rubber and plastics	48	143·1	1·4	61·7	13·0	204·8	148·0	64·6	212·6	149·3	..	65·1	13·0 214·5
Other manufacturing	49	45·2	1·6	34·9	12·7	80·1	48·6	38·2	86·8	48·0	..	36·2	13·9 84·1
Construction	5	856·4	14·2	118·5	52·5	974·8	874·0 R	118·4	992·4 R				
Distribution, hotels, catering, repairs	6	1.936·8	304·2	2,351·0	1,370·1	4,287·9	1,993·7	2,492·4	4,486·0	1,968·7	..	2,421·2	1,408·8 4,389·9
Wholesale distribution	61	610·5	..	298·2	91·2	908·7	616·1	301·3	917·4	618·3	..	300·9	94·1 919·2
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	88·0	..	31·9	7·8	119·9	87·2	31·8	119·0	87·6	..	32·3	7·7 119·9
Timber and building materials	613	96·8	..	30·2	10·1	127·0	98·5	30·5	129·0	99·1	..	29·8	9·4 128·9
Machinery, industrial equipment, vehicles and parts	614	127·5	..	47·8	10·3	175·4	128·9	47·9	176·8	130·6	..	48·3	11·4 178·9
Food, drink and tobacco	617	162·3	8·8	85·5	31·9	247·8	161·9	84·5	246·4	160·9	..	84·6	32·8 245·5
Other wholesale distribution	615/616/ 618/619	136·0	..	102·7	31·1	238·7	139·6	106·6	246·1	140·1	..	105·9	32·7 246·0

1·4 EMPLOYMENT
Employees in employment*: Mar 1988

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Mar 1987 Male All	Mar 1987 Male Part-time§	Mar 1987 Female All	Mar 1987 Female Part-time	Mar 1987 All	Dec 1987 Male	Dec 1987 Female	Dec 1987 All	Mar 1988 Male All	Mar 1988 Male Part-time§	Mar 1988 Female All	Mar 1988 Female Part-time	Mar 1988 All
Retail distribution	**64/65**	**765·0**	**139·0**	**1,302·0**	**778·1**	**2,066·9**	**788·9**	**1,403·9**	**2,192·8**	**765·6**	..	**1,332·4**	**802·7**	**2,098·0**
Food	641	214·9	56·0	378·7	258·0	593·6	221·2	397·4	618·7	214·6	..	387·3	268·5	601·8
Confectioners, tobacconists, etc	642	33·7	13·8	98·4	72·6	132·1	35·9	100·8	136·6	34·8	..	100·1	74·8	134·9
Dispensing and other chemists	643	17·4	5·5	95·2	53·1	112·6	17·0	99·1	116·1	17·1	..	95·4	53·7	112·5
Clothing, footwear and leather goods	645/646	51·2	8·5	192·5	115·9	243·7	55·2	214·8	270·0	55·1	..	198·3	120·7	253·4
Household goods, hardware, ironmongery	648	108·4	..	96·0	50·1	204·4	109·7	104·0	213·7	107·9	..	99·0	51·8	206·9
Motor vehicles and parts, filling stations	651/652	165·4	13·8	64·6	24·6	230·0	167·8	66·0	233·8	166·7	..	67·1	25·0	233·8
Other retail distribution	653-656	161·1	29·4	368·2	199·6	529·3	171·8	411·5	583·2	158·9	..	374·6	203·6	533·5
Hotels and catering	**66**	**336·0**	**131·0**	**685·2**	**472·7**	**1,021·2**	**360·3**	**716·6**	**1,076·9**	**353·3**	..	**717·5**	**480·3**	**1,070·8**
Restaurants, snack bars, cafes, etc	661	83·2	27·8	138·8	95·1	222·0	90·5	139·5	230·0	90·5	..	142·6	95·2	233·1
Public houses and bars	662	73·7	42·0	200·3	169·0	274·1	78·5	207·6	286·1	75·2	..	205·0	168·6	280·2
Night clubs and licensed clubs	663	56·1	35·7	91·3	77·3	147·4	57·0	98·0	155·0	55·2	..	96·7	80·4	151·8
Canteens and messes	664	30·8	4·2	100·1	52·2	130·9	33·2	102·6	135·8	33·1	..	103·8	51·9	136·9
Hotel trade	665	85·3	20·4	147·5	75·3	232·8	93·2	163·7	257·0	91·3	..	162·1	80·3	253·4
Repair of consumer goods and vehicles	**67**	**192·2**	**9·0**	**49·2**	**23·5**	**241·4**	**196·1**	**53·5**	**249·7**	**198·9**	..	**53·9**	**27·5**	**252·8**
Motor vehicles	671	169·0	..	41·8	20·0	210·8	171·7	45·2	217·0	174·4	..	45·9	23·6	220·3
Transport and communication	**7**	**1,040·7**	**30·6**	**274·9**	**64·1**	**1,315·6**	**1,058·2 R**	**280·5**	**1,338·7 R**					
Railways	**71**	**128·7**	**0·2**	**10·5**	**0·5**	**139·2**	**126·6 R**	**10·3 R**	**136·8 R**					
Other inland transport	**72**	**375·7**	**19·0**	**58·5**	**21·3**	**434·2**	**391·0**	**59·8**	**450·8**	**394·7**	..	**60·6**	**20·9**	**455·3**
Road haulage	723	200·9	..	30·8	12·4	231·8	211·8	32·3	244·1	214·4	..	33·4	13·4	247·7
Other	721/722/726	174·7	..	27·7	8·9	202·4	179·3	27·5	206·7	180·3	..	27·3	7·6	207·6
Sea transport	**74**	**18·7**	**0·3**	**6·1**	**0·9**	**24·7**	**14·4**	**5·9**	**20·2**					
Air transport	**75**	**31·6**	**0·5**	**16·4**	**1·8**	**48·1**	**32·4**	**16·1**	**48·6**					
Supporting services to transport	**76**	**74·3**	**1·5**	**12·9**	**1·7**	**87·2**	**72·8**	**12·8**	**85·6 R**					
Miscellaneous transport and storage	**77**	**82·6**	**2·9**	**66·6**	**14·7**	**149·2**	**83·5**	**68·7**	**152·2**	**81·4**	..	**69·5**	**16·2**	**151·0**
Postal services and telecommunications	**79**	**329·1**	**6·3**	**103·9**	**23·2**	**432·9**	**337·5**	**107·0**	**444·5**					
Postal services	7901	167·0	5·7	39·0	14·4	205·9	173·8	42·0	215·7					
Telecommunications	7902	162·1	0·6	64·9	8·8	227·0	163·7	65·0	228·8					
Banking, finance, insurance, etc	**8**	**1,147·9**	**67·4**	**1,107·7**	**294·3**	**2,255·6**	**1,202·1 R**	**1,177·2**	**2,379·3 R**					
Banking and finance	**81**	**244·0**	**16·8**	**297·4**	**68·6**	**541·4**	**255·6**	**315·2**	**570·7**					
Banking and bill discounting	814	190·1	11·3	216·1	46·6	406·2	198·3	224·9	423·3					
Other financial institutions	815	53·9	5·5	81·3	22·0	135·3	57·2	90·2	147·5	58·2	..	89·8	25·1	148·0
Insurance, except social security	**82**	**125·6**	**2·0**	**112·5**	**16·1**	**238·1**	**129·1**	**120·2**	**249·3**	**128·5**	..	**121·0**	**17·1**	**249·5**
Business services	**83**	**627·6**	**38·1**	**614·9**	**177·7**	**1,242·4**	**667·1**	**655·3**	**1,322·5**	**674·5**	..	**670·5**	**192·1**	**1,345·0**
Professional business services	831-837	371·3	..	386·3	105·6	757·6	392·9	407·1	799·9	396·8	..	415·8	114·8	812·6
Other business services	838/839	256·3	..	228·6	72·1	484·9	274·3	248·2	522·5	277·7	..	254·7	77·3	532·4
Renting of movables	**84**	**80·7**	**3·0**	**28·8**	**11·7**	**109·5**	**81·3 R**	**30·4**	**111·7 R**	**[81·3**	..	**31·2**	**12·8**	**112·4]**
Owning and dealing in real estate	**85**	**70·1**	**7·5**	**54·1**	**20·2**	**124·1**	**69·0**	**56·1**	**125·2**	**69·2**	..	**58·4**	**25·1**	**127·6**
Other services	**9**	**2,370·3**	**367·6**	**4,056·6**	**2,096·9**	**6,426·9**	**2,392·5 R**	**4,129·7 R**	**6,522·3 R**					
Public administration and defence †	**91**	**864·5**	**71·7**	**718·3**	**246·6**	**1,582·8**	**[874·4 R**	**722·1**	**1,596·5 R]**					
National government n.e.s.	9111	222·8	21·0	228·4	65·5	451·2	[223·2	227·5	450·7]					
Local government services n.e.s.	9112	288·9	30·6	308·0	152·3	596·9	294·0	312·4	606·4					
Justice, police, fire services	912-914	241·3	18·9	75·3	21·2	316·6	[244·2	76·1	320·3]					
National defence	915	78·9	1·1	38·6	4·2	117·5	[80·5 R	38·4	118·9 R]					
Social security	919	32·5	0·1	68·0	3·5	100·6	[32·6	67·7	100·3]					
Sanitary services	**92**	**149·0**	**40·6**	**232·9**	**201·8**	**382·0**	**156·3**	**243·9**	**400·2**					
Education	**93**	**519·8**	**108·2**	**1,133·4**	**667·2**	**1,653·2**	**517·9**	**1,162·2**	**1,680·0**					
Research and development	**94**	**78·7**	**1·4**	**29·7**	**4·6**	**108·4**	**77·3**	**30·0**	**107·3**	**76·2**	..	**30·0**	**4·8**	**106·3**
Medical and other health services	**95**	**[254·8**	**33·6**	**1,007·1**	**461·8**	**1,261·9]**	**[254·5**	**1,012·8 R**	**1,267·3 R]**					
Other services	**96**	**200·9**	**59·1**	**579·5**	**350·8**	**780·4**	**203·9**	**594·9**	**798·8**	**208·1**	..	**600·9**	**358·9**	**809·0**
Social welfare, etc	9611	123·6	36·6	503·5	311·3	627·1	127·3	522·4	649·7	129·2	..	527·2	316·5	656·4
Recreational and cultural services	**97**	**249·6**	**47·2**	**221·3**	**113·4**	**470·9**	**252·0**	**224·2**	**476·2**	**260·1**	..	**221·9**	**110·0**	**482·0**
Personal services ‡	**98**	**53·0**	**5·7**	**134·5**	**50·7**	**187·4**	**56·2**	**139·7**	**195·9**	**56·1**	..	**135·0**	**49·6**	**191·1**

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

* See footnotes to *table 1·1*.

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

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

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

Manpower in the local authorities

TABLE A England Service	Sept 13, 1986 Full-time	Sept 13, 1986 Part-time	Sept 13, 1986 FT (c) equivalent	Dec 13, 1986 Full-time	Dec 13, 1986 Part-time	Dec 13, 1986 FT (c) equivalent	(Mar 14, 1987) Full-time	(Mar 14, 1987) Part-time	(Mar 14, 1987) FT (c) equivalent
Education–Lecturers and teachers	465,142	114,397	492,963	470,091	179,089	505,028	471,273	178,304	507,895
–Others	173,232	443,152	366,014	174,168	461,665	375,253	175,333	469,382	379,856
Construction	104,745	608	105,020	105,327	668	105,631	105,463	643	105,757
Transport**	15,257	392	15,427	5,295	133	5,352	5,251	133	5,308
Social Services	142,713	180,017	219,121	143,241	182,220	220,670	145,342	183,766	223,495
Public libraries and museums	23,616	18,121	32,612	23,492	18,172	32,519	23,631	18,137	32,657
Recreation, parks and baths	66,623	24,980	77,556	63,201	24,281	73,840	63,245	24,266	73,886
Environmental health	19,191	1,496	19,842	18,863	1,479	19,509	18,911	1,469	19,553
Refuse collection and disposal	36,490	226	36,590	35,836	222	35,934	36,060	220	36,157
Housing	51,610	13,925	57,786	52,107	13,965	58,218	52,565	14,133	58,844
Town and country planning	19,720	689	20,078	19,949	749	20,339	20,164	773	20,566
Fire Service–Regular	34,216	1	34,217	34,217	2	34,218	34,275	1	34,276
–Others (a)	4,505	2,191	5,446	4,669	2,058	5,558	4,663	2,104	5,572
Miscellaneous services	212,521	42,612	231,364	212,180	42,552	231,011	212,822	42,415	231,619
All above	**1,369,581**	**842,807**	**1,714,036**	**1,362,546**	**927,255**	**1,723,080**	**1,368,998**	**935,746**	**1,735,441**
Police service–Police (all ranks)	114,765	—	114,765	115,341	—	115,341	116,040	—	116,040
–Others (b)	40,465	5,833	42,983	40,464	5,840	42,985	40,889	5,747	43,369
Probation, magistrates' courts and agency staff	18,903	6,482	22,066	19,051	6,306	22,145	19,255	6,640	22,498
All (excluding special employment and training measures)	**1,543,714**	**855,122**	**1,893,850**	**1,537,402**	**939,401**	**1,903,551**	**1,545,182**	**948,133**	**1,917,348**
TABLE B Wales									
Education–Lecturers and teachers	30,578	4,593	31,526	30,535	6,425	31,684	30,715	6,392	31,993
–Others	10,300	28,091	22,183	10,218	29,232	22,627	10,242	29,644	22,843
Construction	7,987	28	7,999	7,888	24	7,898	8,009	16	8,016
Transport**	1,582	33	1,596	142	—	142	149	—	149
Social Services	8,656	11,951	13,679	8,625	12,176	13,743	8,795	12,359	13,989
Public libraries and museums	1,131	816	1,531	1,121	809	1,517	1,113	805	1,507
Recreation, parks and baths	4,586	2,018	5,453	4,179	1,921	5,005	4,213	1,991	5,070
Environmental health	1,277	238	1,376	1,247	226	1,341	1,250	237	1,349
Refuse collection and disposal	1,842	8	1,845	1,817	8	1,820	1,802	9	1,806
Housing	2,083	571	2,344	2,155	599	2,428	2,140	591	2,410
Town and country planning	1,392	34	1,409	1,393	31	1,409	1,400	32	1,416
Fire Service–Regular	1,827	—	1,827	1,843	—	1,843	1,838	—	1,838
–Others (a)	253	163	322	259	155	324	256	151	319
Miscellaneous services	16,979	3,407	18,427	16,760	3,327	18,175	16,759	3,314	18,170
All above	**90,473**	**51,951**	**111,517**	**88,182**	**54,933**	**109,956**	**88,681**	**55,541**	**110,875**
Police service–Police (all ranks)	6,373	—	6,373	6,392	—	6,392	6,424	—	6,424
–Others (b)	1,810	385	1,976	1,751	385	1,917	1,758	378	1,921
Probation, magistrates' courts and agency staff	1,078	280	1,208	1,076	286	1,209	1,087	287	1,221
All (excluding special employment and training measures)	**99,734**	**52,616**	**121,074**	**97,401**	**55,604**	**119,474**	**97,950**	**56,206**	**120,441**
TABLE C Scotland (e) (f)									
Education–Lecturers and teachers (d)	57,139	4,958	59,122	57,569	5,870	59,917	57,844	6,493	60,441
–Others (c)	21,639	38,520	39,926	22,487	39,916	41,453	22,576	40,191	41,680
Construction	17,243	61	17,273	16,800	63	16,830	16,827	53	16,852
Transport*	6,696	95	6,741	630	31	646	634	35	651
Social Services	20,645	25,733	32,773	19,633	25,763	31,770	19,755	26,063	32,035
Public Libraries and Museums	3,246	1,658	4,118	3,169	1,641	4,034	3,180	1,605	4,028
Recreation, leisure and tourism	12,043	2,743	13,351	10,897	2,450	12,066	10,858	2,485	12,046
Environmental health	2,302	546	2,555	2,292	453	2,503	2,292	459	2,505
Cleansing	9,635	232	9,751	9,223	161	9,297	9,199	154	9,270
Housing	5,912	444	6,130	5,867	474	6,102	5,932	472	6,167
Physical planning	1,680	69	1,718	1,660	64	1,696	1,787	67	1,825
Fire Service–Regular	4,489	—	4,489	4,480	—	4,480	4,495	—	4,495
–Others (a)	490	177	573	491	173	571	488	174	568
Miscellaneous services	34,432	3,309	36,038	34,670	3,316	36,278	34,658	3,342	36,279
All above	**197,591**	**78,545**	**234,558**	**189,868**	**80,375**	**227,643**	**190,525**	**81,593**	**228,842**
Police Service–Police (all ranks)	13,505	—	13,505	13,465	—	13,465	13,445	—	13,445
–Others (b)	3,285	2,550	4,462	3,326	2,575	4,516	3,384	2,562	4,568
Administration of District Courts	122	12	128	127	12	133	126	12	132
All (excluding special employment and training measures)	**214,503**	**81,107**	**252,653**	**206,786**	**82,962**	**245,757**	**207,480**	**84,167**	**246,987**

Notes: (a) Includes administrative, clerical and cleaning staff.
(b) Includes civilian employees of police forces, traffic wardens and police cadets.
(c) Based on the following factors to convert part-time employees to approximate full-time equivalent. Teachers and lecturers in further education, 0·11. Teachers in primary and secondary education and all other non-manual employees, 0·53. Manual employees 0·41.
(d) Includes only those part-time staff employed in vocation FE.
(e) Based on the following factors to convert part-time employees to approximate full-time equivalents for lecturers and teachers 0·40; non-manual staff excluding Police, Teachers and Firemen 0·59; (0·58) manual employees 0·45.
(f) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales: for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

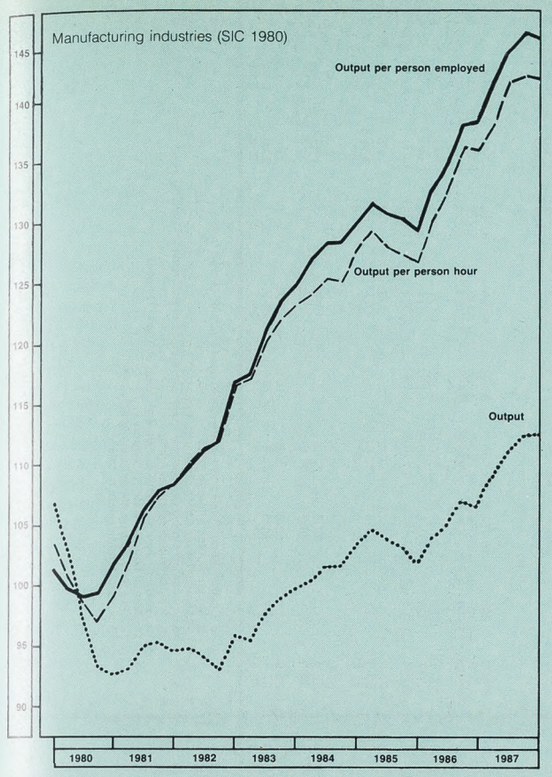
* As a consequence of the creation of the public transport companies in October 1986, the following numbers of staff were transferred out of this category:
Full-time employees—5,940
Part-time employees—44
Full-time equivalent—5,961

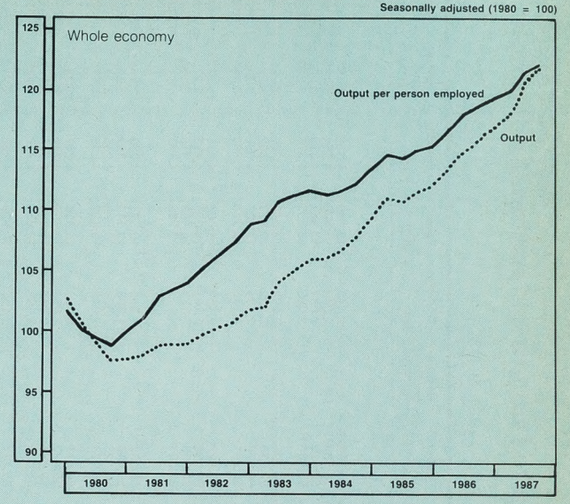
** The reduction in numbers of employees in Transport reflects the creation of public transport companies in October 1986.

1·7 EMPLOYMENT
Manpower in the local authorities

TABLE A England *(continued)*	(June 13, 1987)			(Sept 12, 1987)			(Dec 12, 1987)		
Service	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education–Lecturers and teachers	471,881	166,838	507,242	466,037	115,140	495,291	470,119	184,215	506,971
–Others	174,885	469,422	379,435	174,859	460,828	375,435	175,934	477,817	384,156
Construction	104,899	671	105,207	106,002	736	106,338	105,560	715	105,886
Transport**	3,079	94	3,119	3,072	95	3,113	3,020	102	3,064
Social Services	146,426	184,044	224,754	147,554	184,666	226,186	148,210	186,540	227,702
Public libraries and museums	23,715	18,452	32,894	24,028	18,590	33,264	23,765	18,601	33,017
Recreation, parks and baths	67,595	26,359	79,150	68,348	26,327	79,915	64,210	25,362	75,355
Environmental health	19,261	1,505	19,921	19,447	1,598	20,148	18,996	1,549	19,679
Refuse collection and disposal	36,113	220	36,211	35,972	227	36,072	35,304	223	35,403
Housing	52,931	13,975	59,144	53,348	13,959	59,558	53,968	14,023	60,205
Town and country planning	20,358	800	20,774	20,581	820	21,009	20,699	875	21,155
Fire Service–Regular	34,431	1	34,432	34,451	2	34,452	34,410	2	34,411
–Others (a)	4,642	2,157	5,574	4,733	2,147	5,663	4,686	2,168	5,625
Miscellaneous services	213,913	42,955	232,973	215,767	43,531	235,111	215,010	44,060	234,598
All above	**1,374,129**	**927,493**	**1,740,830**	**1,374,199**	**868,666**	**1,731,555**	**1,373,891**	**956,252**	**1,747,227**
Police service–Police (all ranks)	116,441	—	116,441	116,877	—	116,877	117,235	—	117,235
–Others (b)	41,025	5,847	43,549	41,341	5,870	43,874	41,827	5,911	44,378
Probation, magistrates' courts and agency staff	19,411	6,786	22,722	19,809	6,554	23,019	19,572	6,593	22,811
All (excluding special employment and training measures)	**1,551,006**	**940,126**	**1,923,542**	**1,552,226**	**881,090**	**1,915,325**	**1,552,525**	**968,756**	**1,931,651**
TABLE B Wales *(continued)*									
Education–Lecturers and teachers	30,603	6,306	31,872	30,223	4,917	31,339	30,567	7,131	31,926
–Others	10,309	29,290	22,744	10,268	29,053	22,585	10,437	30,072	23,220
Construction	7,881	20	7,890	7,897	17	7,904	7,767	20	7,776
Transport**	39	—	39	39	—	39	39	—	39
Social Services	8,677	12,435	13,899	8,894	12,324	14,065	8,857	12,421	14,078
Public libraries and museums	1,121	831	1,529	1,138	841	1,551	1,113	821	1,516
Recreation, parks and baths	4,730	2,190	5,669	4,798	2,294	5,783	4,270	2,062	5,156
Environmental health	1,266	243	1,367	1,274	239	1,373	1,242	242	1,343
Refuse collection and disposal	1,780	7	1,783	1,793	7	1,796	1,747	7	1,750
Housing	2,197	616	2,480	2,274	619	2,558	2,274	602	2,550
Town and country planning	1,395	38	1,414	1,407	46	1,430	1,412	37	1,430
Fire Service–Regular	1,819	—	1,819	1,818	—	1,818	1,807	—	1,807
–Others (a)	247	155	312	255	151	319	253	152	317
Miscellaneous services	17,029	3,374	18,464	17,075	3,284	18,472	16,987	3,249	18,371
All above	**89,093**	**55,505**	**111,281**	**89,153**	**53,792**	**111,032**	**88,772**	**56,816**	**111,279**
Police Service–Police (all ranks)	6,389	—	6,389	6,406	—	6,406	6,430	—	6,430
–Others (b)	1,766	380	1,930	1,804	376	1,966	1,829	371	1,989
Probation, magistrates' courts and agency staff	1,088	288	1,223	1,090	287	1,225	1,092	290	1,229
All (excluding special employment and training measures)	**98,336**	**56,173**	**120,823**	**98,453**	**54,455**	**120,629**	**98,123**	**57,477**	**120,927**
TABLE C Scotland (e) (f) *(continued)*									
Education–Lecturers and teachers (d)	57,748	6,052	60,169	56,820	5,475	59,010	57,518	6,005	59,920
–Others (c)	22,529	39,772	41,445	22,584	39,991	41,614	22,536	40,789	41,948
Construction	16,870	66	16,907	17,530	71	17,565	17,101	52	17,126
Transport*	641	46	663	627	48	650	630	27	644
Social Services	20,045	26,386	32,483	20,289	27,127	33,068	20,525	26,893	33,203
Public libraries and museums	3,184	1,674	4,066	3,279	1,714	4,183	3,196	1,688	4,090
Recreation, leisure and tourism	12,444	2,926	13,840	12,372	2,805	13,711	11,127	2,545	12,343
Environmental health	2,252	535	2,501	2,272	546	2,527	2,202	472	2,423
Cleansing	9,576	170	9,654	9,498	169	9,576	9,117	173	9,257
Housing	6,016	481	6,256	6,173	483	6,415	6,397	481	6,637
Physical planning	1,711	42	1,734	1,718	49	1,744	1,702	41	1,725
Fire Service–Regular	4,515	—	4,515	4,487	—	4,487	4,511	—	4,511
–Others (a)	483	179	567	482	176	564	482	177	564
Miscellaneous services	35,210	3,336	36,823	35,375	3,424	37,037	35,168	3,346	36,793
All above	**193,224**	**81,665**	**231,623**	**193,506**	**82,078**	**232,151**	**192,272**	**82,689**	**231,184**
Police Service–Police (all ranks)	13,473	—	13,473	13,509	—	13,509	13,478	—	13,478
–Others (b)	3,422	2,598	4,623	3,444	2,596	4,644	3,446	2,598	4,647
Administration of District Courts	127	12	134	129	14	136	126	13	133
All (excluding special employment and training measures)	**210,246**	**84,275**	**249,853**	**210,588**	**84,688**	**250,440**	**209,322**	**85,300**	**249,442**

Indices of output, employment and productivity





seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1979	102·9	100·7	102·2	107·1	104·6	102·3	109·5	105·3	104·1	101·5
1980	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1981	98·4	96·6	101·9	96·6	91·5	105·6	94·0	91·0	103·5	104·8
1982	100·1	94·6	105·7	98·4	86·3	114·1	94·2	85·5	110·4	110·4
1983	103·3	93·9	110·0	101·9	81·8	124·7	96·9	81·0	119·8	118·9
1984	106·7	95·5	111·7	103·3	80·3	128·7	100·9	79·8	126·5	124·4
1985	110·7	96·9	114·2	108·1	79·6	135·7	103·8	79·5	130·6	128·1
1986	113·9	97·5	116·8 R	109·6 R	77·5	141·5 R	104·0 R	77·9	133·6 R	131·3 R
1987	119·3 R	99·1	120·4 R	113·0 R	76·0	148·6 R	109·6 R	76·8	142·7 R	139·5 R
1982 Q1	99·1	95·3	104·0	97·3	88·3	110·2	94·8	87·6	108·4	108·4
Q2	99·9	94·9	105·3	98·9	87·0	113·7	94·9	86·3	110·1	110·2
Q3	100·5	94·5	106·4	99·2	85·6	115·9	94·1	84·7	111·1	111·2
Q4	100·8	93·9	107·3	98·2	84·2	116·6	93·2	83·4	111·9	111·8
1983 Q1	101·8	93·5	108·9	100·4	83·0	121·0	96·0	82·1	117·0	116·7
Q2	102·1	93·6	109·1	100·6	82·0	122·7	95·4	81·2	117·5	117·1
Q3	104·0	94·0	110·7	102·9	81·3	126·6	97·6	80·6	121·2	120·1
Q4	105·2	94·5	111·3	103·9	80·9	128·4	98·8	80·1	123·4	121·9
1984 Q1	105·9	94·9	111·6	104·3	80·5	129·6	99·8	79·8	125·1	123·3
Q2	106·1	95·3	111·3	102·8	80·3	128·0	100·4	79·7 R	126·1	124·1
Q3	106·9	95·7	111·7	102·6	80·1	128·1	101·6	79·9	127·3	125·3
Q4	107·8	96·1	112·2	103·6	80·1	129·3	101·5	79·8	127·4	125·1
1985 Q1	109·5	96·5	113·5	106·7	79·9	133·5	103·8	79·7	130·4	128·0
Q2	111·0	96·8	114·7	109·5	79·8	137·2	104·7	79·6	131·6	129·2
Q3	110·8	97·1	114·1	108·1	79·6	135·8	103·5	79·5	130·4	127·8
Q4	111·5	97·2	114·7	108·0	79·2	136·4	103·0	79·2	130·1	127·4
1986 Q1	111·8 R	97·2	115·1 R	108·3 R	78·5	138·0 R	101·8 R	78·8	129·3 R	126·8 R
Q2	113·4	97·3	116·5 R	109·5	77·7	140·9	103·2 R	78·1	132·3 R	130·1 R
Q3	114·6 R	97·5	117·6 R	110·2 R	77·0	143·1 R	104·2 R	77·4	134·6 R	132·3 R
Q4	115·7 R	97·9	118·2 R	110·4 R	76·7	143·9 R	108·9 R	77·2	138·4 R	136·1 R
1987 Q1	116·6 R	98·3	118·6 R	111·1 R	76·2	145·8 R	106·2 R	76·9	138·2 R	135·6 R
Q2	118·2 R	98·9	119·6 R	112·1 R	76·1	147·3 R	108·4 R	76·9	141·1 R	138·1 R
Q3	120·6	99·3	121·5	113·8 R	76·0	149·7 R	111·2 R	76·8	144·8 R	141·5 R
Q4	121·9 R	99·8	122·1 R	115·0 R	75·8	151·7 R	112·5 R	76·7	146·7 R	142·8 R
1988 Q1				114·1 R	75·7	150·7 R	112·5 R		146·5 R	142·5 R

‡ Gross domestic product for whole economy.
* Estimates of the employed labour force include an allowance for underestimation. See article on p 31 of January 1987 *Employment Gazette*.

1.9 EMPLOYMENT
Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)(13)	Belgium (3)(6)	Canada	Denmark (6)	France (8)(13)	Germany (FR) (13)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Nether-lands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzer-land (2)(5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		**Thousand**
Civilian labour force																		
1985 Q1	27,233	7,192	3,353	..	12,513	..	..	27,228	..	..	22,728	59,568 R	..	2,049	13,530	4,365	3,187	114,991 R
Q2	27,318	7,218	3,359	..	12,617	..	..	27,274	..	..	22,851	59,533	..	2,040	13,478	4,354	3,185	114,857
Q3	27,373	7,290	3,342	..	12,658	..	..	27,360	..	..	23,003	59,670	..	2,087	13,557	4,374	3,200	115,494
Q4	27,425	7,397	3,364	..	12,773	..	..	27,392	..	..	22,975 R	59,665 R	..	2,095	13,635	4,375	3,202	116,187
1986 Q1	27,495	7,432	3,365	..	12,851	..	..	27,443	..	..	23,152	60,095	..	2,108	13,698	4,389	3,221	116,962
Q2	27,517	7,514	3,374	..	12,862	..	..	27,473	..	..	23,203	60,050	..	2,123	13,729	4,392	3,231	117,642
Q3	27,557	7,557	3,402	..	12,859	..	..	27,512	..	..	23,132	60,370	..	2,134	13,807	4,378	3,242	118,203
Q4	27,598	7,598	3,394	..	12,908	..	..	27,526	..	..	23,387	60,291	..	2,146	13,913	4,386	3,254	118,557
1987 Q1	27,631	7,637	3,418	..	13,024	..	..	27,572	..	..	23,391	60,527	..	2,162	14,002	4,415	3,267	119,151
Q2	27,651	7,696	3,410	..	13,094	..	..	27,632	..	..	23,378	60,760	..	2,167	14,294	4,418	3,273	119,626
Q3	27,579	7,745 R	3,440	..	13,139	..	..	27,677	..	..	23,502	60,888	..	2,176	14,469	4,416	3,285	120,053
Q4	27,572 R	7,741	..	13,224	..	..	..	..		..	23,642	61,204	..	..	14,532	4,441		120,568
Civilian employment																		
1985 Q1	24,031	6,596	3,230	..	11,127	..	..	24,936	..	..	20,398	58,039	..	1,989	10,536	4,233	3,155	106,620
Q2	24,105	6,606	3,238	..	11,279	..	..	24,968	..	..	20,516	58,048	..	1,993	10,514	4,227	3,155	106,819
Q3	24,148	6,693	3,223	..	11,366	..	..	25,039	..	..	20,618	58,123	..	2,029	10,596	4,255	3,171	107,190
Q4	24,177	6,801	3,247	..	11,474	..	20,920	25,093	..	..	20,500	58,029	..	2,045	10,623	4,259	3,175	107,984
1986 Q1	24,183	6,849	3,253	..	11,605	..	..	25,170	..	..	20,625	58,471	..	2,066	10,650	4,267	3,185	108,760
Q2	24,198	6,917	3,272	..	11,629	..	..	25,234	..	..	20,615	58,422	..	2,083	10,767	4,272	3,204	109,223
Q3	24,275	6,935	3,305	..	11,620	..	..	25,310	..	..	20,579	58,651	..	2,093	10,883	4,265	3,217	109,973 R
Q4	24,384	6,958	3,285	..	11,683	..	20,931	25,354	..	..	20,639	58,630	..	2,102	10,959	4,272	3,230	110,434
1987 Q1	24,504	7,026	3,280	..	11,778	..	..	25,396	..	..	20,657	58,761	..	2,112	10,979	4,326	3,244	111,271
Q2	24,659	7,056	3,286	..	11,909	..	..	25,407	..	..	20,584	58,966	..	2,126	11,346	4,328	3,246	112,147
Q3	24,744	7,123	3,303	..	11,993	..	..	25,432	..	..	20,611	59,189	..	2,138	11,539	4,336	3,260	112,854
Q4	24,892 R	7,117	..	..	12,138	..	..	..	..	..	20,735	59,526	..		11,617	4,362	3,260	113,486
LATEST ANNUAL FIGURES: 1987 unless stated																		**Thousand**
Civilian labour force: Male	16,055	4,616	2,042	2,445	7,427 R	1,472	13,433	16,581	2,513	898	15,453 R	36,550 R	3,824	1,190	9,553	2,300	2,039	66,207 R
Female	11,519 R	3,029	1,343	1,668	5,694 R	1,250	10,045	10,904	1,379	384	8,650	24,290 R	2,020	938	4,772	2,122	1,206	53,658 R
All	27,574	7,705	3,385	4,113	13,121 R	2,722	23,478	27,485	3,892	1,282	23,479 R	60,836 R	5,844	2,128	14,324	4,421	3,244	119,865 R
Civilian employment: Male	14,032 R	4,256	1,978	2,227	6,793 R	1,383	12,245	15,381	2,371	726	13,601 R	35,510 R	3,326	1,171	7,901	2,258	2,025	62,107 R
Female	10,636	2,823	1,301	1,380	5,161	1,139	8,720	9,876	1,217	331	7,046	23,600 R	1,757	914	3,470	2,081	1,193	50,334 R
All	24,669	7,079	3,279	3,607	11,954 R	2,522	20,965	25,257	3,588	1,056	20,647	59,110 R	5,083	2,086	11,370	4,337	3,219	112,440 R
Civilian employment: proportions by sector																		**Per cent**
Male: Agriculture	3·4	7·0	7·6	3·7	..	..	..	4·6	24·3	..	10·4	7·2	..	9·0	16·2	5·5	7·6	4·3
Industry	40·2	35·0	48·7	39·0	..	..	..	50·3	32·9	..	37·6	38·1	..	37·7	39·0	43·9	47·1	36·3
Services	56·4	58·0	43·7	57·3	..	..	..	45·1	42·8	..	52·0	54·7	..	53·1	44·8	50·5	45·3	59·3
Female: Agriculture	1·1	4·1	10·2	1·7	..	..	..	6·5	37·9	..	10·7	9·9	..	5·0	12·6	2·3	4·7	1·4
Industry	17·0	13·9	21·3	14·4	..	..	..	26·2	16·6	..	22·8	27·2	..	12·6	17·2	14·4	21·8	15·7
Services	82·1	82·0	68·6	83·8	..	..	..	67·3	45·5	..	66·5	62·9	..	82·3	70·2	83·3	73·6	82·9
All: Agriculture	2·4	5·8	8·7	2·9	4·9	6·7	7·3	5·3	28·9	16·0	10·5	8·3	4·9	7·2	15·1	3·9	6·5	3·0
Industry	30·2	26·6	37·8	29·7	25·3	28·1	31·3	40·9	27·4	28·9	32·5	33·8	28·1	26·7	32·4	29.8	37·7	27·1
Services	67·4	67·6	53·6	67·5	69·8	65·2	61·3	53·8	43·8	55·3	57·0	57·9	67·0	66·1	52·5	66·2	55·8	69·9

Sources: OECD "Labour Force Statistics 1965–1985" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

Notes: 1 For the UK, the Civilian labour force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1985.
7 Annual figures relate to second quarter.
8 Civilian employment figures include apprentices in professional training.
9 Annual figures relate to April.
10 Quarterly figures relate to January, April, July and October.
11 Annual figures relate to January.
12 Quarterly figures not seasonally adjusted.
13 Annual figures relate to 1986.

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 Actual (Thou)	Hours lost Seasonally adjusted	Average per operative on short-time
1981	1,137	26·6	8·2	9·37		16	621	320	3,720	11·4	335	7·8	4,352		12·6
1982	1,198	29·8	8·3	9·93		8	320	134	1,438	10·7	142	3·5	1,776		12·4
1983	1,209	31·5	8·5	10·19		6	244	71	741	10·2	77	2·0	1,000		12·9
1984	1,297	34·3	8·9	11·39		6	238	40	402	10·4	43	1·5	645		14·4
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,359	36·1	9·3	12·68		4	148	21	207	10·0	25	0·7	364		14·8
Week ended															
1986 Apr 12	1,294	33·6	8·8	11·36	11·58	6	256	33	339	10·2	40	1·0	595	557	15·1
May 17	1,326	34·6	8·9	11·79	11·51	4	156	32	322	10·2	35	0·9	478	498	13·5
June 14	1,291	33·7	9·0	11·56	11·28	3	109	28	283	10·1	31	0·8	392	448	12·7
July 12	1,279	33·8	9·2	11·74	11·66	4	140	22	220	10·2	25	0·7	360	395	14·3
Aug 16	1,192	31·6	9·2	10·99	11·77	4	144	20	223	10·9	24	0·6	367	433	15·3
Sept 13	1,280	33·8	9·2	11·81	11·68	3	116	23	244	10·5	26	0·7	360	434	13·8
Oct 14	1,346	35·6	9·0	12·18	11·77	8	300	43	445	10·4	50	1·3	745	814	14·9
Nov 15	1,393	36·9	9·1	12·69	12·06	5	184	33	319	9·7	37	0·9	503	482	13·5
Dec 13	1,354	35·8	9·2	12·49	11·62	4	164	26	256	9·9	30	0·8	420	511	14·0
1987 Jan 10	1,136	30·6	8·6	9·75	11·47	11	423	28	281	9·9	39	1·0	704	568	18·1
Feb 14	1,305	35·1	9·3	11·97	12·09	4	172	34	341	10·0	38	1·0	514	417	13·4
Mar 14	1,354	36·3	9·2	12·44	12·27	3	109	35	339	9·8	37	1·0	448	357	12·0
Apr 11	1,329	35·8	9·2	12·25	12·44	4	103	29	273	9·5	33	0·9	435	406	13·3
May 16	1,353	36·4	9·3	12·65	12·38	3	129	23	229	10·1	26	0·7	358	369	13·9
June 13	1,396	37·2	9·3	12·97	12·68	3	129	14	132	9·4	17	0·5	262	306	15·2
July 11	1,334	35·3	9·4	12·54	12·49	4	172	16	153	9·9	20	0·5	325	355	16·4
Aug 15	1,268	33·5	9·4	11·88	12·70	3	116	15	124	8·4	18	0·5	240	281	13·6
Sept 12	1,377	36·0	9·5	13·09	12·96	2	89	12	104	8·7	14	0·4	193	236	13·6
Oct 10	1,468	38·4	9·7	14·10	13·66	3	117	15	140	9·5	18	0·5	264	287	14·5
Nov 14	1,516	39·6	9·5	14·24	13·58	3	105	15	245	15·9	18	0·5	395	376	19·5
Dec 12	1,476	38·6	9·7	14·32	13·43	3	106	14	118	8·5	17	0·4	224	276	13·5
1988 Jan 16	1,370	36·1	9·3	12·72	14·48	3	127	19	179	9·6	22	0·6	306	246	14·0
Feb 13	1,433	37·7	9·3	13·33	13·44	3	102	23	237	10·5	25	0·7	339	276	13·5
Mar 12	1,452	38·2	9·4	13·59	13·40	2	80	20	206	10·4	22	0·6	286	227	13·2
Apr 16	1,424	37·6	9·1	13·03	13·22	2	71	20	197	9·7	22	0·6	268	250	12·1

Hours of work—operatives: manufacturing industries

Seasonally adjusted
1980 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	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42
1981	89·0	89·2	86·8	89·5	94·3	98·7	98·9	98·8	101·5	99·0
1982	84·6	85·0	80·1	84·8	89·6	100·5	100·9	100·9	103·9	99·5
1983	82·6	82·5	77·3	85·1	87·4	101·5	102·0	103·2	105·6	100·2
1984	83·4	84·3	73·6	87·0	84·3	102·7	103·5	104·5	105·8	100·3
1985	82·8	82·9	74·6	86·4	83·3	103·2	104·9	105·5	105·6	100·5
1986	80·1	78·6	68·5	85·1	82·7	102·9	103·9	104·1	104·6	100·0
1987	79·9	77·7	66·8	83·8	81·4	103·7	106·1	106·7	105·4	100·1
Week ended										
1986 Feb 8	81·4					103·2				
Mar 8	81·1	80·0	72·0	86·5	84·6	103·1	104·3	104·8	105·0	100·4
Apr 12	80·8					102·9				
May 17	80·3					102·8				
June 14	79·7	78·3	69·1	85·6	83·4	102·6	103·6	103·4	104·4	99·8
July 12	79·6					102·9				
Aug 16	79·4					102·9				
Sept 13	79·2	78·1	66·7	84·1	81·3	102·8	103·4	103·7	104·2	99·9
Oct 11	78·9					102·6				
Nov 15	79·1					102·9				
Dec 13	79·1	77·9	66·2	84·1	81·5	103·0	104·4	104·5	104·6	100·0
1987 Jan 10	78·5					102·9				
Feb 14	79·0					103·2				
Mar 14	79·2	77·1	66·5	83·8	82·1	103·4	105·1	105·9	105·1	99·9
Apr 11	79·2					103·5				
May 16	79·4					103·5				
June 13	79·7	77·4	66·6	84·3	81·3	103·8	105·7	106·5	105·4	100·0
July 11	79·5					103·6				
Aug 15	79·7					103·8				
Sept 12	79·8	77·7	66·9	83·8	81·1	104·0	106·1	106·7	105·5	100·4
Oct 10	82·4					104·4				
Nov 14	82·1					104·3				
Dec 12	80·1	78·4	67·0	83·1	81·1	104·4	107·5	107·5	105·7	100·0
1988 Jan 16	80·7					105·0				
Feb 13	80·1					104·4				
Mar 12	80·1	77·9	65·9	83·2	81·1	104·4	107·4	107·4	105·4	99·6
Apr 16	79·7					104·2				

1.14 EMPLOYMENT
Apprentices and trainess by industry: manufacturing industries

GREAT BRITAIN

Industry	SIC 1980 class	March 1987 Number (Thousand) Male	Female	All	As percentage of employees in the industry Male	Female	All	March 1988 Number (Thousand) Male	Female	All	As percentage of employees in the industry Male	Female	All
Extraction and preparation of metalliferous ores and minerals not elsewhere specified and metal manufacturing	21, 22 and 23												
Apprentices		2·1	0·1	**2·2**	1·1	0·3	**1·0**	1·8	0·1	**1·9**	0·9	0·3	**0·9**
Other trainees		0·9	0·2	**1·1**	0·6	0·8	**0·5**	0·7	0·1	**0·8**	0·4	0·6	**0·4**
All trainees		**3·0**	**0·3**	**3·3**	**1·6**	**1·1**	**1·5**	**2·5**	**0·2**	**2·7**	**1·3**	**0·8**	**1·2**
Chemical Industry and production of man man fibres	25 and 26												
Apprentices		2·1	0·1	**2·2**	0·9	0·1	**0·7**	2·0	0·0	**2·1**	0·9	0·0	**0·6**
Other trainees		1·1	0·6	**1·7**	0·5	0·6	**0·5**	1·2	0·7	**1·9**	0·5	0·7	**0·6**
All trainees		**3·2**	**0·7**	**3·9**	**1·4**	**0·7**	**1·2**	**3·3**	**0·7**	**4·0**	**1·4**	**0·7**	**1·2**
Metal goods not elsewhere specified	31												
Apprentices		2·6	0·1	**2·6**	1·0	0·1	**0·8**	2·7	0·1	**2·8**	1·1	0·1	**0·8**
Other trainees		2·0	0·6	**2·5**	0·8	0·8	**0·8**	1·9	0·5	**2·4**	0·7	0·6	**0·7**
All trainees		**4·6**	**0·7**	**5·1**	**1·8**	**0·9**	**1·6**	4·6	**0·6**	**5·2**	**1·8**	**0·8**	**1·5**
Mechanical engineering	32												
Apprentices		13·0	0·5	**13·5**	2·2	0·4	**1·9**	12·8	0;5	**13·3**	2·2	0·5	**1·9**
Other trainees		4·5	0·7	**5·2**	0·7	0·7	**0·7**	5·0	0·8	**5·7**	0·8	0·7	**0·8**
All trainees		**17·5**	**1·2**	**18·7**	**2·9**	**1·1**	**2·6**	**17·8**	**1·3**	**19·1**	3·0	**1·2**	**2·7**
Office machinery and data processing equipment and electrical and electronic engineering	33 and 34												
Apprentices		8·6	0·6	**9·2**	1·9	0·3	**1·4**	7·7	0·6	**8·3**	1·7	0·3	**1·3**
Other trainees		3·8	1·6	**5·4**	0·4	0·8	**0·8**	3·7	1·4	**5·1**	0·8	0·7	**0·8**
All trainees		**12·4**	**2·2**	**14·6**	**3·3**	**1·1**	**2·2**	**11·4**	**2·0**	**13·4**	**2·5**	**1·0**	**2·0**
Motor vehicles and parts thereof	35												
Apprentices		4·2	0·2	**4·4**	1·9	0·6	**1·7**	3·5	0·2	**3·7**	1·6	0·6	**1·4**
Other trainees		1·6	0·3	**1·9**	0·7	1·0	**0·8**	1·4	0·2	**1·5**	0·6	0·6	**0·6**
All trainees		**5·8**	**0·5**	**6·3**	**2·6**	**1·6**	**2·5**	**4·9**	**0·4**	**5·3**	**2·1**	**1·2**	**2·0**
Other transport equipment	36												
Apprentices		9·0	0.5	**9·5**	3·8	1·5	**3·6**	9·0	0·6	**9·6**	4·0	1·8	**3·7**
Other trainees		1·1	0.3	**1·4**	0·5	1·0	**0·5**	2·7	0·5	**3·2**	1·2	1·7	**1·2**
All trainees		**10·2**	**0.8**	**10·9**	**4·3**	**2·4**	**4·1**	11·7	**1·1**	**12·8**	**5·1**	**3·6**	**4·9**
Instrument engineering	37												
Apprentices		1·5	0·1	**1·6**	2·1	0·3	**1·5**	1·3	0·1	**1·4**	1·9	0·3	**1·4**
Other trainees		1·0	0·2	**1·3**	1·4	0·8	**1·2**	0·7	0·3	**0·9**	1·0	0·8	**0·9**
All trainees		**2·5**	**0·3**	**2·9**	**3·5**	**0·5**	**2·8**	**2·0**	**0·4**	**2·4**	**2·9**	**1·1**	**2·3**
Food, drink and tobacco manufacturing industries	41 and 42												
Apprentices		1·6	0·2	**1·8**	0·5	0·1	**0·3**	1·2	0·2	**1·4**	0·4	0·1	**0·3**
Other trainees		1·2	0·9	**2·0**	0·4	0·4	**0·4**	0·9	0·7	**1·7**	0·3	0·3	**0·3**
All trainees		**2·8**	**1·1**	**3·8**	**0·8**	**0·5**	**0·7**	**2·1**	**0·9**	**3·1**	**0·7**	**0·4**	**0·6**
Leather and leather goods and footwear and clothing industries	44 and 45												
Apprentices		0·3	0·7	**1·0**	0·3	0·3	**0·3**	0·4	0·7	**1·1**	0·4	0·3	**0·3**
Other trainees		0.6	3·6	**4·2**	0·6	1·6	**1·3**	0·5	4·2	**4·7**	0·5	1·8	**1·5**
All trainees		**0·9**	**4·3**	**5·2**	**1·0**	**1·9**	**1·6**	**0·8**	**4·9**	**5·8**	**1·0**	**2·2**	**1·8**
Timber and wooden furniture industries	46												
Apprentices		3·4	0·1	**3·4**	1·9	0·1	**1·6**	3·5	0·0	**3·5**	1·9	0·1	**1·6**
Other trainees		2·2	0·4	**2·6**	1·2	1·1	**1·2**	1·5	0·3	**1·8**	0·8	0·8	**0·8**
All trainees		**5·6**	**0·5**	**6·0**	**3·2**	**1·2**	**2·8**	**5·0**	**0·4**	**5·3**	**2·8**	**0·8**	**2·4**
Paper and paper products, printing and publishing	47												
Apprentices		3·2	0·5	**3·7**	1·0	0·3	**0·8**	3·1	0·4	**3·5**	1·0	0·3	**0·8**
Other trainees		2·2	1·4	**3·6**	0·7	0·9	**0·8**	1·6	1·1	**2·7**	0·5	0·7	**0·6**
All trainees		**5·4**	**1·9**	**7·3**	**1·7**	**1·2**	**1·5**	**4·7**	**1·5**	**6·2**	**1·5**	**0·9**	**1·3**
Other manufacturing industries	24, 43 48 and 49												
Apprentices		2·5	0·4	**3·0**	0·5	0·2	**0·4**	2·6	0·4	**3·0**	0·6	0·2	**0·4**
Other trainees		2·6	1·9	**4·5**	0·6	0·7	**0·6**	2·4	2·8	**5·2**	0·5	1·1	**0·7**
All trainees		**5·1**	**2·3**	**7·5**	**1·1**	**0·9**	**1·0**	5·0	**3·2**	**8·2**	**1·1**	**1·2**	**1·1**
All manufacturing industries	**21 to 49**												
Apprentices		**54·1**	**3·9**	**58·0**	**1·5**	**0·3**	**1·1**	**51·7**	**4·0**	**55·7**	**1·4**	**0·3**	**1·1**
Other trainees		**24·7**	**12·8**	**37·4**	**0·7**	**0·8**	**0·7**	**24·0**	**13·6**	**37·6**	**0·7**	**0·9**	**0·7**
All trainees		**78·8**	**16·7**	**95·4**	**2·2**	**1·1**	**1·9**	**75·7**	**17·6**	**93·3**	**2·1**	**1·1**	**1·8**

Note: Many of those receiving initial skills training under the YTS, specifically those without a contract of employment, are not counted as employees and so will not appear in this table. With the move away from traditional apprentice training in many industries some long duration schemes of a type which could previously have involved apprenticeship may now be classified as "other training."

EMPLOYMENT 1.15
Apprentices and trainees by region: manufacturing industries

GREAT BRITAIN

Region	March 1987 Number (Thousand) Male	Female	All	As percentage of employees in the region Male	Female	All	March 1988 Number (Thousand) Male	Female	All	As percentage of employees in the region Male	Female	All
South East												
Apprentices	13·8	1·0	**14·8**	1·4	0·2	**1·1**	13·0	0·7	**13·8**	1·3	0·2	**1·0**
Other trainees	7·5	2·7	**10·2**	0·8	0·7	**0·7**	6·2	2·3	**8·5**	0·6	0·5	**0·6**
All trainees	**21·3**	**3·7**	**25·0**	**2·1**	**0·9**	**1·8**	**19·2**	**3·0**	**22·2**	**1·9**	**0·7**	**1·6**
Greater London												
Apprentices	3.7	0·3	**4·0**	1·0	0·2	**0·8**	3·6	0·0	**3·7**	1·0	0·0	**0·7**
Other trainees	1.4	0·5	**1·8**	0·4	0·3	**0·3**	1·0	0·3	**1·3**	0·3	0·2	**0·2**
All trainees	**5·1**	**0·8**	**5·8**	**1·4**	**0·5**	**1·1**	**4·7**	**0·3**	**5·0**	**1·2**	**0·2**	**0·9**
Rest of South East												
Apprentices	10·1	0·7	**10·9**	1·6	0·3	**1·2**	9·4	0·7	**10·1**	1·5	0·3	**1·2**
Other trainees	6·2	2·2	**8·4**	1·0	0·9	**1·0**	5·2	2·0	**7·2**	0·8	0·8	**0·8**
All trainees	**16·3**	**2·9**	**19·3**	**2·6**	**1·2**	**2·2**	**14·6**	**2·7**	**17·3**	**2·3**	**1·1**	**2·0**
East Anglia												
Apprentices	1·3	0·1	**1·4**	1·1	0·1	**0·8**	1·3	0·1	**1·4**	1·1	0·1	**0·8**
Other trainees	1·0	0·3	**1·4**	0·8	0·6	**0·7**	0·9	0·3	**1·2**	0·7	0·6	**0·7**
All trainees	**2·3**	**0·4**	**2·8**	**1·9**	**0·7**	**1·5**	**2·2**	**0·4**	**2·6**	**1·8**	**0·7**	**1·5**
South West												
Apprentices	5·9	0·3	**6·2**	2·1	0·3	**1·7**	4·8	0·5	**5·3**	1·8	0·5	**1·4**
Other trainees	1·9	0·9	**2·7**	0·7	0·9	**0·7**	1·7	0·9	**2·6**	0·6	1·0	**0·7**
All trainees	**7·8**	**1·2**	**8·9**	**2·8**	**1·3**	**2·4**	**6·5**	**1·4**	**7·9**	**2·4**	**1·5**	**2·2**
West Midlands												
Apprentices	6·4	0·5	**6·8**	1·3	0·2	**1·0**	6·2	0·6	**6·7**	1·2	0·3	**1·0**
Other trainees	3·7	1·7	**5·4**	0·7	0·9	**0·8**	3·6	1·5	**5·3**	0·7	0·8	**0·7**
All trainees	**10·1**	**2·2**	**12·2**	**2·0**	**1·1**	**1·7**	**9·9**	**2·1**	**12·0**	**1·9**	**1·1**	**1·7**
East Midlands												
Apprentices	4·5	0·3	**4·8**	1·4	0·2	**1·0**	4·3	0·5	**4·8**	1·4	0·3	**1·0**
Other trainees	2·2	1·7	**3·9**	0·7	1·0	**0·8**	2·1	1·9	**4·1**	0·7	1·2	**0·8**
All trainees	**6·7**	**2·0**	**8·7**	**2·1**	**1·2**	**1·8**	**6·5**	**2·4**	**8·9**	**2·0**	**1·4**	**1·8**
Yorkshire and Humberside												
Apprentices	4·4	0·4	**4·8**	1·3	0·3	**1·0**	3·9	0·3	**4·2**	1·1	0·2	**0·9**
Other trainees	2·4	1·5	**3·9**	0·7	1·1	**0·8**	2·7	1·8	**4·5**	0·8	1·3	**0·9**
All trainees	**6·8**	**1·9**	**8·7**	**2·0**	**1·4**	**1·8**	**6·6**	**2·2**	**8·7**	**1·9**	**1·5**	**1·8**
North West												
Apprentices	6·3	0·4	**6·7**	1·4	0·2	**1·0**	6·4	0·4	**6·8**	1·4	0·2	**1·1**
Other trainees	2·4	1·5	**3·9**	0·5	0·8	**0·6**	2·0	1·8	**3·8**	0·5	1·0	**0·6**
All trainees	**8·7**	**1·9**	**10·6**	**1·9**	**1·0**	**1·7**	**8·4**	**2·2**	**10·7**	**1·9**	**1·2**	**1·7**
North												
Apprentices	4·1	0·3	**4·4**	2·1	0·4	**1·7**	3·8	0·3	**4·1**	2·0	0·4	**1·5**
Other trainees	1·2	0·6	**1·8**	0·6	0·8	**0·7**	1·0	0·6	**1·5**	0·5	0·7	**0·6**
All trainees	**5·3**	**0·9**	**6·2**	**2·8**	**1·3**	**2·3**	**4·8**	**0·9**	**5·6**	**2·5**	**1·1**	**2·1**
Wales												
Apprentices	2·2	0·1	**2·3**	1·5	0·2	**1·1**	2·3	0·1	**2·4**	1·5	0·2	**1·1**
Other trainees	0·9	0·5	**1·4**	0·6	0·9	**0·7**	0·7	0·5	**1·3**	0·5	0·9	**0·6**
All trainees	**3·1**	**0·6**	**3·7**	**2·1**	**1·1**	**1·8**	**3·0**	**0·6**	**3·6**	**2·0**	**1·0**	**1·7**
Scotland												
Apprentices	5·3	0·5	**5·8**	1·9	0·4	**1·4**	5·7	0·4	**6·1**	2·1	0·3	**1·5**
Other trainees	1·5	1·4	**2·8**	0·5	1·1	**0·7**	3·0	1·9	**4·9**	1·1	1·4	**1·2**
All trainees	**6·8**	**1·9**	**8·6**	**2·4**	**1·5**	**2·1**	**8·7**	**2·3**	**11·0**	**3·2**	**1·8**	**2·7**
Great Britain												
Apprentices	**54·1**	**3·9**	**58·0**	**1·5**	**0·3**	**1·1**	**51·7**	**4·0**	**55·7**	**1·4**	**0·3**	**1·1**
Other trainees	**24·7**	**12·8**	**37·4**	**0·7**	**0·8**	**0·7**	**24·0**	**13·6**	**37·6**	**0·7**	**0·9**	**0·8**
All trainees	**78·8**	**16·7**	**95·4**	**2·2**	**1·1**	**1·9**	**75·7**	**17·6**	**93·3**	**2·1**	**1·1**	**1·9**

Note: Many of those receiving initial skills training under YTS, specifically those without a contract of employment, are not counted as employees and so will not appear in this table. With the move away from traditional apprentice training in many industries some long duration schemes of a type which previously could have involved apprenticeships may now be classified as "other training".

2·1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted				Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent working population†	Change since previous month	Average change over 3 months ended			
1984	3,159·8	11·7	113·0	..	3,046·8	2,998·7	11·1					
1985 Annual	3,271·2	11·8	108·0	..	3,163·3	3,113·5	11·3					
1986 averages	3,289·1	11·8	104·0	..	3,185·1	3,180·4	11·5					
1987	2,953·4	10·6	73·4	..	2,880·0	2,880·0	10·3					
1986 May 8	3,270·9	11·8	110·9	..	3,160·0	3,200·1	11·5	5·2	11·8	283	2,921	67
June 12	3,229·4	11·6	107·3	100·8	3,122·1	3,208·8	11·6	8·7	1·4	289	2,874	67
July 10	3,279·6	11·8	101·6	125·1	3,178·0	3,210·3	11·6	1·5	5·1	381	2,832	67
Aug 14	3,280·1	11·8	92·3	113·8	3,187·8	3,206·3	11·5	–4·0	2·1	318	2,896	67
Sept 11	3,332·9	12·0	140·7		3,192·2	3,185·7	11·5	–20·6	–7·7	423	2,842	68
Oct 9	3,237·2	11·7	117·5	..	3,119·7	3,163·5	11·4	–22·2	–15·6	353	2,817	67
Nov 13	3,216·8	11·6	98·2	..	3,118·6	3,150·7	11·3	–12·8	–18·5	323	2,827	67
Dec 11	3,229·2	11·6	89·0	..	3,140·2	3,120·7	11·2	–30·0	–21·7	290	2,870	69
1987 Jan 8	3,297·2	11·8	89·2	..	3,208·0	3,112·2	11·2	–8·5	–17·1	297	2,930	71
Feb 12	3,225·8	11·6	79·9	..	3,145·9	3,066·5	11·0	–45·7	–28·1	291	2,867	68
Mar 12	3,143·4	11·3	72·3	..	3,071·1	3,037·3	10·9	–29·2	–27·8	261	2,815	67
Apr 9	3,107·1	11·1	66·6	..	3,040·6	3,021·4	10·8	–15·9	–30·3	284	2,758	65
May 14	2,986·5	10·7	74·9	..	2,911·5	2,950·9	10·6	–70·5	–38·5	246	2,677	63
June 11	2,905·3	10·4	69·4	103·6	2,835·9	2,922·2	10·5	–28·7	–38·4	243	2,601	62
July 9	2,906·5	10·4	63·9	128·9	2,842·5	2,873·1	10·3	–49·1	–49·4	337	2,510	60
Aug 13	2,865·8	10·3	56·1	115·7	2,809·7	2,825·5	10·1	–47·6	–41·8	287	2,522	57
Sept 10	2,870·2	10·3	92·4	..	2,777·8	2,772·2	9·9	–53·3	–50·0	358	2,457	55
Oct 8	2,751·4	9·9	83·2	..	2,668·2	2,713·6	9·7	–58·6	–53·2	311	2,386	54
Nov 12	2,685·6	9·6	69·4	..	2,616·2	2,650·8	9·5	–62·8	–58·2	282	2,353	51
Dec 10	2,695·8	9·7	63·7	..	2,632·1	2,613·9	9·4	–36·9	–52·8	264	2,382	50
1988 Jan 14	2,722·2	9·8	62·8	..	2,659·4	2,564·7	9·2	–49·2	–49·6	270	2,402	51
Feb 11	2,665·5	9·6	57·4	..	2,608·1	2,532·6	9·1	–32·1	–39·4	262	2,356	48
Mar 10	2,592·1	9·3	52·1	..	2,540·0	2,504·0	9·0	–28·6	–36·6	235	2,311	46
Apr 14	2,536·0	9·1	56·9	..	2,479·0	2,453·1	8·8	–50·9	–37·2	256	2,235	46
May 12*	2,426·9	8·7	52·7	..	2,374·2	2,415·5	8·7	–37·6	–39·0	207	2,176	44

2·2 UNEMPLOYMENT GB Summary

1984	3,038·4	11·5	109·7	..	2,928·7	2,886·1	10·9					
1985 Annual	3,149·4	11·7	105·6	..	3,043·9	2,998·2	11·1					
1986 averages	3,161·3	11·7	101·6	..	3,059·6	3,055·1	11·3					
1987	2,826·9	10·4	71·4	..	2,755·5	2,755·6	10·1					
1986 May 8	3,146·2	11·6	108·6	..	3,037·5	3,075·5	11·4	4·5	10·8	275	2,806	65
June 12	3,103·5	11·5	105·3	97·8	2,998·2	3,083·1	11·4	7·6	0·4	279	2,759	65
July 10	3,150·2	11·6	99·8	121·8	3,050·4	3,083·8	11·4	0·7	4·3	369	2,716	66
Aug 14	3,150·1	11·6	90·7	110·5	3,059·4	3,078·9	11·4	–4·9	1·1	309	2,776	65
Sept 11	3,197·9	11·8	136·6		3,061·4	3,057·9	11·3	–21·0	–8·4	407	2,724	66
Oct 9	3,106·5	11·5	114·2	..	2,992·3	3,035·4	11·2	–22·5	–16·1	342	2,699	66
Nov 13	3,088·4	11·4	95·5	..	2,992·8	3,023·1	11·2	–12·3	–18·6	314	2,709	65
Dec 11	3,100·4	11·4	86·6	..	3,013·7	2,993·3	11·1	–29·8	–21·5	282	2,751	67
1987 Jan 8	3,166·0	11·6	87·0	..	3,079·0	2,984·9	11·0	–8·4	–16·8	288	2,809	69
Feb 12	3,096·6	11·4	78·0	..	3,018·5	2,940·4	10·8	–44·5	–27·6	283	2,748	66
Mar 12	3,016·5	11·1	70·6	..	2,945·9	2,911·9	10·7	–28·5	–27·1	253	2,698	65
Apr 9	2,979·9	11·0	65·0	..	2,914·9	2,895·4	10·6	–16·5	–29·8	275	2,641	64
May 14	2,860·3	10·5	72·8	..	2,787·5	2,824·8	10·4	–70·6	–38·5	237	2,561	62
June 11	2,779·8	10·2	67·5	100·5	2,712·3	2,796·7	10·3	–28·1	–38·4	234	2,486	60
July 9	2,778·5	10·2	62·2	125·8	2,716·3	2,747·9	10·1	–48·8	–49·2	325	2,395	58
Aug 13	2,738·5	10·1	54·6	112·1	2,683·9	2,700·9	9·9	–47·0	–41·3	278	2,405	55
Sept 10	2,740·2	10·1	89·2	..	2,651·1	2,648·5	9·7	–52·4	–49·4	344	2,343	54
Oct 8	2,626·7	9·7	80·5	..	2,546·2	2,590·9	9·5	–57·6	–52·3	301	2,274	52
Nov 12	2,564·6	9·4	67·2	..	2,497·4	2,530·1	9·3	–60·8	–56·9	274	2,242	49
Dec 10	2,575·2	9·5	61·8	..	2,513·4	2,494·2	9·2	–35·9	–51·4	256	2,270	49
1988 Jan 14	2,600·4	9·6	61·1	..	2,539·3	2,446·3	9·0	–47·9	–48·2	261	2,289	49
Feb 11	2,545·9	9·4	55·9	..	2,490·0	2,415·4	8·9	–30·9	–38·2	254	2,245	46
Mar 10	2,474·6	9·1	50·7	..	2,423·9	2,387·4	8·8	–28·0	–35·6	228	2,202	45
Apr 14	2,417·7	8·9	55·0	..	2,362·7	2,336·5	8·6	–50·9	–36·6	247	2,126	44
May 12*	2,310·7	8·5	51·0	..	2,259·7	2,298·8	8·4	–37·7	–38·9	200	2,068	42

* The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage.
† The number of unemployed as a percentage of the estimated total working population (the sum of employees in employment, unemployed, self-employed and H.M. Forces) at mid-1987 for 1987 and 1988 data and at the corresponding mid-year for earlier years.
‡ Not included in the total are new school leavers not yet entitled to benefit. A special count is made in June, July and August.

THOUSAND

MALE						FEMALE						UNITED KINGDOM
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
Number	Per cent working population†	School leavers included in unemployed	Actual	Seasonally adjusted		Number	Per cent working population†	School leavers included in unemployed	Actual	Seasonally adjusted		Number	
				Number	Per cent working population†					Number	Per cent working population†		
2,197·4	13·5	65·0	2,132·4	2,102·1	13·0	962·5	8·9	48·0	914·5	895·9	8·2		1984
2,251·7	13·7	62·6	2,189·1	2,159·0	13·1	1,019·5	9·1	45·3	974·2	954·4	8·5		1985 Annual
2,252·5	13·7	59·7	2,192·8	2,190·1	13·3	1,036·6	9·1	44·3	992·2	990·2	8·7		1986 averages
2,045·8	12·5	41·9	2,003·9	2,003·9	12·3	907·6	7·9	31·6	876·0	876·0	7·6		1987
2,251·4	13·7	63·6	2,187·9	2,203·0	13·4	1,019·4	9·0	47·3	972·2	997·1	8·8	431·9	May 8 1986
2,217·5	13·5	61·3	2,156·1	2,206·4	13·5	1,011·9	8·9	46·0	965·9	1,002·4	8·8	430·5	June 12
2,231·5	13·6	57·8	2,173·7	2,204·6	13·4	1,048·1	9·2	43·8	1,004·3	1,005·7	8·9	435·3	July 10
2,222·0	13·5	53·3	2,168·7	2,201·4	13·4	1,058·1	9·3	39·1	1,019·1	1,004·9	8·8	446·0	Aug 14
2,251·3	13·7	80·7	2,170·6	2,188·8	13·3	1,081·6	9·5	60·0	1,021·6	996·9	8·8	441·5	Sept 11
2,199·8	13·4	66·9	2,132·9	2,174·9	13·3	1,037·4	9·1	50·6	986·8	988·6	8·7	436·6	Oct 9
2,200·2	13·4	55·9	2,144·3	2,170·9	13·2	1,016·6	8·9	42·3	974·3	979·8	8·6	431·2	Nov 13
2,221·5	13·5	50·6	2,170·9	2,153·0	13·1	1,007·6	8·9	38·3	969·3	967·7	8·5	431·1	Dec 11
2,272·4	13·9	50·8	2,221·6	2,147·4	13·1	1,024·8	8·9	38·3	986·5	964·8	8·4	433·2	Jan 8 1987
2,233·9	13·7	45·5	2,188·4	2,122·5	13·0	991·9	8·6	34·4	957·5	944·0	8·2	416·8	Feb 12
2,181·0	13·3	41·1	2,140·0	2,105·5	12·9	962·3	8·3	31·2	931·1	931·8	8·1	406·5	Mar 12
2,158·2	13·2	37·9	2,120·3	2,095·3	12·8	948·9	8·2	28·7	920·2	926·1	8·0	404·2	Apr 9
2,080·4	12·7	42·9	2,037·5	2,051·9	12·5	906·1	7·9	32·0	874·0	899·0	7·8	383·7	May 14
2,023·0	12·4	39·8	1,983·2	2,033·2	12·4	882·4	7·7	29·6	852·7	889·0	7·7	373·3	June 11
2,008·5	12·3	36·4	1,972·1	2,002·3	12·2	898·0	7·8	27·5	870·4	870·8	7·6	368·4	July 9
1,970·3	12·0	32·1	1,938·2	1,970·4	12·0	895·5	7·8	24·0	871·4	855·1	7·4	369·0	Aug 13
1,973·8	12·1	53·3	1,920·5	1,939·3	11·9	896·4	7·8	39·1	857·3	832·9	7·2	356·9	Sept 10
1,903·6	11·6	47·3	1,856·3	1,899·5	11·6	847·8	7·4	35·9	811·9	814·1	7·1	343·4	Oct 8
1,865·8	11·4	39·3	1,826·6	1,854·7	11·3	819·7	7·1	30·2	789·6	796·1	6·9	332·1	Nov 12
1,878·7	11·5	36·0	1,842·7	1,825·3	11·2	817·1	7·1	27·7	789·4	788·6	6·8	334·0	Dec 10
1,892·7	11·6	35·4	1,857·3	1,783·5	10·9	829·5	7·2	27·4	802·1	781·2	6·8	337·0	Jan 14 1988
1,852·1	11·3	32·3	1,819·8	1,757·0	10·7	813·3	7·1	27·4	788·2	775·6	6·7	330·5	Feb 11
1,803·1	11·0	29·3	1,773·8	1,737·6	10·6	789·0	6·8	22·8	766·2	766·4	6·6	322·5	Mar 10
1,765·7	10·8	32·3	1,733·5	1,702·3	10·4	770·3	6·7	24·7	745·6	750·8	6·5	316·0	Apr 14
1,692·1	10·3	29·8	1,662·3	1,678·0	10·3	734·8	6·4	22·9	711·9	737·5	6·4	301·6	May 12*

2,109·6	13·4	62·9	2,046·8	2,020·5	12·8	928·8	8·8	46·8	882·0	865·6	8·2		1984
2,163·7	13·5	61·1	2,102·6	2,075·0	12·9	985·7	9·0	44·5	941·2	923·3	8·5		1985 Annual
2,159·6	13·5	58·2	2,101·4	2,098·8	13·1	1,001·7	9·0	43·5	958·2	956·3	8·6		1986 averages
1,953·8	12·3	40·5	1,913·3	1,913·2	12·0	873·1	7·8	30·8	842·3	842·3	7·5		1987
2,159·8	13·5	62·1	2,097·6	2,112·0	13·2	986·4	8·8	46·5	939·9	963·5	8·7	417·7	May 8 1966
2,125·5	13·3	60·0	2,065·5	2,114·6	13·2	978·0	8·8	45·2	932·7	968·5	8·7	416·2	June 12
2,138·4	13·4	56·6	2,081·8	2,112·5	13·2	1,011·7	9·1	43·2	968·6	971·3	8·8	420·0	July 10
2,128·6	13·3	52·2	2,076·4	2,108·6	13·2	1,021·5	9·2	38·5	983·0	970·3	8·7	430·5	Aug 14
2,155·1	13·5	78·1	2,076·9	2,095·8	13·1	1,042·8	9·4	58·4	984·4	962·1	8·7	426·4	Sept 11
2,105·9	13·2	64·9	2,040·9	2,081·8	13·0	1,000·7	9·0	49·3	951·4	953·6	8·6	421·6	Oct 9
2,106·9	13·2	54·2	2,052·7	2,078·0	13·0	981·4	8·9	41·3	940·1	945·1	8·5	416·4	Nov 13
2,127·4	13·3	49·2	2,078·3	2,060·1	12·9	972·9	8·8	37·5	935·4	933·2	8·4	416·4	Dec 11
2,176·5	13·6	49·5	2,127·1	2,054·6	12·9	989·5	8·8	37·5	952·0	930·3	8·3	418·2	Jan 8 1987
2,139·2	13·4	44·3	2,094·9	2,030·7	12·7	957·4	8·5	33·7	923·6	909·7	8·1	402·1	Feb 12
2,088·2	13·1	40·0	2,048·2	2,014·6	12·6	928·4	8·2	30·6	897·8	897·3	8·0	391·9	Mar 12
2,065·1	13·0	36·9	2,028·2	2,003·7	12·6	914·8	8·1	28·1	886·7	891·7	7·9	389·3	Apr 9
1,988·0	12·5	41·6	1,946·5	1,960·1	12·3	872·3	7·7	31·3	841·0	864·7	7·7	369·2	May 14
1,931·5	12·1	38·6	1,892·9	1,941·8	12·2	848·3	7·5	29·0	819·3	854·9	7·6	358·9	June 11
1,916·5	12·0	35·2	1,881·2	1,911·1	12·0	862·1	7·7	27·0	835·1	836·8	7·4	353·3	July 9
1,879·1	11·8	31·0	1,848·0	1,879·7	11·8	859·5	7·6	23·5	835·9	821·2	7·3	353·7	Aug 13
1,880·8	11·8	51·2	1,829·6	1,849·1	11·6	859·4	7·6	37·9	821·4	799·4	7·1	342·1	Sept 10
1,813·4	11·4	45·6	1,767·8	1,809·8	11·3	813·3	7·2	34·9	778·4	781·1	6·9	329·2	Oct 8
1,777·3	11·1	37·8	1,739·4	1,766·1	11·1	787·3	7·0	29·4	757·9	764·0	6·8	318·5	Nov 12
1,789·9	11·2	34·7	1,755·2	1,737·6	10·9	785·3	7·0	27·1	758·2	756·6	6·7	320·6	Dec 10
1,803·3	11·3	34·3	1,769·0	1,696·9	10·6	797·1	7·1	26·8	770·3	749·4	6·7	323·5	Jan 14 1988
1,764·0	11·1	31·3	1,732·7	1,671·4	10·5	781·8	6·9	24·6	757·3	744·0	6·6	317·3	Feb 11
1,716·6	10·8	28·4	1,688·2	1,652·7	10·4	757·9	6·7	22·3	735·6	734·7	6·5	309·3	Mar 10
1,678·9	10·5	31·0	1,648·0	1,617·3	10·1	738·8	6·6	24·0	714·7	719·2	6·4	302·5	Apr 14
1,606·8	10·1	28·7	1,578·1	1,593·1	10·0	703·9	6·3	22·3	681·5	705·7	6·3	288·3	May 12*

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATON†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent working population†	Change since previous month	Average change over 3 months ended		
SOUTH EAST														
1984 } Annual	**747·5**	511·0	236·5	20·1	**8·4**	9·7	6·5	727·3	711·8	8·0			489·8	222·1
1985 } averages	**782·4**	527·1	255·2	17·0	**8·6**	9·9	6·9	765·4	748·8	8·3			507·3	241·6
1986 } averages	**784·7**	524·7	260·0	14·6	**8·6**	9·9	6·8	770·1	768·4	8·4			515·6	252·8
1987 } averages	**680·5**	460·8	219·7	9·6	**7·4**	8·6	5·6	671·0	670·9	7·3			455·6	215·3
1987 May 14	**690·9**	469·3	221·6	9·5	**7·5**	8·8	5·7	681·4	692·8	7·5	−15·8	−11·6	468·7	224·1
June 11	**669·4**	455·4	214·0	8·9	**7·2**	8·5	5·5	660·5	681·3	7·4	−11·5	−11·6	462·1	219·2
July 9	**670·8**	454·0	216·9	8·5	**7·3**	8·5	5·6	662·4	668·0	7·2	−13·3	−13·5	454·9	213·1
Aug 13	**665·6**	447·6	218·1	7·6	**7·2**	8·4	5·6	658·0	654·3	7·1	−13·7	−12·8	447·1	207·2
Sept 10	**653·3**	440·7	212·6	10·4	**7·1**	8·2	5·5	642·9	639·8	6·9	−14·5	−13·8	438·6	201·2
Oct 8	**624·5**	423·4	201·1	10·6	**6·8**	7·9	5·2	614·0	623·4	6·7	−16·4	−14·9	427·9	195·5
Nov 12	**603·1**	410·3	192·8	9·1	**6·5**	7·7	5·0	594·0	603·9	6·5	−19·5	−16·8	414·1	189·8
Dec 10	**603·5**	411·8	191·7	8·5	**6·5**	7·7	4·9	595·0	590·8	6·4	−13·1	−16·3	403·7	187·1
1988 Jan 14	**597·6**	407·7	189·9	7·6	**6·5**	7·6	4·9	590·0	572·9	6·2	−17·9	−16·8	389·5	183·4
Feb 11	**586·9**	400·0	187·0	6·9	**6·3**	7·5	4·8	580·0	564·2	6·1	−8·7	−13·2	382·7	181·5
Mar 10	**570·4**	389·4	181·0	6·1	**6·2**	7·3	4·7	564·3	556·7	6·0	−7·5	−11·4	377·7	179·0
Apr 14	**549·7**	374·8	174·9	6·1	**5·9**	7·0	4·5	543·6	538·5	5·8	−18·2	−11·5	364·8	173·7
May 12*	**523·1**	357·2	165·8	5·8	**5·7**	6·7	4·3	517·3	528·5	5·7	−10·0	−11·9	358·7	169·8
GREATER LONDON (included in South East)														
1984 } Annual	**380·6**	265·4	115·2	10·2	**9·0**	10·5	6·9	370·4	362·1	8·6			254·2	107·9
1985 } averages	**402·5**	278·4	124·1	8·6	**9·4**	10·9	7·3	393·8	385·0	9·0			267·9	117·2
1986 } averages	**407·1**	280·9	126·1	7·4	**9·5**	11·1	7·3	399·7	398·8	9·3			276·3	122·6
1987 } averages	**363·8**	254·4	109·4	5·2	**8·5**	10·0	6·3	358·6	358·6	8·4			251·6	107·0
1987 May 14	**368·9**	258·6	110·3	5·1	**8·6**	10·2	6·3	363·8	368·5	8·6	−5·0	−4·4	257·6	110·9
June 11	**361·4**	254·0	107·4	4·9	**8·4**	10·0	6·2	356·4	362·9	8·5	−5·6	−4·9	254·2	108·7
July 9	**362·9**	253·8	109·1	4·8	**8·5**	10·0	6·3	358·1	357·3	8·3	−5·6	−5·4	251·3	106·0
Aug 13	**361·2**	251·5	109·7	4·4	**8·4**	9·9	6·3	356·8	351·0	8·2	−6·3	−5·8	247·8	103·2
Sept 10	**355·5**	248·1	107·4	5·4	**8·3**	9·8	6·2	350·1	344·7	8·0	−6·3	−6·1	244·0	100·7
Oct 8	**341·3**	239·4	101·9	5·6	**8·0**	9·4	5·8	335·7	338·4	7·9	−6·3	−6·3	239·5	98·9
Nov 12	**330·7**	232·6	98·2	5·1	**7·7**	9·2	5·6	325·6	331·0	7·7	−7·4	−6·7	234·1	96·9
Dec 10	**332·2**	233·9	98·3	4·9	**7·8**	9·2	5·6	327·3	326·2	7·6	−4·8	−6·2	230·4	95·8
1988 Jan 14	**325·3**	229·1	96·2	4·4	**7·6**	9·0	5·5	320·9	318·6	7·4	−7·6	−6·6	224·3	94·3
Feb 11	**324·3**	228·1	96·2	4·1	**7·6**	9·0	5·5	320·1	318·0	7·4	−0·6	−4·3	223·6	94·4
Mar 10	**319·9**	225·4	94·5	3·8	**7·5**	8·9	5·4	316·1	315·8	7·4	−2·2	−3·5	221·9	93·9
Apr 14	**311·2**	219·1	92·1	3·6	**7·3**	8·6	5·3	307·6	306·5	7·2	−9·3	−4·0	215·1	91·4
May 12*	**299·9**	211·5	88·4	3·4	**7·0**	8·3	5·1	296·5	300·9	7·0	−5·6	−5·7	211·3	89·6
EAST ANGLIA														
1984 } Annual	**77·4**	52·0	25·3	2·2	**8·6**	9·5	7·3	75·2	73·9	8·2			50·1	23·8
1985 } averages	**81·3**	53·2	28·1	2·0	**8·8**	9·3	7·7	79·3	77·9	8·3			51·3	26·6
1986 } averages	**83·4**	53·9	29·5	1·9	**8·7**	9·2	7·9	81·5	81·4	8·5			52·8	28·6
1987 } averages	**72·5**	47·4	25·1	1·2	**7·2**	7·8	6·2	71·3	71·4	8·5			46·8	24·5
1987 May 14	**75·1**	49·5	25·6	1·2	**7·5**	8·2	6·4	73·9	74·0	7·4	−2·0	−1·3	48·7	25·3
June 11	**71·3**	46·9	24·4	1·1	**7·1**	7·7	6·1	70·2	72·9	7·2	−1·1	−1·4	48·0	24·9
July 9	**70·0**	45·6	24·4	1·0	**7·0**	7·5	6·1	69·0	71·3	7·1	−1·6	−1·6	46·9	24·4
Aug 13	**68·3**	44·2	24·1	0·9	**6·8**	7·3	6·0	67·4	69·8	6·9	−1·8	−1·5	46·0	23·8
Sept 10	**67·2**	43·4	23·8	1·4	**6·7**	7·2	5·9	65·8	68·1	6·8	−1·8	−1·7	44·9	23·2
Oct 8	**64·2**	41·5	22·7	1·4	**6·4**	6·8	5·6	62·8	65·7	6·5	−2·4	−2·0	43·2	22·5
Nov 12	**62·3**	40·3	22·0	1·1	**6·2**	6·7	5·5	61·2	62·7	6·2	−3·0	−2·4	41·0	21·7
Dec 10	**63·1**	41·1	22·0	1·0	**6·3**	6·8	5·5	62·1	61·3	6·1	−1·4	−2·3	39·9	21·4
1988 Jan 14	**64·6**	41·8	22·8	0·9	**6·4**	6·9	5·7	63·7	59·6	5·9	−1·7	−2·0	38·3	21·3
Feb 11	**63·5**	41·4	22·1	0·9	**6·3**	6·9	5·5	62·6	58·3	5·8	−1·3	−1·5	37·5	20·8
Mar 10	**60·7**	39·5	21·2	0·8	**6·0**	6·5	5·3	59·9	57·2	5·7	−1·1	−1·4	36·8	20·4
Apr 14	**58·3**	37·8	20·5	0·9	**5·8**	6·3	5·1	57·4	55·4	5·5	−1·8	−1·4	35·5	19·9
May 12*	**55·1**	35·5	19·6	0·8	**5·5**	5·9	4·9	54·3	54·4	5·4	−1·0	−1·3	34·9	19·5
SOUTH WEST														
1984 } Annual	**193·7**	127·2	66·5	5·0	**9·8**	10·8	8·3	188·7	184·6	9·3			121·9	62·7
1985 } averages	**204·9**	132·8	72·2	4·6	**10·1**	11·0	8·7	200·4	196·1	9·7			127·6	68·4
1986 } averages	**205·7**	131·6	74·2	4·2	**10·1**	10·9	8·8	201·6	201·1	9·8			129·0	72·1
1987 } averages	**178·9**	115·0	63·9	2·7	**8·7**	9·6	7·4	176·3	176·3	8·5			113·5	62·7
1987 May 14	**178·6**	115·6	63·0	2·7	**8·7**	9·6	7·3	175·9	180·8	8·8	−5·9	−3·4	116·2	64·6
June 11	**169·7**	109·7	60·0	2·5	**8·2**	9·1	7·0	167·2	179·2	8·7	−1·6	−2·9	115·2	64·0
July 9	**170·0**	109·2	60·5	2·2	**8·2**	9·1	7·0	167·5	175·9	8·5	−3·3	−3·6	113·5	62·4
Aug 13	**168·9**	107·6	61·3	1·9	**8·2**	8·9	7·1	167·0	172·7	8·4	−3·2	−2·7	111·3	61·4
Sept 10	**168·2**	107·4	60·8	3·1	**8·2**	8·9	7·1	165·2	167·7	8·1	−5·0	−3·8	108·6	59·1
Oct 8	**163·3**	104·6	58·7	3·0	**7·9**	8·7	6·8	160·3	162·9	7·9	−4·8	−4·3	105·7	57·2
Nov 12	**162·8**	104·2	58·6	2·5	**7·9**	8·7	6·8	160·3	158·8	7·7	−4·1	−4·6	102·8	56·0
Dec 10	**165·2**	106·4	58·8	2·3	**8·0**	8·8	6·8	162·8	156·7	7·6	−2·1	−3·7	101·2	55·5
1988 Jan 14	**167·6**	107·7	59·9	2·2	**8·1**	8·9	7·0	165·5	154·2	7·5	−2·5	−2·9	99·0	55·2
Feb 11	**163·3**	104·8	58·5	2·0	**7·9**	8·7	6·8	161·3	151·8	7·4	−2·4	−2·3	97·2	54·6
Mar 10	**156·0**	100·1	55·8	1·8	**7·6**	8·3	6·5	154·2	148·8	7·2	−3·0	−2·6	95·2	53·6
Apr 14	**148·9**	95·8	53·1	1·9	**7·2**	8·0	6·2	147·1	145·3	7·0	−3·5	−3·0	92·6	52·7
May 12*	**139·7**	89·9	49·8	1·7	**6·8**	7·5	5·8	138·0	142·7	6·9	−2·6	−3·0	91·0	51·7

See footnotes to *table 2·1*.

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent working population†	Change since previous month	Average change over 3 months ended		
WEST MIDLANDS														
1984 } Annual	**345·4**	243·0	102·4	12·8	**13·7**	15·7	10·6	332·6	329·3	13·1			233·9	95·3
1985 } averages	**349·7**	243·1	106·6	12·1	**13·7**	15·6	10·7	337·6	334·1	13·1			234·5	99·6
1986 } averages	**346·7**	238·6	108·0	11·7	**13·5**	15·3	10·6	334·9	334·6	13·0			232·1	102·5
1987 } averages	**305·9**	211·1	94·8	7·7	**11·8**	13·5	9·2	297·6	297·6	11·5			206·7	90·9
1987 May 14	**310·5**	215·5	95·0	8·5	**12·0**	13·8	9·2	302·1	305·8	11·8	−7·2	−4·5	212·4	93·4
June 11	**303·3**	210·4	92·9	8·0	**11·7**	13·5	9·0	295·3	302·2	11·6	−3·6	−4·6	210·1	92·1
July 9	**302·1**	208·2	94·0	7·4	**11·6**	13·4	9·1	294·8	296·4	11·4	−5·8	−5·5	206·0	90·4
Aug 13	**297·6**	204·2	93·5	6·4	**11·5**	13·1	9·0	291·2	290·7	11·2	−5·7	−5·0	202·1	88·6
Sept 10	**299·3**	204·3	95·0	10·2	**11·5**	13·1	9·2	289·2	284·2	11·0	−6·5	−6·0	198·0	86·2
Oct 8	**285·6**	195·9	89·7	9·5	**11·0**	12·6	8·7	276·1	278·4	10·7	−5·8	−6·0	193·8	84·6
Nov 12	**275·5**	189·4	86·0	8·1	**10·6**	12·2	8·3	267·4	272·0	10·5	−6·4	−6·2	188·7	83·3
Dec 10	**275·3**	189·6	85·6	7·4	**10·6**	12·2	8·3	267·9	268·5	10·4	−3·5	−5·2	185·8	82·7
1988 Jan 14	**276·0**	189·8	86·2	6·7	**10·6**	12·2	8·3	269·3	262·5	10·1	−6·0	−5·3	180·7	81·8
Feb 11	**269·4**	185·1	84·3	6·2	**10·4**	11·9	8·1	263·3	258·1	9·9	−4·4	−4·6	177·2	80·9
Mar 10	**262·0**	179·6	82·5	5·6	**10·1**	11·5	8·0	256·5	254·5	9·8	−3·6	−4·7	174·3	80·2
Apr 14	**255·9**	174·8	81·2	6·1	**9·9**	11·2	7·8	249·8	249·0	9·6	−5·5	−4·5	170·0	79·0
May 12*	**244·8**	167·4	77·4	5·8	**9·4**	10·7	7·5	239·0	243·2	9·4	−5·8	−5·0	166·3	76·9
EAST MIDLANDS														
1984 } Annual	**194·4**	134·1	60·3	6·0	**10·7**	12·2	8·4	188·4	186·1	10·2			129·2	56·9
1985 } averages	**202·3**	136·9	65·3	6·2	**10·7**	12·0	8·7	196·1	193·6	10·3			131·8	61·8
1986 } averages	**202·8**	136·0	66·8	6·2	**10·6**	11·9	8·7	196·5	196·3	10·3			132·2	64·1
1987 } averages	**183·9**	125·2	58·7	4·1	**9·6**	11·0	7·5	179·8	179·8	9·4			122·8	57·0
1987 May 14	**187·1**	127·8	59·3	4·4	**9·7**	11·2	7·6	182·7	184·6	9·6	−4·7	−2·2	125·9	58·7
June 11	**181·6**	124·1	57·6	4·0	**9·5**	10·9	7·4	177·6	182·8	9·5	−1·8	−2·2	125·0	57·8
July 9	**181·6**	123·2	58·4	3·7	**9·4**	10·8	7·5	177·9	179·8	9·4	−3·0	−3·2	123·2	56·6
Aug 13	**178·0**	120·0	58·0	3·2	**9·3**	10·5	7·4	174·9	176·3	9·2	−3·5	−2·8	120·9	55·4
Sept 10	**177·5**	119·9	57·6	5·0	**9·2**	10·5	7·4	172·5	173·1	9·0	−3·2	−3·2	119·2	53·9
Oct 8	**169·2**	115·1	54·1	4·5	**8·8**	10·1	6·9	164·7	169·1	8·8	−4·0	−3·6	116·6	52·5
Nov 12	**165·0**	113·1	51·9	3·8	**8·6**	9·9	6·7	161·3	165·2	8·6	−3·9	−3·7	113·8	51·4
Dec 10	**166·5**	114·7	51·8	3·4	**8·6**	10·0	6·6	163·1	163·1	8·5	−2·1	−3·3	112·2	50·9
1988 Jan 14	**169·8**	116·8	53·1	3·2	**8·8**	10·2	6·8	166·7	159·5	8·3	−3·6	−3·2	109·3	50·2
Feb 11	**166·9**	114·9	52·0	2·9	**8·7**	10·1	6·7	164·0	158·2	8·2	−1·3	−2·3	108·0	50·2
Mar 10	**162·0**	111·6	50·4	2·6	**8·4**	9·8	6·5	159·4	156·2	8·1	−2·0	−2·3	106·8	49·4
Apr 14	**160·2**	110·9	49·3	2·9	**8·3**	9·7	6·3	157·3	153·9	8·0	−2·3	−1·9	105·8	48·1
May 12*	**152·6**	105·5	47·1	2·8	**7·9**	9·2	6·0	149·8	151·8	7·9	−2·1	−2·1	104·6	47·2
YORKSHIRE AND HUMBERSIDE														
1984 } Annual	**291·8**	204·8	87·0	12·6	**12·8**	14·8	9·7	279·2	275·6	12·1			195·6	80·1
1985 } averages	**305·8**	212·9	92·9	13·3	**13·1**	15·3	9·9	292·5	288·8	12·4			203·1	85·7
1986 } averages	**315·9**	220·1	95·8	14·2	**13·5**	15·7	10·1	301·7	301·3	12·9			211·8	89·6
1987 } averages	**286·0**	201·2	84·8	9·7	**12·1**	14·5	8·8	276·3	276·6	11·8			196·0	80·6
1987 May 14	**289·8**	205·0	84·8	10·6	**12·3**	14·8	8·8	279·2	281·7	12·0	−8·4	−3·4	200·0	81·7
June 11	**282·9**	199·8	83·1	9·7	**12·1**	14·4	8·7	273·2	281·5	12·0	−0·2	−4·0	199·3	82·2
July 9	**281·8**	197·8	83·9	8·7	**12·0**	14·2	8·7	273·0	276·2	11·8	−4·7	−4·6	196·1	80·1
Aug 13	**275·9**	192·5	83·4	7·5	**11·8**	13·9	8·7	268·4	271·6	11·6	−4·6	−3·4	192·7	78·9
Sept 10	**280·1**	195·0	85·1	12·9	**11·9**	14·0	8·9	267·2	266·9	11·4	−4·7	−4·9	189·8	77·1
Oct 8	**266·9**	187·0	79·9	11·0	**11·4**	13·5	8·3	255·8	261·3	11·1	−5·6	−5·0	185·6	75·7
Nov 12	**261·7**	184·3	77·4	9·2	**11·1**	13·3	8·1	252·5	256·3	10·9	−5·0	−5·1	182·0	74·3
Dec 10	**262·5**	185·6	76·9	8·3	**11·2**	13·4	8·0	254·2	253·1	10·8	−3·2	−4·6	179·4	73·7
1988 Jan 14	**266·0**	187·7	78·3	7·5	**11·3**	13·5	8·2	258·5	248·8	10·6	−4·3	−4·2	175·6	73·2
Feb 11	**260·6**	183·6	77·0	6·8	**11·1**	13·2	8·0	253·7	245·8	10·5	−3·0	−3·5	173·0	72·8
Mar 10	**254·8**	179·6	75·2	6·2	**10·9**	12·9	7·8	248·6	243·8	10·4	−2·0	−3·1	171·6	72·2
Apr 14	**252·1**	177·9	74·1	7·7	**10·7**	12·8	7·7	244·3	241·0	10·3	−2·7	−2·6	169·9	71·1
May 12	**242·1**	171·0	71·1	7·1	**10·3**	12·3	7·4	235·0	237·9	10·1	−3·1	−2·6	168·2	69·7
NORTH WEST														
1984 } Annual	**443·0**	313·3	129·7	16·0	**14·7**	17·7	10·5	427·0	422·1	14·0			301·0	121·1
1985 } averages	**452·0**	317·1	134·9	16·1	**14·9**	17·8	10·7	435·9	430·7	14·2			304·5	126·1
1986 } averages	**448·3**	313·2	135·1	15·3	**14·9**	17·9	10·7	433·0	432·4	14·4			304·0	128·4
1987 } averages	**403·3**	284·3	119·0	10·5	**13·6**	16·6	9·5	392·8	392·8	13·2			278·3	114·6
1987 May 14	**407·9**	289·0	118·9	10·8	**13·7**	16·9	9·4	397·1	401·0	13·5	−9·8	−5·1	284·0	117·0
June 11	**398·9**	282·6	116·3	10·1	**13·4**	16·5	9·2	388·8	398·9	13·4	−2·1	−4·7	282·5	116·4
July 9	**398·7**	280·7	118·0	9·2	**13·4**	16·4	9·4	389·5	391·3	13·2	−7·6	−6·5	277·6	113·7
Aug 13	**392·8**	275·7	117·0	8·0	**13·2**	16·1	9·3	384·7	385·5	13·0	−5·8	−5·2	273·6	111·9
Sept 10	**395·8**	276·9	118·9	13·3	**13·3**	16·1	9·4	382·5	379·1	12·7	−6·4	−6·6	269·5	109·6
Oct 8	**377·7**	266·0	111·7	12·4	**12·7**	15·5	8·9	365·4	372·0	12·5	−7·1	−6·4	264·5	107·5
Nov 12	**369·3**	261·2	108·0	10·4	**12·4**	15·2	8·6	358·9	364·1	12·2	−7·9	−7·1	259·0	105·1
Dec 10	**371·1**	263·1	107·9	9·6	**12·5**	15·3	8·6	361·4	360·6	12·1	−3·5	−6·2	256·2	104·4
1988 Jan 14	**375·6**	265·0	110·6	8·9	**12·6**	15·5	8·8	366·8	356·1	12·0	−4·5	−5·3	252·2	103·9
Feb 11	**367·3**	259·4	107·9	8·2	**12·4**	15·1	8·6	359·1	351·2	11·8	−4·9	−4·3	248·5	102·7
Mar 10	**358·1**	253·5	104·6	7·5	**12·0**	14·8	8·3	350·6	347·6	11·7	−3·6	−4·3	246·2	101·4
Apr 14	**352·6**	249·4	103·2	8·5	**11·9**	14·5	8·2	344·1	341·0	11·5	−6·6	−5·0	241·4	99·6
May 12*	**340·3**	241·1	99·2	8·2	**11·4**	14·1	7·9	332·1	336·1	11·3	−4·9	−5·0	237·8	98·3

See footnotes to *table 2·1*.

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
									Seasonally adjusted					
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Number	Per cent working population†	Change since previous month	Average change over 3 months ended	Male	Female
NORTH														
1984 } Annual	**230·4**	165·8	64·6	9·8	**16·6**	19·6	11·8	220·7	218·8	15·7			159·0	59·8
1985 } averages	**237·6**	169·3	68·4	10·4	**16·6**	19·7	12·1	227·2	225·2	15·8			161·9	63·3
1986 }	**234·9**	167·3	67·6	9·4	**16·3**	19·5	11·6	225·6	225·4	15·7			161·8	63·6
1987 }	**213·1**	155·1	58·0	6·1	**14·9**	18·3	10·1	207·0	207·0	14·5			151·4	55·6
1987 May 14	**216·6**	159·3	57·3	6·3	**15·2**	18·8	9·9	210·3	211·9	14·9	−4·2	−1·9	155·7	56·2
June 11	**210·8**	154·6	56·2	5·7	**14·8**	18·2	9·7	205·2	210·1	14·7	−1·8	−2·0	154·2	55·9
July 9	**208·8**	151·9	56·8	5·2	**14·6**	17·9	9·8	203·6	206·3	14·5	−3·8	−3·3	151·3	55·0
Aug 13	**204·9**	148·0	56·9	4·6	**14·4**	17·4	9·8	200·2	203·3	14·3	−3·0	−2·9	148·6	54·7
Sept 10	**211·2**	151·7	59·5	9·4	**14·8**	17·9	10·3	201·8	200·9	14·1	−2·4	−3·1	147·3	53·6
Oct 8	**201·8**	146·4	55·4	7·4	**14·2**	17·3	9·6	194·4	197·5	13·9	−3·4	−2·9	144·8	52·7
Nov 12	**198·1**	144·4	53·7	6·1	**13·9**	17·0	9·3	192·0	193·5	13·6	−4·0	−3·3	142·0	51·5
Dec 10	**198·0**	144·7	53·3	5·4	**13·9**	17·0	9·2	192·6	191·4	13·4	−2·1	−3·2	140·3	51·1
1988 Jan 14	**200·9**	146·4	54·5	4·9	**14·1**	17·3	9·4	196·0	188·5	13·2	−2·9	−3·0	137·5	51·0
Feb 11	**196·6**	142·9	53·8	4·5	**13·8**	16·8	9·3	192·1	187·6	13·2	−0·9	−2·0	136·4	51·2
Mar 10	**192·9**	140·4	52·5	4·1	**13·5**	16·5	9·1	188·7	186·6	13·1	−1·0	−1·6	135·6	51·0
Apr 14	**190·8**	139·0	51·7	5·2	**13·4**	16·4	9·0	185·6	183·2	12·8	−3·4	−1·8	133·2	50·0
May 12*	**183·3**	133·6	49·7	4·8	**12·9**	15·7	8·6	178·5	180·4	12·7	−2·8	−2·4	131·1	49·3
WALES														
1984 } Annual	**173·3**	123·2	50·1	6·8	**14·4**	16·6	10·8	166·6	164·7	13·6			118·2	46·6
1985 } averages	**180·6**	127·7	52·9	6·8	**14·9**	17·2	11·4	173·8	171·9	14·2			122·6	49·3
1986 }	**179·0**	126·1	52·9	6·2	**14·9**	17·0	11·4	172·9	172·7	14·4			122·4	50·3
1987 }	**157·0**	111·8	45·2	4·2	**13·3**	15·8	9·6	152·8	152·7	13·0			109·2	43·5
1987 May 14	**157·8**	112·7	45·1	4·6	**13·4**	16·0	9·6	153·1	155·4	13·2	−3·2	−2·0	110·8	44·6
June 11	**151·5**	108·3	43·1	4·1	**12·9**	15·4	9·1	147·4	154·1	13·1	−1·3	−1·7	109·9	44·2
July 9	**152·1**	108·1	44·0	3·6	**12·9**	15·3	9·3	148·5	152·3	12·9	−1·8	−2·1	108·9	43·4
Aug 13	**150·5**	106·6	43·9	3·2	**12·8**	15·1	9·3	147·3	150·8	12·8	−2·3	−1·8	108·2	42·6
Sept 10	**155·0**	109·4	45·6	6·3	**13·2**	15·5	9·7	148·7	148·5	12·6	−3·2	−2·4	107·0	41·5
Oct 8	**148·1**	105·4	42·6	5·1	**12·6**	14·9	9·0	142·9	145·2	12·3	−3·3	−2·9	104·7	40·5
Nov 12	**145·5**	104·2	41·3	4·0	**12·4**	14·8	8·8	141·5	142·4	12·1	−2·8	−3·1	102·7	39·7
Dec 10	**146·1**	104·7	41·4	3·6	**12·4**	14·8	8·8	142·5	140·2	11·9	−2·2	−2·8	100·9	39·3
1988 Jan 14	**148·5**	106·1	42·3	3·5	**12·6**	15·0	9·0	145·0	138·0	11·7	−2·2	−2·4	**98·8**	39·2
Feb 11*	**145·5**	103·6	41·8	3·1	**12·4**	14·7	8·9	142·4	136·8	11·6	−1·2	−1·9	**97·4**	39·4
Mar 10	**141·4**	101·1	40·4	2·8	**12·0**	14·3	8·6	138·6	136·0	11·6	−0·8	−1·4	**96·9**	39·1
Apr 14	**140·1**	100·2	39·9	3·8	**11·9**	14·2	8·5	136·2	134·5	11·4	−1·5	−1·2	**95·9**	38·6
May 12*	**133·0**	95·2	37·8	3·3	**11·3**	13·5	8·0	129·6	132·2	11·2	−2·3	−1·5	**94·2**	38·0
SCOTLAND														
1984 } Annual	**341·6**	235·2	106·4	18·4	**14·0**	16·3	10·6	323·2	319·0	13·0			**221·9**	97·1
1985 } averages	**353·0**	243·6	109·3	17·3	**14·2**	16·7	10·7	335·7	331·2	13·4			**230·4**	100·8
1986 }	**359·8**	248·1	111·8	17·9	**14·6**	17·0	11·0	341·9	341·5	13·8			**237·1**	104·4
1987 }	**345·8**	241·9	103·8	15·2	**14·1**	17·0	10·1	330·6	330·6	13·5			**233·0**	97·6
1987 May 14	**346·1**	244·3	101·8	14·4	**14·1**	17·2	9·9	331·8	336·8	13·6	−9·1	−4·8	**237·8**	99·0
June 11	**340·3**	239·6	100·7	13·4	**13·9**	16·8	9·8	326·9	333·9	13·5	−2·8	−4·8	**235·5**	98·4
July 9	**342·8**	237·7	105·1	12·7	**14·0**	16·7	10·3	330·1	330·7	13·4	−2·8	−4·9	**232·9**	97·8
Aug 13	**336·1**	232·7	103·4	11·2	**13·7**	16·3	10·1	324·8	326·2	13·2	−4·5	−3·4	**229·4**	96·8
Sept 10	**332·7**	232·1	100·6	17·3	**13·6**	16·3	9·8	315·4	320·3	12·9	−5·9	−4·4	**226·4**	93·9
Oct 8	**325·5**	228·2	97·2	15·5	**13·3**	16·0	9·5	310·0	315·5	12·7	−4·8	−5·1	**223·2**	92·3
Nov 12	**321·5**	225·8	95·7	13·1	**13·1**	15·9	9·3	308·4	311·3	12·6	−4·2	−5·0	**220·2**	91·1
Dec 10	**324·0**	228·2	95·8	12·3	**13·2**	16·0	9·3	311·7	308·7	12·6	−2·6	−3·9	**218·2**	90·5
1988 Jan 14	**333·7**	234·3	99·4	15·7	**13·6**	16·5	9·7	318·0	306·2	12·5	−2·5	−3·1	**216·0**	90·2
Feb 11	**326·0**	228·5	97·5	14·5	**13·3**	16·0	9·5	311·5	303·4	12·4	−2·8	−2·6	**213·5**	89·9
Mar 10	**316·3**	222·0	94·4	13·3	**12·9**	15·6	9·2	303·1	300·1	12·3	−3·3	−2·9	**211·6**	88·5
Apr 14	**309·1**	218·2	90·9	11·8	**12·6**	15·3	8·9	297·3	294·9	12·0	−5·2	−3·8	**208·4**	86·5
May 12*	**296·8**	210·4	86·4	10·8	**12·1**	14·8	8·4	286·1	291·3	11·9	−3·6	−4·0	**206·2**	85·1
NORTHERN IRELAND														
1984 } Annual	**121·4**	87·7	33·7	3·3	**17·7**	21·0	12·5	118·1	112·6	16·4			**82·3**	30·3
1985 } averages	**121·8**	88·0	33·8	2·4	**17·6**	21·0	12·4	119·4	115·2	16·7			**84·0**	31·2
1986 }	**127·8**	92·9	34·9	2·4	**18·6**	22·4	12·9	125·4	125·3	18·3			**91·4**	33·9
1987 }	**126·5**	92·0	34·5	2·1	**18·4**	22·2	12·7	124·4	124·4	18·3			**90·7**	33·7
1987 May 14	**126·1**	92·3	33·8	2·1	**18·5**	22·4	12·5	124·0	126·1	18·5	0·1	—	**91·8**	34·3
June 11	**125·6**	91·5	34·1	1·9	**18·4**	22·2	12·6	123·7	125·5	18·4	−0·6	—	**91·4**	34·1
July 9	**127·9**	92·0	35·9	1·7	**18·8**	22·4	13·3	126·2	125·2	18·4	−0·3	−0·3	**91·2**	34·0
Aug 13	**127·3**	91·3	36·0	1·6	**18·7**	22·2	13·4	125·7	124·6	18·3	−0·6	−0·5	**90·7**	33·9
Sept 10	**130·0**	92·9	37·0	3·3	**19·1**	22·6	13·7	126·7	123·7	18·2	−0·9	−0·6	**90·2**	33·5
Oct 8	**124·7**	90·2	34·5	2·8	**18·3**	21·9	12·8	121·9	122·7	18·0	−1·0	−0·8	**89·7**	33·0
Nov 12	**121·0**	88·6	32·4	2·2	**17·8**	21·5	12·0	118·8	120·7	17·7	−2·0	−1·3	**88·6**	32·1
Dec 10	**120·6**	88·8	31·8	1·9	**17·7**	21·6	11·8	118·7	119·7	17·6	−1·0	−1·3	**87·7**	32·0
1988 Jan 14	**121·8**	89·4	32·3	1·7	**17·9**	21·7	12·0	120·0	118·4	17·4	−1·3	−1·4	**86·6**	31·8
Feb 11	**119·6**	88·1	31·5	1·5	**17·6**	21·4	11·7	118·0	117·2	17·2	−1·2	−1·2	**85·6**	31·6
Mar 10	**117·5**	86·5	31·0	1·4	**17·3**	21·0	11·5	116·1	116·6	17·1	−0·6	−1·0	**84·9**	31·7
Apr 14	**118·3**	86·8	31·5	1·9	**17·4**	21·1	11·7	116·3	116·6	17·1	0·0	−0·6	**85·0**	31·6
May 12*	**116·2**	85·2	30·9	1·6	**17·1**	20·7	11·5	114·5	116·7	17·1	0·1	−0·2	**84·9**	31·8

See footnotes to *table 2·1*.

Unemployment in regions by assisted area status† and in travel-to-work areas* at May 12, 1988

	Male	Female	All	Rate †per cent employees and unemployed
ASSISTED REGIONS‡				
South West				
Development Areas	6,716	3,460	10,176	16·3
Intermediate Areas	13,599	7,237	20,836	11·4
Unassisted	69,557	39,112	108,669	7·2
All	**89,872**	**49,809**	**139,681**	**7·9**
West Midlands				
Intermediate Areas	136,527	59,763	196,290	11·7
Unassisted	30,878	17,591	48,469	7·2
All	**167,405**	**77,354**	**244,759**	**10·4**
East Midlands				
Development Areas	1,516	906	2,422	9·9
Intermediate Areas	1,127	493	1,620	13·2
Unassisted	102,881	45,717	148,598	8·9
All	**105,524**	**47,116**	**152,640**	**8·9**
Yorkshire and Humberside				
Development Areas	19,842	7,344	27,186	16·5
Intermediate Areas	89,031	35,022	124,053	13·1
Unassisted	62,145	28,729	90,874	9·3
All	**171,018**	**71,095**	**242,113**	**11·6**
North West				
Development Areas	108,417	41,394	149,811	16·6
Intermediate Areas	71,949	29,481	101,430	11·3
Unassisted	60,721	28,316	89,037	10·3
All	**241,087**	**99,191**	**340,278**	**12·8**
North				
Development Areas	108,506	38,014	146,520	15·8
Intermediate	14,548	5,624	20,172	12·1
Unassisted	10,560	6,054	16,614	7·9
All	**133,614**	**49,692**	**183,306**	**14·1**
Wales				
Development Areas	38,181	14,741	52,922	15·0
Intermediate Areas	49,570	19,135	68,705	12·5
Unassisted	7,407	3,928	11,335	9·8
All	**95,158**	**37,804**	**132,962**	**13·1**
Scotland				
Development Areas	126,489	47,837	174,326	15·8
Intermediate Areas	33,181	14,872	48,053	15·0
Unassisted	50,720	23,722	74,442	9·3
All	**210,390**	**86,431**	**296,821**	**13·3**
UNASSISTED REGIONS				
South East	357,243	165,809	523,052	6·4
East Anglia	35,525	19,581	55,106	6·4
GREAT BRITAIN				
Development Areas	409,667	153,696	563,363	15·9
Intermediate Areas	409,532	171,627	581,159	12·2
Unassisted	787,637	378,559	1,166,196	7·4
All	**1,606,836**	**703,882**	**2,310,718**	**9·6**
Northern Ireland	**85,216**	**30,940**	**116,156**	**19·0**
United Kingdom	**1,692,052**	**734,822**	**2,426,874**	**9·8**
TRAVEL TO WORK AREAS*				
England				
Accrington and Rossendale	3,082	1,616	4,698	10·3
Alfreton and Ashfield	4,669	1,545	6,214	9·8
Alnwick and Amble	1,279	520	1,799	15·1
Andover	620	472	1,092	3·7
Ashford	1,288	801	2,089	6·2
Aylesbury and Wycombe	3,154	1,888	5,042	3·0
Banbury	1,011	611	1,622	6·4
Barnsley	10,054	3,250	13,304	16·5
Barnstaple and Ilfracombe	1,599	889	2,488	10·4
Barrow-in-Furness	2,106	1,363	3,469	9·0
Basingstoke and Alton	1,305	777	2,082	2·8
Bath	2,315	1,373	3,688	6·1
Beccles and Halesworth	654	413	1,067	6·4
Bedford	2,481	1,435	3,916	4·9
Berwick-on-Tweed	612	291	903	9·0
Bicester	247	276	523	3·2
Bideford	824	406	1,230	13·3
Birmingham	62,662	26,662	89,324	11·6
Bishop Auckland	4,536	1,895	6,431	15·6
Blackburn	5,093	1,987	7,080	11·0
Blackpool	9,749	4,192	13,941	12·7
Blandford	279	201	480	5·4
Bodmin and Liskeard	1,557	912	2,469	11·3
Bolton and Bury	14,678	6,476	21,154	12·6
Boston	1,448	717	2,165	8·7
Bournemouth	5,014	2,222	7,236	7·5
Bradford	16,498	6,617	23,115	10·9
Bridgwater	1,661	1,041	2,702	8·8
Bridlington and Driffield	1,589	800	2,389	11·4
Bridport	352	199	551	6·4
Brighton	8,412	4,385	12,797	7·2
Bristol	16,232	8,254	24,486	7·6
Bude	435	260	695	12·6
Burnley	2,891	1,283	4,174	10·8
Burton-on-Trent	3,843	1,842	5,685	8·7
Bury St. Edmunds	782	570	1,352	4·1
Buxton	876	606	1,482	6·7
Calderdale	4,733	2,600	7,333	9·2
Cambridge	2,891	1,629	4,520	3·1
Canterbury	2,336	1,217	3,553	7·4
Carlisle	2,869	1,641	4,510	8·0
Castleford and Pontefract	5,506	2,124	7,630	14·2
Chard	338	200	538	6·1
Chelmsford and Braintree	2,597	1,811	4,408	4·4
Cheltenham	2,540	1,296	3,836	5·3
Chesterfield	7,041	2,580	9,621	12·4
Chichester	1,484	840	2,324	4·0
Chippenham	1,001	671	1,672	5·8
Cinderford and Ross-on-Wye	1,441	930	2,371	9·9
Cirencester	325	238	563	4·5
Clacton	1,704	792	2,496	12·7
Clitheroe	218	189	407	4·3
Colchester	2,723	1,856	4,579	6·2
Corby	1,516	906	2,422	9·9
Coventry and Hinckley	17,403	8,390	25,793	10·8
Crawley	2,662	1,446	4,108	2·2
Crewe	2,428	1,500	3,928	8·4
Cromer and North Walsham	1,029	577	1,606	8·8
Darlington	3,965	1,750	5,715	11·8
Dartmouth and Kingsbridge	453	253	706	9·0
Derby	10,222	4,297	14,519	9·1
Devizes	366	253	619	4·7
Diss	416	257	673	5·5
Doncaster	11,787	4,907	16,694	16·5
Dorchester and Weymouth	1,713	971	2,684	7·3
Dover and Deal	2,155	988	3,143	8·4
Dudley and Sandwell	22,371	9,840	32,211	11·9
Durham	5,145	1,992	7,137	10·7
Eastbourne	1,810	1,027	2,837	4·9
Evesham	782	630	1,412	4·7
Exeter	3,824	1,986	5,810	6·5
Fakenham	588	317	905	9·1
Falmouth	1,019	521	1,540	15·3
Folkestone	2,248	1,007	3,255	10·2
Gainsborough	1,127	493	1,620	13·2
Gloucester	2,820	1,456	4,276	6·2
Goole and Selby	2,096	1,204	3,300	11·9
Gosport and Fareham	2,354	1,726	4,080	7·2
Grantham	1,124	671	1,795	8·3
Great Yarmouth	3,793	1,815	5,608	12·1
Grimsby	7,372	2,794	10,166	12·4
Guildford and Aldershot	3,490	2,081	5,571	3·1
Harrogate	1,375	754	2,129	4·9
Hartlepool	6,025	1,890	7,915	19·7
Harwich	498	261	759	10·8
Hastings	2,688	1,284	3,972	7·8
Haverhill	357	308	665	4·4
Heathrow	21,622	10,874	32,496	4·8
Helston	665	458	1,123	16·4
Hereford and Leominster	2,212	1,305	3,517	7·9
Hertford and Harlow	6,230	3,482	9,712	4·0
Hexham	637	413	1,050	6·4
Hitchin and Letchworth	1,591	1,075	2,666	4·5
Honiton and Axminster	763	474	1,237	7·5
Horncastle and Market Rasen	796	512	1,308	11·3
Huddersfield	5,314	2,899	8,213	9·2
Hull	16,673	6,587	23,260	12·6
Huntingdon and St. Neots	1,226	1,027	2,253	4·8
Ipswich	3,572	2,059	5,631	5·0
Isle of Wight	3,085	1,695	4,780	9·8
Keighley	1,837	956	2,793	8·6
Kendal	632	426	1,058	4·6
Keswick	146	69	215	7·0
Kettering and Market Harborough	1,266	825	2,091	4·8
Kidderminster	2,144	1,345	3,489	8·7
King's Lynn and Hunstanton	2,466	1,362	3,828	8·5
Lancaster and Morecambe	3,926	1,737	5,663	11·5
Launceston	365	249	614	10·1
Leeds	21,800	9,055	30,855	9·0
Leek	378	251	629	4·9
Leicester	12,457	5,690	18,147	6·8
Lincoln	4,804	2,184	6,988	10·5
Liverpool	62,033	22,550	84,583	17·9
London	197,321	81,545	278,866	8·0
Loughborough and Coalville	2,671	1,306	3,977	6·4
Louth and Mablethorpe	1,199	568	1,767	13·4
Lowestoft	2,383	1,308	3,691	10·1
Ludlow	604	336	940	7·6
Macclesfield	1,751	1,097	2,848	5·3
Malton	223	164	387	5·3
Malvern and Ledbury	1,046	519	1,565	7·0
Manchester	59,457	23,341	82,798	11·2
Mansfield	6,909	2,211	9,120	14·6
Matlock	629	361	990	4·8
Medway and Maidstone	9,267	5,473	14,740	7·0
Melton Mowbray	690	561	1,251	6·0
Middlesbrough	17,440	5,612	23,052	18·0
Milton Keynes	3,374	1,788	5,162	6·1
Minehead	478	275	753	10·3
Morpeth and Ashington	5,438	1,882	7,320	14·2

2·4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at May 12, 1988

	Male	Female	All	Rate † per cent employees and unemployed
Newark	1,541	792	2,333	9·8
Newbury	714	418	1,132	3·2
Newcastle upon Tyne	38,033	13,538	51,571	13·6
Newmarket	707	635	1,342	5·2
Newquay	920	571	1,491	16·8
Newton Abbot	1,207	759	1,966	8·6
Northallerton	468	284	752	4·7
Northampton	3,907	2,240	6,147	5·6
Northwich	2,901	1,480	4,381	9·5
Norwich	6,531	3,207	9,738	6·9
Nottingham	25,304	9,694	34,998	10·4
Okehampton	225	148	373	7·9
Oldham	6,061	2,861	8,922	11·8
Oswestry	733	383	1,116	7·9
Oxford	4,461	2,185	6,646	3·7
Pendle	2,027	1,131	3,158	10·6
Penrith	446	333	779	5·5
Penzance and St. Ives	1,874	891	2,765	16·2
Peterborough	5,241	2,430	7,671	7·8
Pickering and Helmsley	210	126	336	5·5
Plymouth	10,166	5,135	15,301	11·6
Poole	2,290	1,170	3,460	5·8
Portsmouth	8,595	4,011	12,606	8·1
Preston	8,837	4,353	13,190	9·0
Reading	3,642	1,659	5,301	3·5
Redruth and Camborne	2,238	1,019	3,257	16·7
Retford	1,604	753	2,357	11·0
Richmondshire	574	523	1,097	9·1
Ripon	347	249	596	6·1
Rochdale	5,147	2,421	7,568	11·9
Rotherham and Mexborough	14,402	5,008	19,410	18·8
Rugby and Daventry	1,881	1,537	3,418	6·6
Salisbury	1,140	861	2,001	4·8
Scarborough and Filey	2,080	968	3,048	9·7
Scunthorpe	4,711	2,012	6,723	12·5
Settle	151	134	285	5·0
Shaftesbury	446	300	746	4·9
Sheffield	26,647	10,867	37,514	13·2
Shrewsbury	2,016	1,141	3,157	6·9
Sittingbourne and Sheerness	2,330	1,391	3,721	9·3
Skegness	1,381	557	1,938	16·9
Skipton	387	244	631	5·5
Sleaford	545	330	875	7·7
Slough	4,308	2,183	6,491	3·8
South Molton	186	122	308	8·8
South Tyneside	9,007	3,029	12,036	20·9
Southampton	9,199	4,007	13,206	7·1
Southend	13,100	6,733	19,833	7·9
Spalding and Holbeach	963	632	1,595	6·7
St. Austell	1,515	872	2,387	11·2
Stafford	2,774	1,731	4,505	6·5
Stamford	645	443	1,088	6·2
Stockton-on-Tees	8,513	3,092	11,605	15·0
Stoke	11,239	5,772	17,011	8·0
Stroud	1,273	927	2,200	6·1
Sudbury	586	410	996	6·4
Sunderland	22,801	7,732	30,533	17·6
Swindon	3,939	2,327	6,266	6·5
Taunton	1,692	945	2,637	6·4
Telford and Bridgnorth	5,422	2,693	8,115	12·5
Thanet	3,934	1,750	5,684	13·9
Thetford	953	669	1,622	6·4
Thirsk	223	143	366	8·9
Tiverton	421	280	701	6·5
Torbay	3,841	1,880	5,721	13·9
Torrington	290	176	466	10·3
Totnes	383	284	667	8·7
Trowbridge and Frome	1,625	1,154	2,779	6·0
Truro	1,223	721	1,944	8·6
Tunbridge Wells	1,701	938	2,639	2·9
Uttoxeter and Ashbourne	381	274	655	5·2
Wakefield and Dewsbury	10,015	3,824	13,839	12·2
Walsall	13,080	5,372	18,452	11·7
Wareham and Swanage	339	233	572	5·8
Warminster	218	193	411	6·3
Warrington	4,807	2,278	7,085	9·7
Warwick	2,771	1,908	4,679	5·6
Watford and Luton	11,482	5,562	17,044	5·1
Wellingborough and Rushden	1,712	1,144	2,856	6·3
Wells	823	553	1,376	5·9
Weston-super-Mare	2,360	1,443	3,803	9·8
Whitby	729	324	1,053	14·8
Whitchurch and Market Drayton	807	488	1,295	8·8
Whitehaven	1,894	1,012	2,906	8·8
Widnes and Runcorn	6,120	2,448	8,568	15·6
Wigan and St. Helens	18,913	7,878	26,791	15·1
Winchester and Eastleigh	1,425	791	2,216	2·7
Windermere	182	109	291	4·0
Wirral and Chester	21,351	8,518	29,869	15·2
Wisbech	1,311	617	1,928	10·1
Wolverhampton	13,445	5,461	18,906	13·3
Woodbridge and Leiston	534	305	839	4·7
Worcester	2,751	1,548	4,299	6·9
Workington	2,151	1,226	3,377	12·3
Worksop	2,564	966	3,530	14·0
Worthing	2,164	1,163	3,327	4·5
Yeovil	1,389	1,058	2,447	5·9
York	4,571	2,438	7,009	8·3
Wales				
Aberdare	2,597	917	3,514	20·8
Aberystwyth	701	368	1,069	9·2
Bangor and Caernarfon	2,857	1,102	3,959	15·3
Blenau Gwent and Abergavenny	3,883	1,322	5,205	15·7
Brecon	340	166	506	7·1
Bridgend	4,718	1,839	6,557	13·0
Cardiff	15,894	5,578	21,472	11·0
Cardigan	928	424	1,352	20·8
Carmarthen	995	461	1,456	8·2
Conwy and Colwyn	2,455	1,206	3,661	12·3
Denbigh	597	333	930	9·0
Dolgellau and Barmouth	360	176	536	11·6
Fishguard	342	164	506	17·8
Haverfordwest	1,973	951	2,924	16·0
Holyhead	2,151	1,059	3,210	19·2
Lampeter and Aberaeron	639	256	895	16·0
Llandeilo	241	129	370	11·6
Llandrindod Wells	427	275	702	9·1
Llanelli	3,170	1,302	4,472	14·5
Machynlleth	233	142	375	10·7
Merthyr and Rhymney	6,121	2,052	8,173	16·7
Monmouth	253	162	415	12·0
Neath and Port Talbot	3,900	1,432	5,332	13·2
Newport	6,696	2,843	9,539	11·9
Newtown	441	286	727	8·5
Pontypool and Cwmbran	3,184	1,483	4,667	12·7
Pontypridd and Rhondda	6,549	2,152	8,701	14·8
Porthmadoc and Ffestiniog	442	225	667	10·4
Pwllheli	494	266	760	16·2
Shotton, Flint and Rhyl	6,004	2,669	8,673	12·8
South Pembrokeshire	1,671	667	2,338	19·9
Swansea	9,800	3,382	13,182	13·8
Welshpool	364	224	588	7·9
Wrexham	3,738	1,791	5,529	12·0
Scotland				
Aberdeen	7,349	3,483	10,832	6·4
Alloa	2,035	805	2,840	17·5
Annan	584	391	975	11·7
Arbroath	993	517	1,510	18·2
Ayr	3,780	1,643	5,423	12·8
Badenoch	322	146	468	13·2
Banff	568	287	855	9·7
Bathgate	5,113	2,167	7,280	14·9
Berwickshire	406	240	646	12·9
Blairgowrie and Pitlochry	690	371	1,061	10·2
Brechin and Montrose	924	592	1,516	12·2
Buckie	298	265	563	13·7
Campbeltown	427	217	644	16·8
Crieff	267	146	413	12·1
Cumnock and Sanquhar	2,922	945	3,867	25·9
Dumbarton	3,136	1,770	4,906	17·9
Dumfries	1,312	760	2,072	8·6
Dundee	8,829	3,923	12,752	13·3
Dunfermline	4,801	2,130	6,931	13·2
Dunoon and Bute	779	425	1,204	15·5
Edinburgh	21,342	8,545	29,887	10·0
Elgin	1,029	688	1,717	10·9
Falkirk	5,366	2,777	8,143	13·6
Forfar	659	396	1,055	10·5
Forres	383	260	643	21·0
Fraserburgh	477	223	700	10·0
Galashiels	461	216	677	4·5
Girvan	456	239	695	22·3
Glasgow	69,709	25,058	94,767	15·2
Greenock	6,644	2,153	8,797	18·9
Haddington	742	411	1,153	8·4
Hawick	482	209	691	8·6
Huntly	217	103	320	8·4
Invergordon and Dingwall	2,167	676	2,843	21·1
Inverness	3,271	1,259	4,350	11·0
Irvine	6,866	2,579	9,445	19·8
Islay/Mid Argyll	320	191	511	12·2
Keith	366	202	568	12·8
Kelso and Jedburgh	305	152	457	8·8
Kilmarnock	3,247	1,331	4,578	14·9
Kirkcaldy	7,127	3,093	10,220	15·9
Lanarkshire	19,030	7,394	26,424	16·8
Lochaber	749	358	1,107	13·1
Lockerbie	263	153	416	10·4
Newton Stewart	338	200	538	16·3

Unemployment in regions by assisted area status* and in travel-to-work areas† at May 12, 1988

	Male	Female	All	Rate † per cent employees and unemployed
North East Fife	959	627	1,586	9·5
Oban	479	314	793	9·6
Orkney Islands	534	252	786	11·7
Peebles	266	161	427	9·5
Perth	1,763	873	2,636	9·2
Peterhead	989	552	1,541	12·7
Shetland Islands	401	245	646	6·6
Skye and Wester Ross	552	301	853	16·4
Stewartry	448	325	773	10·0
Stirling	2,503	1,175	3,678	11·1
Stranraer	820	394	1,214	17·1
Sutherland	493	205	698	16·5
Thurso	494	240	734	10·6
Western Isles	1,544	493	2,037	20·7
Wick	594	185	779	14·8
Northern Ireland				
Ballymena	2,180	970	3,150	12·8
Belfast	40,946	16,254	57,200	16·6
Coleraine	5,175	1,669	6,844	21·5
Cookstown	1,847	642	2,489	30·1
Craigavon	7,399	3,093	10,492	17·5
Dungannon	2,820	959	3,779	25·8
Enniskillen	3,010	956	3,966	22·1
Londonderry	9,416	2,394	11,810	26·1
Magherafelt	1,932	689	2,621	25·3
Newry	5,227	1,805	7,032	27·5
Omagh	2,429	878	3,307	20·4
Strabane	2,835	631	3,466	31·0

† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in *tables 2·1, 2·2* and *2·3*.

* Travel-to-work areas are defined in the supplement to the September 1984 edition of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126) February 1986 (p 86), and December 1987 (p S25) editions.

UNEMPLOYMENT Age and duration 2·5

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1986 Apr*	572·1	280·3	331·5	1,183·8	626·8	317·0	819·3	1,763·0	104·3	68·1	205·8	378·2	1,303·2	665·4	1,356·5	3,325·1
July	608·7	247·8	321·2	1,177·7	595·5	312·4	821·9	1,729·9	99·7	67·6	204·7	372·1	1,304·0	627·8	1,347·8	3,279·6
Oct	634·2	193·9	317·4	1,145·5	604·7	295·4	815·8	1,715·9	102·2	65·6	207·8	375·7	1,341·1	555·0	1,341·0	3,237·2
1987 Jan	620·0	209·4	303·4	1,132·8	659·3	302·9	818·6	1,780·8	105·6	65·6	212·4	383·6	1,384·8	578·0	1,334·4	3,297·2
Apr	488·1	252·1	285·7	1,025·9	598·3	312·9	797·2	1,708·3	93·9	66·7	212·3	372·8	1,180·4	631·6	1,295·1	3,107·1
July	504·8	205·6	264·9	975·3	535·9	277·8	769·8	1,583·5	83·0	61·0	203·6	347·6	1,123·7	544·4	1,238·3	2,906·5
Oct	532·3	142·9	243·5	918·7	523·4	246·2	726·5	1,496·1	80·4	54·0	202·2	336·6	1,136·0	443·1	1,172·2	2,751·4
1988 Jan	520·9	157·6	214·8	893·3	570·6	239·6	690·7	1,500·8	83·6	49·3	195·1	328·0	1,175·0	446·5	1,100·6	2,722·2
Apr	422·4	193·2	188·1	803·7	525·1	243·5	651·5	1,420·1	75·6	47·0	189·6	312·2	1,023·1	483·6	1,029·2	2,536·0
MALE																
1986 Apr*	341·1	167·2	222·8	731·2	406·0	197·1	653·2	1,256·3	89·0	56·5	157·0	302·6	836·1	420·9	1,033·0	2,290·0
July	354·7	146·5	214·8	715·9	369·8	197·4	652·2	1,219·4	84·1	56·5	155·5	296·1	808·7	400·4	1,022·5	2,231·5
Oct	370·6	114·6	210·3	695·5	377·0	183·3	645·6	1,205·9	85·6	55·2	157·6	298·3	833·1	353·2	1,013·5	2,199·8
1987 Jan	372·2	125·0	202·2	699·5	432·2	184·0	651·4	1,267·5	88·9	54·9	161·6	305·4	893·4	363·9	1,015·2	2,272·4
Apr	298·5	150·3	190·9	639·7	394·2	191·8	636·3	1,222·4	79·7	55·0	161·5	296·2	772·3	397·2	988·7	2,158·2
July	302·5	123·1	177·6	603·3	340·5	175·2	614·6	1,130·3	69·6	50·6	154·7	274·9	712·6	349·0	946·8	2,008·5
Oct	318·4	87·0	162·7	568·1	333·6	157·2	579·3	1,070·0	66·7	45·4	153·4	265·6	718·7	289·6	895·4	1,903·6
1988 Jan	315·3	97·3	144·4	557·1	373·8	149·9	553·7	1,077·4	69·0	41·0	148·2	258·2	758·1	288·3	846·3	1,892·7
Apr	258·5	118·5	126·9	503·8	342·2	153·9	521·5	1,017·5	62·2	38·3	143·9	244·3	662·9	310·6	792·2	1,765·7
FEMALE																
1986 Apr*	230·9	113·1	108·6	452·7	220·8	119·8	166·1	506·7	15·3	11·6	48·8	75·6	467·0	244·5	323·5	1,035·0
July	254·0	101·3	106·5	461·7	225·7	115·0	169·7	510·4	15·6	11·2	49·2	76·0	495·3	227·5	325·4	1,048·1
Oct	263·6	79·3	107·1	450·0	227·7	112·1	170·2	510·0	16·7	10·5	50·3	77·4	508·0	201·9	327·5	1,037·4
1987 Jan	247·7	84·5	101·2	433·3	227·1	118·9	167·3	513·3	16·6	10·7	50·8	78·2	491·5	214·1	319·3	1,024·8
Apr	189·7	101·7	94·8	386·3	204·1	121·1	160·8	486·0	14·3	11·6	50·8	76·7	408·1	234·4	306·4	948·9
July	202·3	82·5	87·3	372·1	195·5	102·6	155·2	453·2	13·4	10·4	48·9	72·6	411·1	195·4	291·4	898·0
Oct	218·8	56·0	80·8	350·6	189·8	89·0	147·3	426·1	13·7	8·6	48·8	71·0	417·3	153·6	276·9	847·8
1988 Jan	205·6	60·3	70·4	336·3	196·8	89·6	136·9	423·4	14·6	8·3	46·9	69·8	416·9	158·2	254·3	829·5
Apr	163·9	74·7	61·2	299·9	182·9	89·6	130·0	402·6	13·4	8·7	45·8	67·8	360·3	173·0	237·0	770·3

* See footnotes to table 2·1 and 2·2.

2·7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									Thousand
1987 Apr	127·3	270·3	628·3	771·8	495·2	441·3	298·4	74·5	**3,107·1**
July	116·3	247·6	611·5	711·8	458·2	413·5	280·4	67·1	**2,906·5**
Oct	134·8	239·6	544·2	667·7	431·4	397·0	275·2	61·4	**2,751·4**
1988 Jan	119·4	229·6	544·3	673·3	434·8	392·8	270·6	57·4	**2,722·2**
Apr	106·0	202·0	495·7	633·1	411·5	375·5	260·0	52·2	**2,536·0**
	Proportion of number unemployed								Per cent
1987 Apr	4·1	8·7	20·2	24·8	15·9	14·2	9·6	2·4	**100·0**
July	4·0	8·5	21·0	24·5	15·8	14·2	9·6	2·3	**100·0**
Oct	4·9	8·7	19·8	24·3	15·7	14·4	10·0	2·2	**100·0**
1988 Jan	4·4	8·4	20·0	24·7	16·0	14·4	9·9	2·1	**100·0**
Apr	4·2	8·0	19·5	25·0	16·2	14·8	10·3	2·1	**100·0**
MALE									Thousand
1987 Apr	72·5	159·7	407·5	531·6	372·1	318·7	223·1	73·0	**2,158·2**
July	66·6	145·8	390·8	491·2	342·2	297·0	209·1	65·8	**2,008·5**
Oct	76·8	139·5	351·8	462·7	322·6	284·7	205·2	60·3	**1,903·6**
1988 Jan	67·1	135·4	354·7	470·0	325·9	281·6	201·8	56·5	**1,892·7**
Apr	59·8	119·6	324·4	441·5	307·9	268·1	193·2	51·1	**1,765·7**
	Proportion of number unemployed								Per cent
1987 Apr	3·4	7·4	18·9	24·6	17·2	14·8	10·3	3·4	**100·0**
July	3·3	7·3	19·5	24·5	17·0	14·8	10·4	3·3	**100·0**
Oct	4·0	7·3	18·5	24·3	16·9	15·0	10·8	3·2	**100·0**
1988 Jan	3·5	7·2	18·7	24·8	17·2	14·9	10·7	3·0	**100·0**
Apr	3·4	6·8	18·4	25·0	17·4	15·2	10·9	2·9	**100·0**
FEMALE									Thousand
1987 Apr	54·9	110·6	220·8	240·2	123·1	122·6	75·2	1·4	**948·9**
July	49·7	101·7	220·7	220·6	116·1	116·5	71·3	1·4	**898·0**
Oct	58·1	100·1	192·4	205·0	108·8	112·3	70·0	1·1	**847·8**
1988 Jan	52·4	94·3	189·6	203·3	108·9	111·2	68·9	0·9	**829·5**
Apr	46·2	82·4	171·3	191·6	103·6	107·3	66·7	1·1	**770·3**
	Proportion of number unemployed								Per cent
1987 Apr	5·8	11·7	23·3	25·3	13·0	12·9	7·9	0·2	**100·0**
July	5·5	11·3	24·6	24·6	12·9	13·0	7·9	0·2	**100·0**
Oct	6·9	11·8	22·7	24·2	12·8	13·2	8·3	0·1	**100·0**
1988 Jan	6·3	11·4	22·9	24·5	13·1	13·4	8·3	0·1	**100·0**
Apr	6·0	10·7	22·2	24·9	13·5	13·9	8·7	0·1	**100·0**

2·8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								Thousand
1987 Apr	165·0	120·3	207·1	232·5	455·5	631·6	1,295·1	**3,107·1**
July	203·2	135·0	188·8	191·1	405·7	544·4	1,238·3	**2,906·5**
Oct	170·4	141·8	251·6	202·0	370·2	443·1	1,172·2	**2,751·4**
1988 Jan	178·9	91·3	209·4	235·3	460·1	446·5	1,100·6	**2,722·2**
Apr	136·0	120·5	183·0	197·0	386·7	483·6	1,029·2	**2,536·0**
	Proportion of number unemployed							Per cent
1987 Apr	5·3	3·9	6·7	7·5	14·7	20·3	41·7	**100·0**
July	7·0	4·6	6·5	6·6	14·0	18·7	42·6	**100·0**
Oct	6·2	5·2	9·1	7·3	13·5	16·1	42·6	**100·0**
1988 Jan	6·6	3·4	7·7	8·6	16·9	16·4	40·4	**100·0**
Apr	5·4	4·8	7·2	7·8	15·2	19·1	40·6	**100·0**
MALE								Thousand
1987 Apr	107·0	78·9	135·2	151·0	300·3	397·2	988·7	**2,158·2**
July	122·0	84·6	120·8	122·0	263·2	349·0	946·8	**2,008·5**
Oct	109·2	88·8	156·7	129·0	235·0	289·6	895·4	**1,903·6**
1988 Jan	108·6	58·6	140·2	155·0	295·6	288·3	846·3	**1,892·7**
Apr	87·2	80·0	119·5	125·9	250·2	310·6	792·2	**1,765·7**
	Proportion of number unemployed							Per cent
1987 Apr	5·0	3·7	6·3	7·0	13·9	18·4	45·8	**100·0**
July	6·1	4·2	6·0	6·1	13·1	17·4	47·1	**100·0**
Oct	5·7	4·7	8·2	6·8	12·3	15·2	47·0	**100·0**
1988 Jan	5·7	3·1	7·4	8·2	15·6	15·2	44·7	**100·0**
Apr	4·9	4·5	6·8	7·1	14·2	17·6	44·9	**100·0**
FEMALE								Thousand
1987 Apr	58·0	41·4	71·9	81·5	155·3	234·4	306·4	**948·9**
July	81·1	50·4	68·0	69·1	142·4	195·4	291·4	**898·0**
Oct	61·2	53·1	94·9	72·9	135·2	153·6	276·9	**847·8**
1988 Jan	70·3	32·7	69·2	80·3	164·5	158·2	254·3	**829·5**
Apr	48·7	40·5	63·5	71·0	136·5	173·0	237·0	**770·3**
	Proportion of number unemployed							Per cent
1987 Apr	6·1	4·4	7·6	8·6	16·4	24·7	32·3	**100·0**
July	9·0	5·6	7·6	7·7	15·9	21·8	32·4	**100·0**
Oct	7·2	6·3	11·2	8·6	15·9	18·1	32·7	**100·0**
1988 Jan	8·5	3·9	8·3	9·7	19·8	19·1	30·7	**100·0**
Apr	6·3	5·3	8·2	9·2	17·7	22·5	30·8	**100·0**

Unemployment in counties and local authority districts at May 12, 1988

	Male	Female	All	Rate †per cent employees and unemployed
SOUTH EAST				
Bedfordshire	**9,448**	**4,760**	**14,208**	**6·0**
Luton	4,938	1,939	6,877	
Mid Bedfordshire	870	713	1,583	
North Bedfordshire	2,277	1,245	3,522	
South Bedfordshire	1,363	863	2,226	
Berkshire	**8,160**	**3,992**	**12,152**	**3·6**
Bracknell	896	572	1,468	
Newbury	909	537	1,446	
Reading	2,579	921	3,500	
Slough	1,951	862	2,813	
Windsor and Maidenheac	1,100	566	1,666	
Wokingham	725	534	1,259	
Buckinghamshire	**6,694**	**3,701**	**10,395**	**4·0**
Aylesbury Vale	1,162	808	1,970	
Chiltern	510	326	836	
Milton Keynes	3,109	1,573	4,682	
South Buckinghamshire	503	253	756	
Wycombe	1,410	741	2,151	
East Sussex	**12,472**	**6,436**	**18,908**	**6·9**
Brighton	4,866	2,228	7,094	
Eastbourne	1,275	647	1,922	
Hastings	1,885	833	2,718	
Hove	1,900	1,014	2,914	
Lewes	931	687	1,618	
Rother	839	474	1,313	
Wealden	776	553	1,329	
Essex	**23,871**	**13,229**	**37,100**	**6·8**
Basildon	3,440	1,860	5,300	
Braintree	1,204	849	2,053	
Brentwood	696	336	1,032	
Castle Point	1,206	691	1,897	
Chelmsford	1,418	1,020	2,438	
Colchester	2,145	1,446	3,591	
Epping Forest	1,498	830	2,328	
Harlow	1,441	767	2,208	
Maldon	570	362	932	
Rochford	784	438	1,222	
Southend-on-Sea	3,504	1,518	5,022	
Tendring	2,471	1,250	3,721	
Thurrock	3,057	1,616	4,673	
Uttlesford	437	246	683	
Hampshire	**25,268**	**12,929**	**38,197**	**5·9**
Basingstoke and Deane	1,181	668	1,849	
East Hampshire	773	532	1,305	
Eastleigh	1,144	719	1,863	
Fareham	1,154	850	2,004	
Gosport	1,347	997	2,344	
Hart	428	327	755	
Havant	2,617	1,122	3,739	
New Forest	1,951	1,061	3,012	
Portsmouth	5,369	2,466	7,835	
Rushmoor	801	578	1,379	
Southampton	6,741	2,676	9,417	
Test Valley	905	517	1,422	
Winchester	857	416	1,273	
Hertfordshire	**10,853**	**6,092**	**16,945**	**3·9**
Broxbourne	1,147	677	1,824	
Dacorum	1,339	808	2,147	
East Hertfordshire	840	535	1,375	
Hertsmere	1,030	501	1,531	
North Hertfordshire	1,223	774	1,997	
St Albans	1,133	558	1,691	
Stevenage	1,252	674	1,926	
Three Rivers	743	382	1,125	
Watford	1,112	602	1,714	
Welwyn Hatfield	1,034	581	1,615	
Isle of Wight	**3,085**	**1,695**	**4,780**	**9.8**
Medina	1,763	983	2,746	
South Wight	1,322	712	2,034	
Kent	**26,601**	**14,296**	**40,897**	**7·3**
Ashford	1,315	819	2,134	
Canterbury	2,336	1,217	3,553	
Dartford	1,148	631	1,779	
Dover	2,155	988	3,143	
Gillingham	1,644	1,052	2,696	
Gravesham	2,116	1,152	3,268	
Maidstone	1,490	868	2,358	
Rochester-upon-Medway	3,089	1,816	4,905	
Sevenoaks	1,091	622	1,713	
Shepway	2,248	1,007	3,255	
Swale	2,330	1,391	3,721	
Thanet	3,934	1,750	5,684	
Tonbridge and Malling	931	592	1,523	
Tunbridge Wells	774	391	1,165	
Oxfordshire	**5,865**	**3,114**	**8,979**	**3·8**
Cherwell	1,194	803	1,997	
Oxford	2,176	906	3,082	
South Oxfordshire	1,056	505	1,561	
Vale of White Horse	798	463	1,261	
West Oxfordshire	641	437	1,078	
Surrey	**7,459**	**3,777**	**11,236**	
Elmbridge	814	445	1,259	
Epsom and Ewell	580	254	834	
Guildford	953	424	1,377	
Mole Valley	536	255	791	
Reigate and Banstead	852	439	1,291	
Runnymede	574	303	877	
Spelthorne	781	493	1,274	
Surrey Heath	493	294	787	
Tandridge	538	283	821	
Waverley	626	298	924	
Woking	712	289	1,001	
West Sussex	**6,005**	**3,340**	**9,345**	**3·3**
Adur	613	403	1,016	
Arun	1,295	732	2,027	
Chichester	862	471	1,333	
Crawley	759	371	1,130	
Horsham	617	342	959	
Mid Sussex	750	462	1,212	
Worthing	1,109	559	1,668	
Greater London	**211,462**	**88,448**	**299,910**	**7·8**
Barking and Dagenham	3,789	1,548	5,337	
Barnet	5,244	2,608	7,852	
Bexley	3,587	2,085	5,672	
Brent	9,766	4,123	13,889	
Bromley	4,285	2,092	6,377	
Camden	8,200	3,461	11,661	
City of London	66	27	93	
City of Westminster	6,774	2,805	9,579	
Croydon	6,180	2,974	9,154	
Ealing	7,159	3,394	10,553	
Enfield	5,586	2,665	8,251	
Greenwich	7,720	3,300	11,020	
Hackney	12,365	4,472	16,837	
Hammersmith and Fulham	6,981	2,793	9,774	
Haringey	10,091	4,267	14,358	
Harrow	3,030	1,606	4,636	
Havering	3,670	1,924	5,594	
Hillingdon	2,984	1,624	4,608	
Hounslow	4,047	2,069	6,116	
Islington	9,506	3,843	13,349	
Kensington and Chelsea	4,885	2,155	7,040	
Kingston-upon-Thames	1,576	781	2,357	
Lambeth	14,345	5,316	19,661	
Lewisham	10,308	3,952	14,260	
Merton	2,905	1,310	4,215	
Newham	9,797	3,560	13,357	
Redbridge	4,392	2,139	6,531	
Richmond-upon-Thames	2,070	1,110	3,180	
Southwark	12,780	4,383	17,163	
Sutton	2,030	1,056	3,086	
Tower Hamlets	10,612	2,908	13,520	
Waltham Forest	6,728	2,765	9,493	
Wandsworth	8,004	3,333	11,337	
EAST ANGLIA				
Cambridgeshire	**10,021**	**5,309**	**15,330**	**5·2**
Cambridge	1,658	744	2,402	
East Cambridgeshire	469	339	808	
Fenland	1,651	861	2,512	
Huntingdon	1,325	1,111	2,436	
Peterborough	4,287	1,761	6,048	
South Cambridgeshire	631	493	1,124	
Norfolk	**16,221**	**8,545**	**24,766**	**8·2**
Breckland	1,563	1,113	2,676	
Broadland	1,092	708	1,800	
Great Yarmouth	3,540	1,683	5,223	
North Norfolk	1,444	789	2,233	
Norwich	4,591	1,874	6,465	
South Norfolk	1,160	810	1,970	
West Norfolk	2,831	1,568	4,399	
Suffolk	**9,283**	**5,727**	**15,010**	**5·5**
Babergh	829	588	1,417	
Forest Heath	448	390	838	
Ipswich	2,530	1,285	3,815	
Mid Suffolk	642	510	1,152	
St Edmundsbury	1,028	788	1,816	
Suffolk Coastal	1,028	625	1,653	
Waveney	2,778	1,541	4,319	
SOUTH WEST				
Avon	**20,824**	**10,995**	**31,819**	**7·5**
Bath	1,719	849	2,568	
Bristol	12,387	5,521	17,908	
Kingswood	1,286	865	2,151	
Northavon	1,578	1,265	2,843	
Wansdyke	903	665	1,568	
Woodspring	2,951	1,830	4,781	
Cornwall	**12,366**	**6,806**	**19,172**	**13·2**
Caradon	1,477	906	2,383	
Carrick	2,118	1,170	3,288	
Isles of Scilly	12	11	23	
Kerrier	2,765	1,459	4,224	
North Cornwall	1,469	866	2,335	
Penwith	2,194	1,021	3,215	
Restormel	2,331	1,373	3,704	
Devon	**23,684**	**12,486**	**36,170**	**9·8**
East Devon	1,606	946	2,552	
Exeter	2,334	1,074	3,408	
Mid Devon	821	550	1,371	
North Devon	1,814	1,019	2,833	
Plymouth	8,717	4,169	12,886	
South Hams	1,079	757	1,836	
Teignbridge	1,656	1,039	2,695	
Torbay	3,735	1,817	5,552	
Torridge	1,205	651	1,856	
West Devon	717	464	1,181	
Dorset	**10,093**	**5,107**	**15,200**	**6·7**
Bournemouth	3,784	1,581	5,365	
Christchurch	551	280	831	
East Dorset	628	343	971	
North Dorset	438	306	744	
Poole	2,023	1,012	3,035	
Purbeck	440	302	742	
West Dorset	851	534	1,385	
Weymouth and Portland	1,378	749	2,127	

Unemployment in counties and local authority districts at May 12, 1988

	Male	Female	All	Rate †per cent employees and unemployed
Gloucestershire	**8,280**	**4,789**	**13,069**	**6·1**
Cheltenham	1,877	846	2,723	
Cotswold	575	436	1,011	
Forest of Dean	1,269	847	2,116	
Gloucester	2,241	1,066	3,307	
Stroud	1,291	956	2,247	
Tewkesbury	1,027	638	1,665	
Somerset	**6,818**	**4,480**	**11,298**	**6·8**
Mendip	1,202	887	2,089	
Sedgemoor	1,748	1,102	2,850	
Taunton Deane	1,619	898	2,517	
West Somerset	539	328	867	
Yeovil	1,710	1,265	2,975	
Wiltshire	**7,807**	**5,146**	**12,953**	**5·9**
Kennet	637	500	1,137	
North Wiltshire	1,301	951	2,252	
Salisbury	1,132	813	1,945	
Thamesdown	3,323	1,885	5,208	
West Wiltshire	1,414	997	2,411	
WEST MIDLANDS				
Hereford and Worcester	**12,670**	**7,466**	**20,136**	**7·9**
Bromsgrove	1,854	1,042	2,896	
Hereford	1,192	700	1,892	
Leominster	590	312	902	
Malvern Hills	1,359	694	2,053	
Redditch	1,747	1,048	2,795	
South Herefordshire	732	472	1,204	
Worcester	1,950	985	2,935	
Wychavon	1,242	956	2,198	
Wyre Forest	2,004	1,257	3,261	
Shropshire	**9,474**	**4,991**	**14,465**	**9·6**
Bridgnorth	798	555	1,353	
North Shropshire	900	561	1,461	
Oswestry	637	324	961	
Shrewsbury and Atcham	1,830	1,015	2,845	
South Shropshire	600	346	946	
The Wrekin	4,709	2,190	6,899	
Staffordshire	**24,535**	**13,274**	**37,809**	**8·8**
Cannock Chase	2,593	1,433	4,026	
East Staffordshire	2,297	1,250	3,547	
Lichfield	1,636	1,094	2,730	
Newcastle-under-Lyme	2,602	1,462	4,064	
South Staffordshire	2,360	1,349	3,709	
Stafford	2,069	1,258	3,327	
Staffordshire Moorlands	1,285	958	2,243	
Stoke-on-Trent	7,389	3,322	10,711	
Tamworth	2,304	1,148	3,452	
Warwickshire	**9,189**	**5,846**	**15,035**	**7·4**
North Warwickshire	1,207	815	2,022	
Nuneaton and Bedworth	3,303	1,699	5,002	
Rugby	1,445	1,073	2,518	
Stratford-on-Avon	1,153	842	1,995	
Warwick	2,081	1,417	3,498	
West Midlands	**111,537**	**45,777**	**157,314**	**11·9**
Birmingham	49,562	19,166	68,728	
Coventry	12,467	5,640	18,107	
Dudley	9,253	4,469	13,722	
Sandwell	13,237	5,406	18,643	
Solihull	5,006	2,716	7,722	
Walsall	10,062	3,747	13,809	
Wolverhampton	11,950	4,633	16,583	
EAST MIDLANDS				
Derbyshire	**28,231**	**12,005**	**40,236**	**10·3**
Amber Valley	2,715	1,350	4,065	
Bolsover	2,846	1,014	3,860	
Chesterfield	4,088	1,484	5,572	
Derby	8,578	3,286	11,864	
Erewash	2,643	1,151	3,794	
High Peak	1,618	1,024	2,642	
North East Derbyshire	3,339	1,409	4,748	
South Derbyshire	1,512	721	2,233	
West Derbyshire	892	566	1,458	
Leicestershire	**17,570**	**8,631**	**26,201**	**6·5**
Blaby	791	586	1,377	
Charnwood	1,902	1,209	3,111	
Harborough	521	392	913	
Hinckley and Bosworth	1,240	790	2,030	
Leicester	9,865	3,858	13,723	
Melton	538	440	978	
North West Leicestershire	1,863	722	2,585	
Oadby and Wigston	522	358	880	
Rutland	328	276	604	
Lincolnshire	**14,308**	**7,274**	**21,582**	**9·9**
Boston	1,332	680	2,012	
East Lindsey	3,415	1,623	5,038	
Lincoln	3,580	1,475	5,055	
North Kesteven	1,396	833	2,229	
South Holland	995	652	1,647	
South Kesteven	1,765	1,075	2,840	
West Lindsey	1,825	936	2,761	
Northamptonshire	**8,973**	**5,721**	**14,694**	**6·2**
Corby	1,425	840	2,265	
Daventry	654	667	1,321	
East Northamptonshire	588	490	1,078	
Kettering	1,079	679	1,758	
Northampton	3,574	1,926	5,500	
South Northamptonshire	425	383	808	
Wellingborough	1,228	736	1,964	
Nottinghamshire	**36,442**	**13,485**	**49,927**	**10·8**
Ashfield	4,034	1,240	5,274	
Bassetlaw	3,857	1,618	5,475	
Broxtowe	2,395	1,090	3,485	
Gedling	2,501	1,198	3,699	
Mansfield	4,375	1,420	5,795	
Newark	3,254	1,265	4,519	
Nottingham	14,242	4,759	19,001	
Rushcliffe	1,784	895	2,679	
YORKSHIRE AND HUMBERSIDE				
Humberside	**31,434**	**12,832**	**44,266**	**12·5**
Beverley	1,685	1,071	2,756	
Boothferry	1,667	870	2,537	
Cleethorpes	2,441	1,084	3,525	
East Yorkshire	1,788	985	2,773	
Glanford	1,536	858	2,394	
Great Grimsby	4,534	1,502	6,036	
Holderness	969	563	1,532	
Kingston-upon-Hull	13,941	4,904	18,845	
Scunthorpe	2,873	995	3,868	
North Yorkshire	**12,796**	**7,165**	**19,961**	**7·6**
Craven	589	427	1,016	
Hambleton	1,105	661	1,766	
Harrogate	1,817	1,073	2,890	
Richmondshire	584	526	1,110	
Ryedale	985	685	1,670	
Scarborough	2,777	1,279	4,056	
Selby	1,668	1,090	2,758	
York	3,271	1,424	4,695	
South Yorkshire	**61,585**	**23,352**	**84,937**	**15·3**
Barnsley	11,294	3,622	14,916	
Doncaster	13,804	5,490	19,294	
Rotherham	11,810	4,361	16,171	
Sheffield	24,677	9,879	34,556	
West Yorkshire	**65,203**	**27,746**	**92,949**	**10·2**
Bradford	16,163	6,423	22,586	
Calderdale	4,733	2,600	7,333	
Kirklees	9,768	4,736	14,504	
Leeds	22,275	9,312	31,587	
Wakefield	12,264	4,675	16,939	
NORTH WEST				
Cheshire	**25,213**	**12,160**	**37,373**	**9·9**
Chester	3,515	1,583	5,098	
Congleton	1,083	809	1,892	
Crewe and Nantwich	2,209	1,340	3,549	
Ellesmere Port and Neston	2,916	1,251	4,167	
Halton	5,854	2,259	8,113	
Macclesfield	2,148	1,202	3,350	
Vale Royal	2,681	1,438	4,119	
Warrington	4,807	2,278	7,085	
Lancashire	**39,683**	**18,264**	**57,947**	**10·8**
Blackburn	4,908	1,855	6,763	
Blackpool	6,625	2,661	9,286	
Burnley	2,868	1,256	4,124	
Chorley	1,867	1,142	3,009	
Fylde	1,197	636	1,833	
Hyndburn	1,887	1,029	2,916	
Lancaster	3,937	1,754	5,691	
Pendle	2,027	1,131	3,158	
Preston	4,929	1,887	6,816	
Ribble Valley	435	370	805	
Rossendale	1,380	734	2,114	
South Ribble	1,827	1,160	2,987	
West Lancashire	3,701	1,641	5,342	
Wyre	2,095	1,008	3,103	
Greater Manchester	**94,646**	**39,082**	**133,728**	**11·9**
Bolton	9,246	3,853	13,099	
Bury	4,090	2,099	6,189	
Manchester	27,148	9,097	36,245	
Oldham	6,704	3,156	9,860	
Rochdale	6,825	3,202	10,027	
Salford	10.379	3.643	14,022	
Stockport	6,381	3,249	9,630	
Tameside	6,844	3,267	10,111	
Trafford	5,913	2,454	8,367	
Wigan	11,116	5,062	16,178	
Merseyside	**81,545**	**29,685**	**111,230**	**17·9**
Knowsley	11,362	3,901	15,263	
Liverpool	35,054	12,207	47,261	
Sefton	12,004	4,865	16,869	
St Helens	8,143	2,993	11,136	
Wirral	14,982	5,719	20,701	
NORTH				
Cleveland	**31,305**	**10,329**	**41,634**	**17·4**
Hartlepool	5,608	1,751	7,359	
Langbaurgh	7,612	2,560	10,172	
Middlesbrough	9,572	2,926	12,498	
Stockton-on-Tees	8,513	3,092	11,605	
Cumbria	**10,525**	**6,234**	**16,759**	**8·2**
Allerdale	2,478	1,396	3,874	
Barrow-in-Furness	1,841	1,167	3,008	
Carlisle	2,588	1,485	4,073	
Copeland	1,985	1,057	3,042	
Eden	541	410	951	
South Lakeland	1,092	719	1,811	

Unemployment in counties and local authority districts at May 12, 1988

	Male	Female	All	Rate †per cent employees and unemployed
Durham	**22,874**	**8,859**	**31,733**	**14·1**
Chester-le-Street	1,862	764	2,626	
Darlington	3,624	1,579	5,203	
Derwentside	4,044	1,343	5,387	
Durham	2,563	1,057	3,620	
Easington	4,315	1,427	5,742	
Sedgefield	3,286	1,394	4,680	
Teesdale	523	281	804	
Wear Valley	2,657	1,014	3,671	
Northumberland	**9,512**	**3,906**	**13,418**	**12·2**
Alnwick	996	432	1,428	
Berwick-upon-Tweed	745	326	1,071	
Blyth Valley	2,971	1,177	4,148	
Castle Morpeth	1,128	496	1,624	
Tynedale	856	519	1,375	
Wansbeck	2,816	956	3,772	
Tyne and Wear	**59,398**	**20,364**	**79,762**	**15·2**
Gateshead	9,780	3,397	13,177	
Newcastle upon Tyne	15,106	5,277	20,383	
North Tyneside	8,372	3,009	11,381	
South Tyneside	9,007	3,029	12,036	
Sunderland	17,133	5,652	22,785	
WALES				
Clwyd	**11,489**	**5,376**	**16,865**	**12·3**
Alyn and Deeside	1,773	970	2,743	
Colwyn	1,574	757	2,331	
Delyn	1,901	758	2,659	
Glyndwr	802	481	1,283	
Rhuddlan	2,091	858	2,949	
Wrexham Maelor	3,348	1,552	4,900	
Dyfed	**10,784**	**4,780**	**15,564**	**14·3**
Carmarthen	1,456	660	2,116	
Ceredigion	1,764	827	2,591	
Dinefwr	1,059	490	1,549	
Llanelli	2,330	935	3,265	
Preseli	2,504	1,201	3,705	
South Pembrokeshire	1,671	667	2,338	
Gwent	**15,453**	**6,250**	**21,703**	**13·2**
Blaenau Gwent	3,253	1,022	4,275	
Islwyn	2,260	837	3,097	
Monmouth	1,560	879	2,439	
Newport	5,298	2,106	7,404	
Torfaen	3,082	1,406	4,488	
Gwynedd	**7,748**	**3,536**	**11,284**	**14·7**
Aberconwy	1,305	623	1,928	
Arfon	2,367	866	3,233	
Dwyfor	691	345	1,036	
Meirionnydd	771	419	1,190	
Ynys Mon—Isle of Anglesey	2,614	1,283	3,897	
Mid-Glamorgan	**20,065**	**6,809**	**26,874**	**15·6**
Cynon Valley	2,990	1,028	4,018	
Merthyr Tydfil	2,427	848	3,275	
Ogwr	4,301	1,509	5,810	
Rhondda	3,120	992	4,112	
Rhymney Valley	4,007	1,289	5,296	
Taff-Ely	3,220	1,143	4,363	
Powys	**2,078**	**1,171**	**3,249**	**8·8**
Brecknock	816	361	1,177	
Montgomery	899	567	1,466	
Radnor	363	243	606	
South Glamorgan	**14,301**	**5,225**	**19,526**	**10·5**
Cardiff	11,179	3,730	14,909	
Vale of Glamorgan	3,122	1,495	4,617	
West Glamorgan	**13,240**	**4,657**	**17,897**	**13·6**
Afan	1,765	536	2,301	
Lliw Valley	1,802	692	2,494	
Neath	2,135	896	3,031	
Swansea	7,538	2,533	10,071	
SCOTLAND				
Borders region	**1,920**	**978**	**2,898**	**7·6**
Berwickshire	406	240	646	
Ettrick and Lauderdale	461	216	677	
Roxburgh	787	361	1,148	
Tweedale	266	161	427	
Central region	**9,662**	**4,559**	**14,221**	**13·6**
Clackmannan	1,920	747	2,667	
Falkirk	5,183	2,603	7,786	
Stirling	2,559	1,209	3,768	
Dumfries and Galloway region	**4,040**	**2,334**	**6,374**	**11·2**
Annandale and Eskdale	847	544	1,391	
Nithsdale	1,587	871	2,458	
Stewartry	448	325	773	
Wigtown	1,158	594	1,752	
Fife region	**13,010**	**5,935**	**18,945**	**14·1**
Dunfermline	4,718	2,065	6,783	
Kirkcaldy	7,038	3,045	10,083	
North East Fife	1,254	825	2,079	
Grampian region	**11,853**	**6,196**	**18,049**	**7·8**
Banff and Buchan	2,034	1,062	3,096	
City of Aberdeen	6,139	2,624	8,763	
Gordon	918	626	1,544	
Kincardine and Deeside	686	469	1,155	
Moray	2,076	1,415	3,491	
Highland region	**8,642**	**3,370**	**12,012**	**13·6**
Badenock and Strathspey	322	146	468	
Caithness	1,055	412	1,467	
Inverness	2,496	959	3,455	
Lochaber	749	358	1,107	
Nairn	471	168	639	
Ross and Cromarty	2,634	897	3,531	
Skye and Lochalsh	389	212	601	
Sutherland	526	218	744	
Lothian region	**27,380**	**11,297**	**38,677**	**10·6**
City of Edinburgh	16,960	6,826	23,786	
East Lothian	2,432	1,104	3,536	
Midlothian	2,692	1,026	3,718	
West Lothian	5,296	2,341	7,637	
Strathclyde region	**117,464**	**44,114**	**161,578**	**15·9**
Argyle and Bute	1,907	1,080	2,987	
Bearsden and Milngavie	643	338	981	
City of Glasgow	49,483	15,875	65,358	
Clydebank	2,661	885	3,546	
Clydesdale	1,827	870	2,697	
Cumbernauld and Kilsyth	2,441	1,248	3,689	
Cumnock and Doon Valley	2,955	941	3,896	
Cunninghame	6,855	2,592	9,447	
Dumbarton	3,136	1,770	4,906	
East Kilbride	2,442	1,347	3,789	
East Wood	803	539	1,342	
Hamilton	4,693	1,838	6,531	
Inverclyde	6,457	2,032	8,489	
Kilmarnock and Loudoun	3,247	1,331	4,578	
Kyle and Carrick	3,928	1,775	5,703	
Monklands	5,642	2,044	7,686	
Motherwell	6,868	2,642	9,510	
Renfrew	8,859	3,789	12,648	
Strathkelvin	2,617	1,178	3,795	
Tayside region	**13,940**	**6,658**	**20,598**	**12·3**
Angus	2,639	1,536	4,175	
City of Dundee	8,463	3,654	12,117	
Perth and Kinross	2,838	1,468	4,306	
Orkney Islands	**534**	**252**	**786**	**11·7**
Shetland Islands	**401**	**245**	**846**	**6·6**
Western Isles	**1,544**	**493**	**2,037**	**20·7**
NORTHERN IRELAND				
Antrim	2,035	897	2,932	
Ards	1,980	1,009	2,989	
Armagh	2,501	965	3,466	
Ballymena	2,180	970	3,150	
Ballymoney	1,294	382	1,676	
Banbridge	1,065	608	1,673	
Belfast	21,872	6,971	28,843	
Carrickfergus	1,271	607	1,878	
Castlereagh	1,850	939	2,789	
Coleraine	2,827	1,017	3,844	
Cookstown	1,847	642	2,489	
Craigavon	3,833	1,520	5,353	
Derry	7,488	1,812	9,300	
Down	2,001	939	2,940	
Dungannon	2,820	959	3,779	
Fermanagh	3,010	956	3,966	
Larne	1,368	595	1,963	
Limavady	1,928	582	2,510	
Lisburn	3,781	1,680	5,461	
Magherafelt	1,932	689	2,621	
Moyle	1,054	270	1,324	
Newry & Mourne	5,227	1,805	7,032	
Newtownabbey	2,994	1,417	4,411	
North Down	1,794	1,200	2,994	
Omagh	2,429	878	3,307	
Strabane	2,835	631	3,466	

* Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work-areas.

† The number of unemployed as a percentage of the sum of mid-1987 estimates of employees in employment and the unemployed. This in on different bases from the percentage rates given in *tables 2·1, 2·2* and *2·3*, but comparable regional and national rates are shown in *table 2·4*. Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets.

Unemployment in Parliamentary constituencies at May 12, 1988

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	3,323	1,228	4,551
Mid Bedfordshire	1,025	764	1,789
North Bedfordshire	1,923	994	2,917
North Luton	1,896	926	2,822
South West Bedfordshire	1,281	848	2,129
Berkshire			
East Berkshire	1,100	650	1,750
Newbury	767	456	1,223
Reading East	1,587	599	2,186
Reading West	1,258	480	1,738
Slough	1,951	862	2,813
Windsor and Maidenhead	896	488	1,384
Wokingham	601	457	1,058
Buckinghamshire			
Aylesbury	853	589	1,442
Beaconsfield	665	343	1,008
Buckingham	971	513	1,484
Chesham and Amersham	513	319	832
Milton Keynes	2,601	1,389	3,990
Wycombe	1,091	548	1,639
East Sussex			
Bexhill and Battle	750	422	1,172
Brighton Kemptown	2,449	1,073	3,522
Brighton Pavilion	2,417	1,155	3,572
Eastbourne	1,366	694	2,060
Hastings and Rye	2,069	941	3,010
Hove	1,900	1,014	2,914
Lewes	966	707	1,673
Wealden	555	430	985
Essex			
Basildon	2,643	1,348	3,991
Billericay	1,369	883	2,252
Braintree	1,040	746	1,786
Brentwood and Ongar	845	404	1,249
Castle Point	1,206	691	1,897
Chelmsford	1,101	790	1,891
Epping Forest	1,190	678	1,868
Harlow	1,600	851	2,451
Harwich	2,202	1,053	3,255
North Colchester	1,556	960	2,516
Rochford	961	581	1,542
Saffron Walden	741	436	1,177
South Colchester and Maldon	1,428	1,045	2,473
Southend East	2,093	821	2,914
Southend West	1,411	697	2,108
Thurrock	2,485	1,245	3,730
Hampshire			
Aldershot	1,001	738	1,739
Basingstoke	985	539	1,524
East Hampshire	839	599	1,438
Eastleigh	1,625	965	2,590
Fareham	1,233	881	2,114
Gosport	1,464	1,087	2,551
Havant	2,266	941	3,207
New Forest	919	480	1,399
North West Hampshire	721	453	1,174
Portsmouth North	1,979	994	2,973
Portsmouth South	3,741	1,653	5,394
Romsey and Waterside	1,412	774	2,186
Southampton Itchen	3,347	1,352	4,699
Southampton Test	2,913	1,078	3,991
Winchester	823	395	1,218
Hertfordshire			
Broxbourne	1,251	728	1,979
Hertford and Stortford	728	446	1,174
Hertsmere	1,133	539	1,672
North Hertfordshire	1,179	735	1,914
South West Hertfordshire	868	463	1,331
St Albans	903	443	1,346
Stevenage	1,350	768	2,118
Watford	1,273	711	1,984
Welwyn Hatfield	1,031	585	1,616
West Hertfordshire	1,137	674	1,811
Isle of Wight			
Isle of Wight	3,085	1,695	4,780
Kent			
Ashford	1,315	819	2,134
Canterbury	1,809	914	2,723
Dartford	1,401	791	2,192
Dover	2,015	900	2,915
Faversham	2,237	1,342	3,579
Folkestone and Hythe	2,248	1,007	3,255
Gillingham	1,670	1,069	2,739
Gravesham	2,116	1,152	3,268
Maidstone	1,157	633	1,790
Medway	1,808	1,030	2,838
Mid Kent	1,614	1,021	2,635
North Thanet	2,555	1,199	3,754
Sevenoaks	838	462	1,300
South Thanet	2,113	974	3,087
Tonbridge and Malling	931	592	1,523
Tunbridge Wells	774	391	1,165
Oxfordshire			
Banbury	1,096	744	1,840
Henley	556	283	839
Oxford East	1,752	743	2,495
Oxford West and Abingdon	1,083	508	1,591
Wantage	639	340	979
Witney	739	496	1,235
Surrey			
Chertsey and Walton	736	366	1,102
East Surrey	538	283	821
Epsom and Ewell	770	344	1,114
Esher	526	293	819
Guildford	731	315	1,046
Mole Valley	559	270	829
North West Surrey	737	422	1,159
Reigate	662	349	1,011
South West Surrey	537	249	786
Spelthorne	781	493	1,274
Woking	882	393	1,275
West Sussex			
Arundel	1,099	632	1,731
Chichester	862	471	1,333
Crawley	867	436	1,303
Horsham	617	342	959
Mid Sussex	642	397	1,039
Shoreham	809	503	1,312
Worthing	1,109	559	1,668
Greater London			
Barking	2,019	716	2,735
Battersea	3,341	1,307	4,648
Beckenham	1,441	615	2,056
Bethnal Green and Stepney	5,617	1,356	6,973
Bexleyheath	951	632	1,583
Bow and Popular	4,995	1,552	6,547
Brent East	4,144	1,631	5,775
Brent North	1,735	911	2,646
Brent South	3,887	1,581	5,468
Brentford and Isleworth	1,984	914	2,898
Carshaltonn and Wallington	1,217	580	1,797
Chelsea	2,160	929	3,089
Chingford	1,334	617	1,951
Chipping Barnet	937	549	1,486
Chislehurst	1,016	511	1,527
Croydon Central	1,594	647	2,241
Croydon North East	1,772	937	2,709
Croydon North West	2,034	975	3,009
Croydon South	780	415	1,195
Dagenham	1,770	832	2,602
Dulwich	2,588	1,042	3,630
Ealing North	1,921	949	2,870
Ealing Acton	2,500	1,094	3,594
Ealing Southall	2,738	1,351	4,089
Edmonton	2,261	1,008	3,269
Eltham	1,784	764	2,548
Enfield North	1,893	945	2,838
Enfield Southgate	1,432	712	2,144
Erith and Crayford	1,849	947	2,796
Feltham and Heston	2,063	1,155	3,218
Finchley	1,382	777	2,159
Fulham	3,055	1,400	4,455
Greenwich	2,605	1,034	3,639
Hackney North and Stoke Newington	5,797	2,144	7,941
Hackney South and Shoreditch	6,568	2,328	8,896
Hammersmith	3,926	1,393	5,319
Hampstead and Highgate	3,077	1,466	4,543
Harrow East	1,814	909	2,723
Harrow West	1,216	697	1,913
Hayes and Harlington	1,255	713	1,968
Hendon North	1,432	659	2,091
Hendon South	1,493	623	2,116
Holborn and St Pancras	5,123	1,995	7,118
Hornchurch	1,163	678	1,841
Hornsey and Wood Green	4,120	1,879	5,999
Ilford North	1,294	694	1,988
Ilford South	2,119	956	3,075
Islington North	5,222	2,080	7,302
Islington South and Finsbury	4,284	1,763	6,047
Kensington	2,725	1,226	3,951
Kingston-upon-Thames	1,032	470	1,502
Lewisham East	2,470	978	3,448
Lewisham West	2,927	1,173	4,100
Lewisham Deptford	4,911	1,801	6,712
Leyton	3,170	1,200	4,370
Mitcham and Morden	1,744	790	2,534
Newham North East	3,322	1,257	4,579
Newham North West	3,250	1,162	4,412
Newham South	3,225	1,141	4,366
Norwood	4,688	1,739	6,427
Old Bexley and Sidcup	787	506	1,293
Orpington	1,002	492	1,494
Peckham	5,364	1,832	7,196
Putney	1,872	830	2,702
Ravensbourne	826	474	1,300
Richmond-upon-Thames and Barnes	1,086	589	1,675
Romford	1,225	631	1,856
Ruislip-Northwood	629	360	989
Southwark and Bermondsey	4,828	1,509	6,337
Streatham	3,584	1,392	4,976
Surbiton	544	311	855
Sutton and Cheam	813	476	1,289
The City of London and Westminster South	2,489	965	3,454
Tooting	2,791	1,196	3,987
Tottenham	5,971	2,388	8,359
Twickenham	984	521	1,505
Upminster	1,282	615	1,897
Uxbridge	1,100	551	1,651
Vauxhall	6,073	2,185	8,258
Walthamstow	2,224	948	3,172
Wanstead and Woodford	979	489	1,468
Westminster North	4,351	1,867	6,218
Wimbledon	1,161	520	1,681
Woolwich	3,331	1,502	4,833
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,525	671	2,196
Huntingdon	1,157	938	2,095
North East Cambridgeshire	1,919	1,044	2,963
Peterborough	3,954	1,524	5,478

Unemployment in Parliamentary constituencies at May 12, 1988

	Male	Female	All
South East Cambridgeshire	602	480	1,082
South West Cambridgeshire	864	652	1,516
Norfolk			
Great Yarmouth	3,540	1,683	5,223
Mid Norfolk	1,166	771	1,937
North Norfolk	1,444	789	2,233
North West Norfolk	2,307	1,190	3,497
Norwich North	1,839	848	2,687
Norwich South	3,178	1,291	4,469
South Norfolk	1,160	810	1,970
South West Norfolk	1 587	1,163	2,750
Suffolk			
Bury St Edmunds	1,148	881	2,029
Central Suffolk	1,214	789	2,003
Ipswich	1,958	1,006	2,964
South Suffolk	1,157	885	2,042
Suffolk Coastal	1,028	625	1,653
Waveney	2,778	1,541	4,319
SOUTH WEST			
Avon			
Bath	1,719	849	2,568
Bristol East	2,427	1,182	3,609
Bristol North West	2,368	1,120	3,488
Bristol South	3,637	1,444	5,081
Bristol West	3,333	1,483	4,816
Kingswood	1,683	1,016	2,699
Northavon	1,324	1,061	2,385
Wandsdyke	1,159	842	2,001
Weston-Super-Mare	2,019	1,164	3,183
Woodspring	1,155	834	1,989
Cornwall			
Falmouth and Camborne	3,013	1,440	4,453
North Cornwall	2,296	1,362	3,658
South East Cornwall	1,847	1,129	2,976
St Ives	2,933	1,525	4,458
Truro	2,277	1,350	3,627
Devon			
Exeter	2,334	1,074	3,408
Honiton	1,352	823	2,175
North Devon	1,888	1,050	2,938
Plymouth Devonport	3,186	1,329	4,515
Plymouth Drake	3,549	1,619	5,168
Plymouth Sutton	1,982	1,221	3,203
South Hams	1,843	1,129	2,972
Teignbridge	1,528	923	2,451
Tiverton	1,148	767	1,915
Torbay	2,952	1,436	4,388
Torridge and West Devon	1,922	1,115	3,037
Dorset			
Bournemouth East	2,343	996	3,339
Bournemouth West	1,870	779	2,649
Christchurch	922	464	1,386
North Dorset	780	526	1,306
Poole	1,594	818	2,412
South Dorset	1,755	1,002	2,757
West Dorset	829	522	1,351
Gloucestershire			
Cheltenham	2,001	932	2,933
Cirencester and Tewkesbury	1,043	711	1,754
Gloucester	2,284	1,119	3,403
Stroud	1,318	968	2,286
West Gloucestershire	1,634	1,059	2,693
Somerset			
Bridgwater	1,732	1,052	2,784
Somerton and Frome	969	790	1,759
Taunton	1,661	931	2,592
Wells	1,218	826	2,044
Yeovil	1,238	881	2,119
Wiltshire			
Devizes	1,211	925	2,136
North Wiltshire	1,301	951	2,252
Salisbury	1,084	781	1,865
Swindon	2,749	1,460	4,209
Westbury	1,462	1,029	2,491
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,854	1,042	2,896
Hereford	1,744	1,050	2,794
Leominster	1,312	707	2,019
Mid Worcestershire	2,346	1,489	3,835
South Worcestershire	1,335	832	2,167
Worcester	2,075	1,089	3,164
Wyre Forest	2,004	1,257	3,261
Shropshire			
Ludlow	1,398	901	2,299
North Shropshire	1,801	1,082	2,883
Shrewsbury and Atcham	1,830	1,015	2,845
The Wrekin	4,445	1,993	6,438
Staffordshire			
Burton	2,297	1,250	3,547
Cannock and Burntwood	2,507	1,370	3,877
Mid Staffordshire	1,794	1,213	3,007
Newcastle-under-Lyme	1,986	1,024	3,010
South East Staffordshire	2,617	1,414	4,031
South Staffordshire	2,360	1,349	3,709
Stafford	1,812	1,024	2,836
Staffordshire Moorlands	1,285	958	2,243
Stoke-on-Trent Central	2,904	1,202	4,106
Stoke-on-Trent North	2,732	1,294	4,026
Stoke-on-Trent South	2,241	1,176	3,417
Warwickshire			
North Warwickshire	2,267	1,387	3,654
Nuneaton	2,355	1,220	3,575
Rugby and Kenilworth	1,591	1,201	2,792
Stratford-on-Avon	1,153	842	1,995
Warwick and Leamington	1,823	1,196	3,019
West Midlands			
Aldridge-Brownhills	1,934	914	2,848
Birmingham Edgbaston	2,926	1,264	4,190
Birmingham Erdington	4,460	1,704	6,164
Birmingham Hall Green	3,101	1,315	4,416
Birmingham Hodge Hill	4,449	1,711	6,160
Birmingham Ladywood	5,704	2,073	7,777
Birmingham Northfield	4,882	1,805	6,687
Birmingham Perry Barr	4,481	1,812	6,293
Birmingham Small Heath	6,421	2,050	8,471
Birmingham Sparkbrook	5,613	1,712	7,325
Birmingham Yardley	2,648	1,263	3,911
Birmingham Selly Oak	3,343	1,445	4,788
Coventry North East	4,388	1,946	6,334
Coventry North West	2,434	1,181	3,615
Coventry South East	3,530	1,421	4,951
Coventry South West	2,115	1,092	3,207
Dudley East	4,131	1,775	5,906
Dudley West	2,863	1,504	4,367
Halesowen and Stourbridge	2,259	1,190	3,449
Meriden	3,607	1,716	5,323
Solihull	1,399	1,000	2,399
Sutton Coldfield	1,534	1,012	2,546
Walsall North	4,306	1,454	5,760
Walsall South	3,822	1,379	5,201
Warley East	3,395	1,399	4,794
Warley West	2,888	1,228	4,116
West Bromwich East	3,158	1,317	4,475
West Bromwich West	3,796	1,462	5,258
Wolverhampton North East	4,786	1,641	6,427
Wolverhampton South East	3,842	1,420	5,262
Wolverhampton South West	3,322	1,572	4,894
EAST MIDLANDS			
Derbyshire			
Amber Valley	2,316	1,085	3,401
Bolsover	3,369	1,211	4,580
Chesterfield	3,642	1,346	4,988
Derby North	3,099	1,218	4,317
Derby South	4,761	1,702	6,463
Erewash	2,557	1,106	3,663
High Peak	1,701	1,086	2,787
North East Derbyshire	3,262	1,350	4,612
South Derbyshire	2,230	1,087	3,317
West Derbyshire	1,294	814	2,108
Leicestershire			
Blaby	981	735	1,716
Bosworth	1,315	845	2,160
Harborough	853	601	1,454
Leicester East	2,647	1,215	3,862
Leicester South	3,566	1,325	4,891
Leicester West	3,652	1,318	4,970
Loughborough	1,453	834	2,287
North West Leicestershire	1,986	836	2,822
Rutland and Melton	1,117	922	2,039
Lincolnshire			
East Lindsey	3,110	1,445	4,555
Gainsborough and Horncastle	2,130	1,114	3,244
Grantham	2,018	1,157	3,175
Holland with Boston	1,857	1,012	2,869
Lincoln	3,992	1,707	5,699
Stamford and Spalding	1,201	839	2,040
Northamptonshire			
Corby	1,713	1,108	2,821
Daventry	876	866	1,742
Kettering	1,163	758	1,921
Northampton North	2,045	1,079	3,124
Northampton South	1,648	952	2,600
Wellingborough	1,528	958	2,486
Nottinghamshire			
Ashfield	3,367	1,037	4,404
Bassetlaw	3,657	1,382	5,039
Broxtowe	1,880	910	2,790
Gedling	2,015	1,023	3,038
Mansfield	3,812	1,204	5,016
Newark	2,236	1,186	3,422
Nottingham East	5,949	2,118	8,067
Nottingham North	4,434	1,344	5,778
Nottingham South	3,859	1,297	5,156
Rushcliffe	1,784	895	2,679
Sherwood	3,449	1,089	4,538
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,568	947	2,515
Booth Ferry	2,070	1,227	3,297
Bridlington	2,471	1,315	3,786
Brigg and Cleethorpes	3,374	1,558	4,932
Glanford and Scunthorpe	3,476	1,379	4,855
Great Grimsby	4,534	1,502	6,036
Kingston-upon-Hull East	4,377	1,415	5,792
Kingston-upon-Hull North	5,208	1,761	6,969
Kingston-upon-Hull West	4,356	1,728	6,084

Unemployment in Parliamentary constituencies at May 12, 1988

	Male	Female	All
North Yorkshire			
Harrogate	1,365	760	2,125
Richmond	1,547	1,087	2,634
Ryedale	1,272	840	2,112
Scarborough	2,547	1,172	3,719
Selby	1,753	1,142	2,895
Skipton and Ripon	1,041	740	1,781
York	3,271	1,424	4,695
South Yorkshire			
Barnsley Central	4,078	1,190	5,268
Barnsley East	3,651	1,136	4,787
Barnsley West and Penistone	3,565	1,296	4,861
Don Valley	4,282	1,683	5,965
Doncaster Central	4,642	1,926	6,568
Doncaster North	4,880	1,881	6,761
Rother Valley	3,468	1,508	4,976
Rotherham	4,217	1,414	5,631
Sheffield Central	6,485	2,176	8,661
Sheffield Attercliffe	3,517	1,482	4,999
Sheffield Brightside	4,946	1,615	6,561
Sheffield Hallam	2,413	1,311	3,724
Sheffield Heeley	4,269	1,696	5,965
Sheffield Hillsborough	3,047	1,599	4,646
Wentworth	4,125	1,439	5,564
West Yorkshire			
Batley and Spen	2,600	1,119	3,719
Bradford North	4,479	1,615	6,094
Bradford South	3,149	1,258	4,407
Bradford West	5,070	1,703	6,773
Calder Valley	1,806	1,192	2,998
Colne Valley	1,869	1,049	2,918
Dewsbury	2,537	1,253	3,790
Elmet	1,767	891	2,658
Halifax	2,927	1,408	4,335
Hemsworth	3,787	1,217	5,004
Huddersfield	2,762	1,315	4,077
Keighley	1,898	978	2,876
Leeds Central	4,643	1,578	6,221
Leeds East	4,236	1,493	5,729
Leeds North East	2,513	1,132	3,645
Leeds North West	1,975	926	2,901
Leeds West	3,047	1,284	4,331
Morley and Leeds South	2,351	958	3,309
Normanton	2,064	1,060	3,124
Pontefract and Castleford	3,762	1,403	5,165
Pudsey	1,315	820	2,135
Shipley	1,567	869	2,436
Wakefield	3,079	1,225	4,304
NORTH WEST			
Cheshire			
City of Chester	3,041	1,235	4,276
Congleton	1,147	888	2,035
Crewe and Nantwich	2,145	1,261	3,406
Eddisbury	2,190	1,121	3,311
Ellesmere Port and Neston	3,137	1,433	4,570
Halton	4,102	1,781	5,883
Macclesfield	1,267	816	2,083
Tatton	1,625	869	2,494
Warrington North	3,292	1,405	4,697
Warrington South	3,267	1,351	4,618
Lancashire			
Blackburn	4,255	1,433	5,688
Blackpool North	3,344	1,245	4,589
Blackpool South	3,281	1,416	4,697
Burnley	2,868	1,256	4,124
Chorley	1,963	1,220	3,183
Fylde	1,420	732	2,152
Hyndburn	1,887	1,029	2,916
Lancaster	1,699	768	2,467
Morecambe and Lunesdale	2,370	1,070	3,440
Pendle	2,027	1,131	3,158
Preston	4,330	1,533	5,863
Ribble Valley	811	628	1,439
Rossendale and Darwen	2,033	1,156	3,189
South Ribble	1,827	1,160	2,987
West Lancashire	3,605	1,563	5,168
Wyre	1,963	924	2,887
Greater Manchester			
Altrincham and Sale	1,469	738	2,207
Ashton-under-Lyne	2,618	1,165	3,783
Bolton North East	3,030	1,184	4,214
Bolton South East	3,689	1,412	5,101
Bolton West	2,527	1,257	3,784
Bury North	2,010	1,030	3,040
Bury South	2,080	1,069	3,149
Cheadle	1,007	706	1,713
Davyhulme	2,230	921	3,151
Denton and Reddish	2,919	1,376	4,295
Eccles	3,014	1,191	4,205
Hazel Grove	1,431	859	2,290
Heywood and Middleton	2,850	1,399	4,249
Leigh	3,361	1,404	4,765
Littleborough and Saddleworth	1,631	978	2,609
Makerfield	3,076	1,572	4,648
Manchester Central	7,288	2,113	9,401
Manchester Blackley	4,129	1,519	5,648
Manchester Gorton	4,533	1,519	6,052
Manchester Withington	4,225	1,592	5,817
Manchester Wythenshawe	3,960	1,226	5,186
Oldham Central and Royton	3,271	1,451	4,722
Oldham West	2,347	1,091	3,438
Rochdale	3,430	1,439	4,869
Salford East	5,062	1,509	6,571
Stalybridge and Hyde	2,995	1,403	4,398
Stockport	2,255	1,007	3,262
Stretford	5,227	1,923	7,150
Wigan	3,890	1,702	5,592
Worsley	3,092	1,327	4,419
Merseyside			
Birkenhead	6,068	1,858	7,926
Bootle	6,832	2,141	8,973
Crosby	2,780	1,429	4,209
Knowsley North	5,827	1,859	7,686
Knowsley South	5,535	2,042	7,577
Liverpool Broadgreen	5,360	2,051	7,411
Liverpool Garston	4,735	1,646	6,381
Liverpool Mossley Hill	4,564	1,847	6,411
Liverpool Riverside	7,400	2,399	9,799
Liverpool Walton	7,139	2,349	9,488
Liverpool West Derby	5,856	1,915	7,771
Southport	2,392	1,295	3,687
St Helens North	3,719	1,396	5,115
St Helens South	4,424	1,597	6,021
Wallasey	4,450	1,678	6,218
Wirral South	2,039	1,034	3,073
Wirral West	2,335	1,149	3,484
NORTH			
Cleveland			
Hartlepool	5,608	1,751	7,359
Langbaurgh	4,547	1,625	6,172
Middlesbrough	6,478	1,930	8,408
Redcar	5,265	1,604	6,869
Stockton North	5,163	1,698	6,861
Stockton South	4,244	1,721	5,965
Cumbria			
Barrow and Furness	2,066	1,338	3,404
Carlisle	2,207	1,196	3,403
Copeland	1,985	1,057	3,042
Penrith and the Borders	1,341	967	2,308
Westmorland and Lonsdale	919	595	1,514
Workington	2,007	1,081	3,088
Durham			
Bishop Auckland	3,427	1,429	4,856
City of Durham	2,563	1,057	3,620
Darlington	3,426	1,468	4,894
Easington	3,723	1,282	5,005
North Durham	3,894	1,398	5,292
North West Durham	3,146	1,180	4,326
Sedgefield	2,695	1,045	3,740
Northumberland			
Berwick-upon-Tweed	2,186	951	3,137
Blyth Valley	2,971	1,177	4,148
Hexham	1,020	635	1,655
Wansbeck	3,335	1,143	4,478
Tyne and Wear			
Blaydon	2,990	1,129	4,119
Gateshead East	3,994	1,502	5,496
Houghton and Washington	4,924	1,743	6,667
Jarrow	4,605	1,456	6,061
Newcastle upon Tyne Central	3,396	1,335	4,731
Newcastle upon Tyne East	4,504	1,573	6,077
Newcastle upon Tyne North	3,653	1,386	5,039
South Shields	4,402	1,573	5,975
Sunderland North	6,909	2,028	8,937
Sunderland South	5,300	1,881	7,181
Tyne Bridge	6,349	1,749	8,098
Tynemouth	3,728	1,335	5,063
Wallsend	4,644	1,674	6,318
WALES			
Clywd			
Alyn and Deeside	1,932	1,034	2,966
Clwyd North West	3,022	1,308	4,330
Clwyd South West	1,876	940	2,816
Delyn	2,399	984	3,383
Wrexham	2,260	1,110	3,370
Dyfed			
Carmarthen	2,313	1,059	3,372
Ceredigion and Pembroke North	2,240	1,055	3,295
Llanelli	2,532	1,026	3,558
Pembroke	3,699	1,640	5,339
Gwent			
Blaenau Gwent	3,145	970	4,115
Islwyn	2,260	837	3,097
Monmouth	1,519	853	2,372
Newport East	2,638	1,093	3,731
Newport West	2,972	1,204	4,176
Torfaen	2,919	1,293	4,212
Gwynedd			
Caernarfon	2,082	811	2,893
Conwy	2,106	918	3,024
Meirionnydd nant Conwy	946	524	1,470
Ynys Mon	2,614	1,283	3,897
Mid Glamorgan			
Bridgend	2,071	869	2,940
Caerphilly	3,192	1,027	4,219
Cynon Valley	2,990	1,028	4,018
Merthyr Tydfil and Rhymney	3,242	1,110	4,352
Ogmore	2,712	790	3,502
Pontypridd	2,738	993	3,731
Rhondda	3,120	992	4,112

Unemployment in Parliamentary constituencies at May 12, 1988

	Male	Female	All
Powys			
Brecon and Radnor	1,179	604	1,783
Montgomery	899	567	1,466
South Glamorgan			
Cardiff Central	3,502	1,325	4,827
Cardiff North	1,386	600	1,986
Cardiff South and Penarth	3,285	969	4,254
Cardiff West	3,616	1,126	4,742
Vale of Glamorgan	2,512	1,205	3,717
West Glamorgan			
Aberavon	2,303	717	3,020
Gower	1,728	805	2,533
Neath	2,354	966	3,320
Swansea East	3,324	1,043	4,367
Swansea West	3,531	1,126	4,657
SCOTLAND			
Borders region			
Roxburgh and Berwickshire	1,193	601	1,794
Tweeddale, Ettrick and Lauderdale	727	377	1,104
Central region			
Clackmannan	2,645	1,127	3,772
Falkirk East	2,742	1,294	4,036
Falkirk West	2,159	1,112	3,271
Stirling	2,116	1,026	3,142
Dumfries and Galloway region			
Dumfries	2,000	1,185	3,185
Galloway and Upper Nithsdale	2,040	1,149	3,189
Fife region			
Central Fife	3,468	1,592	5,060
Dunfermline East	3,059	1,224	4,283
Dunfermline West	2,087	986	3,073
Kirkcaldy	3,142	1,308	4,450
North East Fife	1,254	825	2,079
Grampian region			
Aberdeen North	2,764	1,049	3,813
Aberdeen South	2,292	1,001	3,293
Banff and Buchan	2,034	1,062	3,096
Gordon	1,321	913	2,234
Kincardine and Deeside	1,366	756	2,122
Moray	2,076	1,415	3,491
Highland region			
Caithness and Sutherland	1,581	630	2,211
Inverness, Nairn and Lochaber	3,847	1,523	5,370
Ross, Cromarty and Skye	3,214	1,217	4,431
Lothian region			
East Lothian	2,432	1,104	3,536
Edinburgh Central	3,339	1,378	4,717
Edinburgh East	2,841	1,037	3,878
Edinburgh Leith	4,431	1,588	6,019
Edinburgh Pentlands	2,039	961	3,000
Edinburgh South	2,573	1,028	3,601
Edinburgh West	1,397	637	2,034
Linlithgow	2,890	1,258	4,148
Livingston	2,746	1,280	4,026
Mid Lothian	2,692	1,026	3,718
Strathclyde region			
Argyll and Bute	1,907	1,080	2,987
Ayr	2,806	1,224	4,030
Carrick, Cumnock and Doon Valley	4,077	1,492	5,569
Clydebank and Milngavie	2,973	1,041	4,014
Clydesdale	2,749	1,247	3,996
Cumbernauld and Kilsyth	2,441	1,248	3,689
Cunninghame North	3,111	1,320	4,431
Cunninghame South	3,744	1,272	5,016
Dumbarton	3,136	1,770	4,906
East Kilbride	2,442	1,347	3,789
Eastwood	1,833	905	2,738
Glasgow Cathcart	2,633	943	3,576
Glasgow Central	5,166	1,652	6,818
Glasgow Garscadden	4,053	1,139	5,192
Glasgow Govan	4,068	1,302	5,370
Glasgow Hillhead	3,336	1,514	4,850
Glasgow Maryhill	5,292	1,739	7,031
Glasgow Pollock	4,994	1,415	6,409
Glasgow Provan	5,635	1,615	7,250
Glasgow Rutherglen	4,211	1,438	5,649
Glasgow Shettleston	4,506	1,349	5,855
Glasgow Springburn	5,589	1,769	7,358
Greenock and Port Glasgow	5,881	1,700	7,581
Hamilton	3,771	1,461	5,232
Kilmarnock and Loudoun	3,247	1,331	4,578
Monklands East	3,694	1,301	4,995
Monklands West	2,917	1,172	4,089
Motherwell North	3,644	1,506	5,150
Motherwell South	3,224	1,136	4,360
Paisley North	3,241	1,443	4,684
Paisley South	3,161	1,288	4,449
Renfrew West and Inverclyde	2,003	1,024	3,027
Strathkelvin and Bearsden	1,979	931	2,910
Tayside region			
Angus East	2,216	1,321	3,537
Dundee East	4,552	1,819	6,371
Dundee West	3,621	1,611	5,232
North Tayside	1,519	872	2,391
Perth and Kinross	2,032	1,035	3,067
Orkney and Shetland Islands	935	497	1,432
Western Isles	1,544	493	2,037
NORTHERN IRELAND			
Belfast East	3,182	1,334	4,516
Belfast North	5,919	1,963	7,882
Belfast South	3,987	1,777	5,764
Belfast West	9,103	2,059	11,162
East Antrim	4,070	1,758	5,828
East Londonderry	6,307	2,135	8,442
Fermanagh and South Tyrone	5,830	1,915	7,745
Foyle	8,948	2,142	11,090
Lagan Valley	3,876	1,730	5,606
Mid-Ulster	6,031	1,974	8,005
Newry & Armagh	6,090	2,051	8,141
North Antrim	4,528	1,622	6,150
North Down	2,656	1,559	4,215
South Antrim	3,598	1,758	5,356
South Down	4,073	1,870	5,943
Strangford	2,554	1,377	3,931
Upper Bann	4,464	1,916	6,380

2·13 UNEMPLOYMENT
Students: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987 May 14	752	*512*	51	121	242	150	191	317	113	125	729	2,791	—	2,791
June 11	1,311	*808*	98	236	508	295	446	858	326	242	4,322	8,642	2,440	11,082
July 9	22,949	*10,015*	2,783	6,631	10,941	6,962	12,329	14,940	6,721	8,531	19,435	112,222	7,997	120,219
Aug 13	29,620	*14,557*	2,792	8,320	12,814	8,114	13,633	18,293	7,192	9,354	19,795	129,927	8,561	138,488
Sept 10	31,640	*14,780*	3,179	9,082	13,789	9,181	15,335	20,237	8,161	10,321	18,797	139,722	9,494	149,216
Oct 8	5,393	*2,737*	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Nov 12	907	*740*	19	86	137	81	160	244	72	90	250	2,046	—	2,046
Dec 10	785	*663*	25	78	139	64	110	202	68	72	195	1,738	—	1,738
1988 Jan 14	578	*463*	23	91	118	79	94	173	68	374	185	1,783	—	1,783
Feb 11	546	*440*	26	85	116	74	76	163	68	55	174	1,383	—	1,383
Mar 10	508	*410*	32	89	126	76	80	176	75	54	175	1,391	—	1,391
Apr 14	637	*473*	47	128	189	118	145	260	113	94	492	2,223	—	2,223
May 12	582	*444*	32	91	182	99	128	229	107	82	454	1,986	—	1,986

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

2·14 UNEMPLOYMENT
Temporarily stopped: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987 May 14	164	*82*	161	55	585	524	901	1,374	259	108	1,934	6,065	1,205	7,270
June 11	173	*122*	31	53	720	427	649	366	734	107	1,541	4,801	1,107	5,908
July 9	162	*101*	78	28	461	133	674	612	840	78	1,556	4,622	1,051	5,673
Aug 13	117	*65*	10	35	270	258	408	293	154	109	1,359	3,013	838	3,851
Sept 10	119	*79*	67	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	*46*	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Nov 12	75	*40*	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701
Dec 10	66	*49*	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312
1988 Jan 14	88	*40*	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
Feb 11	138	*100*	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
Mar 10	147	*96*	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
Apr 14	145	*92*	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506
May 12	92	*70*	32	29	355	461	754	224	256	548	1,843	4,594	1,184	5,778

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 xx	Austria*	Belgium‡	Canada xx	Denmark*	France*	Germany (FR)*	Greece**	Irish Republic**	Italy††	Japan¶	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED																		
Monthly																		
1987 May	2,986	635	141	432	1,177	208	2,522	2,099	100	246	3,218	1,910	653	26·7	2,884	74	21·6	7,318
June	2,905	604	122	424	1,142	195	2,459	2,097	91	247	3,213	1,760	658	28·8	2,839	74	20·7	7,655
July	2,906	610	120	438	1,158	187	2,488	2,176	90	249	3,219	1,590	692	29·0	2,821	81	20·3	7,453
Aug	2,866	602	119	429	1,102	199	2,575	2,165	84	249	3,262	1,660	694	31·7	2,812	108	19·7	7,088
Sept	2,870	598	126	423	1,030	202	2,674	2,107	81	242	3,326	1,660	687	29·8	2,879	85	19·5	6,857
Oct	2,751	585	147	423	1,000	208	2,697	2,093	87	238	3,328	1,620	638	31·3	2,951	76	19·7	6,845
Nov	2,686	567	166	417	1,024	215	2,670	2,133	110	241	3,325	1,560	680	31·4	2,998	76	21·0	6,802
Dec	2,696	620	201	422	1,025	220	2,677	2,308	137	250	3,447	1,500	697	31·4	3,024	71	22·4	6,526
1988 Jan	2,722	645	227	432	1,161	264	2,689	2,519	147	252	3,531	1,680	700	42·6	3,069	..	24·2	7,603
Feb	2,665	..	215	428	1,126	259	2,635	2,517	143	251	3,640	..	701	42·6	3,042	..	23·2	7,482
Mar	2,592	..	188	419	1,181	..	2,548	2,401	..	247	3,635	..	687	..	2,996	..	22·0	7,090
Apr	2,536	..	..	407	1,085	..	2,478	2,262	..	242	..	..	664	..	..	..	..	6,359
May	2,427	..	..	..	..	..	..	2,149	..	236	..	..	..	..	..	..	..	6,533
Percentage rate: latest month	8·7	8·3	6·4	14·8	8·2	9·4	10·1	7·6	7·5	18·3	15·7	2·8	13·6	2·6	20·6	1·6	0·7	5·4
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED																		
Annual averages	**Excl. school leavers**																	
1984	2,999	642	130	512	1,397	270	2,309	2,265	71	214	2,955	1,613	823	67·1	2,477	136	32·1	8,539
1985	3,113	597	140	478	1,329	245	2,425	2,305	89	231	2,959	1,566	762	51·6	2,643	124	27·0	8,312
1986	3,180	611	152	443	1,236	214	2,517	2,223	110	236	3,173	1,667	712	35·9	2,759	98	22·8	8,237
1987	2,881	629	165	435	1,172	217	2,623	2,233	..	247	3,294	1,731	686	32·4	2,924	84	..	7,410
Monthly																		
1987 May	2,951	634	162	438	1,188	218	2,661	2,218	..	250	3,233	1,940	684	31·6	2,918	92	..	7,546
June	2,922	619	161	442	1,175	217	2,645	2,239	..	250	3,239	1,800	682	32·3	2,922	87	..	7,260
July	2,873	645	154	441	1,190	217	2,638	2,250	..	250	3,297	1,660	686	30·5	2,927	81	..	7,224
Aug	2,826	630	159	434	1,151	215	2,649	2,246	..	248	3,373	1,700	681	29·5	2,920	93	..	7,221
Sept	2,772	596	160	430	1,130	217	2,597	2,252	..	247	3,376	1,670	681	31·8	2,944	65	..	7,091
Oct	2,714	635	161	427	1,111	218	2,572	2,249	..	245	3,340	1,660	683	33·2	2,961	77	..	7,177
Nov	2,651	619	159	425	1,081	217	2,546	2,242	..	245	3,335	1,630	682	33·6	2,965	82	..	7,090
Dec	2,614	610	174	421	1,070	217	2,573	2,258	..	245	3,414	1,610	685	30·0	2,980	71	..	6,978
1988 Jan	2,565	615	168	414	1,072	218	2,578	2,225	..	243	3,422	1,660	680	36·2	2,981	..	..	7,046
Feb	2,533	..	157	412	1,046	218	2,582	2,229	..	245	3,493	..	683	36·0	2,957	..	..	6,938
Mar	2,504	..	162	409	1,036	..	2,535	2,244	..	243	3,528	..	684	..	2,936	..	..	6,800
Apr	2,453	..	..	405	1,025	..	2,539	2,263	..	241	..	..	683	..	..	..	..	6,610
May	2,416	..	..	..	..	..	..	2,268	..	240	..	..	..	..	..	..	..	6,783
Percentage rate: latest month	8·7	7·8	5·5	14·7	7·7	8·0	10·3	8·0	..	18·6	15·2	2·7	14·0	2·2	20·2	1·7	..	5·5
latest three months change on previous three months	–0·4	N/C	–0·1	–0·4	–0·3	N/C	–0·1	0·1	..	–0·2	+0·5	–0·1	N/C	–0·1	+0·1	N/C	..	–0·3
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)																		
Latest month		Mar	..	Mar	Mar	..	Mar	Mar	..	..	..	Feb	Mar	Feb	Nov	Mar	..	Mar
Per cent	8·9	7·4	..	10·4	7·7	..	10·5	6·5	..	..	.. (3)	2·7	9·6	2·4	19·6	1·7	..	5·5

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) OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
(4) The following symbols apply only to the figures on national definitions.
† The unadjusted series includes school leavers. The seasonally adjusted series excludes school leavers, and also 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 total employees.
** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.
‡ Insured unemployed. Rates are calculated as percentages of total insured population.
§ Labour force sample survey. Rates are calculated as percentages of total labour force.
†† Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.
¶ Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.
xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
e Estimated.
N/C no change.

2·19 UNEMPLOYMENT
Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending	INFLOW†												
	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	*Change since previous year††*	All	School leavers‡	Excluding school leavers	*Change since previous year††*	All	Married	School leavers‡	Excluding school leavers	*Change since previous year††*
1987 May 12	320·8	21·9	298·9	*−38·2*	204·8	12·9	191·9	*−24·1*	116·0	49·9	9·1	107·0	*−14·1*
June 11	315·5	10·2	305·3	*−38·3*	201·9	5·8	196·0	*−22·2*	113·7	48·0	4·4	109·3	*−16·1*
July 9	429·1	10·7	418·4	*−35·2*	263·3	5·7	257·6	*−16·7*	165·8	55·2	5·0	160·8	*−18·5*
Aug 13	384·4	8·0	376·4	*−14·8*	237·6	4·4	233·2	*−8·1*	146·8	56·9	3·5	143·2	*−6·7*
Sept 10	456·6	55·5	401·1	*−41·9*	281·3	32·2	249·1	*−17·7*	175·2	54·0	23·2	152·0	*−24·3*
Oct 8	420·2	25·6	394·6	*−40·2*	264·9	14·2	250·6	*−22·5*	155·4	53·9	11·4	144·0	*−17·7*
Nov 12	375·3	10·8	364·5	*−38·5*	241·1	6·1	235·0	*−24·8*	134·2	52·0	4·8	129·4	*−13·7*
Dec 10	328·6	7·5	321·1	*−26·8*	217·6	4·3	213·3	*−17·4*	111·0	44·8	3·2	107·8	*−9·4*
1988 Jan 14	344·4	11·0	333·3	*−22·1*	214·7	6·2	208·5	*−15·5*	129·7	52·4	4·9	124·8	*−6·6*
Feb 11	345·2	9·4	335·8	*−51·5*	220·5	5·2	215·3	*−41·3*	124·6	51·0	4·2	120·4	*−10·2*
Mar 10	313·0	7·2	305·9	*−27·8*	202·5	4·1	198·4	*−17·8*	110·5	47·0	3·1	107·5	*−10·0*
Apr 14	323·9	14·8	309·1	*−41·0*	210·3	8·6	201·7	*−26·9*	113·6	47·9	6·2	107·4	*−14·2*
May 12	276·7	9·5	267·2	*−31·7*	180·4	5·5	174·9	*−17·0*	96·3	39·8	4·0	92·3	*−14·7*

UNITED KINGDOM Month ending	OUTFLOW†												
	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	*Change since previous year††*	All	School leavers‡	Excluding school leavers	*Change since previous year††*	All	Married	School leavers‡	Excluding school leavers	*Change since previous year††*
1987 May 12	425·4	10·7	414·7	*+14·2*	272·3	6·2	266·1	*+5·7*	153·2	67·7	4·6	148·6	*+8·4*
June 11	403·4	11·7	391·8	*+9·3*	264·0	6·6	257·5	*+8·3*	139·4	59·3	5·1	134·3	*+1·0*
July 9	427·9	12·1	415·7	*+16·7*	279·0	6·8	272·2	*+13·5*	148·9	60·5	5·3	143·5	*+3·2*
Aug 13	419·6	10·1	409·6	*+20·9*	270·7	5·5	265·2	*+16·2*	148·9	56·4	4·6	144·4	*+4·8*
Sept 10	451·8	12·9	438·9	*−3·9*	277·6	7·4	270·1	*+2·9*	174·2	67·1	5·6	168·6	*−7·0*
Oct 8	549·0	30·5	518·5	*−2·9*	340·9	17·8	323·1	*+4·4*	208·1	68·4	12·7	195·3	*−7·4*
Nov 12	432·3	18·4	413·9	*+3·8*	273·8	10·6	263·3	*+9·7*	158·5	61·9	7·9	150·6	*−6·0*
Dec 10	317·5	10·1	307·4	*−22·5*	203·6	5·8	197·9	*−7·1*	113·9	42·7	4·3	109·5	*−15·4*
1988 Jan 10	321·5	8·4	313·1	*+26·2*	202·6	4·8	197·8	*+25·8*	119·0	49·8	3·6	115·3	*+0·4*
Feb 11	406·6	11·3	395·3	*−51·0*	264·5	6·3	258·2	*−30·2*	142·1	57·9	5·0	137·1	*−20·8*
Mar 10	392·5	9·3	383·2	*−36·7*	255·6	5·2	250·3	*−21·5*	136·9	55·7	4·1	132·9	*−15·2*
Apr 14	372·5	7·6	364·9	*−23·1*	242·7	4·3	238·4	*−14·2*	129·8	53·5	3·2	126·5	*−8·9*
May 12	394·9	10·8	384·1	*−30·6*	260·2	6·3	253·9	*−12·2*	134·7	55·5	4·5	130·2	*−18·4*

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351–358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.

† The flows in this table are not on quite the same basis as those in *table 2·20*. While *table 2·20* relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.
While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers.

2.20 UNEMPLOYMENT
Flows by age; standardised*; not seasonally adjusted, computerised records only

INFLOW — OUTFLOW — THOUSAND

Great Britain Month ending	Age group																			
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54†	55-59†	60 and over†	All ages
MALE																				
1987 May 14	20·8	20·2	44·9	27·6	19·0	28·8	20·5	9·7	6·9	**198·4**	13·2	24·8	58·0	35·4	24·1	37·6	24·6	10·4	9·7	**237·8**
June 11	14·6	22·0	47·8	28·1	18·7	28·2	19·8	9·4	6·7	**195·3**	13·1	24·8	57·5	35·7	24·4	37·8	24·4	9·9	9·4	**237·0**
July 9	15·3	30·6	83·3	33·9	21·4	31·4	21·7	10·7	7·5	**255·9**	13·8	27·3	62·1	36·3	24·7	38·1	24·4	9·7	9·3	**245·6**
Aug 13	14·4	27·8	65·3	33·2	21·2	30·9	21·5	10·3	6·9	**231·6**	12·4	26·0	64·7	35·1	23·2	35·4	23·0	9·2	9·1	**238·0**
Sept 10	42·9	40·6	62·0	33·1	21·4	31·4	22·5	11·3	6·8	**272·1**	15·6	28·2	69·8	36·4	23·4	35·1	22·4	9·1	8·7	**248·6**
Oct 8	26·2	32·9	63·6	35·4	22·3	33·1	23·5	11·5	7·8	**256·4**	27·3	44·0	81·6	40·7	27·0	39·3	24·2	9·9	9·3	**303·2**
Nov 12	17·8	26·1	58·2	34·3	22·3	34·1	23·6	11·1	7·1	**234·6**	19·6	27·0	59·7	35·2	23·2	35·2	22·7	9·2	9·1	**241·0**
Dec 10	14·9	22·3	51·3	32·1	21·4	32·1	21·7	9·9	6·3	**211·9**	12·3	19·6	44·3	26·6	17·6	27·7	18·5	7·7	7·3	**181·5**
1988 Jan 14	16·0	21·6	49·9	31·0	20·5	30·8	21·3	10·3	6·9	**208·4**	10·9	17·1	41·7	26·5	17·5	26·1	17·2	7·2	7·3	**171·6**
Feb 11	16·0	23·1	52·5	32·6	21·4	31·8	21·4	9·5	6·2	**214·4**	15·0	23·7	55·8	36·2	23·9	35·9	23·4	9·2	9·1	**232·2**
Mar 10	13·4	20·7	47·5	29·9	20·0	29·8	20·6	9·2	5·8	**196·8**	13·4	23·1	55·4	35·4	23·6	35·8	23·0	9·2	8·4	**227·2**
Apr 14	16·4	19·1	46·0	29·9	20·2	31·5	23·2	10·9	6·9	**204·1**	11·2	21·1	51·5	33·0	22·4	34·4	22·4	9·3	8·0	**213·3**
May 12	13·1	18·1	41·0	25·9	17·5	26·0	18·9	8·9	5·8	**175·1**	13·2	22·3	55·2	35·2	23·9	36·5	23·8	9·8	8·4	**228·2**
FEMALE																				
1987 May 14	14·7	13·3	27·5	18·1	10·5	15·1	9·6	3·0	—	**111·8**	10·0	18·5	37·4	24·3	14·1	18·7	11·2	3·6	0·1	**137·9**
June 11	10·5	14·7	29·0	17·7	10·1	14·4	9·4	3·1	—	**108·9**	10·0	17·3	34·7	22·0	12·6	16·6	10·4	3·4	0·1	**127·0**
July 9	11·8	23·6	58·9	21·2	12·0	17·7	10·4	3·5	—	**159·1**	10·4	19·7	37·5	22·9	12·8	16·1	9·9	3·3	0·1	**132·7**
Aug 13	10·7	20·2	44·4	21·4	12·2	18·6	11·1	3·6	—	**142·1**	9·6	19·3	42·1	21·8	12·0	15·6	9·6	3·2	0·1	**133·1**
Sept 10	31·2	33·3	39·1	20·4	11·9	17·2	10·7	4·0	—	**167·8**	11·4	21·4	49·9	24·1	14·5	21·1	12·2	3·6	0·1	**158·4**
Oct 8	20·7	25·3	39·8	21·2	11·6	16·5	10·8	3·7	—	**149·5**	19·9	34·9	54·5	26·2	15·1	20·9	12·0	3·7	0·1	**187·3**
Nov 12	13·7	18·3	35·3	20·3	11·1	16·3	11·1	3·8	—	**129·9**	14·6	21·5	39·2	22·5	12·8	17·7	10·9	3·4	0·1	**142·8**
Dec 10	11·0	14·3	28·6	17·3	9·7	14·2	9·4	3·1	—	**107·6**	9·3	15·0	28·9	16·6	9·2	12·5	8·2	2·5	0·1	**102·5**
1988 Jan 14	12·9	16·8	33·3	19·6	11·3	17·1	10·7	3·5	—	**125·2**	8·2	13·4	27·7	17·8	10·5	14·3	8·8	2·9	0·1	**103·7**
Feb 11	12·3	16·4	31·8	19·7	11·3	15·5	10·4	3·2	—	**120·5**	11·5	17·2	34·2	21·3	12·1	16·4	10·5	3·2	0·1	**126·6**
Mar 10	9·8	13·7	27·6	17·5	10·1	14·7	10·0	3·2	—	**106·6**	10·0	16·6	33·5	20·9	11·9	16·6	10·6	3·3	0·1	**123·6**
Apr 14	12·0	12·6	26·7	17·4	10·4	15·8	10·9	3·6	—	**109·4**	8·6	15·5	31·6	19·8	11·5	15·8	10·3	3·4	0·1	**116·6**
May 12	9·4	11·4	23·6	15·0	8·6	12·6	9·1	3·1	—	**92·7**	9·7	15·9	32·3	20·4	11·9	16·5	10·9	3·4	0·1	**120·9**
Changes on a year earlier																				
MALE																				
1987 May 14	−2·1	−2·6	−3·7	−2·4	−1·9	−3·7	−3·2	−1·9	−2·0	**−23·5**	−4·1	−2·4	+1·5	+2·1	+1·1	+1·7	+2·0	+1·2	+0·2	**+2·9**
June 11	−8·1	−3·5	−3·4	−1·9	−1·8	−3·7	−2·5	−1·0	−1·7	**−27·5**	−4·4	−2·5	+1·4	+3·0	+1·6	+2·4	+2·2	+1·1	—	**+4·9**
July 9	−8·6	−2·5	−4·4	−0·2	−0·9	−1·5	−1·6	−1·1	−2·2	**−22·8**	−6·3	−2·1	+2·8	+2·9	+2·0	+3·4	+2·4	+1·4	+0·3	**+6·7**
Aug 13	−6·4	−0·6	+1·9	−0·5	−0·4	−1·9	−1·9	−1·0	−2·4	**−12·2**	−4·4	−0·5	+3·5	+3·4	+1·9	+3·0	+2·2	+1·2	+0·2	**+10·3**
Sept 10	−19·0	−6·8	−0·6	+0·7	−0·4	−1·5	−1·9	−1·2	−2·4	**−33·1**	−10·9	−2·3	+1·0	+2·1	+0·7	+0·8	+1·2	+0·8	−0·7	**−7·3**
Oct 8	−1·8	−1·5	−3·6	−1·6	−2·0	−3·9	−2·8	−1·8	−2·7	**−21·8**	−7·4	−4·5	+2·8	+3·0	+2·4	+2·6	+1·8	+1·2	−0·2	**−1·5**
Nov 12	−3·0	−1·8	−3·0	−2·2	−2·7	−4·3	−3·6	−2·3	−2·6	**−25·4**	−3·3	−1·1	+1·0	+2·6	+0·9	+1·6	+1·6	+0·8	−0·5	**+3·7**
Dec 10	−2·0	−1·8	−3·1	−0·7	−1·4	−3·2	−2·8	−0·9	−1·3	**−17·4**	−2·8	−2·5	−2·8	+0·3	−0·3	−0·7	+0·1	+0·4	−0·6	**−9·0**
1988 Jan 14	−2·0	−0·7	−1·3	−0·3	−1·2	−3·4	−4·2	−1·9	−1·6	**−16·6**	+1·2	+1·9	+6·1	+5·2	+3·0	+3·3	+2·1	+1·1	+0·2	**+24·1**
Feb 11	−2·8	−3·8	−7·8	−5·3	−4·5	−8·0	−5·6	−2·1	−1·7	**−41·6**	−3·0	−3·0	−6·6	−2·4	−2·9	−5·7	−2·4	−0·6	−1·3	**−28·0**
Mar 10	−1·5	−2·3	−3·3	−0·8	−1·1	−3·1	−3·4	−1·3	−1·3	**−18·4**	−2·3	−3·1	−4·0	−0·8	−1·7	−3·2	−2·2	−0·4	−1·5	**−19·3**
Apr 14	+3·0	−3·4	−6·0	−1·8	−1·8	−3·1	−4·8	−2·2	−1·7	**−21·9**	−1·3	−2·9	−2·7	−0·1	−1·0	−1·9	−1·3	−0·3	−1·5	**−13·0**
May 12	−7·7	−2·1	−3·9	−1·7	−1·5	−2·8	−1·6	−0·8	−1·1	**−23·3**	—	−2·5	−2·8	−0·2	−0·2	−1·1	−0·8	−0·6	−1·3	**−9·6**
FEMALE																				
1987 May 14	−2·3	−2·4	−4·2	−2·7	−1·1	−0·7	−0·5	−0·5	—	**−14·5**	−2·8	−0·9	+0·8	+2·3	+1·6	+2·1	+1·8	+0·7	—	**+5·6**
June 11	−6·6	−3·7	−4·2	−2·5	−1·2	−1·6	−0·9	−0·3	—	**−21·0**	−3·7	−2·3	−0·6	+0·6	+0·6	+1·0	+1·3	+0·6	—	**+2·5**
July 9	−7·5	−3·3	−6·6	−2·6	−1·1	−1·4	−1·0	−0·3	—	**−23·8**	−5·5	−1·8	−0·1	+1·7	+1·0	+1·3	+1·4	+0·7	—	**−1·4**
Aug 13	−4·0	−1·0	−0·4	−1·2	−1·0	−0·7	−0·6	−0·3	—	**−9·3**	−3·8	−1·0	+0·9	+1·3	+0·7	+1·4	+1·0	+0·6	—	**+1·0**
Sept 10	−15·5	−9·1	−3·8	−3·0	−1·9	−1·8	−0·8	−0·7	—	**−36·6**	−7·9	−2·9	−1·9	−0·5	−0·5	−0·3	+0·8	+0·3	—	**−12·9**
Oct 8	−1·0	−1·3	−5·5	−3·6	−1·9	−1·9	−1·0	−0·6	—	**−16·9**	−5·2	−0·6	+0·2	−0·2	+1·0	+1·1	+0·5	0·0	—	**−9·4**
Nov 12	−1·9	−1·7	−3·6	−2·7	−1·4	−1·6	−0·8	−0·3	—	**−14·1**	−2·9	−2·2	−2·3	−1·4	−1·0	−0·3	+0·7	+0·2	—	**−8·9**
Dec 10	−1·5	−2·6	−2·8	−1·8	−0·8	−0·6	−0·4	−0·2	—	**− 9·8**	−2·6	−3·3	−4·6	−2·8	−1·6	−1·4	−0·2	−0·1	—	**−16·5**
1988 Jan 14	−1·7	−1·3	−1·9	−0·6	−0·7	−0·8	−0·2	−0·1	—	**− 7·3**	+0·3	+0·1	+0·2	−0·8	−0·4	—	+0·8	+0·2	—	**+0·3**
Feb 11	−1·8	−2·2	−3·2	−1·5	−0·8	−0·9	−0·0	−0·1	—	**−10·5**	−2·1	−2·9	−5·3	−4·4	−2·9	−2·3	−0·6	−0·2	—	**−20·6**
Mar 10	−0·8	−1·5	−2·9	−1·8	−1·2	−1·6	−0·4	—	—	**−10·3**	−1·7	−2·5	−4·1	−2·9	−1·8	−1·3	−0·3	+0·1	—	**−14·4**
Apr 14	+2·3	−2·1	−4·5	−3·2	−1·6	−1·4	−0·5	−0·1	—	**−11·0**	−0·7	−1·8	−2·9	−2·0	−0·9	−0·2	+0·6	+0·3	—	**−7·6**
May 12	−5·3	−1·9	−3·9	−3·1	−1·9	−2·5	−0·5	+0·1	—	**−19·1**	−0·3	−2·6	−5·1	−3·9	−2·2	−2·2	−0·3	−0·2	—	**−17·0**

* Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4⅓ 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.

2·21 UNEMPLOYMENT
Likelihood* of becoming unemployed and ceasing to be unemployed by age and sex

GREAT BRITAIN

	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Unemployment rates§ (per cent)										
April 1987	15·2	22·9	17·4	13·7	11·8	9·6	11·1	18·0	7·4	13·0
April 1988	12·4	17·0	13·8	11·3	9·7	7·9	9·3	15·5	5·1	10·5
Likelihood of becoming unemployed†										
January 1987-April 1987	10·4	11·0	7·4	4·8	3·8	2·9	2·9	2·9	2·4	4·4
January 1988-April 1988	10·0	9·4	6·5	4·4	3·3	2·5	2·4	2·5	2·0	3·9
Change	−0·4	−1·6	−0·9	−0·4	−0·5	−0·4	−0·5	−0·4	−0·4	−0·5
Likelihood of ceasing to be unemployed‡										
January 1987-April 1987	60·3	49·4	44·8	41·4	38·1	35·7	29·6	21·7	45·3	38·4
January 1988-April 1988	66·2	56·9	51·0	47·5	41·8	38·8	30·7	23·9	55·8	42·5
Change	+5·9	+7·5	+6·2	+6·1	+3·7	+3·1	+1·1	+2·2	+10·5	+4·1

	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55 and over	All ages
FEMALE									
Unemployment rates§ (per cent)									
April 1987	12·2	17·3	12·8	11·1	7·2	4·3	5·6	6·1	8·1
April 1988	10·2	12·8	9·9	8·8	5·7	3·6	4·9	5·4	6·6
Likelihood of becoming unemployed†									
January 1987-April 1987	8·0	8·0	5·9	4·6	3·0	1·8	1·5	0·8	3·3
January 1988-April 1988	7·8	6·9	5·2	4·1	2·7	1·7	1·5	0·8	3·0
Change	−0·2	−1·1	−0·7	−0·5	−0·3	−0·1	0·0	0·0	−0·3
Likelihood of ceasing to be unemployed‡									
January 1987-April 1987	59·6	51·5	51·4	51·6	52·2	48·9	33·8	16·7	46·7
January 1988-April 1988	64·4	59·3	58·3	56·8	56·9	53·5	35·8	19·8	51·3
Change	+4·8	+7·8	+6·9	+5·2	+4·7	+4·6	+2·0	+3·1	+4·6
MALE AND FEMALE									
Unemployment rates§ (per cent)									
April 1987	13·8	20·2	15·4	12·7	10·0	7·3	8·7	10·7	11·0
April 1988	11·4	15·0	12·1	10·3	8·2	6·1	7·4	8·9	8·9
Likelihood of becoming unemployed‡									
January 1987-April 1987	9·2	9·6	6·7	4·8	3·5	2·5	2·3	2·0	3·9
January 1988-April 1988	8·9	8·2	5·9	4·3	3·1	2·2	2·0	1·7	3·5
Change	−0·3	−1·4	−0·8	−0·5	−0·4	−0·3	−0·3	−0·3	−0·4
Likelihood of ceasing to be unemployed‡									
January 1987-April 1987	60·0	50·3	47·1	44·9	42·0	39·0	30·8	25·4	41·0
January 1988-April 1988	65·4	57·9	53·6	50·6	45·8	42·5	32·3	28·4	45·2
Change	+5·4	+7·6	+6·5	+5·7	+3·8	+3·5	+1·5	+3·0	+4·2

* These likelihoods provide a relative guide to the prospects of an individual becoming or ceasing to be unemployed. They cannot be taken as actual probabilities for these events.
† The likelihood of becoming unemployed is the inflow expressed as a percentage of the average number of employees in employment, the unemployed and self employed and HM Forces.
‡ The likelihood of ceasing to be unemployed is the outflow expressed as a percentage of the average number unemployed over the quarters.
§ While the figures for unemployment rates are presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those under 20 are subject to the widest error.
Note: The unemployment rates and likelihood of becoming unemployed by age are expressed as a percentage of the whole working population at mid 1987 and the rates are consistent with tables 2·1 to 2·3 and 2·23.

2·22 UNEMPLOYMENT
Median* duration of unemployment by age and sex (weeks)

GREAT BRITAIN	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Completed spells (computerised records only)										
January 1987-April 1987	8·1	13·0	13·2	13·0	13·4	12·8	12·8	14·7	25·4	13·0
January 1988-April 1988	6·6	12·2	13·7	15·6	16·5	15·7	14·9	16·0	25·6	14·1
Change	−1·5	−0·8	+0·5	+2·6	+3·1	+2·9	+2·1	+1·3	+0·2	+1·1
Uncompleted spells (all records)										
April 1987	20·5	26·7	31·6	42·2	51·8	60·8	69·7	92·1	30·9	43·4
April 1988	15·4	23·5	27·2	35·8	46·4	59·0	79·0	110·6	29·2	40·3
Change	−5·1	−3·2	−4·4	−6·4	−5·4	−1·8	+9·3	+18·5	−1·7	−3·1
FEMALE										
Completed spells (computerised records only)										
January 1987-April 1987	8·2	12·7	14·3	20·2	18·8	12·9	14·4	17·6	38·4	14·4
January 1988-April 1988	6·9	11·7	12·9	18·0	16·6	12·3	13·9	18·1	40·8	12·9
Change	−1·3	−1·0	−1·4	−2·2	−2·2	−0·6	−0·5	+0·5	+2·4	−1·5
Uncompleted spells (all records)										
April 1987	21·1	28·3	27·3	27·6	28·7	32·6	54·3	99·2	184·6	31·9
April 1988	16·3	24·6	23·8	24·3	25·0	29·4	54·9	112·6	201·0	28·8
Change	−4·8	−3·7	−3·5	−3·3	−2·7	−3·2	+0·6	+13·4	+16·4	−3·1
MALE AND FEMALE										
Completed spells (computerised records only)										
January 1987-April 1987	8·1	12·8	13·6	15·7	15·2	12·8	13·2	15·4	25·6	13·4
January 1988-April 1988	6·7	12·0	13·4	16·4	16·5	14·5	14·6	16·5	25·8	13·7
Change	−1·4	−0·8	−0·2	+0·7	+1·3	+1·7	+1·4	+1·1	+0·2	+0·3
Uncompleted spells (all records)										
April 1987	20·8	27·4	29·9	35·1	40·8	49·1	64·4	93·9	31·5	38·1
April 1988	15·8	23·9	25·7	30·9	36·7	46·4	71·0	111·1	29·9	35·8
Change	−5·0	−3·5	−4·2	−4·2	−4·1	−2·7	+6·6	+17·2	−1·6	−2·3

* The median duration is the length of time spent unemployed, which has been exceeded by 50 per cent of the unemployed.
† These medians are affected by the small number of observations in these cells.

UNEMPLOYMENT
Likelihood* of becoming unemployed and ceasing to be unemployed by region and sex 2·23

	South	*Greater London* **	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Unemployed rates (per cent)												
April 1987	9·1	10·4	8·6	10·2	14·3	11·7	15·3	17·4	19·2	16·5	17·9	13·0
April 1988	7·0	8·6	6·3	8·0	11·2	9·7	12·8	14·5	16·4	14·2	15·3	10·5
Likelihood of becoming unemployed†												
January 1987-April 1987	3·9	3·8	3·8	4·4	4·0	4·1	4·7	4·8	5·5	5·2	5·7	4·4
January 1988-April 1988	3·0	3·3	3·0	3·7	3·4	3·7	4·4	4·6	5·4	4·9	5·2	3·9
Change	−0·9	−0·5	−0·8	−0·7	−0·6	−0·4	−0·3	−0·2	−0·1	−0·3	−0·5	−0·5
Likelihood of ceasing to be unemployed‡												
January 1987-April 1987	47·2	40·0	49·7	49·6	32·9	38·2	34·1	31·4	31·7	36·8	35·1	38·4
January 1988-April 1988	50·0	42·0	55·8	55·4	37·5	41·9	38·5	36·8	37·1	39·5	39·9	42·5
Change	+2·8	+2·0	+6·1	+5·8	+4·6	+3·7	+4·4	+5·4	+5·4	+2·7	+4·8	+4·1
FEMALE												
Unemployment rates (per cent)												
April 1987	6·0	6·5	6·7	7·9	9·5	8·0	9·2	9·9	10·3	9·9	10·6	8·1
April 1988	4·5	5·3	5·1	6·2	7·8	6·3	7·7	8·2	9·0	8·5	8·9	6·6
Likelihood of becoming unemployed†												
January 1987-April 1987	2·8	2·9	3·0	3·5	3·2	3·2	3·5	3·6	3·7	3·9	4·2	3·3
January 1988-April 1988	2·3	2·5	2·6	3·1	3·0	2·9	3·4	3·4	3·7	4·0	3·9	3·0
Change	−0·5	−0·4	−0·4	−0·4	−0·2	−0·3	−0·1	−0·2	0·0	+0·1	−0·3	−0·3
Likelihood of ceasing to be unemployed‡												
January 1987-April 1987	53·3	49·3	52·7	52·4	40·3	46·1	43·4	41·4	42·3	48·2	44·2	46·7
January 1988-April 1988	57·3	49·8	59·4	58·6	43·6	52·1	47·8	47·3	45·2	52·1	50·6	51·3
Change	+4·0	+0·5	+6·7	+6·2	+3·3	+6·0	+4·4	+5·9	+2·9	+3·9	+6·4	+4·6
MALE AND FEMALE												
Unemployment rates												
April 1987	7·8	8·9	7·8	9·8	12·4	10·2	12·8	14·2	15·6	13·9	14·8	11·0
April 1988	5·9	7·3	5·8	7·2	9·9	8·3	10·7	11·9	13·4	11·9	12·6	8·9
Likelihood of becoming unemployed†												
January 1987-April 1987	3·4	3·4	3·5	4·0	3·7	3·8	4·2	4·3	4·8	4·7	5·1	3·9
January 1988-April 1988	2·7	3·0	2·9	3·4	3·3	3·4	4·0	4·1	4·7	4·6	4·6	3·5
Change	−0·7	−0·4	−0·6	−0·6	−0·4	−0·4	−0·2	−0·2	−0·1	−0·1	−0·5	−0·4
Likelihood of ceasing to be unemployed												
January 1987-April 1987	49·2	42·8	50·8	50·6	35·2	40·8	36·9	34·3	34·6	40·1	37·9	41·0
January 1988-April 1988	52·3	44·3	57·1	56·6	39·4	45·1	41·3	39·8	39·3	43·1	43·1	45·2
Change	+3·1	+1·5	+6·3	+6·0	+4·2	+4·3	+4·4	+5·5	+4·7	+3·0	+5·2	+4·2

* See footnote to table 2·21.
† See footnote to table 2·21.
‡ See footnote to table 2·21.
** Included in the South East.
Note: See note to table 2·21

UNEMPLOYMENT
Median* duration of unemployment by region and sex 2·24

	South	*Greater London* **	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Completed spells (computerised records only)												
January 1987-April 1987	11·0	13·7	9·9	11·6	16·7	12·0	13·8	16·4	15·6	16·7	14·1	13·0
January 1988-April 1988	12·2	14·5	10·5	11·9	17·3	13·0	14·4	16·5	15·5	17·1	15·6	14·1
Change	+1·2	+0·8	+0·6	+0·3	+0·6	+1·0	+0·6	+0·1	−0·1	+0·4	+1·5	+1·1
Uncompleted spells (all records)												
April 1987	37·7	42·2	33·6	34·0	55·8	40·8	47·6	51·8	48·1	42·5	41·8	43·4
April 1988	36·4	39·3	32·9	31·3	53·4	40·1	44·1	45·7	44·1	36·9	40·6	40·3
Change	−1·3	−2·9	−0·7	−2·7	−2·4	−0·7	−3·5	−6·1	−4·0	−5·6	−1·2	−3·1
FEMALE												
Completed spells (computerised records only)												
January 1987-April 1987	12·3	12·8	12·3	13·4	18·4	14·7	15·6	15·1	17·7	16·1	14·3	14·4
January 1988-April 1988	11·6	12·7	10·9	12·5	16·1	12·7	13·8	13·4	15·4	13·3	13·3	12·9
Change	−0·7	−0·1	−1·4	−0·9	−2·3	−2·0	−1·8	−1·7	−2·3	−2·8	−1·0	−1·5
Uncompleted spells (all records)												
April 1987	30·2	31·9	28·9	29·1	36·0	31·1	33·1	34·1	34·6	30·9	30·9	31·9
April 1988	27·7	29·6	25·4	26·2	32·7	27·6	29·2	30·1	30·0	25·9	29·0	28·8
Change	−2·5	−2·3	−3·5	−2·9	−3·3	−3·5	−3·9	−4·0	−4·6	−5·0	−1·9	−3·1
MALE AND FEMALE												
Completed spells (computerised records only)												
January 1987-April 1987	11·5	13·3	10·7	12·2	17·3	12·7	14·4	15·9	16·3	16·5	14·2	13·4
January 1988-April 1988	12·0	13·8	10·7	12·1	16·9	12·9	14·2	15·4	15·5	15·8	14·8	13·7
Change	+0·5	+0·5	0·0	−0·1	−0·4	+0·2	−0·2	−0·5	−0·8	−0·7	+0·6	+0·3
Uncompleted spells (all records)												
April 1987	34·8	37·8	31·7	31·9	47·2	36·6	41·1	44·5	42·5	37·3	37·3	38·1
April 1988	33·3	35·9	29·7	29·2	43·5	35·1	37·3	38·6	38·1	33·3	36·3	35·8
Change	−1·5	−1·9	−2·0	−2·7	−3·7	−1·5	−3·8	−5·9	−4·4	−4·0	−1·0	−2·3

* See footnotes to table 2·22.
** See footnote to table 2·23.

2·25 UNEMPLOYMENT
Flows and completed durations by age*: January 15 to April 14, 1988

THOUSAND

GREAT BRITAIN Duration of completed spells unemployment in weeks	Age groups Under 17	17	18	19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55–59	60 and over	All
MALE														
Inflow	20·6	25·4	29·4	33·1	145·4	92·2	61·6	49·9	43·3	34·6	31·0	29·8	19·0	615·1
Outflow														
One or less	2·7	3·6	3·3	3·5	14·3	8·6	5·4	4·4	3·7	2·8	2·3	1·9	1·5	58·1
Over 1 and up to 2	1·6	2·1	2·2	2·3	9·8	6·2	4·2	3·6	3·2	2·4	1·9	1·6	1·4	42·6
over 2 and up to 4	2·1	2·9	3·1	3·4	15·2	9·1	6·0	5·0	4·6	3·5	3·0	2·4	1·9	62·1
over 4 and up to 6	1·6	2·1	2·4	2·7	11·8	7·3	4·7	3·8	3·6	2·7	2·3	2·0	1·4	48·5
over 6 and up to 8	1·2	1·6	2·0	2·1	9·7	5·8	3·9	3·2	2·9	2·1	1·9	1·6	1·0	38·9
over 8 and up to 13	1·9	2·9	3·7	4·2	18·6	11·4	7·6	6·1	5·4	4·2	3·5	3·1	2·0	74·6
over 13 and up to 26	3·4	4·7	6·2	7·0	29·8	18·1	11·5	9·3	8·0	6·4	5·6	5·5	3·6	119·0
over 26 and up to 39	0·6	1·9	3·4	4·3	18·9	10·4	6·7	5·2	4·2	3·4	3·1	3·2	2·6	67·7
over 39 and up to 52	—	1·0	1·4	1·6	7·9	5·1	3·3	2·7	2·1	2·0	2·0	2·2	2·3	33·6
over 52 and up to 65	—	0·5	1·2	1·1	5·9	4·1	2·7	2·2	2·0	1·6	1·7	2·0	5·3	30·4
over 65 and up to 78	—	0·5	1·0	0·9	4·4	3·3	2·1	1·7	1·4	1·1	0·7	0·8	1·2	19·2
over 78 and up to 104	—	0·2	1·3	1·0	5·2	3·9	2·7	2·1	1·8	1·4	0·6	0·6	0·6	21·3
over 104 and up to 156	—	—	0·6	1·2	5·1	4·2	3·2	2·6	2·1	1·7	0·6	0·4	0·4	22·1
over 156	—	—	—	0·3	5·6	6·6	5·6	5·0	4·3	3·5	0·8	0·3	0·3	32·2
Duration not available	0·5	0·6	0·5	0·6	2·0	12·6	7·5	6·7	3·7	3·2	9·2	18·3	3·7	69·2
All	**15·6**	**24·7**	**32·3**	**36·3**	**164·1**	**116·7**	**77·3**	**63·4**	**52·8**	**41·9**	**39·0**	**46·1**	**29·2**	**739·4**

	Under 17	17	18	19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55 and over	All
FEMALE													
Inflow	15·4	18·8	21·0	21·4	85·7	54·5	31·7	23·9	22·1	17·6	13·8	10·1	335·9
Outflow													
one or less	1·8	2·5	2·5	2·3	8·5	4·6	2·9	2·5	2·3	1·7	1·2	0·8	33·6
over 1 and up to 2	1·3	1·6	1·7	1·8	6·7	4·0	2·4	2·0	1·9	1·3	1·0	0·7	26·4
over 2 and up to 4	1·7	2·3	2·5	2·6	9·8	5·4	3·2	2·6	2·3	1·7	1·3	0·8	36·3
over 4 and up to 6	1·1	1·7	1·9	2·0	7·5	4·0	2·3	1·9	1·7	1·2	0·9	0·6	26·9
over 6 and up to 8	0·9	1·2	1·5	1·7	6·1	3·2	1·9	1·4	1·4	1·0	0·8	0·5	21·5
over 8 and up to 13	1·4	2·3	2·6	2·9	11·1	6·0	3·6	2·7	2·3	1·8	1·3	0·9	39·0
over 13 and up to 26	2·6	3·6	4·8	4·9	17·3	9·8	5·4	4·1	3·7	2·9	2·3	1·9	63·1
over 26 and up to 39	0·5	1·5	2·6	2·9	11·3	7·1	3·7	2·4	2·3	1·8	1·4	1·2	38·7
over 39 and up to 52	—	0·8	0·9	1·0	5·6	5·1	2·6	1·4	1·2	1·0	0·8	0·9	21·3
over 52 and up to 65	—	0·4	0·7	0·8	5·5	7·2	3·9	1·8	1·2	1·1	0·7	0·9	24·2
over 65 and up to 78	—	0·5	0·7	0·7	2·1	1·7	1·1	0·7	0·7	0·6	0·3	0·4	9·4
over 78 and up to 104	—	0·2	0·9	0·8	2·2	1·3	1·0	0·7	0·8	0·7	0·3	0·3	9·2
over 104 and up to 156	—	—	0·5	0·9	2·3	1·1	0·7	0·6	0·7	0·8	0·3	0·2	8·1
over 156	—	—	—	0·2	2·9	1·3	0·8	0·6	0·8	1·0	0·2	0·2	8·0
Duration not available	0·5	0·6	0·5	0·5	1·6	6·5	3·5	3·5	2·3	2·3	4·1	3·0	28·7
All	**11·7**	**19·1**	**24·3**	**25·8**	**100·5**	**68·4**	**38·9**	**28·9**	**25·6**	**20·8**	**17·0**	**13·2**	**394·2**

* Ages of claimants relate to their ages either at the time of becoming unemployed, or when they cease to be unemployed as appropriate.

2·26 UNEMPLOYMENT
Flows and completed durations by region: January 15 to April 14, 1988

THOUSAND

Duration of completed spells unemployment in weeks	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain
MALE												
Inflow	162·9	84·0	18·2	44·5	53·4	41·9	60·7	79·0	45·6	34·8	74·2	615·1
Outflow												
one or less	19·4	8·7	2·2	5·2	4·8	3·7	5·3	6·2	3·4	2·4	5·6	58·1
over 1 and up to 2	12·0	4·8	1·6	3·3	3·7	3·1	4·2	4·7	3·0	2·0	4·9	42·6
over 2 and up to 4	16·9	7·2	2·2	5·1	5·2	4·2	5·9	7·4	4·5	3·3	7·3	62·1
over 4 and up to 6	12·8	5·5	1·7	4·0	4·2	3·3	4·8	5·8	3·6	2·5	5·9	48·5
over 6 and up to 8	10·3	4·4	1·3	3·2	3·3	2·7	3·8	4·8	2·8	2·0	4·7	38·9
over 8 and up to 13	18·8	8·3	2·5	6·3	6·5	5·0	7·0	9·4	5·5	4·3	9·4	74·6
over 13 and up to 26	28·6	12·9	3·7	10·0	10·3	7·8	11·7	15·2	9·0	7·5	15·3	119·0
over 26 and up to 39	17·0	8·6	1·8	4·9	6·3	4·3	6·4	9·0	5·2	4·4	8·7	67·7
over 39 and up to 52	8·4	4·3	0·8	2·2	3·4	2·2	3·2	4·4	2·7	2·0	4·3	33·6
over 52 and up to 65	7·3	3·5	0·8	1·9	3·2	2·0	3·0	4·0	2·4	1·7	4·0	30·4
over 65 and up to 78	4·7	2·4	0·4	1·3	1·9	1·2	1·8	2·7	1·5	1·2	2·5	19·2
over 78 and up to 104	5·5	3·1	0·5	1·2	2·4	1·2	2·1	2·9	1·5	1·2	2·9	21·3
over 104 and up to 156	5·7	3·1	0·5	1·2	2·6	1·3	2·2	3·2	1·6	1·2	2·7	22·1
over 156	7·2	4·0	0·6	1·7	4·3	2·0	3·3	5·1	2·6	2·0	3·6	32·2
Duration not available	21·2	13·3	1·6	5·0	6·4	3·9	5·6	9·8	4·0	3·1	8·7	69·2
All	**195·7**	**94·0**	**22·2**	**56·3**	**68·4**	**47·7**	**70·4**	**94·5**	**52·9**	**40·7**	**90·3**	**739·4**
FEMALE												
Inflow	89·5	42·9	10·6	26·3	31·5	22·9	32·3	43·1	21·3	18·9	39·3	335·9
Outflow												
one or less	10·6	4·3	1·2	2·9	2·7	2·1	3·0	4·0	1·7	1·7	3·5	33·6
over 1 and up to 2	7·3	2·9	1·0	1·9	2·3	1·9	2·6	3·2	1·4	1·3	3·3	26·4
over 2 and up to 4	10·2	4·2	1·3	3·0	3·1	2·4	3·2	4·6	2·1	2·0	4·4	36·3
over 4 and up to 6	7·3	3·2	1·0	2·3	2·3	1·9	2·4	3·4	1·6	1·5	3·3	26·9
over 6 and up to 8	5·6	2·4	0·7	1·9	1·8	1·5	1·9	2·8	1·3	1·2	2·7	21·5
over 8 and up to 13	9·8	4·3	1·3	3·7	3·3	2·7	3·5	5·1	2·4	2·3	4·9	39·0
over 13 and up to 26	15·3	6·9	2·0	6·1	5·6	3·9	6·0	8·0	4·1	3·9	8·2	63·1
over 26 and up to 39	10·2	4·7	1·1	2·9	3·7	2·7	3·5	5·0	2·6	2·2	4·7	38·7
over 39 and up to 52	5·5	2·4	0·7	1·7	2·2	1·5	2·0	2·6	1·4	1·1	2·6	21·3
over 52 and up to 65	6·2	2·6	0·8	2·0	2·7	1·9	2·3	2·8	1·5	1·1	2·9	24·2
over 65 and up to 78	2·2	1·1	0·2	0·7	1·1	0·7	0·9	1·3	0·6	0·5	1·2	9·4
over 78 and up to 104	2·2	1·2	0·2	0·6	1·0	0·6	0·9	1·3	0·6	0·5	1·1	9·2
over 104 and up to 156	1·9	1·0	0·2	0·5	1·0	0·5	0·8	1·2	0·5	0·4	1·0	8·1
over 156	1·9	1·1	0·2	0·5	1·0	0·5	0·8	1·2	0·6	0·4	0·9	8·0
Duration not available	8·2	4·7	0·8	2·5	2·7	1·9	2·4	4·0	1·6	1·3	3·6	28·7
All	**104·5**	**46·9**	**12·9**	**33·1**	**36·5**	**26·7**	**36·4**	**50·5**	**24·0**	**21·4**	**48·1**	**394·2**

* Included in the South East.
Note: See note to table 2·21.

CONFIRMED REDUNDANCIES* Region 2·30

		South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1984		42,501	*24,239*	2,356	15,054	29,678	24,017	26,570	37,935	25,727	203,838	11,441	30,164	**245,443**
1985		34,926	*23,601*	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	**234,977**
1986		39,284	*24,737*	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	**238,001**
1987		19,850	*12,246*	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	**144,135**
1987	Q1	8,555	*5,378*	524	3,102	3,692	8,208	7,756	7,510	4,593	43,940	1,481	6,218	**51,639**
	Q2	4,421	*2,856*	592	3,616	3,966	2,988	2,498	5,463	3,483	27,028	1,053	6,523	**34,604**
	Q3	3,101	*1,669*	443	3,488	2,620	1,524	3,017	5,277	2,982	22,452	1,182	4,838	**28,472**
	Q4	3,773	*2,343*	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	**29,420**
1988	Q1	3,212	*1,907*	145	1,939	1,255	5,103	5,781	4,927	2,842	25,204	2,289	2,491	**29,984**
1987	Feb	3,023	*1,992*	100	736	1,291	2,116	2,180	2,767	1,528	13,741	355	1,774	**15,870**
	Mar	3,118	*1,438*	234	1,535	1,269	3,156	3,692	3,088	1,936	18,028	726	2,305	**21,059**
	Apr	1,792	*1,260*	203	1,455	1,826	978	786	1,782	902	9,724	298	2,462	**12,484**
	May	1,903	*1,234*	242	903	1,211	1,208	1,035	1,749	1,099	9,350	255	2,413	**12,018**
	June	726	*362*	147	1,258	929	802	677	1,932	1,483	7,954	500	1,648	**10,102**
	July	1,270	*874*	141	1,206	1,238	577	1,039	2,417	1,195	9,083	286	1,607	**10,976**
	Aug	944	*270*	113	1,446	655	353	1,110	1,639	1,029	7,289	591	1,510	**9,390**
	Sept	887	*525*	189	836	727	594	868	1,221	758	6,080	305	1,721	**8,106**
	Oct	1,419	*850*	154	991	852	435	924	1,651	888	7,314	433	1,619	**9,366**
	Nov	999	*779*	154	1,641	758	1,028	568	1,615	948	7,711	369	2,122	**10,202**
	Dec	1,355	*714*	301	715	760	791	1,103	1,728	1,015	7,768	571	1,513	**9,852**
1988	Jan R	929	*535*	56	548	583	1,160	1,140	1,194	1,014	6,624	577	616	**7,817**
	Feb	886	*577*	36	593	326	1,436	1,128	1,585	857	6,847	359	1,008	**8,214**
	Mar	1,397	*795*	53	798	346	507	3,513	2,148	971	11,733	1,353	867	**13,953**
	Apr†	1,478	*1,040*	159	885	361	1,099	986	273	315	6,556	639	938	**8,133**
	May	1,059	*771*	59	428	90	166	1,031	520	103	3,456	184	443	**4,083**

** Included in the South East.
Other notes: see *table 2·31*.

CONFIRMED REDUNDANCIES* Industry 2·31

GREAT BRITAIN SIC 1980	Division	Class or Group	1986	1987 R	1987 Q1	Q2 R	Q3 R	Q4 R	1988 Q1	1988 Mar	April	May
Agriculture, forestry and fishing		01-03	422	489	110	75	213	91	39	26	0	0
Agriculture, forestry and fishing	**0**		**422**	**489**	**110**	**75**	**213**	**91**	**39**	**26**	**0**	**0**
Coal extraction and coke		11-12	16,430	13,498	10,531	740	462	1,765	7,962	5,304	177	192
Mineral oil and natural gas extraction		13	2,621	880	35	31	469	345	0	0	0	0
Mineral oil processing		14	1,432	551	170	269	103	9	73	31	61	49
Nuclear fuel production		15	33	303	97	48	77	81	124	70	53	42
Gas, electricity and water		16-17	591	287	72	130	85	0	23	0	0	0
Energy and water supply industries	**1**		**21,107**	**15,519**	**10,905**	**1,218**	**1,196**	**2,200**	**8,182**	**5,405**	**291**	**283**
Extraction of other minerals and ores		21, 23	1,157	137	51	39	20	27	45	23	0	0
Metal manufacture		22	7,321	2,983	863	928	687	505	289	204	150	53
Manufacture of non-metallic products		24	4,159	1,934	787	586	416	145	264	61	214	122
Chemical industry		25	5,182	3,518	1,071	901	786	760	335	113	142	53
Production of man-made fibres		26	37	0	0	0	0	0	0	0	0	0
Extraction of minerals and ores other than fuel: manufacture of metal, mineral products and chemicals	**2**		**17,856**	**8,572**	**2,772**	**2,454**	**1,909**	**1,437**	**933**	**401**	**506**	**228**
Shipbuilding and repairing		30	3,540	1,864	1,147	336	245	136	71	34	2	0
Manufacture of metal goods		31	6,884	4,918	1,626	1,048	988	1,256	689	321	139	102
Mechanical engineering		32	28,260	16,726	3,819	4,495	3,110	5,302	3,984	1,508	927	552
Manufacture of office machinery and data processing equipment		33	2,031	1,261	449	439	240	133	29	12	68	0
Electrical and electronic engineering		34	16,079	13,222	4,042	3,865	2,572	2,743	1,814	605	748	420
Manufacture of motor vehicles		35	10,932	3,842	1,437	1,250	487	668	496	122	24	0
Manufacture of aerospace and other transport equipment		36	4,239	7,053	2,646	1,051	1,662	1,694	1,445	900	840	54
Instrument engineering		37	931	717	213	266	136	102	115	51	76	35
Metal goods and engineering and vehicles industries	**3**		**72,896**	**49,603**	**15,379**	**12,750**	**9,440**	**12,034**	**8,643**	**3,553**	**2,824**	**1,163**
Food, drink and tobacco		41-42	13,378	10,922	3,761	2,379	2,618	2,164	2,398	929	771	815
Textiles		43	6,278	4,382	1,089	1,192	1,276	825	797	312	135	70
Leather, footwear and clothing		44-45	6,031	3,167	919	1,082	682	484	492	243	210	40
Timber and furniture		46	2,583	1,800	876	246	253	425	271	129	47	8
Paper, printing and publishing		47	9,340	4,354	1,010	1,142	1,564	638	647	289	564	116
Other manufacturing		48-49	5,220	4,177	1,168	1,320	747	942	795	211	168	72
Other manufacturing industries	**4**		**42,830**	**28.802**	**8.823**	**7,361**	**7,140**	**5,478**	**5,400**	**2,113**	**1,895**	**1,121**
Construction		50	19,438	10,615	3,436	2,354	1,995	2,830	1,573	679	764	237
Construction	**5**		**19,438**	**10,615**	**3,436**	**2,354**	**1,995**	**2,830**	**1,573**	**679**	**764**	**237**
Wholesale distribution		61-63	6,864	5,280	1,684	1,398	1,192	1,006	712	393	306	81
Retail distribution		64-65	12,311	8,657	2,489	2,389	1,866	1,913	2,340	624	535	254
Hotel and catering		66	3,640	2,342	1,124	874	137	207	199	68	12	234
Repair of consumer goods and vehicles		67	1,013	834	160	553	79	42	0	10	0	0
Distribution, hotels and catering, repairs	**6**		**23,828**	**17,113**	**5,457**	**5,214**	**3,274**	**3,168**	**3,261**	**1,095**	**853**	**569**
Transport		71-77	17,198	4,256	1,514	921	995	826	640	304	503	381
Telecommunications		79	717	648	402	199	37	10	114	25	0	0
Transport and communication	**7**		**17,915**	**4,904**	**1,916**	**1,120**	**1,032**	**836**	**754**	**329**	**503**	**381**
Insurance, banking, finance and business services		81-85	4,104	1,789	709	307	344	429	32	148	71	2
Banking, finance, insurance, business services and leasing	**8**		**4,104**	**1,789**	**709**	**307**	**344**	**429**	**491**	**148**	**71**	**2**
Public administration and defence		91-94	9,060	3,569	1,023	785	1,207	554	324	134	355	7
Medical and other health services		95	5,935	2,068	652	619	651	146	157	60	61	68
Other services n.e.s.		96-99, 00	2,610	1,092	457	347	71	217	227	10	10	24
Other services	**9**		**17,605**	**6,729**	**2,139**	**1,751**	**1,929**	**917**	**708**	**204**	**426**	**99**
All production industries	**1-4**		**154,689**	**102,496**	**37,879**	**23,783**	**19,685**	**21,149**	**491**	**11,472**	**5,516**	**2,795**
All manufacturing industries	**2-4**		**133,582**	**86,977**	**26,974**	**22,565**	**18,489**	**18,949**	**14,976**	**6,067**	**5,225**	**2,512**
All service industries	**6-9**		**63,452**	**30,535**	**10,214**	**8,392**	**6,579**	**5,350**	**5,214**	**1,776**	**1,853**	**1,051**
ALL INDUSTRIES AND SERVICES	**0-9**		**238,001**	**144,135**	**51,639**	**34,604**	**28,472**	**29,420**	**29,984**	**13,953**	**8,133**	**4,083**

Notes: *Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on p 245 of the June 1983 edition of *Employment Gazette*.
† Provisional figures as at June 1, 1988; final figures are expected to be higher than this. The total for Great Britain is projected to be about 10,000 in April and 8,000 in May.
** Included in the South East.

3·1 VACANCIES
UK vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

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
1983	137·3			181·7		179·5		137·0	
1984 Annual	150·2			193·9		193·7		149·8	
1985 averages	162·1			201·6		200·5		154·6	
1986	188·8			212·4		208·3		157·4	
1987	235·0			226·2		222·1		159·3	
1986 May 2	171·7	−2·2	0·9	210·3	0·9	208·9	1·0	159·9	0·6
June 6	185·0	13·3	4·0	208·1	1·5	195·1	−1·8	149·4	−1·6
July 4	193·4	8·4	6·5	217·9	3·7	208·5	0·7	157·1	0·5
Aug 8	200·5	7·1	9·6	219·2	3·0	210·9	0·7	157·9	−0·7
Sept 5	202·0	1·5	5·7	222·3	4·7	215·6	6·8	160·5	3·7
Oct 3	209·5	7·1	5·4	220·9	1·0	217·8	3·1	162·4	1·8
Nov 7	212·5	3·0	4·0	225·4	2·1	220·8	3·3	164·5	2·2
Dec 5	210·6	−1·9	2·9	222·4	0·0	224·0	2·8	165·6	1·7
1987 Jan 9	212·0	1·4	0·8	218·9	−0·7	217·0	−0·3	161·2	−0·4
Feb 6	207·0	−5·0	−1·8	209·2	−5·4	213·9	−2·3	159·0	−1·8
Mar 6	214·2	7·2	1·2	232·0	3·2	227·9	1·3	168·0	0·8
Apr 3	217·7	3·5	1·9	230·2	3·8	225·0	2·7	162·4	0·4
May 8	230·5	12·8	7·8	213·3	1·4	202·3	−3·9	147·6	−3·8
June 5	233·7	3·2	6·5	229·9	−0·7	223·5	−1·5	162·5	−1·8
July 3	235·2	1·5	5·8	220·0	−3·4	217·9	−2·4	154·3	−2·7
Aug 7	236·9	1·7	2·1	222·7	3·1	218·5	5·4	154·8	2·4
Sept 4	246·6	9·7	4·3	228·8	−0·4	215·9	−2·5	154·5	−2·7
Oct 2	261·4	14·8	8·7	235·9	5·3	224·2	2·1	158·0	1·2
Nov 6	268·2	6·8	10·4	237·5	4·9	230·9	4·1	159·7	1·6
Dec 4	256·6	−11·6	3·3	236·1	2·4	247·9	10·7	169·5	5·0
1988 Jan 8	249·5	−7·1	−4·0	223·6	−4·1	229·0	1·6	164·1	2·0
Feb 5	247·9	−1·6	−6·8	237·9	0·1	243·9	4·3	168·6	3·0
Mar 4	245·5	−2·4	−3·7	237·3	0·4	238·6	−3·1	164·4	−1·7
Apr 8	253·7	8·2	1·4	228·2	1·5	225·0	−1·3	154·0	−3·4
May 6	255·5	1·8	2·5	231·7	−2·1	227·4	−5·5	158·8	−3·3

Notes: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about one-third of all vacancies are notified to jobcentres; and about one-quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.

3·2 VACANCIES
Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
1986 May 2	64·0	*27·3*	5·4	17·1	14·0	9·6	10·4	17·4	8·9	8·7	16·0	170·3	2·0	172·3
June 6	67·8	*28·0*	6·0	18·7	15·0	10·0	11·3	18·9	9·2	9·3	16·9	183·3	2·0	185·2
July 4	71·6	*29·9*	6·4	18·7	15·9	10·5	11·6	19·6	9·8	9·7	17·4	191·4	2·0	193·4
Aug 8	75·0	*32·0*	6·5	18·5	16·9	10·9	12·3	20·1	10·6	10·1	17·3	198·4	2·1	200·5
Sept 5	76·3	*32·5*	6·6	18·5	16·6	10·9	12·5	20·0	10·8	10·5	17·0	200·3	2·0	202·4
Oct 3	79·8	*34·1*	7·1	18·5	17·5	11·3	13·5	20·9	11·5	10·8	16·6	206·0	2·1	208·1
Nov 7	81·8	*35·2*	6·8	18·7	17·4	11·3	13·8	21·4	11·7	10·3	17·0	210·5	2·1	212·6
Dec 5	81·6	*35·5*	7·1	18·1	17·4	10·7	13·3	21·5	11·4	10·4	16·9	208·6	2·0	210·6
1987 Jan 9	81·9	*36·1*	6·8	18·1	17·6	10·8	13·7	21·8	11·4	10·4	17·2	210·1	2·1	212·1
Feb 6	79·6	*35·4*	6·9	18·0	18·1	10·9	14·1	21·2	11·1	10·6	17·3	205·2	2·1	207·3
Mar 6	81·7	*35·5*	7·3	18·6	17·9	10·6	14·8	22·0	10·0	10·1	17·6	212·6	2·0	214·6
Apr 3	82·7	*35·3*	7·4	19·3	18·4	11·6	14·9	22·7	11·5	9·7	17·2	215·1	2·1	217·1
May 8	87·1	*35·7*	7·9	21·5	20·6	12·8	15·9	24·5	11·7	10·5	18·1	229·2	2·0	231·2
June 5	87·5	*35·8*	7·9	20·4	20·9	12·6	15·6	24·6	12·1	11·8	18·2	232·0	2·0	234·0
July 3	89·5	*36·9*	8·0	19·4	21·5	12·4	15·1	25·2	12·3	11·0	18·3	233·2	2·0	235·2
Aug 7	89·9	*36·3*	8·1	19·4	21·5	12·5	15·7	25·4	12·3	11·2	18·7	234·9	2·0	236·9
Sept 4	93·9	*38·5*	8·3	19·9	22·8	13·1	16·3	25·8	12·4	11·5	19·6	244·5	2·1	246·6
Oct 2	101·6	*41·9*	8·9	21·1	24·6	13·3	17·1	26·7	12·9	12·4	20·7	259·2	2·2	261·4
Nov 6	108·3	*44·0*	9·1	20·4	25·2	12·9	17·1	26·3	12·9	12·1	21·4	265·7	2·5	268·2
Dec 4	104·0	*41·5*	8·8	19·9	24·3	12·6	16·5	23·5	12·2	11·1	20·8	253·6	3·0	256·6
1988 Jan 8	100·9	*39·2*	8·8	20·1	24·4	12·5	15·8	22·2	11·3	11·1	19·4	246·3	3·2	249·5
Feb 5	100·1	*36·5*	8·7	19·5	24·5	12·9	15·8	21·9	11·4	11·0	19·2	244·9	3·0	247·9
Mar 4	97·7	*34·1*	8·9	19·4	23·5	12·8	15·5	23·3	11·3	10·9	19·5	242·7	2·9	245·5
Apr 8	100·6	*34·6*	9·4	20·6	23·8	13·7	15·7	23·6	11·5	11·4	20·6	250·8	2·9	253·7
May 6	100·2	*33·7*	9·8	21·3	23·6	14·0	15·2	24·1	11·6	12·7	20·2	252·8	2·6	255·5

† Community Programme vacancies are excluded from the seasonally adjusted vacancies except in Northern Ireland.
* Included in South East.

VACANCIES 3·3
Regions: vacancies at jobcentres and careers offices

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern† Ireland	United Kingdom
Vacancies at jobcentres: total (including Community Programme vacancies)														
1983	52·9	*22·9*	5·3	13·6	11·5	8·7	10·5	15·3	7·5	7·8	17·1	150·2	1·2	**151·4**
1984 Annual	62·5	*27·5*	5·8	14·8	12·5	8·8	10·3	16·6	8·2	8·2	16·5	164·1	1·5	**165·6**
1985 averages	65·6	*28·2*	6·3	17·8	14·5	9·8	10·7	18·1	9·7	9·3	17·0	178·7	1·6	**180·3**
1986	75·6	*32·4*	6·8	21·1	18·6	11·6	14·1	22·6	13·4	12·2	19·8	216·0	2·0	**218·0**
1987	95·3	*40·1*	8·6	22·3	24·8	13·6	18·3	27·4	15·7	13·6	22·2	261·7	2·0	**263·8**
1987 May 8	93·2	*38·4*	8·7	25·7	23·5	14·4	18·6	28·4	14·9	13·0	22·7	263·3	2·1	**265·4**
June 5	97·2	*39·9*	9·1	25·7	24·7	14·6	19·2	29·2	15·8	15·1	23·1	273·6	2·2	**275·8**
July 3	97·2	*39·6*	9·0	23·6	25·5	13·9	18·3	29·3	16·1	14·1	23·1	270·1	2·1	**272·3**
Aug 7	95·2	*37·8*	9·0	22·8	25·5	13·9	18·5	29·0	16·4	14·1	23·4	267·7	2·1	**269·9**
Sept 4	106·1	*43·4*	9·6	24·3	28·5	15·5	20·3	30·9	17·9	14·9	25·0	293·1	2·1	**295·2**
Oct 2	115·6	*48·7*	10·2	24·8	31·1	16·0	21·5	32·0	17·8	15·6	25·4	309·9	2·2	**312·2**
Nov 6	116·0	*48·3*	9·8	22·7	30·7	15·0	20·4	30·1	17·4	14·5	24·6	301·3	2·3	**303·6**
Dec 4	104·2	*42·2*	8·8	20·0	28·0	13·3	18·6	25·0	15·6	13·2	22·0	268·6	2·7	**271·4**
1988 Jan 8	98·1	*39·1*	8·5	19·3	27·3	12·8	17·6	23·5	14·4	13·3	20·2	255·0	2·9	**257·9**
Feb 5	96·7	*36·5*	8·4	19·5	27·6	13·1	17·3	23·3	14·2	13·5	20·5	254·0	2·8	**256·9**
Mar 4	96·6	*34·5*	9·0	21·2	26·7	13·8	17·5	25·2	14·3	13·8	21·9	260·1	2·8	**263·0**
Apr 8	102·8	*36·1*	10·0	24·2	27·6	15·2	17·9	26·5	15·4	14·8	24·2	278·8	3·0	**281·8**
May 8	106·8	*36·6*	10·8	25·9	27·7	15·7	18·1	28·1	15·6	16·2	24·9	289·7	2·8	**292·5**
Community Programme vacancies††														
1983	2·1	*0·8*	0·2	0·9	1·9	0·7	1·8	2·0	1·7	0·9	1·7	14·0	..	**14·0**
1984 Annual	3·0	*1·5*	0·3	1·2	1·8	0·7	2·0	2·1	1·6	0·9	1·7	15·4	0·3	**15·7**
1985 averages	3·3	*1·6*	0·5	1·7	2·3	0·8	2·0	2·0	1·9	1·3	2·4	18·2	0·4	**18·6**
1986	4·8	*2·4*	0·6	3·0	3·2	1·3	2·8	3·6	3·6	2·8	3·6	29·2	0·6	**29·9**
1987	4·6	*2·3*	0·6	2·7	3·7	1·4	2·7	3·2	3·7	2·5	3·4	28·5	0·5	**29·0**
1987 May 8	4·0	*2·0*	0·6	2·4	3·1	1·4	2·5	2·9	3·2	2·0	3·5	25·5	0·5	**26·0**
June 5	4·1	*2·1*	0·6	2·8	3·4	1·4	2·8	3·1	3·5	2·5	3·3	27·5	0·5	**28·0**
July 3	4·5	*2·3*	0·5	2·8	3·6	1·4	2·6	3·5	3·5	2·5	3·2	28·1	0·5	**28·6**
Aug 7	4·6	*2·3*	0·6	2·8	3·8	1·5	2·6	3·6	3·7	2·4	4·1	29·7	0·5	**30·2**
Sept 4	4·8	*2·4*	0·6	2·7	4·0	1·6	2·9	3·8	4·3	2·7	3·9	31·5	0·5	**31·9**
Oct 2	5·2	*2·7*	0·6	2·7	4·4	1·6	3·0	3·5	4·0	2·9	3·4	31·5	0·5	**32·0**
Nov 6	5·1	*2·6*	0·6	2·6	4·6	1·5	2·9	3·5	4·1	2·9	3·2	31·1	0·5	**31·6**
Dec 4	5·2	*2·7*	0·6	2·6	4·4	1·5	2·9	3·0	4·2	3·1	3·1	30·6	1·0	**31·7**
1988 Jan 8	5·3	*2·8*	0·6	2·8	4·5	1·6	3·0	3·3	4·2	3·2	3·5	31·9	1·2	**33·1**
Feb 5	5·1	*2·7*	0·6	2·8	4·6	1·4	2·9	3·4	3·9	3·4	3·5	31·5	1·1	**32·6**
Mar 4	4·8	*2·6*	0·6	2·7	4·3	1·4	2·8	3·1	3·6	3·2	3·4	30·0	1·0	**30·9**
Apr 8	4·5	*2·3*	0·6	2·7	4·3	1·3	2·7	2·9	3·8	3·1	3·6	29·6	0·9	**30·5**
May 6	4·4	*2·2*	0·7	2·7	4·3	1·4	2·6	2·9	4·0	3·0	3·6	29·6	0·7	**30·3**
Total excluding Community Programme vacancies														
1983	50·8	*22·1*	5·1	12·7	9·6	8·0	8·7	13·2	5·9	6·8	15·3	136·1	1·2	**137·3**
1984 Annual	59·4	*26·0*	5·4	13·6	10·7	8·1	8·2	14·5	6·6	7·3	14·8	148·6	1·2	**149·8**
1985 averages	62·3	*26·6*	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	**161·7**
1986	70·8	*30·0*	6·2	18·1	15·4	10·3	11·3	19·0	9·8	9·5	16·3	186·8	1·4	**188·1**
1987	90·7	*37·7*	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	**234·9**
1987 May 8	89·3	*36·4*	8·1	23·4	20·4	13·1	16·2	25·4	11·7	11·0	19·3	237·8	1·6	**239·5**
June 5	93·1	*37·8*	8·5	22·9	21·3	13·2	16·4	26·1	12·3	12·5	19·7	246·1	1·7	**247·9**
July 3	92·7	*37·4*	8·5	20·8	21·8	12·5	15·7	25·9	12·6	11·6	19·8	242·0	1·7	**243·7**
Aug 7	90·6	*35·5*	8·4	20·0	21·7	12·5	15·8	25·4	12·7	11·7	19·3	238·0	1·6	**239·6**
Sept 4	101·3	*41·0*	9·0	21·6	24·5	13·9	17·4	27·2	13·6	12·2	21·1	261·6	1·7	**263·3**
Oct 2	110·4	*46·0*	9·6	22·1	26·7	14·4	18·4	28·4	13·8	12·7	22·0	278·5	1·7	**280·2**
Nov 6	110·9	*45·7*	9·1	20·1	26·2	13·5	17·6	26·7	13·2	11·6	21·4	270·2	1·8	**272·0**
Dec 4	99·0	*39·4*	8·2	17·4	23·5	11·8	15·7	22·0	11·4	10·1	18·9	238·0	1·7	**239·7**
1988 Jan 8	92·8	*36·4*	7·8	16·5	22·8	11·3	14·6	20·2	10·2	10·1	16·8	223·1	1·7	**224·8**
Feb 5	91·6	*33·8*	7·8	16·8	23·0	11·7	14·4	19·9	10·3	10·1	17·0	222·5	1·7	**224·2**
Mar 4	91·7	*31·9*	8·4	18·5	22·4	12·4	14·7	22·1	10·8	10·6	18·5	230·2	1·9	**232·0**
Apr 8	98·3	*33·8*	9·3	21·6	23·3	13·9	15·2	23·6	11·6	11·7	20·6	249·1	2·1	**251·3**
May 6	102·4	*34·3*	10·1	23·2	23·4	14·2	15·5	25·2	11·7	13·1	21·3	260·1	2·1	**262·2**
Vacancies at careers offices														
1983	3·6	*1·9*	0·2	0·5	0·7	0·5	0·5	0·5	0·3	0·2	0·3	7·2	0·3	**7·4**
1984 Annual	4·3	*2·1*	0·3	0·6	0·9	0·5	0·6	0·5	0·3	0·2	0·3	8·5	0·5	**9·0**
1985 averages	6·0	*3·2*	0·4	0·7	1·2	0·6	0·6	0·7	0·3	0·2	0·3	10·8	0·7	**11·5**
1986	7·6	*4·4*	0·4	0·7	1·2	0·7	0·6	0·8	0·3	0·2	0·3	12·8	0·6	**13·4**
1987	11·8	*7·0*	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	**19·5**
1987 May 8	10·8	*6·2*	0·5	1·3	1·3	1·0	1·0	1·1	0·5	0·3	0·5	18·2	0·7	**19·0**
June 5	14·4	*9·0*	0·5	1·2	1·9	1·0	1·1	1·2	0·6	0·4	0·4	22·6	0·9	**23·5**
July 3	15·2	*9·0*	0·6	1·4	1·3	1·0	1·3	1·1	0·4	0·4	0·4	23·0	0·8	**23·9**
Aug 7	14·1	*8·6*	0·7	1·3	1·3	1·0	0·9	1·2	0·5	0·3	0·5	21·8	0·8	**22·6**
Sept 4	14·4	*8·2*	0·7	1·4	1·7	1·1	0·9	1·3	0·5	0·4	0·5	22·8	0·8	**23·7**
Oct 2	14·2	*8·2*	0·7	1·2	1·8	1·1	0·9	1·2	0·4	0·3	0·4	22·1	1·0	**23·1**
Nov 6	13·8	*8·1*	0·6	1·0	1·9	1·0	0·8	1·0	0·3	0·3	0·4	21·1	0·9	**22·0**
Dec 4	13·3	*8·0*	0·5	1·0	1·6	0·8	0·6	0·9	0·3	0·3	0·5	19·7	0·8	**20·5**
1988 Jan 8	12·6	*7·5*	0·5	0·9	1·3	0·9	0·8	1·1	0·3	0·3	0·5	19·1	0·8	**19·9**
Feb 5	12·2	*7·0*	0·5	0·9	1·0	0·9	0·7	1·0	0·3	0·2	0·5	18·0	0·8	**18·8**
Mar 4	12·7	*6·7*	0·7	1·1	1·3	1·0	0·7	1·1	0·3	0·3	0·5	19·6	0·8	**20·4**
Apr 8	13·3	*6·7*	0·8	1·2	1·5	1·0	1·0	1·3	0·3	0·3	0·4	21·1	1·0	**22·1**
May 6	15·4	*7·0*	1·1	1·7	1·8	1·3	1·3	1·6	0·5	0·4	0·7	25·8	1·2	**27·0**

Notes: About one-third of all vacancies are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.
* Included in South East.
† Vacancies on Government schemes (Enterprise Ulster and Action for Community Employment (ACE)) are not separately identified for Northern Ireland prior to December 1983.
†† Includes vacancies on the Community Enterprise Programme, the forerunner of Community Programme.

4·1 INDUSTRIAL DISPUTES
Stoppages of work

Stoppages: April 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	28	14,500	81,000
of which, stoppages:			
Beginning in month	19	7,000†	11,000
Continuing from earlier months	9	7,500‡	70,000

† All directly involved.
‡ includes 4,500 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 1988 are provisional.

Stoppages: cause

United Kingdom	12 months to April 1988		
	Stoppages in progress		
	Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	272	328,700	1,531,000
—extra-wage and fringe benefits	21	21,900	26,000
Duration and pattern of hours worked	37	21,900	47,000
Redundancy questions	36	62,700	218,000
Trade union matters	25	3,500	18,000
Working conditions and supervision	91	24,800	50,000
Manning and work allocation	209	70,600	204,000
Dismissal and other disciplinary measures	94	62,500	166,000
All causes	**785**	**596,600**	**2,260,000**

Stoppages—industry

United Kingdom	12 months to April 1988			12 months to April 1987		
	Stoppages in progress			Stoppages in progress		
SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	161	160,200	355,000	404	101,300	174,000
Coke, mineral oil and natural gas	1	100	†	—	—	—
Electricity, gas, other energy and water	4	2,300	19,000	13	2,900	11,000
Metal processing and manufacture	8	2,200	11,000	5	700	3,000
Mineral processing and manufacture	9	1,400	4,000	13	2,500	19,000
Chemicals and man-made fibres	9	1,600	12,000	10	1,900	15,000
Metal goods nes	13	2,500	29,000	22	5,300	39,000
Engineering	63	15,100	80,000	104	46,900	333,000
Motor vehicles	88	108,600	630,000	66	63,200	63,000
Other transport equipment	27	16,600	41,000	42	79,200	412,000
Food, drink and tobacco	31	7,300	54,000	30	7,000	29,000
Textiles	4	1,200	7,000	8	7,500	26,000
Footwear and clothing	18	3,600	28,000	20	7,800	26,000
Timber and wooden furniture	1	200	†	5	300	2,000
Paper, printing and publishing	13	1,800	10,000	13	1,400	34,000
Other manufacturing industries	13	1,200	5,000	21	2,200	11,000
Construction	21	3,700	21,000	26	4,000	17,000
Distribution, hotels and catering, repairs	7	500	1,000	15	2,000	10,000
Transport services and communication	144	66,900	273,000	139	198,300	1,702,000
Supporting and miscellaneous transport services	19	6,300	17,000	30	3,100	11,000
Banking, finance, insurance, business services and leasing	5	900	1,000	4	200	3,000
Public administration, education and health services	124	185,900	634,000	150	378,000	548,000
Other services	12	6,300	28,000	22	3,700	40,000
All industries and services	**785****	**596,600**	**2,260,000**	**1,154****	**919,400**	**3,530,000**

† Less than 500 working days lost.
** 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.

4·2 Stoppages of work*: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
SIC 1968	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI–XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
1976	2,016	2,034	666†	668†	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,159	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830†	834†	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101†	2,103†	5,313	374	1,458	66	44	1,675	1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11–14)	Metals, engineering and vehicles (21–22, 31–37)	Textiles, footwear and clothing (43, 45)	Construction (50)	Transport and communication (71–79)	All other industries and services (All other classes)
1982	1,528	1,538	2,101†	2,103†	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573†	574†	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1986 Apr	112	128	57	62	145	21	68	5	14	17	21
May	78	99	40	49	288	12	225	7	1	26	17
June	97	116	45	64	170	5	102	1	—	21	41
July	82	100	18	22	67	10	32	3	—	6	15
Aug	77	92	26	28	67	4	38	3	1	6	15
Sept	90	102	57	67	154	11	110	—	—	6	26
Oct	128	148	41	48	167	19	74	—	7	39	27
Nov	89	107	88	98	117	16	28	10	1	18	43
Dec	73	91	43	50	97	16	23	—	1	7	50
1987 Jan	99	111	168	171	889	9	55	3	—	787	35
Feb	102	123	44	148	928	24	59	17	5	778	45
Mar	104	120	209	215	251	20	54	3	1	8	164
Apr	114	135	131	155	336	28	49	4	1	10	244
May	78	95	88	126	222	13	30	—	2	20	158
June	84	104	45	157	345	14	23	4	1	9	295
July	72	93	40	61	214	70	22	8	6	55	54
Aug	57	71	16	22	43	2	19	1	1	11	8
Sept	63	84	16	19	56	6	24	8	2	2	15
Oct	79	96	22	24	76	7	41	1	2	3	23
Nov	97	108	79	80	127	15	65	2	1	5	38
Dec	55	72	27	35	60	10	16	—	1	17	15
1988 Jan	55	65	37	39	92	35	21	6	2	7	22
Feb	67	88	156	185	694	177	379	1	1	53	82
Mar	41	66	22	37	250	6	141	5	—	47	50
Apr	19	28	12	15	81	—	9	—	1	61	9

* See page of "Definitions and Conventions" for notes on coverage. Figures for 1988 are provisional.
† Figures exclude workers becoming involved after the end of the year in which the stoppages began.

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN	Whole economy (Divisions 0–9)				Manufacturing industries (Revised definition) (Divisions 2–4)				Production industries (Revised definition) (Divisions 1–4)				Service industries (Divisions 6–9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			% change over previous 12 months				% change over previous 12 months				% change over previous 12 months				% change over previous 12 months	
SIC 1980				underlying*				underlying*				underlying*				underlying*
																JAN 1980 = 100
1980	111·4				109·1				109·4				113·0			
1981	125·8				123·6				124·1				127·8			
1982	137·6				137·4				138·2				138·9			
1983 Annual averages	149·2				149·7				150·0				151·1			
1984 Annual averages	158·3				162·8				158·5				160·7			
1985 Annual averages	171·7				177·6				176·2				171·4			
1986 Annual averages	185·3				191·2				190·8				184·6			
1987 Annual averages	199·8				200·7				206·1				198·8			
1983 Jan	142·6	144·5	8·8	8	142·9	144·0	9·1	9	143·5	144·6	9·0	8¾	144·8	146·4	8·8	
Feb	145·4	147·2	9·6	8	143·7	144·8	9·0	8¾	144·1	145·2	7·8	8¾	149·3	150·1	11·4	
Mar	146·1	146·3	8·6	7¾	145·1	145·0	7·9	8½	145·9	145·3	7·9	8½	148·6	149·1	9·5	
April	146·0	147·0	8·6	7½	146·7	148·1	8·9	8½	147·4	148·5	9·1	8½	147·2	148·3	8·6	
May	148·3	148·6	8·7	7½	149·2	148·2	8·6	8½	149·3	148·4	8·4	8½	150·4	150·8	9·6	
June	149·7	148·2	8·2	7½	150·2	147·8	8·1	8½	150·4	148·2	7·7	8	151·4	151·4	9·1	
July	151·7	150·3	7·7	7½	151·2	149·7	8·6	8¾	151·8	150·0	8·3	8½	153·9	152·3	7·6	
Aug	150·4	150·2	8·4	7¾	149·9	150·8	9·0	8¾	150·4	151·3	8·6	8½	152·8	151·8	8·7	
Sept	150·5	150·7	8·5	7¾	150·9	152·4	9·4	9¼	151·4	153·0	9·1	9	151·8	151·5	8·9	
Oct	151·7	152·0	8·7	7¾	153·3	154·4	9·6	9½	154·1	155·4	10·1	9¼	152·1	152·2	7·8	
Nov	152·8	152·1	7·3	7¾	156·5	155·6	9·9	9¾	155·7	154·7	8·3	9¼	153·1	153·6	6·8	
Dec	155·1	153·4	8·0	8	157·0	156·6	9·7	9¾	155·9	155·8	8·3	9¼	157·3	155·1	8·4	
1984 Jan	152·7	154·7	7·1	7¾	155·9	157·0	9·0	9½	154·9	156·0	7·9	9	154·3	155·9	6·5	
Feb	153·8	155·6	5·7	7¾	157·5	158·7	9·6	9½	156·5	157·8	8·7	9	154·5	155·2	3·4	
Mar	154·2	154·4	5·5	7¾	159·3	159·2	9·8	9½	154·3	153·7	5·8	9	156·5	157·0	5·3	
April	154·7	155·8	6·0	7¾	158·0	159·5	7·7	9¼	153·4	154·5	4·0	8¾	157·8	158·9	7·1	
May	155·7	156·0	5·0	7¾	160·6	159·5	7·6	9¼	155·7	154·7	4·2	8¾	158·3	158·7	5·2	
June	157·5	156·0	5·3	7¾	163·8	161·1	9·0	9¼	158·4	156·1	5·3	8¾	158·8	159·0	5·0	
July	159·6	158·2	5·3	7½	164·6	162·9	8·8	9	159·5	157·6	5·1	8½	162·1	160·3	5·3	
Aug	159·2	159·0	5·9	7½	162·8	163·7	8·6	8¾	157·7	158·7	4·9	8¼	162·7	161·8	6·6	
Sept	159·9	160·2	6·3	7½	164·5	166·1	9·0	8¾	159·7	161·4	5·5	8¼	162·3	162·4	7·2	
Oct	164·2	164·5	8·2	7½	167·2	168·3	9·0	8½	162·2	163·6	5·3	8	168·6	168·7	10·8	
Nov	162·8	162·0	6·5	7½	169·1	168·1	8·0	8½	164·4	163·4	5·6	8	164·5	165·1	7·5	
Dec	165·3	163·5	6·6	7½	170·0	169·5	8·2	8½	164·9	164·7	5·7	8	168·4	165·9	7·0	
1985 Jan	163·4	165·5	7·0	7½	170·5	171·7	9·4	8½	165·9	167·1	7·1	8¼	165·0	166·7	6·9	7
Feb	164·6	166·5	7·0	7½	170·6	172·0	8·4	8½	166·3	167·6	6·2	8¼	166·3	166·9	7·5	7
Mar	168·1	168·3	9·0	7½	173·9	173·8	9·2	8¾	171·7	171·0	11·3	8¼	168·2	168·6	7·4	7
April	169·4	170·6	9·5	7½	176·0	177·6	11·3	8¾	174·3	175·5	13·6	8¼	168·8	170·0	7·0	7
May	169·4	169·7	8·8	7½	175·6	174·4	9·3	9	174·2	173·2	12·0	8½	169·2	169·6	6·9	7
June	171·9	170·2	9·1	7½	179·1	176·2	9·4	9	178·1	175·6	12·5	8½	169·9	170·1	7·0	6¾
July	173·7	172·2	8·8	7½	180·2	178·3	9·5	9	179·9	177·8	12·8	8¾	172·0	170·1	6·1	6¾
Aug	173·4	173·1	8·9	7½	177·0	178·1	8·8	9	176·6	177·8	12·0	8¾	173·9	173·1	7·0	6¾
Sept	176·1	176·4	10·1	7¾	179·8	181·5	9·3	9	179·8	181·7	12·6	8¾	175·8	176·0	8·4	6¾
Oct	173·9	174·3	6·0	7½	179·7	180·9	7·5	8¾	179·3	180·8	10·5	8¾	172·4	172·4	2·2	6¾
Nov	176·8	175·9	8·6	7½	184·0	182·9	8·8	8¾	183·5	182·4	11·6	8¾	174·8	175·6	6·4	6½
Dec	180·0	178·1	8·9	7½	185·3	184·7	9·0	8¾	184·4	184·2	11·8	8¾	180·1	177·4	6·9	6½
1986 Jan	176·9	179·1	8·2	7½	184·1	185·5	8·0	8½	184·1	185·5	11·0	8¾	175·0	176·7	6·0	6½
Feb	177·9	180·0	8·1	7½	184·5	186·0	8·1	8¼	184·5	185·9	10·9	8½	176·5	177·0	6·1	6¾
Mar	182·4	182·6	8·5	7½	187·0	186·9	7·5	8	186·8	186·0	8·8	8¼	182·7	183·0	8·5	7
April	184·0	185·3	8·6	7½	189·3	191·1	7·6	7¾	188·6	189·9	8·2	8¼	184·4	185·7	9·2	7¼
May	182·3	182·6	7·6	7½	188·5	187·1	7·3	7¾	187·7	186·6	7·7	8¼	181·8	182·2	7·4	7¼
June	185·7	183·9	8·0	7½	192·9	189·8	7·7	7¾	191·6	188·8	7·5	8	184·5	184·8	8·6	7¼
July	187·9	186·3	8·2	7½	192·5	190·5	6·8	7¾	192·2	189·9	6·8	8	188·0	186·0	9·3	7¼
Aug	187·2	187·0	8·0	7½	190·8	191·9	7·7	7¾	190·9	192·1	8·0	7¾	188·0	187·3	8·3	7¼
Sept	186·8	187·1	6·1	7½	192·1	194·0	6·9	7¾	191·9	193·9	6·7	7¾	185·7	186·0	5·7	7¼
Oct	188·3	188·7	8·3	7½	193·9	195·2	7·9	7¾	193·6	195·2	8·0	7¾	187·4	187·4	8·7	7¼
Nov	191·2	190·2	8·1	7¾	198·4	197·1	7·8	7¾	197·8	196·6	7·8	8	189·6	190·5	8·5	7½
Dec	193·4	191·3	7·4	7¾	200·6	200·0	8·3	8	199·7	199·6	8·4	8	192·1	189·2	6·7	7½
1987 Jan	190·4	192·8	7·6	7½	198·5	200·0	7·8	7¾	198·4	199·9	7·8	7¾	188·4	190·3	7·7	7½
Feb	191·2	193·4	7·4	7½	199·4	201·0	8·1	8	199·1	200·6	7·9	8	189·1	189·7	7·2	7¼
Mar	194·5	194·8	6·7	7½	201·2	201·1	7·6	8	200·7	199·8	7·4	8	193·4	193·8	5·9	7¼
April	196·0	197·4	6·5	7¾	202·5	204·4	7·0	8	202·2	203·6	7·2	8	195·0	196·4	5·8	7¾
May	198·1	198·5	8·7	7¾	203·8	202·4	8·2	8	202·8	201·6	8·0	8	198·8	199·2	9·3	7¾
June	200·0	198·1	7·7	7¾	208·2	204·8	7·9	8¼	206·9	203·9	8·0	8¼	198·4	198·7	7·5	7½
July	203·1	201·3	8·1	7¾	209·8	207·6	9·0	8¼	208·9	206·4	8·7	8¼	202·6	200·4	7·7	7¼
Aug	201·6	201·3	7·6	7¾	206·0	207·2	8·0	8½	206·5	207·8	8·2	8¼	201·7	200·9	7·3	7¼
Sept	201·4	201·8	7·9	7¾	206·2	210·3	8·4	8½	207·8	209·9	8·3	8¼	199·8	200·1	7·6	7½
Oct	203·4	203·8	8·0	8	211·0	212·4	8·8	8¼	210·4	212·1	8·7	8¼	201·7	201·7	7·6	8
Nov	207·3	206·3	8·5	8¼	214·0	212·7	7·9	8¼	213·5	212·2	7·9	8¼	206·3	207·3	8·8	8½
Dec	210·3	208·0	8·7	8½	217·4	216·8	8·4	8¼	216·1	215·9	8·2	8¼	209·8	206·7	9·2	8½
1988 Jan	206·9	209·5	8·7	8½	215·2	216·8	8·4	8½	214·3	215·8	8·0	8½	205·6	207·7	9·1	8½
Feb	206·7	209·2	8·2	8½	213·6	215·3	7·1	8½	211·9	213·6	6·5	8½	207·0	207·6	9·4	8½
Mar	213·1	213·3	9·5†	8½	219·0	218·9	8·9	8½	217·9	217·0	8·6	8½	213·2	213·6	10·2†	8½
[Apr]	213·8	215·3	9·1	8¾	222·3	224·4	9·8	8¾	222·2	223·8	9·9	8½	211·7	213·2	8·6	8¾

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series except for the services series, which is based on data up to December 1985.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, June 1988.
† March 1988 figures include substantial bonus payments. Allowing for similar payments which were omitted from the return in March 1987, percentage changes reduce to 9·1 for the whole economy and 9·3 for service industries.

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN		Agriculture 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 and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS		(01–02)	(11–12)	(14)	(15–17)	(21–22)	(23–24)	(25–26)	(32)	(33–34)	(35)	(36)	(31,37)	(41–42)	(43)
															JAN 1980 = 100
1980	Annual averages	117·7	106·1	104·4	116·2	**	109·1	109·8	106·9	109·0	100·5	111·4	103·7	109·0	107·3
1981		131·8	118·6	119·8	133·5	125·0	121·6	124·8	117·3	123·4	111·4	124·0	116·8	123·9	120·2
1982		144·2	131·1	135·8	147·8	137·3	136·8	138·9	130·6	139·2	125·3	137·3	129·3	136·7	131·8
1983		157·5	134·7	147·8	159·2	150·7	148·5	152·0	142·3	152·9	138·6	143·2	140·3	149·6	143·5
1984		169·6	67·7	162·5	170·4	167·1	159·5	164·9	156·1	167·1	149·0	157·4	151·9	160·9	154·4
1985		184·4	135·3	178·6	182·7	181·6	172·4	179·1	172·3	182·3	168·9	170·9	164·1	174·9	169·6
1986		194·6	166·8	195·6	195·4	193·4	185·7	193·2	184·3	196·9	183·6	184·4	176·2	190·1	181·9
1987		206·9	179·1	214·4	210·1	211·6	201·5	209·4	197·6	214·4	199·2	197·7	190·3	204·5	196·9
1985	Jan	163·9	74·0	170·5	174·9	177·5	163·0	170·8	164·2	173·8	171·0	161·8	156·7	167·5	163·1
	Feb	170·3	78·2	173·1	175·9	169·7	165·5	170·4	165·5	175·6	162·3	164·6	158·7	170·0	164·2
	Mar	170·4	122·5	173·6	175·9	175·8	168·5	173·1	169·1	181·4	167·8	168·5	161·9	167·9	166·6
	April	175·4	137·9	173·5	173·8	188·0	170·0	173·8	168·9	185·3	167·2	168·1	161·6	171·9	167·0
	May	173·6	139·5	178·3	175·9	174·9	170·4	174·6	170·6	181·2	168·7	167·0	164·5	173·5	168·9
	June	188·2	148·0	177·1	182·5	175·7	175·2	178·8	173·4	183·1	168·3	183·3	164·5	176·5	172·1
	July	193·6	149·5	178·5	193·2	198·8	173·0	181·6	174·7	183·5	172·8	172·1	164·8	176·4	172·0
	Aug	203·1	150·7	177·2	184·8	176·7	172·1	180·8	171·7	181·0	166·8	167·8	163·1	173·0	168·5
	Sept	206·3	152·9	183·7	194·5	196·5	176·5	179·8	174·4	182·7	165·6	170·8	165·5	175·8	171·3
	Oct	200·5	153·6	181·7	187·1	176·7	175·6	180·4	175·5	184·5	167·2	174·4	166·5	177·0	172·5
	Nov	182·9	159·3	185·5	188·4	177·1	176·6	195·3	180·1	186·3	175·6	173·3	171·6	182·6	174·5
	Dec	184·5	157·8	190·0	184·9	192·0	182·0	190·1	179·7	189·6	173·2	178·6	169·7	186·7	174·5
1986	Jan	179·5	172·0	185·1	185·4	188·3	176·3	183·4	177·7	189·5	172·5	179·7	169·7	185·0	177·2
	Feb	177·9	166·4	187·3	189·7	179·9	177·0	184·2	180·8	189·7	176·5	178·2	170·6	183·3	176·7
	Mar	179·4	170·1	188·2	189·3	184·5	178·8	186·2	182·5	192·7	185·9	181·1	173·8	183·0	179·5
	April	183·2	164·7	188·1	189·5	202·6	182·5	186·1	184·1	199·5	178·0	179·8	172·1	187·3	177·2
	May	186·0	159·6	199·7	191·1	185·9	183·3	189·4	182·3	193·6	182·2	178·6	175·8	188·7	180·0
	June	193·2	159·4	195·4	191·5	191·5	191·5	192·8	184·1	199·7	190·6	184·7	176·2	192·9	184·1
	July	197·3	160·7	194·8	204·7	205·6	186·6	192·3	187·1	196·9	184·4	182·1	176·9	189·9	183·5
	Aug	213·4	161·7	194·2	207·2	189·8	185·5	192·4	183·0	195·8	182·6	188·8	176·2	186·6	181·0
	Sept	218·0	168·8	197·3	198·1	189·7	190·5	193·1	183·9	196·6	183·2	183·9	177·4	191·1	182·8
	Oct	213·7	171·0	194·5	199·2	207·9	188·7	196·6	185·6	199·9	183·2	186·1	178·2	191·0	183·7
	Nov	198·0	172·6	219·3	199·6	190·9	191·0	211·6	189·0	202·2	189·7	194·9	184·7	199·9	189·0
	Dec	195·7	174·2	203·1	199·1	203·9	197·2	210·6	191·4	207·2	194·6	194·5	182·5	202·1	187·6
1987	Jan	188·9	174·6	203·7	207·8	205·4	190·2	198·4	189·1	204·0	189·8	193·2	181·1	201·5	188·5
	Feb	188·3	175·7	203·7	203·2	196·2	192·6	200·7	192·0	204·6	194·7	193·4	184·6	195·3	192·3
	Mar	189·5	178·5	205·3	202·3	196·9	195·5	198·9	193·4	208·6	196·6	201·7	185·5	195·9	194·8
	April	199·1	185·1	209·9	201·4	220·2	195·8	203·7	192·0	213·5	194·7	191·6	184·9	202·5	188·0
	May	196·7	172·7	220·2	203·0	205·8	196·5	205·8	193·6	210·9	198·3	191·6	187·1	205·8	193·7
	June	206·0	178·0	214·0	202·8	204·8	205·4	208·8	198·6	217·5	208·6	197·0	191·4	204·7	200·5
	July	210·2	177·0	223·1	211·9	234·4	205·0	212·9	200·7	216·7	201·8	196·3	192·1	205·1	201·8
	Aug	218·0	178·6	212·5	226·4	201·4	201·2	209·6	198·8	214·7	197·4	195·6	190·9	203·2	197·6
	Sept	229·0	177·9	209·3	216·1	208·2	206·2	205·2	199·4	216·6	199·8	197·9	193·7	207·0	199·0
	Oct	225·5	181·8	210·9	215·4	236·0	203·8	210·3	201·0	218·1	201·8	197·9	194·4	205·7	200·3
	Nov	222·5	183·5	238·4	218·8	207·9	206·7	229·0	205·1	220·9	202·8	202·3	200·9	210·7	205·1
	Dec	209·3	185·3	221·6	212·3	221·8	218·9	229·6	207·3	226·8	204·1	214·3	197·5	216·5	201·5
1988	Jan	195·7	188·5	226·9	212·0	229·2	207·9	217·3	207·1	227·1	202·6	203·0	198·0	211·9	202·9
	Feb	193·6	171·9	224·7	211·2	210·2	209·1	215·4	209·2	229·2	173·2	203·3	202·1	211·9	203·5
	Mar	199·2	194·2	226·6	211·9	213·5	213·0	215·9	214·7	229·9	224·4	204·9	201·4	211·9	208·0
	[Apr]	..	209·0	231·5	219·7	248·4	213·9	223·3	212·4	239·3	215·3	203·1	204·2	217·4	208·0

* England and Wales only.
** Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for "metal processing and manufacturing" to be calculated for 1980, but the best possible estimates have been used in the compilation of the indices for manufacturing and whole economy. The index series for this group has a base of April 1980=100.

5·5 EARNINGS
Index of average earnings: non-manual workers
Full-time adults*

Great Britain April of each year	Manufacturing Industries								
	Weights	1980	1981	1982	1983†	1984†	1985†	1986†	1987†
Men	689	404·0	451·4	506·2	547·3	604·5	657·5	724·7	776·8
Women	311	494·1	559·5	625·3	681·4	743·9	807·2	869·4	947·0
Men and women	1,000	418·7	469·1	525·6	569·3	627·3	682·0	748·4	804·6

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

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

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44–45)	(46)	(47)	(48–49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.– 84pt.)	(91–92pt.)	(93,95)	(97pt.– 98pt.)		SIC 1980 CLASS
													JAN 1980 = 100
107·6	105·9	110·4	107·6	111·5	107·2	108·0	108·4	112·7	114·2	123·8	113·3	111·4	1980
121·4	115·2	128·2	121·1	125·8	120·3	120·5	120·6	128·9	129·6	140·8	128·0	125·8	1981
134·1	126·9	142·8	134·0	137·6	132·6	127·6	132·2	144·6	140·0	147·9	143·7	137·6	1982
145·2	139·9	156·6	144·0	148·0	143·6	137·9	144·3	157·5	149·5	163·6	156·0	149·2	1983
155·6	150·2	170·1	157·1	156·7	153·9	148·0	154·1	170·4	159·3	170·3	169·4	158·3	1984
168·4	161·0	184·8	169·7	169·5	165·2	157·2	166·2	184·8	169·0	178·3	182·3	171·7	1985
180·8	172·3	198·6	183·0	182·9	176·7	168·7	177·0	203·5	178·5	196·3	196·7	185·3	1986
192·8	187·6	214·7	198·4	197·5	189·7	182·0	190·9	225·1	190·6	210·2	210·1	199·8	1987
162·3	160·6	174·1	163·9	158·1	159·6	153·0	158·9	174·6	164·2	170·9	182·4	163·4	1985 Jan
163·9	156·2	175·0	164·2	162·1	159·7	149·5	159·0	174·3	169·1	173·7	178·0	164·6	Feb
167·0	154·3	179·5	165·9	169·4	161·6	151·3	162·3	190·4	166·4	172·4	179·5	168·1	Mar
166·9	158·7	182·9	167·0	167·6	167·3	152·8	164·6	178·0	165·4	173·0	178·6	169·4	April
167·3	153·6	183·8	169·9	165·5	164·1	156·3	164·6	185·1	165·2	174·7	177·9	169·4	May
171·3	158·4	188·3	171·3	171·7	165·1	156·2	164·3	184·9	170·9	173·4	172·7	171·9	June
168·3	161·7	187·1	171·0	171·6	165·8	156·8	168·2	187·1	167·6	179·7	177·2	173·7	July
166·9	171·7	185·9	170·2	167·1	164·1	159·8	170·1	181·0	167·4	190·1	181·5	173·4	Aug
169·6	165·2	189·5	169·7	174·0	167·1	160·2	167·0	182·8	172·8	190·2	196·4	176·1	Sept
169·0	166·5	188·6	171·6	172·6	164·9	159·9	166·3	183·3	172·2	180·0	185·5	173·9	Oct
171·6	165·8	192·5	175·7	176·4	167·7	159·6	177·5	185·5	173·1	177·3	186·4	176·8	Nov
177·1	159·4	190·8	176·1	178·4	175·0	171·0	171·3	210·0	173·7	183·6	191·8	180·0	Dec
175·8	169·7	189·6	176·7	173·7	170·1	158·4	170·4	189·2	172·4	179·5	191·6	176·9	1986 Jan
176·8	169·3	190·8	177·6	174·7	171·8	159·8	170·7	193·7	174·7	180·4	190·2	177·9	Feb
179·9	161·0	194·4	178·3	180·9	173·0	159·9	172·8	210·6	175·7	197·4	187·2	182·4	Mar
180·1	167·1	196·4	180·3	179·8	179·5	163·6	174·2	193·3	174·9	203·6	189·4	184·0	April
177·8	165·7	197·8	180·2	178·7	174·3	169·4	177·2	202·4	175·3	189·5	194·5	182·3	May
181·8	167·0	202·6	186·5	185·3	176·5	170·1	175·8	201·2	182·2	194·7	195·1	185·7	June
180·9	171·4	199·8	186·4	186·5	176·8	167·7	178·9	207·7	180·0	206·1	201·8	187·9	July
179·3	190·3	197·0	181·3	179·3	176·3	174·2	179·6	202·0	177·0	211·1	193·4	187·2	Aug
182·3	185·4	201·5	183·5	185·4	178·1	170·7	178·5	198·3	178·2	199·8	199·8	186·8	Sept
182·5	172·3	202·8	184·3	185·7	177·5	171·1	178·5	203·0	185·3	199·4	203·2	188·3	Oct
183·9	179·0	204·8	189·3	190·9	179·8	172·9	182·2	222·6	182·0	197·5	205·7	191·2	Nov
188·7	169·8	205·9	192·1	193·6	187·1	186·8	184·9	217·7	183·8	196·1	208·0	193·4	Dec
187·1	184·8	205·2	189·9	186·6	183·3	171·8	177·0	210·3	184·2	196·0	206·3	190·4	1987 Jan
188·6	188·3	208·4	190·5	189·4	181·4	173·3	179·2	209·5	184·3	199·9	202·8	191·2	Feb
193·2	174·6	210·5	195·6	196·6	185·4	176·2	187·7	231·1	186·0	197·4	201·7	194·5	Mar
186·5	175·9	211·0	191·2	194·4	192·8	182·8	191·9	217·6	185·5	197·2	205·8	196·0	April
192·1	184·2	213·4	198·0	192·9	187·8	182·4	190·9	221·5	186·6	217·7	208·2	198·1	May
193·6	188·0	217·3	199·7	199·4	189·9	179·8	191·2	235·4	188·4	206·9	206·2	200·0	June
195·3	184·8	215·6	201·1	200·2	189·2	176·8	195·2	221·7	195·7	222·1	215·1	203·1	July
191·4	189·7	215·3	196·2	196·0	189·9	181·0	189·4	219·0	191·2	226·9	207·8	201·6	Aug
193·2	190·9	219·8	198·1	199·4	192·0	180·8	189·9	222·8	193·9	211·1	213·8	201·4	Sept
193·8	207·0	218·2	199·4	200·4	189·6	184·2	194·9	228·0	195·4	214·2	213·0	203·4	Oct
196·7	199·5	220·2	207·9	205·1	193·8	190·6	201·8	247·6	197·3	213·3	216·8	207·3	Nov
202·1	183·4	221·0	213·3	210·0	201·5	203·8	201·8	236·7	199·0	220·1	223·8	210·3	Dec
202·8	198·5	217·7	206·6	205·5	196·5	190·3	195·7	235·4	199·6	214·6	220·9	206·9	1988 Jan
204·4	202·9	220·0	207·7	206·7	198·9	187·9	195·2	234·2	203·9	216·1	218·4	206·7	Feb
210·1	198·8	223·1	210·0	217·2	206·4	190·4	197·3	250·2	206·5	225·5	213·4	213·1	Mar
207·4	198·6	223·8	210·3	213·5	209·5	190·5	202·2	244·9	202·7	216·6	215·0	213·8	[Apr]

† Excluding sea transport.
‡ Excluding private domestic and personal services.
†† On a basis exactly comparable with March 1988, the March 1987 index for distribution and repairs would be 191·6—see footnotes to *table 5·1*.

Index of average earnings: non-manual workers
Fixed weighted: April 1970 = 100

All Industries and Services

	Weights	1980	1981	1982	1983	1984	1985	1986	1987
Men	575	403·1	465·2	510·4	556·0	604·4	650·1	708·2	770·7
Women	425	468·3	547·4	594·1	651·6	697·5	750·9	818·8	883·9
Men and women	1,000	420·7	487·4	533·0	581·9	629·6	677·4	738·1	801·3

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the editions of May 1972 (pp 431-434) and January 1976 (p 19).

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN

April of each year	MANUFACTURING INDUSTRIES* Weekly earnings (£) including those whose pay was affected by absence	Weekly earnings (£) excluding those whose pay was affected by absence	Hours excluding those whose pay was affected by absence	Hourly earnings (pence) including overtime pay and overtime hours	Hourly earnings (pence) excluding overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES Weekly earnings (£) including those whose pay was affected by absence	Weekly earnings (£) excluding those whose pay was affected by absence	Hours excluding those whose pay was affected by absence	Hourly earnings (pence) including overtime pay and overtime hours	Hourly earnings (pence) excluding overtime pay and overtime hours
FULL-TIME MEN†										
Manual occupations										
1981	119·3	124·7	43·5	286·0	279·8	118·4	121·9	44·2	275·3	269·1
1982*	134·8	138·1	43·8	315·1	307·9	131·4	133·8	44·3	302·0	294·7
	134·4	137·8	43·9	313·7	306·7					
1983†	142·8	147·4	43·7	336·7	329·2	140·3	143·6	43·9	326·5	319·0
	141·0	145·5	43·6	333·0	325·5	138·4	141·6	43·8	322·7	315·2
1984	153·6	158·9	44·4	358·1	348·5	148·8	152·7	44·3	345·0	336·1
1985	167·5	172·6	44·6	386·8	373·8	159·8	163·6	44·5	368·0	356·8
1986	178·4	183·4	44·5	411·6	398·5	170·9	174·4	44·5	392·6	380·8
1987	191·2	195·9	44·7	437·6	423·8	182·0	185·5	44·6	416·5	404·3
Non-manual occupations										
1981	159·6	161·8	38·8	411·9	411·5	161·2	163·1	38·4	419·1	419·7
1982*	180·1	181·4	38·8	457·9	457·0	177·9	178·9	38·2	462·5	462·3
	178·5	179·8	38·9	453·4	452·5					
1983†	193·2	194·6	39·1	491·6	491·0	193·7	194·9	38·4	503·4	502·9
	191·4	192·9	39·1	487·3	486·6	190·6	191·8	38·4	494·8	494·2
1984	211·7	213·5	39·3	537·8	537·1	207·3	209·0	38·5	537·4	536·4
1985	230·7	232·0	39·3	582·0	580·7	223·5	225·0	38·6	574·7	573·2
1986	254·4	255·7	39·3	641·0	640·0	243·4	244·9	38·6	627·3	625·8
1987	271·9	273·7	39·4	684·1	684·0	263·9	265·9	38·7	679·9	679·3
All occupations										
1981	131·3	137·1	42·0	323·5	320·8	136·5	140·5	41·7	332·0	331·2
1982*	148·8	152·6	42·2	357·0	354·0	151·5	154·5	41·7	365·6	364·6
	147·9	151·8	42·3	354·2	351·4					
1983†	158·6	163·3	42·2	383·0	380·0	163·8	167·5	41·5	399·1	398·0
	156·4	161·2	42·2	378·1	375·0	161·1	164·7	41·4	392·6	391·2
1984	171·2	176·8	42·8	409·9	406·2	174·3	178·8	41·7	423·0	421·4
1985	187·2	192·6	42·9	444·3	438·6	187·9	192·4	41·9	452·5	449·9
1986	202·3	207·8	42·9	479·1	474·0	203·4	207·5	41·8	488·9	486·6
1987	217·0	222·3	43·0	511·0	506·5	219·4	224·0	41·9	527·3	526·2
FULL-TIME WOMEN†										
Manual occupations										
1981	72·5	76·3	39·6	192·8	191·4	72·1	74·5	39·4	189·8	188·2
1982*	79·9	82·9	39·6	209·5	207·1	78·3	80·1	39·3	205·0	202·7
	79·6	82·6	39·6	208·9	206·6					
1983†	86·7	90·3	39·7	227·3	224·9	85·6	87·9	39·3	224·3	222·0
	86·7	90·4	39·7	227·7	225·3	85·8	88·1	39·3	224·9	222·6
1984	91·9	96·0	39·9	240·9	238·1	90·8	93·5	39·4	238·0	235·1
1985	100·1	104·5	40·0	261·7	257·3	98·2	101·3	39·5	256·9	252·9
1986	107·0	111·6	40·0	278·9	274·6	104·5	107·5	39·5	273·0	269·2
1987	113·8	119·6	40·3	297·2	291·9	111·4	115·3	39·7	292·0	287·4
Non-manual occupations										
1981	86·4	87·3	37·1	234·2	233·4	95·6	96·7	36·5	259·7	259·2
1982*	97·2	97·6	37·2	260·3	259·0	104·3	104·9	36·5	283·0	282·2
	97·0	97·4	37·2	259·8	258·5					
1983†	105·5	106·2	37·2	283·3	281·9	114·2	115·1	36·5	310·0	309·0
	106·2	107·0	37·2	285·4	284·0	115·1	116·1	36·5	312·9	311·9
1984	115·8	117·2	37·4	310·8	308·7	123·0	124·3	36·5	334·3	333·1
1985	125·5	126·8	37·4	336·5	334·7	132·4	133·8	36·6	359·1	357·6
1986	135·8	136·7	37·4	363·2	361·2	144·3	145·7	36·7	390·6	388·8
1987	147·7	149·1	37·5	391·6	389·4	155·4	157·2	36·8	418·0	415·9
All occupations										
1981	78·1	81·5	38·4	211·6	210·6	89·3	91·4	37·2	241·8	241·2
1982*	87·1	89·7	38·5	232·1	230·4	97·5	99·0	37·1	263·1	262·1
	86·8	89·4	38·5	231·4	229·7					
1983†	94·5	97·6	38·6	251·8	250·1	106·9	108·8	37·2	288·5	287·5
	94·7	97·9	38·6	252·7	251·0	107·6	109·5	37·2	290·6	289·5
1984	101·7	105·5	38·8	270·9	268·8	114·9	117·2	37·2	310·3	309·1
1985	110·6	114·7	38·8	294·4	291·5	123·9	126·4	37·3	334·0	332·4
1986	119·2	123·2	38·8	316·1	313·3	134·7	137·2	37·3	362·5	360·7
1987	128·2	133·4	39·0	339·2	335·9	144·9	148·1	37·5	388·4	386·2
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1981	118·6	124·3	41·2	299·0	295·6	121·6	124·9	40·3	305·1	303·2
1982*	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
1983	133·3	137·2	41·4	327·2	323·1					
	143·2	148·0	41·4	354·1	349·9	145·4	148·3	40·0	365·1	362·5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1981	116·8	122·5	41·2	294·7	291·2	119·8	123·1	40·3	300·4	298·4
1982*	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7
1983	131·2	135·2	41·4	322·3	318·2					
	141·2	146·0	41·4	349·1	344·8	143·2	146·1	40·1	359·5	356·8
(c) MALES AND FEMALES on adult rates										
1983	142·2	147·0	41·4	351·5	347·3	144·5	147·4	40·1	362·6	360·0
1984	155·2	160·8	41·9	380·6	375·4	155·8	159·3	40·3	389·9	386·7
1985	169·2	174·7	41·9	411·8	404·8	167·4	171·0	40·4	416·8	412·7
1986	183·1	188·6	41·9	444·4	437·7	181·2	184·7	40·4	450·8	446·8
1987	196·0	202·0	42·0	474·1	467·6	194·9	198·9	40·4	484·7	481·1

Notes: New Earnings Survey estimates.

*Results for manufacturing industries for 1981 and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 to 1987 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.

†Results for 1981-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1987 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

All employees: main industrial sectors and selected industries

		Manufacturing	Mining and quarrying	Construction	Energy (excl. coal) and water supply**	Index of production industries§§	Whole economy
							Pence per hour
Labour costs	1975	161·68	249·36	156·95	217·22	166·76	..
	1978	244·54	365·12	222·46	324·00	249·14	..
	1981	394·34	603·34	357·43	595·10	405·57	..
	1984	509·80	..	475·64	811·41	..	..
	1985	554·2	..	511·2	860·6	..	..
							Per cent
Percentage shares of labour costs *							
Wages and salaries	1978	84·3	76·2	86·8	78·2	83·9	..
	1981	82·1	73·3	85·0	75·8	81·6	..
	1984	84·0	..	86·0	77·7	..	..
	1985	84·7	..	86·6	78·6	..	..
of which Holiday, sickness, injury and maternity pay	1978	9·2	9·3	6·8	11·2	9·0	..
	1981	10·0	8·7	7·8	11·5	9·7	..
	1984	10·5	..	8·0	11·5	..	..
	1985	10·6	..	8·0	11·5	..	..
Statutory National Insurance contributions	1978	8·5	6·7	9·1	6·9	8·4	..
	1981	9·0	7·0	9·9	7·0	8·9	..
	1984	7·4	..	7·7	5·5	..	..
	1985	6·7	..	7·2	5·1	..	..
Private social welfare payments	1978	4·8	9·4	2·3	12·2	5·1	..
	1981	5·2	10·1	2·8	13·1	5·6	..
	1984	5·3	..	4·1	12·1	..	..
	1985	5·3	..	4·1	12·2	..	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2·3	7·7	1·9	2·6	2·6	..
	1981	3·7	9·6	2·3	4·1	3·9	..
	1984	3·3	..	2·2	4·7	..	..
	1985	3·3	..	2·1	4·1	..	..

SIC 1980		Manufacturing		Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy	
Labour costs per unit of output §			% change over a year earlier						% change over a year earlier
1980 = 100									
	1980	100·0	22·2	100·0	100·0	100·0	100·0	100·0	22·9
	1981	109·4	9·4	106·9	107·5	119·2	109·3	111·0	11·0
	1982	113·2	3·5	106·0	109·7	122·8	111·7	115·7	4·2
	1983	111·8	–1·2	99·8	107·3	126·9	110·3	119·7	3·5
	1984	114·0	2·0	82·2	108·2	133·6	112·2	123·5	3·2
	1985	117·9	3·5	94·9	112·3	136·0	116·2	128·2	3·8
	1986	123·8	4·9	92·7	116·0	142·6	120·3	134·6	5·0
	1987	..	..	..	..	..	..	139·3	3·5
	1985 Q1	..		..	..	..	..	125·6	3·5
	Q2	..		..	..	..	..	126·4	3·1
	Q3	..		..	..	..	..	129·4	4·7
	Q4	..		..	..	..	..	130·6	3·8
	1986 Q1	..		..	..	..	..	132·8	5·7
	Q2	..		..	..	..	..	134·0	6·0
	Q3	..		..	..	..	..	134·6	4·0
	Q4	..		..	..	..	..	136·3	4·4
	1987 Q1	..		..	..	..	..	137·2	3·3
	Q2	..		..	..	..	..	138·9	3·7
	Q3	..		..	..	..	..	139·0	3·3
	Q4	..		..	..	..	..	141·6	3·9
Wages and salaries per unit of output §	1980	100·0	22·4	100·0	100·0	100·0	100·0	100·0	22·5
	1981	109·3	9·3	105·8	107·0	118·5	108·7	109·9	9·9
	1982	113·9	4·2	105·6	109·5	122·8	111·5	115·7	5·3
	1983	114·4	0·4	99·9	107·9	127·2	110·9	120·3	4·0
	1984	117·8	3·0	82·9	110·0	134·4	113·9	125·3	4·2
	1985	124·5	5·7	97·3	115·1	138·3	119·0	131·6	5·0
	1986	131·0	5·2	96·3	119·7	145·6	124·0	138·6	5·3
	1987	132·6	1·2					144·6	4·3
	1986 Q1	131·7	8·8	..	..	..	..	136·7	6·3
	Q2	131·0	7·0	..	..	..	..	137·9	6·3
	Q3	130·6	3·7	..	..	..	..	138·6	4·2
	Q4	130·5	1·5	..	..	..	..	140·6	4·7
	1987 Q1	132·9	0·9	..	..	..	..	141·9	3·8
	Q2	132·2	0·9	..	..	..	..	144·1	4·5
	Q3	131·7	0·8	..	..	..	..	144·4	4·2
	Q4	133·5	2·3	..	..	..	..	147·4	4·8
	1988 Q1	135·5	2·0	..	..	..	..	..	
	1988 Jan	133·8	–0·7	..	..	..	..	..	
	Feb	136·5	3·4	..	..	..	..	..	
	Mar	136·3	3·3	..	..	..	..	..	
3 months ending:	Apr	136·9	2·9	..	..	..	..	..	
	1988 Jan	133·7	1·2	..	..	..	..	..	
	Feb	135·1	1·7	..	..	..	..	..	
	Mar	135·5	2·0	..	..	..	..	..	
	Apr	136·6	3·2	..	..	..	..	..	

Note: All the estimates in the two lower sections of the table are subject to revision.

* *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Employment Topics section, October 1986 edition, p 438.

‡ Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium [when applicable].

§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.

†† Broadly similar to Index of Production Industries for SIC (1968).

‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.

** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

§§ As defined under SIC 1968; includes the four industry groups shown.

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

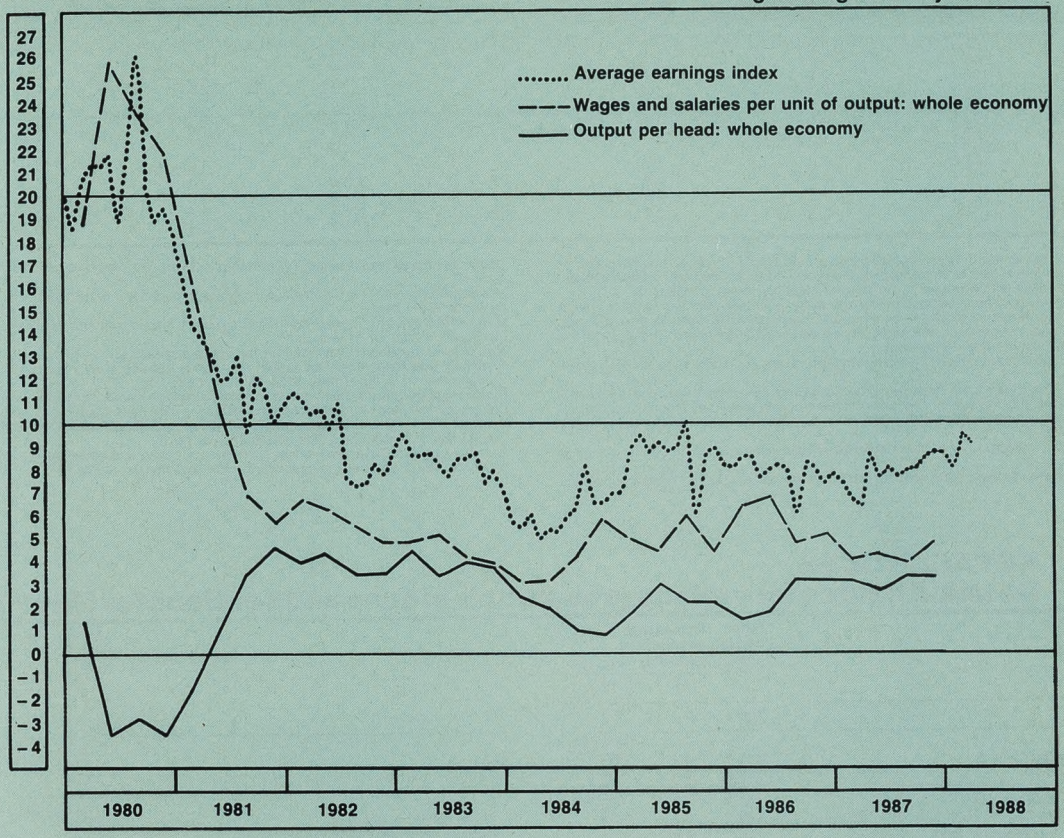
	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Annual averages																Indices 1980 = 100	
1977	64·2	82·9	79	78	73·2	68·1	84	53	62	59·1	81·9	87	82	..	78·5	90·0	78
1978	73·4	87·6	85	83	80·7	76·9	89	65	71	68·6	86·8	92	89	..	85·3	93·1	85
1979	84·9	92·1	92	91	89·9	86·9	94	79	83	81·9	93·0	96	91	..	91·9	95·1	92
1980	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100·0	100
1981	113·3	106·2	110	112	109·5	112·3	105	127	116	123·1	105·6	103	110	122·6	110·5	105·1	110
1982	126·0	112·7	117	125	120·4	131·9	110	170	133	144·1	110·7	110	121	142·0	119·2	111·6	117
1983	137·4	117·8	122	130	128·3	146·7	114	203	149	172·3	115·0	113	132	163·4	128·6	119·2	121
1984	149·3	123·7	128	136	134·4	158·0	117	256	164	192·0	120·3	114	143	182·5	140·9	..	126
1985	162·9	131·2	133	142	141·0	167·1	122	307	176	212·9	125·1	120	153	200·7	151·5	..	131
1986	175·4	137·0	136	146	147·7	174·0	126	346	188	223·1	126·9	122	169	222·7	162·7	..	134
1987	189·5	141·3 R	139	150	161·5	179·6	132	377	..	234·8	129·1	124	..	..	173·2	..	136
Quarterly averages																	
1987 Q1	184·0	138·4	137 R	149	154·9	176·7	129	371	..	228·9	130·7	123	189	235·5	170·2	..	135
Q2	186·9	140·8	139 R	148	162·3	178·3	131	377	..	232·8	130·4	124	195	239·5	174·2	..	136
Q3	191·1	142·0	137	149	162·7	179·6	133	377	..	238·1	131·2	124	197	234·5	172·4	..	136
Q4	196·2	144·0	142	152	166·2	181·0	133	384	..	239·6	133·6	124	203	..	175·8	..	138
1988 Q1	199·0	..	..	..	..	182·1	..	..	..	..	..	..	..	..	..	..	139
1987 Aug	190·0	137·2	..	149	160·1	..	..	..	..	238·9	131·8	124	..	..	171·6	..	136
Sept	192·8	145·2	137	151	163·5	..	..	..	..	238·7	133·5	124	..	..	173·0	..	138
Oct	194·8	142·9	..	152	164·7	181·0	133	..	..	238·8	134·1	124	..	..	174·5	..	137
Nov	195·0	142·8	..	153	165·5	..	..	..	..	238·8	134·0	124	..	..	175·3	..	138
Dec	198·8	146·2	142	153	168·4	..	..	..	..	241·2	132·8	124	..	..	177·7	..	139
1988 Jan	198·8	139·6	..	155	..	182·1	..	..	..	246·0	136·6	124	..	..	178·0	..	139
Feb	197·4	..	..	155	..	..	..	..	..	246·0	..	124	..	..	..	..	138
Mar	200·7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	139
Increases on a year earlier																	
Annual averages																	Per cent
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	4
1984	9	5	5	5	5	8	3	26	10	11	4	1	11	12	10	8	4
1985	9	6	4	4	5	7	4	20	7	11	4	5	7	10	8	..	4
1986	8	4	2	3	5	4	3	13	7	5	1 R	10	11	7	..	2	
1987	8	3 R	2	3	9	3	5	9 R	..	5 R	3	2	..	..	6	..	1
Quarterly averages																	
1987 Q1	8	2	1	3	8	3	4	10	..	4 R	2	2	18	5	6	..	1
Q2	8	3	3 R	2	10	3	5	10	..	4 R	2	1	17	11	7	..	2
Q3	8	3	2	3	10	3	4	9	..	6 R	3	1	14	6	6	..	1
Q4	8	4	2	2	10	3	3	7	..	5 R	4	1	15	..	6	..	2
1988 Q1	8	..	..	..	..	3	..	..	..	..	..	..	..	..	..	..	3
Monthly																	
1987 Aug	8	2	..	3	9	..	..	..	..	7	2	1	..	..	6	..	2
Sept	8	4	2	3	11	..	..	..	..	6	3	1	..	..	6	..	3
Oct	8	3	..	3	11	..	..	3	4	6 R	4	1	..	..	7	..	2
Nov	8	5	..	3	11	..	..	..	..	4 R	4	1	..	..	6	..	2
Dec	8	4	3	2	9	..	..	..	..	5 R	4	1	..	..	6	..	2
Jan	8	2	..	4	..	3	4	..	..	7	5	1	..	..	6	..	2
Feb	7	..	..	4	..	..	..	..	..	7	..	1	..	..	..	..	2
Mar	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2

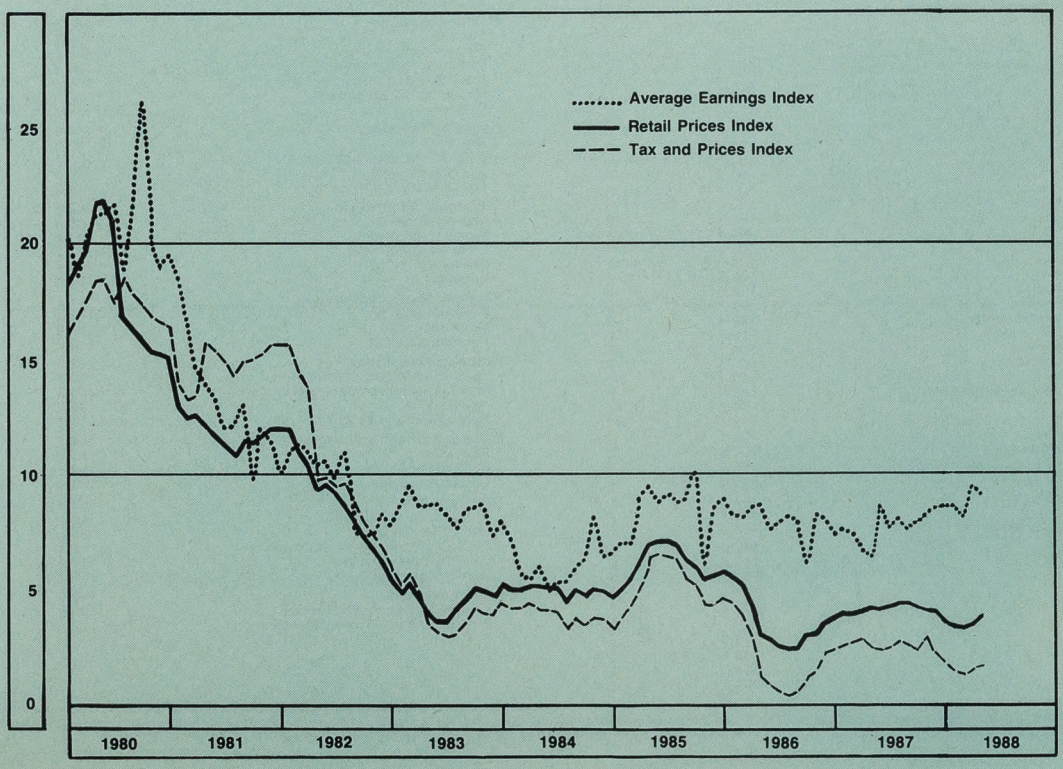
Source: OECD—Main Economic Indicators.

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

EARNINGS: earnings, prices, output per head: whole economy C1

Percentage changes on a year earlier





6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods

	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
1987 May	101·9	0·1	2·6	4·1	101·7	0·1	2·2
June	101·9	0·0	2·3	4·2	101·8	0·1	2·1
July	101·8	–0·1	1·8	4·4	101·9	0·1	1·9
Aug	102·1	0·3	1·7	4·4	102·2	0·3	1·9
Sept	102·4	0·3	1·8	4·2	102·6	0·3	2·0
Oct	102·9	0·5	1·1	4·5	103·1	0·5	1·5
Nov	103·4	0·5	1·5	4·1	103·6	0·5	1·9
Dec	103·3	–0·1	1·4	3·7	103·3	–0·3	1·5
1988 Jan	103·3	0·0	1·5	3·3	103·3	0·0	1·4
Feb	103·7	0·4	1·6	3·3	103·6	0·3	1·4
Mar	104·1	0·4	1·7	3·5	104·0	0·4	1·4
Apr	105·8	1·6	2·8	3·9	105·7	1·6	2·5
May	106·2	0·4	2·7	4·2	106·1	0·4	2·4

The overall level of prices was 0·4 per cent higher in May than in April. There were higher prices for clothing and some foods, and further effects of the recent gas and electricity price increases. Mortgage interest rates fell by around ½ per cent for most borrowers from May 1.

Food: The prices of some fresh vegetables, most notably for cauliflowers and tomatoes, were lower. The index for seasonal foods fell by around 1½ per cent. The index for non-seasonal products rose by about ½ per cent, with further increases in soft drinks prices. The index for the group rose by a little more than ¼ per cent.

Catering: The group index increased by a little less than ½ per cent. There were price increases throughout.

Alcoholic drink: There were price increases throughout the group, some of which were the result of the Budget excise duty increases. The index for the group increased by around ½ per cent.

Tobacco: There were further effects of Budget excise duty increasing the index for the group by around ½ per cent.

Housing: The fall in mortgage interest rates led to a decrease in the index for this group of around ½ per cent.

Fuel and light: Although there were summer discounts for coal, the further effects of gas and electricity price increases meant that the index for this group increased by a little more than 1½ per cent.

Household goods: There were price increases through most of the group. The index increased by about ½ per cent.

Household goods: There were price increases throughout most of the group. The index increased by about ½ per cent.

Household services: The index for the group increased by a little more than ¼ per cent.

Clothing and footwear: The arrival of summer season stocks led to an increase in the group index of a little more than 1½ per cent.

Motoring expenditure: Petrol prices fell slightly, but there were increases throughout the rest of the group. The index for the group increased by a little more than ¼ per cent.

Fares and other travel costs: Intercity rail fares, coach fares, and taxi fares all increased. The group index increased by a little less than 1 per cent.

Leisure goods: There were price increases for books and newspapers, and for gardening products. The group index increased by a little less than ½ per cent.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for May 17

	Index Jan 1987 =100	Percentage change over (months)			Index Jan 1987 =100	Percentage change over (months)	
		1	12			1	12
All items	106·2	0·4	4·2				
Food and catering	105·7	0·4	3·5	**Housing**	109·4	–0·5	5·6
Alcohol and tobacco	105·6	0·4	4·9	Rent	112·0		7
Housing and household expenditure	106·6	0·2	4·3	Mortgage interest payments	98·9		–1
Personal expenditure	105·3	1·2	4·2	Rates	116·8		8
Travel and leisure	106·7	0·3	4·4	Water and other charges	115·6		9
All items excluding seasonal food	106·1	0·4	4·3	Repairs and maintenance charges	106·3		5
All items excluding food	106·4	0·4	4·5	Do-it-yourself materials	106·4		4
Seasonal food	106·9	–1·5	–3·3	**Fuel and light**	100·7	1·6	1·3
Food excluding seasonal	104·3	0·5	3·6	Coal and solid fuels	97·2		1
All items excluding housing	105·5	0·5	3·8	Electricity	104·4		4
Nationalised industries	106·0	1·0	5·3	Gas	98·4		–2
Consumer durables	104·1	1·1	2·9	Oil and other fuel	90·1		–5
Food	104·7	0·3	2·4	**Household goods**	105·5	0·5	3·4
Bread	107·4		7	Furniture	106·3		4
Cereals	107·8		5	Furnishings	106·5		4
Biscuits and cakes	104·2		3	Electrical appliances	104·8		2
Beef	107·8		7	Other household equipment	105·8		3
Lamb	106·9		–6	Household consumables	106·9		5
of which, home-killed lamb	110·3		–7	Pet care	101·1		1
Pork	99·6		0	**Household services**	106·0	0·3	4·5
Bacon	102·4		2	Postage	100·6		0
Poultry	101·4		1	Telephones, telemessages, etc	101·2		1
Other meat	99·9		–1	Domestic services	107·6		6
Fish	103·8		1	Fees and subscriptions	110·2		7
of which, fresh fish	103·5		3	**Clothing and footwear**	104·8	1·6	3·8
Butter	103·2		4	Men's outerwear	105·9		4
Oil and fats	101·5		4	Women's outerwear	103·3		3
Cheese	106·8		7	Children's outerwear	107·2		7
Eggs	108·0		3	Other clothing	104·8		3
Milk, fresh	104·5		4	Footwear	104·4		3
Milk products	107·5		8	**Personal goods and services**	106·3	0·3	4·8
Tea	100·7		0	Personal articles	101·2		2
Coffee and other hot drinks	92·4		–3	Chemists goods	107·3		5
Soft drinks	114·8		12	Personal services	110·1		8
Sugar and preserves	110·1		8	**Motoring expenditure**	107·3	0·3	4·4
Sweets and chocolates	101·1		1	Purchase of motor vehicles	110·1		6
Potatoes	100·1		–3	Maintenance of motor vehicles	108·8		6
of which, unprocessed potatoes	98·0		–7	Petrol and oil	99·7		–1
Vegetables	110·5		–3	Vehicles tax and insurance	113·1		10
of which, other fresh vegetables	111·5		–7	**Fares and other travel costs**	106·7	0·9	5·3
Fruit	106·1		1	Rail fares	107·8		8
of which, fresh fruit	107·8		2	Bus and coach fares	109·5		6
Other foods	105·1		4	Other travel costs	103·4		3
Catering	108·9	0·4	7·0	**Leisure goods**	104·3	0·4	2·7
Restaurant meals	109·1		7	Audio-visual equipment	95·1		–4
Canteen meals	109·2		7	Records and tapes	99·5		–1
Take-aways and snacks	108·6		7	Toys, photographic and sport goods	104·4		4
Alcoholic drink	106·6	0·5	5·3	Books and newspapers	111·9		7
Beer	107·4		6	Gardening products	107·2		6
— on sales	107·3		7	**Leisure services**	108·4	0·1	7·2
— off sales	107·4		4	Television licences and rentals	103·6		3
Wines and spirits	105·5		4	Entertainment and other recreation	112·0		10
— on sales	106·7		6				
— off sales	104·6		3				
Tobacco	103·7	0·5	3·9				
Cigarettes	104·0		4				
Tobacco	101·3		2				

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.*)

Average retail prices of selected items

Average retail prices on May 17 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the 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 May 17, 1988

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
FOOD ITEMS			
Beef: home-killed			
Sirloin (without bone)	245	329	240–389
Silverside (without bone) †	330	231	199–255
Best beef mince	327	130	105–169
Fore ribs (with bone)	218	169	130–210
Brisket (without bone)	288	172	140–194
Rump steak †	323	306	258–339
Stewing steak	314	160	142–190
Lamb: home-killed			
Loin (with bone)	283	232	184–289
Shoulder (with bone)	263	120	94–165
Leg (with bone)	265	198	160–240
Lamb: imported			
Loin (with bone)	189	155	132–174
Shoulder (with bone)	190	85	76– 99
Leg (with bone)	195	151	138–168
Pork: home-killed			
Leg (foot off)	284	106	78–150
Belly †	255	84	72– 98
Loin (with bone)	325	143	129–160
Fillet (without bone)	245	199	138–280
Bacon			
Collar †	139	114	98–136
Gammon†	273	186	148–212
Back, vacuum packed	208	163	138–214
Back, not vacuum packed	234	162	138–178
Ham (not shoulder), per ¼lb	318	59	47– 75
Sausages			
Pork	343	87	69– 99
Beef	247	83	62– 94
Pork luncheon meat, 12oz can	198	47	43– 55
Corned beef, 12oz can	201	70	54– 89
Chicken: roasting			
Frozen, oven ready	236	64	49– 87
Fresh or chilled 4lb, oven ready	270	83	69– 93
Fresh and smoked fish			
Cod fillets	256	201	165–242
Haddock fillets	244	221	177–265
Mackerel, whole	162	77	60– 98
Kippers, with bone	255	110	84–120
Canned (red) salmon, half-size can	200	149	129–175
Bread			
White, per 800g wrapped and sliced loaf	315	46	41– 57
White, per 800g unwrapped loaf	227	58	55– 62
White, per 400g loaf, unsliced	259	38	35– 41
Brown, per 400g loaf, unsliced	143	39	36– 42
Brown, per 800g loaf, unsliced	230	60	50– 64
Flour			
Self-raising, per 1½kg	212	52	46– 55
Butter			
Home-produced, per 250g	288	52	49– 60
New Zealand, per 250g	272	52	50– 54
Danish, per 250g	283	58	56– 64
Margarine			
Soft 500g tub	280	35	27– 58
Low fat spread 250g	314	39	31– 44
Lard, per 250g	304	16	14– 22
Cheese			
Cheddar type	299	135	112–169
Eggs			
Size 2 (65-70g), per dozen	269	110	84–128
Size 4 (55-60g), per dozen	213	96	78–111
Milk			
Pasteurised, per pint	307	26	23– 26
Skimmed, per pint	289	25	22– 27
Tea			
Loose, per 125g	303	41	32– 52
Tea bags, per 250g	320	96	79–110
Coffee			
Pure, instant, per 100g	583	132	86–179
Ground (filter fine), per ½lb	228	135	115–175
Sugar			
Granulated, per kg	314	53	52– 55
Fresh vegetables			
Potatoes, old loose			
White	235	14	8– 20
Red	82	13	8– 15
Potatoes, new loose	187	22	17– 29
Tomatoes	319	66	50– 79
Cabbage, greens	245	25	18– 39
Cabbage, hearted	264	24	16– 32
Cauliflower, each	297	49	35– 65
Brussels sprouts	—	—	—
Carrots	318	31	20– 39
Onions	334	26	16– 35
Mushrooms, per ¼lb	318	31	23– 38
Cucumber,each	279	51	40– 68
Fresh fruit			
Apples, cooking	323	38	30– 44
Apples, dessert	336	36	28– 45
Pears, dessert	317	36	30– 42
Oranges, each	258	16	10– 22
Bananas	338	48	39– 52
Grapes	305	92	70–118
ITEMS OTHER THAN FOOD			
Draught bitter, per pint	676	87	79–100
Draught lager, per pint	679	98	90–110
Whisky, per nip	684	71	65– 80
Gin, per nip	688	71	65– 80
Cigarettes 20 king size filter	3,129	148	138–158
Coal, per 50kg	382	538	438–645
Smokeless fuel per 50kg	467	700	590–855
4-star petrol, per litre	694	37	36– 38

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

6·4 RETAIL PRICES
General index of retail prices

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		1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70
1975		1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82
1976		1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81
1977		1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83
1978		1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85
1979		1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77
1980		1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82
1981		1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79
1982		1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77
1983		1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78
1984		1,000	799	966·1–968·7	102 Feb–Nov 87 Dec-Jan	201	31·3–33·9	167·1–169·8	36	75
1985		1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75
1986		1,000	815	973·3–976·0	83 Feb-Nov 60 Dec-Jan	185	24·0–26·7	158·3–161·0	44	82
1974	Annual averages	108·5	109·3	108·8	108·4	106·1	103·0	106·9	108·2	109·7
1975		134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2
1976		157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3
1977		182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4
1978		197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0
1979		223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1
1980		263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8
1981		295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1
1982		320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·0
1983		335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5
1984		351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7
1985		373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1
1986		385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6
1975 Jan 14		119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2
1976 Jan 13		147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0
1977 Jan 18		172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7
1978 Jan 17		189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9
1979 Jan 16		207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9
1980 Jan 15		245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4
1981 Jan 13		277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7
1982 Jan 12		310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8
1983 Jan 11		325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7
1984 Jan 10		342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1
1985 Jan 15		359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9
1986 Jan 14		379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8
Feb 11		381·1	391·4	383·3	489·5	343·6	328·2	346·9	428·9	425·9
Mar 11		381·6	391·5	383·4	489·5	345·2	337·5	347·3	429·9	426·5
Apr 15		385·3	395·6	387·0	497·8	347·4	343·7	348·7	434·3	427·6
May 13		386·0	395·8	387·3	495·9	349·8	356·8	349·4	436·2	428·8
June 10		385·8	395·3	387·0	496·8	351·4	361·8	350·3	439·3	429·4
July 15		384·7	394·9	386·8	498·3	347·4	332·2	350·7	440·4	431·0
Aug 12		385·9	396·1	387·9	499·8	348·6	336·5	351·4	442·6	432·5
Sept 16		387·8	398·5	390·0	500·5	348·3	331·7	351·8	445·3	434·6
Oct 14		388·4	399·6	390·9	500·4	347·6	324·9	352·2	447·8	436·6
Nov 11		391·7	403·7	394·3	500·7	347·5	322·8	352·4	449·5	436·0
Dec 9		393·0	404·7	395·3	499·7	349·8	333·3	353·4	452·9	434·6
1987 Jan 13		394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food *	All items except housing	National-ised industries	Consumer durables	Food			Catering	Alcoholic drink
							All	Seasonal *	Non-seasonal food *		
Weights 1987	1,000	833	974	843	57	139	167	26	141	46	76
1988	1,000	837	975	840	54	141	163	25	138	50	78
1987 Annual averages	101·9	102·0	101·9	101·6	100·9	101·2	101·1	101·6	101·0	102·8	101·7
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
Feb 10	100·4	100·4	100·3	100·4	100·0	100·3	100·7	103·2	100·2	100·4	100·3
Mar 10	100·6	100·6	100·6	100·6	100·0	100·8	100·7	103·0	100·3	100·8	100·6
Apr 14	101·8	101·8	101·6	101·2	100·8	101·0	101·6	107·4	100·5	101·4	100·8
May 12	101·9	101·8	101·7	101·6	100·7	101·2	102·2	110·6	100·7	101·8	101·2
June 9	101·9	101·9	101·8	101·6	100·7	101·1	101·6	105·2	100·9	102·3	101·4
July 14	101·8	102·1	101·9	101·4	100·9	99·9	100·4	97·0	101·0	102·9	101·7
Aug 11	102·1	102·4	102·2	101·7	101·3	100·3	100·7	98·6	101·0	103·6	102·1
Sept 8	102·4	102·8	102·6	102·1	101·4	101·7	100·4	95·7	101·2	104·3	102·8
Oct 13	102·9	103·3	103·1	102·6	101·5	102·2	101·1	96·8	101·8	104·7	103·5
Nov 10	103·4	103·8	103·6	103·0	101·9	102·9	101·6	98·8	102·1	105·3	103·3
Dec 8	103·3	103·5	103·3	103·2	101·9	103·2	102·4	102·4	102·4	105·8	103·1
1988 Jan 12	103·3	103·4	103·3	103·2	102·8	101·2	102·9	103·7	102·7	106·4	103·7
Feb 16	103·7	103·8	103·6	103·6	103·1	101·9	103·6	106·9	103·0	107·1	104·2
Mar 15	104·1	104·2	104·0	104·0	103·0	102·6	103·9	107·1	103·4	107·5	104·6
Apr 19	105·8	106·0	105·7	105·0	104·9	103·0	104·4	108·5	103·8	108·5	106·1
May 17	106·2	106·4	106·1	105·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6

* 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.

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services		
43	124	52	64	91	63	135	54	1974 Weights	
46	108	53	70	89	71	149	52	1975	
46	112	56	75	84	74	140	57	1976	
46	112	58	83	82	71	139	54	1977	
46	113	60	84	80	70	140	56	1978	
48	120	59	64	82	69	143	59	1979	
44	124	59	69	84	74	151	62	1980	
40	135	62	65	81	75	152	66	1981	
36	144	62	64	77	72	154	65	1982	
41	137	69	64	74	75	159	63	1983	
39	149	65	69	70	76	158	65	1984	
38	153	65	65	75	77	156	62	1985	
37	153	62	63	75	81	157	58	1986	
115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8	Annual averages	1974
147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5		1975
171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5		1976
209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3		1977
226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0		1978
247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9		1979
290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7		1980
358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8		1981
413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6		1982
440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9		1983
489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3		1984
532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3		1985
584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5		1986
124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8	Jan 14	1975
162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0	Jan 13	1976
193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8	Jan 18	1977
222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6	Jan 17	1978
231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0	Jan 16	1979
269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9	Jan 15	1980
296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2	Jan 13	1981
392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6	Jan 12	1982
426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6	Jan 11	1983
450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6	Jan 10	1984
508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7	Jan 15	1985
545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1	Jan 14	1986
549·9	465·7	507·0	267·8	225·7	406·1	391·2	394·1	Feb 11	
553·2	467·5	507·0	268·8	227·9	405·8	386·8	394·7	Mar 11	
580·8	483·5	506·8	267·6	227·4	408·7	386·3	399·1	Apr 15	
594·4	482·7	504·2	269·3	227·8	408·5	383·6	400·5	May 13	
597·3	471·6	504·8	268·7	227·5	409·3	387·9	401·2	June 10	
597·1	472·8	505·0	265·5	226·8	408·2	386·7	401·5	July 15	
597·5	475·2	505·8	264·2	229·7	410·1	387·0	402·0	Aug 12	
598·3	477·3	506·7	263·7	231·5	411·6	393·2	403·2	Sept 16	
599·9	478·4	506·4	264·7	233·0	412·5	393·3	404·0	Oct 14	
602·2	497·4	506·1	267·3	234·0	413·0	395·3	406·2	Nov 11	
603·1	501·1	505·3	267·9	234·2	414·0	396·3	406·7	Dec 9	
602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8	Jan 13	1987

Tobacco	Housing	Fuel and light	Household goods*	Household services*	Clothing and footwear	Personal goods and services*	Motoring expendi-ture*	Fares and other travel*	Leisure goods*	Leisure services*		
38	157	61	73	44	74	38	127	22	47	30	1987 Weights	
36	160	55	74	41	72	37	132	23	50	29	1988	
100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6	Annual averages 1987	
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	Jan 13	1987
99·9	100·3	100·0	100·4	100·1	100·3	100·3	101·0	99·8	100·2	100·1	Feb 10	
99·9	100·7	99·8	101·0	100·3	100·8	100·7	101·3	99·9	100·3	100·1	Mar 10	
99·8	105·0	99·9	101·5	100·9	101·0	101·3	102·1	100·2	100·9	101·5	Apr 14	
99·8	103·6	99·4	102·0	101·4	101·0	101·4	102·8	101·3	101·6	101·1	May 12	
99·8	103·4	99·4	101·9	101·6	100·8	101·9	103·2	101·5	102·0	101·3	June 9	
99·7	103·8	99·1	101·6	102·0	99·2	101·9	104·4	102·2	101·6	101·4	July 14	
99·5	104·1	99·0	101·9	102·4	99·8	102·4	104·8	102·3	101·7	101·4	Aug 11	
99·7	104·4	98·5	102·7	102·9	101·8	101·9	105·1	102·3	101·9	101·9	Sept 8	
100·5	104·9	98·0	103·3	103·2	102·3	102·6	105·4	102·6	102·6	103·3	Oct 13	
101·1	105·6	98·3	104·2	103·8	102·9	103·9	105·4	103·1	103·1	103·7	Nov 10	
101·2	103·9	98·2	104·3	104·0	103·4	104·1	105·0	103·2	103·2	103·6	Dec 8	
101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6	Jan 12	1988
101·6	104·3	98·0	103·9	105·3	101·9	104·7	105·0	105·7	103·3	103·7	Feb 16	
101·6	104·7	97·8	104·5	105·4	102·9	105·1	105·6	105·6	103·3	103·8	Mar 15	
103·2	109·9	99·1	105·0	105·7	103·1	106·0	107·0	105·8	103·9	108·3	Apr 19	
103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4	May 17	

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 edition of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*.)

6·5 RETAIL PRICES
General index of retail prices: Percentage changes on a year earlier for main sub-groups

PER CENT

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	−0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	−0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	−0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	−0·2	0·2	2·5	2·5	1·7	4·0

	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
1987 Apr 14	4·2	3·6	6·2	3·9	3·6	9·1	−0·2	1·8	4·0	2·5	3·7	5·7	3·5	0·6	2·6
May 12	4·1	3·4	6·1	4·0	1·2	7·8	−0·2	1·7	4·3	2·3	3·9	7·3	4·5	1·3	1·7
June 9	4·2	2·3	5·9	4·1	0·7	10·2	−0·2	1·8	4·3	2·3	4·0	6·4	4·3	1·5	1·9
July 14	4·4	2·3	6·3	4·0	0·7	10·3	−0·7	2·3	4·6	0·9	4·0	8·1	4·6	1·8	2·1
Aug 11	4·4	2·3	6·5	4·0	0·4	10·1	−0·9	2·7	4·9	0·3	4·0	8·4	4·5	1·8	1·9
Sept 8	4·2	2·1	6·5	4·2	0·5	9·9	−1·6	3·0	5·3	1·5	3·0	6·8	4·4	2·6	2·1
Oct 13	4·5	3·0	6·3	4·5	1·0	10·2	−2·1	3·0	5·5	1·3	3·4	7·1	4·8	3·3	3·3
Nov 10	4·1	3·6	6·5	4·4	1·2	6·7	−1·7	3·2	4·9	1·5	4·4	6·5	5·2	3·6	3·8
Dec 8	3·7	3·7	6·2	4·5	1·2	4·2	−1·6	3·3	4·8	1·9	3·9	5·8	5·1	3·6	3·6
1988 Jan 12	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
Feb 16	3·3	2·9	6·7	3·9	1·7	4·0	−2·0	3·5	5·2	1·6	4·4	4·0	5·9	3·1	3·6
Mar 15	3·5	3·2	6·6	4·0	1·7	4·0	−2·0	3·5	5·1	2·1	4·4	4·2	5·7	3·0	3·7
Apr 19	3·9	2·8	7·0	5·3	3·4	4·7	−0·8	3·4	4·8	2·1	4·6	4·8	5·6	3·0	6·7
May 17	4·2	2·4	7·0	5·3	3·9	5·6	1·3	3·4	4·5	3·8	4·8	4·4	5·3	2·7	7·2

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				103·1				103·6			

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

RETAIL PRICES 6·7
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											**JAN 15, 1974 = 100**
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	..	231·7	..	..	..
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	..	240·5	..	..	..
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	..	230·8	..	..	..

	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
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	101·1	102·3	102·9	102·8	103·5	100·4
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101·2	101·1	102·8	101·8	100·1	99·1	102·2	100·9	101·2	102·3	103·0	102·8	103·4	100·5
GENERAL INDEX OF RETAIL PRICES														
1987	101·6	101·1	102·8	101·7	100·1	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6

Notes: 1. The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.
2. The structure of the published components of the index was recast in February 1987. The indices for January 1987 are given for those groups which are broadly comparable with the new groups to enable calculations to be made involving periods which span the new reference date. (See General Notes below.)

GENERAL NOTES—RETAIL PRICES

As reported by the Secretary of State for Employment on December 11, 1987, it has been discovered that from February 1986 to October 1987 a computer program error affected the monthly index. The official figures are always stated to one decimal place and the extent of the understatement of index levels will depend on rounding. The all items index figures for February 1986 to January 1987 will be understated by about 0·06 per cent; the index figure for January 1987 taking January 1974 as 100 was 394·5. The index figures for February to October 1987 were affected by an error of about 0·09 per cent. In most months this will have resulted, with rounding, to an understatement of 0·1 points in the published figures which take January 1987 as 100. However, because the January index link, 394·5, was understated the understatements relative to January 1986 may have rounded to 0·1 or 0·2 per cent.

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100.

Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 edition of *Employment Gazette*.

Calculations

Calculations of price changes which involve periods spanning the new reference date are made as follows:

$$\%\ \text{change} = \frac{\text{Index for later month (Jan 1987=100)} \times \text{Index for Jan 1987 (Jan 1974=100)}}{\text{Index for earlier month (Jan 1974=100)}} - 100$$

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102·9), multiply it by the January 1987 index on the 1974 base (394·5), then divide by the June 1986 index (385·8). Subtract 100 from the result and this will show that the index increased by 5·2 per cent between those months.

A complete set of indices for January 1987 can be found in *table 6·2* on pp 120–121 of the March 1987 edition of *Employment Gazette*.

Structure

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

Definitions

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

Nationalised industries: Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail and bus fares and postage. Telephone charges were included until December 1984 and gas until December 1986.

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

RETAIL PRICES
Selected countries: consumer prices indices

6.8

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*
Annual averages																			Indices 1980 = 100
1975	51·1	60·5	77·3	73·5	65·8	61	60·8	81·8	47·1	51·8	46·9	72·9	74·7	67	42·6	61	89·1	65·3	**63·2**
1976	59·6	68·7	83·0	80·2	70·7	66	66·7	85·5	53·3	61·1	54·8	79·7	81·3	73	50·2	67	90·7	69·1	**68·7**
1977	69·0	77·1	87·6	85·9	76·4	74	72·9	88·6	59·8	69·4	64·1	86·1	86·6	80	62·5	75	91·8	73·5	**74·8**
1978	74·7	83·2	90·7	89·8	83·2	81	79·5	91·0	67·3	74·7	71·9	89·4	90·1	86	74·8	82	92·8	79·2	**80·7**
1979	84·8	90·8	94·0	93·8	90·8	89	88·1	94·8	80·1	84·6	82·5	92·6	93·9	90	86·6	88	96·1	88·1	**88·6**
1980	100·0	100·0	100·0	100·0	100·0	100	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1981	111·9	109·6	106·8	107·6	112·5	112	113·4	106·3	124·5	120·4	117·8	104·9	106·7	114	114·6	112	106·5	110·4	**110·5**
1982	121·5	121·8	112·6	117·0	124·6	123	126·8	111·9	150·6	141·1	137·3	107·7	113·1	127	131·1	122	112·5	117·1	**119·1**
1983	127·1	134·1	116·3	126·0	131·9	132	139·0	115·6	181·0	155·8	157·3	109·7	116·2	137	147·0	133	115·9	120·9	**125·3**
1984	133·4	139·4	122·9	134·0	137·6	140	149·3	118·4	214·4	169·3	174·3	112·1	120·0	146	163·6	143	119·3	126·1	**131·7**
1985	141·5	148·8	126·9	140·5	143·1	146·4	158·0	121·0	255·8	178·5	190·3	114·4	122·7	154	178·0	153·7	123·3	130·5	**137·6**
1986	146·3	162·4	129·0	142·3	149·0	151·7	162·2	120·7	314·7	185·2	201·4	114·9	122·9	165	193·7	160·3	124·2	133·1	**141·1**
1987	152·4	176·1	130·9	144·5	155·5	157·8	167·3	121·0	366·4	191·1	211·0	114·6	122·3	180	203·9	167·0	126·0	137·9	**145·8**
Quarterly averages																			
1987 Q2	152·4	174·6	130·5	144·5	154·8	157·5	166·9	121·1	365·5	190·8	209·6	115·1	122·1	178	202·3	165·1	125·7	137·2 R	**145·4**
Q3	152·7	177·5	132·2	145·3	156·6	158·5	167·9	121·1	367·1	191·8	211·8	114·7	122·3	181	204·9	168·0	126·0	138·8	**146·4 R**
Q4	154·4	180·5	131·4	144·9	157·7	160·4	168·7	121·2	386·8	191·9	215·3	115·0	123·1	183	207·3	170·5	126·8	140·0	**147·7**
1988 Q1	155·1	183·8	132·2	144·9	159·0	162·4	169·5 R	121·7	393·0	193·3	217·6	114·4	122·1	183 R	209·9	172·7 R	127·8	140·8 R	**148·7**
Monthly																			
1987 Nov	154·7	180·5	131·2	144·7	157·9	160·5	168·7	121·1	386·1	191·9	215·4	114·9	123·2	183	206·9	170·7	127·0	140·0	**147·7**
Dec	154·5	..	131·4	144·8	158·0	160·6	168·8	121·3	390·9	..	215·8	114·7	122·9	184	207·6	170·7	127·0	140·0	**147·9**
1988 Jan	154·5	..	131·9	144·6	158·4	161·3	169·1	121·5	390·3	..	216·9	114·4	121·8 R	186	209·0	171·6	127·3	140·4	**148·2**
Feb	155·1	183·8	132·1	145·0	158·9	162·6	169·4	121·8	388·5	193·3	217·9 R	114·2	122·1	187	209·6	172·5	127·9	140·8	**148·6 R**
Mar	155·7	..	132·5 R	145·1	159·7	163·2 R	169·9 R	121·9	400·2 R	..	218·2	114·6 R	122·5	190	211·0 R	173·6 R	128·3	141·4	**149·3**
Apr	158·2	..	132·7	145·8	160·3	163·9	170·8	122·2	408·5	..	219·2	115·1	123·0	190·8	210·3	175·2	128·5	142·1	**150·0**
May	158·8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

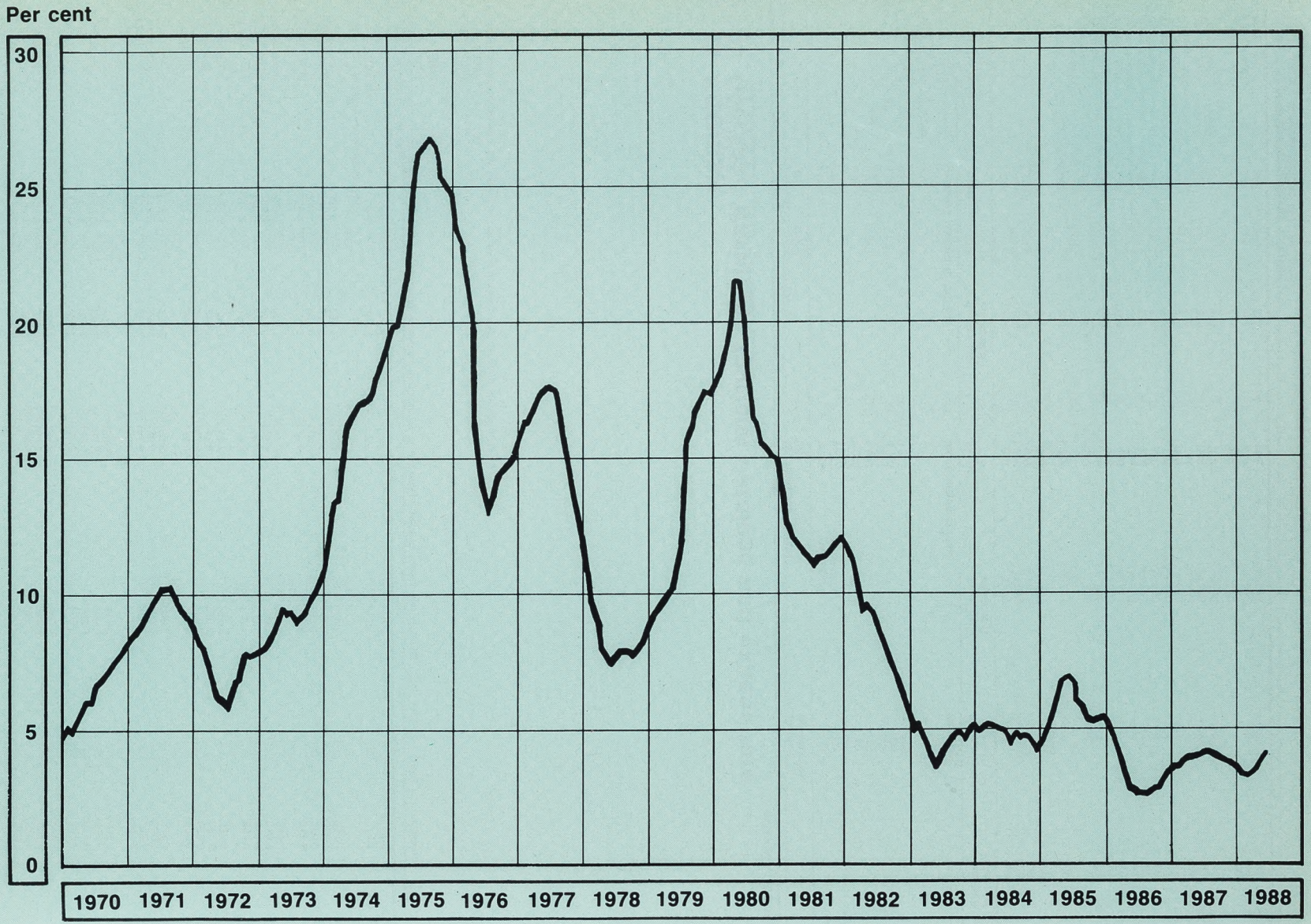
Increases on a year earlier

																			Per cent
Annual averages																			
1975	24·2	15·1	8·4	12·8	10·8	9·6	11·8	6·0	13·4	20·9	17·0	11·8	10·2	11·7	16·9	9·8	6·7	9·1	**11·3**
1976	16·5	13·6	7·3	9·2	7·4	9·0	9·7	4·5	13·3	18·0	16·8	9·3	8·8	9·1	17·7	10·3	1·8	5·8	**8·7**
1977	15·8	12·3	5·5	7·1	8·1	11·1	9·4	3·7	12·1	13·6	17·0	8·1	6·5	9·1	24·5	11·4	1·3	6·5	**8·9**
1978	8·3	7·9	3·6	4·5	8·9	10·0	9·1	2·7	12·6	7·6	12·1	3·8	4·1	8·1	19·8	10·0	1·1	7·7	**8·0**
1979	13·4	9·1	3·7	4·5	9·1	9·6	10·8	4·1	19·0	13·3	14·8	3·6	4·2	4·8	15·7	7·2	3·6	11·3	**9·8**
1980	18·0	10·2	6·4	6·6	10·1	12·3	13·6	5·5	24·9	18·2	21·2	8·0	6·5	10·9	15·5	13·7	4·0	13·5	**12·9**
1981	11·9	9·6	6·8	7·6	12·5	11·7	13·4	6·3	24·5	20·4	17·8	4·9	6·7	13·6	14·6	12·1	6·5	10·4	**10·5**
1982	8·6	11·1	5·5	8·7	10·8	10·1	11·8	5·3	20·9	17·1	16·6	2·7	6·0	11·2	14·4	8·6	5·6	6·1	**7·8**
1983	4·6	10·1	3·3	7·7	5·9	6·9	9·6	3·3	20·5	10·5	14·6	1·9	2·7	8·6	12·1	8·9	3·0	3·2	**5·3**
1984	5·0	4·0	5·7	6·3	4·3	6·3	7·3	2·4	18·1	8·7	10·8	2·2	3·3	6·6	11·3	7·5	2·8	4·3	**5·1**
1985	6·1	6·7	3·3	4·9	4·0	4·7	5·8	2·2	19·3	5·4	9·2	2·1	2·3	5·5	8·8	7·4	3·4	3·5	**4·5**
1986	3·4	9·1	1·7	1·3	4·1	3·6	2·7	−0·2	23·0	3·8	5·8	0·4	0·2	7·1	8·8	4·3	0·7	2·0	**2·6**
1987	4·2	8·4	1·5	1·5	4·4	4·0	3·1	0·2	16·4	3·2	4·8	0·3	−0·5	9·1	5·3	4·2	1·5	3·6	**3·3**
Quarterly averages																			
1987 Q2	4·2	9·3	1·4	1·6	4·6	3·3	3·4	0·1	17·8	2·8	4·2	−0·2	−1·0	9·2	5·6	3·4	1·0	3·8	**3·9**
Q3	4·3	8·3	2·3	2·1	4·5	3·9	3·4	0·6	16·0	3·2	4·9	0·1	0·2	7·9	4·6	4·7	1·8	4·2	**3·7**
Q4	4·1	7·1	1·7	1·6	4·2	4·0	3·2	1·0	15·4	3·1	5·3	0·4	−0·1	7·0	4·6	4·9	1·9	4·5	**4·0**
1988 Q1	3·3	..	2·2	1·0	4·1	4·8	2·4	0·8	13·6	1·9	5·0	0·6	0·5	6·8	4·4	5·0	2·2	4·0	**3·4**
Monthly																			
1987 Nov	4·1	7·1	1·7	1·5	4·2	4·0	3·2	1·0	15·3	3·1	5·4	0·4	−0·1	7·5	4·7	5·4	2·1	4·5	**3·9**
Dec	3·7	..	1·7	1·4	4·2	4·1	3·1	1·0	15·7	..	5·2	0·5	−0·2	7·4	4·6	5·1	1·9	4·4	**4·0**
1988 Jan	3·3	..	1·9	0·9	4·1	4·3	2·4	0·7	14·3	..	5·0	0·7	0·6	7·0	4·5	4·4	1·6	4·0	**3·5**
Feb	3·3	6·9	2·2	1·0	4·1	5·2	2·4	0·9	13·4	1·9	5·0 R	0·6	0·5	6·8	4·3	5·2	1·7	3·9	**3·5**
Mar	3·5	..	2·3	1·0	4·1	4·7	2·5	1·0	13·2	..	4·9	0·5	0·6	7·2	4·5	5·4	1·8	3·9	**3·6**
Apr	3·9	..	2·2	1·0	4·0	4·7	2·5	1·0	13·0	..	5·0	0·0	0·7	7·2	3·9	6·1	1·9	3·9	**3·5**
May	4·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Sources: OECD–Main Economic Indicators.
OECD–Consumer Prices Press Notice.

* The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

RETAIL PRICES INDEX C2



8·1 TOURISM
Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
Self-employed *							
1981	48·1	51·7	1·6	32·6	3·8	0·6	19·7
Employees in employment †							
1982 March	180·6	225·0	137·3	219·5		309·4	
June	194·1	236·0	138·5	267·4		336·8	
September	194·9	234·0	134·7	268·2		327·0	
December	184·3	230·8	134·8	209·6		309·2	
1983 March	174·0	226·7	131·3	203·2		307·0	
June	197·7	237·1	133·0	262·2		312·8	
September	203·6	245·3	135·3	265·3		334·9	
December	200·3	243·8	138·3	211·0		314·1	
1984 March	200·5	239·5	136·6	202·1		311·2	
June	213·1	251·7	137·6	265·7		333·6	
September	216·2	259·8	137·0	262·0		330·1	
December	209·3	259·8	139·5	228·9		315·3	
1985 March	207·1	258·3	138·0	226·8		320·6	
June	222·2	271·5	142·4	276·3		379·0	
September	225·4	266·1	142·9	280·5		372·3	
December	219·9	267·0	145·7	244·4		335·8	
1986 March	214·2	260·1	142·5	242·1		334·0	
June	228·0	271·8	144·5	288·6		384·9	
September	226·3	278·0	145·7	289·1		378·0	
December	223·6	278·7	147·3	255·6		349·2	
1987 March	222·0	274·1	147·4	246·8		348·6	
June	238·1	281·8	146·6	293·0		396·0	
September	238·9	284·2	150·3	299·0		388·1	
December	230·0	286·1	155·0	270·1		354·4	
Change December 1987 on December 1986							
Absolute (thousands)	+6·4	+7·4	+7·7	+14·5		+5·2	
Percentage	*+2·9*	*+2·7*	*+5·2*	*+5·7*		*+1·5*	

* Based on Census of Population.
In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981	145
1983	142
1984	169
1985	170
1986	185
1987	180

† These are comparable with the estimates for all industries and services shown in *table 1·4*.

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 R**	**Actual**	**Seasonally adjusted R**	**Actual**	**Seasonally adjusted R**
1980	2,961		2,738		+223	
1981	2,970		3,272		−302	
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 R	5,553		6,083		−530	
1987 P	6,237		7,255		−1,018	
Percentage change 1987/1986	+12		+19			
1987 P Q1	1,014	1,490	1,081	1,677	−67	−187
Q2	1,491	1,550	1,798	1,876	−307	−326
Q3	2,358	1,584	2,977	1,913	−619	−329
Q4	1,373	1,673	1,398	1,789	−25	−86
1988 P Q1	1,055	1,537	1,325	2,017	−270	−480
1987 P January	412	542	356	548	+56	−6
February	265	477	316	566	−51	−89
March	337	481	408	565	−71	−84
April	413	504	480	614	−67	−110
May	474	501	605	633	−131	−132
June	604	557	714	624	−110	−67
July	741	534	840	640	−99	−106
August	920	548	1,128	625	−208	−77
September	697	516	1,009	633	−312	−117
October	583	539	751	633	−168	−94
November	396	490	369	578	+27	−88
December	394	548	278	596	+116	−48
1988 P January (e)	405	527	410	627	−5	−100
February (e)	285	494	410	692	−125	−198
March (e)	365	516	505	698	−140	−182

P Provisional (e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6.

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	**Seasonally adjusted R**			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
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 R	13,897		2,843	8,355	2,699
1987 P	15,445		3,394	9,196	2,855
1987 P Q1	2,620	3,821	502	1,632	486
Q2	4,018	3,780	938	2,445	635
Q3	5,576	3,798	1,283	3,158	1,135
Q4	3,231	4,046	672	1,960	599
1988 P Q1	2,880	4,199	550	1,790	540
1987 P January	1,031	1,384	174	640	216
February	672	1,201	127	410	135
March	917	1,236	200	582	135
April	1,304	1,254	191	944	168
May	1,295	1,256	343	746	207
June	1,419	1,270	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,271	479	1,316	414
September	1,497	1,286	376	736	385
October	1,338	1,351	338	740	260
November	940	1,292	163	595	181
December	954	1,403	170	626	158
1988 P January (e)	1,060	1,395	170	670	220
February (e)	820	1,447	150	520	150
March (e)	1,000	1,357	230	600	170

Notes: See *table 8·2*.

Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	**Seasonally adjusted R**			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
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	21,610		914	18,944	1,752
1986 R	24,949		1,167	21,877	1,905
1987 P	27,430		1,559	23,661	2,210
1987 P Q1	4,237	6,898	254	3,400	584
Q2	7,311	6,900	347	6,432	532
Q3	10,646	6,882	583	9,506	558
Q4	5,236	6,750	375	4,324	537
1988 P Q1	4,340	7,041	280	3,340	720
1987 P January	1,305	2,199	120	975	209
February	1,291	2,461	53	1,086	152
March	1,642	2,238	81	1,339	222
April	2,072	2,281	104	1,722	247
May	2,390	2,339	130	2,118	142
June	2,848	2,280	114	2,592	142
July	3,147	2,348	118	2,921	108
August	4,039	2,272	258	3,540	242
September	3,460	2,262	207	3,045	208
October	2,537	2,200	227	2,124	186
November	1,602	2,333	77	1,323	201
December	1,097	2,217	71	876	150
1988 P January (e)	1,400	2,324	140	980	280
February (e)	1,330	2,459	60	1,050	220
March (e)	1,610	2,258	80	1,310	220

Notes: See *table 8·2*.

8·5 TOURISM
Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1985	1986 R	1987 P	1986 R				1987 P			
				Q1	Q2	Q3	Q4	Q1	Q2 R	Q3	Q4
Total all countries	**14,449**	**13,897**	**15,445**	**2,579**	**3,319**	**5,065**	**2,933**	**2,620**	**4,018**	**5,576**	**3,231**
North America											
USA	3,166	2,288	2,800	437	523	863	466	409	790	1,041	560
Canada	631	555	594	89	149	208	110	93	147	242	111
Total	**3,797**	**2,843**	**3,394**	**525**	**672**	**1,071**	**575**	**502**	**938**	**1,283**	**672**
European Community											
Belgium/Luxembourg	503	496	491	65	122	189	119	104	124	154	109
France	1,620	1,756	2,008	404	490	545	317	327	665	684	332
Federal Republic of Germany	1,484	1,599	1,644	284	396	585	335	291	482	534	338
Italy	494	494	683	72	75	259	89	104	110	343	126
Netherlands	762	769	855	125	177	240	227	156	212	265	223
Denmark	201	250	242	48	52	73	76	57	59	79	48
Greece	118	94	130	23	20	25	25	31	27	35	37
Spain	342	366	456	73	65	147	81	80	81	174	120
Portugal	64	81	67	16	21	23	21	19	14	22	120
Irish Republic	968	1,037	1,033	176	245	402	215	158	263	397	215
Total	**6,557**	**6,941**	**7,610**	**1,287**	**1,662**	**2,488**	**1,504**	**1,326**	**2,039**	**2,685**	**1,560**
Other Western Europe											
Austria	108	117	127	17	19	54	27	18	25	58	25
Switzerland	339	348	403	51	101	105	91	67	101	120	115
Norway	237	285	296	62	70	84	69	65	81	84	65
Sweden	380	407	417	80	113	124	90	83	125	103	106
Finland	70	67	116	13	22	21	11	26	30	34	25
Others	179	189	227	44	37	68	40	47	44	74	65
Total	**1,313**	**1,413**	**1,586**	**268**	**362**	**455**	**328**	**306**	**406**	**473**	**401**
Other countries											
Middle East	588	535	526	105	107	229	93	96	82	239	108
North Africa	119	100	100	20	18	40	21	16	26	39	19
South Africa	147	141	157	29	35	49	27	26	36	64	31
Eastern Europe	68	66	101	13	11	30	12	15	16	36	34
Japan	211	205	297	51	37	67	50	69	57	99	72
Australia	473	467	508	79	119	183	86	86	129	194	99
New Zealand	83	92	122	11	25	34	21	15	24	61	22
Latin America	166	181	160	25	44	74	39	36	36	59	29
Rest of World	927	912	884	166	227	344	177	127	229	344	185
Total	**2,782**	**2,699**	**2,855**	**499**	**623**	**1,050**	**526**	**486**	**635**	**1,135**	**599**

Notes: See *table 8·2.*

8·6 TOURISM
Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1985	1986 R	1987 P	1986 P				1987 P			
				Q1	Q2	Q3	Q4	Q1	Q2 R	Q3	Q4
Total all countries	**21,610**	**24,949**	**22,430**	**3,705**	**6,344**	**9,923**	**4,977**	**4,237**	**7,311**	**10,646**	**5,236**
North America											
USA	722	946	1,245	139	223	322	262	223	299	388	335
Canada	193	221	314	20	47	115	39	32	49	195	39
Total	**914**	**1,167**	**1,559**	**159**	**269**	**437**	**301**	**254**	**347**	**583**	**375**
European Community											
Belgium/Luxembourg	755	761	642	109	198	221	232	149	158	154	182
France	4,523	5,188	5,321	829	1,271	1,994	1,094	910	1,310	2,085	1,016
Federal Republic of Germany	1,321	1,258	1,397	204	309	479	267	249	410	440	297
Italy	1,066	1,103	1,155	150	320	504	128	185	331	524	148
Netherlands	949	868	940	146	278	276	169	160	321	255	205
Denmark	151	154	152	28	35	56	35	35	42	46	29
Greece	1,319	1,520	1,843	9	438	880	193	13	527	1,095	207
Spain	4,175	5,887	6,559	620	1,486	2,531	1,250	753	1,969	2,542	1,296
Portugal	709	956	903	122	244	385	205	111	198	427	167
Irish Republic	1,462	1,425	1,528	236	339	565	285	228	390	597	314
Total	**16,430**	**19,120**	**20,472**	**2,453**	**4,918**	**7,891**	**3,858**	**2,791**	**5,656**	**8,165**	**3,860**
Other Western Europe											
Yugoslavia	566	661	644	11	191	397	62	8	193	404	39
Austria	557	587	624	230	116	197	44	277	104	204	39
Switzerland	488	520	540	160	126	166	68	170	126	177	67
Norway/Sweden/Finland	346	339	307	85	94	114	47	47	83	105	71
Gibraltar/Malta/Cyprus	475	534	863	44	159	222	109	96	200	355	211
Other	82	116	211	7	31	57	20	11	69	96	37
Total	**2,514**	**2,757**	**3,189**	**537**	**717**	**1,153**	**350**	**609**	**775**	**1,341**	**464**
Other countries											
Middle East	189	221	201	60	41	59	61	41	52	64	44
North Africa	273	280	380	68	58	57	97	85	115	82	97
Eastern Europe	237	194	225	51	49	63	30	28	45	85	66
Australia/New Zealand	154	188	203	72	56	24	35	87	42	32	42
Commonwealth Caribbean	122	162	188	44	41	40	37	46	45	49	48
Rest of World including Cruise	777	860	1,013	261	195	198	207	297	233	246	240
Total	**1,752**	**1,905**	**2,210**	**556**	**440**	**442**	**467**	**584**	**532**	**558**	**537**

Notes: See *table 8·2.*

TOURISM 8·7
Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,556	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986 R	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987 P	15,445	10,235	5,209	6,797	3,522	3,141	1,984
Percentage change 1987/1986	*+11*	*+16*	*+3*	*+15*	*+7*	*+7*	*+14*
1985 Q1	2,337	1,630	707	864	657	522	294
Q2	3,957	2,464	1,493	1,988	793	736	440
Q3	5,405	3,334	2,070	2,813	756	1,039	797
Q4	2,751	1,985	766	1,002	808	582	358
1986 R Q1	2,579	1,734	844	934	718	593	334
Q2	3,319	2,069	1,250	1,401	895	682	341
Q3	5,065	3,025	2,041	2,510	797	1,030	729
Q4	2,933	2,022	911	1,074	876	641	342
1987 P Q1	2,620	1,875	745	902	771	627	320
Q2	4,018	2,439	1,578	1,923	923	729	443
Q3	5,576	3,478	2,097	2,838	823	1,091	824
Q4	3,231	2,443	788	1,135	1,005	694	397

Notes: See *table 8·2.*

TOURISM 8·8
Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986 R	24,949	16,380	8,569	17,896	3,249	2,774	1,029
1987 P	27,430	19,323	8,107	19,694	3,625	3,057	1,054
Percentage change 1987/1986	*+10*	*+18*	*−5*	*+10*	*+12*	*+10*	*+2*
1985 Q1	3,279	2,383	896	1,946	699	508	126
Q2	5,585	3,502	2,083	3,881	886	625	193
Q3	8,258	4,994	3,264	6,322	725	979	231
Q4	4,488	2,853	1,635	2,749	877	516	346
1986 R Q1	3,705	2,639	1,066	2,216	721	572	196
Q2	6,344	4,191	2,153	4,598	881	671	193
Q3	9,923	6,220	3,703	7,915	767	993	248
Q4	4,977	3,329	1,647	3,167	880	537	392
1987 P Q1	4,237	3,070	1,167	2,669	793	579	197
Q2	7,311	5,241	2,070	5,329	967	758	256
Q3	10,646	7,213	3,433	8,404	812	1,116	314
Q4	5,236	3,799	1,436	3,292	1,053	604	286

Notes: See *table 8·2.*

TOURISM 8·9
Visitor nights

MILLION NIGHTS

	Overseas visitors to the UK	UK residents going abroad		Overseas visitors to the UK	UK residents going abroad
1978	149·1	176·4			
1979	154·6	205·0	1985 Q1	25·8	42·5
1980	146·0	227·7	Q2	38·1	63.1
1981	135·4	251·1	Q3	71·7	114·7
1982	136·3	261·7	Q4	31·4	49·7
1983	145·0	264·4			
1984	154·5	277·5	1986 R Q1	25·7	44·6
1985	167·0	270·0	Q2	33·2	73·2
1986 R	158·2	310·2	Q3	67·4	138·4
1987 P	176·0	345·8	Q4	31·2	54·0
Percentage change 1987/1986	*+11·3*	*+11·5*			
			1987 P Q1	28·6	50·3
			Q2	37·8	85·4
			Q3	75·7	151·4
			Q4	33·9	58·6

Notes: See *table 8·2.*

9·1 OTHER FACTS AND FIGURES
YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York-shire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1988–March 1989	36,359	20,211	23,939	39,712	38,578	38,102	51,988	23,276	19,487	42,710	334,362
Entrants to training April–May 1988	1,116	896	805	1,831	1,742	2,053	1,993	1,068	1,477	1,299	14,280
Total in training May 31, 1988	40,243	20,128	29,546	43,952	44,808	42,360	56,012	26,996	22,535	43,269	369,849

9·2 OTHER FACTS AND FIGURES
Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	May	April	May	April	May	April
Community Industry	7,000	7,000	1,620	1,669	823	841
Community Programme	219,000	222,000	31,033	31,344	19,688	19,668
Enterprise Allowance Scheme	94,000	94,000	8,571	8,603	5,799	5,851
Job Release Scheme	15,000	16,000	1,089	1,163	559	594
Jobshare	661	779	28	31	85	83e
Jobstart Allowance	3,000*	3,000†	363*	332†	213*	253
New Workers Scheme	13,000	14,000	1,341	1,524	1,458e	1,563
Restart interviews (cumulative total)	2,192,450**	2,248,016††	24,694**	281,223††	10,961**	130,060††

* Live cases as at April 29, 1988.
† Live cases as at March 25, 1988.
** March 28 to April 29, 1988.
†† April 10 to March 25, 1988.

9·3 OTHER FACTS AND FIGURES
Jobseekers with disabilities: registrations and placement into employment

Registered† for employment at jobcentres, May 6, 1988	53,524
Employment registrations† taken at jobcentres, April 11 to May 6, 1988	7,170
Placed into employment by jobcentre advisory service, April 11 to May 6, 1988*	3,131

† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
* Not including placings through displayed vacancies or onto the Community Programme.

9·4 OTHER FACTS AND FIGURES
Jobseekers and unemployed people with disabilities registered† for work at jobcentres and local authority careers offices

THOUSAND

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1987 Jan	22·2	19·5	43·6	33·2	3·9	3·4	2·2	1·7
Apr	22·9	20·0	46·3	35·5	4·1	3·6	2·5	1·9
July	23·6	20·5	48·7	37·4	4·3	3·8	2·7	2·1
Oct	21·5	18·3	47·2	34·4	3·9	3·5	2·5	1·9
1988 Jan	21·5	18·4	45·6	32·9	4·1	3·6	2·5	1·8

* Includes registered disabled people and those who, although eligible, choose not to register.
† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1987, the latest date for which figures are available, 383,500 people were registered under the Acts.

DEFINITIONS

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

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

EMPLOYED LABOUR FORCE
Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT
A count of civilian jobs, both main and secondary, 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.

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

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

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

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

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

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

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

MANUAL WORKERS (OPERATIVES)
Employees other than those in administrative, professional, technical and clerical occupations.

MANUFACTURING INDUSTRIES
SIC 1968 Orders III-XIX. 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 inclusive.
SIC 1968, Orders II-XXI.

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 1968 Orders XXII-XXVII. SIC 1980 Divisions 6 to 9.

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

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

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

UNEMPLOYED
People claiming benefit (that is unemployment benefit, supplementary benefits or national insurance credits) at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

UNEMPLOYED SCHOOL LEAVERS
Unemployed people under 18 years of age who have not entered employment since terminating full-time education.

VACANCY
A job opportunity notified by an employer to a Jobcentre or Careers Office (including Community Programme vacancies; and '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.

WORKING POPULATION
Employed labour force plus the unemployed.

Conventions
The following standard symbols are used:

..	not available
–	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
MLH	Minimum List Heading of the SIC 1968
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 or 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.

Regularly published statistics

Employment and working population	Frequency *	Latest issue	Table number or page
Working population: GB and UK			
Quarterly series	M (Q)	July 88:	1·1
Labour force estimates, projections		Mar 88:	117
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	July 88:	1·4
: time series, by order group	M	July 88:	1·2
Manufacturing: by Division class or group	M	July 88:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 87:	1·10
Local authorities manpower	Q	July 88:	1·7
Region: GB			
Sector: numbers and indices,	Q	May 88:	1·5
Self-employed: by region		Mar 88:	162
: by industry		Mar 88:	161
Census of Employment: Sept 1984			
GB and regions by industry		Jan 87:	31
UK by industry		Sept 87:	444
International comparisons	M	July 88:	1·9
Apprentices and trainees by industry:			
Manufacturing industries	A	July 88:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	July 88:	1·15
Employment measures	M	July 88:	9·2
Registered disabled in the public sector	A	Feb 88:	65
Labour turnover in manufacturing	Q	June 88:	1·6
Trade union membership	A	May 88:	275
Unemployment and vacancies			
Unemployment			
Summary: UK	M	July 88:	2·1
GB	M	July 88:	2·2
Age and duration: UK	M (Q)	July 88:	2·5
Broad category: UK	M	July 88:	2·1
Broad category: GB	M	July 88:	2·2
Detailed category: GB, UK	Q	June 88:	2·6
Region: summary	Q	June 88:	2·6
Age time series UK	M (Q)	July 88:	2·7
: estimated rates	Q	June 88:	2·15
Duration: time series UK	M (Q)	July 88:	2·8
Region and area			
Time series summary: by region	M	July 88:	2·3
: assisted areas, travel-to-work areas	M	July 88:	2·4
: counties, local areas (formerly table 2·4)	M	July 88:	2·9
: Parliamentary constituencies	M	July 88:	2·10
Age and duration: summary	Q	June 88:	2·6
Flows:			
GB, time series	D	May 84:	2·19
UK, time series	M	July 88:	2·19
GB, Age time series	M	July 88:	2·20
GB, Regions and duration	Q	July 88:	2·23/24/26
GB, Age and duration	Q	July 88:	2·21/22/25
Students: by region	M	July 88:	2·13
Disabled jobseekers: GB	M	July 88:	9·3/4
International comparisons	M	July 88:	2·18
Ethnic origin		Mar 88:	164
Temporarily stopped: UK			
Latest figures: by region	M	July 88:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	July 88:	3·1
Region unfilled excluding Community Programme seasonally adjusted	M	July 88:	3·2
Region unfilled unadjusted	M	July 88:	3·3
Redundancies			
Confirmed: GB latest month	M	July 88:	2·30
Regions	M	July 88:	2·30
Industries	M	July 88:	2·31
Detailed analysis	A	Dec 86:	500
Advance notifications	Q (M)	Nov 87:	573
Payments: GB latest quarter	D	July 86:	284
Industry	A	Dec 86:	500
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	July 88:	5·1
Industry	M	July 88:	5·3
Underlying trend	Q (M)	Mar 88:	197
New Earnings Survey (April estimates)			
Latest key results	A	Nov 87:	567
Time series	M (A)	July 88:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	Apr 88:	230
Holiday entitlements	A	Apr 88:	257

Earnings and hours *(cont.)*	Frequency *	Latest issue	Table number or page
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	June 88:	5·4
Detailed results	A	Apr 88:	229
Manufacturing			
International comparisons	M	July 88:	5·9
Aerospace	D	Aug 86:	340
Agriculture	A	Apr 88:	256
Coal-mining	A	Apr 88:	255
Average earnings: non-manual employees	M (A)	July 88:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	July 88:	1·11
Region: summary	Q	June 88:	1·13
Hours of work: manufacturing	M	July 88:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	July 88:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	July 88:	5·7
Quarterly and annual indices	M	July 88:	5·7
Labour costs			
Survey results 1984	Triennial	June 86:	212
Per unit of output	M	July 88:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	July 88:	6·2
percentage changes	M	July 88:	6·2
Recent movements and the index excluding seasonal foods	M	July 88:	6·1
Main components: time series and weights	M	July 88:	6·4
Changes on a year earlier: time series	M	July 88:	6·5
Annual summary	A	Apr 88:	222
Revision of weights	A	Apr 88:	248
Pensioner household indices			
All items excluding housing	M (Q)	July 88:	6·6
Group indices: annual averages	M (A)	July 88:	6·7
Revision of weights	A	June 88:	???
Food prices	M	July 88:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	July 88:	6·8
Household spending			
All expenditure: per household	Q	June 88:	7·1
: per person	Q	June 88:	7·1
Composition of expenditure			
: quarterly summary	Q	June 88:	7·2
: in detail	Q (A)	June 88:	7·3
Household characteristics	Q (A)	June 88:	7·3
Industrial disputes: stoppages of work			
Summary: latest figures	M	July 88:	4·1
: time series	M	July 88:	4·2
Latest year and annual series	A	July 88:	372
Industry			
Monthly: Broad sector: time series	M	July 88:	4·1
Annual Detailed	A	July 88:	372
Prominent stoppages	A	July 88:	380
Main causes of stoppage			
Cumulative	M	July 88:	4·1
Latest year for main industries	A	July 88:	377
Size of stoppages	A	July 88:	379
Days lost per 1,000 employees in recent years by industry	A	July 88:	376
International comparisons	A	June 88:	335
Tourism			
Employment in tourism: industries GB	M	July 88:	8·1
Overseas travel: earnings and expenditure	M	July 88:	8·2
Overseas travel: visits to the UK by overseas residents	M	July 88:	8·3
Visits abroad by UK residents	M	July 88:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	July 88:	8·5
Visits abroad by country visited	Q	July 88:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	July 88:	8·7
Visits abroad by mode of travel and purpose of visit	Q	July 88:	8·8
Visitor nights	Q	July 88:	8·9
YTS			
YTS entrants: regions	M	July 88:	9·1

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

Special Feature

This woodstore man lost one eye in a work accident but won compensation and retained his job. Photo: Brenda Prince/Format

Situations people face and fudge

Absenteeism and ill health

by Roger Steel

Partner and head of employment group of solicitors, Frere Cholmeley

In a series of articles[1] for *Employment Gazette*, Roger Steel considers the implication of "situations people face and fudge". In this, the first article, he considers various aspects of absenteeism. His conclusions are all drawn from observation of particular cases.

Taking decisions too hastily, too slowly or not at all is a frequent occurrence in the employment sphere. This may happen for a variety of different reasons. The manager's motive is often one of taking the easy way out but reality can prove very different if he gets it wrong.

The procedural considerations are also likely to be of increased importance in future in the light of the House of Lords' recent decision in Polkey v AE Dayton Services Ltd (formerly Edmund Walker Ltd) holding that it is no defence to the issue of fairness to argue that it made no

[1] The views expressed in these articles are the author's own and are not necessarily those of the Department of Employment.

difference to the outcome that fair procedures were not followed.

Illness

Every year in Britain over 300 million working days are lost through absence due to ill health; which means that, in addition to the time accounted for by holidays, contractual leave, industrial disputes and jury service, roughly two more working weeks are lost due to sickness for each member of the working population.

Attitudes towards absence vary from an acceptance that job satisfaction and other economic and environmental factors necessarily have some effect on attendance, to an assumption that backache or depression are synonymous with malingering. Because health problems are personal, employers often approach them with diffidence, ignorance or lack of sensitivity.

This article explores the general principles relating to fair dismissals for ill health and how they work in some specific circumstances, including persistent short-term absenteeism, disabled employees, injuries sustained at work, and the particular problems arising from depression, stress, alcohol and drugs.

Lastly, the article explores how employers can assist the long-term sick who may not return to work again, by the use of holding departments or inactive registers.

The general principles

A dismissal for ill health is a reason related to the capability of the employee for performing work of the kind which he or she was employed by the employer to do; and this is potentially a fair reason for dismissal. The statute defines "capability" as assessed by reference to skill, aptitude, health or any other physical or mental quality.

The work in question is that which the employee is contractually employed to do. Work content can naturally be changed by consent, particularly if an employer tries to accommodate an employee's incapacity by finding alternative employment. Only a dismissal on the grounds of incapability to perform contractual duties will be fair.

However, the employer does not have to show that the employee was incapable of performing all the duties which he or she could have been asked to do according to the contract. It is only necessary to show that the reason *relates* to the employee's performance of his or her contractual duties and that it is a sufficient reason for dismissal.

It will usually not be difficult for the employer to prove that the reason for the dismissal was ill health. The emphasis is usually, therefore, on the second limb of the test of fairness: whether the employer acted reasonably in treating it as sufficient grounds to dismiss the employee, having regard to equity and the substantial merits of the case.

In respect of long-term absences, the first requirement is to try to discover the employee's true medical position.

The employee should be contacted and consulted regularly and an attempt made to establish the length of time he or she is expected to be away. In appropriate cases, permission should be sought to approach his or her doctor to establish the likely length of absence, whether there will be any residual incapacity and whether the employee might be suitable for any alternative work. Where effective consultation with the employee proves difficult, contact should if possible be maintained with relatives, in order to keep in touch with the employee's progress.

The employer will need to measure the information acquired against the need for the employee's work to be done. The employer is not expected to make a medical assessment of the employee's chances of recovery. The

Photo: Judy Harrison/Format.

A company doctor may be needed to throw light on an employee's condition.

employer is, however, expected to reach an informed managerial decision, based upon the medical advice available and the employee's views, and taking account of such relevant factors as the nature and extent of the illness, the likely length of absence, the employee's length of service, the need for the work to be done (and by whom), and other business reasons which it is appropriate to take into account.

If the work can for a time be done by reorganisation or the engagement of temporary staff, this should be considered and the employer may be expected to wait for the employee's recovery.

If, on the other hand, the employee is a key employee whose work has to be done urgently, a permanent replacement might be the only solution. The employee should be kept fully informed if employment is at risk.

Consultation with the employee will normally involve taking medical advice, discussing that advice with the employee, giving the employee an opportunity to obtain his or her own medical advice (if the employee so wishes) and evaluating with the employee the possibility of alternative work in the light of his or her capabilities and the needs of the business.

A model letter of inquiry has been approved by the British Medical Association and this may be used to ask an employee's GP the likely date of return to work and the type of work the employee will be capable of undertaking.

If the time arrives when the employee's job can no longer be kept open and no suitable alternative work, either full-time or part-time, is available, the position should be explained to the employee before any dismissal action is taken and his or her representations considered.

On termination, the employee should be given proper notice and informed of any right of appeal. The decision to dismiss should be taken by someone with first-hand knowledge of the employee, of his or her views, and of all other material facts. Throughout the period of notice (during which the employee should be paid), both the employee's progress and the needs of the business should be kept under review in case the situation changes and the decision to dismiss becomes inappropriate.

If the employee is likely to remain absent through illness for a long time, and the nature of the job is such that the employer cannot afford to wait for the recovery, it is important for the employer to set the procedures in motion on a timely basis. Rarely will a dismissal be justified which was not preceded by investigation and consultation; and such procedures take time to complete.

The employer should not dismiss before sufficient facts are to hand to be able to reach an informed judgement.

Occasionally, the effects of a serious illness or injury may be so catastrophic that the contract has been 'frustrated' (that is, its whole rationale has disappeared). If so, the employee will not have been dismissed and will, therefore, not be able to complain of unfair dismissal.

Because such a legal construction would remove the employee's statutory protection, tribunals are not inclined to find frustration rather than dismissal. However, the Court of Appeal confirmed in a case in 1986[1] that the doctrine is capable of applying to contracts of employment in ill-health cases, where "the unexpected event produces a situation which, as a matter of construction, is not within the scope of the contract or would render performance impossible or something radically different from that which was undertaken by the contract."

If in any doubt, however, it is advisable to effect a fair dismissal rather than hope that the doctrine of frustration might apply. Frustration is not an optional course of action for the employer in those circumstances—it is merely an optional defence (or an alternative defence) to an employee's claim of wrongful or unfair dismissal.

Persistent absenteeism

Two different kinds of persistent absenteeism commonly arise, each of which requires a different procedure. The reason for taking time off may be medical or have nothing to do with illness.

The following procedures should normally apply:

1 The absences should be investigated promptly in order to be fair to the employee and to minimise any repercussive effects on other employees.

2 The employee should be invited to give an explanation for his or her absence and to indicate any mitigating circumstances.

3 Where absences arise from temporary domestic problems, the likelihood of an improvement in attendance should be considered in deciding what action is appropriate.

4 Where as a result of self-certified absences the employee has not seen his or her family doctor, the employee should be asked to consult his or her own doctor to ascertain whether medical treatment is necessary and to establish whether the underlying reason for absence is work-related.

5 Where a doctor's certificate has been produced but there is doubt about the reason for absence, further investigation through a company or occupational doctor may be necessary in order to establish the actual position.

6 In all cases, the employee should be warned of the likely consequences, including the possibility of dismissal, if there is no improvement in attendance and told what improvement is expected.

7 If there is no improvement in attendance, the employee's age, length of service, performance, the likelihood of a change in conduct, the availability of suitable alternative work and the effect the absences have had on the business should all be taken into account in deciding what action to take.

8 Any action taken should be consistent with the employer's current practice.

All these provisions are reflected in the new ACAS advisory handbook (see the May 1988 edition of *Employment Gazette*, pp 296–298) which complements its 1977 Code of Practice providing practical guidance.

In the case of the employee who is regularly off work for a variety of minor illnesses not due to any underlying health problem, a dismissal may be fair on the grounds of capability and/or some other substantial reason. Where, however, the illnesses are not genuine, the dismissal may be fair for misconduct.

In most cases of persistent absenteeism, the purpose of taking medical advice is merely to establish whether there is any underlying cause which might make the procedure outlined on p 390 (under "the general principles") more appropriate. Clearly such medical advice, if there is no underlying cause, will not assist the employer further.

If the level of absence is not due to any underlying medical cause, the emphasis shifts to the *rate* of absence.

The employer should review the attendance record, the reasons for it, and the employee's representations. The employer should then set a reasonable level of attendance beyond which absenteeism becomes a matter for disciplinary action.

In setting the level, the employer should have regard to the size and administrative resources of the undertaking and the nature and importance of the particular type of job in the context of the needs of the business. The employee should be given appropriate warnings if he or she falls below that level.

Before taking a final decision to dismiss, a review should be undertaken to determine whether the employee's attendance record has improved and, if so, whether the improvement is adequate.

In the event of a significant improvement, to a level close to the set level, the employer would have to tread very carefully as such a dismissal would be harder to justify and a final warning would perhaps be more appropriate.

Disabled employees

Under Employment Protection legislation, disabled employees enjoy no special protection from dismissal; but in applying the usual tests of fairness and reasonableness, extra considerations will apply, especially in the case of employees who were aleady disabled at the commencement of their employment.

An employee who became disabled during employment, having commenced as an able-bodied employee, falls to be considered under the general principles set out on p. 390. Similarly, where a disabled employee is absent on a long-term basis through ill-health, the situation should be considered in the light of those same principles.

However, the employer will be expected to tolerate a degree of absenteeism and disruption above normal where an employee was recruited as disabled. The employer must judge such an employee by the standard of a disabled employee and not by the standard of an able-bodied persons.

Similarly, the consultation undertaken concerning the level of absenteeism may need to be more extensive, encompassing any relevant welfare officers and social

[1] Notcutt v Universal Equipment Co (London) Ltd (1986) IRLR 218.

Paul Barrett suffers from brittle bones disease. Photo: Crown copyright.

workers, as well as the employee; and it should be in a form which takes into account the employee's disability.

Advice on the retention of employees who become disabled is available from the Employment Service's Disablement Advisory Service (DAS) and from the Code of Good Practice on the Employment of Disabled People, which DAS actively promotes to employers. DAS is able to advise on a number of Employment Service schemes, such as the provision of special equipment or adaptations to premises or existing equipment. It may also recommend expert assessment by the Training Commission's Employment Rehabilitation Service.

AIDS

If an employee has—or is thought to have—a medical condition which others in the workplace find unacceptable, pressure may be put on the employer to dismiss the employee, or at least remove him or her to a different work station. This situation may occur if someone is believed to be suffering from AIDS.

In most jobs there are no legal grounds for dismissing or discriminating against AIDS sufferers, as medical evidence does not suggest that person-to-person transmission of AIDS takes place in the course of normal work activities. Alternative work can certainly be considered but employers should make certain that any decision can be justified, if need be, before an industrial tribunal.

Work-related injuries

Where an employee has sustained an injury or contracted a disease at work, there is no heavier burden on the employer to show that a dismissal is reasonable. However, the manner in which the ill health occurred is relevant in considering what factors should bear upon the decision whether or not to dismiss.

Medical advice should be sought to establish if the cause of the illness could be removed by altering the way in which the job is performed or altering some of the job functions, or by providing special aids like protective clothing.

From an employment law point of view, the employer is not expected to reorganise his or her business but is expected to make reasonable adjustments which might avoid the necessity for relocating or dismissing the employee.

Where the factors which led to the illness cannot be remedied, the emphasis shifts to search for alternative employment and, as outlined earlier under "the general principles", medical advice should be sought to establish what duties and conditions might be suitable for the employee or should be avoided.

Of course, other considerations may have to be taken into account, depending on the cause of the problem. The Health and Safety Executive may become involved and insist on certain changes being made. Within larger organisations, safety committees and trade union recognition procedures will probably have a major role to play in determining future action.

Stress, depression, alcohol and drugs

These topics have been selected for separate discussion because they pose special problems.

Stress

Stress could be aggravated, and perhaps caused, by the work itself—and by the employee striving to work in spite of the conditions—it could lead to poor performance and absenteeism.

The medical advice taken should, therefore, clearly address the question of the extent to which the work itself is the cause of the problem and the means (if any) by which the problem could be alleviated. It can then be considered by management in the light of the needs of the business and the nature of the job.

If appropriate, changes in the job functions might be considered, or employment on a part-time basis. If the employee is advised not to continue in the role, alternative work should be considered before dismissal.

Once again, wider health and safety considerations such as those mentioned at the end of the section on "work-related injuries" (see above) may have a part to play. If the employee is otherwise capable of doing the job and no external stress factors can be identified, a stress-related absence may signal a breakdown in the employer's procedures or the need for a change in procedures. It is a reckless employer who fails to draw appropriate conclusions for the organisation rather than just for the employee.

Depression, alcohol and drugs

Depression and alcohol or drug abuse are sometimes difficult to identify as matters of ill health rather than as performance or conduct issues. Treating a medical problem as a disciplinary one could be unfair as the wrong procedures will have been applied.

Accordingly, the employer may have to obtain medical advice in order to ascertain the appropriate procedure to follow.

A drunken display in the office on one occasion following lunchtime drinking might be a matter of misconduct and should be handled accordingly. If, though, it occurs more frequently or is accompanied by absenteeism, poor performance, changes in personality, irritability, impaired concentration, anxiety or depression there could be some underlying medical problem. If so, the case should be handled as one of ill health, and specialist advice obtained.

In deciding the appropriate response, the employer should take into account, in addition to the principles set out on p 390, the prospects of rehabilitation (on which medical advice should be sought), the willingness of the employee to undergo treatment, and whether past attempts at rehabilitation have failed.

Many of the comments made in the subsection above on stress issues apply equally to alcohol (or drug abuse) and depression problems since the latter are often mere consequences of the former.

The holding department and suspense register

If an employee may never recover, or will not recover in the foreseeable future, is dismissal the only alternative? Some employers adopt the facility of a suspense register or holding department to which the employee is transferred until his or her return to work or until retirement, whichever is the earlier.

Under this arrangement, the employee remains in employment, continuing to accrue continuous service, but the other terms and conditions of employment are suspended. The employee might therefore, subject to the terms of his or her pension scheme, be able to accrue further pensionable service.

Further pensionable service would be particularly valuable to an employee with a "final salary" scheme based on, for example, the average salary of the best three years in the last ten, or some other definition of "final salary" which did not mean that salary actually applicable at termination.

It is wise to obtain an employee's consent to any proposed transfer. If transferred without consent, the employee may resign and claim constructive dismissal.

The compensatory award element of unfair dismissal compensation may be limited in the circumstances; but for an employee with long service, the basic award element could be substantial since this is in most cases to be calculated in the same way as a redundancy payment.

The employer should also be aware that if the employee's job were subsequently terminated, considerations of fairness would still apply. The employer would need a sufficient reason for taking the employee off the register or out of the department, and must have acted reasonably in the circumstances.

Similarly, the employer would have to be able to justify dismissing an employee instead of transferring him or her if such a register or department were maintained.

Another option is the inactive register. Under this arrangement, the employee's employment is actually terminated (and therefore medical advice, consultation and proper notice should first have applied). Thereafter, his or her name is included on an inactive register; and if work becomes available, it is offered to suitable names on the register. As ex-employees, they do not continue to accrue unfair dismissal or pension rights—unless special arrangements could be made. If work were, however, to be offered at any time, they could be re-employed under a new contract.

Similar registers are often maintained where large-scale redundancies occur due to a loss of a contract and the drop in business may not be permanent.

Although it has to be said that such registers give employees little or no legal protection, they do, on the one hand, enable employees to claim unemployment benefit and, on the other, preserve a link with their previous employer—perhaps carrying with it privileges such as attendance at functions or membership of the sports and social club.

Although of no significance to the employer, such links can prove of some assistance in the rehabilitation of the incapacitated employee.

It can, therefore, be seen that absenteeism covers a multitude of situations, where different considerations apply. Equally, there is a range of solutions. But the way forward becomes clearer if the reason for the absence is analysed and a proper assessment made of its cause and likely effect. Getting the right medical opinion at the right time is also fundamental to successful operation of the adopted procedure.

The alternative is to be rightly criticised for acting on subjective prejudice or on assumptions which can easily (and so expensively) rebound. ■

Special Feature

Whither the Cambridge undergraduates? Photo: Sunday Telegraph.

New graduate destinations and degree class

by Jason Tarsh
Economic Adviser, Department of Education and Science

This article uses the 1986 first destinations survey to look at the link between the patterns of new university graduates' destinations and their degree class. It considers how degree class influences the decision whether to enter further study or other forms of training such as teaching. For graduates entering the labour force, there is an assessment of whether a better degree class gives greater success in finding employment and whether it influences the type of job that graduates get.

The annual first destinations survey is a major source of information on the graduate labour market. There have been a series of articles reporting its results—many of these have been in *Employment Gazette*. Generally, these demonstrate that to understand the graduate labour market it is essential to disaggregate the results at least to the level of individual subject and sector (university, polytechnic and college). The aim of this article is to take that analysis a stage further and look at the patterns of first destinations by class of degree within individual subjects. This is the first time that detailed results on this basis have been published.

The data

All the statistics in this article come from an analysis of the university first destinations statistics for 1986. Results by degree class are not published but degree class is a standard variable that is available for cross-tabulating the results. The first destinations survey is briefly described at the end of this article. There are equivalent figures for the polytechnics and colleges but to include these would effectively have doubled the length of this article and they have been excluded. The university first destinations distinguish 112 subjects and 11 degree classes. Generally, it is best to show first destination results for individual subjects and for men and women separately. Since this is not practicable for all subjects; the method used here has been to give results for 20 or so of the main degree subjects. These have been chosen to reflect the range of academic content and labour market experience. Some results have been based on a much larger number of subjects but these have been grouped to reflect broad similarities of subject content and patterns of destinations. The great majority of graduates' degree classes fall into the range from first to third and normally the tables show results just for these. In some cases, however, undivided seconds, pass or ordinary degrees are numerically significant or else offer interesting extra information and these have been included on an *ad hoc* basis.

There is some interest in seeing just what are the patterns of degree classes and how these vary by subject and between men and women. The first destinations provide this information as a useful by-product and an appendix to this article (see pp 409–412) sets out the distributions fro some 36 of the main 112 subjects and comments briefly on the main patterns. The final part of this article also compares the degree class distributions of UK and overseas domiciled graduates.

The links between graduates' degree class and their early careers are of interest for a number of reasons. First, degree class is a measure of academic ability and first destination results by class allow a test of whether this is recognised and rewarded in the labour market. Degree class is in some ways a controversial measure of ability since it is often alleged that the determination of individual degree classes can be haphazard. The final degree class may emerge as a compromise between sharply divergent initial marks. Certainly, the distribution of degree classes varies markedly between different degree subjects. This may be explicable in part by the nature of the subject, although this then raises other problems of interpretation. But these distributions are also believed to vary between different universities within the same subject[1].

Second, if degree class does affect first destination then part of the pattern of subject differences in destinations may really reflect the subject variation in degree classes. One related issue is whether, for subjects with good initial employment prospects, their advantage holds throughout the ability range or whether graduates with lower degree classes face real difficulties in finding employment or a job that uses their degree skills. Similarly, in subjects where initial employment prospects are unfavourable, does ability compensate for a subject that is not in demand or are all graduates swept along in the same tide? Finally, there may be trade-offs between having a good degree in a less employable subject and a poor degree in an employable subject. For example, do electronic engineers with thirds have better initial employment prospects than history graduates with upper-seconds?

Third, first destinations by degree class offer a test of a further source of possible bias in subject comparisons arising from differential entry to further study and training. It has long been recognised that the labour market information in the first destinations cannot automatically be applied to graduates who defer entry for further study or training. The decision to defer may well reflect labour market factors, but nevertheless there is no general first employment information on such graduates. However, entry to some forms of further study is competitive and will include a disproportionate number of graduates with good degrees. It follows that the degree class distribution of graduates who enter the labour market straight after graduation may be biased towards those with a less good degree class. There are also significant differences between degree subjects in the proportions of their graduates who defer entry to employment. So it is possible that some of the observed subject differences in new graduate employment prospects really reflect differences in ability of those who go directly to the labour market. (The direction of any bias is not predictable, *a priori*, however. Graduates with poorer degree classes may well be likely to seek further training.)

Finally, there may also be systematic differences by degree class in the type of work that graduates do. One prediction from the first destinations is that high initial unemployment may be associated with a greater likelihood that graduates will not use their degree subject in their work and will work in lower-level occupations. It might be expected that graduates with good degree classes would be better able to find work that used their degree knowledge and keener to take such employment. Graduates with poorer degrees would be less competitive and would be more likely to take work that did not use their degree subject.

[1] See *How not to get a first* by Edward Nevin, Economic Journal, June 1972, p 658–73. This showed the proportion, averaged over 1966–69, of graduates getting a first or upper second in each of four broad subject groups and for economics. Results were shown for each individual university. For arts, the range was from 23 per cent (Salford) to 79 per cent (Kent). For economics the range for firsts was from 0·6 per cent (Hull) to 10·5 per cent (Bristol).

Results: further study, teacher training and entry to the labour market

Table 1 (men) and *table 2* (women) show the division of new graduate destinations into the various categories within the broad headings of entry to the labour market and entry to further study and training. The tables show immediately that degree class is an important source of variation in the patterns of first destinations. This is most apparent in entry to further academic study and unemployment as perhaps might be expected. But there is also a less marked gradation by degree class in entry to teacher training from science subjects and in short-term UK employment. (This latter effect would be predicted on the basis that short-term employment is a reflection of difficulty in finding employment and there is a clear correlation between unemployment and degree class.)

Of the other categories: overseas employment shows no link with degree class, although the proportions of graduates who find first employment abroad are generally very small. Foreign language graduates are the exception and here, interestingly, there was a link with degree class. The lower the class of degree the less likely the graduate was to work abroad. The obvious interpretation here is that graduates seeking work overseas face the same constraints from their degree class as do those looking for work in the UK. It also seems that overseas employment

Table 1 Primary destinations by degree class: universities, men, 1986

Degree subject/class		No. of survey respondents	Per cent of all graduates: Further study	Teacher training	Other training	Total: training further study	Entering labour force	Per cent of labour force: UK employment	Overseas employment	Short-term UK employment	Unemployment	Unemployment/ short-term rate
Biology	1	*43*	67	0	0	67	33	79	7	14	0	14*
	2·1	*231*	42	3	1	47	53	66	5	13	16	29
	2·2	*172*	12	8	4	24	76	69	2	11	18	29
	3	*45*	0	7	2	9	91	39	2	15	44	59
	All	*524*	29	5	2	36	64	64	4	12	20	32
Zoology	1	*26*	77	4	0	81	19	na	na	na	na	na
	2·1	*104*	40	2	2	44	56	60	2	14	24	38
	2·2	*74*	12	9	0	22	78	63	0	5	31	36
	3	*7*	na	na	na	na	na	na	na	na	na	na
	All	*214*	33	6	1	40	60	62	1	9	28	37
Biochemistry	1	*41*	73	0	0	73	27	na	na	na	na	na
	2·1	*225*	58	2	1	62	38	78	1	9	12	21
	2·2	*164*	13	5	4	22	78	72	0	8	20	28
	3	*37*	8	14	3	24	76	50	0	11	39	50
	All	*496*	38	4	3	44	56	73	0	8	18	27
Chemistry	1	*254*	78	0	1	80	20	96	0	2	2	4
	2·1	*415*	47	2	0	49	51	92	1	2	5	7
	2·2	*386*	26	5	1	32	68	80	1	4	14	19
	3	*158*	5	8	3	15	85	64	2	7	27	34
	All	*1,350*	39	3	1	44	56	80	1	4	15	19
Physics	1	*346*	58	1	2	61	39	90	3	1	6	7
	2·1	*577*	41	2	1	43	57	89	3	2	6	8
	2·2	*505*	20	5	1	26	74	78	2	4	16	21
	3	*247*	6	7	3	17	83	60	2	7	31	38
	All	*1,790*	31	4	2	37	63	78	2	4	16	20
Maths	1	*303*	37	2	16	55	45	95	3	0	2	2
	2·1	*331*	20	5	1	26	74	93	1	3	3	6
	2·2	*391*	8	8	0	17	83	86	1	4	10	13
	3	*209*	3	12	3	18	82	73	2	5	21	26
	All	*1,395*	16	7	6	30	70	86	1	3	10	13
Computer science	1	*122*	25	0	0	25	75	92	3	1	3	4
	2·1	*361*	15	0	0	15	85	97	1	0	2	2
	2·2	*329*	4	0	0	4	96	90	4	1	5	7
	3	*92*	1	0	1	2	98	91	0	1	8	9
	All	*980*	10	0	0	11	89	92	2	1	5	6
General engineering	1	*77*	17	0	3	19	81	95	0	2	3	5
	2·1	*193*	13	1	3	17	83	96	2	0	2	2
	2·2	*131*	5	3	2	10	90	92	2	1	5	6
	3	*41*	2	0	2	5	95	77	3	8	13	21
	All	*472*	10	1	3	14	86	91	2	2	5	6
Civil engineering	1	*103*	23	0	0	23	77	97	1	0	1	1
	2·1	*255*	16	1	1	18	82	98	0	0	1	1
	2·2	*283*	12	1	2	14	86	91	2	2	5	7
	3	*121*	11	1	1	12	88	82	1	7	10	17
	All	*881*	13	1	2	16	84	90	1	3	6	9
Mechanical engineering	1	*142*	15	1	0	16	84	95	2	2	2	4
	2·1	*343*	11	0	1	12	88	97	1	0	2	2
	2·2	*446*	9	0	1	10	90	93	1	1	5	6
	3	*157*	2	1	6	8	92	76	1	3	19	22
	All	*1,196*	9	1	2	11	89	90	1	1	7	8
Electrical engineering	1	*60*	28	0	7	35	65	97	0	0	3	3
	2·1	*89*	16	0	1	17	83	92	4	0	4	4
	2·2	*76*	3	0	0	3	97	89	1	0	9	9
	3	*31*	0	0	0	0	100	71	3	3	23	26
	All	*277*	12	1	2	15	85	89	2	0	9	9
Electronic engineering	1	*124*	24	1	0	25	75	99	1	0	0	0
	2·1	*292*	18	0	0	18	82	96	1	1	3	3
	2·2	*335*	10	1	0	10	90	92	1	1	6	7
	3	*148*	3	1	1	5	95	82	1	1	16	16
	All	*965*	13	1	0	14	86	91	1	1	7	8
Economics	1	*70*	17	0	0	17	83	95	0	0	5	5
	2·1	*485*	12	1	2	15	85	91	2	2	6	7
	2·2	*550*	3	1	4	9	91	84	2	4	10	14
	3	*80*	1	3	1	5	95	76	3	5	16	21
	All	*1,228*	7	1	3	11	89	86	2	3	9	12

Notes to tables 1 and 2:
These figures are derived from unpublished tables produced for DES by the Universities Statistical Record. The numerically smaller degree classes are not shown separately here but are included in the 'All' totals for each subject. Number of survey respondents is the total number of graduates of known destination less overseas graduates returning home and graduates not available for employment, further study or training. The figures include overseas graduates staying in the UK. 'Na' (not available) indicates that the numbers are too small for useful analysis whereas * shows a base of less than 20 for the percentages. (There are two bases used in each row of figures). Results for psychology and geography use combined figures for science and social science based courses. Results for ordinary degrees (All subjects) excude graduates in medicine, dentistry and education.

Table 1 Primary destinations by degree class: universities, men, 1986 (continued)

Degree subject/class		No. of survey respondents	Per cent of all graduates: Further study	Teacher training	Other training	Total: training further study	Entering labour force	Per cent of labour force: UK employment	Overseas employment	Short-term UK employment	Unemployment	Unemployment/ short-term rate
Business studies	1	*22*	14	0	0	14	86	100	0	0	0	0
	2·1	*256*	5	0	2	7	93	90	2	3	5	8
	2·2	*243*	2	0	2	4	96	83	3	3	10	14
	3	*35*	3	0	0	3	97	76	3	3	18	21
	All	*621*	4	0	3	6	94	87	2	3	8	10
Accountancy	1	*10*	0	0	0	0	100	na	na	na	na	na
	2·1	*149*	1	1	11	13	87	98	1	1	1	2
	2·2	*161*	1	0	4	6	94	94	2	1	3	4
	3	*27*	0	0	7	7	93	84	0	4	12	16
	All	*426*	1	0	6	8	92	95	1	1	4	4
Geography	1	*47*	62	2	2	66	34	94	0	0	6	6*
	2·1	*391*	21	4	5	31	69	82	3	3	13	15
	2·2	*350*	6	5	5	17	83	71	3	8	18	26
	3	*35*	0	0	9	9	91	66	3	9	22	31
	All	*839*	16	4	5	26	74	76	3	6	16	21
Psychology	1	*31*	61	3	3	68	32				na	
	2·1	*140*	27	4	1	32	68	74	4	7	15	22
	2·2	*130*	12	2	2	16	84	64	4	13	19	32
	3	*15*	na	na	na	na	na	na	na	na	na	na
	All	*329*	21	3	3	27	73	69	3	10	18	28
Sociology	1	*14*	50	0	7	57	43	na	na	na	na	na
	2·1	*80*	19	4	11	34	66	64	4	8	25	32
	2·2	*79*	10	1	10	22	78	55	10	10	26	35
	3	*12*	na	na	na	na	na	na	na	na	na	na
	All	*191*	16	2	10	29	71	60	7	7	26	33
Politics	1	*14*	43	0	14	57	43	na	na	na	na	na
	2·1	*209*	15	1	8	24	76	70	3	8	19	27
	2·2	*205*	3	3	4	10	90	70	3	6	22	28
	3	*12*	0	0	0	0	100	na	na	na	na	na
	All	*443*	10	2	6	18	82	69	3	7	21	28
Law	1	*79*	19	0	70	89	11	na	na	na	na	na
	2·1	*656*	6	0	76	82	18	87	3	4	6	10
	2·2	*624*	5	0	69	75	25	74	6	8	12	20
	3	*77*	5	0	40	45	55	76	0	10	14	24
	All	*1,592*	6	0	71	77	23	78	4	7	12	19
English	1	*89*	38	2	8	48	52	57	20	15	9	24
	2·1	*295*	19	10	8	37	63	61	11	6	22	28
	2·2	*204*	2	7	9	19	81	61	5	8	27	34
	3	*34*	0	9	6	15	85	55	0	3	41	45
	All	*628*	15	8	8	31	69	60	9	8	23	31
History	1	*105*	47	4	8	58	42	77	9	2	11	14
	2·1	*638*	15	6	8	29	71	77	4	7	12	19
	2·2	*412*	5	5	9	18	82	66	4	8	22	30
	3	*31*	3	0	6	10	90	71	0	4	25	29
	All	*1,203*	14	5	8	27	73	72	4	7	17	24
Philosophy	1	*22*	64	0	0	64	36	na	na	na	na	na
	2·1	*95*	21	3	12	36	64	62	5	8	25	33
	2·2	*69*	10	0	10	20	80	60	7	5	27	33
	3	*18*	6	0	0	6	94	47	0	6	47	53*
	All	*213*	20	2	8	31	69	59	6	7	28	35
All subjects	**1**	***3,314***	**39**	**1**	**6**	**47**	**53**	**90**	**4**	**2**	**4**	**6**
	2·1	***11,446***	**20**	**2**	**8**	**31**	**69**	**85**	**4**	**4**	**8**	**12**
	2·2	***10,745***	**8**	**3**	**8**	**19**	**81**	**79**	**3**	**5**	**13**	**18**
	3	***2,640***	**4**	**4**	**5**	**13**	**87**	**71**	**2**	**5**	**22**	**27**
	Ord.	***1,265***	**3**	**3**	**18**	**23**	**77**	**75**	**2**	**4**	**19**	**22**
	All	***33,311***	**14**	**3**	**7**	**24**	**76**	**83**	**3**	**4**	**11**	**15**

is not therefore an easy substitute source of employment for graduates with a lower degree class. One other implication of the overseas employment figures is that they give no support for any brain drain at least at first degree level and for 1986. The proportions of graduates, for example, from physics, computing science and electronic engineering working overseas were small and did not vary systematically by degree class. (Results for previous years, not shown here, confirm this lack of variation in overseas employment by degree class for graduates in these subjects. They also show no recent trend change in overseas employment.)

Entry to other training also showed no particular link with degree class. Some link might have been predicted since other training includes a wide variety of vocational courses and these might have proved attractive to graduates wishing to improve their employment prospects. Possibly, the range of courses in other training is so diverse that this effect is disguised. Law is a partial exception however. Law graduates are distinct in that the majority go on to legal training (which is included as 'other training') after graduation. On average, around a quarter do not do this and as *table 1* reveals, graduates with thirds (5 per cent of the total) were significantly less likely to go on to further legal training. This is not a general pattern since the proportion of lower seconds

Table 2 Primary destinations by degree class: universities, women, 1986

Degree subject/class		No. of survey respondents	Per cent of all graduates: Further study	Teacher training	Other training	Total: training further study	Entering labour force	Per cent of labour force: UK employment	Overseas employment	Short-term UK employment	Unemployment	Unemployment/short-term rate
Biology	1	*48*	52	8	2	63	38	94	6	0	0	0
	2·1	*314*	30	11	4	45	55	79	4	7	10	17
	2·2	*227*	7	14	8	29	71	77	2	7	14	21
	3	*15*	7	13	7	27	73	na	na	na	na	na
	All	*616*	22	12	6	40	60	78	3	7	11	19
Zoology	1	*15*	53	0	7	60	40	na	na	na	na	na
	2·1	*105*	31	10	10	52	48	72	4	8	16	24
	2·2	*82*	7	18	13	39	61	74	0	6	20	26
	3	*4*	na	na	na	na	na	na	na	na	na	na
	All	*213*	22	13	12	46	54	74	3	7	17	24
Biochemistry	1	*38*	61	8	3	71	29	na	na	na	na	na
	2·1	*234*	35	3	3	41	59	89	2	2	7	9
	2·2	*161*	11	9	6	25	75	88	1	5	7	12
	3	*17*	12	24	6	41	59	na	na	na	na	na
	All	*466*	27	6	4	38	62	88	1	3	7	11
Chemistry	1	*69*	54	6	6	65	35	92	8	0	0	0
	2·1	*173*	39	10	1	50	50	92	1	2	5	7
	2·2	*193*	22	10	1	33	67	82	2	6	9	15
	3	*79*	4	13	0	16	84	65	5	9	21	30
	All	*554*	27	10	2	40	60	81	3	6	10	16
Physics	1	*46*	50	0	0	50	50	96	0	4	0	4
	2·1	*113*	27	7	1	35	65	96	0	3	1	4
	2·2	*122*	16	16	0	32	68	81	4	4	12	16
	3	*71*	3	23	1	27	73	83	4	4	10	13
	All	*368*	20	13	1	34	66	88	2	3	7	10
Maths	1	*90*	24	9	8	41	59	96	2	2	0	2
	2·1	*179*	11	11	2	23	77	93	3	2	2	4
	2·2	*230*	6	18	0	24	76	90	2	2	6	8
	3	*109*	4	19	3	26	74	78	5	5	12	17
	All	*684*	9	15	4	28	72	88	2	3	6	9
Computer science	1	*17*	6	0	0	6	94	94	6	0	0	0*
	2·1	*73*	11	3	0	14	86	97	2	0	2	2
	2·2	*66*	3	3	0	6	94	89	2	3	6	10
	3	*13*	0	0	0	0	100	100	0	0	0	0*
	All	*185*	6	3	1	10	90	92	2	2	5	7
All engineering	1	*66*	21	0	3	24	76	96	2	0	2	4
	2·1	*223*	16	1	2	19	81	96	1	1	2	3
	2·2	*186*	6	2	1	9	91	91	1	2	7	8
	3	*58*	0	2	0	2	98	79	2	2	18	19
	All	*583*	11	1	2	14	86	91	2	1	6	8
Economics	1	*15*	27	0	0	27	73	na	na	na	na	na
	2·1	*230*	11	3	3	17	83	93	1	2	4	6
	2·2	*183*	8	2	4	14	86	82	3	8	8	16
	3	*21*	0	5	0	5	95	75	0	15	10	25
	All	*461*	9	3	4	16	84	87	2	5	6	11
Business studies	1	*19*	26	0	0	26	74	100	0	0	0	0*
	2·1	*243*	1	0	3	4	96	91	3	3	3	6
	2·2	*128*	1	2	5	9	91	83	3	4	9	14
	3	*10*	0	0	0	0	100	na	na	na	na	na
	All	*443*	2	1	5	7	93	88	3	4	5	10
Accountancy	1	*5*	na	na	na	na	na	na	na	na	na	na
	2·1	*69*	3	0	9	12	88	100	0	0	0	0
	2·2	*64*	0	0	13	13	87	98	0	2	0	2
	3	*13*	0	0	0	0	100	na	na	na	na	na
	All	*182*	2	0	8	10	90	98	0	1	1	2
Geography	1	*26*	50	4	0	54	46	na	na	na	na	na
	2·1	*363*	12	14	8	34	66	78	6	5	10	15
	2·2	*349*	6	12	12	30	70	74	3	11	12	22
	3	*12*	0	8	8	17	83	na	na	na	na	na
	All	*756*	10	13	9	32	68	76	5	8	11	19
Psychology	1	*40*	43	5	3	50	50	80	0	15	5	20
	2·1	*461*	13	13	5	31	69	79	5	8	9	17
	2·2	*356*	5	17	9	32	68	73	2	9	16	25
	3	*14*	0	14	14	29	71	na	na	na	na	na
	All	*889*	11	14	7	32	68	75	4	9	13	21
Sociology	1	*18*	67	0	0	67	33	na	na	na	na	na
	2·1	*174*	13	9	8	29	71	67	6	11	16	27
	2·2	*181*	3	4	12	19	81	65	2	11	22	33
	3	*16*	0	0	0	0	100	75	0	0	25	25
	All	*405*	10	6	9	25	75	66	4	10	21	31

Table 2 Primary destinations by degree class: universities, women, 1986 (continued)

Degree subject/class		No. of survey respondents	Per cent of all graduates: Further study	Teacher training	Other training	Total: training further study	Entering labour force	Per cent of labour force: UK employment	Overseas employment	Short-term UK employment	Unemployment	Unemployment/short-term rate
English	1	*87*	37	8	9	54	46	73	0	15	12	28
	2·1	*649*	10	13	14	37	63	67	9	10	14	24
	2·2	*560*	2	17	14	33	67	68	5	12	15	27
	3	*29*	0	7	14	21	79	70	4	13	13	26
	All	*1,337*	8	14	14	36	64	68	7	11	15	26
French	1	*32*	12	9	3	25	75	63	33	4	0	4
	2·1	*315*	3	15	13	32	68	68	24	3	5	8
	2·2	*365*	3	13	17	33	67	58	18	9	14	24
	3	*27*	4	7	19	30	70	47	21	5	26	32
	All	*751*	3	14	15	32	68	62	21	6	10	17
German	1	*18*	28	11	0	39	61	na	na	na	na	na
	2·1	*143*	4	15	23	43	57	66	21	10	4	13
	2·2	*126*	1	13	20	33	67	67	18	2	13	15
	3	*15*	7	7	0	13	87	na	na	na	na	na
	All	*305*	4	13	19	37	63	66	20	6	9	15
Classics	1	*17*	29	12	12	53	47	na	na	na	na	na
	2·1	*77*	10	6	13	30	70	81	0	6	13	19
	2·2	*64*	3	3	16	22	78	68	4	12	16	28
	3	*14*	0	14	14	29	71	na	na	na	na	na
	All	*174*	9	6	14	29	71	74	3	9	14	23
Combined languages	1	*71*	21	10	8	39	61	53	33	14	0	14
	2·1	*667*	7	12	14	33	67	63	22	7	9	15
	2·2	*636*	1	14	17	33	67	63	18	8	10	18
	3	*48*	2	10	27	40	60	52	10	10	28	38
	All	*1,450*	5	13	16	34	66	62	20	8	10	18
History	1	*31*	26	10	16	52	48	80	7	13	0	13*
	2·1	*550*	10	10	16	36	64	77	3	5	15	20
	2·2	*517*	2	12	15	29	71	73	4	8	15	23
	3	*26*	4	15	15	35	65	35	0	29	35	65*
	All	*1,136*	7	11	15	33	67	74	3	7	15	23
Philosophy	1	*4*	na	na	na	na	na	na	na	na	na	na
	2·1	*47*	15	6	6	28	72	59	12	6	24	29
	2·2	*38*	3	11	8	21	79	73	7	3	17	20
	3	*2*	na	na	na	na	na	na	na	na	na	na
	All	*96*	13	8	8	29	71	63	9	4	24	28
All subjects	**1**	***1,329***	**33**	**4**	**9**	**47**	**53**	**85**	**6**	**5**	**4**	**8**
	2·1	***9,738***	**13**	**8**	**14**	**35**	**65**	**80**	**7**	**6**	**8**	**14**
	2·2	***9,034***	**5**	**10**	**15**	**29**	**71**	**74**	**6**	**7**	**12**	**20**
	3	***1,027***	**3**	**11**	**8**	**21**	**79**	**70**	**4**	**8**	**18**	**26**
	Ord	***955***	**1**	**11**	**26**	**39**	**61**	**76**	**5**	**7**	**12**	**19**
	All	***24,785***	**9**	**8**	**13**	**30**	**70**	**79**	**5**	**6**	**9**	**15**

See notes to *table 1*.

entering legal training is the same as for firsts, although around 10 per cent lower than for upper seconds. The figure for firsts may be deceptive, however, since 19 per cent of these went on to academic study.

Further study

In the science subjects shown, together with psychology and geography, a large majority of graduates with firsts went on to further academic study. In chemistry nearly 80 per cent of men graduates did this as did 60 per cent of men physics graduates. The first destinations have consistently shown that, for individual subjects averaged across all degree classes, women graduates are less likely to enter further study and more likely to go on to teacher training. *Tables 1* and *2* show that women's lower propensity to go on to further study holds after correcting for degree class. The subjects with the lowest proportions of first class graduates entering further study were the various engineering specialisms, computer science, business studies and accountancy. This reflects a more general pattern across the degree classes for these subjects. One very likely reason for the low proportions in further study is that these subjects have among the best employment prospects for new graduates of any subject. Indeed, in the light of this, it is striking that as many as a quarter of first class electronic engineers did defer entry to the labour market for further study.

Of course, the supply of post-graduate places will also play a part in determining proportions entering further study, although there is no readily available information on numbers of places. However, it is possible that for some subjects with good employment prospects, further study is not attractive and therefore the flow of entrants to further study is tilted towards graduates with lower degree classes. This has sometimes been alleged for entry to engineering post-graduate courses. One way of assessing this is to look at the difference in proportions of graduates with firsts and lower seconds and thirds entering further study. In sciences, arts and social sciences the differential between firsts and lower-seconds is large—sometimes by as much as 50 per cent. In engineering the differential is typically much smaller.

Teacher training

Tables 1 and *2* show that the proportions of graduates entering post–graduate teacher training generally rise as

degree class falls. The absolute differences in proportions were not large, however, and were most apparent for science subjects with a less clear trend for arts and social sciences. The decline in entry with higher degree class was particularly marked in maths and physics—two subjects of much recent concern about recruitment. The main exceptions to this pattern were English and foreign languages, where the proportions peaked either at upper or lower second and then fell slightly (quite sharply in the case of English although the number of thirds was very small). These patterns are considered further below.

Unemployment

It is very obvious from the tables that lower degree class goes with increased likelihood of being unemployed. And this holds for virtually every degree subject and for both men and women. Yet it is notable that, in job advertisements and recruitment literature few graduate employers specify a minimum class of degree when inviting applications. Discussion with graduate careers advisers has suggested that it is just certain types of job and employer who do require typically at least an upper second. The main occupations here are scientific and other technical research jobs and among employers the most quoted example is the merchant banks. Here, it may be that the employers are seeking high ability; equally though, it may be that the high salaries they can offer allow them to make additional demands on their pool of applicants. There are a number of reasons why this general stated indifference to degree class goes with a clear gradation of employment success. It may be that in practice employers do use degree class as a convenient filter to sort through applications. On the other hand, employers may genuinely give greatest weight to personal and general intellectual qualities, but in practice these may be closely correlated with degree class. Indifference to class of degree may then still result, after the event, in a preference for better class degrees. Finally, and related to this, degree class may be correlated with graduates' skill in job seeking. Indeed, doing well in a degree course may itself give graduates greater confidence in the job market[1].

The deterioration in employment prospects with lower degree class increases steadily from first to third but not at a steady rate. For example, for men physics graduates, the unemployment rates for firsts and upper seconds were equal at 6 per cent but for lower seconds there was a jump to 16 per cent. In economics (men) again there was an acceleration between upper second (6 per cent) and lower second (10 per cent). There is some careers folklore about whether this type of sharp break occurs generally and at which point. The following figures based on *tables 1* and *2* can be used to test this.

These figures show that the biggest deterioration in employment prospects was between lower second and third. Interestingly, the rate of increase in unemployment by degree class followed a very similar pattern for both men and women.

Looking at the individual subjects, the figures show that it is possible to be unemployed with a first but generally

Average* unemployment rate by degree class

	Degree					Unemployment differential	
	1	2·1	2·2	3	2·1–1	2·2–2·1	3–2·2
Men	3·5	10·0	14·8	22·2	6·5	4·8	7·4
Women	1·6	7·8	12·4	19·8	6·2	4·3	7·4

* The simple unweighted average.
Notes: Subjects were included even if results were not available for all degree classes.
Source: Tables 1 and *2*.

the rate was very low. In almost all cases the unemployment short-term rate was below 5 per cent. For women, in quite a few subjects the unemployment rate (that is, excluding short-term employment) was zero per cent. The highest unemployment/short-term rates (over 10 per cent) for first class graduates were in English and history (men and women) and psychology (women) and combined languages (women). For these, short-term employment was often anomalously high and it may be that in these cases this did not reflect the difficulty in finding employment. Omitting short-term employment would leave just English (women) and history (men) with unemployment rates over 10 per cent.

At the other end of the scale, unemployment/short-term rates for third class graduates were often very high. Examples were biology (men) 59 per cent, biochemistry (men) 50 per cent, physics (men) 38 per cent, English (men) 45 per cent. Indeed, the example of physics suggests that there is a penalty for a poor degree even in a relatively employable subject (although the first destinations generally have never shown physics graduates

Cartoon: Daily Telegraph.

[1] There is some rather dated information on the longer-term labour market advantages of a good degree class. In *Is it worthwhile to get a first?* by Ruth Klinov-Malul, (Economic Journal, March 1974, pp 143–50), the author used a salary survey compiled by a private employment agency of some 1,000 university graduates aged between 21 and 45 who were working in the private sector (and therefore were not representative of all graduates). The research found that after allowing for degree subject and further qualifications people with higher class degrees did earn more. A graduate with a first earned 3 per cent more a year than an upper-second and 6·3 per cent more than a third.

to have unemployment much below the average). For example, for men graduates, maths average unemployment/short-term employment rate was 13 per cent but for thirds this accelerated to 26 per cent. In mechanical engineering the average was a respectable 8 per cent but for thirds it was 22 per cent. Even in electronic engineering some 16 per cent of thirds were unemployed or in short-term work. Similarly, in business studies and accountancy unemployment among thirds was 2 per cent and 16 per cent respectively (although the numbers of graduates were small and these results are therefore less reliable). Interestingly, in computer science a third class degree did still give good job prospects—the unemployment/short-term rate was just 9 per cent.

The first destinations have consistently shown over the years that women graduates have somewhat lower unemployment than men, subject for subject. Comparison of *tables 1* and *2* shows that this pattern also persists within each degree class.

Comparisons between subjects

Table 3 shows the variation in new graduate unemployment by degree class and subject. The figures are only for men and are taken from *table 1*. The table shows both measures of unemployment, that is, with and without short-term UK employment. The subjects are ranked in descending order of their overall unemployment rate. The table shows that the overall rankings also tend to hold for each degree class. So a graduate with an upper second in a subject with high overall unemployment will have above average unemployment for graduates with upper seconds. There are strikingly few reversals of the rankings across the degree classes. Law graduates with thirds did better than might have been expected (on the unemployment measure), while graduates with thirds in physics, general engineering and accountancy did slightly worse.

The relative stability of the subject rankings also holds for the trade-offs between degree class and subject. For example, a graduate with an upper-second in philosophy had a better prospect of employment than a graduate with a third in physics or chemistry. However, the more general pattern is for a degree in a generally employable subject to carry more weight than a better class of degree in a less employable one. Thus, in civil, electronic and mechanical engineering, business-related social sciences, maths and law the unemployment rate of third class graduates was as good as or better than graduates with upper seconds in philosophy, zoology, sociology, and English. Finally, the combination of a low degree class and a less employable subject was always fatal with, for example, third class biology graduates recording an unemployment/short-term rate of 59 per cent.

Wider implications of degree class results

These patterns of unemployment and other destinations by degree class have a more general message for the interpretation of the first destination survey. Further disaggregation of the results, this time by degree class, provides a further test of the existence of systematic differences in destinations which are explicable in terms of a labour market which imposes constraints as well as opportunities. The subject dimension, readily apparent for so many years, is still apparent after correcting for degree class. Equally, the addition of the extra dimension of a measure of ability, gives further evidence of the systematic variation that underpins the destination results.

The flow of new graduates into the main destinations

An interesting alternative way of interpreting the destination patterns, is to look at the degree class profile of the flow of new graduates into each destination category. *Tables 4* (men) and *5* (women) show these profiles for 11 subject groups. This information is more aggregated than previously, but is based on a larger number of subjects. These figures also extend the degree

Table 3 Unemployment rates and degree class: summary—university graduates, men, 1986

Per cent

Degree subject	Unemployment rate					Unemployment/short-term rate				
	1	2·1	2·2	3	All	1	2.1	2.2	3	All
Philosophy	—	25	27	47	28	—	33	33	53	35
Zoology	—	24	31	—	28	—	38	36	—	37
Sociology	—	25	26	—	26	—	32	35	—	33
English	9	22	27	41	23	24	28	34	45	31
Politics	—	19	22	—	21	—	27	28	—	28
Biology	0	16	18	44	20	14	29	29	59	32
Biochemistry	—	12	20	39	18	—	21	28	50	27
Psychology	—	15	19	—	18	—	22	32	—	28
History	11	12	22	25	17	14	19	30	29	24
Geography	6	13	18	22	16	6	15	26	31	21
Physics	6	6	16	31	16	7	8	21	38	20
Chemistry	2	5	14	27	15	4	7	19	34	19
Law	—	6	12	14	12	—	10	20	24	19
Maths	2	3	10	21	10	2	6	13	26	13
Electrical engineering	3	4	9	23	9	3	4	9	26	9
Economics	5	6	10	16	9	5	7	14	21	12
Business studies	0	5	10	18	8	0	8	14	21	10
Mechanical engineering	2	2	5	19	7	4	2	6	22	8
Electronic engineering	0	3	6	16	7	0	3	7	16	8
Civil engineering	1	1	5	10	6	1	1	7	17	9
Computer science	3	2	5	8	5	4	2	7	9	6
General engineering	3	2	5	13	5	5	2	6	21	6
Accountancy	1	1	3	12	4	—	2	4	16	4
All subjects	**4**	**8**	**13**	**22**	**11**	**6**	**12**	**18**	**27**	**15**

Source: Table 1.

Table 4 Degree class distribution of graduates entering each of the main destination categories—universities, men, 1986

Per cent

Subject group	Degree class					Total: base= 100 per cent
	1	2·1	2·2	3	Other	
Biological science						
All	9	49	35	7	0	*1,734*
Further study	19	67	14	0	9	*573*
Teacher training	2	28	53	17	0	*58*
Entering labour force	4	36	46	10	5	*1,027*
UK employment	5	37	45	7	6	*672*
Unemployed	0	28	46	18	8	*224*
Maths, physics						
All	20	29	31	14	6	*3,185*
Further study	40	39	18	3	1	*750*
Teacher training	7	15	37	25	16	*171*
Entering labour force	13	27	35	18	7	*2,118*
UK employment	15	30	33	14	8	*1,728*
Unemployed	4	10	33	35	18	*279*
Other science						
All	15	32	36	11	6	*2,257*
Further study	33	44	21	1	0	*772*
Teacher training	4	19	41	23	14	*74*
Entering labour force	5	27	44	19	4	*1,340*
UK employment	7	30	41	13	8	*979*
Unemployed	1	18	41	24	16	*239*
Other maths						
All	13	34	36	11	6	*1,347*
Further study	33	51	15	0	2	*126*
Teacher training	5	15	45	30	5	*20*
Entering labour force	11	33	38	12	6	*1,190*
UK employment	11	35	36	11	6	*1,078*
Unemployed	4	14	39	28	15	*72*
Engineering						
All	14	31	35	12	8	*6,378*
Further study	24	42	26	5	3	*695*
Teacher training	8	11	43	14	24	*37*
Entering labour force	12	30	36	13	9	*5,459*
UK employment	13	32	35	11	8	*4,907*
Unemployed	3	9	33	32	23	*376*
Business related social science						
All	5	39	41	6	10	*2,777*
Further study	14	60	23	2	2	*117*
Teacher training	0	24	47	18	12	*17*
Entering labour force	5	38	41	6	10	*2,549*
UK employment	5	39	40	5	10	*2,281*
Unemployed	3	22	51	13	11	*170*
Other social science						
All	5	43	42	5	5	*3,952*
Further study	20	57	22	1	0	*378*
Teacher training	1	43	53	1	1	*76*
Entering labour force	3	40	48	7	3	*2,157*
UK employment	3	43	45	6	3	*1,559*
Unemployed	2	33	50	9	7	*375*
Languages						
All	13	47	34	6	1	*1,817*
Further study	39	53	8	0	0	*160*
Teacher training	9	56	28	6	1	*129*
Entering labour force	10	45	37	6	1	*1,332*
UK employment	10	45	37	6	1	*807*
Unemployed	6	41	39	12	2	*227*
Other arts						
All	8	49	34	4	4	*1,993*
Further study	30	57	12	0	0	*258*
Teacher training	6	51	36	4	3	*102*
Entering labour force	4	48	38	5	5	*1,395*
UK employment	4	51	35	4	6	*969*
Unemployed	3	38	46	8	5	*252*
Creative arts						
All	7	43	38	6	7	*411*
Further study	16	66	14	2	2	*44*
Teacher training	3	39	50	3	6	*36*
Entering labour force	7	36	44	7	5	*262*
UK employment	6	40	43	6	5	*204*
Unemployed	8	22	50	17	3	*36*

Notes to tables 4 and 5:
'Other science' includes chemistry, geology, 'Other maths' is mainly computer science, Business related social science covers business studies, accountancy, economics. Other social science is mainly psychology, sociology, geography, politics, law. Other arts is history, philosophy, theology. 'All' is total known excluding graudates not available for employment and overseas graduates returning home.

Table 4 Degree class distribution of graduates entering each of the main destination categories—universities, men, 1986 (Continued)

Per cent

Subject group	Degree class					Total: base= 100 per cent
	1	2·1	2·2	3	Other	
Combined subjects						
All	7	36	33	7	16	*3,055*
Further study	25	53	19	1	1	*330*
Teacher training	5	33	36	11	15	*133*
Entering labour force	5	35	36	8	17	*2,370*
UK employment	6	37	34	7	16	*1,806*
Unemployed	2	24	40	11	24	*374*
Total						
All	11	38	36	9	7	*28,906*
Further study	28	50	19	2	1	*4,203*
Teacher training	5	33	40	13	9	*853*
Entering labour force	8	35	39	11	8	*21,199*
UK employment	9	36	38	9	8	*16,990*
Unemployed	3	24	42	18	13	*2,624*

classification to include classes below a third. Most graduates here had a pass or ordinary degree; they have been grouped with other smaller classes into an 'other' category. It should be noted also that the figures quoted below in illustration refer to men graduates unless stated otherwise.

Further study

The tables bring out clearly the over-representation of first class graduates in further study. For men biological science graduates, firsts accounted for 9 per cent of all graduates but 19 per cent of those in further study. This ratio of around two to one held for the 'other science' groups, whereas in engineering the over-representation of firsts was less marked. In the arts and social studies, however, the ratio of firsts in further study to all firsts was three or four to one. And for women graduates in languages and other arts the ratio was even higher at around five to one. These patterns are consistent with greater competition from graduates in these subjects to enter further study relative to the supply of places.

The picture for upper-seconds is less clear. They are over-represented among entrants to further study but the ratio is typically between 1·3 to one and 1·7 to one and there is no clear subject pattern.

Graduates with lower seconds and below are, of course, substantially under-represented in further study, but it might seem surprising that the proportions are as high as they are. For instance, in maths and physics, business-related social sciences and 'other social science' over a quarter of entrants to further study had a lower second or less. One answer is that further study does not just refer to masters and doctorates. There will be many other courses (diplomas and the like), which are included but which are not so competitive as the traditional research council supported post-graduate study. It is notable that the flow of graduates from engineering had the highest proportion with a lower second or less entering further study—some 34 per cent. It also had by far the highest proportion of entrants with a third or less, although the proportion at 8 per cent was small. This is in line with an earlier comment that post-graduate engineering courses have been alleged to have an undue share of graduates with poorer degrees. These figures do not prove this though because, as noted above, the subject and type of further study are not recorded.

Teacher training

Tables 1 and *2* showed that the proportion of graduates entering post-graduate teacher training (PGCE) rose fairly consistently for graduates with lower degree classes. *Tables 4* and *5* show the effects of this tendency on the qualification profile of university entrants to teacher training. There are two distinct patterns which held for men and for women.

First, for *science graduates*, firsts and upper seconds were much under-represented in teacher training. In biological science (men) these were 58 per cent of all graduates but just 30 per cent of PGCE entrants. In maths and physics (men) they were 49 per cent of all graduates but just 22 per cent of PGCE entrants.

In '*other social science', languages and other arts* the proportions of firsts and upper seconds entering teacher training were broadly in line with their representation in the overall numbers for the subject group.

Although these patterns held for men and women there was some variation between the sexes. Women science graduates with firsts and upper seconds were less under-represented than men. This is not so surprising since within each individual subject women are consistently more likely than men to enter teacher training after graduation.

The result of this under-representation of the higher degree classes is that the profile of entrants to teacher training from science degrees was tilted to the lower degree classes. Thus, for men, the proportions of entrants with a lower-second or less were: biological sciences (70 per cent), maths/physics (78 per cent), other sciences (78 per cent). For women the proportions with a lower second or less were lower, but they were still a majority: biological sciences (53 per cent) maths/physics (76 per cent), 'other science' (59 per cent). Maths/physics and 'other science' were also notable for the significant over-representation of graduates with lower than a third class degree among entrants to teacher training. For maths/physics, 6 per cent of graduates had an 'other' degree class but these were 16 per cent of entrants to teacher training. For 'other science' the proportions were 6 per cent and 14 per cent, respectively.

Other degree classes here need careful interpretation since they include the Scottish general degree which is a recognised final qualification rather than being at the end of a declining scale. Nevertheless, other graduates are also much over-represented among those graduates in maths/physics and 'other science', who were unemployed. It would seem fair to conclude, therefore, that 'other' graduates do share a disadvantage in the labour market that also appears for graduates with lower seconds and thirds. Indeed, comparing the degree class profiles for entrants to teacher training with each of the other categories shown, it appears that the greatest similarity

Table 5 Degree class distribution of graduates entering each of the main destination categories—universities, women, 1986

Per cent

Subject group	Degree class					Total: base= 100 per cent
	1	2·1	2·2	3	Other	
Biological science						
All	8	50	37	3	2	*1,840*
Further study	17	70	12	1	0	*436*
Teacher training	5	42	46	5	2	*163*
Entering labour force	5	44	45	4	2	*1,093*
UK employment	5	46	43	3	2	*906*
Unemployed	2	33	51	10	3	*126*
Maths, physics						
All	13	28	36	17	7	*1,052*
Further study	33	38	26	3	0	*124*
Teacher training	5	18	41	24	11	*152*
Entering labour force	10	29	37	18	6	*720*
UK employment	11	31	37	16	5	*649*
Unemployed	0	8	42	31	19	*48*
Other science						
All	11	37	37	12	3	*888*
Further study	23	51	25	2	0	*240*
Teacher training	5	35	41	12	6	*82*
Entering labour force	6	31	42	17	4	*518*
UK employment	7	35	41	14	3	*406*
Unemployed	1	16	41	32	9	*68*
Other maths						
All	12	35	37	12	5	*423*
Further study	29	43	23	6	0	*35*
Teacher training	10	24	29	19	19	*21*
Entering labour force	12	32	38	12	7	*352*
UK employment	13	33	38	11	5	*324*
Unemployed	0	24	47	6	24	*17*
Engineering						
All	11	38	34	10	7	*583*
Further study	21	59	21	0	0	*58*
Teacher training	0	25	38	12	25	*8*
Entering labour force	10	36	36	11	7	*494*
UK employment	11	38	35	10	6	*455*
Unemployed	3	13	34	31	19	*32*
Business related social science						
All	4	47	33	4	12	*1,426*
Further study	16	61	20	0	3	*64*
Teacher training	0	55	35	5	5	*20*
Entering labour force	3	47	34	4	12	*1,241*
UK employment	4	48	32	4	12	*1,140*
Unemployed	0	34	46	7	13	*56*
Other social science						
All	4	46	45	2	3	*4,418*
Further study	19	52	27	2	0	*339*
Teacher training	1	50	46	2	1	*293*
Entering labour force	2	44	49	3	2	*2,287*
UK employment	2	47	47	2	2	*1,775*
Unemployed	2	33	54	6	5	*328*
Languages						
All	6	46	44	3	1	*4,608*
Further study	29	58	12	1	0	*245*
Teacher training	4	46	48	2	0	*589*
Entering labour force	4	44	46	4	1	*2,548*
UK employment	5	46	45	3	1	*1,938*
Unemployed	1	38	52	6	3	*357*
Other arts						
All	3	47	44	3	3	*1,903*
Further study	15	66	16	1	2	*131*
Teacher training	2	42	50	3	3	*222*
Entering labour force	2	45	47	3	3	*1,204*
UK employment	2	47	46	2	3	*907*
Unemployed	1	40	50	5	4	*195*
Creative arts						
All	2	41	38	6	12	*555*
Further study	10	68	23	0	0	*31*
Teacher training	0	31	51	7	10	*107*
Entering labour force	3	41	40	8	8	*273*
UK employment	2	41	42	7	8	*203*
Unemployed	5	48	26	12	10	*42*

Table 5 Degree class distribution of graduates entering each of the main destination categories—universities, women, 1986 (Continued)

Per cent

Subject group	Degree class					Total: base= 100 per cent
	1	2·1	2·2	3	Other	
Combined subjects						
All	4	35	36	4	20	*2,808*
Further study	18	63	17	1	1	*158*
Teacher training	2	34	32	4	28	*305*
Entering labour force	4	35	38	4	19	*1,856*
UK employment	5	36	36	4	18	*1,445*
Unemployed	2	26	45	6	22	*249*
Total						
All	**6**	**43**	**40**	**5**	**6**	***20,504***
Further study	**21**	**59**	**19**	**1**	**0**	***1,861***
Teacher training	**3**	**40**	**44**	**5**	**7**	***1,962***
Entering labour force	**4**	**41**	**43**	**6**	**6**	***12,586***
UK employment	**5**	**43**	**41**	**5**	**6**	***10,148***
Unemployed	**2**	**32**	**49**	**9**	**8**	***1,518***

See notes to *table 4*.

was with the unemployed for each of the three science groups.

Graduates entering the labour force

One question raised in the introduction to this article was whether the marked differences in subject unemployment rates that are observed could stem in part from differential selection of the degree classes. In particular, it could be that high unemployment subjects had an above average proportion of their graduates deferring entry to the labour market and therefore not figuring in the competition for jobs. It is not possible to develop this argument very far since it might be that if a higher proportion of graduates with good class degrees entered the labour market they would displace graduates in the same subject but with poorer degrees. Nevertheless, there is a potential bias here and it is worth checking.

Inspection of *table 4* shows that for the three science groups first class degrees were under-represented among entrants to the labour force while lower seconds and thirds were over-represented. ('Other' graduates were fairly represented among entrants to the labour force.) For biological sciences and 'other science', but not maths/physics, upper seconds were also under-represented. However, for other maths, engineering and business-related social sciences' there was a very close match,while in 'other social science', languages and 'other arts' there was a fairly close match. For these there was some switch (4 percentage points or so) from firsts to lower seconds in moving from all graduates to labour force entrants. So there is little readily apparent bias and since maths/physics has a lower unemployment rate (maths more than physics, however) while 'other science' is higher but still at the lower end of the subject range, this leaves biological sciences as the main area of possible bias. Certainly also, this subject group has consistently had the highest unemployment rate of any of those shown. Pursuing this: the main source of loss of good class degrees in biological sciences was for upper seconds. These were 49 per cent of all graduates, but just 36 per cent of labour force entrants. However, figures from *table 1* show that of three subjects from this group (which accounted for 70 per cent of the graduates in the group) the unemployment/short-term rate of upper seconds ranged from 21 per cent through 29 per cent to 38 per cent. These were much higher than for any other science or engineering subject shown and were of the same order as for some non-business social sciences and arts. On this informal test, it seems unlikely that the relative unemployment among biological science graduates is significantly influenced by differential entry by degree class to the labour force.

Interestingly, these subject group comparisons of all graduates with labour force entrants hold identically for women. This is notwithstanding that a higher proportion of women defer entry to the labour force. Compared to men, though, more women enter teacher training and fewer enter further study so it may be that, in degree class terms, these factors cancel out and give the close similarity with the patterns for men.

Employment and unemployment

The flow figures again show that the increased risk of unemployment that goes with lower degree class. In total, for men, graduates with a lower second or less accounted for 73 per cent of the unemployed although they were 58 per cent of graduates entering the labour force. If instead, lower degree class is measured by a third or less then this level of over-representation is sharply increased. For men, these graduates were 19 per cent of labour force entrants but 31 per cent of the unemployed. There were interesting subject variations. The greatest penalty for a low degree class was in engineering where graduates with a third or lower were 55 per cent of the unemployed although they made up just 22 per cent of labour force entrants.

Overall, some 27 per cent of unemployed men graduates had an upper second or better and there was some tendency for subjects with high average unemployment to have a higher share of good graduates in their flow of unemployed. This again illustrates a separate effect from degree subject. Thus in maths/physics, 'other science' and engineering, less than 20 per cent of unemployed graduates had an upper second or better. In 'other arts', 'other social sciences' and languages between 35 and 50 per cent of unemployed graduates had 'good' degrees. There are some departures from this pattern. The proportions of good degrees in the flow of unemployed were similar for biological sciences and business-related social science (28 per cent and 25 per cent respectively) although their overall unemployment is very divergent. Business-related social sciences is also unusual in having a marked over-representation of graduates with lower seconds in its unemployed. One speculative explanation is that there is a greater diversity of ability among graduates with lower seconds in this subject group. This may be more readily identifiable and perhaps of more concern to recruiters.

Table 6 Type of work by degree class: university new first degree graduates entering UK employment in 1986. Men and women

Per cent

Subject/class	Scientific R&D	Engineering R&D	Scientific engineering support	Computing	Administration	Accountancy	Other Financial	Selling	Other buying marketing, selling	Welfare	Secretarial, clerical	Other	Total: base =100 per cent
Biology													
1	36	0	0	7	11	11	0	0	4	7	11	14	*28*
2·1	25	1	13	4	9	15	5	9	4	7	7	2	*215*
2·2	14	1	18	3	14	8	5	11	0	10	10	6	*209*
3	4	0	0	4	13	13	13	4	0	9	30	9	*23*
Zoology													
1	27	0	18	9	9	9	9	0	0	9	9	0	*11*
2·1	16	0	10	10	13	13	7	4	6	3	4	13	*69*
2·2	7	0	13	1	21	7	4	10	4	11	11	9	*70*
Biochemistry													
1	41	0	0	18	5	9	0	0	9	5	5	9	*22*
2·1	43	0	7	2	6	12	2	12	3	5	1	7	*188*
2·2	26	1	22	4	11	10	4	7	2	7	3	4	*192*
3	0	0	25	10	10	5	15	15	0	0	10	10	*20*
Chemistry													
1	49	0	3	4	10	19	1	9	1	0	0	4	*70*
2·1	37	3	4	8	10	15	9	5	2	1	1	4	*273*
2·2	34	2	8	6	9	16	6	7	1	4	2	5	*312*
3	19	1	14	11	13	10	4	14	4	2	3	3	*125*
Physics													
1	30	28	4	12	4	10	4	1	1	1	1	4	*139*
2·1	25	25	2	20	4	12	3	1	0	3	1	4	*354*
2·2	23	21	2	21	6	9	4	3	1	4	2	4	*347*
3	16	13	4	22	8	8	5	5	1	8	2	8	*167*
Maths													
1	9	4	1	21	2	23	33	1	1	1	1	4	*177*
2·1	4	4	1	28	3	34	23	1	1	2	0	1	*351*
2·2	3	3	0	29	3	32	20	2	2	2	2	1	*429*
3	1	2	1	26	6	31	18	2	1	2	6	5	*186*
Computer science													
1	10	11	4	62	2	5	0	3	0	0	0	2	*98*
2·1	5	6	1	80	1	2	1	1	1	0	0	1	*353*
2·2	3	5	1	83	3	2	1	1	0	1	0	0	*325*
3	2	5	2	80	1	1	2	2	0	2	1	1	*94*
General engineering													
1	0	65	11	9	2	5	7	2	0	0	0	0	*57*
2·1	2	57	3	12	4	6	9	3	1	2	0	1	*161*
2·2	2	51	2	8	10	8	8	5	1	0	3	1	*121*
3	0	36	4	4	25	18	7	4	0	0	0	4	*28*
Civil engineering													
1	0	87	0	3	0	9	0	0	1	0	0	0	*77*
2·1	1	81	1	4	1	8	3	0	0	1	0	0	*224*
2·2	1	79	0	4	3	9	2	1	1	0	0	0	*234*
3	0	71	0	5	6	6	2	1	0	4	2	1	*94*
Mechanical engineering													
1	3	83	5	1	4	4	0	1	0	0	0	0	*112*
2·1	2	79	2	6	4	2	1	2	1	1	0	1	*289*
2·2	1	74	5	4	6	5	1	2	1	1	1	0	*364*
Electronic engineering													
1	1	88	1	8	0	0	0	1	0	0	0	1	*88*
2·1	4	78	1	12	3	0	0	1	0	0	0	1	*229*
2·2	3	74	2	11	4	0	0	1	1	1	0	2	*275*
3	3	77	3	9	3	0	0	2	0	2	1	2	*112*
Economics													
1		2		15	3	34	34	3	0	3	0	6	*65*
2·1		1		9	7	47	22	5	2	3	2	2	*547*
2·2		1		4	10	44	22	8	4	3	2	1	*541*
3		1		3	8	32	21	11	8	4	4	6	*71*
Sociology													
2·1		2		2	13	6	4	5	3	40	8	17	*115*
2·2		2		1	16	2	2	8	3	49	13	4	*127*
3		0		0	33	0	0	0	10	24	14	19	*21*
Psychology science													
1	16	0	0	11	5	0	11	0	5	42	0	11	*19*
2·1	9	0	0	3	12	6	5	7	5	40	9	5	*196*
2·2	1	0	1	4	9	8	5	6	7	37	10	12	*147*

Table 6 Type of work by degree class: university new first degree graduates entering UK employment in 1986. Men and women (continued)

Per cent

Subject/class	Scientific R&D	Engineering R&D	Scientific engineering support	Computing	Administration	Accountancy	Other Financial	Selling	Other buying marketing, selling	Welfare	Secretarial, clerical	Other	Total: base =100 per cent
Psychology social sciences													
2·1	6	0	3	1	11	5	5	13	3	42	5	5	*110*
2·2	0	0	2	2	10	5	9	14	7	37	10	6	*86*
Geography science													
2·1	3	5	1	7	21	19	10	10	8	2	8	5	*86*
2·2	1	6	0	9	20	15	16	8	8	6	6	7	*89*
Geography social sciences													
1		6		6	17	6	28	17	11	6	6	0	*18*
2·1		3		7	16	26	16	9	6	8	4	5	*314*
2·2		3		5	18	17	15	14	5	8	9	4	*294*
3		5		0	21	0	11	11	5	16	16	16	*19*
Politics													
2·1		0		2	22	14	13	11	7	13	7	13	*167*
2·2		0		4	26	7	10	10	9	11	13	12	*191*
Law													
2·1		1		1	10	28	18	7	1	5	2	27	*165*
2·2		0		3	12	28	16	8	6	5	4	18	*200*
3		0		0	10	16	32	6	3	13	0	19	*31*
Business studies													
1		0		21	9	27	18	12	6	3	0	3	*33*
2·1		0		8	15	26	15	17	8	6	1	2	*403*
2·2		1		10	14	27	16	19	8	3	2	1	*272*
3		0		3	28	24	10	7	7	10	7	3	*29*
Accountancy													
1		0		0	0	100	0	0	0	0	0	0	*13*
2·1		0		0	2	95	2	1	0	0	1	0	*187*
2·2		0		1	3	90	4	1	1	0	1	0	*196*
3		0		3	3	84	0	6	0	3	0	0	*32*
English													
1		0		8	10	12	4	8	6	8	2	42	*50*
2·1		1		3	18	7	7	11	10	7	11	25	*381*
2·2		0		2	16	7	8	13	4	9	16	25	*342*
3		7		4	21	7	4	4	0	7	21	25	*28*
Other languages													
1		0		7	15	11	15	8	7	8	4	25	*115*
2·1		0		5	18	14	14	12	7	6	9	16	*861*
2·2		0		3	17	12	13	14	6	8	12	14	*801*
3		0		1	21	7	15	16	7	7	9	17	*75*
History													
1		0		2	11	27	14	5	5	14	0	23	*44*
2·1		0		3	19	18	14	8	4	10	9	15	*607*
2·2		0		3	13	16	14	15	4	9	14	11	*473*
3		0		0	12	8	4	12	12	27	12	15	*26*
Philosophy													
2·1		0		14	25	19	4	9	2	9	9	11	*57*
2·2		2		9	11	13	11	7	2	11	17	17	*46*

Notes to table 6:
The type or work groups are different in certain cases from those in the published tables. Financial work has been split into accountancy and other, buying, marketing and selling has also been split with selling and marketing as a sub-group. Other covers legal, non-scientific research, teaching, creative and entertainment. Where figures are not shown for particular degree classes this is because the numbers are too small.

Occupation and degree class

It was noted earlier that most employers of new graduates do not specify a particular class of degree when advertising for recruits. The main exception was work in scientific and engineering research. On the other hand, the first destinations evidence suggests the operation of quite widespread implicit preferential recruitment by degree class. It is therefore interesting to see what light is shed on this by the occupational patterns of employment of new graduates who did find work. *Table 6* shows the occupational distribution of graduates entering UK employment in 1986 for a range of degree subjects.

In general, there is no apparent link between entry to particular occupations and degree class. The instances where this does seem clear are exceptional. The figures give limited support for the existence of a degree class entry standard in recruitment to scientific research. There is a consistent decline with lower degree class in the proportions of graduates in science and engineering subjects entering scientific and engineering R & D. Thus 49 per cent of chemistry firsts entered R & D compared with 34 per cent of lower seconds. And while 83 per cent of mechanical engineers with firsts entered engineering R & D, for graduates with thirds the proportion was 71 per

cent. Equally though, the decline in proportion entering research was small and the proportions of engineering graduates with lower seconds and thirds working in research were strikingly high. In chemistry, biochemistry and physics between a quarter and a third of graduates with lower seconds worked in scientific research. Allied to this link between research and degree class was an increased tendency for science graduates with less good degrees to enter scientific support work (presumably as technicians). (The evidence for engineering graduates here shows no consistent link with degree class.)

The other general instance of a link between occupation and degree class is for secretarial and clerical work. Previous analyses of the first destinations, not disaggregated by degree class, have shown that graduates from subjects with higher unemployment are more likely to enter these occupations.

Table 6 shows that the likelihood of entry to secretarial and clerical work was also higher for graduates with lower degree classes. This pattern held for almost all subjects and supports the view that entry to these occupations is a reflection of difficulty in finding preferable work.

The experience of languages graduates is interesting here for it has been suggested that there are some secretarial jobs which actively seek their skills, for example, as bilingual secretaries. The degree class figures give mixed clues to this. On the one hand, the proportion of languages graduates with good degrees entering secretarial and clerical work were relatively high: 4 per cent of firsts (but just four graduates) and 9 per cent of upper seconds. But against this, it needs to be said, first, that a relatively high proportion of unemployed languages graduates had firsts or upper seconds (47 per cent of men and 39 per cent of women). Second, in history and philosophy (which also have above average unemployment) the proportion of upper seconds entering secretarial work was also 9 per cent and yet there is no apparent link with these subjects and the needs of secretarial employers.

Employment in management and administration shows a weaker link with degree class, again with, typically, a sharply increasing tendency for employment in the group for graduates with thirds compared with lower seconds. One possible explanation is that administration is a sufficiently broad and imprecise term that the category includes some quite low level jobs and these account for the degree class pattern.

It may be that the apparently only weak link between degree class and occupation is genuine. However, it is possible that there is a stronger link but this is concealed by the figures. One major factor here is that the occupation categories can cover a wide range of job levels but the classification is not in general designed to record this. (The scientific/engineering support group is an exception.) It may only be at this level of disaggregation that a degree class effect holds. Indeed it may be that job titles are used loosely and, for example, some R & D jobs are not really concerned with research at all. The example of administration, quoted above, is another possible instance.

There is one other important way in which degree class may be linked to occupation but which is missed from these figures. Some jobs in short supply, but attractive to graduates, such as in scientific research, may raise their entry standards and require post-graduate degrees. Part of the entry to such jobs may then be diverted through further academic study.

One particular subject that deserves comment is electronic engineering—in recent years a subject of much concern in connection with information technology recruitment[1]. It is sometimes claimed that the best graduates in this subject are wooed away into accountancy and 'the City'. Successive first destinations surveys have consistently refuted this claim for new graduates. *Table 7* shows that no new graduates in electronics entered financial work in 1986 and that those with firsts had, at 90 per cent, the highest proportion working in engineering R & D.

[1] The new subject classification, begun in 1986, means that some electronic engineering graduates are grouped separately in a subject combination and are not readily identifiable. However, the previous and wider category also showed no evidence of recruitment into financial work.

Table 7 Graduates of 'unknown destination' as a proportion of all graduates by subject and degree class—universities, men, 1986

Per cent

Degree subject	Degree class					All
	1	2·1	2·2	3	Other	
Biology	4	7	13	11	28	11
Zoology	3	7	15	23	0	10
Biochemistry	9	5	13	29	23	12
Chemistry	3	4	9	21	11	8
Physics	4	9	10	17	21	10
Maths	3	7	8	13	16	8
Civil engineering	3	7	9	13	11	9
Mechanical engineering	2	6	8	13	16	8
Electronic engineering	1	5	6	8	18	6
Economics	1	8	13	17	29	12
Business studies	11	6	12	21	15	10
Geography	8	8	12	32	12	11
Psychology	9	11	19	23	7	15
Sociology	18	13	26	13	25	19
Politics	11	13	18	36	0	16
English	12	19	24	16	50	20
Other languages	10	11	17	16	33	14
History	6	11	16	32	22	13
Philosophy	7	29	33	32	31	29
Creative	3	17	12	23	9	14
Average above	**6**	**10**	**15**	**20**	**19**	**13**
All men	**4**	**8**	**12**	**17**	**16***	**11**
All women	**5**	**8**	**11**	**15**	**14***	**10**

* excluding medicine, dentistry.

Degree class and non-response to the first destinations survey

The first destinations survey has a very high coverage by most social survey standards with information on about 90 per cent of university graduates. (The response rate for the polytechnics and colleges is about 80 per cent.) There is some variation by subject but the university response is rarely below 80 per cent. (There is also a difference in response by sex, with men having the lower rate subject for subject.) Non-response to surveys always raises the possibility of bias in the sense that some groups are under-represented in the replies. In the first destinations it has been suggested, but never tested, that the unknowns include a disproportionate number of unemployed graduates. *Table 7*, which shows response rates by degree class, gives some indirect evidence that this may well be true. The table shows the proportion of graduates in each degree class whose destination was unknown. There is a fairly consistent increase in the unknown proportion with lower degree class so that graduates with thirds or less had by far the highest unknown rate. For the 20 subjects shown the average unknown rate for upper seconds was 10 per cent but for graduates with a third or less it was double at 20 per cent.

In effect then, there is an indirect positive correlation between unemployment and unknown destination and this is consistent with a causal link. The standard explanation of this is that unemployed graduates become disgruntled, at least temporarily, with their university and are less willing to return a questionnaire or to keep in touch with the careers service. It may also be that graduates with a lower degree class are less likely to take a traditional graduate job and are less inclined to use the career service. However, the link between the proportion of unknowns and degree class could be independent of unemployment. It could be that graduates with good class degrees are more readily traced because they are more likely to stay in higher education and proceed to further study. They may also simply have had greater contact with academic staff during their degree course. (Around 20 percentage points of the response rate is based on information from academics, friends and relatives and not directly from the graduate.) Those with lower degree classes are more likely to enter the job market and may be more easily lost from view.

Finally, on non-response: the average response rates for different degree subjects do tend to be higher for subjects with low new graduate unemployment. This is readily apparent from *table 7*. For although the subjects are listed in the order in which they appear in the classification, there is a tendency for the non-response rate to rise going down the table. It is also these latter subjects which have above average unemployment. There are exceptions to this though. Zoology has nearly the highest unemployment rate of any subject but its non-response rate is below average.

Conclusion

The first destination survey gives a detailed record of new graduates' first careers after graduation and is therefore a major source of information on the graduate labour market. The survey results have consistently shown widespread and systematic variation in new graduate destinations which can be interpreted as evidence of market opportunities and constraints. The large scale of the survey means that the results can be disaggregated to take account of specific factors, such as, in this case, degree class. The main conclusion is that class of degree, presumed to be a proxy for ability, does have a separate influence on the patterns of destinations. Equally though, the subject differences that have been clear from previous analyses continue to hold. ■

Appendix: The distribution of degree classes

The main purpose of this article has been to look at the link between degree class and new graduate career patterns. However, the distribution of degree classes is of interest in its own right and this appendix comments briefly on three sets of comparisons. These are across subjects, between men and women and between UK and overseas domiciled graduates.

Subjects

Table 8 lists the percentage distribution of the main degree classes for 36 subjects and for men and women separately. This list is selective and therefore is not necessarily representative of the full subject distribution. On the other hand, the subjects shown are the numerically more popular ones and account for a majority of all graduates. They also have the presentational advantage of being familiar and identifable as individual disciplines rather than broad groups.

There is a clear diversity in the patterns of degree classes awarded. The range for firsts was from 2 per cent in accountancy to 20 per cent in maths and for thirds, from 2 to 3 per cent in psychology, history, and English to 20 per cent in physics. The subjects do nevertheless fall into various broad groups. The physical sciences and engineering typically awarded more firsts and thirds: their classification is relatively dispersed. The social sciences award very few firsts—typically 5–8 per cent—but also few thirds. Biological sciences, arts and languages have an intermediate dispersion of classes. The two creative arts shown—design and music—perhaps veer towards the social science pattern with very few firsts. As noted earlier, a few subjects have a very distinct class distribution. Medicine and dentistry are the main examples where most graduates conventionally receive a pass or ordinary degree. Just one or two universities award classified honours to medical students taking their first degree. The other main distinct subject is education (the B Ed degree) where there is an established split between 4 years honours courses and the 3 year ordinary degree. (Architecture is another lesser example of this split, whereas the relatively high proportion of ordinary degrees in accountancy may result from a particular weight of Scottish graduates.)

There has been long debate about the significance of the subject differences in degree class. The split between physical science and engineering on the one hand, and social science and arts on the other, will in part reflect the nature of the subjects. In the former there is more knowledge that is generally agreed and there is therefore a right answer to a greater proportion of exam questions. The larger question of whether there are also true

Table 8 New university graduates: distribution by degree class, 1986

Per cent

Subject, sex		1	2·1	2·2	3	Pass	Ordinary	Other	*Total: base= 100 per cent*
Medicine	M	1	1	0	0	57	34	8	*2,120*
	W	1	1	1	0	59	31	8	*1,589*
Dentistry	M	0	0	0	0	62	34	4	*544*
	W	0	0	1	0	61	33	4	*314*
Biology	M	7	43	36	9	2	3	0	*620*
	W	7	48	39	4	1	2	0	*724*
Zoology	M	11	46	37	5	0	1	0	*255*
	W	6	48	41	2	0	2	0	*248*
Biochemistry	M	8	42	36	9	3	2	1	*581*
	W	8	48	36	5	1	2	0	*524*
Chemistry	M	17	29	32	14	5	3	0	*1,514*
	W	12	30	38	15	2	2	0	*609*
Physics	M	18	32	29	15	4	2	0	*2,073*
	W	12	29	34	20	1	4	0	*408*
Geology	M	9	36	41	11	2	1	0	*706*
	W	9	42	35	12	1	1	0	*209*
Maths	M	20	23	32	17	6	3	0	*1,582*
	W	13	25	36	17	5	3	0	*758*
Computer studies	M	11	34	36	12	4	3	0	*1,197*
	W	8	35	35	12	4	5	0	*235*
Engineering:									
General	M	15	39	28	10	4	4	0	*547*
	W	9	41	36	5	5	3	0	*92*
Civil	M	10	26	33	17	8	5	1	*1,345*
	W	5	27	39	15	2	8	4	*130*
Mechanical	M	12	28	36	14	5	5	0	*1,549*
	W	15	38	28	11	1	7	0	*74*
Electronic	M	12	29	35	15	6	2	1	*1,160*
	W	12	33	31	8	4	10	4	*52*
Electrical	M	19	31	29	12	7	2	0	*344*
	W	11	26	47	11	0	5	0	*19*
Chemical	M	15	30	35	13	4	1	2	*728*
	W	12	33	40	10	2	2	2	*125*
Other combined	M	13	30	33	12	5	6	1	*1,312*
	W	14	33	34	10	6	4	0	*122*
Architecture	M	5	21	37	11	4	22	0	*372*
	W	10	20	37	8	5	20	0	*128*
Economics	M	5	37	46	8	3	1	0	*1,576*
	W	3	47	42	5	1	1	0	*585*
Business studies	M	4	37	41	7	5	6	0	*778*
	W	4	51	32	2	4	6	0	*518*
Accountancy	M	2	32	39	9	2	16	0	*490*
	W	2	34	35	11	2	15	0	*220*
Sociology	M	7	40	44	6	0	2	0	*244*
	W	4	42	45	5	1	3	0	*524*
Psychology social science	M	9	43	38	9	1	0	0	*125*
	W	2	50	43	3	1	0	0	*407*
Geography science	W	4	44	46	6	0	0	0	*270*
	W	5	47	43	2	0	1	1	*203*
Geography social science	M	6	44	42	7	2	0	0	*742*
	W	3	46	48	2	0	1	0	*675*
Politics	M	3	45	47	4	0	1	0	*564*
	W	2	39	55	3	0	0	0	*292*

Table 8 New university graduates: distribution by degree class, 1986 (continued)

Per cent

Subject, sex		1	2.1	2.2	3	Pass	Ordinary	Other	*Total: base= 100 per cent*
Law	M	5	37	41	7	2	8	0	*1,916*
	W	3	41	44	4	1	6	0	*1,637*
English	M	13	47	33	5	1	1	0	*838*
	W	6	47	43	3	1	0	0	*1,679*
French	M	6	43	41	8	1	1	0	*199*
	W	4	40	51	4	0	1	0	*890*
All languages	M	12	46	35	6	1	1	0	*2,302*
	W	5	44	45	4	1	1	0	*5,564*
History	M	8	51	36	3	1	1	0	*1,482*
	W	3	47	46	3	1	0	0	*1,338*
Philosophy	M	8	43	36	9	2	2	0	*322*
	W	6	46	39	5	2	1	1	*153*
Education	M	2	19	34	3	—	35	6	*288*
	W	3	25	30	3	—	37	2	*818*
Design	M	2	28	58	12	0	0	0	*83*
	W	5	35	45	10	5	0	0	*86*
Music	M	5	49	33	5	2	5	0	*266*
	W	1	33	47	7	1	11	0	*368*
All subjects*	**M**	**10**	**35**	**36**	**10**	**4**	**5**	**1**	***37,877***
	W	**5**	**41**	**41**	**5**	**2**	**6**	**1**	***27,479***

* 'All subjects' excludes, medicine and dentistry. Lower second includes 'undivided second'. 'Other' covers general, unclassified honours, *aegrotat* and enhanced.

differences in intellectual standard either between subjects or students (or both) remains unresolved.

Men and women

Averaged across all subjects, women graduates received 5 percentage points fewer firsts than men and 5 percentage points fewer thirds. Women were correspondingly more concentrated in the middle degree classes with 82 per cent getting an upper or lower second compared to 71 per cent of men.

One reason for this distinct pattern could be that women are more likely than men to study arts and social sciences where degree classes are generally less dispersed. Inspection of the individual subject figures shows that this is not the case and the men:women differential continues to hold, albeit with individual variation. So, in English, all languages and history—all subjects with a majority of women—the male advantage in firsts holds. The relative under-representation of women with firsts is generally small and it is its consistency that gives it at least curiosity value. There is a view that it reflects a deeper difference between the sexes in that on a wide range of personal and social variables, quite apart from education, women are less dispersed than men. The difference in degree classification between men and women has been the subject of an earlier article by Ernest Rudd[1]. He used grouped subject data but looked at changes over time—from 1967 to 1979. He also found this under-representation of firsts among women and showed that it had persisted over time. This was notwithstanding the significant changes there had been in women's participation in higher education, as well in their more general social and economic circumstances.

UK and overseas graduates

Table 9 shows the degree class distribution of UK and overseas domiciled graduates. These comparisons show a curious pattern. Overseas graduates had a similar proportion to UK graduates of firsts and lower seconds but had a higher proportion with thirds or lower. Again, these results do not seem to reflect the distinct subject pattern of overseas graduates with their concentration in engineering, physical science, maths, computing law and business-related social sciences. The unweighted averages show a similar picture. Indeed the individual subjects show that in one or two cases overseas graduates had a higher proportion of firsts. In mechanical engineering the proportions were 17 per cent overseas, 11 per cent UK. (Ironically, overseas graduates also had a higher proportion of firsts in English!) The greater proportion of overseas graduates with lower degree classes was sometimes quite marked. Examples are civil engineering and maths.

Interestingly, separate figures just for women graduates (not included here) show that women overseas graduates had a similar distinct degree class profile. Remarkably also, the tendency for all women graduates on average to have fewer firsts and thirds applied also to comparisons of overseas men and women.

It is only possible to speculate on the reasons for the pattern of overseas degree classes relative to UK degree classes. It may be that students who come to the UK from overseas fall into several very distinct groups. Some will have no real disadvantage, for example, they are English speakers and are familiar with the UK education system. Others may have some relative advantage, for example, they have a first degree or they are sufficiently able to be confident of taking a degree in another country. But there may be others who are either marginal entrants in terms of ability or suffer some disadvantage from studying in a foreign country. The greater likelihood of getting a third or less may be the result.

[1] 'A comparison between the results achieved by women and men studying for first degrees in British universities' by Ernest Rudd in Studies in Higher Education, Vol 9 No 1, 1984.

Table 9 Degree class distribution of UK and overseas—domiciled first degree graduates, 1986, men and women

Degree subject	Degree class						*Total: base=* 100 per cent
	1	2·1	2·2	3	Other	Sum of 1+2·1	
Biochemistry							
UK	8	45	35	7	5	53	*1,069*
Overseas	14	22	47	11	6	36	*36*
Chemistry							
UK	16	30	34	14	7	46	*2,084*
Overseas	8	21	46	21	5	29	*39*
Maths							
UK	18	24	34	16	8	42	*2,262*
Overseas	9	19	26	29	17	28	*78*
Computer studies							
UK	11	35	35	11	7	46	*1,236*
Overseas	6	28	39	17	11	34	*196*
General engineering							
UK	14	40	29	10	7	54	*588*
Overseas	10	31	25	8	25	41	*51*
Civil engineering							
UK	10	29	35	15	11	39	*994*
Overseas	10	20	30	19	20	30	*481*
Chemical engineering							
UK	15	31	36	11	7	46	*790*
Overseas	11	21	32	25	11	32	*63*
Architecture							
UK	7	21	37	10	25	28	*427*
Overseas	0	19	34	11	36	19	*73*
Building							
UK	8	33	33	5	20	41	*192*
Overseas	4	24	37	19	16	28	*100*
Geography social science							
UK	4	45	45	4	1	49	*1,377*
Overseas	3	20	28	33	18	23	*40*
Law							
UK	4	41	41	4	9	45	*3,134*
Overseas	4	22	52	17	5	26	*419*
Business studies							
UK	4	45	36	4	11	49	*1,185*
Overseas	5	22	53	10	11	27	*111*
Accountancy							
UK	2	34	37	9	18	36	*623*
Overseas	1	21	47	17	14	22	*87*
Biology							
UK	7	46	38	6	4	53	*1,321*
Overseas	9	43	35	9	4	52	*23*
Physics							
UK	17	31	30	16	6	48	*2,418*
Overseas	19	25	30	14	11	44	*63*
Mechanical engineering							
UK	11	29	39	14	8	40	*1,338*
Overseas	17	27	22	16	18	44	*285*
Electrical engineering							
UK	19	31	30	12	8	50	*309*
Overseas	17	28	31	13	11	45	*54*
Electronic engineering							
UK	12	30	34	15	9	42	*1,050*
Overseas	12	24	38	14	12	36	*162*
Other combined engineering							
UK	14	31	32	12	12	45	*1,212*
Overseas	12	27	36	12	13	39	*222*
Economics							
UK	4	41	45	6	4	45	*1,882*
Overseas	6	33	44	14	3	39	*279*

Notes: The subjects shown were broadly selected on the basis of having more than 20 overseas graduates. Combined subjects were generally excluded as were all of medicine and dentistry. The subjects above the horizontal line (down to accountancy) were those where the percentage of UK graduates with a first or upper second was at least 8 points higher than the overseas percentage. The unweighted averages refer to the 22 subjects in the table. The weighted averages are for all subjects excluding Group 1 (Medicine and dentistry) where the greater majority of graduates conventionally receive a pass, ordinary or unclassified degree.
Lower-second includes undivided second.
Source: Universities Statistical Record, First destinations survey 1986, unpublished tabluatlion.

Table 9 Degree class distribution of UK and overseas—domiciled first degree graduates, 1986, men and women (continued)

Degree subject	Degree class						*Total: base=* 100 per cent
	1	2·1	2·2	3	Other	Sum of 1+2·1	
English							
UK	8	47	40	4	1	55	*2,458*
Overseas	12	46	37	5	0	58	*59*
History							
UK	6	49	40	3	1	55	*2,774*
Overseas	7	35	43	13	2	55	*46*
Average (unweighted)							
UK	10	36	36	9	9	46	*30,723*
Overseas	9	26	37	16	12	35	*2,967*
Average (weighted)							
UK	8	38	38	7	8	46	*61,110*
Overseas	8	26	39	15	12	34	*4,246*

Data and presentation of results

The first destinations survey

The first destinations survey is conducted annually by the graduate careers advisory service at each university, polytechnic and almost all colleges of higher education. The survey gathers results by a simple postal questionnaire to all new graduates and this is supplemented for non-respondents by information from course tutors, parents, friends etc. The overall response is around 90 per cent for university graduates and 80 per cent for polytechnics and colleges. New graduates are asked for their first firm destination after graduation. These destinations are classified as:

- employment, whether in the UK or overseas and whether short-term, that is, where the graduate expects it to last for less than 3 months;
- unemployment;
- further academic study, teacher training and other training;
- not available for employment;
- overseas graduates returning home (overseas graduates staying in the UK are included in the corresponding categories listed above).

Graduates who report that they are employed (including short-term) in the UK are also asked for their type of work (occupation) and sector of employment. Graduates who reply that they are initially unemployed or in short-term employment receive one or more follow-up questionnaires and they are only recorded as unemployed if that is the latest known destination for them by the end of the calendar year in which they graduate.

The separate results from each institution are compiled into national totals for the three types of institution. (The university figures are compiled by the Universities Statistical Record; the polytechnic and college figures are processed by the Department of Education and Science). These are then published in separate volumes, which give results by sex and degree subject and, for the polytechnics, whether full-time or sandwich graduate. These results are just a part of the available information and this article is the first time that detailed results for degree class have been published.

Presentation of results

The first destinations survey distinguishes 11 separate degree classes. Five of these: first; upper second; undivided second; lower second; and third are the main categories used in the article. The undivided second is a feature of certain subjects at some universities and the minority of graduates here have been combined with the lower seconds. The other classes are: fourth (very rare and offered only at Oxford), unclassified honours, *aegrotat* (given where illness or unavoidable absence has prevented the graduate from completing their final exams), pass, ordinary, general and enhanced (awarded to just 15 engineering graduates and gives the equivalent of a Masters as a first degree). The ordinary and general degrees are particularly associated with Scottish universities, but not exclusively so. There has been no attempt to separate Scottish graduates from others in these categories.

In a few subjects most graduates conventionally receive an unclassified, pass or ordinary first degree. Medicine and dentistry are the main examples, but some architecture courses also do this and there is an ordinary teaching degree. The distinctive nature of medicine and dentistry means that it is wise to omit graduates in these subjects from any analysis of the aggregate distribution of degree classes.

The university subject classification has changed to a new system of 112 subjects in 16 groups. The year 1986 was the first time this has been used for the first destinations survey. The listing of the subjects in the tables reflects their order in the classification unless the notes to a table specify otherwise. The subject groups in *tables 4* and *5*are *ad hoc* combinations from the full classification designed to reflect similarity of both academic content and first destination patterns.

The statistics in this article were kindly provided by the Universities Statistical Record, PO Box 130, Cheltenham, Gloucester.

Special Feature

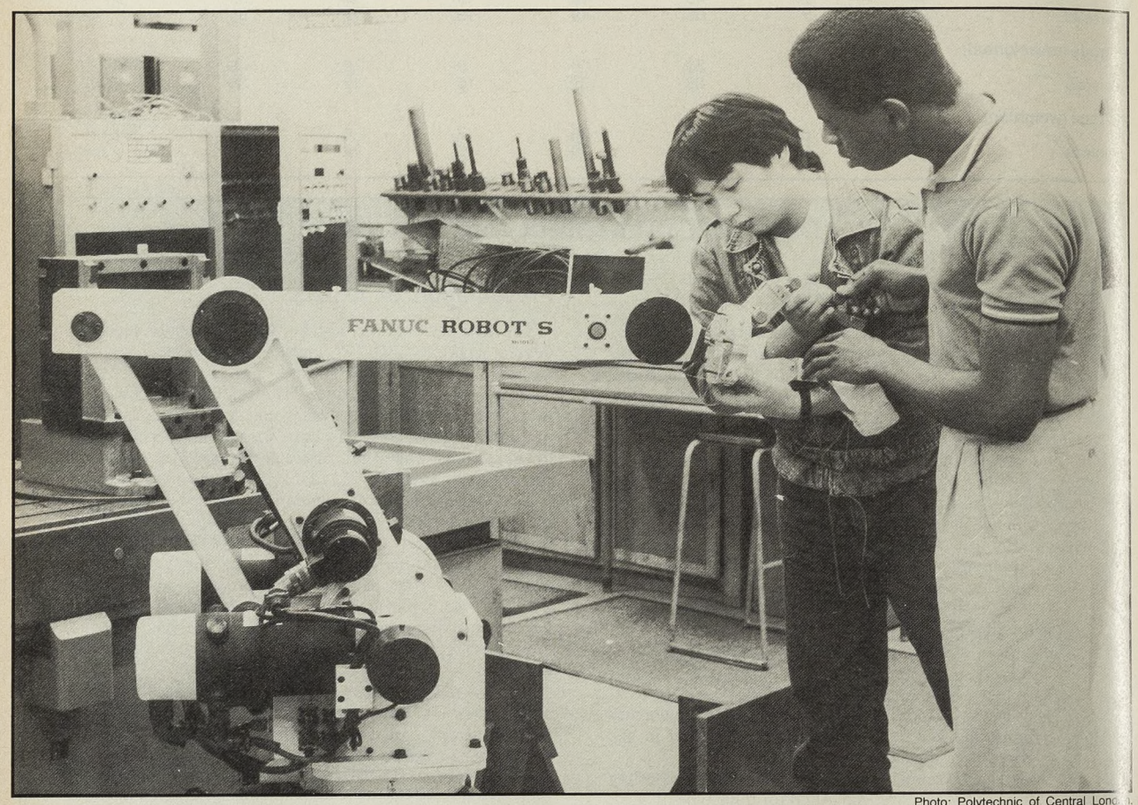


Photo: Polytechnic of Central Lond

Computers and safety

by David Ashton and Ron Bell
Health and Safety Executive

Increased automation can offer industry reduced costs as well as improved quality, efficiency and profitability but it also carries certain risks—not least the safety of the people who work with or near the new technology. This article describes the Health and Safety Executive's guidelines and shows how they may lead to designers, engineers and others developing still better and safer technology in the future.

Robots, automatic processing plants and numerically controlled machines are now familiar sights in modern industry, and new applications are constantly being found. The increasing level of automation is likely to lead to far safer working environments in many traditionally dangerous industries—not least because of the minute attention that has to be paid to every detail of the processes involved.

But the sophistication and unfamiliarity of the new technology can conceal hazards. To combat these, there has to be a determination to maintain high levels of safety at every stage of design, installation and operation. Otherwise, not only could there be injuries but the rate of advance—the very thing the equipment was designed to promote—could be seriously set back.

Programmable electronic systems

Computer-based systems, generically referred to as 'programmable electronic systems' (PESs), have been used for safety purposes in specialised fields for some years. This is particularly true in the defence and aviation fields. Now the technology has spread to a whole range of other industries and is becoming increasingly important to their competitiveness.

PESs present industry with an opportunity and a challenge. The opportunity is to automate repetitive, dangerous and dirty processes; the challenge is to do so without introducing new dangers, some of them lurking within the computer programs controlling the new plant and machinery.

When manufacturing plant is automated, risks during production are probably reduced. Operators no longer have to stand close, feeding and adjusting their machines. They can be safely removed, perhaps to operating stations on the outer side of secure barriers.

On the other hand, maintenance engineers might be exposed to quite significant risks—for example, from unexpected machine movements caused by control system failure. Trustworthy isolation procedures are therefore essential and all who work with the new plant must be properly protected.

In the process industries, more sophisticated, computerised monitoring might well reduce the likelihood of dangerous failures. Unfortunately faults could be hidden deep within the computer and might be virtually impossible to detect without immense effort. So it is all the more important that there should be high levels of technical skill at the specification and design stages, particularly for software that is crucial to safety.

The Health and Safety Executive (HSE) is very keenly scrutinising the care which industry shows in designing and operating automated plant; and it will not accept anything less than thoroughly worked out procedures in highly competent hands.

Because of the complexity of both hardware and software, it is often difficult to determine the precise level of safety that has been achieved. This can be much harder to ascertain than it is with conventional industrial equipment. Also, the complexity means that the ways in which PESs can fail are seemingly infinite. Some of these failures may lead to dangerous situations. For example, during the programming of a robot, when a person may be in close proximity to the robot, unless adequate precautions are taken, a malfunction of the robot control system may lead to a dangerous movement.

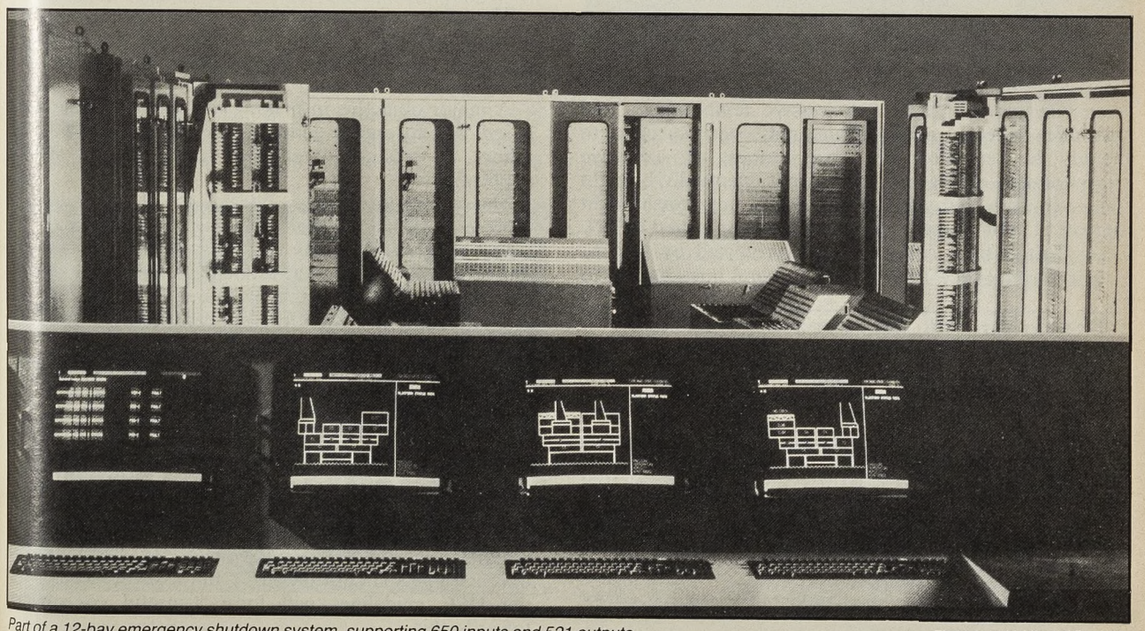
For both these reasons, many people have been hesitant to use the new technology in safety related areas. However, it is well worth solving the problems because the potential safety benefits of PESs are enormous. For example, the ability to monitor complex functions and shut a plant or machine down or provide warnings of impending problems is, in many cases, only realisable using PES technology.

So far, the safety record of PESs used for safety purposes has been mainly good but there is a clear need for such systems to be designed and assessed within an agreed safety framework—all the more so with the rapid rate at which the technology is developing and the increasing uses to which it is being put.

There is always the danger that the framework could be too rigid and so have a constraining effect on future designs. On the other hand, a well developed framework has the potential to stimulate the exploitation of new technology and greatly enhance the range of equipment available in safety related areas.

Guidelines

During the 1980s the HSE has investigated several accidents involving computer-controlled plant and has inspected many installations. In 1981 it issued the booklet

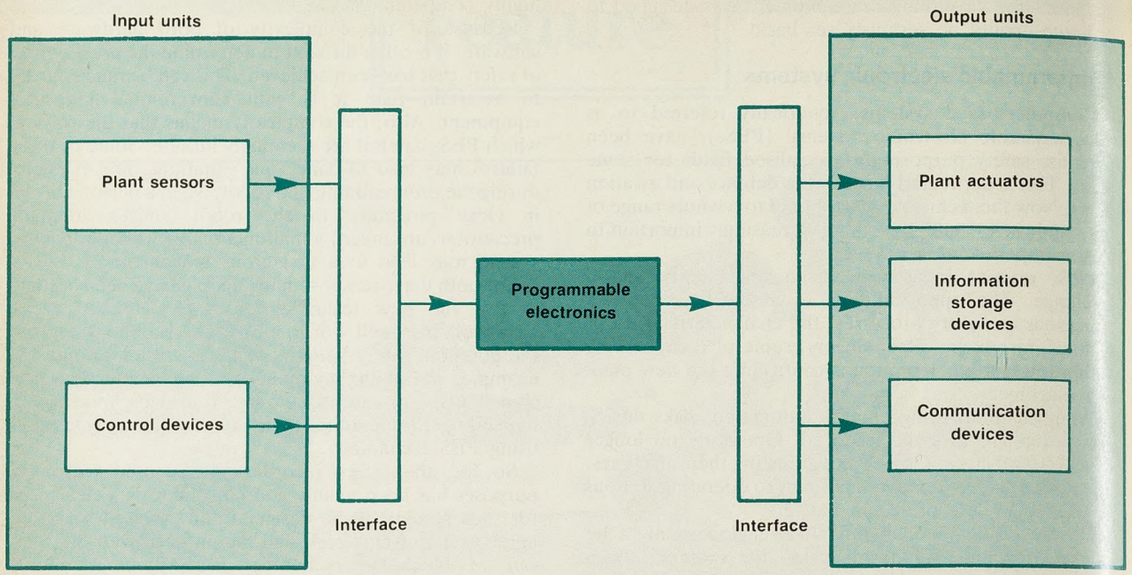


Part of a 12-bay emergency shutdown system, supporting 650 inputs and 521 outputs.

Photo: Industrial Control Services.

Figure 1 The structure of a programmable electronic system (PES)

Whatever their size and role in a particular installation, PESs all have the same basic structure



Microprocessors in Industry[1]. This was aimed at the non-specialist and pointed up the changes that would be necessary in dealing with computer-controlled plant and machinery.

In 1984 the HSE followed up the booklet with an extensive consultation exercise involving industry, professional bodies and other interested parties. Its aim was to obtain broad agreement on guidelines for the use of PESs in safety related applications. The resulting document—*General Technical Guidelines*[2]—deals with general problems and a systematic approach to solving them, describes a method of safety assessment and gives a worked example.

The example is part of a plant for the manufacture of the explosive pentaerythritol tetranitrate (PETN). The reaction this involves is exothermic (if not properly controlled, it may lead to excessive temperatures and pressures being generated) and must be controlled to avoid the emission of toxic fumes at excessive temperatures. If the condition is not eventually brought under control, there would be a risk of fire, which might spread to parts of the building containing finished PETN. The plant is both controlled and protected by a PES.

For the non-specialist and as a general introduction to the *General Technical Guidelines*, further simplified guidance has been published under the title *An Introductory Guide*[3].

These two documents are the first two of a series entitled *Programmable Electronic Systems in Safety Related Applications*. They have taken a long time to produce, mainly because a key factor has been the need to gain agreement from all interested parties.

The purpose of the guidelines is to provide advice for those who manufacture, design, supply, select, apply, program and use PESs in applications which affect safety and not to inhibit innovation.

They are recommendations, a first attempt to set out the general principles, and have been deliberately framed to cater for the very wide range of uses to which PESs are likely to be put.

A major objective in making the guidance generically based was to enable industry, professional bodies and others to produce their own guidance for specific applications.

The principles which underlie the HSE guidelines represent one strategy for achieving an adequate level of safety integrity for safety related systems. It is accepted that there may be alternative means of achieving this but the HSE believes that the one it has put forward represents a sound, practical foundation on which to base future designs, with considerable scope for innovation.

It is important to note that, in developing these guidelines, the HSE has kept in close contact with the UK's European neighbours. For example, a project that was run under the auspices of the European Commission[4]—in which the HSE was the project co-ordinator—allowed considerable cross-fertilisation of ideas and influenced not only the HSE guidelines but also the recently published Nordic guidelines[5].

Work is currently under way on the development of an international standard for PESs and it seems certain that the HSE guidelines will form a useful contribution towards this.

[1] *Microprocessors in industry. Safety implications of the uses of programmable systems in factories*, 1981, HSE Occasional Paper series: OP2. Available from HMSO. ISBN 0 11 883429 0.

[2] *Programmable electronic systems in safety related aplications: General technical guidelines*, £12.50. Available from HMSO. ISBN 0 11 883906 3.

[3] *Programmable electronic systems in safety related applications: An introductory guide*, £3.50. Available from HMSO. ISBN 0 11 883913 6.

[4] European project entitled "Assessment, architecture and performance of industrial programmable electronic systems with particular reference to robotic safety" reported in the proceedings of the Programmable Electronic Systems Safety Symposium held in Guernsey, 1986, and published as *Safety and Reliability of Programmable Electronic Systems*, edited by B K Daniels, published by Elsevier Applied Science Publishers. ISBN 1 85166 017 8.
"European Collaborative Project on the Assessment of Programmable Electronic Systems" by O Anderson, R Bell, K Meffert and J P Vautrin in *Journal of Occupational Accidents, 9*, 1987, pp 123–135.

[5] *Personal safety in microprocessor control systems (A Summary)*, 1987, available from Nordisk Ministerrad, Store Strandstraede 18, DK-1255 Copenhagen, Denmark.

How does a PES work? *(figure 1)*

The programmable electronics communicate with the rest of the installation through various input and output units. The input units include plant sensors and control devices.

Plant sensors send electrically coded signals to the programmable electronics about plant operating conditions, such as the temperature of molten metal or the orientation of a component being processed in a machine.

Control devices enable operators to relay instructions directly to the programmable electronics—for example, telling a machine to stop doing one job and start on another.

After the programmable electronics have analysed the data they have received, they send on information to the output units; these include plant actuators, information storage devices and communication devices.

It is the actuators which receive the instructions for the next stage of an operation. For instance, steps could be taken to stop heating a molten metal because it is already at a high enough temperature, or to move a component because it is not at the right angle for an assembly process.

The storage devices are there to receive information which may be wanted later on, when it can be retrieved. And communication devices, such as monitor screens and printers, enable the programmable electronics to send messages to the operators, telling them exactly what is happening inside the plant or machinery.

Random hardware failures

The hardware of a PES consists of large numbers of limited electronic and mechanical components. Each component will wear out or break down after a different length of time, depending on how well it was originally manufactured, how much it has been used and so on. Hardware failures are therefore random and it is impossible to predict exactly when a system will break down because of the failure of any one of its components.

One very effective precaution against such random hardware failures is to employ 'redundancy'. This means providing a second (or more) back-up component or system. If one of them breaks down, the other will continue working. Because failures occur randomly, it is unlikely that both components or systems will break down at the same time.

By observing equipment in operation over a period of time, it is possible to collect data about how often it breaks down. This information can be used to estimate how long a component is likely to last before it stops working properly.

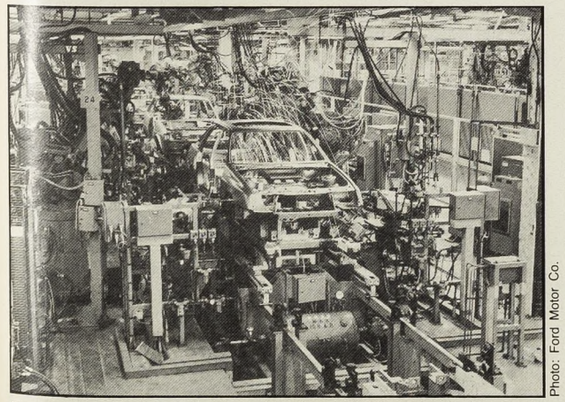


Photo: Ford Motor Co.

The Ford Sierra final welding line at Dagenham. The manufacture of the Sierra involves 120 robots.

Systematic failures

'Systematic failures' are due to mistakes made in the specification, design, construction or operation of a system. They will cause the system to fail every time a particular set of conditions occurs.

Because it is not feasible to test systems under every possible combination of operating conditions, faults may remain hidden until a particular set of circumstances arises and the system breaks down. Such a failure will clearly cause operational problems but it might well put people at risk too.

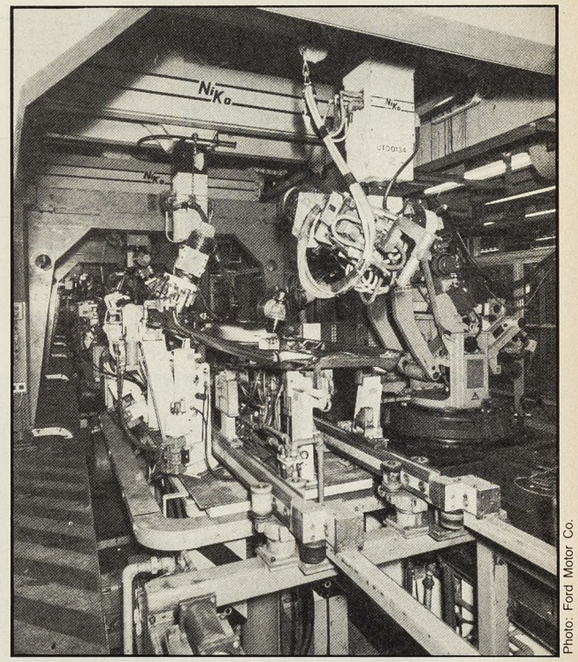


Photo: Ford Motor Co.

Part of Ford's bodyside assembly complex at Dagenham, which utilises a total of 54 robots, mainly for spot welding.

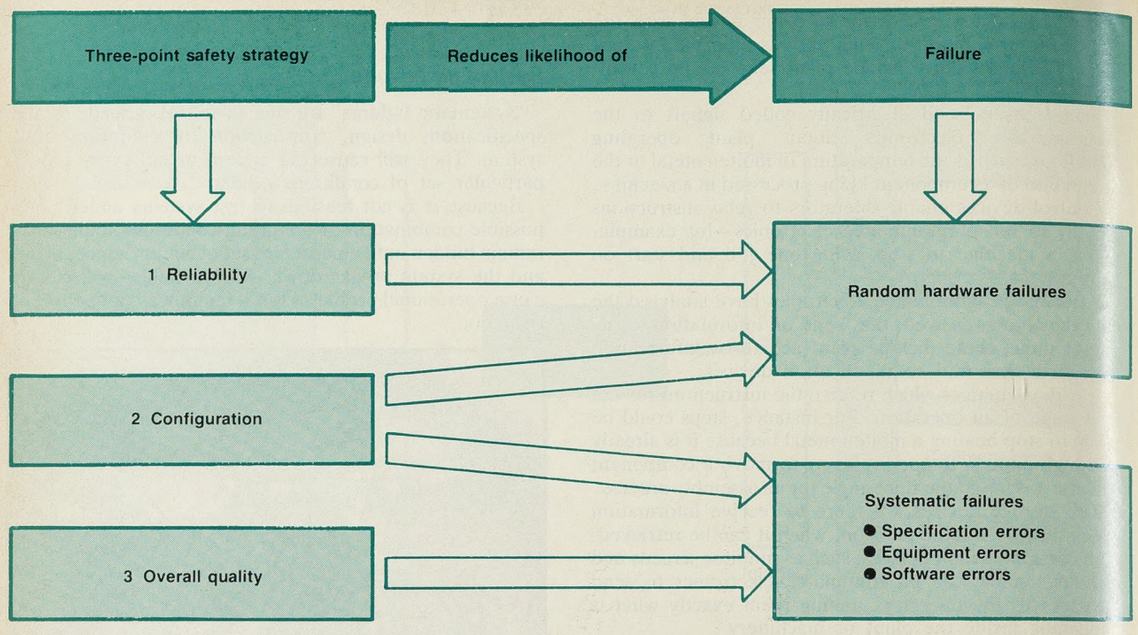
There are three important types of errors that can lead to systematic failures:

- Specification errors include mistakes and omissions made when the tasks to be performed by the PES were originally planned.
- Equipment errors may occur at any stage in the design, manufacture, installation or operation of the equipment.
- Software errors may arise in several ways. For example, they may remain undetected from the stage at which the initial programming was done, or they may have been introduced later when the software was intentionally modified

Because systematic failures are caused by concealed and unsuspected faults, it is impossible to predict how often they will lead to a breakdown; and, unlike random hardware failures, a redundancy method may not be effective—because both the working and the back-up systems could be faulty in the same way.

In these circumstances—when, under the same operating conditions, both systems would break down—the failure is known as a 'common cause failure'.

Figure 2 The three-point safety strategy



Three-point safety strategy

The safety strategy underlying the recommendations made in the HSE guidelines focuses on three fundamental aspects of the design and installation: its reliability, its configuration and its overall quality. These three are termed 'system elements' and have specific meanings in this particular context.

Reliability is a term that refers only to failures of hardware and covers those failures which could lead to danger. Improving the reliability means protecting the system against the consequences of random hardware failures.

The configuration is the way in which programmable electronics are arranged within a PES. This term also covers the arrangement of PES and non-PES safety related systems. Altering the configuration can reduce the risk both of random hardware failure and also of systematic failure.

The overall quality of a system means the precautions taken to guard against systematic failures. Improving the overall quality involves careful thought and planning at every stage of the specification, design, installation, operation and maintenance of an installation.

The roles of reliability, configuration and overall quality in tackling random hardware and systematic failures are summarised in *figure 2*.

Designing for safety

When a new installation is being designed, or the safety of an existing one is being assessed, it is essential to follow five logical and systematic steps to make sure that adequate safety precautions have been taken. Effective design and assessment procedures are needed whether the installation is a single machine, a complex set of equipment, or an entire processing plant or factory. The five steps are:

Step one: Hazard analysis: What are the likely sources of danger?

Step two: Identification of the safety related systems: On which systems does the safety of the installation depen

Step three: Determination of the required safety lev What level of safety is necessary in the circumstance

Step four: Design of the safety related systems: How c these systems be designed to meet the required safe level?

Step five: Safety analysis: Does the installation meet t safety requirements?

These five steps are fundamental to any systema approach to applications using PESs.

Future developments: general

Guidelines development will need to take place on bo a 'generic' and 'application-specific' level. Howeve generic guidelines must be given high priority because the importance of ensuring that future guidelines develo ment is based upon a rational framework with commo underlying principles.

The HSE proposes to follow the two current guidanc documents (see p 416) with a number of publication which will further develop the guidance:

- An information handbook on hardware reliabilit data sources.
- Guidance on the design and assessment o emergency shutdown systems for the proces industries, with particular reference to PES-base systems.
- Development of hardware reliability criteria—particularly that relating to the qualitative examination of safety related systems. This is to be developed as an adjunct to the 'reliability' system element.
- Guidance relating to the 'overall quality' system element. A high priority in this guidance will be given to the quality assurance aspects of PES-based safety systems.
- An overview of electrical interference—particularly as it affects PES-based safety related systems.
- Guidance on the testing and commissioning of PES-based systems.

The development of the guidance contained in these publications will take place after discussion and consultation and in some cases (particularly for application-specific guidance) in close collaboration with industry. The HSE hopes to act as a catalyst to enable industry to develop its own application-specific guidance based on the HSE's guidelines. It feels that it is essential that guidance should be available for both non-technical and specialist staff in industry, and this need will also be addressed.

Further guidance is required too in respect of software use for safety related PESs. This is a very important area and a Safety Related Software Study is now in progress The study should enable the HSE to direct its resources in priority areas in the most effective manner. The study will cover the next five years and the HSE proposes to publish it once it has been completed.

In the context of industrial robots, which rely on programmable electronic controllers, the HSE has just published guidance entitled *Industrial Robot Safety*[1]. This document is principally concerned with safeguarding fixed industrial robots.

Future development: standards

The HSE believes it is important to ensure that guidelines development takes account of the work going on within standards organisations at both national and international levels, and that guidelines developed nationally are progressed internationally. A major objective must be the achievement of international standardisation, particularly within Europe. The most relevant international standards organisation in this context is the International Electrotechnical Commission (IEC).

Within the IEC, work is progressing on a number of topics which will have to be closely co-ordinated in order to minimise overlaps and ensure that future guidelines in this area adopt the same underlying principles:

- Functional safety of PESs: generic aspects (IEC/SC65A/WG10).
- Safety related software (IEC/SC65A/WG9).
- Evaluation of system properties (IEC/SC65A/WG8).
- User guidelines for programmable controllers (IEC/SC65A/WG6).
- Electrical equipment of industrial machines (IEC/TC44).
- Electrical interference (IEC/TC65/WG4).

The HSE guidelines recommend that safety standards at new plants should be set with reference at least to the accepted standard at similar conventional installations. This is clearly sensible advice but it should be noted that—in weighing cost against risk—a higher standard might be required if the new technology makes it achievable without unreasonable cost.

Quite apart from what the law requires, it would be a great shame to miss the opportunity the new technology offers to improve standards in safety engineering. ■

[1] HS Guidance booklet: HSG 43 *Industrial Robot Safety*, £9.50. Available from HM . ISBN 0 11 883999 3.

Questions in QA Parliament

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.

Department of Employment Ministers

Secretary of State: **Norman Fowler**
Minister of State: **John Cope**
Parliamentary Under-Secretaries of State:
John Lee and Patrick Nicholls

Cash limits

Geoffrey Dickens (Littleborough and Saddleworth) asked the Secretary of State for Employment whether any changes will be made to his Department's cash limits or running costs limits for 1988–89.

Norman Fowler: Subject to Parliamentary approval of the necessary Revised and Summer Supplementary Estimates, the following changes will be made:

The cash limit on Class VII, Vote 1 (Employment Programmes) will be reduced by £327,452,000 from £1,621,069,000 to £1,293,617,000. The reduction reflects the transfer of provision to Class VII, Vote 5 (Manpower Services Commission).

The cash limit on Class VII, Vote 2 (Department of Employment: administration) will be reduced by £702,000 from £263,872,000 to £263,170,000. This is the net effect of the reduction of administrative costs paid to the Manpower Services Commission in respect of the Community Programme and further adjustment of the provisional split of capital and running costs between Department of Employment (DE) and the Manpower Services Commission (MSC) agreed at the time of the 1988–89 Main Supply Estimates in respect of certain employment and enterprise functions transferred from MSC to DE on October 26, 1987.

The cash limit on Class VII, Vote 5 (MSC) will be increased by £281,927,000 from £1,656,251,000 to £1,938,178,000 in order to introduce the Employment Training programme that I announced on February 16, 1988 (Official Report col 825). The increase is the net effect of transfers from Class VII, Votes 1 and 2 offset by appropriations in aid totalling £46,227,000 from the Industry Department of Scotland (Class XVI, Vote 4) and the Welsh Office (Class XVII, Vote 4) towards expenditure on Employment Training.

The cash limit for Class XVI, Vote 4 (MSC Scotland) will be increased by £23,719,000 from £186,363,000 to £210,082,000 to meet the proportion of the MSC increases described above which can be specifically identified as applicable to Scotland.

The cash limit for Class XVII, Vote 4 (MSC Wales) will be increased by £22,508,000 from £120,213,000 to £142,721,000 to meet the proportion of the MSC increases described above which can be specifically identified as applicable to Wales.

Finally, there is a token £1,000 cash limit on the new Vote for the sale of Professional and Executive Recruitment (PER), Class VII, Vote 6.

Consequently the cash limits total for the Department of Employment Group as a whole is reduced by £46,226,000 from £3,654,953,000 to £3,608,727,000.

The Department of Employment's running costs limit will be increased by £6,000 from £611,290,000 to £611,296,000. This is the net effect of the transfer back to DE from the MSC of £1,397,000 running costs in respect of the transfer of certain employment and enterprise functions in October 1987 and the reclassification of PER seconded staff salaries out of running costs.

The transfer of running costs to DE has resulted in the MSC's running costs limit being reduced by £1,397,000 from £225,055,000 to £223,658,000.

Consequently the running costs total for the Department of Employment Group as a whole is reduced by £1,391,000 from £945,916,000 to £944,525,000.

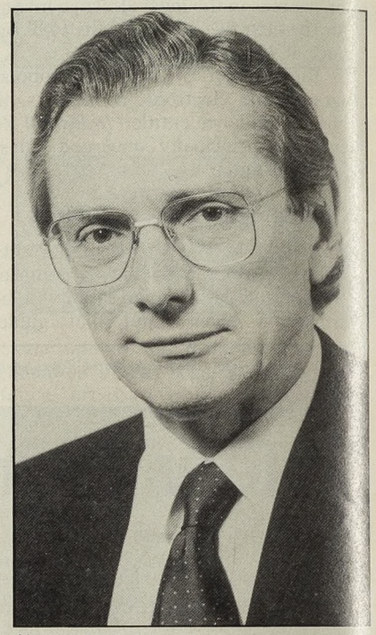
(May 24)

Remploy

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what is the average cost to the Government of each Remploy worker who benefits from the subsidy.

John Lee: In 1987–88 the average cost to the Government of subsidising each severely disabled worker employed by Remploy, excluding loans to the Company in respect of capital expenditure, was £5,529.

(June 1[illegible])



Norman Fowler

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment how many people are in management jobs in Remploy; and how many of them are disabled.

John Lee: Comprehensive information is not available, but four of Remploy's 94 factory managers are severely disabled.

(June 16)

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment how many people are in supervisory jobs in Remploy and how many of them are disabled.

John Lee: Comprehensive information is not available, but 283 (42 per cent) of the 667 supervisory staff in Remploy factories are severely disabled.

(June 16)

Self-employed status

David Howell (Guildford) asked the Secretary of State for Employment what estimates he has of the number of employees who would become self-employed if employers and workers were able to agree such status, free from existing legal constraints.

John Cope: Employers and employees are, in general, free to agree whatever contractual arrangements they wish. For tax and national insurance purposes, self-employed status applies only to those people who are genuinely taking the business risks associated with self-employment. We can make no estimate of the numbers who might be affected by a change in these arrangements.

(May 20)

YT[illegible]

Barry Field (Isle of Wight) asked the Secretary of State for Employment how many young people went into employment, full-time education or further training on leaving Youth Training Schemes.

John Cope: The latest results from the 100 per cent follow-up survey of YTS leavers in the period April 1986 to November 1987 show that three months after leaving YTS 191,686 (59 per cent) young people were in a job, 35,982 (12 per cent) were on another YTS scheme and 11,883 (4 per cent) were on a full-time course.

(June 9)

Age discrimination

James Cran (Beverley) asked the Secretary of State for Employment what guidance is given to jobcentres to discourage age discrimination by employers; what evidence there is that employers abide by requests not to indulge in such discrimination; and what plans he has to ensure that employees are employed on the basis of ability rather than date of birth.

John Lee: Jobcentre staff are instructed to encourage employers, where appropriate, to remove or broaden age limits attached to notified vacancies. If an employer insists on an age limit the vacancy will be accepted but jobcentre staff may subsequently approach the employer on behalf of an otherwise eminently suitable jobseeker who is outside the stated limits.

Information is not available on the number of employers who accede to these requests.

The Government will continue to point out to employers that it is not in their interests to impose unnecessary age restrictions when recruiting staff.

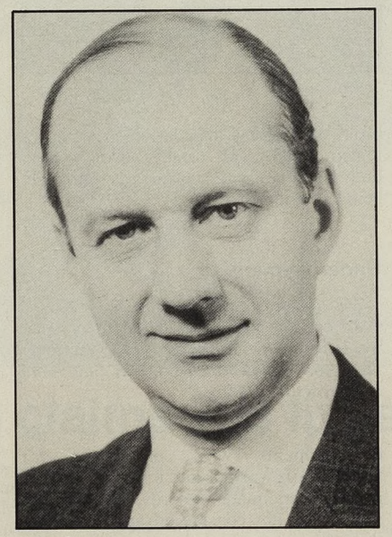
(June 8)

Mines and Quarries Act

Eric Illsley (Barnsley Central) asked the Secretary of State for Employment when he intends to bring legislation before Parliament to replace the Mines and Quarries Act 1954.

Patrick Nicholls: The intention is to replace the Mines and Quarries Act 1954 with some 15 sets of regulations accompanied by codes of practice. The Health and Safety Commission is considering the first such set on Safety of Mines Exits, and will shortly have before it proposals on Quarries (Explosives), with a view to submission to the Secretary of State for laying before Parliament. Further sets of regulations will follow. It is expected that the programme will be completed in the early 1990s.

(May 27)



John Cope

Sheltered workshop wages

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what is: (a) the national average wage, and (b) that paid in local authority sheltered workshops.

John Lee: The average gross weekly earnings (excluding bonuses, overtime and shift premiums) taken from the *New Earnings Survey* April 1987 for full-time adult employees whose pay was not affected by absences was £170.70. In April 1987 the average weekly rate of pay in most local authority sheltered workshops was estimated to be £95.10; the current average weekly rate of pay in these workshops is estimated to be £102.28.

(June 16)

Eric Illsley (Barnsley Central) asked the Secretary of State for Employment whether there are any agents of YTS who have not acquired approved training status still operating to agents of that scheme; and if he will make a statement.

John Cope: Only 136 (4 per cent) of all agents contracted to deliver YTS by the Training Commission have yet to acquire Approved Training Organisation (ATO) status. All these organisations have recently contracted with the Training Commission to delivery YTS training and their training arrangements are being monitored against the ten ATO criteria prior to a decision on their status.

(June 16)

Enterprise Allowance Scheme

Robert Hayward (Kingswood) asked the Secretary of State for Employment if he will make a statement on the recent value for money scrutiny of the Enterprise Allowance Scheme.

John Cope: The Efficiency Unit conducted a scrutiny of the Enterprise Allowance Scheme in 1987 as part of its continuing programme of work. I have now considered the report prepared by the Scrutiny team. The Scrutiny found the scheme offered good value for money, and no major changes to the operation or rules of the scheme are planned. The report makes recommendations for improving the efficiency of the administration of the scheme, and for improving the success and growth of the businesses established through it.

My Department has drawn up an action plan in response to the report and we will be introducing a number of pilot projects to implement the team's recommendations. These involve requiring every applicant to complete a simple business plan as a condition of entry to the scheme and reducing the number of monitoring visits made by officials.

We also intend to take steps to make more and better training available to those applying for the scheme. I have arranged for copies of the Scrutiny report and my Department's commentary to be placed in the Library.

(June 10)

Job Training Scheme

Gordon Brown (Dunfermline East) asked the Secretary of State for Employment, if he will publish a table showing: (A) the latest figures of the number of people claiming the old Job Training Scheme allowance; (b) how many of these had dependant children, and (c) how many were lone parents, breaking each category down by the sex of the adult.

Patrick Nicholls: The number of people currently receiving the old JTS allowance is approximately 7,000.

As separate allowances are not paid for child dependants, no records are kept of the numbers of trainees with dependant children or of the number who have the status of lone parents.

(June 14)

Radiation

Harry Cohen (Leyton) asked the Secretary of State for Employment what proposals the Government is considering to reduce the annual radiation dose to workers; when a decision is expected to be announced; and if he will make a statement.

Patrick Nicholls: As announced on November 18, 1987, the Health and Safety Commission has set up a Working Group on Ionising Radiations. As part of its remit the Working Group is considering the whole question of radiation control measures in the light of guidance given by the National Radiological Protection Board. The Working Group hopes to be able to advise the Commission on this matter later this year. I am content to await any subsequent recommendations.

Meanwhile, Health and Safety Executive inspectors are paying particular attention to the requirement in the Ionising Radiations Regulations 1985 that doses should be kept as low as reasonably practicable (ALARP) and not merely below the dose limits.

(May 13)

Flammable gases and liquids

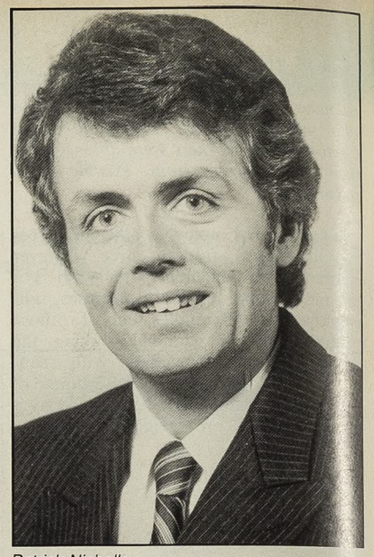
John Bowis (Battersea) asked the Secretary of State for Employment if the Health and Safety Commission has yet considered the proposals by the Advisory Committee on Dangerous Substances, for future controls over flammable gases and liquids, and if he will make a statement.

Patrick Nicholls: Having received the advice of its Advisory Committee on Dangerous Substances, the Health and Safety Commission has decided to drop its proposed regulations on flammable gases and liquids in favour of an alternative approach, based on a series of practical initiatives aimed at specific hazards or risks. Emphasis will now be placed on updating or extending standards and guidance in close co-operation with industry on a number of issues, chiefly the keeping and use of liquefied petroleum gas (LPG) in residential premises, controls for flammable liquids and the construction and operation of petrol filling stations. It is also intended to propose adjustments to the *Gas Safety (Installation and Use) Regulations 1984*, so that they cover all installations where LPG is supplied through fixed pipes.

The Advisory Committee noted that the Health and Safety Commission had already taken steps to meet concerns about standards of gas installation with two initiatives. The Commission have published an Approved Code of Practice, which comes into operation in August, concerning standards of training in safe gas installation. In consultation with the Council of the Confederation for the Registration of Gas Installers, they are developing proposals for an independent, broadly based representative body to promote safe gas installation. Mandatory registration of gas installers with such a body is among the proposals currently being considered.

(May 13)

John Lee



Patrick Nicholls

Underpayment

Maria Fyfe (Glasgow, Maryhill) asked the Secretary of State for Employment what were the main reasons for not prosecuting the 4,443 establishments which underpaid employees in 1987.

Patrick Nicholls: Four of the establishments were prosecuted for underpaying workers and four for failing to produce adequate records. Prosecution action was not considered appropriate in the other cases mainly because it is not the practice of the Wages Inspectorate to prosecute employers unless the offence is deliberate or repeated and the evidence considered adequate. The willingness of workers to give evidence in court if required is also a factor in deciding whether or not prosecution action is appropriate. In most cases underpayment is immediately put right and the Inspectorate will take this into account when considering whether prosecution will serve any useful purpose.

(May 27)

ILO Convention 45

David Tredinnick (Bosworth) asked the Secretary of State for Employment whether the Government has reached any decision with regard to the current opportunity to denounce International Labour Organisation (ILO) Convention 45 as mentioned in his Department's recent consultative document.

Patrick Nicholls: The Government is considering carefully the many responses to the consultative document on Restrictions on Employment of Young People and the removal of Sex Discrimination from Legislation, including those of the CBI and TUC.

A clear majority of the respondents favoured changes to many aspects of the legislation. In order to clear the way for possible changes to the statutory restrictions on women in mining which could not take place within the constraints of the Convention, the Government proposes to denounce ILO Convention 45. Denunciation will take effect 12 months after the date on which it is registered with the ILO.

(May 2[illegible])

Benefits

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what is the benefit position of adult claimants who leave the proposed new Employment Training scheme for adults before the end of their agreed training programme, in relation to their previous level of benefit; and in what circumstances an adult claimant will face benefit penalties for either refusing to join, or leaving a place early, in the proposed Employment Training scheme.

Patrick Nicholls: People who leave Employment Training early will be entitled to claim unemployment benefit or income support, provided that they meet the statutory conditions for entitlement to these benefits. The level of benefit of those who have previously received these benefits may alter if their circumstances have changed while on the programme. Refusal of a place on Employment Training or leaving the programme early will not in themselves be grounds for refusal of benefit.

(May 11)

Topics

143 people were killed by falling materials and objects. Photo: Crown copyright.

Construction claims 739 lives

Of the 739 deaths caused by construction work between 1981 and 1985, 517 lives could have been saved by simple preventative measures, according to a Health and Safety Executive (HSE) report.

Blackspot Construction, by the HSE Accident Prevention Advisory Unit (APAU), has been published to convince people that the construction industry is dangerous and that more can and should be done to reduce the risk of death and crippling injury.

The deceased were 561 employees, 120 self-employed and 47 members of the public—including 21 children. Although fewer children died than during the preceding five-year period, there was an increase in 1985.

"Precautions would have prevented the accident in 90 per cent of cases," John Rimington, director general of the HSE, said at the launch of the report. "Experience is no safeguard—experienced workers have fatal accidents as well as those who are inexperienced."

The report examines the main types of accidents and focuses on activities—such as roofwork, maintenance, transport and demolition—which account for the greatest proportion of deaths. It pinpoints essential precautions to ensure accidents do not occur.

For example, one 12-year-old boy was killed on a Sunday evening, after which the access gates to the site were found to be unlocked. And three main causes of roof edge falls are the insecurity or poor condition of roof ladders; workers having to slip down roofs because no ladders are provided; and lack of edge protection.

Mr Rimington pointed out that it was mainly the smaller firms which did not take precautions: "Not all firms are shoddy. Some have an excellent record. These are the most popular firms. Elsewhere, bad habits, sloppy practices and poor management and organisation seem to be endemic. But the precautions are not particularly expensive."

Unions involved in the industry claim the number of deaths and injuries—reported major injuries increased by some 30 per cent during the period—had risen because of the proliferation of small companies and 'lump' labour on site.

Most of the deaths were caused by falls—383—with 143 people killed by falling materials or objects, and 137 deaths were related to vehicles and mobile plant.

Mr Rimington said: "This book . . . is one of the most salutary and terrifying documents I have ever read. It provides lessons from which everybody in the industry, and for that matter the public who stray onto construction sites, can learn. But the people who should read it first are those who have charge of others and all too often send them to their deaths." □

Blackspot Construction is available from HMSO or booksellers. Price £4. ISBN 0 11 883992 6.

Secretaries in hi-tech jobs struggle

Secretaries at the Science Policy Research Unit of Sussex University had spent years typing reports about the implications of technology for other people's jobs—but when word processors were introduced to their office, they were worried about what might happen to their own jobs.

Participation In Practice: A Case Study Of The Introduction Of New Technology by secretary Charlotte Huggett gives a blow-by-blow account of the struggle to introduce word processors and shows how difficult it is for workers to participate effectively in decisions about new technology.

The organisation—which normally researches the behaviour of others—bowed to pressure from secretaries to give them a voice in new technology decision-making—in selection of the word-processing equipment and on training for its use.

However, in the early stages of word-processor introduction, the secretaries were ignorant of the technology, and patronised by men who seemed to think they were getting into a panic about things they did not understand.

The report indicates the complexity of the issues which surround technical change, and illustrates how easy it is to fail to deal well with 'people' issues, even in an organisation which is aware of them and where prevailing attitudes may be relatively enlightened. □

Participation In Practice: A Case Study Of The Introduction Of New Technology is available from EITB Publications, PO Box 25, Stockport, Cheshire SK4 1PH. Price £5 including p and p. ISBN 0 85083 812 6.

Lincoln Christmas Market wins off-peak award

Lincoln Christmas Market, 'Catherine Cookson Country' and the 'Black Country Treasure Hunt' won the Operation Off-Peak Awards, presented at St Ermin's Hotel, London last month.

The awards are presented to organisations for the most outstanding development, package, programme or event which provided additional attractions in an off-peak period.

Minister for Tourism, John Lee, presented Caithness glass bowls to Lincoln City Council, the Borough of South Tyneside, and Fielder Green Associates on behalf of the Heart of England Tourist Board and the Black Country Tourism Initiative.

The awards are sponsored by the Council for Travel and Tourism in co-operation with the Association of District Councils, the British Tourist Authority, and British Airways. □

Regional labour force outlook to 1995

Estimates and projections of the labour force in Wales, Scotland and the regions of England, consistent with the figures for Great Britain published in the March 1988 edition of *Employment Gazette*, are now available and are summarised in the table below.

More detailed analyses of the regional labour force and activity rates, separately for men and women and for six age groups, can be obtained for a fee of £25 from: Department of Employment, Stats C1, Caxton House, Tothill Street, London SW1H 9NF.

They contain estimates for 1981 and 1983–87 (1987 estimates are provisional) and projections for each year 1988 to 1995.

Estimates for earlier years (1971, 1975, 1977 and 1979) remain as published in the February 1986 edition of *Employment Gazette*.

The definitions and methods of measurement are essentially as described in the February 1986 and March 1988 articles: activity rate estimates and projections are combined with population estimates and projections, from the Office of Population Censuses and Surveys and the Government Actuary's Department, to give estimates and projections of the civilian labour force each year.

For the estimates of regional activity rates, the most important source is the Labour Force Survey, for years up to and including 1987.

The projections of regional activity rates are produced by projecting "regional relativities"—the ratios of each region's age/sex specific activity rates to the corresponding Great Britain rates; they therefore embody the same assumptions as the national projections, including the stylised assumption made for the last round of projections that unemployment remains broadly stable at its December 1987 level.

In addition, estimates of the civilian labour force and activity rates for the counties of England and Wales and the regions of Scotland, consistent with the regional figures, are now available for 1986, from the same address as above and at a fee of £15. □

Regional estimates and projections of the civilian labour force — Thousands

	1981	1983	1984	1985	1986	1987	1991	1995
North	1,477	1,425	1,440	1,419	1,442	1,478	1,471	1,448
Yorkshire and Humberside	2,346	2,309	2,325	2,347	2,332	2,365	2,410	2,398
East Midlands	1,865	1,849	1,900	1,885	1,945	1,955	2,041	2,082
East Anglia	880	901	913	930	939	976	1,032	1,075
South East	8,371	8,326	8,617	8,685	8,688	8,839	9,168	9,334
or which: Greater London	3,445	3,354	3,410	3,482	3,421	3,458	3,487	3,463
South West	1,989	2.012	2,057	2,128	2,137	2,217	2,338	2,443
West Midlands	2,512	2,457	2,470	2,511	2,531	2,561	2,588	2,569
North West	3,105	3,004	3,028	3,067	3,047	3,093	3,067	3,003
Wales	1,248	1,204	1,253	1,235	1,263	1,238	1,276	1,271
Scotland	2,447	2,420	2,428	2,434	2,411	2,439	2,481	2,451
Great Britain	**26,242**	**25,907**	**26,428**	**26,639**	**26,735**	**27,161**	**27,872**	**28,073**

Catering for the future

Opportunities for unemployed people to gain jobs in the fast-growing camping, caravanning and self-catering industry—which now accounts for over 20 per cent of all domestic holiday spending—is being provided by a new training course pioneered at Evesham College of Further Education.

A report, *Training In The Self-Catering Industry*, shows how trainees are given practical experience in communications and health and safety.

The pilot course resulted from a project funded by the Department of Education and Science's REPLAN programme of educational opportunities for unemployed people and was commissioned by the Further Education Unit (FEU), the independent curriculum research and development body.

It consists of core units in communications, health and safety and practical work experience with optional modules on reception skills, maintenance and servicing.

The REPLAN preparatory scheme is part of a wider National Training Scheme also devised by Evesham College with the help of another DES training initiative, the PICKUP updating skills programme. Following validation by the Business and Technician Education Council for the management syllabuses and accreditation by City and Guilds of the operative level tests, the training programme will be introduced nationally at colleges this year.

Training For The Self-Catering Industry is available free from the Adult Training Promotions Unit, Room 2/2, Department of Education and Science, Elizabeth House, York Road, London SE1 7PH (tel 01-934 9415).

A yen for engineering

Japan produces more people qualified in engineering than the UK at both degree and sub-degree level. This is reported in a paper, *A comparison of the statistics of engineering education: Japan and the United Kingdom*, published by the Engineering Council.

The findings differ from those reported for Japan in an article "Higher education output in engineering: international comparisons" published in the December 1987 edition of *Employment Gazette*. This is mainly because they include a number of courses at sub-degree level which are not included in the UNESCO statistics on which the December article was based.

The paper by Dr J Blears and Mrs B J Bonwitt of the Engineering Professors' Research Unit provides evidence of the much larger pool of people qualified to study engineering in Japan than in the UK. This is substantially due to the fact that the majority of young people remain at school until the age of 18.

The authors also point to the high status of engineers in Japanese industry and the fact that it is common for company chairmen to be engineering graduates. □

The Blears/Bonwitt paper is available free from the Engineering Council, 10 Maltravers Street, London WC2R 3ER.

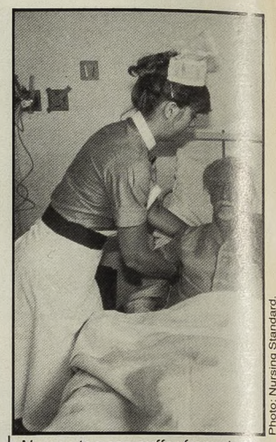


Photo: Nursing Standard.

Nurses too can suffer from stress.

Under stress

"There is more stress inside the nick than outside in the streets" claims a police constable, in a new report on stress in pulic sector jobs, *Stress In The Public Sector*.

The report—produced by the High Stress Occupations Working Party and funded by the Health Education Authority—looks at the causes and effects of stress in the police force, the nursing profession, among social workers and in teaching. The group's definition of stress was "an excess of demands on a person beyond their ability to cope."

All four professions, claims the report, were often expected to pick up the pieces of society's problems; they had to cope with vulnerable people who might themselves be under stress; they came under public and political pressure to 'get things right'; and they had all been subjected to at least one major reorganisation in the past two decades.

The effects of stress included heavy drinking or smoking, poor work, illness, boredom, apathy, insomnia, nervous or mental breakdown, divorce and suicide.

The report concludes: "Stress manifests itself in different ways, but the effects on the organisations themselves should not be underestimated. Public service employers have a duty to recognise when there are signs of stress—high absenteeism or low productivity must, after all, be costing them money." □

Stress In The Public Sector is available from the Health Education Authority, 78 New Oxford Street, London W1A 1AH.

HSE aims to reduce deaths and injuries from fairground rides

Fairground safety should be much improved this summer as a result of new guidelines issued by the Health and Safety Executive.

The technical annex to the *Code Of Safe Practice at Fairs* covers all fairground rides apart from unattended coin-operated children's rides and though it is principally aimed at designers and manufacturers, it will also be of use to suppliers, owners, ride examiners and other specialists.

Dr John Cullen, chairman of the Health and Safety Commission, said it had been produced because investigations had shown that about 30 per cent of accidents on fairground rides were due to either structural or component faults.

Dr Cullen commented that the main effect of the Code—issued in 1984—had been on ride owners and examiners, who had since achieved a great deal in raising safety standards. He said: "The annex amplifies the present Code where this is necessary on technical points and takes account of the fact that new rides are more sophisticated and technically complex and safety controls are more important." □

A Code of Safe Practice at Fairs: Technical Annex is available from HSE public inquiry points at Sheffield (tel 0742 752539), London (tel 01-221 0870) and Bootle (tel 051-951 4381). Price £3.50. ISBN 07176 0301 6.

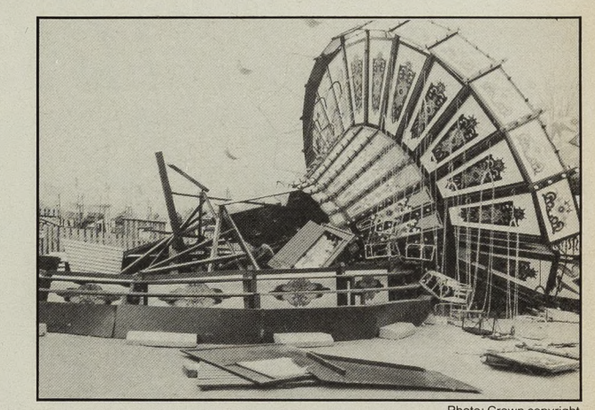


Photo: Crown copyright.

New service

A new service for businesses eager to take advantage of the current tourism boom was opened in Liverpool last month.

The Merseyside Tourism Business Advisory Service—brainchild of the Department of Employment's Small Firms Service and the Merseyside Tourist Board—was launched at Liverpool's Anglican Cathedral by Philip Carter, chairman of the Tourist Board, and Ray Phillips, Department of Employment North West regional director.

Tourism is Merseyside's fastest-growing industry with nearly 20 million people visiting the county each year. The Merseyside Tourism Business Advisory Service aims to help local businesses take advantage of the opportunities for development presented by the growth of leisure.

Staff at the Small Firms Service and the Merseyside Tourist Board will give general advice on subjects including marketing, financial or business planning and publicity.

Hotels and guest-houses, restaurants, heritage and craft centres, museums and galleries, leisure shopping and camping and caravan sites are among the businesses which are expected to benefit from the service. □

Bank holidays

Bank holiday dates, and substitute dates where weekends intervene, for 1990–2 are listed in the table. Separate listings are shown for England and Wales, Northern Ireland and Scotland.

● indicates public and bank holidays. □

Date	Name	England and Wales	Northern Ireland	Scotland
1990				
Monday, January 1	New Year's Day	●	●	●
Tuesday, January 2	New Year	—	—	●
Monday, March 19*	In lieu of St Patrick's Day	—	●	—
Friday, April 13	Good Friday	●	●	●
Monday, April 16	Easter Monday	●	●	—
Monday, May 7	May Bank Holiday	●	●	●
Monday, May 28	Spring Bank Holiday	●	●	●
Thursday, July 12*	Battle of the Boyne (Orangemen's Day)	—	●	—
Monday, August 6	Summer Bank Holiday	—	—	●
Monday, August 27	Summer Bank Holiday	●	●	—
Tuesday, December 25	Christmas Day	●	●	●
Wednesday, December 26	Boxing Day	●	●	●
1991				
Tuesday, January 1	New Year's Day	●	●	●
Wednesday, January 2	New Year	—	—	●
Monday, March 18	St Patrick's Day	—	●	—
Friday, March 29	Good Friday	●	●	●
Monday, April 1	Easter Monday	●	●	—
Monday, May 6	May Bank Holiday	●	●	●
Monday, May 27	Spring Bank Holiday	●	●	●
Friday, July 12*	Battle of the Boyne (Orangemen's Day)	—	●	—
Monday, August 5	Summer Bank Holiday	—	—	●
Monday, August 26	Summer Bank Holiday	●	●	—
Wednesday, December 25	Christmas Day	●	●	●
Thursday, December 26	Boxing Day	●	●	●
1992				
Wednesday, January 1	New Year's Day	●	●	●
Thursday, January 2	New Year	—	—	●
Tuesday, March 17	St Patrick's Day	—	●	—
Friday, April 17	Good Friday	●	●	●
Monday, April 20	Easter Monday	●	●	—
Monday, May 4	May Bank Holiday	●	●	●
Monday, May 25	Spring Bank Holiday	●	●	●
Monday, July 13*	In lieu of Battle of the Boyne	—	●	—
Monday, August 3	Summer Bank Holiday	—	—	●
Monday, August 31	Summer Bank Holiday	●	●	—
Friday, December 25	Christmas Day	●	●	●
Monday, December 28	In lieu of Boxing Day	●	●	●

* To be proclaimed by the Secretary of State for Northern Ireland.

REVIEWS

Lessons in teaching

Despite the much-publicised problems of the teaching profession, 22,000 people applied for teaching training courses last year. The Teaching As A Career Unit (TASC) has produced a video about one of the courses, the Postgraduate Certificate In Education (PGCE), to show would-be teachers what the training actually involves.

Don't Smile Before Christmas—the title comes from advice given to students before they attend their first teaching practice—follows two students, Devon and Gillian, through the one-year course, filming them learning the theory of teaching at college and putting it into practice in the classroom.

As well as teaching their chosen subjects of mathematics and English and drama respectively, Gillian and Devon have a chance to try some extra-curricular skills at the end of the course—for Gillian coaching sport, and for Devon the 'pastoral role' of teaching. Getting involved with the children's problems—whether psychological or academic—is an integral part of the PGCE course.

The video is intended for graduates considering going into teaching and runs for 22 minutes. As the two case study students were planning to teach in secondary schools, the video concentrates on that level of teaching. □

Don't Smile Before Christmas is available for hire or purchase on VHS, Betamax and Sony U-matic from CFL Vision, Chalfont Grove, Gerrards Cross, Bucks SL9 8TN until July 31 and from CFL Vision, PO Box 35, Wetherby, Yorkshire, LS23 7EX after August 1.

Opportunities

The *Directory of Opportunities in New Technology* has been revised and updated to provide a useful source of information on the educational, commercial and industrial opportunities currently available in the field.

It is designed to meet the needs of school and college leavers, graduates and postgraduates, qualified in computer science, information technology, telecommunications, engineering, materials science and similar disciplines. □

Directory of Opportunities in New Technology is available from bookshops or Kogan Page, 120 Pentonville Road, London N1 9JN. Price £7.95. ISBN 1 5091 389 7

The Allied Dunbar guides.

How to get started

To run your own business successfully you need certain personal qualities—confidence, energy, self-reliance, and above all the 'bounce back' factor, the ability to take the knocks and not give up. If you do not possess these qualities, the chances are your business will fail.

Running Your Own Business by David Williams — among a new series of *Money Guides* published by personal financial services group Allied Dunbar—is written for would-be self-employed people, and is designed to help them ask the right questions about starting their own business and to set about getting the right answers.

The first aim of the book is to encourage people to take a look at their own personality, and assess why they want to run their own business. It then seeks to help its readers think through and plan all the important aspects of their business—what the author calls the five Ps: Purpose, Product, Potential, People, Pounds.

The book also advises what planning and research may need to be carried out, and when it is necessary to call in experts. There are chapters too on going into partnership, what to do when the business expands, and how to get the best from the free and subsidised advisory services available.

Among the other *Money Guides* currently available are: *Planning Your Pension* and *Managing Your Finances*. □

The *Allied Dunbar Money Guides* are available from Longman Professional and Business Communications Division, Longman Group UK Ltd, 21–27 Lamb's Conduit Street, London WC1N 3NJ. Price £4.95 each.

Brandreth's questions!

From this month, new Social Security legislation will make membership of an employer pension scheme completely voluntary. Employees will have the option of either staying in their employer's scheme or opting for a new personal pension.

Future Perfect, a 79-page handbook by the National Association of Pension Funds, written in association with television personality Gyles Brandreth, is devised to guide people though the pensions maze and to ensure they are provided with the means of arriving at the right decision.

The book has a question-and-answer format, with Brandreth asking 20 questions and the NAPF providing the answers. Readers are encouraged to work out and record their own answers and then transfer them to a summary. This personal checklist system takes readers through the stages leading to their final decision. □

Future Perfect is available from Robson Books Ltd, Bolsover House, 5-6 Clipstone Street, London W1P 7EB. Price £2.95. ISBN 0 860 51 515 X.

NCVQ video

The National Council for Vocational Qualifications was set up in 1986 and aims to establish a comprehensive system of work-related qualifications by 1991.

It has produced a video, *What's In It For Employers?*, which sets out some of the problems currently faced by business and describes how the NCVQ intends to tackle them.

The video points out that often most of an employer's expenditure is on salaries and that at present only 40 per cent of the British workforce hold qualifications relevant to their job.

The NCVQ plans a national system of vocational qualifications based on knowledge and understanding of the candidate's job. There would be no age constraints, and the NCVQ believes the system would motivate employees.

It concludes that if the workforce is motivated, productivity will increase so the employer also benefits from the system. □

What's In It For Employers? is available from NCVQ, 222 Euston Road, London NW1 2BZ.

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